



Nexus Select Trust

ESG Highlights FY 2022-23

ESG Highlights – Purpose, Scope and Content

Nexus Select Trust, hereafter referred to as 'Nexus Select', 'entity', 'we' or 'us' or 'our', is happy to publish its Environment, Social and Governance (ESG) Highlights for the FY 2022-23. Annually, we disclose our sustainability performance and achievements through a comprehensive ESG report, encompassing the frameworks of GRI, UN SDGs, TCFD, and BRSR. However, due to evolving ESG reporting frameworks and diverse stakeholder concerns, it's challenging to include all essential performance indicators in a single report. In our commitment to transparency, Nexus Select Trust is introducing ESG Highlights for FY 2022-23 to align with the latest global ESG frameworks and trends.

The extent of our ESG highlights closely mirrors the scope of our [ESG Report for FY 2022-23](#), which encompasses 17 malls within the Nexus Select Trust Portfolio, contributing to over 85% of the total revenue.

Environment

- ❑ Climate Governance
- ❑ Decarbonization Roadmap
- ❑ Key Performance Indicator
- ❑ Sustainable Infrastructure

Social

- ❑ Diversity, Equity & Inclusion
- ❑ Employee Well-being, Trainings & Skill Development
- ❑ Occupational Health and Safety
- ❑ Human Rights
- ❑ Customer & Tenant Wellbeing

Governance

- ❑ Governance and Compliance
- ❑ Cyber Security



Environment



Climate Governance

01 Board-Level ESG Committee

Our board-level ESG committee guides strategies, ensuring our sustainable, ethical, and climate-related business practices align with environmental, social, and governance considerations.

02 Apex Committee

Our CEO heads the ESG Apex Committee, which provides an overall vision for ESG strategy and allocates resources appropriately for different initiatives. This committee also vets public disclosures before publication and monitors the progress of ESG goals.

03 Steering Committee

A Steering Committee chaired by the Vice President — ESG and Business Excellence monitors our ESG performance and provides updates to the Apex Committee. The steering committee is responsible for implementing the ESG roadmap and is helped in this task by the members of the ESG Task Force.

04 Task Force

The Task Force is a cross-functional team that executes the ESG programmes. They are responsible for the execution of the ESG strategy through designated points of contact who lead the sustainability efforts at each of our properties. The task force reports to the Steering Committee on the progress of ESG goals.

05 Mall Champions

The task force appoints an ESG Mall Committee at each of our properties who are provided with the resources they need to execute ESG initiatives. They are responsible for the last mile execution of programmes and update the ESG Task Force on the progress.



Our ESG Governance structure is the driving force behind the success of our environmental and social initiatives. A comprehensive multi-tier governance structure implements and monitors our performance on ESG parameters and climate related risks. The structure includes our Board level ESG Committees, Apex ESG Committee, ESG Steering Committee and Task Forces.

Environmental Management System

On a quarterly basis, a third-party agency verifies the environmental practices of each asset within Nexus Select Trust, following the guidelines established by the company. These guidelines are designed to align with applicable local and global standards. This regular verification practice demonstrates our commitment to environmental management systems and sustainability.

Scenario Analysis

We are currently assessing Transition Risks with IEA APS and NDCs qualitative scenario analysis. Our future plans include conducting a thorough climate risk assessment aligned with IPCC scenarios and assessing their fiscal impact on our operations.

Climate Governance - Climate related incentives

Our company fosters a culture of innovation by encouraging our employees to actively contribute ideas that benefit both the company and environment. To nurture this culture of innovation, we acknowledge every individual who has played a role in our journey toward excellence in ESG. These acknowledgments may come in the form of both monetary and non-monetary rewards.

Management Approach

CEO

The CEO has KPIs related to emissions and energy reduction, as well as enhancing the renewable energy share, which have cascaded down to the respective business unit manager, employees, and the ESG head for implementation and monitoring.

Head- ESG

Responsibility: Oversees sustainability initiatives at Nexus Select Trust.

Annual KPIs: Goals set for energy reduction, renewable energy integration, meeting targets, emission reduction, and net-zero objectives.

Rewards: Monetary incentives based on individual KPI accomplishments at fiscal year-end

Business Unit Managers

Responsibility: Energy reduction designated as a Key Result Area (KRA)

Annual KPIs: Asset managers tasked with setting energy reduction targets in annual KPIs. Targets encompass a range of initiatives, including projects and processes.

Rewards: Monetary incentives provided Based on individual achievements in meeting energy reduction targets at fiscal year-end.

Employees

Responsibility: Encourages employees for activities like energy savings, water conservation, emission reduction, etc.

Annual KPIs: Individuals contribute by identifying and implementing efficiency projects.

Rewards: Successful project completion leads to recognition and rewards.

Decarbonization Roadmap

Base Year: 2020

Decarbonization roadmap prepared by using the following approach

Stakeholder Engagement and data collection

GHG Inventory and Data Review

Target Setting

Interventions Identification

Prioritization of Interventions

Current Year: 2023

Current Status:

12.90% reduction in Scope 1 + 2

59.21% increase in renewable energy generation from FY2020

100% of our portfolio is Green Building Certified

Targets

Target year: 2025

25.2% reduction in Scope 1 and Scope 2 emission

Target year: 2030

Net Zero for Scope 1 and Scope 2 emission

Interventions till date



Increase solar panel installations or purchase green energy

Example: : Installed 30MW+ of renewable energy capacity



Use energy-efficient appliances

Example: Installing Variable Frequency Drive in Air Handling Unit.



Transition to low-carbon technologies

Example: Upgrading lighting systems for enhanced energy efficiency



Monitor, review & modify mitigation approach

Example: Started calculating Scope 3 Emissions and Getting all our portfolio Green Building certified



Generators: Diesel → Natural Gas



Increase renewable through captive and on site installation



Green Tariff



Carbon offset

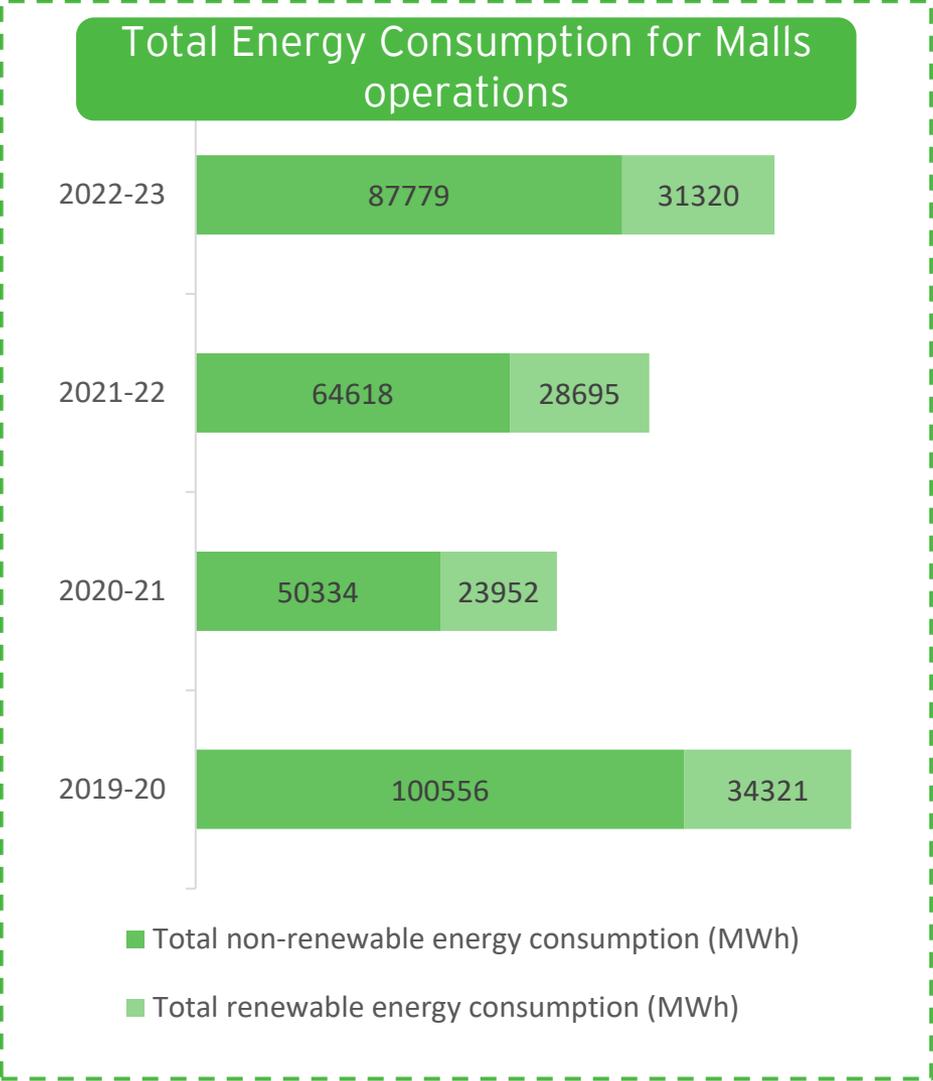
Interventions planned for future

Key Performance Indicator - Energy

Compared to FY2022, our energy intensity has decreased due to increased energy efficiency and reduced overall energy consumption. In FY2023, we have increased our energy independence by reducing the amount of renewable energy we consume through Power Purchase Agreements and increasing our onsite renewable energy generation capacity.

Energy Saving Interventions

- 
100% conversion to LED lighting systems
- VFD** Variable Frequency Drives in all sites
- 
 Solar Reflective Index paint on exterior walls and terraces
- 
 Installation of Photo Sensor to Control Corridor Emergency lights
- 
 Replacing old machines with new efficient machines



Key Performance Indicator - Emissions

To achieve a 25.2% reduction in Scope 1 + 2 emissions by FY2025, Nexus Select Trust has implemented several initiatives to reduce its environmental impact. The reduction is primarily driven by falling Scope 2 emissions resulting from increased renewable energy consumption through solar and wind sources. This year, we also calculated our Scope 3 emissions for the first time which stood at 78,179 MTCO2eq.



12.90%* Reduction in Scope 1 & 2 Emissions from FY2020 Baseline.

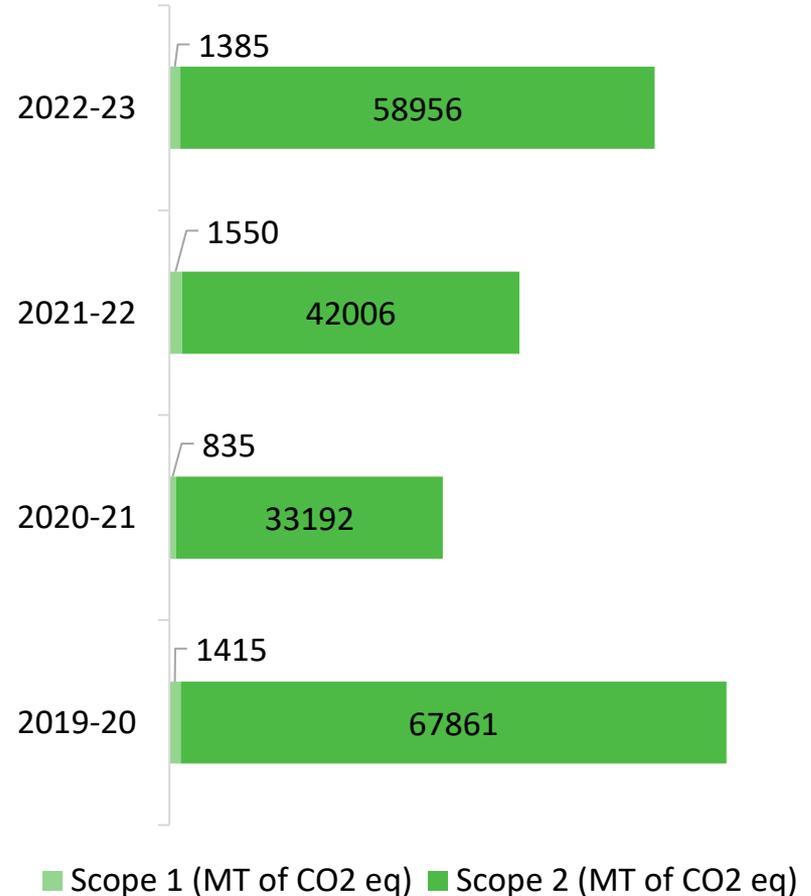


59.21%* Increase in renewable energy generation from FY 2020



30+ MW Renewable energy capacity installed

Total Scope 1 and 2 Emissions



*The progress and achievements provided are based on the FY2020 Baseline for all 17 Nexus Select Trust Malls.

Key Performance Indicator - Waste

We prioritise the principles of an integrated circular economy in our daily operations, reducing waste generation and promoting the reuse of recyclable materials.

Our tenants and consumers are also encouraged to reduce, reuse, recycle, and sustainably dispose of waste.

Waste Management Process

Our waste management process across our malls involves training on waste segregation, weighing systems & using recycling coordinators & approved recycling and disposal agencies.

We have a target to achieve **100%** waste diversion by **FY2025**.



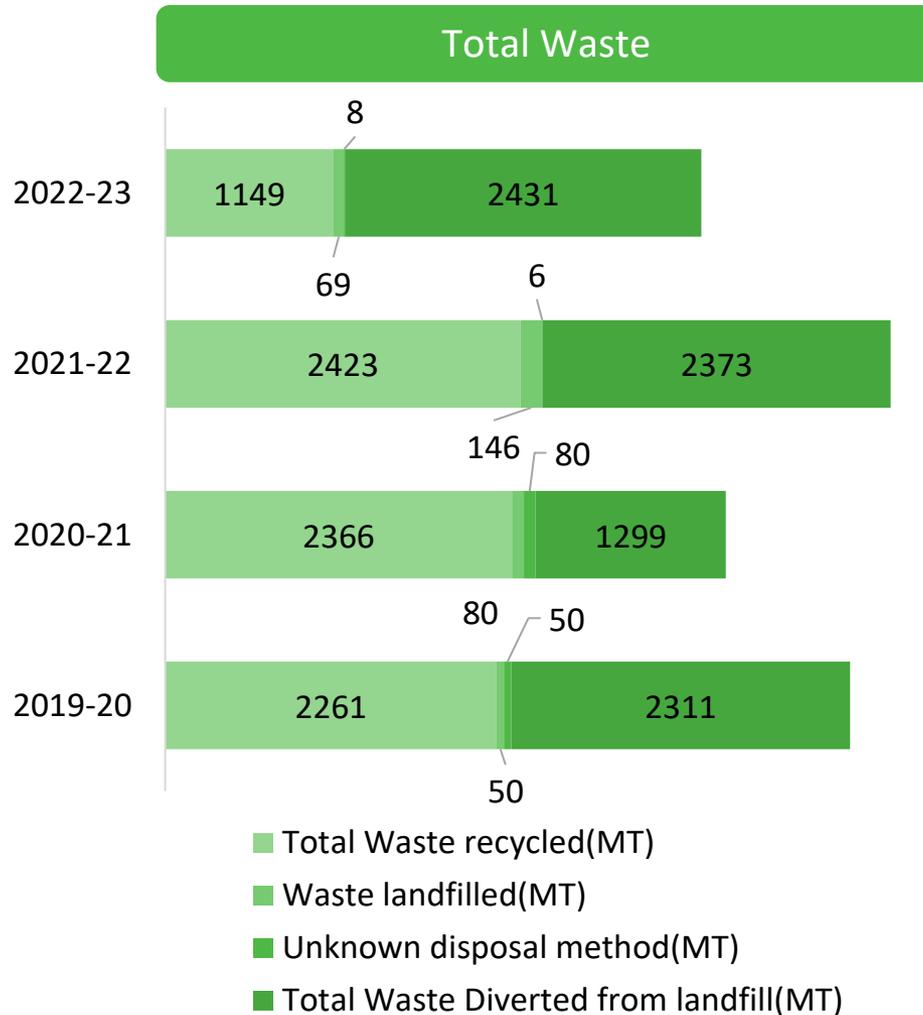
6.79MT

E-waste responsibly handled through recycling



90.5%

Waste Diverted from Disposal



Key Performance Indicator - Water

Water Saving Interventions

Nexus Select Trust has implemented several water-saving measures across its 17 malls. These include



Installation of aerators on all water-consuming points



Rainwater harvesting through storage tanks



Utilizing treated STP water for restroom, irrigation, MLCP cleaning, and outdoor maintenance.



Installation of touch-free sensor valves for urinals and sensor water taps



48.01%

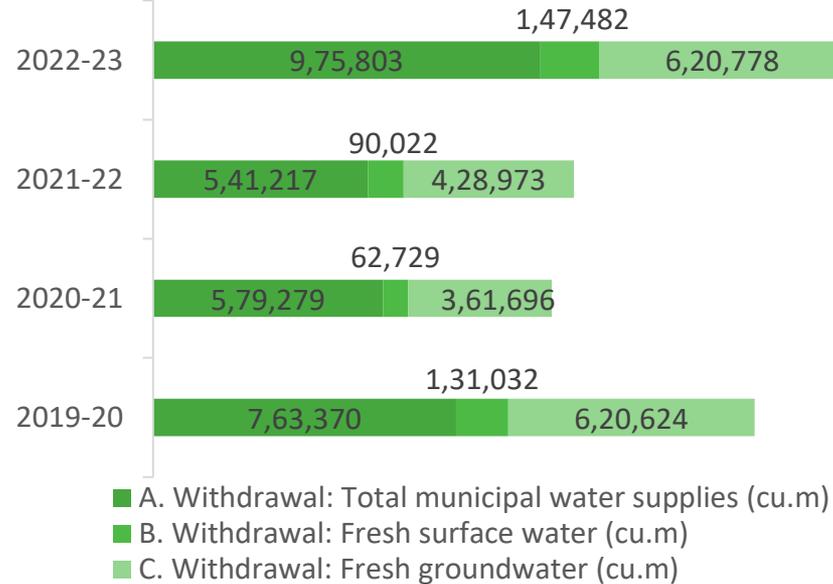
Increase in water recycling through STPs compared to FY2022



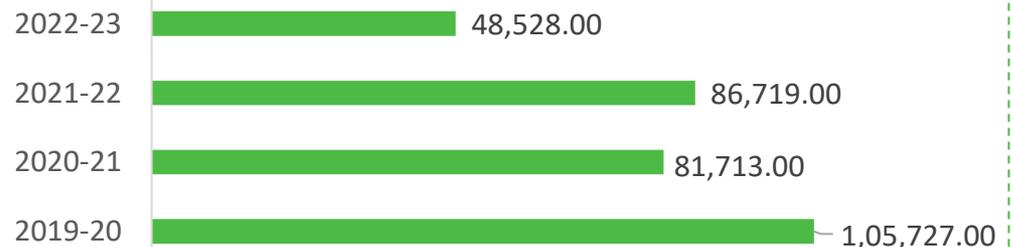
82.35%

Malls are zero Liquid Discharge

Total Water Withdrawal (cu.m)



Total Water Discharge (cu.m)



Sustainable Infrastructure

S.No	Mall Name	Certification
1	Nexus Seawoods	IGBC Platinum
2	Nexus Westend	
3	Nexus Ahmedabad Phase I	
4	Nexus Elante	
5	Nexus Esplanade	
6	Nexus Hyderabad	
7	Nexus Shantiniketan	
8	Nexus Centre city	
9	Nexus Koramangala	
10	Fiza By Nexus	
11	Nexus Vijaya	IGBC Gold
12	Nexus Indore central	
13	Nexus Celebration	
14	Nexus Amritsar	
15	Treasure Island	GRIHA
16	Nexus Whitefield	
17	Nexus Select CityWalk	

100% Green Building certified

86% Platinum

14% Gold

Improving Electric Vehicle Infrastructure

MOU signed to promote EV between



Nexus Select Trust

&



Nexus Select Trust will provide space and support to install

1



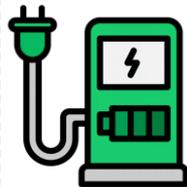
Charging Stations

2



Battery Swapping Stations

Nexus Select Trust EV Infrastructure



Nexus Select Trust has till date installed **170+** charging stations for two and four-wheelers across its malls

10,000+ vehicles utilized these charging stations annually

SOCIAL



Diversity, Equity & Inclusion



women in the **total workforce**



of the total women in **leadership positions**



Average **annual remuneration ratio** for women to men across management levels



women part of **revenue-generating functions** as percent of all such positions



of the total women part of **key decision-making teams** including technical, finance, operations and legal



women in **STEM - related positions** as percent of all such positions



1.4%

of the total workforce consists of people with **sports background and ex-service** and their kin



1.5%

of the total workforce includes **people with disability**



1:23

Employee to CEO mean **annual compensation ratio**



We promote **local talent** - **100%** of our employees are Indians and hail from the local communities near to our operating sites

Employee Well-being, Trainings & Skill Development

Employee Benefits

- **Health benefits** includes life insurance, medical coverage, group accidental coverage, and term life insurance
- **Leaves**- Casual Leaves, Parental Leaves (Maternity (upto 24 weeks) and Paternity (upto 7 days)), Anniversary Leaves, Special Leaves (menstrual, mental health leave etc.)
- Allowances, Reimbursements and Gifts

17
Days

Special leaves
availed

100%

Employee
Coverage

Long term Incentives

We have a long-term incentive program for our employees, aligning it with our ESG performance goals and their respective departmental initiatives. This initiative serves as a catalyst for driving positive change in our firm's ESG performance. Eligibility for the long-term incentive program is extended to all employees who have completed five (5) years or more with our organization

Health and Wellness Matrix

This programme offers holistic health improvement requirements based on our employees' health assessments and has initiatives designed to encourage a healthy lifestyle. We established an employee assistance program called 1 to1 Help to connect employees with counsellors and onboarded a health & wellness consultant available 24X7.

444 &
300+

Employees &
dependents
covered

95
100

Employees
Satisfaction Score

Employee Satisfaction

Annual surveys conducted to measure employee satisfaction. We consider various indicators relating to the workplace, such as whether management acknowledges their achievements, their career growth at the organisation, and the freedom to express oneself at the workplace.

Employee Well-being, Trainings & Skill Development

16,092 total training hours

26 Average training hours per employee

₹12,762 Spent per FTE on training and development

Management Level	No. of Males	Total no. of training hours	No. of Females	Total no. of training hours
Senior	193	891.5	60	503.18
Middle	1204	4049.34	235	810.1
Junior	2941	8429.52	466	1408

Some of our leadership programs are listed below:

Business Intelligence Training using Power BI & Tableau

Objective

The training equipped participants with skills regarding data transformation and analysis in order to create reports and visualization and to derive real-time insights from business.

Impact

Manual excel reports shifted to Power BI which has saved 100% time & effort

Training to Increase budding leader's effectiveness

Our training focuses on enhancing skills in taking initiative, prioritization, and interpersonal communication. Leveraging creative collaboration is also focused.

Increased productivity & 100% retention amongst the manager's group

LEAD: Leadership through Evaluation, Alignment, and Development

LEAD is designed to pinpoint high-performing individuals within the organization and further develop them for future roles. All participants undergo an Assessment/Development evaluation after the program.

0% attrition amongst the 38 LEAD participants

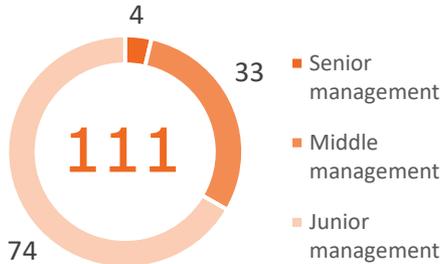
Talent Attraction and Retention

A Strategic Workforce Planning approach ensures effective recruiting at Nexus Select Trust with a focus on developing, hiring, or outsourcing capacity and capabilities as needed. We hired a total of 111 employees in FY2022-23.

Owing to our empowering bouquet of benefits, our Human Capital return on investment (HCROI) increased subsequently. It provides a means of measuring a company's profitability in relation to total employee costs. HCROI shows the degree to which economic value is derived by looking at profitability solely in relation to human capital costs.

New Hires

Management Level



HCROI

FY 2019-20	7.23
FY 2020-21	3.78
FY 2021-22	6.11
FY 2022-23	11.94

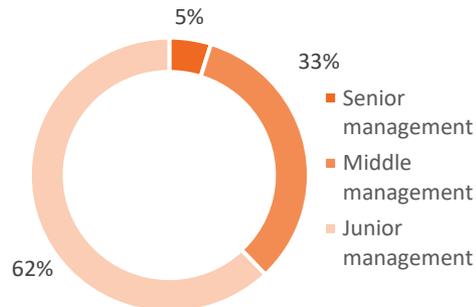


Employee Turnover

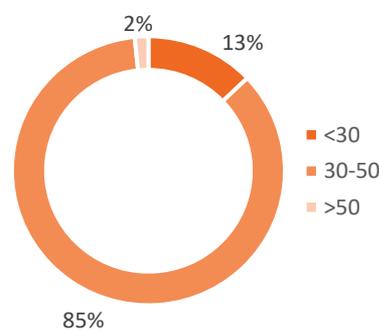
Our overall employee turnover rate for FY2023 stood at:

20%

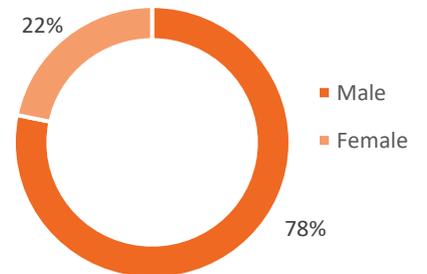
Management Level



Age - wise



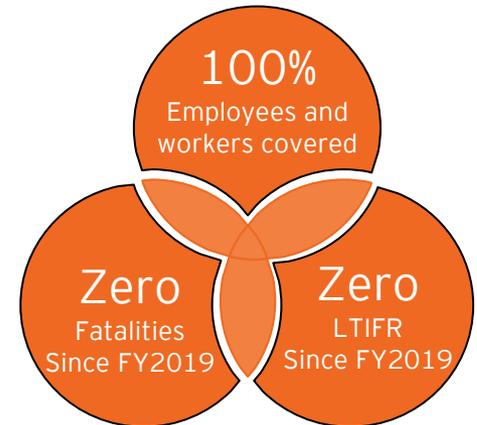
Gender - wise



Occupational Health and Safety

We have a robust policy encompassing incident investigations, hazard identification, risk assessment, and corrective actions. Our specialized training equips employees with essential skills in hazard identification, risk assessment, emergency response, and safety procedures. We collaborate with an Occupational Health and Wellness Consultant to ensure comprehensive health and safety training for our employees, subcontractors, and workers.

- Inspection of work areas by on duty fire officer/marshal
- Maintaining and monitoring fit out safety checklist daily, conducting weekly and monthly fire drills
- Conducting regular audits to identify and avoid hazardous situations
- Any observations from previous audits noticed in checklists and rectified
- Hazard Identification & Risk Assessment process followed every month
- Ensuring that all safety precautions are followed by workers, such as the proper usage of PPE equipment
- Conduct monthly electrical and FLS audits as a preventative measure



Absentee Rate	
FY2020-21	1.12
FY2021-22	1.21
FY2022-23*	1.73

**Work From Home provision was provided to our employees in the wake of COVID19 during FY2020-21 & FY2021-22. This contributed to the low absentee rates in the respective years.*

Human Rights

We uphold high standards of human rights compliance across our operations and value-chain. We have comprehensive policies which cover all the critical aspects underwritten by the UNGC. We have a robust human rights assessment framework for the implementation and monitoring of our commitments.

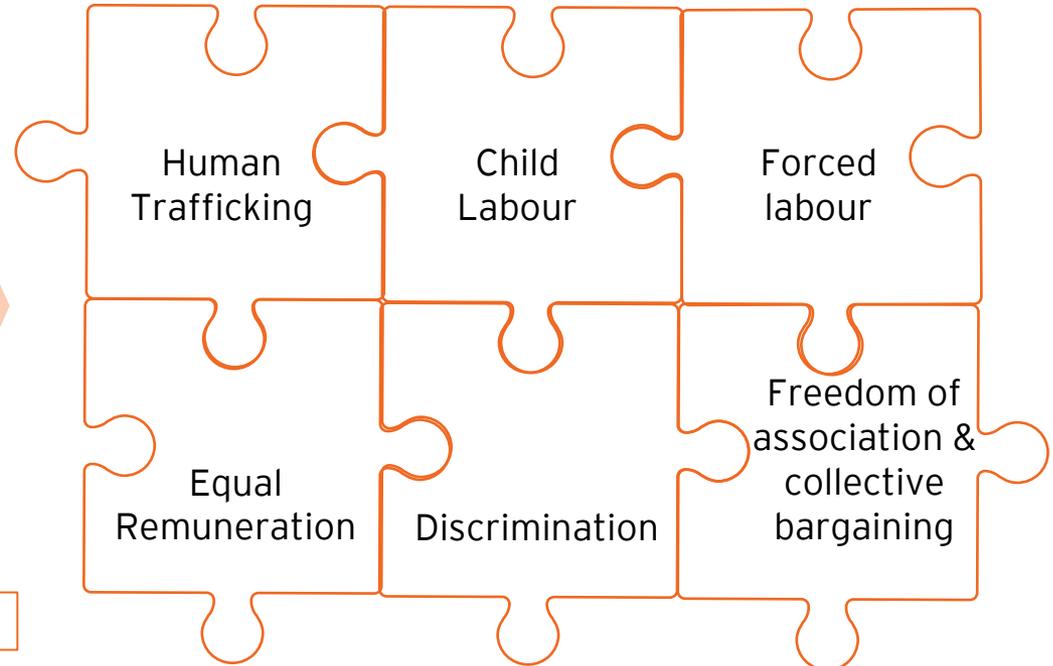


A signatory to United Nations Global Compact

Policies *

- ❖ Code of Conduct
- ❖ Human Rights Policy
- ❖ Diversity Equity & Inclusion Policy
- ❖ Prevention of Sexual Harassment Policy
- ❖ Grievance Redressal Policy
- ❖ Supplier Code of Conduct

Coverage



To access all of our policies, please [click here](#).

*These policies are apart from other statutory policies adopted by the Nexus Select Trust

Human Rights Assessment

We engage with a third-party consultants to conduct periodic assessments of human rights for our employees. This helps ensure compliance with global and Indian human rights regulatory standards such as the Employees Provident Fund and Miscellaneous Provisions Act 1952, The Sexual Harassment Of Women At Workplace (Prevention, Prohibition, And Redressal) Act 2013, Employment Exchanges (Compulsory Notification Of Vacancies) Act 1959, and many others.

Assessing our suppliers

We conduct human rights assessments twice a year of our Tier -1 suppliers who we identify based on their business relevance, strategic importance in our supply chain, and significant impact on human rights. Our Tier -1 suppliers mostly constitute of workforce suppliers. Our evaluation steps are:



Mitigation

Mitigation measures are tailored to each site's specific non-compliance issues. These measures are outlined as actionable points for the assessed party, with ongoing guidance and support provided until the gaps are addressed. Recommendations for mitigation encompass various aspects, including thorough documentation, proactive adherence to regulatory requirements, and process updates as needed.

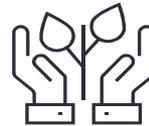


Customer & Tenant Wellbeing

Customer Centricity

At Nexus Select Trust, we're committed to providing our tenants with a holistic and sustainable environment. We prioritize indoor air and water quality, offer healthy food options, and maximize visual and acoustical comfort.

We prioritize tenant well-being by seamlessly incorporating movement and physical activity into daily life. Through thoughtful space design, inclusive policies, and engaging programs, we create a healthier, vibrant community. Embracing biophilic design, we connect tenants with their environment by placing plants around our properties. Additionally, our facility layout, including escalators, lifts, and stairs, is strategically designed to promote customer movement.



Accessibility

Our properties are accessible to our customers and retailers, promoting diversity.

- ❑ **Reach:** Ease of access due to close vicinity to public transport
- ❑ **Mobility:** Wheelchair Assistance at parking spaces
- ❑ **Digital:** We are developing the Nexus One App for our customers to enhance their shopping experience and broaden the reach of our mall stores. Our ongoing efforts focus on delivering a digital customer experience through this application.

Satisfaction Surveys

Periodic surveys are conducted by an independent third party to assess tenant and customer satisfaction. These surveys provide a holistic evaluation of tenant and customer satisfaction, encompassing specific metrics such as overall ambience, water quality, recreational facilities, and mental well-being. Furthermore, they assess overall satisfaction, effective communication, property management proficiency, responsiveness to concerns, and a keen understanding of tenant needs. The surveys also consider factors like the ambience, security measures, parking amenities, housekeeping standards, and interactions with mall staff.

We are committed to offer these facilities and enhance tenant and customer satisfaction to the fullest extent.

4.78/5
Retailer
Score

4.89/5
Customer
Score



GOVERNANCE



Governance and Compliance

	Number of Directors
Executive	1
Independent	4
Other Non-executive	3
Total Board Size	8

Zero-Incident Milestones for FY 2022-23:

- Corruption or Bribery
- Discrimination or Harassment
- Conflict of interest
- Customer Privacy Data
- Money Laundering



88.3% Average Board Meeting Attendance



7 Number of non-executive/ independent directors with 4 or less other mandates



6 Number of independent or non-executive members with Retail, Real Estate and Investment Experience

Code of Conduct

Each quarter, an independent third-party agency assesses the compliance system pertaining to the 'Code of Conduct' for every asset within Nexus Select Trust.

Board Assessment

The Board conducts an annual self-assessment of its performance in accordance with the procedures established by the Nomination and Remuneration Committee.

Risk Management

Internal Audit of risk management process is in progress

Cybersecurity

Board member responsible for Cyber security

Dalip Sehgal

Member of Risk committee

Mr Dalip Sehgal role enhances Nexus Select Trust cybersecurity with his strategic insights and experience. He guides the management to ensure Governance, strong protection of information assets and reinforce cybersecurity practices.

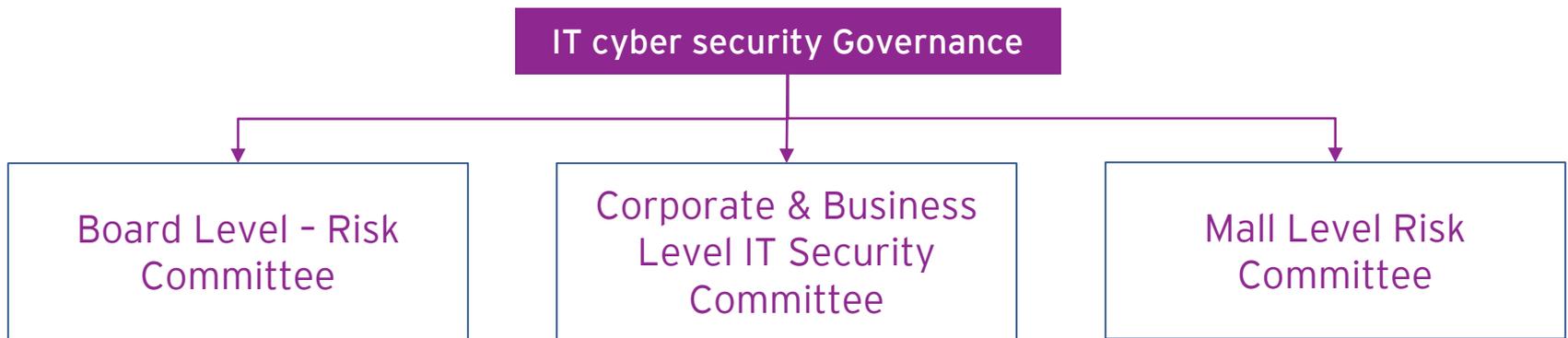


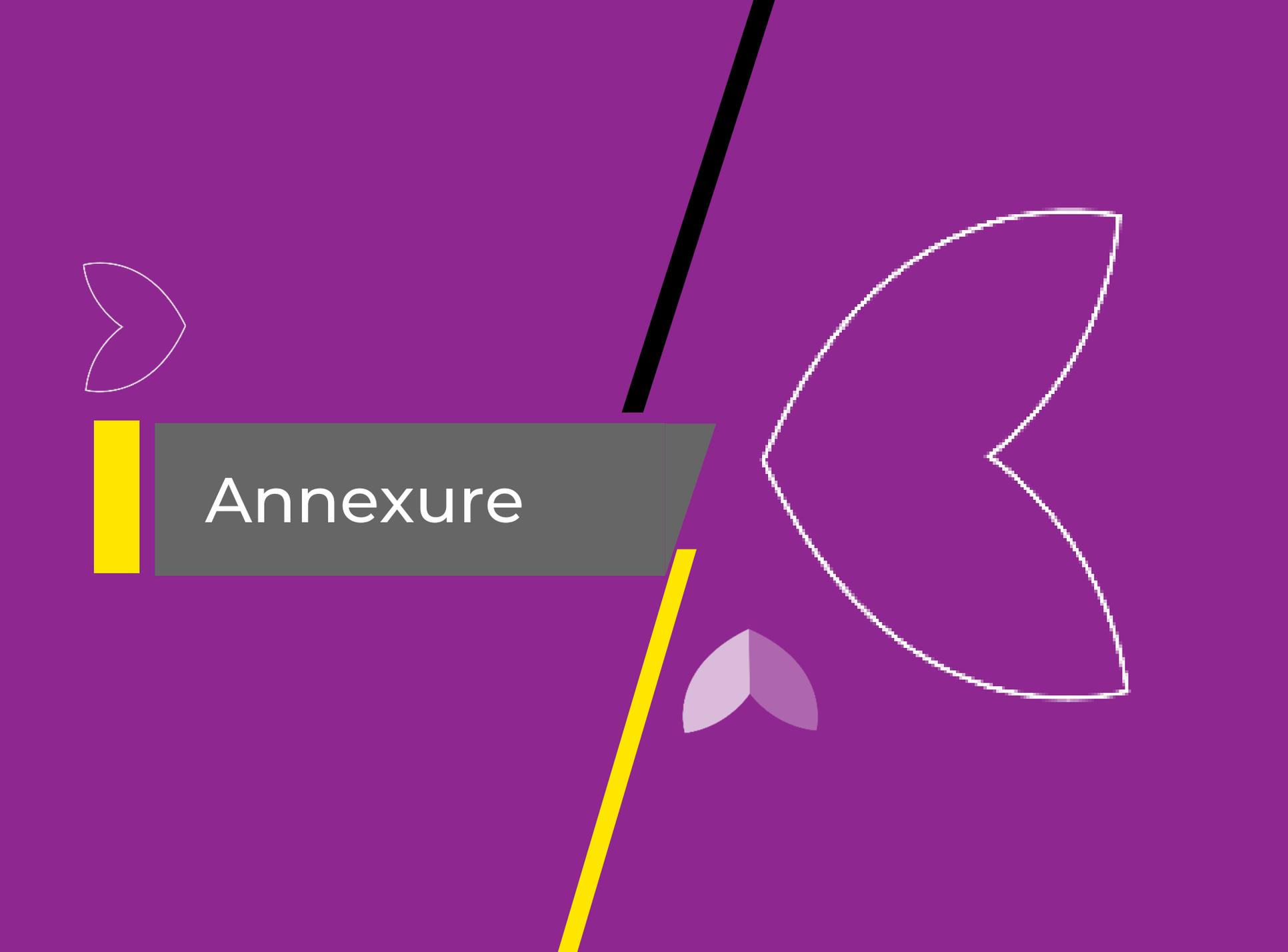
Information Security Breaches



Clients, Customers and Employees affected by the breaches

We have a comprehensive cyber security management procedure at our entity. Our Board Members are apprised of IT cybersecurity issues every quarter by risk management committee. Our Deputy General Manager and Chief Technology Officer is responsible for IT security or cybersecurity at corporate or business level. We also have cyber security and IT policies that apply to all our employees. Business continuity / contingency plans and incident response procedures are in place and the contingency plan is annually tested.





Annexure

Annexure: Glossary

Abbreviations/ Acronyms	Explanation
APS	Announced Pledges Scenario
BRSR	Business Responsibility and Sustainability Report
CEO	Chief Executive Officer
CO2eq	Carbon Dioxide equivalence
cu.m	Cubic Meter
ESG	Environment, Social and Governance
EV	Electric Vehicle
FLS	Fire and Life Safety
FTE	Full Time Equivalent
FY	Financial Year
GRI	Global Reporting Initiative
GRIHA	Green Rating for Integrated Habitat Assessment
HCROI	Human Capital return on investment
IEA	International Energy Agency
IGBC	Indian Green Building Council
IPCC	Intergovernmental Panel on Climate Change
IT	Information Technology

Abbreviations/ Acronyms	Explanation
KPI	Key Performing Indicators
KRA	Key Responsibility Area
LED	Light Emitting Diode
LTIFR	Lost Time Injury Frequency Rate
MLCP	Multi-Layer Composite Pipe
MOU	Memorandum of understanding
MT	Metric Ton
MWh	Megawatt Hour
NDC	National Development Council
No.	Number
PPE	Personal Protective Equipment
STEM	Science, Technology, Engineering and Mathematics
STP	Secondary Treatment Plant
TCFD	Task Force on Climate-related Financial Disclosures
UNGC	United Nations Global Compact
SDG	Sustainable Development Goals
VFD	Variable Frequency Drives