

BSE Limited  
 Phiroze Jeejeebhoy Towers  
 Dalal Street, Fort  
 Mumbai - 400 001

National Stock Exchange of India Limited  
 "Exchange Plaza"  
 Bandra-Kurla Complex, Bandra (East),  
 Mumbai – 400 051

**Scrip Code: 500295**

**Scrip Code: VEDL**

**Sub: Notice of 58<sup>th</sup> Annual General Meeting (AGM), Integrated Report and Annual Accounts, Sustainability Report (Executive Summary), Task Force on Climate related Financial Disclosures (TCFD) Report and Tax Transparency Report for the Financial Year 2022-23**

Dear Sir/Madam,

We wish to inform you that the 58<sup>th</sup> Annual General Meeting ("AGM") of the Company is scheduled to be held on Wednesday, July 12, 2023 at 3:00 p.m. IST through Video Conferencing ("VC")/Other Audio-Visual Means ("OAVM") in accordance with the circulars/notifications issued by the Ministry of Corporate Affairs and the Securities and Exchange Board of India ("SEBI") to transact the businesses as set forth in the Notice dated May 12, 2023 convening the AGM ("Notice").

The other details for the AGM are given below:

Sr. No.	Particulars	Details
1.	Link for participation and for accessing other details	<a href="http://www.vedantalimited.com/vedanta2023/">www.vedantalimited.com/vedanta2023/</a>
2.	Helpline number for participation through VC/OAVM	022-4886 7000 and 022-2499 7000
3.	Cut-off Date for e-Voting	Wednesday, July 05, 2023
4.	Commencement of e-Voting	From 9:00 a.m. IST on Friday, July 07, 2023
5.	End of e-Voting	Upto 5:00 p.m. IST on Tuesday, July 11, 2023
6.	e-Voting website	<a href="http://www.evoting.nsdl.com/">www.evoting.nsdl.com/</a>

Pursuant to Regulation 34(1) and 53(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), as amended from time to time, please find enclosed herewith the Integrated Report and Annual Accounts for the Financial Year 2022-23 ("Integrated Annual Report") along with the Notice being sent to all Members in electronic mode.

In addition to the above, with the aim to share our sustainability and climate change commitments with various stakeholders, we wish to inform you that the Company has published its:

- ❖ 15<sup>th</sup> Sustainability Report (Executive Summary)<sup>1</sup> for the Financial Year 2022-23 prepared in accordance with the Global Reporting Initiative (GRI) Standards;

<sup>1</sup> The unabridged Sustainability Report, themed "Transforming Together", for the Financial Year 2022-23 will be released subsequently and will be available on the Company's website.

**VEDANTA LIMITED**

**REGISTERED OFFICE:** Vedanta Limited, 1<sup>st</sup> Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India | T +91 22 6643 4500 | F +91 22 6643 4530

CIN: L132O9MH1965PLC291394

- ❖ 3<sup>rd</sup> Climate Change Report in line with the recommendations of Taskforce on Climate-related Financial Disclosures (“TCFD”) by the Financial Stability Board (FSB) for the Financial Year 2022-23; and
- ❖ Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23 prepared as per the format prescribed as per SEBI Circular dated May 10, 2021, which forms a part of the Integrated Annual Report.

Furthermore, as part of our continued endeavour towards responsible tax behavior based on our disclosure of profits made and taxes paid, the Company has also published its Tax Transparency Report for the Financial Year 2022-23.

The aforementioned Reports and the Notice have been made available on the website of the Company as below:

Sr. No.	Name of the Report	Website Link
1.	Integrated Annual Report (including BRSR)	<a href="http://www.vedantalimited.com">www.vedantalimited.com</a>
2.	Notice	<a href="http://www.vedantalimited.com">www.vedantalimited.com</a>
3.	Sustainability Report (Executive Summary)	<a href="http://www.vedantalimited.com">www.vedantalimited.com</a>
4.	TCFD Report	
5.	Tax Transparency Report	

Pursuant to Section 91 of the Companies Act, 2013 read with Rule 10 of the Companies (Management and Administration) Rules, 2014 and the provisions of Listing Regulations, the Register of Members and Share Transfer Books of the Company will remain closed from Friday, July 07, 2023 to Tuesday, July 11, 2023 (both days inclusive) for the purpose of the AGM.

We request you to please take the above on record.

Thanking you.

Yours faithfully,

**For Vedanta Limited**

**Prerna Halwasiya**  
**Company Secretary & Compliance Officer**  
**ACS: 20856**

Enclosed: As above

Copy To:

1. **National Securities Depository Limited**, Trade World, A Wing, 4<sup>th</sup> Floor, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013
2. **Central Depository Services (India) Limited**, Marathon Futurex, A Wing, 25<sup>th</sup> Floor, Mafatlal Mills Compounds, N M Joshi Marg, Lower Parel, Mumbai – 400 013
3. **Debenture Trustee – Axis Trustee Services Limited**, 2<sup>nd</sup> Floor, Wadia International Centre, Pandurang Budhkar Marg, Worli, Mumbai – 400 025

## VEDANTA LIMITED

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# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING 2022-23

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## 1. SECTION A: GENERAL DISCLOSURES

### 1.1 Details of the listed entity

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L13209MH1965PLC291394
2	<b>Name of the Listed Entity</b>	Vedanta Limited
3	<b>Year of incorporation</b>	1965
4	<b>Registered office address</b>	1 <sup>st</sup> Floor, 'C' Wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai, Maharashtra – 400 093, India
5	<b>Corporate address</b>	Core-6, 3 <sup>rd</sup> Floor, Scope Complex 7, Lodhi Road, New Delhi - 110 003
6	<b>E-mail</b>	<a href="mailto:comp.sect@vedanta.co.in">comp.sect@vedanta.co.in</a>
7	<b>Telephone</b>	+91 22 6643 4500
8	<b>Website</b>	<a href="http://www.vedantalimited.com">www.vedantalimited.com</a>
9	<b>Financial year for which reporting is being done</b>	01-04-2022 to 31-03-2023
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	<b>Paid-up capital</b>	₹3,71,75,04,871
12	<b>Name and contact details of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Rajinder Ahuja Group Head – HSE and Sustainability, Vedanta Limited Tel: +91 124 459 3000 Email: <a href="mailto:sustainability@vedanta.co.in">sustainability@vedanta.co.in</a>
13	<b>Reporting boundary</b>	The disclosures covered under this report are made on a consolidated basis and provides holistic information on Vedanta Limited (VEDL), a subsidiary of Vedanta Resources Limited, and its Subsidiaries/Associate Companies/Joint Ventures.

### 1.2 Products/Services

#### 14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and metal products	56%
2	Mining and quarrying	Mining of metal ores	29%
3	Mining and quarrying	Extraction of crude petroleum and natural gas	10%

#### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Oil	0610	8.56%
2	Zinc metal	7296	19.95%
3	Lead metal	07296	3.32%
4	Silver metals and bars	24205	3.15%
6	Copper products	24201	11.74%
7	Aluminium products	24202	36.01%
8	Power	3510	3.64%
9	Steel products	2410	4.31%

### 1.2.1 Operations

#### 16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	82	26	108
International	9	8	17

#### 17. Markets served by the entity:

##### a. Number of locations\*

Locations	Number
National (No. of States)	24
International (No. of Countries)	43

\* Includes only for HZL

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports is ~30% of the total turnover of the entity.

##### c. A brief on types of customers

Vedanta Limited (VEDL) is engaged in the business of supply of power, metals & minerals, and oil & gas. The Company produces and supplies a range of minerals and metals, including aluminium, copper, iron ore, zinc, silver, and lead. Our customers are industrial consumers, such as those in the automotive, steel, power generation, infrastructure, battery manufacturing and oil sectors.

### Details as at the end of Financial Year:

#### 18. a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	12,064	9,858	82%	2,206	18%
2.	Other than Permanent (E)	277	206	74%	71	26%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>12,341</b>	<b>10,064</b>	<b>82%</b>	<b>2,277</b>	<b>18%</b>
<b>WORKERS</b>						
4.	Permanent (F)	5,018	4,837	96%	181	4%
5.	Other than Permanent (G)	70,154	67,628	96%	2,526	4%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>75,172</b>	<b>72,465</b>	<b>96%</b>	<b>2,707</b>	<b>4%</b>

#### 18. b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	9	6	67%	3	33%
2.	Other than Permanent (E)	0	0		0	
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>9</b>	<b>6</b>	<b>67%</b>	<b>3</b>	<b>33%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	14	12	86%	2	14%
5.	Other than permanent (G)	15	15	100%	0	0%
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>29</b>	<b>27</b>	<b>93%</b>	<b>2</b>	<b>7%</b>

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	4	1	25%

**20. Turnover rate for permanent employees and workers**

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees <sup>1</sup>	10.84%	15.29%	<b>11.46%</b>	14.85%	21.49%	<b>15.62%</b>	13.50%	16.36%	<b>13.88%</b>
Permanent Workers	-	-	-	-	-	-	-	-	-

Note 1: Turnover rate calculated as per FTEs (includes both Permanent Employees and Permanent Workers)

**1.2.2 Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of Holding/Subsidiary/Associate Companies/Joint Ventures**

S. No.	Name of the Holding/Subsidiary/Associate Companies/Joint Ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Copper Mines of Tasmania Pty Limited (CMT)	Subsidiary	100	Yes
2	Thalanga Copper Mines Pty Limited (TCM)	Subsidiary	100	Yes
3	Athena Chhattisgarh Power Limited	Subsidiary	100	Yes
4	Bharat Aluminium Company Limited (BALCO)	Subsidiary	51	Yes
5	Desai Cement Company Private Limited	Subsidiary	100	Yes
6	ESL Steel Limited	Subsidiary	95.49	Yes
7	Ferro Alloy Corporation Limited (FACOR)	Subsidiary	99.99	Yes
8	Goa Sea Port Private Limited	Subsidiary	100	No
9	Hindustan Zinc Alloys Private Limited	Subsidiary	100	No
10	Hindustan Zinc Fertilizers Private Limited	Subsidiary	100	No
11	Hindustan Zinc Limited (HZL)	Subsidiary	64.9	Yes
12	MALCO Energy Limited (MEL)	Subsidiary	100	No
13	Maritime Ventures Private Limited	Subsidiary	100	No
14	Paradip Multi Cargo Berth Private Limited	Subsidiary	100	No
15	Sesa Mining Corporation Limited	Subsidiary	100	No
16	Sesa Resources Limited (SRL)	Subsidiary	100	No
17	Sterlite Ports Limited	Subsidiary	100	No
18	Talwandi Sabo Power Limited (TSPL)	Subsidiary	100	Yes
19	Vedanta Zinc Football & Sports Foundation	Subsidiary	200	Yes
20	Vizag General Cargo Berth Private Limited	Subsidiary	100	Yes
21	Zinc India Foundation	Subsidiary	100	No
22	Avanstrate Inc (ASI)	Subsidiary	100	No
23	Cairn India Holdings Limited	Subsidiary	100	Yes
24	AvanStrate Taiwan Inc.	Subsidiary	100	No
25	Western Cluster Limited	Subsidiary	100	No
26	Bloom Fountain Limited	Subsidiary	100	No
27	CIG Mauritius Holdings Private Limited	Subsidiary	100	No
28	CIG Mauritius Private Limited	Subsidiary	100	No
29	Amica Guesthouse (Proprietary) Limited	Subsidiary	100	No
30	Namzinc (Proprietary) Limited	Subsidiary	100	No

S. No.	Name of the Holding/Subsidiary/ Associate Companies/Joint Ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
31	Skorpion Mining Company Proprietary Limited (NZ)	Subsidiary	100	No
32	Skorpion Zinc Proprietary Limited (SZPL)	Subsidiary	100	No
33	THL Zinc Namibia Holdings (Proprietary) Limited (VNHL)	Subsidiary	100	No
34	Killoran Lisheen Mining Limited	Subsidiary	100	No
35	Lisheen Milling Limited	Subsidiary	100	No
36	Lisheen Mine Partnership	Subsidiary	100	No
37	Vedanta Lisheen Mining Limited	Subsidiary	100	No
38	Cairn Energy Hydrocarbons Limited	Subsidiary	100	No
39	Black Mountain Mining (Proprietary) Limited	Subsidiary	74	No
40	Cairn Lanka Private Limited	Subsidiary	100	No
41	AvanStrate Korea Inc	Subsidiary	51.6	No
42	Lakomasko BV	Subsidiary	100	No
43	Monte Cello BV (MCBV)	Subsidiary	100	No
44	THL Zinc Holding BV	Subsidiary	100	No
45	Vedanta Lisheen Holdings Limited	Subsidiary	100	No
46	Fujairah Gold FZC	Subsidiary	100	Yes
47	Gaurav Overseas Private Limited	Associate/Joint Venture	50	No
48	Raykal Aluminium Company Private Limited	Associate/Joint Venture	24.5	No
49	Madanpur South Coal Company Limited	Associate/Joint Venture	17.6	No
50	Goa Maritime Private Limited	Associate/Joint Venture	50	No
51	Rosh Pinah Health Care (Proprietary) Limited	Associate/Joint Venture	69	No
52	Gergarub Exploration and Mining (Pty) Limited	Associate/Joint Venture	51	No
53	Roshkor Township (Pty) Limited	Associate/Joint Venture	50	No

### 1.2.3 CSR Details

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013:

Yes.

(ii) Turnover (in ₹) - 1,45,404 crore

(iii) Net worth (in ₹) - 15,902 crore

- These figures disclosed are **as per section 2(57) of the Companies Act, 2013**
- Net Worth = Paid up share capital + General Reserve + Securities Premium + Retained Earnings
- The highlights of Vedanta's CSR interventions are available as part of the Integrated Report FY 2023

#### I. Transparency and Disclosure Compliances



**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023			FY 2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes TS 4_Grievance Mechanisms.pdf ( <a href="http://www.vedantalimited.com">www.vedantalimited.com</a> ) Social Performance Standard - Grievance Mechanism.pdf ( <a href="http://www.vedantalimited.com">www.vedantalimited.com</a> )	24	13		-	-	
Investors (other)	Yes Contact Us   Queries, Concerns and Enquiries or Feedback - Vedanta ( <a href="http://www.vedantalimited.com">www.vedantalimited.com</a> )	-	-				
Shareholders	Yes Contact Us   Queries, Concerns and Enquiries or Feedback - Vedanta ( <a href="http://www.vedantalimited.com">www.vedantalimited.com</a> )	391	0		92	0	
Employees and workers	Yes Code of Business Conduct and Ethics ( <a href="http://www.vedantalimited.com">www.vedantalimited.com</a> ) Ethics Point - Vedanta <i>Note: Data except HZL and Fujairah</i>	407	60		407		
Customers	Yes Vedanta ( <a href="http://moglix.com">moglix.com</a> ) <i>Note: Data include Zinc and copper</i>	94	-		103		
Value Chain Partners	Yes <a href="https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf">https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf</a>	-	-	Data not consolidated at Group Level	-	-	
Other (please specify)							

**24. Overview of the entity's material responsible business conduct issues**

For this financial year, Vedanta undertook a detailed engagement exercise to identify new material issues that takes various ESG KPIs into consideration under the Company's three pillars: Transforming communities, transforming the planet, and transforming the workplace. Materiality assessment was conducted at Vedanta Group level as well as at 3 Business Units (Vedanta Aluminium, Cairn and HZL) individually. The assessment procedure involved the following steps:

1. Identification of an initial list of material topics: By considering leading standards such as ICMM and SASB, as well as peer company priorities, a total of 26 material topics were identified in this first step.
2. Stakeholder consultations for prioritising material topics: A wide spectrum of stakeholders (both internal and external) were consulted using multiple channels to prioritise the 26 topics for Vedanta based on how it impacts them.
3. Preparation of materiality matrix: Matrix was prepared by assigning different weightages to the responses from various stakeholders based on their relative influence.

4. Finalisation of high priority material topics: Finally, the topics were categorised into highly material, material, and important topics. This is important as each priority level requires a differentiated management approach. 8 highly material topics emerged for Vedanta Group.

Details of the top five high priority topics for the Company in the 2022 materiality assessment have been reported here. For further details, please refer to the section on materiality assessment in the Integrated Report 2022-23.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and Decarbonisation	Risk and Opportunity	<p><b>Risk:</b> Transitioning to a lower-carbon economy requires extensive changes in policies, regulations, technologies, and markets to address mitigation and adaptation requirements related to climate change. Depending on these changes, transition risks may pose varying levels of financial and reputational risks to the Company.</p> <p><b>Opportunity:</b> Increasing regulatory changes and investor pressures aimed at limiting or reducing GHG emissions are likely to impact the Company's operations due to increased costs for fossil fuels, levies for emissions exceeding permitted levels, and increased administrative costs for monitoring and reporting. For instance, the Carbon Border Adjustment Mechanism (CBAM) will be applicable for our Aluminium as well as Iron &amp; Steel business and if so, it may lead to increased compliance costs. The Company would need to account for the carbon content of its products and potentially pay additional fees or taxes for imports into countries implementing CBAM. Also, application of CBAM could potentially increase the Company's risk exposure due to decreased market access.</p> <p><b>Opportunity:</b> Vedanta recognises that transition towards a low carbon economy has resulted in increasing demand for low/zero carbon metals. Vedanta can leverage its expertise and resources to tap into these opportunities while at the same time reducing its carbon footprint.</p> <p>In FY 2022, the Company launched India's first line of low-carbon aluminium under the brand names of Restora and Restora Ultra. Similarly, the Company is also developing a line of low-carbon copper and the plan is to expand the production of these product-lines over the next decade, thereby catering to the growing demand for low-carbon metals.</p>	<p>Vedanta has conducted an in-depth climate risk assessment and scenario analysis to comprehensively understand the risks and opportunities posed by climate change to our business. The findings of these studies are being used as inputs for the Company's carbon strategy and roadmap to achieve Net Zero status by 2050.</p> <p>Vedanta's strategies for mitigating these risks include:</p> <ul style="list-style-type: none"> <li>Committed to being a Net Zero carbon business by 2050. Our climate targets are aligned with SBTi's 2-degree scenario</li> <li>Revised GHG emissions intensity targets in FY 2022, with a new goal to reduce the GHG emissions intensity of our metal businesses by 20% by FY 2025 from a FY 2021 baseline</li> <li>Committed to work with long-term tier 1 suppliers to track their GHG reduction strategies</li> <li>Actively working on decarbonisation projects to offset emissions from growth projects</li> </ul> <p>Vedanta has started inventorising Scope 3 emissions and plans to develop a Scope 3 emissions reduction roadmap in FY 2024.</p>	Negative + Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Air Quality & Emissions Management	Risk	<p>Air pollution can have severe impacts on both public health and the environment. Considering the emerging challenges related to air pollution, Vedanta can expect new regulations or additional measures being implemented.</p> <p>With nearly 90% of Vedanta's energy sourced from captive coal-based thermal power plants, stricter regulations to reduce the Company's non-GHG air emissions can significantly impact revenues. These expenses could be in the form of: compliance costs, i.e., stricter regulations would require investments in emission control technologies and operational changes to meet the new standards. This can involve significant upfront capital investments and ongoing operational costs for monitoring and maintaining compliance. It can also impact the operational efficiency if they are required to modify their processes or adopt cleaner technologies.</p> <p>Therefore, it is important for Vedanta to anticipate and assess the potential impacts of increased regulations on their business operations.</p>	<p>As part of their mitigation approach, Vedanta ensures that all operations are conforming to the statutory limits for SOx and NOx. Other strategies include the introduction of Battery Electric Vehicles in underground mining by HZL, which will help in reducing Suspended Particulate Matter (SPM) and other emissions.</p> <p>Vedanta will continue working towards better management of air emissions and the strategies/initiatives for FY 2024 include:</p> <ul style="list-style-type: none"> <li>Maintain all operations below statutory limits of air emissions.</li> <li>Increase deployment of EVs at site</li> <li>Flue-gas desulfurisation (FGD) installation at VAL L new power units</li> </ul>	Negative
3.	Water Management	Risk	<p>Water is a critical input for Vedanta's operations and has the potential to disrupt operations, to impact productivity of staff as well as to impact revenues and logistics. With operations in both water-stressed areas and areas prone to flooding, change in water availability is a material risk for businesses like BALCO, HZL and Cairn Oil and Gas.</p> <p>There could be water-related stakeholder conflicts, due to which, availability and accessibility of the water with required quality for our operations and stakeholders will be impacted. These impacts can result in:</p> <ul style="list-style-type: none"> <li>Decrease in the capacity utilisation of operation resulting in productivity losses</li> <li>Legal conflicts resulting in loss of credibility and reputation of the Company</li> <li>Higher financial burdens and increase in specific water cost of product due to high degree of pre-treatment if quality is the issue and handling, storage issues if availability is the cause of the conflict</li> </ul> <p>Vedanta believes that effective water management, especially integrated watershed management initiatives (IWM) will help them to manage water-related risks, maintain the social licence to operate and create value for stakeholders.</p>	<p>Vedanta is committed to become water positive and replenish and recover water bodies by 2030. At the grassroots, the Company has nurtured water stewardship, with a focus on minimising water withdrawal and maximising both reuse and recycle of water. The Company follows a zero-discharge philosophy.</p> <p>Vedanta has comprehensive water management strategy in place at operations to ensure that fair allocation of water is maintained for key municipal, agricultural and industrial users in the regions where the Company operate in.</p> <p>Vedanta has undertaken significant initiatives to progress towards becoming water positive:</p> <ul style="list-style-type: none"> <li>Site-specific roadmaps are being developed, which involve identifying projects both within and outside the Company's premises to improve the Company's water positivity ratio. Four sites have attained water-positive status (HZL, IOB, Cairn India and BMM)</li> <li>To reduce freshwater usage, the Company is banking on technology deployment across our sites for process improvement and recycling of wastewater. Out of the total water projects pipeline, 77% are focussed on reducing waste from operations as well as reusing wastewater in operations</li> <li>During FY 2023, detailed site-wise water study was completed for each major site including long-term basin study for water availability (2030 and beyond)</li> <li>As part of their integrated watershed management initiatives (IWM), the Company is creating rainwater harvesting and groundwater recharging projects for communities to improve freshwater availability. Almost 13% of the Company's water-related projects are in these areas</li> <li>For FY 2024, the Company has set a target to achieve water positivity ratio of 0.7</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Community Engagement and Development	Risk	<p>Maintaining a harmonious relationship with the communities in which the Company operates is crucial for obtaining and retaining the social licence to operate. These communities encompass a wide range of backgrounds, including agrarian societies, semi-urban populations, indigenous peoples, and city-dwellers. Each community is in a unique stage of development, and as a result, they possess different aspirations for themselves and varied expectations from the Company.</p> <p>The complexity of these diverse communities necessitates an inclusive and transparent approach, guided by a process-driven and need-based strategy when engaging with host communities. Inclusivity ensures that all stakeholders are represented, and their voices are heard, regardless of their socioeconomic background or cultural heritage. By involving community members in decision-making processes, the Company can foster a sense of ownership and create opportunities for them to actively contribute to the development and planning of projects that may impact their lives.</p>	<p>Vedanta's social performance standards call for every site to have a Social Performance Manager (SPM), whose role is to drive the implementation of social performance principles at the location</p> <ul style="list-style-type: none"> <li>• The Company regularly conducts community group meetings and village council meetings</li> <li>• Work begun to improve social licence to operate – perception surveys, materiality assessment, social performance review, FPIC requirements review</li> </ul>	Negative
5.	Health, Safety, and Well-being	Risk	<p>Neglecting the health and safety of Vedanta's employees can have significant consequences for the Company. Firstly, it can lead to a reduction in the availability of manpower. When employees are injured or become ill due to unsafe working conditions, they may be unable to perform their duties, resulting in decreased productivity and efficiency. Additionally, the morale of the workforce can be greatly affected by a lack of focus on health and safety.</p> <p>Failing to prioritise health and safety can result in increased costs of litigation. In the event of accidents or injuries, employees may file lawsuits seeking compensation for damages, medical expenses, and loss of income.</p> <p>Repeated safety violations or, in extreme cases, fatalities, can trigger stringent consequence management for management teams. Regulatory bodies, industry watchdogs, and stakeholders may impose penalties, fines, or even legal action against the Company.</p>	<p>With a sincere commitment to improving safety performance, Vedanta undertakes a focussed approach to reducing fatalities and improving the overall workplace safety.</p> <p>Following are some of the measures taken by the Company to ensure a safe and healthy workplace:</p> <ul style="list-style-type: none"> <li>• Implementation of Critical Risk Management (CRM) Program across Vedanta sites: This program is aimed at analysing the root causes of fatalities, learning from them, and implementing corrective actions on the ground to prevent future incidents. The CRM implementation has started and for FY 2024, the major focus will be on three areas of risk, which were identified as top three causes of fatalities this year, i.e., vehicle-pedestrian segregation, man-machine interaction, and work at heights</li> <li>• Improving safety infrastructure: With a focus on ensuring that fatal injuries do not happen due to the lack of safe infrastructure, we have prioritised improvements in our safety infrastructure. This will help minimise risks such as those from man/machine interaction, entanglement risk, etc</li> <li>• Employee and business partner training: The Company will continue to organise on-site trainings, virtual webinars and group CEO sessions to reinforce the importance of working safely and stopping work in case of any unsafe situation on the ground</li> </ul>	Negative

## 2. SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable**
- P2 Businesses should provide goods and services in a manner that is sustainable and safe**
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains**
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders**
- P5 Businesses should respect and promote human rights**
- P6 Businesses should respect, protect, and make efforts to restore the environment**
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**
- P8 Businesses should promote inclusive growth and equitable development**
- P9 Businesses should engage with and provide value to their consumers in a responsible manner**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Code of business conduct and ethics: <a href="http://www.vedantalimited.com/Code_of_Business_Conduct_and_Ethics">Code of Business Conduct and Ethics (www.vedantalimited.com)</a> Supplier Code of Conduct: <a href="http://www.vedantalimited.com/Supplier_Code_of_Conduct_May_2022.pdf">Supplier Code of Conduct_May 2022.pdf</a>	Supplier and business partner sustainability management policy: <a href="http://www.vedantalimited.com/Vedanta_Supplier_and_Business_Partner_Sustainability_Management_Policy.pdf">Vedanta Supplier and Business Partner Sustainability Management Policy.pdf (www.vedantalimited.com)</a>	Human Rights Policy: <a href="http://www.vedantalimited.com/Vedanta_Human_Rights_Policy.pdf">Vedanta Human Rights Policy.pdf (www.vedantalimited.com)</a> Health, Safety & Environment Policy: <a href="http://www.vedantalimited.com/Vedanta_HSE_Policy.pdf">Vedanta HSE Policy.pdf (www.vedantalimited.com)</a>	Stakeholder Engagement Standard: <a href="http://www.vedantalimited.com/External-Stakeholder-Engagement.pdf">External-Stakeholder-Engagement.pdf (www.vedantalimited.com)</a>	Human Rights Policy: <a href="http://www.vedantalimited.com/Vedanta_Human_Rights_Policy.pdf">Vedanta Human Rights Policy.pdf (www.vedantalimited.com)</a>	Health, Safety & Environment Policy: <a href="http://www.vedantalimited.com/Vedanta_HSE_Policy.pdf">Vedanta HSE Policy.pdf (www.vedantalimited.com)</a> Biodiversity Policy: <a href="http://www.vedantalimited.com/Vedanta_Biodiversity_Policy.pdf">Vedanta Biodiversity Policy.pdf (www.vedantalimited.com)</a> Water Management Policy: <a href="http://www.vedantalimited.com/Vedanta_Water_Policy.pdf">Vedanta Water Policy.pdf (www.vedantalimited.com)</a> Energy & Carbon Policy: <a href="http://www.vedantalimited.com/Vedanta_Energy_Carbon_Policy.pdf">Vedanta Energy &amp; Carbon Policy.pdf (www.vedantalimited.com)</a>	Code of business conduct and ethics: <a href="http://www.vedantalimited.com/Code_of_Business_Conduct_and_Ethics">Code of Business Conduct and Ethics (www.vedantalimited.com)</a>	Social Policy: <a href="http://www.vedantalimited.com/Vedanta_Social_Policy.pdf">Vedanta Social Policy.pdf (www.vedantalimited.com)</a>	Stakeholder Engagement Standard: <a href="http://www.vedantalimited.com/External-Stakeholder-Engagement.pdf">External-Stakeholder-Engagement.pdf (www.vedantalimited.com)</a>
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

	P1	P2	P3	P4	P5	P6	P7	P8	P9									
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 31000	ISO 9001	ISO 45001, OHSAS 18001			ISO 14001			ISO 9001 ISO 27001									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In line with the Company's ESG strategy "Transforming for Good", there are nine goals listed under three pillars: Transforming communities, transforming the planet, and transforming the workplace: AIM 1: Keep community welfare at the core of business decisions. AIM 2: Empowering over 2.5 million families with enhanced skillsets. AIM 3: Uplifting over 100 million women and children through education, nutrition, healthcare and welfare AIM 4: Net-carbon neutrality by 2050 or sooner. AIM 5: Achieving net water positivity by 2030. AIM 6: Innovating for a greener business model. AIM 7: Prioritising safety and health of all employees. AIM 8: Promote gender parity, diversity, and inclusivity. AIM 9: Adhere to global business standards of corporate governance.																	
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	To track our progress towards their aims and targets, Vedanta has developed an ESG scorecard. This helps monitor the Company's performance and take corrective actions where necessary. For FY 2023's performance on the set goals, please refer Vedanta's Sustainability Report 2023.																	
<b>Governance, leadership, and oversight</b>																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	Please refer to Integrated Report FY 2022-23 for the statement.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Group CEO, as a member of the Board-level ESG Committee and the chair of group ESG-Executive Committee (ESG-ExCo) is responsible for the implementation and oversight of the Business Responsibility policy(ies).																	
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.	Yes At Vedanta, the ESG Board Committee is the top decision-making body for all ESG matters. Together with our Group Sustainability and ESG function, it is responsible for implementing, promoting, and monitoring initiatives under our 'Transforming for Good' agenda. As per updated Terms of Reference of the ESG Board Committee, the Group HSE Head and ESG Director are permanent invitees to the Committee meetings. Committee Composition: Mr. Upendra Kumar Sinha as the Chairperson Members of the Committee are Mr. Akhilesh Joshi, Mr. Sunil Duggal, and Ms. Priya Agarwal.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half Yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The policies of the Company are reviewed annually by department heads/director/ board committees/board members, wherever applicable.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes. Status of compliance with all the applicable statutory requirements is reviewed by the Board-level ESG Committee on a half-yearly basis.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	Each year, the Company undertakes an audit exercise, known as the Vedanta Sustainability Assurance Process audit conducted by an external agency to evaluate the workings of these policies. This audit is conducted across all business locations to ensure Vedanta Sustainability Framework (VSF) compliance. The VSAP outcomes are specifically tracked by the Board-level ESG Committee that reports to the Group Executive Committee, which, in turn, reports to the Board. The most recent VSAP audit was during FY 2022-23 and DNV-GL was engaged as the external agency for the same.								

### 3. SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

#### 3.1 PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable

UN SDG mapped:



#### Essential Indicators

##### 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	<p><b>Topic 1:</b> Training on ESG topics for the Independent Directors in collaboration with McKinsey &amp; Company which included:</p> <ul style="list-style-type: none"> <li>- Educating on key ESG issues for resources companies and enable incorporation of ESG in decision making and operations;</li> <li>- Build and scale internal capability through deeper knowledge and understanding on key ESG topics for different functional teams; and</li> <li>- Advance the field of Sustainability through research and outreach.</li> </ul> <p><b>Topic 2:</b> Training on Cybersecurity/Data Governance in collaboration with Data Security Council of India (DSCI)</p> <p><b>Topic 3:</b> Engagement of directors in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.</p>	75%
Key Managerial Personnel	3	<p><b>Topic 1:</b> Training on ESG topics in collaboration with McKinsey &amp; Company.</p> <p><b>Topic 2:</b> Training on Sustainability topics via a 2-day Sustainability 101 course</p> <p><b>Topic 3:</b> Engagement of KMPs in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.</p>	75%
Employees other than BoD and KMPs	-	<p><b>Topic 1:</b> Training on Code of conduct</p> <p><b>Topic 2:</b> Training on Cyber security</p>	100%
Workers	-	<b>Topic:</b> Occupational Health and Safety	100%

**2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format:**

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine		There were 0 cases with the regulators/judicial institutions leading to fines, penalties, punishment in the financial year.			
Settlement		<b>There was no settlement amount paid in proceedings by the entity or by directors/KMPs, in the financial year</b>			
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		There were 0 cases with the regulators/judicial institutions leading to imprisonment, punishment in the financial year.			
Punishment					

**3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not Applicable

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. Vedanta has developed and implemented a robust Policy on business conduct. The Code of Business Conduct & Ethics (COBCE) covers aspects of anti-bribery, confidentiality, conflict of interest, anti-trust, insider trading, environment health and safety, and whistle-blower policy. The same can be found on Page 5 of the following link: <https://vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf>

The implementation of COBCE is supported by the following additional policies and guidance notes:

- The Insider Trading Prohibition Policy ([https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/VEDL-Insider-Trading-Prohibition-Code-November-06-2020-eng.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/VEDL-Insider-Trading-Prohibition-Code-November-06-2020-eng.pdf))
- Anti-Trust Guidance Notes ([https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/Antitrust-guidance-notes-vedanta-eng.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Antitrust-guidance-notes-vedanta-eng.pdf))
- The Supplier Code of Conduct ([https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/Supplier-Code-of-Conduct-May-2022.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Supplier-Code-of-Conduct-May-2022.pdf))
- The Whistle Blower Policy (Annexure 3 of Code of Business Conduct & Ethics: <https://vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf>)

The Company policy endeavour to comply with all applicable Anti-Corruption Legislations that the Company is subject to, including the Prevention of Corruption Act, 1988 which criminalises bribes accepted by Public Servants, the UK Bribery Act, and the U.S. Foreign Corrupt Practices Act. Management of risks likely to result from any infringement to anti-corruption/bribery policy of the Company is embedded in the Company's risk management framework (Further details at risk management section of IR 2022-23). Details on procedures adopted by Vedanta to deal with complaints on bribery/corruption can be found on Page 22 of the Code of Business Conduct & Ethics.

Each year, all employees are required to affirm their commitment to the Code of Conduct, including the policies addressing bribery and corruption. As part of Vedanta's comprehensive approach, trainings are provided on anti-corruption and bribery to 100% of our employees, as part of trainings on Code of Conduct.

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

	FY 2023	FY 2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0



## 6. Details of complaints with regard to conflict of interest:

	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		No complaints received		No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		No complaints received		No complaints received

## 7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

NA

## 3.2 PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

UN SDG mapped:



## Essential Indicators

## 1. Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impact
R&D*	<b>Value-Added Business (VAB)- ₹13.05 lakh</b> <b>Aluminium - ₹67 lakh</b> <b>HZL R&amp;D Opex: ₹1,120 lakh</b> <b>HZL R&amp;D Capex: ₹64.25 lakh</b>	0% <sup>1</sup>	<p>Vedanta recognises the importance of aligning with evolving consumer preferences for environmentally friendly products in order to maintain our market share. To uphold this commitment, the Company is directing a significant portion of their research and development (R&amp;D) expenditures towards the decarbonisation of their operations and the provision of more sustainable products to customers. The Company has adopted a proactive approach by embracing new technologies and enhancing their processes and standards. Some of the R&amp;D initiatives being undertaken across business segments:</p> <ul style="list-style-type: none"> <li>In their Aluminium business, Vedanta has established a dedicated R&amp;D vertical with a robust pipeline of over 20 initiatives spanning areas such as process improvement, waste utilisation, and product development. In FY 2022, the Company achieved a milestone by becoming the first Indian aluminium producer to manufacture low-carbon aluminium products under the brand name 'Restora.' The Restora brand offers two product lines: Restora (low-carbon aluminium) and Restora Ultra (ultra-low-carbon aluminium).</li> <li>At HZL, R&amp;D around Zn metal recovery from treatment of lead concentrates, and process for controlling concentrate impurities while using non-hazardous cost-effective reagents is underway.</li> <li>Vedanta's Iron and Steel business has partnered with IIT Bombay (IIT-B) on an R&amp;D project to develop cost-effective technology for producing Green Steel using hydrogen instead of coke in their manufacturing process targeting significant carbon footprint reduction in iron and steel space. We also have had good success with replacing coke with alternatives like Briquettes.</li> </ul>
CAPEX**	<b>HZL- plant at Zinc Smelter Debari- ₹46 crore</b> <b>Dry Tailing Stack- ₹485 crore</b> <b>Turbine Revamping - ₹124 crore</b>	94%	Commissioning of Zero Liquid discharge (RO-ZLD) plants, Dry plant, turbine revamping, etc.

\*% R&D calculated as ESG R&D/Total R&D expenditure. Total R&D expenditure is considered including salaries, material cost, R&M etc.

\*\*% CAPEX calculated as CAPEX related to ESG/Total CAPEX expenditure

1. Numbers for FY2022 have not been consolidated

**2. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes. Sustainable sourcing is part of Vedanta's Business Partner Management practices. The Company is committed to conducting business only with those business partners who can align with the filtering criteria laid down during the on-boarding process. The Company has integrated clauses related to HSE practices and use of child and forced labour in our Supplier Code of Conduct (SCOC) and it is mandatory for all suppliers to sign the SCOC. All Business Units (BUs) have a supply chain strategy in place that sets clear priorities for the vendors they engage with. Vedanta's Supplier and Contractor Sustainability Management Policy helps implement human rights practices across the supply chain. Through this code and policy, the Company ensures that their suppliers comply with all the relevant legislation including labour and human rights laws.

Vedanta has procedures in place to ensure adherence to the SCOC, including HSE criteria, MSA compliance, environmental compliance, etc. All significant suppliers are required to have an adequate system in place to address the human rights concerns of their workforce. The Company regularly undertakes inspections and audits of all key suppliers and problematic issues are communicated to the contractor, and undertakes sustainability screening on human rights and child labour, environment, and labour aspects for all new suppliers and contractors.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Ensuring safe and responsible waste management is a top priority for the Company's businesses. Vedanta has established a waste management system designed to handle waste efficiently and responsibly. The management of waste streams is regulated by the "The resource use and waste management" Technical Standard, along with its accompanying guidance notes. These standards are an integral part of the Vedanta Sustainability Framework and have been developed in accordance with the guidelines set by ICMM (International Council on Mining and Metals) and IFC (International Finance Corporation) Performance Standards.

- (a) **Plastics (including packaging):** Vedanta's product portfolio includes metals and minerals which are supplied to the customers without any packaging material. All the plastic waste acquired through suppliers is disposed through certified third parties.
- (b) **E-waste:** Not Material to Vedanta's operation. All the e-waste is disposed through certified third-party agencies as per e-waste management and handling rules.
- (c) **Hazardous waste:** The hazardous waste comprises of used/spent oil, waste refractories, spent pot lining and residual sludge from smelters. All the hazardous wastes are sent to government authorised handlers or recyclers.
- (d) **Other waste:** Non-hazardous wastes include fly-ash (from captive and merchant power plants), red mud (aluminium refinery waste), jarofix (from zinc smelting), slag, lime grit (process residues from smelters and aluminium refineries) and phosphor gypsum (phosphoric acid plant). These non-hazardous wastes are termed High-Volume-Low-Toxicity (HVL) wastes. HVL wastes are stored in tailings dams/ash-dykes or other secure landfill structures before being sent to other industries as raw materials – thereby recycling the waste stream.

Other non-hazardous wastes are sent for recycling, disposed, or incinerated.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

No. Vedanta does not fall under Extended Producers Responsibility (EPR) regime under Plastic Waste Management Rules, 2016, according to which it is the responsibility of Producers, Importers and Brand-owners to ensure processing of their plastic packaging waste through recycling, re-use, or end of life disposal.

## 3.3 PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

UN SDG mapped:



## Essential Indicators

## 1.a. Details of measures for the well-being of employees

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	9,858	9,858	100%	9,858	100%	0		9,858	100%	9,858	100%
Female	2,206	2,206	100%	2,206	100%	2,206	100%			2,206	100%
<b>Total</b>	<b>12,064</b>	<b>12,064</b>	<b>100%</b>	<b>12,064</b>	<b>100%</b>	<b>2,206</b>				<b>12,064</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	191	112	59%	110	58%	0		165	86%	7	4%
Female	71	11	15%	11	15%	67	94%	0		2	3%
<b>Total</b>	<b>262</b>	<b>123</b>	<b>47%</b>	<b>121</b>	<b>46%</b>	<b>67</b>		<b>165</b>		<b>9</b>	<b>3%</b>

## 1.b. Details of measures for the well-being of workers:

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	4,339	4,339	100%	4,339	100%	0		3,288	76%	3,499	81%
Female	84	84	100%	84	100%	80	95%	0		80	95%
<b>Total</b>	<b>4,423</b>	<b>4,423</b>	<b>100%</b>	<b>4,423</b>	<b>100%</b>	<b>80</b>		<b>3,288</b>		<b>3,579</b>	<b>81%</b>
<b>Other than Permanent workers</b>											
Male	63,133	41,124	65%	41,124	65%	0		11,797	19%	28,344	45%
Female	1,796	891	50%	891	50%	884	49%	0		760	42%
<b>Total</b>	<b>64,929</b>	<b>42,015</b>	<b>65%</b>	<b>42,015</b>	<b>65%</b>	<b>884</b>		<b>11,797</b>		<b>29,104</b>	<b>45%</b>

## 2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	99%	Y	100%	100%	Y
Others – medical, term life and accidental coverage	-	-	-	-	-	-

### 3. Accessibility of workplaces

The premises/offices where people with disabilities are present are equipped with enabling infrastructure such as ramps, elevators to accommodate wheelchair access, and washrooms with wheelchair access, which are as per requirements of Rights of Persons with Disabilities Act 2016. Vedanta is in the process of increasing the inclusive infrastructure that enables access to People with Disability across BUs. For instance, in BUs such as HZL and TSPL, 100% of office buildings/spaces have ramps, as well as washrooms and elevators with wheelchair access. Moreover, HZL has also implemented infrastructure to assist people with visual impairment. Infrastructure is also present at some locations of Cairn, ESL and VZI.

As a next step, the Company is working on a roadmap in accordance with the guidelines and Space Standards for Barrier Free environment for disabled persons, which will ensure standardised inclusive infrastructure across all our sites and offices. This roadmap will help us establish standardised infrastructure across all our sites and offices, ensuring equal accessibility for everyone.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Vedanta takes all the efforts to maintain adequate representation of persons with disabilities in its workforce and is in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. Some of the key provisions under RPDA that Vedanta complies with includes:

- Equality and Non-discrimination: Vedanta ensures that there is no discrimination against persons with disabilities in aspects, including recruitment, promotion, training, and work-related opportunities.
- Accessibility: Vedanta ensures that their premises/facilities are accessible to persons with disabilities. This includes making reasonable accommodations and modifications to physical infrastructure.
- Equal Opportunities: Vedanta provides equal opportunities for career advancement, job security, and promotion for persons with disabilities.

Vedanta as guided by their Code of Business Conduct and Ethics have zero tolerance against discrimination of any kind. Policy can be accessed from- <https://www.vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf>

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	89%	-	-
Female	99%	84%	-	-
<b>Total</b>	<b>100%</b>	<b>89%</b>	-	-

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No
Permanent Workers	<p>Yes. Employees can raise the grievances with their respective line managers, and/or HR. Furthermore, Vedanta has formal channels in place including a 24*7 hotline which are accessible for all employees to raise any grievances.</p> <p>To ensure a streamlined process, Vedanta has implemented an online Portal across all BUs. This platform allows employees to log their complaints and seek resolution. Additionally, the Company has dedicated HR Single Points of Contact (SPoCs) who are responsible for handling and resolving grievances.</p> <p>A unified Human Resource Management System (HRMS) system Darwinbox has also been implemented. This system includes a dedicated employee helpdesk portal that is accessible to employees throughout the Company, including business partners. This portal serves as a centralised hub for addressing employee queries and concerns.</p>
Other than Permanent Workers	Yes, as a mandatory requirement, all business partners have a formal grievance redressal mechanism to be used by contractual employees.

**7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:**

Category	FY 2023			FY 2022		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	10,869.00	812.00	7%	9,949	625	6%
Male	8,926.00	710.00	8%	8,460	530	6%
Female	1,943.00	102.00	5%	1,489	95	6%
Total Permanent Workers	3,758.00	3,704.00	99%	3,750	3,696	99%
Male	3,677.00	3,625.00	99%	3,669	3,617	99%
Female	81.00	79.00	98%	81	79	98%

**8. Details of training given to employees and workers:**

Category	FY 2023					FY 2022				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	9,744	8,563	88%	9,271	95%	9,645	8,447	88%	8,503	88%
Female	2,145	1,684	79%	1,940	90%	1,689	1,378	82%	1,441	85%
<b>Total</b>	<b>11,889</b>	<b>10,247</b>	<b>86%</b>	<b>11,211</b>	<b>94%</b>	<b>11,334</b>	<b>9,825</b>	<b>87%</b>	<b>9,944</b>	<b>88%</b>
<b>Workers</b>										
Male	29,517	23,941	81%	8,646	29%	29,275	19,786	68%	5,161	18%
Female	453	391	86%	156	34%	361	252	70%	114	32%
<b>Total</b>	<b>29,970</b>	<b>24,332</b>	<b>81%</b>	<b>8,802</b>	<b>29%</b>	<b>29,636</b>	<b>20,038</b>	<b>68%</b>	<b>5,275</b>	<b>18%</b>

**9. Details of performance and career development reviews of employees and workers:**

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	9,714	9,205	95%	9,593	9,593	100%
Female	2,122	1,973	93%	1,679	1,679	100%
<b>Total</b>	<b>11,836</b>	<b>11,178</b>	<b>94%</b>	<b>11,272</b>	<b>11,272</b>	<b>100%</b>
<b>Workers</b>						
Male	4,598	2,885	63%	4,683	3,574	76%
Female	111	94	85%	105	90	86%
<b>Total</b>	<b>4,709</b>	<b>2,979</b>	<b>63%</b>	<b>4,788</b>	<b>3,664</b>	<b>77%</b>

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes, Vedanta has implemented a robust health and safety management system across their operations, including subsidiaries, joint ventures, and acquisitions. It is guided by Vedanta Sustainability Framework (VSF) and is implemented as per the Vedanta Safety Standards (VSS) and other relevant standards and guidance documents. We have 17 safety performance standards and 20 health and safety technical and management standards in place which are aligned with ICMM guidelines, IFC as well as other applicable international systems of health and safety.

In addition, all operational facilities and sites are certified with ISO 45001, OHSAS 18001.

Rolling out of VSF continues with the introduction of safety performance standards, formal safety risk assessment, industrial hygiene baseline assessment and safety leadership coaching.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

Vedanta's Enterprise Risk Management Framework sets a threshold to classify the risks based on the severity and likelihood of occurrence of the identified risks. The risks are identified, monitored and reported by the BU-wise risk management team to the group risk officer on a regular basis.

Vedanta follows a systematic approach to manage health & safety risks as part of their Occupational Health & Safety Management System. Hazard Identification and Risk Assessment (HIRA) process along with Job Safety Analysis (JSA) is regularly conducted for identification of risks and development of mitigation plans. These mitigation plans are periodically updated to ensure safety at workplace.

In addition, to improve safety at workplace, in FY 2023, Vedanta initiated the implementation of Critical Risk Management Framework. Under this initiative, 13 critical risks have been identified across the business based on historical safety incidents and learnings from fatal accidents. Detailed mitigation plans have been developed to minimise or eliminate each of these 13 risks across the Company. This programme is led by the business CEOs from across the Group of companies.

At Vedanta, all fatalities and high potential incidents undergo detailed investigation using the Incident Cause Analysis Method (ICAM) under the oversight of the Group CEO. A corrective action and preventive action (CAPA) plan is then developed based on the findings of the investigation. The ESG Board reviews the findings. The learnings are implemented across the Group to avoid repeat incidents and corrective actions are driven by site leadership of each location.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes. All sites have incident and hazard reporting procedures laid down to assist the workforce to highlight unsafe working conditions and remove themselves from such situations. A responsibility matrix is in place with site leadership driving the closure of such unsafe observations and risks. An incident shall be reported to the relevant business or site personnel on the same workday on which it occurs. Vedanta has implemented Enablon that facilitates the reporting, analysis, and tracking of critical tasks related to safety and other sustainability issues. This digital platform has streamlined the reporting of incidents, strengthened data-based analytics and decision-making processes, and improved the tracking and implementation of corrective action plans.

The top management at every Vedanta BU regularly reviews (at least once a year) and documents the incident and investigation data. Vedanta has laid out detailed procedure for incident reporting and investigation for each category of safety and health incidents as defined in its Management Standard on Incident Reporting, Classification and Investigation (<https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Incident-Reporting-Classification-and-Investigation.pdf>).

**d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes. All employees of the Company are covered under the company's medical and healthcare services. Additionally, the Company offers life insurance and accident coverage policies to provide financial protection and support in unforeseen circumstances.

To promote a healthy workforce, Vedanta conducts regular periodic health check-ups for employees. These check-ups help identify any potential health issues early on, enabling timely intervention and appropriate medical care. Moreover, the Company organises awareness sessions to educate employees about maintaining good health and adopting healthy habits.

Recognising the significance of mental health, Vedanta places great emphasis on fostering a supportive and balanced work environment. In line with this commitment, we have set a goal for FY 2025 to implement a mental health program for all employees. This program will focus on raising awareness about mental health, providing resources for employees to address mental well-being, and promoting a healthy work-life balance.

**11. Details of safety-related incidents, in the following format:**

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.44	0.55
	Workers	0.54	0.59
Total recordable work-related injuries (Nos.)	Employees	30	37
	Workers	271	279
No. of fatalities	Employees	1	0
	Workers	12	12
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA	NA
	Workers	NA	NA

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Vedanta's safety culture is guided by a robust health and safety framework encompassing all activities across the Company. Vedanta Sustainability Framework (VSF) puts significant emphasis on Safety & Occupational Health. The Company has identified the following measures to improve their safety performance and prevent fatal injuries in the future:

- Implementation of Critical Risk Management (CRM):** A scientific approach is implemented to analysing root causes of fatalities, learning from them, and implementing actions on the ground. Currently, focus is on three areas of risk at the work site: vehicle-pedestrian segregation, man-machine interaction, and work at height.
- Improving safety infrastructure:** Vedanta recognises the importance of providing a safe work environment to employees and have therefore prioritised improving safety infrastructure. The Company is installing walking pathways with guiderails, roads with markers and traffic signals, and separate roads for ash dumpers. The focus is on ensuring that there are no fatal injuries due to lack of safe infrastructure in place.
- Provision of PPE:** Vedanta ensures that the PPE provided is tailored to the specific risks faced by employees and contractors. Further it is ensured that PPE is readily available to all employees and contractors who require it.
- Employee and business partner training:** Vedanta understands the importance of ensuring that all employees and business partners work safely. To that end, on-site trainings, virtual webinars, and group CEO sessions are organised to reinforce the importance of working safely and stopping work, if any unsafe situation exists on the ground. The goal is to instil a culture of safety for both employees and business partners.

Other procedures in place to ensure a safe and healthy workplace include Observation Management, Process Hazard Analysis, Contractor Safety Management, Audit and Inspection Management, Management of Change, Data Management, and Risk Management.

All of Vedanta's operational facilities are certified with ISO 45001 and align to ICMM guidelines and other applicable international occupational health and safety management systems.

**13. Number of Complaints on the following made by employees and workers:**

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**14. Assessments for the year:**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100% (VSAP and AO audits) All sites are ISO 45001:2018/OHSAS 18001 certified and are audited by the third party once in three years. In addition, HSE is an important part of Vedanta Sustainability Assurance Programme Module assessment, and all units are annually audited by third party under VSAP.
Working Conditions	100% (VSAP and AO audits) Labour Practices, including working conditions is an important part of Vedanta Sustainability Assurance Programme Module assessment, and all units are annually audited by a third party under VSAP.

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

While safety is a top priority for the Company, Vedanta is deeply saddened to report that there were 13 fatalities in FY 2023. This is a matter of significant concern, and the Company is fully committed to improving safety performance and ensuring a safer workplace for employees. To address this issue, Vedanta has implemented a focussed approach to reduce fatalities and enhance overall workplace safety. The details of the corrective actions being undertaken as below:

- Investigation of incidents: Every incident is thoroughly investigated by the leadership team, and for fatalities, a senior leadership team nominated by the Group ExCo conducts the investigation. The findings from these investigations are finalised, and Corrective and Preventive Actions (CAPA) are shared across all Vedanta sites to ensure consistent implementation. The analysis of the fatal injuries revealed that man-machine interaction, vehicle driving, and structural stability were the primary causes of fatalities this year. The Company recognises the critical nature of these areas and have implemented measures to enhance safety in these specific aspects.
- Implementation of Critical Risk Management (CRM): To prevent future fatal incidents, Vedanta has conducted a comprehensive analysis of all fatal incidents that have occurred over the past decade. Based on this analysis, the key contributors to these incidents have been identified and a targeted list of improvement measures have been developed. This approach, known as Critical Risk Management (CRM), has been rolled out at Vedanta's sites and is currently being implemented.

By implementing these corrective actions, Vedanta aims to prevent future fatalities and improve overall safety across the Company.

## 3.4 PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

UN SDG mapped:



### Essential Indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

Vedanta's stakeholders are those individuals or organisations who have an interest in, and/or whose actions impact the Company's ability to execute their strategy. The Company considers stakeholder identification as an ongoing process to identify and understand who might be directly or indirectly affected or interested in Vedanta operations, either positively or negatively as well as who can contribute to or hinder their success. Vedanta's facilities are guided by Stakeholder Engagement Standard (Stakeholder-Engagement.pdf ([www.vedantalimited.com](http://www.vedantalimited.com))) as part of the Vedanta Sustainability Framework and is in line with IFC, UNGC and other global standards.

Vedanta recognises the importance of proactive stakeholder engagement and analysis in effectively managing social risks and responsibilities, as well as building positive relationships and trust with stakeholders. To achieve this, the Company undertakes a thorough process of stakeholder identification and analysis in consultation with multiple functions and business units across Vedanta. The stakeholder identification process involves considering the interests and influence of various stakeholders on our business. This enables Vedanta to prioritise engagement efforts and allocate resources accordingly. More information about Vedanta's stakeholder identification and analysis process can be found on Page 6 of the Stakeholder Engagement Standard. Currently, six key internal and external stakeholder groups have been identified: the Local Community, Employees, Shareholders, Investors & Lenders, Civil Society, Industry (Suppliers, Customers, Peers, Media), and Governments.

Vedanta periodically engages with different stakeholder groups and actively responds to their concerns and issues. Grievance redressal is a critical part of the Company's stakeholder engagement process, and Vedanta has a defined grievance redressal process to identify, record, acknowledge, assess and assign, investigate, resolve, and close all grievances. The grievance redressal mechanism in place help map Vedanta's impact on the stakeholders and take steps to address them. The success of the Company's stakeholder engagement initiatives lies in continued emphasis on providing information that is accurate and relevant to each group. The Company does this in a transparent and structured manner and in addressing their concerns through effective processes and mechanisms.



2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Community	Mixed	<ul style="list-style-type: none"> <li>Community group meetings</li> <li>Village council meetings,</li> <li>Community needs/social impact assessments</li> <li>Public hearings</li> <li>Grievance mechanisms</li> <li>Cultural events</li> <li>Engaging with communities via various community initiatives of Vedanta Foundation</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>The Social Performance Steering Committees (SPSCs) takes a cross-functional approach to community engagement through community group meetings, village council meetings</li> <li>Developing and undertaking need-based community projects</li> <li>Increasing community outreach via public hearings, grievance mechanisms and cultural events</li> <li>Improving grievance mechanism for community</li> <li>Developing community needs/social impact assessments to undertake need-based community projects</li> </ul> <p>FY 2023 engagement initiatives were:</p> <ul style="list-style-type: none"> <li>Completed baseline, need, impact and SWOT assessments in all BUs</li> <li>Community grievance process followed at all operations</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Chairman's workshops</li> <li>Chairman's/CEO's town hall meetings</li> <li>Feedback sessions</li> <li>Performance management systems</li> <li>Various meetings at plant level</li> <li>V-Connect mentor program</li> <li>Event management committee and welfare committee</li> <li>Women's club</li> </ul>	Monthly	<p>The Company undertakes employee performance management and employee feedback as primary mode of engaging with the employees. In addition, other engagement objectives include:</p> <ul style="list-style-type: none"> <li>Improving training on Health &amp; Safety and other pertinent material issues for the organisation</li> <li>Providing increased opportunities for career growth through internal talent recognition</li> <li>Increasing the gender diversity of the workforce</li> </ul> <p>FY 2023 engagement initiatives were:</p> <ul style="list-style-type: none"> <li>Identification of top talents and future leaders through workshops</li> <li>Recruitment of global talent through hiring from top global universities</li> <li>Strengthening gender and regional diversity with V Lead and V-Engage respectively</li> <li>Dedicated hiring drive for women</li> </ul>
Shareholders, Investors, & Lenders	No	<ul style="list-style-type: none"> <li>Regular updates via:                             <ul style="list-style-type: none"> <li>Investor meetings</li> <li>Site visits (put on hold in the last year due to COVID)</li> <li>AGM and conference</li> <li>Quarterly result calls</li> </ul> </li> <li>Dedicated contact channel: <a href="mailto:Vedantald.ir@vedanta.co.in">Vedantald.ir@vedanta.co.in</a> and <a href="mailto:esg@vedanta.co.in">esg@vedanta.co.in</a></li> </ul>	Quarterly and on case to case basis	<ul style="list-style-type: none"> <li>Consistent disclosure on economic, social, and environmental performance</li> <li>Spread awareness of the development in business with respect to business and ESG initiatives</li> </ul> <p>FY 2023 engagement initiatives were:</p> <ul style="list-style-type: none"> <li>Sustainability assurance audits conducted through Vedanta Sustainability Assurance Programme (VSAP)</li> <li>Bi-weekly investor briefings and pro-active engagement with the investment community on ESG topics</li> </ul>
Civil Society	No	<ul style="list-style-type: none"> <li>Partnerships with, and membership of international organisations</li> <li>Working relationships with organisations on specific projects</li> <li>Engagement with international, national, and local NGOs</li> <li>Conferences and workshops</li> <li>Dedicated contact channel – <a href="mailto:esg@vedanta.co.in">esg@vedanta.co.in</a></li> </ul>	Semi-annually	<p>The Company has implemented multi-stakeholder initiatives and partnerships with international organisations to align with the expectations of the global sustainability agenda. Any key concerns or trends from engagements with international, national, and local NGOs are reported to the relevant community of practice. Conferences and workshops are conducted as needed.</p> <p>FY 2023 engagement initiatives include:</p> <ul style="list-style-type: none"> <li>Membership of international organisations including the United Nations Global Compact (UNGC), The Energy and Resources Institute (TERI), Confederation of Indian Industry (CII), The World Business Council for Sustainable Development (WBCSD), and Indian Biodiversity Business Initiative (IBBI)</li> <li>Alignment to Sustainable Development Goals</li> <li>Compliance to the Modern Slavery Act</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Industry (Suppliers, Customers, Peers, Media)	No	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>Vendor score cards</li> <li>In-person visits to customers, suppliers, and vendor meetings (put on hold during COVID)</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Consistent implementation of the Code of Business Conduct and Ethics</li> <li>Ensuring contractual integrity and data privacy</li> </ul> <p>Modes of engagement include:</p> <ul style="list-style-type: none"> <li>Hotline service and email ID to receive whistle-blower complaints</li> <li>Vendor meets to understand vendors and supplier's issues</li> </ul>
Governments	No	<ul style="list-style-type: none"> <li>Participation in government consultation programs</li> <li>Engagement with national, state, and regional government bodies at business and operational level</li> <li>Meet all the regulatory requirements laid down</li> </ul>	Continuous basis	<p>These engagements with government bodies are initiated with the objective of:</p> <ul style="list-style-type: none"> <li>Ensuring compliance with laws</li> <li>Contributing towards the economic development of the nation</li> </ul> <p>Engagement initiatives are in the form of participation in government consultation programmes. The Company engages with national, state, and regional government bodies at the business and operational levels both directly and through industrial associations.</p> <p>FY 2023 engagement initiatives include:</p> <ul style="list-style-type: none"> <li>Partnership with UP government to eradicate state's malnutrition by 2024</li> <li>Partnership with Rajasthan government to modernise 25,000 Anganwadis</li> </ul>

### 3.5 PRINCIPLE 5

Businesses should respect and promote human rights.

UN SDG mapped:



#### Essential Indicators

##### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023			FY 2022		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	10,892	10,133	93%	10,491	9,695	92%
Other permanent	605	594	98%	502	496	99%
<b>Total Employees</b>	<b>11,497</b>	<b>10,727</b>	<b>93%</b>	<b>10,993</b>	<b>10,191</b>	<b>93%</b>
<b>Workers</b>						
Permanent	2,615	753	29%	3,415	1,326	39%
Other permanent	17,313	6,038	35%	16,052	4,671	29%
<b>Total Workers</b>	<b>19,928</b>	<b>6,791</b>	<b>34%</b>	<b>19,467</b>	<b>5,997</b>	<b>31%</b>

**2. Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2023					FY 2022				
	Total (A)	Equal to minimum wage		More than Minimum Wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	% (B/A)	No.C	% (C/A)		No.E	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Permanent	7,077	0	0%	7,077	100%	6,583	0	0%	6,583	100%
Male	5,710	0	0%	5,710	100%	5,509	0	0%	5,509	100%
Female	1,367	0	0%	1,367	100%	1,074	0	0%	1,074	100%
Other Permanent than	262	0	0%	262	100%	232	0	0%	232	100%
Male	175	0	0%	175	100%	192	0	0%	192	100%
Female	85	0	0%	85	100%	40	0	0%	40	100%
<b>Workers</b>										
Permanent	4,423	19	0%	4,404	100%	4,597	24	1%	4,573	99%
Male	4,339	19	0%	4,320	100%	4,513	24	1%	4,489	99%
Female	84	0	0%	84	100%	84	4	5%	84	100%
Other Permanent than	36,167	4,536	13%	31,631	87%	34,514	5,539	16%	30,523	88%
Male	35,467	4,580	13%	30,887	87%	34,801	5,421	16%	30,062	86%
Female	700	31	4%	669	96%	487	118	24%	461	95%

**3. Details of remuneration/salary/wages, in the following format:**

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	1,00,00,000*	2	98,00,000*
Key Managerial Personnel	3	8,84,66,358.39*	1	1,30,57,665*
Employees other than BoD and KMP	6,382	904,348**	759	11,46,853**
Workers	NA			

Note \*BoD, Key Managerial Personnel and Employee Data has been shared for VEDL Standalone

\*\*Employee data has been shared for the employees active throughout the full financial year FY 2023 in VEDL

**4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. At Vedanta, the Board ESG Committee is responsible for monitoring and guiding the organisation's approach to addressing and managing human rights issues within its operations. The primary role of this Board-level Committee overseeing Human Rights is to provide oversight and strategic guidance on human rights-related risks, policies, and practices. In addition to the Board ESG Committee, several functions within the Company have specific responsibilities for preventing and addressing human rights violations. These functions include the Human Resources (HR) department, Commercial department, Security team, and Industrial Relations department. Each of these departments plays a crucial role in upholding human rights standards and ensuring that appropriate measures are in place to safeguard the well-being and rights of individuals affected by the Company's activities.

To oversee and drive the implementation of human rights practices, we have established Social Performance Steering committee (SPSC) at all our sites. These committees play a crucial role in promoting local stakeholder engagement, managing grievance mechanisms, and addressing any human rights impacts associated with the Company's business operations. They work towards ensuring that the Company's activities are conducted in a manner that respects and upholds human rights principles. The SPSC consists of representation from at least the following functions: External Affairs/Public Relations, Operations, Security, CSR, Human Resources, HSE, Finance, and Corporate Communications. The SPM is supported by a Community Liaison Officer (CLO), whose primary responsibility is to have regular interactions with the local communities.

Each site has a Social Performance Manager (SPM), whose role is to drive the implementation of social performance principles at the location. The SPM is the convening authority for the Social Performance Steering Committee (SPSC).

To provide an avenue for employees and external stakeholders to raise concerns or grievances related to human rights issues, Vedanta has implemented a comprehensive grievance mechanism. This mechanism is designed to receive and facilitate the resolution of concerns raised by employees and to address complaints, disputes, or grievances brought forward by external stakeholders. It serves as an important channel for individuals to seek redress and ensures that their concerns are handled in a fair and timely manner.

By involving various functions and establishing robust mechanisms, Vedanta strives to create a work environment that respects and safeguards human rights. The Company is committed to addressing any human rights issues that may arise and continuously improving practices to uphold the well-being and dignity of all individuals impacted by our operations.

#### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

All locations also have formal grievance mechanism cells where external stakeholders can register their grievances. Grievance system at Vedanta sites is guided by Technical Standard and Guidance note on Grievance Mechanism which are part of Vedanta Sustainability Framework (VSF).

All of Vedanta's sites have a Social Performance Steering Committee (SPSC), oversee the resolution of all grievances related to human rights in a timely manner. The Community Liaison Officer (CLO) must record, assess and assign the grievance to the concerned department for investigation and resolution. Human Rights related grievances must be directly assigned to the location head for investigation and closure.

Grievances are attempted to be resolved within 30 days from identification. If not possible, the CLO updates the Social Performance Manager (SPM) and the grievance holder with bimonthly progress. Grievance once rejected or resolved is considered closed after the CLO has shared a closure report and grievance holder's feedback is obtained on Grievance Mechanism process experience and outcome.

The SPM monitors quarterly performance of the GM against the principle outcome & expectations and share findings with the location head, SPSC and Corporate HSES.

#### 6. Number of Complaints on the following made by employees and workers\*:

	FY 2023			FY 2022		
	Filed during the year (2022-23)	Pending resolution at the end of year	Remarks	Filed during the year (2021-22)	Pending resolution at the end of year	Remarks
Sexual Harassment	17	0				
Discrimination at Workplace	5	0		1	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	8	3		23	14	
Other Human Rights related issues	14	0		55	55	

\*HZL and Fujairah Gold are not included

#### 7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Vedanta has a strict adherence to policy on discrimination and harassment where all information/names of employees disclosed in investigations is strictly confidential to prevent any disadvantage to the complainant or the witnesses. In line with Vedanta's Sexual Harassment Policy, the Company takes necessary steps to safeguard individuals who raise complaints against victimisation or retaliation. Vedanta recognises the importance of providing a safe environment for employees to come forward and address their concerns without fear of negative consequences.

To effectively address both sexual and non-sexual harassment, Vedanta has established an Internal Complaints Committee (ICC). ([https://www.vedantalimited.com/CorporateGovernance/policy\\_on\\_prevention\\_and\\_prohibition\\_of\\_sexual\\_harassment\\_final.pdf](https://www.vedantalimited.com/CorporateGovernance/policy_on_prevention_and_prohibition_of_sexual_harassment_final.pdf)). The committee comprises a diverse group of internal and external members with relevant backgrounds. While well-defined criteria is already in place for handling sexual harassment cases, the Company has recently expanded the committee's scope to include the redressal of non-sexual harassment cases as well. In the fiscal year 2021-22, this additional provision was implemented.

To ensure awareness and sensitivity towards these issues, Vedanta will provide sensitisation and training programs to all employees. These initiatives will be coordinated with the Human Resources department and other relevant functions to ensure comprehensive coverage across the Company.

**8. Do human rights requirements form part of your business agreements and contracts?****(Yes/No)**

Yes. Human rights requirements form part of Vedanta's business agreements and contracts. The Company has been complying with the Modern Slavery Act (UK) or MSA since 2016. With regular and systematic updates and audit mechanisms, Vedanta has been making their systems robust to ensure that vendors and supply chain are entirely free of slave labour. Vedanta also seeks MSA self-declaration from each of their vendors.

**Key initiatives:**

1. MSA clause included in vendor contracts, SCOC and recruitment procedures
2. MSA awareness and training programmes for vendors
3. MSA compliance for onboarding new vendors
4. Supply chain managers regularly trained on Vedanta Code, SCOC and Human Rights Policy

**9. Assessments for the year.**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	<div style="font-size: 2em; font-weight: bold; color: #0070C0;">100%</div> <p>Human Rights self-assessment was conducted across all BUs during the year.</p>
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.**

The Company has established an Internal Complaints Committee (ICC) to handle sexual and non-sexual harassment (bullying, discrimination). The ICC consists of both internal and external members from diverse backgrounds, ensuring a fair and unbiased approach to handling complaints. The committee follows predefined criteria and guidelines specifically tailored for addressing incidents of sexual harassment. ([https://www.vedantalimited.com/CorporateGovernance/policy\\_on\\_prevention\\_and\\_prohibition\\_of\\_sexual\\_harassment\\_final.pdf](https://www.vedantalimited.com/CorporateGovernance/policy_on_prevention_and_prohibition_of_sexual_harassment_final.pdf)).

**3.6 PRINCIPLE 6**

Businesses should respect and make efforts to protect and restore the environment.

UN SDG mapped:

**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	5,86,12,317	3,32,11,181
Total fuel consumption (B)	50,03,09,642	53,07,64,592
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>55,89,21,959</b>	<b>56,39,75,774</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	3,843	4,298
Energy intensity (optional) – the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	-	-

\* Energy intensity per rupee of turnover- (GJ/₹ crore)

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, an independent assurance has been carried out by Ernst & Young Associates LLP.

Following are the key indicators assured by independent Agency:

302-1 Energy consumption within the organisation

302-3 Energy intensity

302-4 Reduction of energy consumption

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Vedanta's Aluminium Business i.e., Balco and Vedanta Ltd Jharsuguda as well as their Independent Power Plants (IPPs) i.e., TSPL, Vedanta Ltd Jharsuguda IPP and Balco IPP are designated consumers. These sites have successfully achieved their targets under the Perform, Achieve, and Trade (PAT) scheme. Below are the accomplishments for each site:

- Balco smelter (including CPP): Achieved the target in PAT Cycle 2. Also, Bharat Aluminium Company Ltd has been recognised as a Top Performer Designated Consumer for the Aluminium Sector in PAT Cycle-II under the National Mission for Enhanced Energy Efficiency (NMEEE).
- TSPL: Achieved the target in PAT Cycle 3.
- VAL J smelter: Achieved the target in PAT Cycle 2.
- VAL J IPP: Achieved the target in PAT Cycle 3.

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	14,53,05,251	15,21,15,631
(ii) Groundwater	1,59,29,325	1,74,32,334
(iii) Third party water	36,02,979	2,24,001
(iv) Seawater/desalinated water	-	-
(v) Others: Wastewater from other Organisations, Rain Water and Produced Water	4,57,37,178	9,88,85,638
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>21,05,74,733</b>	<b>26,86,57,604</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>26,60,01,190</b>	<b>28,02,25,972</b>
Water intensity per rupee of turnover (Water consumed/turnover)	1,815	2,135
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Water intensity per rupee of turnover- (Kiloliters/₹ crore)

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, an independent assurance has been carried out by Ernst & Young Associates LLP.

Following are the key indicators assured by independent Agency:

- 303-3 Water Withdrawal
- 303-5 Water Consumption

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Vedanta has a longstanding commitment to achieving zero waste and zero discharge, recognising the responsibility to minimise any adverse environmental impacts.

HZL's (of Vedanta Limited) sites are Zero Liquid Discharge (ZLD) plants with no liquid effluent into surface water, groundwater, or third parties, eliminating the environmental pollution. To ensure this process, real time monitoring systems along with flow meters and PTZ camera are installed at the plant outlets for all smelters and captive power plants. Vedanta tracks the process water which is recycled after undergoing treatment at onsite ETP and a two stage RO system. The

treated effluent conforms to the prescribed standards and is recycled in the process. Multiple Effective Evaporator (MEE) and Mechanical Vapor Recompression (MVR) have been provided to ensure ZLD.

To provide an overview of the facilities available across our business units, here is a summary:

Business Unit	Facilities Available (Yes/No)		
	ETP/STP	RO	No water discharge
HZL	Yes	Yes	Yes
VAL-JSG	Yes	Yes	Yes
VAL-Lanjigarh	Yes	No	Yes
Zinc Int.	Yes	No	Yes
FACOR	Yes	Yes	No
Sterlite Cu	Yes	No	Yes
ESL	Yes	No	Yes
IOK	Yes	No	Yes
BALCO	Yes	Yes	Yes
TSPL	Yes	Yes	Yes
VAB	Yes	Yes	No
CAIRN	Yes	Yes	Yes

**5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Unit	FY 2023	FY 2022
NOx	MT	89,856	84,657
SOx	MT	5,01,201	3,86,621
Particulate matter (PM)	MT	18,275	11,898
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Other – please specify	-		

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.**

Yes, an independent assurance has been carried out by Ernst & Young Associates LLP.

Following are the key indicators assured by independent Agency:

305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2023	FY 2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,71,47,242	5,94,86,747
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	85,71,214	33,42,745
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/₹ million	451	478
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)– the relevant metric may be selected by the entity.			

Total Scope 1 and Scope 2 Emissions per rupee of turnover- (MT/₹ crore)

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.**

Yes, an independent assurance has been carried out by Ernst & Young Associates LLP.

Following are the key indicators assured by independent Agency:

305-1 Direct (Scope 1) GHG Emissions

305-2 Energy indirect (Scope 2) GHG Emissions

305-3 Other indirect (Scope 3) GHG Emissions  
 305-4 GHG Emissions intensity  
 305-5 Reduction of GHG Emissions

**7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Yes. Vedanta is fully committed to becoming a "Net Zero Carbon" organisation by 2050, or potentially even sooner. To achieve this goal, the Company has identified four key strategies, or levers, to reduce GHG emissions and meet their 2030 emission targets. These levers are increasing renewable energy, switching to low-carbon or zero-carbon fuels, improving energy and process efficiency, and purchasing carbon offsets for residual emissions.

**Lever 1: Increasing Renewable Energy**

Vedanta is making significant progress in increasing their renewable energy capacity. By the end of FY 2023, the Company has signed power delivery agreements (PDAs) for 788 MW of renewable energy, which will result in an estimated avoidance of 6.6 million tonnes of CO<sub>2</sub>e per year. This represents 32% of our target to use 2,500 MW of RE RTC (eq.) power by 2030. To coordinate these efforts, the Company has established an RE Steering Committee.

**Lever 2: Switch to low-carbon/zero-carbon fuels**

Lever 2 focusses on transitioning from coal to biomass and other low-carbon or zero-carbon fuels. Vedanta aims to substitute 5% of coal used in thermal power plants with biomass, a net zero-carbon fuel. In FY 2023, the Company achieved a four-fold increase in biomass usage compared to FY 2022, reaching approximately 78,000 MT.

Vedanta has also made positive progress on reducing emissions from LMV and mining fleet, through electrification and other measures. HZL and ESL have initiated the use of electric vehicles. HZL has launched the first battery-powered electric underground vehicle and LNG-powered 55-tonne heavy-duty trucks. A large electric forklift fleet of 27 is operating at our Jharsuguda location. Biofuel trials have started at BALCO and VAL-Jharsuguda and planning is underway to start trials at Sterlite Copper and Sesa Value-Added Business (VAB).

**Lever 3: Improving the energy and process efficiency of our operations.**

Vedanta has undertaken several projects to enhance efficiency in the Aluminium sector. Some of these projects include:

100% Graphitisation with copper inserted collected bar (potential 1.1 million tCO<sub>2</sub>e/year)

Vedanta pot controller implementation (potential 0.2 million tCO<sub>2</sub>e)

Commissioning of TRT and BPRT at ESL (potential 82,000 tCO<sub>2</sub>e/year)

Natural gas usage at Lanjigarh Alumina Refinery (potential 1,20,000 tCO<sub>2</sub>e/year)

While these are projects under progress, there are some major energy efficiency projects which are already completed at Vedanta's sites:

R&M of 1 unit of 600 MW at VAL Jharsuguda (3,70,000 tCO<sub>2</sub>e/year))

VAL Lanjigarh Evaporation - 1 Calendria 1 & 2 tubes replacement (18,000 tCO<sub>2</sub>e/year)

VAL Lanjigarh Boiler 2 junior APH replacement (16,000 tCO<sub>2</sub>e/year)

ESL Fuel crushing index improvement (31,000 tCO<sub>2</sub>e/year)

ESL LD gas recovery project completion (18,000 tCO<sub>2</sub>e/year)

**Lever 4: Purchasing carbon offsets for residual emissions.**

Vedanta has yet to initiate specific work on Lever 4, which involves purchasing carbon offsets for residual emissions.

The Company will consider options for addressing hard-to-abate GHG emission at the end of their target period.

Vedanta's collective efforts over the past two years have resulted in significant emissions reductions, with 4.17 million tonnes of CO<sub>2</sub>e avoided based on the FY 2021 baseline and 14.62 million tonnes of CO<sub>2</sub>e avoided based on the initial FY 2012 baseline. For more detailed information, please refer to Vedanta's Sustainability Report for FY 2022-23.



## 8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	372	85
E-waste (B)	141	121
Bio-medical waste (C)	1,297	1,223
Construction and demolition waste (D)	NA	NA
Battery waste (E)	252	130
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (other than above mentioned HW)	5,31,595	5,16,245
Other Non-hazardous waste generated (H). Please specify, if any. (HVLTL) (Excluding Plastic waste, construction waste) (Break-up by composition i.e., by materials relevant to the sector)	1,80,98,325	1,90,10,000
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1,86,31,982</b>	<b>1,95,27,804</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	3,02,20,013	1,94,65,805
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>3,02,20,013</b>	<b>1,94,65,805</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	282	293
(ii) Landfilling	15,786	12,465
(iii) Other disposal operations	2,10,96,024	1,70,43,316
<b>Total</b>	<b>2,11,12,092</b>	<b>1,70,56,074</b>

\* Recycle waste includes - Recycle, reuse and Other recovery operations

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.**

Yes, an independent assurance has been carried out by Ernst & Young Associates LLP.

Following are the key indicators assured by independent Agency:

306-1 Waste generation and significant waste-related impacts

306-2 Management of significant waste-related impacts

306-3 Waste generated

306-4 Waste diverted from disposal/recycled

306-5 Waste directed to disposal

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Vedanta has implemented a robust waste management system designed to handle waste efficiently and responsibly. As part of their refreshed ESG vision, the Company is committed to becoming a "Zero Waste" organisation. To achieve this goal, specific targets are set:

- Sustain the fly ash utilisation at 100%
- Achieve zero legacy waste by 2035
- Use 100% of High-Volume Low Toxicity (HVLTL) waste generated by 2025

To fulfil these targets, Vedanta is deploying advanced technologies to minimise waste and increase metal recovery. The Company is also establishing long-term collaborations with potential users of our HVL waste (which includes fly ash, bottom ash, slag, jarosite, and red mud), and partnering with academic and research institutes to explore alternative applications for these wastes. For instance, Vedanta is working with the cement industry to use these wastes as raw materials and collaborating with the National Highways Authority of India (NHAI) to incorporate them as substrates for road construction. In the case of HVL waste such as red mud, which contains traces of Rare Earth Minerals (REE), the Company is conducting research and development projects to economically extract these minerals. Additionally, trials are underway to explore the use of this waste as an alternative to sand. Vedanta is collaborating with esteemed institutions such as CSIR, CRRI, IIT Kharagpur, IMMT, and NITI Aayog for these initiatives. For instance, during FY 2022-23, the Company completed a lab scale feasibility study with CSIR-Central Road Research Institute (CSIR-CRRI) for utilisation of red mud in highway construction.

Vedanta's waste management efforts are guided by our HSE (Health, Safety, and Environment) policy, which outlines their overall commitment to waste management and other environmental aspects. We follow 'The resource use and waste management' Technical Standard and supporting guidance notes, which are integral components of the Vedanta Sustainability Framework. These standards are aligned with the national Hazardous Waste Management Rules of 2016. Hazardous wastes, such as used/spent oil, waste refractories, spent pot lining, and residual sludge from smelters, are sent to government-authorized handlers or recyclers in accordance with regulatory requirements.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Vedanta Lanjigarh (Lanjigarh, India)	Alumina Refinery	Yes
2	Skorpan Zinc (Rosh Pinah, Namibia)	Mining	Yes
3	Black Mountain Mines (Gamsberg, South Africa)	Mining	Yes

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Expansion within the existing Chanderiya Lead Zinc Smelter Complex at Villages: Putholi, Ajoliya Ka Khera & Biliya, Tehsil: Gangrar & Chittorgarh, District: Chittorgarh (Rajasthan)	S.O. 1533 (E)	-	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1722660">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1722660</a>
2EC for development and production in Hazarigaon On-shore DSF II Block in Golaghat Dist, Assam	EIA Notification 2006 and its amendments Office Memorandum issued from MoEF&CC vide no. IA3-22/23/2021-IA.III (E 167077) dated 20.10.2021 and IA3-22/10/2022-IA.III (E 177258)	-	Yes	No	Submitted to MoEF

**12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes. Vedanta adheres to and complies with the relevant environmental laws, regulations, and guidelines in India. This includes the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the respective rules established under these Acts. The Company ensures that operations align with these legal requirements to promote environmental stewardship and maintain regulatory compliance.

### 3.7 PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

UN SDG mapped:



#### Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations: 5**
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body the entity is a member of/affiliated to).**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	Federation of Indian Mineral Industry (FIMI)	National
5	Federation of Indian Petroleum Industry (FIPI)	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Not Applicable. There were 0 cases related to anti-competitive conduct by Vedanta or its associated subsidiaries, joint ventures.		

### 3.8 PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

UN SDG mapped:



#### Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/1 Block, Karbi Anglong and Golaghat Districts, Assam	NA (as per Vedanta Sustainability Framework requirement)	Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/2 Block in Tirap District, Arunachal Pradesh		Not Applicable	External Agency	Not required	Not Applicable

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/3 in Tinsukia District, Assam		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/4 Block, Jorhat District, Assam		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/5 Block in Jorhat, Lakhimpur and Sibsagar Districts, Assam		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/9 Block in Sibsagar District, Assam	NA (as per Vedanta Sustainability Framework requirement)	Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in AA-ONHP-2017/11 in Golaghat and Jorhat Districts, Assam		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in CB-ONHP-2018/1 Block in Mehsana & Patan Districts, Gujarat		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in CB-ONHP-2018/3 Block in Kheda & Anand Districts, Gujarat		Not Applicable	External Agency	Not required	Not Applicable
Onshore Oil and Gas Exploration, Appraisal and Early Production in CB-ONHP-2018/4 Block in Vadodara District, Gujarat		Not Applicable	External Agency	Not required	Not Applicable

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
1	Vedanta Limited Lanjigarh	Odisha	Kalahandi	261	100%	Land Payments: ₹40.28 crore : Already done New RR Colony Construction: ₹54.28 crore : Ongoing R&R Package: 31.58 CR: Disbursement is in progress. R&R Subsistence Allowances and Trainees Stipends: ₹7.02 crore: Ongoing Skill development training cost: ₹4.56 crore: Ongoing

**3. Describe the mechanisms to receive and redress grievances of the community.**

Vedanta has established Social Performance Steering Committees (SPSCs) across all BUs to enhance various aspects of their social performance. These committees play a vital role in tracking, investigating, and resolving grievances, preventing any adverse impacts on communities, and involving them in economic activities. By adopting a cross-functional approach to community engagement, the Company breaks down the perception that community engagement is solely the responsibility of our CSR teams.

The SPSCs are entrusted with driving social performance standards, including the implementation of a grievance mechanism at the site level, and addressing human rights-related issues. The grievance redressal system at Vedanta sites is guided by the Technical Standard and Guidance note on Grievance Mechanism, which are integral parts of the Vedanta Sustainability Framework (VSF). These standards align with the IFC Performance Standards and incorporate global best practices in social performance.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023	FY 2022
Directly sourced from MSMEs/small producers*	9.81%	10.22%
Sourced directly from within the district and neighbouring districts*	49.38%	43.28%

\*Only for Cairn

**3.9 PRINCIPLE 9**

Businesses should engage with and provide value to their consumers in a responsible manner.

UN SDG mapped:



**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Vedanta has established formal feedback mechanisms to gather input from customers, which are guided by their Grievance Redressal Performance Standard. Currently, the Company uses the "Vedanta Metal Bazaar" (Moglix Portal) to capture all customer grievances (<https://vedantametalbazaar.moglix.com/#/login>). When a customer files a complaint through the portal, it triggers email notifications to the relevant team members. After completing a thorough root cause analysis, necessary actions are taken, and the complaint is resolved and closed. Throughout this process, customers can track the stages of complaint closure and provide their consent.

Vedanta engages with customers proactively through online and offline channels, in line with the monthly customer connect calendar, to gather their voices of concern (VOC). Based on the VOC, appropriate actions are taken, communicated to customers, and feedback is recorded for future reference. Additionally, the Company conducts customer satisfaction surveys to capture VOC and ensure their expectations are met.

**2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:**

	% to total turnover
<b>Environmental and social parameters relevant to the product</b>	This is not applicable as Vedanta supplies power, metals & minerals, oil & gas which does not require any labelling.
<b>Safe and responsible usage</b>	This is not applicable as Vedanta supplies power, metals & minerals, oil & gas which does not require any labelling.
<b>Recycling and/or safe disposal</b>	This is not applicable as Vedanta supplies power, metals & minerals, oil & gas which does not require any labelling.

**3. Number of consumer complaints in respect of the following:**

	FY 2023		Remarks	FY 2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No Complaint received	0	0	No Complaint received
Advertising	-	-	-	-	-	-
Cyber-security	0	0	No Complaint received	0	0	No Complaint received
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary Recalls	0	NA

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes. Vedanta has an Information Security Policy in place that covers aspects of cyber security and risks related to data privacy ([https://www.vedantalimited.com/CorporateGovernance/Information\\_security\\_Policy\\_V3\\_3.pdf](https://www.vedantalimited.com/CorporateGovernance/Information_security_Policy_V3_3.pdf)). Vedanta has implemented a robust Information Security Management Framework under their Enterprise Risk Management (ERM) framework. This framework comprises policies, standard operating procedures (SOP), and technology standards for all business units. It also includes a comprehensive security assessment and audit process aimed at preventing cyber-attacks and enhancing overall information security across Vedanta's technology landscape ([https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/IT%20Disclosure%20Cybersecurity%202022.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/IT%20Disclosure%20Cybersecurity%202022.pdf)).

Vedanta's cybersecurity framework follows a principle and objective-based approach to safeguard the confidentiality, integrity, and availability of all technology and data assets, especially those critical to business and operational resilience, stability, and regulatory compliance. The framework focusses on identifying risks and implementing critical controls for our assets. Moreover, the Company adheres to various standards and guidelines governing information technology and cybersecurity practices, including those related to information security management, personal data privacy, disaster recovery, business continuity management, and risk management.

The Company's Information Security Framework takes following aspects as an input:

1. Globally recognised Information Security Management Frameworks and Standards
2. Applicable Regulatory Requirements
3. Risk Assessment and Risk Control Matrix defined under Risk Management Process
4. Information Security Objectives aligned to Business Objectives
5. Prevailing Best Practices
6. Security Threat Intelligence

Cybersecurity is covered under the revised Risk Management Policy of the Company, which was updated in 2019. Vedanta also conducts Vulnerability Assessment and Penetration Testing (VAPT) reviews with the assistance of cybersecurity experts. At the Group level, the Company has a well-structured cybersecurity framework, and each BU has a Chief Information Officer (CIO) experienced in information/cybersecurity. IT experts carry out annual cybersecurity reviews to ensure the effectiveness of their security measures.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.**

Not applicable