



Human Rights Policy

Version 1.0

January 2026

Nuvama Wealth Management Limited recognizes the valuable role that our business can play in the longer-term protection of human rights. We along with subsidiaries and associates (including all their offices) are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business in line with recognized frameworks.

Nuvama Wealth Management Limited, together with its subsidiaries and associates, is committed to respecting human rights, preventing and mitigating adverse impacts through due diligence, and addressing stakeholder grievances effectively.

Scope and applicability

This policy is applicable to all employees and trainees of Nuvama and its subsidiaries; to uphold and observe these values and abide by the principles outlined in the Policy & in line with domestically recognized frameworks. The Policy is applicable from February 1, 2026. This Policy will be reviewed at least once, in 3 years and the CHRO is authorized to amend the Policy to give effect to any changes/amendments as maybe required from time to time.

Legal & Regulatory compliance

- We respect and comply with the applicable laws and regulations in all territories of our operations, which also include the national labour regulations applicable to human rights aspects.
- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirement.

Risks & Awareness Program

- Promoting awareness of human rights with employees at various levels of our operations through training and communication through mandatory training programs.
- We ensure zero-tolerance towards any act of sexual harassment. A proper and fair investigation (with an opportunity to be heard) is followed and strict action is undertaken as per Company's Policy on Prevention of Sexual Harassment at the Workplace.

Labour & due diligence

- Influencing our contractors, suppliers, vendors and other organizations with whom Nuvama has a leverage to adopt the and to encourage and support the development of equivalent management systems.
- Nuvama is an equal opportunity employer. We have implemented merit-based processes in recruitment, compensation, training, and promotions. We do not support any fraudulent methods of recruitment, and all the terms and conditions of employment are clearly communicated.

Child labour, forced labour, Diversity & Inclusivity and human trafficking

- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment.
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- We are committed to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions, caused due to internal and external threats. Adequate security arrangements for employees are provided as needed and are maintained with respect for employee privacy and dignity.

Grievance mechanism

- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- We provide a grievance channel for our stakeholders, set up under our Whistle Blower Policy. Any concern as listed in this policy can be reported directly to the vigilance & ethics officer through an anonymous Ethicsline. Our Ethics Committee investigates whistle blower complaints, addresses any violation, wrongdoing, or non-compliance, and ensures thorough investigation within the timelines prescribed under the Whistle Blower Policy.
- We also, facilitate open forums, townhalls, post exit interviews and various mechanisms to support free speech.

Creating Opportunities & Good Practices

- We respect the privacy of all our employees and business partners by taking measures that are prescribed by law, to protect and secure personal data. We do not disclose anyone's personal, medical, or financial information unless legally mandated.
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

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Policy details:

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Proposed by	Mr. Jasbir S Kochar
Approved by	
Approval Date	
Review Date	