

## **Policy on Human Capital Management**

### **1. Philosophy**

Nesco recognizes that Human Capital Management is a key priority and enabler for its business success. This Policy strives to create a highly conducive and motivated work environment aimed at the growth and development of employees and in turn the organization. This includes our approach towards ensuring fair policies for recruitment, retention of talent and overall well-being of employees that contribute to the development of Nesco business.

### **2. Scope**

This Policy covers all the employees of the Company. The term “employee” includes permanent, non-permanent and contractual employees and workers.

### **3. Policy**

- a. To provide equal employment opportunities at the time of recruitment as well as during employment without discrimination based on age, region, caste, creed, race, colour, gender, religion, national origin, social groupings, disability, and marital status, in accordance with applicable local, state, and national laws.
- b. All employment and promotion decisions will be based solely upon individuals’ qualifications, experience, prior contribution and demonstrated capacity to perform at higher or improved levels of performance and will be in accordance with the principle of equal employment opportunity.
- c. To undertake affirmative action wherever necessary to attract and retain talent and promote a diverse and inclusive culture
- d. To ensure timely payment of wages, as per applicable laws.
- e. To ensure well-being of employees by enrolling them for various employee benefit policies such as group mediclaim, personal accident and such other insurance policies.
- f. To keep the workplace environment safe, hygienic, and humane for upholding the dignity of all employees.
- g. To prohibit use of child labour, forced labour or any form of involuntary labour whether paid or unpaid.
- h. Aim at ensuring transparency, a climate of openness, mutual trust, teamwork, fairness, and equity in all its dealings with employees.
- i. To take cognizance of work life balance of its employees.
- j. To ensure continuous skill and competence upgradation of employees by providing access to necessary learning opportunities on equal and non-discriminatory basis.
- k. To engage its employees through various events and programs, group interactions, webinars, and cultural events.
- l. To ensure compliance with all regulatory requirements pertaining to its employees.
- m. To ensure that employee feedback and grievances are addressed effectively and in a timely manner.
- n. To ensure awareness of Nesco’s policies and practices for all its employees as relevant including health and safety, Code of Conduct, Prevention of Sexual Harassment (POSH), and human rights.
- o. To ensure awareness of Environmental, Social, and Governance (ESG) and Business Responsibility and Sustainability Reporting (BRSR) Principles that apply to Nesco for all its employees.
- p. To engage with value chain partners and encourage them to follow these principles within their organizations.

**4. Implementation**

- a. This policy is available on the website of the Company at [www.nesco.in](http://www.nesco.in)
- b. This policy will be reviewed by the Board of Directors at regular intervals as it may deem fit.

1st Version of this Policy approved by the Board of Directors on 13th February 2024.