

<b>Policy Title</b>	Human Rights Policy	<b>Approving Authority</b>	Any Director or Chief Financial Officer or Compliance Officer
<b>Responsible Department</b>	Human Resources Team		
<b>Entity</b>	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		
<b>Responsibility for ensuring Compliance</b>	CSR & ESG Committee		

<b>Objective</b>	<p>The objective of the policy is to uphold and promote the fundamental principles of dignity, equality, and respect for all individuals across its operations and business relationships. Signatory to United Nations Global Compact (UNGC), we adhere to the ten pillars of human rights by UNGC, along with an internal code of conduct, to aim for the highest standards of human rights across our operations and supply chain.</p> <p>Nexus Select Trust is committed to fostering an inclusive, safe, and ethical workplace while ensuring its employees, customers, and stakeholders are treated with fairness and respect. Through continuous engagement and accountability, the Trust seeks to create a positive societal impact.</p>
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<b>Applicability</b>	<p>This policy applies to all the employees and business activities (including employees, suppliers, contract staff, migrant workers, indigenous people, local communities, women and children) wherein Nexus Select has direct control over operations. Also, The Entity aspires to ensure that all its business partners including suppliers, vendors, contractors, consultants, customers, distributors, or anyone doing business for or with The Entity, and others acting on Company’s behalf shall respect basic Human Rights.</p> <p>The policy is inspired by expectations of Global Reporting Initiative, S&amp;P Global Corporate Sustainability Assessment, UNGC and Global Real Estate Reporting Board (GRESB).</p>
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<b>Policy Statements</b>	<p>Nexus Select Trust encourages all permanent and contractual employees to strictly adhere to the below mentioned principles and condemn any violation or suspected violation of this policy.</p> <p><b>Upholding Human Rights</b></p> <ul style="list-style-type: none"> <li>The Entity shall support and respect the protection of internationally proclaimed human rights;</li> <li>The Entity shall ensure that it is not complicit in human rights abuses.</li> <li>In addition to our third-party vendors, the Entity carries human rights assessments for its critical suppliers twice a year</li> </ul> <p><b>Areas covered:</b></p> <ul style="list-style-type: none"> <li><b>Child Labour and Forced Labour</b> <ul style="list-style-type: none"> <li>The Entity shall not employ any forced labour or child labour in any of its operations;</li> <li>The Entity shall ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labour across all operations;</li> <li>The Entity shall respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured, or bonded labour.</li> </ul> </li> <li><b>Human Trafficking</b> <ul style="list-style-type: none"> <li>The Entity shall comply with all applicable national laws (including</li> </ul> </li> </ul>
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Article 23 of the Indian Constitution, “Right against exploitation”) and international laws and protocols (including "The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, 2000, (Trafficking Protocol) supplementing the United Nations Convention against Transnational Organized Crime”) against human trafficking, Employees Provident Fund and Miscellaneous Provisions Act 1952, Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 and The Sexual Harassment of Women at Workplace (Prevention, Prohibition, And Redressal) Act 2013

- The Entity shall strictly ensure that it will not support any organisation/activities that are involved in human trafficking.

- **Diversity, Equal Opportunity, and Non-Discrimination**

- The Entity shall strive to ensure that the employees and workers are treated with dignity, respect, and fairness, and not subject to harassment, discrimination, forced labour or inhumane treatment on account of gender, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or socio-economic status;
- The Entity shall aim to keep the working environment free from any prejudices, bias, and physical or mental harassment;
- The Entity shall practice zero-tolerance towards any act of sexual harassment. Proper investigation (with an opportunity to be heard) followed by finding of guilt and strict action is undertaken as per the internal policies;
- The Entity shall conduct employee trainings to raise awareness about non-discrimination and anti-harassment as well as adhering to the principles outlined in this policy;
- The Entity is committed to fair remuneration, including equal pay for men and women.
- The Entity conducts periodic sessions on Human Rights, including Prevention of Sexual Harassment, preventing cybercrime and strengthening cybersecurity

- **Freedom of Association and Collective Bargaining**

- The Entity shall respect the rights of its employee's to freedom, expression and formation of union to freedom of expression and the formation of unions.

- **Environment, Health and Safety**

- The Entity shall strive to protect the safety, health, and well-being of the relevant stakeholders through existing management systems and safety requirements;
- The Entity shall pursue environmentally sound business practices and work toward continual improvement in ESG performance year on year, record and investigate all incidents and train to enhance capabilities of employees and contractors on safety concerning workplace-related hazards, associated risks and measures required to mitigate these risks.

- **Wages, Working Hours and Leave Benefits**

- The Entity shall provide a flexible work culture to help in retaining the talent and keeps employees motivated and engaged;
- The Entity shall ensure the right to fair compensation and comply with all applicable laws relating to payment of wages, working hours and overtime compensation mandated.
- The Entity shall ensure provision of Special Leave, for reasons like Menstrual, Mental Health, Employee participation in community-facing engagements.

	<ul style="list-style-type: none"> <li>• The Entity shall ensure provision of maternity, paternity and adoption leaves supporting our employee-centric culture.</li> <li>• The Entity shall ensure provision of creche facilities in select locations, to support new parents leave their children in a safe and nurturing environment while at work.</li> <li>• The Entity shall comply with regulatory compliances of Employee Provident Fund, Employee State Insurance and Payment of Gratuity</li> </ul> <ul style="list-style-type: none"> <li>• <b>Recruitment</b> <ul style="list-style-type: none"> <li>• The Entity shall implement a transparent process in recruitment, compensation, and promotions;</li> <li>• The Entity shall not tolerate any fraudulent methods of recruitment and all the terms and ensure that conditions of employment are clearly communicated to the employees.</li> </ul> </li> <li>• <b>Data Privacy</b> <ul style="list-style-type: none"> <li>• The Entity shall respect the privacy of all employees and business partners by taking measures that are prescribed by law to protect and secure personal data;</li> <li>• The Entity shall not disclose anyone's personal, medical, and financial information unless legally mandated.</li> </ul> </li> <li>• <b>Community Engagement</b> <ul style="list-style-type: none"> <li>• The Entity shall engage with local communities in a manner to ensure acknowledgement and respect of the rights and dignity of all people in the geographies we operate in and otherwise. The Entity shall commit to taking steps to prevent, reduce, and mitigate impact on communities due to business operations;</li> <li>• The Entity shall continue to support several community welfare, health, and educational activities, essentially in communities surrounding The Entity's factories, both directly and through trusts, by providing healthcare education, improvement of community infrastructure, scholarships, etc.</li> <li>• The Entity organizes events, promotions and concerts to celebrate major festivals establishing its centers as community hubs.</li> </ul> </li> <li>• <b>Workplace Security</b> <ul style="list-style-type: none"> <li>• The Entity shall commit to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats;</li> <li>• The Entity shall implement adequate security arrangements for employees are provided as needed and are maintained with respect for employee privacy and dignity in accordance with the guidelines on Security and Human Rights.</li> </ul> </li> <li>• <b>Responsible Procurement</b> <ul style="list-style-type: none"> <li>• The Entity shall commit to procuring goods and services responsibly while taking human rights into consideration;</li> <li>• The Entity shall strive to ensure all its suppliers adhere to all applicable laws with respect to human rights;</li> <li>• We expect all our suppliers to comply with Nexus Select Trust's Supplier Code of Conduct and Human Rights policy</li> <li>• The Entity shall provide equal opportunities to all our suppliers and partner on remuneration</li> <li>• The Entity shall encourage suppliers for local procurement to promote inclusive development</li> <li>• The Entity shall promote sustainable sourcing and procurement practices to ensure economic growth of surrounding regions and decrease overall adverse impacts</li> </ul> </li> </ul>
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<b>Reporting</b>	<p>Nexus Select Trust strongly believes in investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.</p> <p>Employees can easily report any issues related to the Human Rights Policy by submitting their complaints in writing via email to the Chief Human Resources Officer at rohan.vaswani@nexusmall.com.</p> <p>The details of employee raising concerns under this Human Rights Policy will be kept confidential and anonymity of the same will be maintained by the Entity.</p>
<b>Review</b>	<p>Human Resources shall have the primary responsibility to execute and implement this policy with adherence to global frameworks including UNGC and ILO</p> <p>Human Resources 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>

<b>Version</b>	<b>Drafted by</b>	<b>Approved by</b>	<b>Effective from</b>
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