

Policy Title	Employee Wellbeing & Development Policy	Approving Authority	Any Director or Chief Financial Officer or Compliance Officer
Responsible Department	Human Resources		
Entity	Nexus Select Mall Management Private Limited (formerly known as Nexus India Retail Management Services Private Limited) (“Manager”) in its capacity as manager of Nexus Select Trust		
Responsibility for ensuring Compliance	ESG & CSR Committee		
Objective	The objective of this policy is to provide guiding principles on health and wellbeing of the employees.		
Applicability	This policy applies to business activities which are managed by Nexus Select Trust. The policy is inspired by expectations of Global Reporting Initiative, S&P Global Corporate Sustainability Assessment, United Nation Sustainable Development goals (UNSDGs) and Global Real Estate Reporting Board (GRESB).		
Definition	Employee wellbeing, safety and development refers to the organization’s commitment and responsibility towards its employees. It is one of the top priorities of the organizations and an essential element for long term success.		
Policy Statements	<p>At Nexus Select Trust we believe in creating a healthy and safe working environment for our employees.</p> <p>Thus, we aim to adhering to all compliances and regulatory requirements.</p> <p>Our key measures towards employee health and wellbeing include:</p> <p><i>Employee development and engagement:</i> We strive to develop and upgrade our employees' abilities through various trainings and L&D platforms. We offer different employee engagement initiatives through our flagship initiative Happyness Index to keep our valuable staff engaged and performing to the best of their ability. We prioritize employee well-being and development boosting morale, productivity, and innovation, creating a thriving workplace culture.</p> <p><i>Employee remuneration:</i> We are committed to retaining the finest personnel in our organisation. As a result, we strive to equip them with unique benefits that will enable them to perform to the best of their ability.</p> <p><i>Diversity, inclusion and non – discrimination:</i> We firmly believe in gender equality and hence aim to onboard talented individuals irrespective of their gender, religion, caste or creed. We encourage our employees to voice their opinions without any hesitation and regularly seek feedback to understand their concerns.</p>		
Reporting	Nexus Select Trust intends to consistently monitor and report the implementation of this policy in its annual report. We are committed to establish suitable procedures and infrastructure to meeting this compliance.		
Execution and Review	<p>Execute: The Human Resource department shall have the primary responsibility to execute and implement the directives as per this policy.</p> <p>Review: The CSR & ESG Committee shall review the implementation of this policy supplement and adopt suitable procedures to support compliance.</p> <p>This policy shall be reviewed annually to ensure its effective implementation and amendments</p>		

Version	Drafted by	Approved by	Effective from
1.0	Human Resources	Chief Human Resources Officer	1st April 2022
1.1	Human Resources	Chief Human Resources Officer	20th Sep 2022
1.2	Human Resources	Chief Human Resources Officer	June 2025