

Policy Title	Diversity, Equity & Inclusion Policy	Approving Authority	Any Director or Chief Human Resources 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	Chief Human Resources Officer		
Applicability	This policy is applicable to all business activities that are managed by the Nexus Select Trust and the special purpose vehicles (“SPVs”) of the 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).		
Objective	Nexus Select Trust respects and values the diversity of its employees, customers and stakeholders and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future. This policy describes Nexus Select Trust’s approach to diversity and inclusion and how these attributes are promoted and embedded in our workplaces.		
Definitions	<p>Diversity, inclusion, and non-discrimination form the bedrock of ESG, facilitating improved business practices. Diversity is the term used to describe the differences and uniqueness of all people – it includes skills, knowledge, experiences and perspectives of individuals and groups. It can refer to demographic characteristics, such as age, gender, gender identity, sexual orientation, intersex status, religion or national origin or social origin. Diversity can also be recognized by personal characteristics such as disability, medical condition, careers’ responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.</p> <p>Some personal characteristics are protected against discrimination through state and federal legislation; however valuing diversity is broader, where differences are recognized and valued in a positive and proactive way.</p> <p>An inclusive workplace:</p> <ul style="list-style-type: none"> • values the diversity of its employees, customers and stakeholders. • upholds the right of every employee to be treated with respect and fairness whilst performing their work. • is fair and equitable; and • is free of discrimination, harassment, bullying and other unlawful behavior. 		
Benefits of a Diverse & Inclusive Workplace	<p>An inclusive workplace, where all employees feel safe and confident to contribute their ideas and perspectives, facilitates more creative, innovative and effective solutions for achieving Nexus Select Trust’s business objectives.</p> <p>Nexus Select Trust recognizes that a diverse workforce and inclusive workplace culture is attractive to potential employees and provides Nexus Select Trust with an edge when competing for talent and retaining its talented people.</p> <p>A diverse workforce, with its broad range of experience and perspectives, has a better opportunity to understand and engage Nexus Select Trust’s customer base and the communities in which it works.</p> <p>Nexus Select Trust believes in gender equality and aims to onboard talented individual irrespective of any kind of discrimination to form a dynamic workforce with integrated perspectives who aid in better decision-making capabilities.</p>		

	<p>Employees are encouraged to voice their opinions without any hesitation and regularly seek feedback to understand their concerns</p>
<p>Commitment to Diversity & Inclusion</p>	<p>Nexus Select Trust values the diversity of its employees, customers and other stakeholders and recognizes that diversity is supported and enhanced by an inclusive workplace culture.</p> <p>Nexus Select Trust recognizes that all people working in or visiting Nexus Select Trust, or its subsidiaries workplaces have the right to be treated with respect and fairness and enjoy an environment free of discrimination, harassment, bullying and other unlawful behavior. This is a key feature of an inclusive workplace.</p> <p>Nexus Select Trust is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future and this commitment is considered and reflected in strategic and operational plans, policies, procedures and new initiatives.</p> <p>Our Diversity, Equity & Inclusion Policy promotes a Diversity and Inclusion strategy through disability inclusion as per the requirements of The Rights of Persons with Disabilities Act, 2016.</p> <p>We have also made adjustments in our physical environment to ensure health and safety for our employees, customers and visitors with disabilities,</p>
<p>Promoting & Embedding a Diverse Workforce & Inclusive Workplace</p>	<p>At Nexus Select Trust, we are committed to fostering a culture where diversity, equity, and inclusion are not just ideals but integral to our everyday operations. Promoting and embedding a diverse workforce and an inclusive workplace is central to our mission of treating all employees, customers, and stakeholders with respect and dignity. We believe that embracing varied perspectives enhances innovation and strengthens decision-making.</p> <p>Nexus Select Trust sets clear expectations for leaders and employees regarding the actions, conduct and behavior that support a diverse workforce and inclusive workplace. The Code of Conduct, Values and other related policy documents and are explained and reinforced through general communication and targeted education and training programs. Key concepts and obligations are communicated through trainings.</p> <p>Nexus Select Trust regularly consults with employees about key areas and issues relating to diversity and inclusion and uses this information to improve existing processes and develop new initiatives.</p> <p>Nexus Select Trust’s Diversity and Inclusion strategy is broad, and currently has specific streams of work relating to building an inclusive workplace culture; gender equity; mature age workforce and disability inclusion, inclusion of Ex-Servicemen and their kin.</p>
<p>Execution and Review</p>	<p>Nexus Select Trust monitors its performance in the areas of diversity and inclusion using appropriate measures and targets:</p> <ul style="list-style-type: none"> • Progress is reported to and discussed in various forums and Board Committee. • Nexus Select Trust has established a workplace program to remove barriers to women entering and advancing in the entity in accordance with the Workplace Gender Equality Act 2012. • Nexus Select Trust monitors gender diversity across the organization using appropriate measures. Human Resources Team will establish measurable objectives for achieving gender diversity each year. Progress will be reported to, and discussed in various forums, including Board Committee. • In addition, Nexus Select Trust reports its gender diversity objectives and progress in achieving them, as well as the proportion of female employees in the organization, at Executive Team level and on the Board, in Annual Report.

• Nexus Select Trust also captures, monitors and reviews employee complaints related to breaches of this policy, including complaints relating to sexual harassment, homophobia, and transphobia in the workplace.

The Human Resource and management shall review the implementation of this policy supplement and adopt suitable procedures to support compliance.

This policy shall be reviewed annually to ensure its effective implementation and amendments.

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