

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

National Stock Exchange of India Limited
"Exchange Plaza" 5th Floor Plot No., C/I, G Block
Bandra-Kurla Complex, Bandra (East),
Mumbai – 400 051

Scrip Code: 500295

Scrip Code: VEDL

Sub: Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the BRSR for the Financial Year 2023-24, along with Independent Auditors' Reasonable Assurance Report provided by M/s. Mazars Advisory LLP.

The BRSR forms the part of the Integrated Annual Report for the Financial Year 2023-24, submitted to the stock exchange(s) vide letter no. VEDL/Sec./SE/24-25/70 dated June 18, 2024 and has been also made available on the website of the Company at www.vedantalimited.com.

We request you to please take the above on record.

Thanking you.

Yours faithfully,
For Vedanta Limited

Prerna Halwasiya
Company Secretary and Compliance Officer
ACS: 20856

Enclosed: As above

VEDANTA LIMITED

REGISTERED OFFICE: Vedanta Limited, 1st 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
Email: comp.sect@vedanta.co.in | Website: www.vedantalimited.com

CIN: L13209MH1965PLC291394

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity.

1.	Corporate Identity Number (CIN) of the Listed Entity	L13209MH1965PLC291394
2.	Name of the Listed Entity	Vedanta Limited
3.	Year of incorporation	1965
4.	Registered office address	1 st Floor, C wing, Unit 103, Corporate Avenue Atul Projects, Chakala, Andheri (East), Mumbai, Maharashtra – 400 093, India
5.	Corporate address	Core-6, 3 rd Floor, Scope Complex 7, Lodhi Road, New Delhi - 110 003
6.	E-mail	comp.sect@vedanta.co.in
7.	Telephone	+91 22 6643 4500
8.	Website	www.vedantalimited.com
9.	Financial year for which reporting is being done	FY 2023-24 From 01-04-2023 to 31-03-2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up capital	₹ 3,71,75,04,871
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajinder Ahuja Group Head – HSE and Sustainability, Tel: +91 294 660 4054 Email: esg@vedanta.co.in
13.	Reporting boundary	<p>The disclosures under this report are made on a consolidated basis. Vedanta Group comprises of Vedanta Limited, its Subsidiaries, Associates and Joint Ventures, the details of which are given in point No. 23 of Section A of Business Responsibility and Sustainability Report (BRSR) and on page 323 of the Integrated Report and Annual Accounts FY 2023-24. All these entities are considered for the purpose of Financial Consolidation of the Group; however, for the purpose of reporting data and information in BRSR, we have considered Vedanta Limited, its 10 Subsidiaries and 38 sites based on the management's assessment of materiality, the list of which are given as appendix to BRSR. The following categories of Entities/Sites have not been considered for the purpose of this report:</p> <ul style="list-style-type: none"> Newly incorporated Entities or Entities/Sites operational for less than 12 months; Non-operational/ intermittent operational Entities/Sites; and entities/sites discontinued or outsourced. <p>Further, the GHG footprint, Water footprint, Energy footprint and details of the Waste Management with respect to the following have not been considered, based on our assessment of being immaterial to the Group's reporting:</p> <ul style="list-style-type: none"> The Corporate Offices with respect to the Entities as considered under the Reporting Boundary. Guesthouses and Colonies being owned and maintained by the Group. <p>Furthermore, for the purpose of BRSR reporting, following methodology has been used:</p> <ul style="list-style-type: none"> The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Report and Annual Accounts FY 2023-24. While the financial numbers related to certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR related to these entities are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the Reporting Boundary. Some of the Entities are considered for the purpose of preparation of the BRSR on full consolidation method, without adjusting for minority interest in the relevant group entity, based on operational control, as per our assessment. In certain newly incorporated indicators, previous year figures have not been provided.
14.	Name of Assurance Provider	Mazars Advisory LLP
15.	Type of Assurance obtained	BRSR Core: Reasonable BRSR (Rest of indicators): Limited



II Products/Services

16. 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	52.64%
2.	Mining and quarrying	Mining of Metal Ores	25.2 %
3.	Oil and Gas	Upstream Oil and gas Production	12.39%

17. 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	Aluminum Products	24202	32.66%
2	Zinc Metal	27204	14.95%
3	Copper Cathode	24201	13.45%
4	Oil	0610	10.35%
5	Steel Products	2410	4.48%
6	Silver Metals	27205	3.83%
7	Iron Ore	0710	3.76%
8	Lead Metal	27209	3.40%
9	Power	3510	3.18%
10	Gas	0620	2.01%

III. Operations

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

Location	Number of plants	Number of offices	Total [#]
National	93	15	108*
International	11	13	24**

* This number does not include warehouses operated by Vedanta and its business entities

** This number includes all international entities under Vedanta Ltd.

[#] This number is notwithstanding the reporting boundary described in Section A-13

19. Markets served by the entity.

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	131*

* May include overlap of countries that may serve as a market for more than one of Vedanta's business/products

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

The contribution of exports is 35.24% of the total turnover of Vedanta Limited.

c. A brief on types of customers

Vedanta Limited operates in the mining and manufacturing sectors, specialising in the extraction and processing of metal ores, metal and metal products. Additionally, the company is involved in oil and gas exploration and production, as well as power generation and sales. Vedanta's product portfolio includes a range of minerals and metals such as aluminium, copper, iron ore, zinc, silver, and lead. The company's primary customers include industrial consumers in sectors such as automotive, steel, power generation, infrastructure, battery manufacturing and oil.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
EMPLOYEES								
1.	Permanent (D)	12,766	10,170	80%	2,596	20%		
2.	Other than Permanent (E)	279	198	71%	81	29%		
3.	Total employees (D + E)	13,045	10,368	79%	2,677	21%		
WORKERS								
4.	Permanent (F)	4,760	4,555	96%	205	4%		
5.	Other than Permanent (G)	79,210	76,828	97%	2,346	3%	36	0.05%
6.	Total workers (F + G)	83,970	81,383	97%	2,551	3%	36	0.04%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	10	7	70%	3	30%
2.	Other than Permanent (E)	1	0	0%	1	100%
3.	Total differently abled employees (D + E)	11	7	64%	4	36%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	9	9	100%	0	0%
5.	Other than permanent (G)	19	19	100%	0	0%
6.	Total differently abled workers (F + G)	28	28	100%	0	0%

21. Participation/Inclusion/Representation of women

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

* The definition of Key Managerial Personnel (KMP) is as per the Section 2(51) of Companies Act, 2013. The term Key Managerial Personnel (KMP) mentioned above includes two members of the Board of Directors.

22. Turnover rate for permanent employees and workers

	FY 2024*			FY 2023**			FY 2022**		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	17%	14%	11%	15%	12%	15%	22%	16%
Permanent Workers***	7%	8%	7%	-	-	-	-	-	-

Note: Turnover rate is calculated as per Full Time Equivalents (FTEs) (includes both Permanent Employees and Permanent Workers)

* For FY 2023-24, permanent employee headcount is the average of the headcount as on 1 April 2023 and 31 March 2024

** FY 2022-23 and FY 2021-22 the permanent employee headcount is the number of employees as on 31 March of the respective financial years.

*** Turnover Rate for Permanent Workers was not monitored in FY 2022-23 and FY 2021-22, hence not reported.



V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures*

As on 31 March 2024, the Company had 49 subsidiaries, 6 Associates/Joint Venture entities. Please see the table below for further details.

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.	Vedanta Incorporated (formerly known as Volcan Investments Limited)	Ultimate Holding Company	61.95%	Yes
2.	Thalanga Copper Mines Pty Limited (TCM)	Subsidiary	100%	Yes
3.	Bharat Aluminium Company Limited ("BALCO")	Subsidiary	51%	Yes
4.	Desai Cement Company Private Limited	Subsidiary	100%	Yes
5.	ESL Steels Limited	Subsidiary	95%	Yes
6.	Ferro Alloy Corporation Limited ("FACOR")	Subsidiary	100%	Yes
7.	Hindustan Zinc Alloys Private Limited	Subsidiary	100%	Yes
8.	Hindustan Zinc fertilisers private Limited	Subsidiary	100%	No
9.	Hindustan Zinc Limited ("HZL")	Subsidiary	65%	Yes
10.	MALCO Energy Limited ("MEL")	Subsidiary	100%	Yes
11.	Sesa Mining Corporation Limited	Subsidiary	100%	Yes
12.	Sesa Iron and Steel Limited	Subsidiary	100%	Yes
13.	Sesa Resources Limited ("SRL")	Subsidiary	100%	Yes
14.	Talwandi Sabo Power Limited ("TSPL")	Subsidiary	100%	Yes
15.	Vedanta Zinc Football and Sports Foundation	Subsidiary	100%	Yes
16.	Vedanta Aluminium Metal Limited	Subsidiary	100%	Yes
17.	Vizag General Cargo Berth Private Limited	Subsidiary	100%	Yes
18.	Zinc India Foundation	Subsidiary	100%	Yes
19.	AvanStrate Inc. ("ASI")	Subsidiary	51.63%	Yes
20.	Cairn India Holdings Limited	Subsidiary	100%	Yes
21.	Western Cluster Limited	Subsidiary	100%	Yes
22.	Bloom Fountain Limited	Subsidiary	100%	Yes
23.	Amica Guesthouse (Proprietary) Limited	Subsidiary	100%	Yes
24.	Namzinc (Proprietary) Limited	Subsidiary	100%	Yes
25.	Skorpion Mining Company (Proprietary) Limited (NZ)	Subsidiary	100%	Yes
26.	Skorpion Zinc (Proprietary) Limited (SZPL)	Subsidiary	100%	Yes
27.	THL Zinc Namibia Holdings (Proprietary) Limited ("VNHL")	Subsidiary	100%	Yes
28.	THL Zinc Ltd	Subsidiary	100%	Yes
29.	Killoran Lisheen Mining Limited	Subsidiary	100%	Yes
30.	Lisheen Milling Limited	Subsidiary	100%	Yes
31.	Lisheen Mine Partnership	Subsidiary	100%	Yes
32.	Vedanta Lisheen Mining Limited	Subsidiary	100%	Yes
33.	Cairn Energy Hydrocarbons Limited	Subsidiary	100%	Yes
34.	Black Mountain Mining (Proprietary) Limited	Subsidiary	74%	Yes
35.	Cairn Lanka Private Limited**	Subsidiary	100%	No
36.	AvanStrate Korea Inc	Subsidiary	100%	Yes

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)
37.	Gaurav Overseas Private Limited	Associate/ Joint Venture	50%	No
38.	Madanpur South Coal Company Limited	Associate/ Joint Venture	18%	No
39.	Goa Maritime Private Limited	Associate/ Joint Venture	50%	No
40.	Rosh Pinah Health Care (Proprietary) Limited	Associate/ Joint Venture	69%	No
41.	Gergarub Exploration and Mining (Pty) Limited	Associate/ Joint Venture	51%	No
42.	Roshkor Township (Pty) Limited	Associate/ Joint Venture	50%	No
43.	Meenakshi Energy Limited	Subsidiary	100%	Yes
44.	Hindmetal Exploration Services Private Limited	Subsidiary	100%	No
45.	Vedanta Base Metals Limited	Subsidiary	100%	No
46.	Vedanta Displays Limited	Subsidiary	100%	No
47.	Vedanta Iron and Steel Limited	Subsidiary	100%	No
48.	Vedanta Semiconductors Private Limited	Subsidiary	100%	No
49.	THL Zinc Ventures Ltd	Subsidiary	100%	Yes
50.	Vedanta Copper International VCI Company Limited	Subsidiary	100%	No
51.	Monte Cello BV ("MCBV")	Subsidiary	100%	No
52.	THL Zinc Holding BV	Subsidiary	100%	No
53.	Fujairah Gold FZC	Subsidiary	100%	Yes
54.	Vedanta ESOS Trust	Subsidiary	100%	No
55.	Vedanta Lisheen Holdings Limited	Subsidiary	100%	No
56.	AvanStrate Taiwan Inc	Subsidiary	100%	No

* This number includes all entities under Vedanta Limited, notwithstanding the reporting boundary described in Section A-13

** This entity is in liquidation process

VI. CSR Details

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

Yes.

(ii) Particulars	Standalone	Consolidated
Turnover (₹ in crore)	70,757	1,43,727
Net worth (₹ in crore)	65,536	42,069



VII. Transparency and Disclosures Compliances

25. 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) (If yes, then provide web-link for grievance redressal policy)	FY 2024			FY 2023		
		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 Grievance Mechanism: https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf https://www.vedantalimited.com/Media/VSFDocuments/Social%20Perfomance%20Standards/Social%20Performance%20Standard%20-%20Grievance%20Mechanism.pdf	246	9	-	24	13	-
Investors (other than shareholders)	Yes https://www.vedantalimited.com/eng/investor-relations-contact.php	0	0	-	-	-	-
Shareholders	Yes Contact Us Queries, Concerns and Inquiries or Feedback - Vedanta (vedantalimited.com)	476	0	-	387*	0	-
Employees and workers	Yes Code of Business Conduct and Ethics: https://www.vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf	1,229	60	-	407	60	-
Customers	Yes https://vedantametalbazaar.moglix.com/#/login	300	21	-	94	-	-
Value Chain Partners	Yes https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf	759	46	-	Data not consolidated at Group Level		
Other (please specify)		Nil					

*This number is restated from last year

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Vedanta reviewed its material topics in FY 2023-24 as part of its annual process. In FY 2022-23, Vedanta Limited undertook a detailed evaluation to identify sustainability/ESG issues that are of material importance to execute its business strategy and growth plan. Furthermore, three of our businesses - namely Vedanta Aluminium, Cairn India and Hindustan Zinc Limited conducted independent assessments of ESG topics impacting their businesses.

The overall assessment approach played a crucial role in appraising the risks and opportunities that Vedanta and its businesses may face as well as in refining our ESG strategy. The comprehensive assessment attempted to follow the principles of double materiality, which involved assessing the impact of Vedanta's operations on stakeholders (impact materiality), as well as, in some cases, evaluating the reciprocal impact of society and the environment on Vedanta (financial materiality).

The assessment procedure involved the following steps:

- 1. Identification of an initial list of material topics:** By considering leading standards such as International Council for Metals and Mining (ICMM) and Sustainability Accounting Standards Board (SASB), as well as analysing peer company priorities, a total of 26 material topics were identified.
- 2. Stakeholder consultations and impact assessment:** The topics were prioritised after assessing the intensity of impact on a wide spectrum of stakeholders (both internal and external). This was done by consulting 1,933 stakeholders using multiple engagement channels such as interviews, focus group discussions, surveys, and site visits.
- 3. Risk and opportunity assessment:** An in-depth analysis of identified material topics was conducted to determine the potential impact of these topics on our ability to execute the 'Transforming for Good' strategy with a specific focus on topics that could have significant financial implications. Topics were then assessed against the risk threshold as defined in Vedanta's Enterprise Risk Management matrix. The assessment allowed us to evaluate the level of risk associated with each topic and inform the development of appropriate mitigation strategies.
- 4. Prioritising material topics:** A scoring methodology was employed to evaluate the severity and likelihood of each issue using the inputs from stakeholders as well as risk assessment. Based on this analysis, the material issues were classified as high, medium, and low priority.
- 5. Preparation of the materiality matrix:** Matrix was prepared by deploying two axes to evaluate the material issues, with the X-axis depicting the impact on Vedanta's business, and the Y-axis depicting impact on stakeholders. The issue with highest significance for both stakeholders and business were identified as Top material topics. This classification allows for focussed attention and tailored strategies to address the identified material issues effectively.
- 6. Finalisation of the materiality matrix:** In the validation phase, the results of the materiality assessment underwent a thorough review by Vedanta's senior management team and was signed off by the ESG ManCom chaired by the Executive Director. This critical step ensured the relevance, accuracy and completeness of the materiality matrix.



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>Risk: Vedanta's operations are likely to be affected by rising regulatory changes and investor demands aimed at limiting or reducing GHG emissions. This will lead to higher costs for fossil fuels, penalties for emissions exceeding permitted limits and increased administrative costs for compliance monitoring and reporting. For instance, the Carbon Border Adjustment Mechanism will be applicable to our Aluminium as well as Iron and Steel business. The Company would need to potentially pay additional taxes for imports into countries implementing CBAM. Also, CBAM could increase the Company's risk exposure due to decreased market access.</p> <p>Opportunity: Vedanta recognises that transition towards a low carbon economy has resulted in increased 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>Vedanta's strategies for mitigating these risks include:</p> <ul style="list-style-type: none"> • Being a Net Zero carbon business by 2050. Our climate targets are aligned with SBTi's 2-degree scenario. • GHG emissions intensity of our metal businesses by 20% by FY 2024-25 from a FY 2020-21 baseline. • Track long-term tier 1 suppliers' GHG reduction strategies. • Implement decarbonisation projects to offset emissions from growth pProjects. • Launch/Develop low carbon products. • Vedanta plans to ddevelop a Scope 3 emissions reduction roadmap in FY 2024-25. 	Negative and Positive
2	Workplace Health and Safety	Risk	<p>Risk: Neglecting the health and safety of Vedanta's employees can have significant consequences for the Company. Injuries or illnesses due to unsafe working conditions can result in decreased productivity and efficiency, as affected employees are unable to perform their duties. Additionally, workforce morale can be severely impacted by a lack of focus on health and safety. Failing to prioritise health and safety can also lead to increased litigation costs, as accidents or injuries may result in lawsuits seeking compensation for damages, medical expenses, and loss of income. Repeated safety violations or, in extreme cases, fatalities can trigger stringent consequence management for management teams. Furthermore, regulatory bodies, industry watchdogs, and stakeholders may impose penalties, fines, or legal action against the Company.</p>	<p>The Company has taken some of the following measures to ensure a safe and healthy workplace:</p> <ul style="list-style-type: none"> • Implementation of Critical Risk Management (CRM) Program across Vedanta sites to identify the root causes of accidents and implementing systemic corrections. • Improving safety infrastructure by deploying engineering solutions. • Regular employee and tier 1 supplier training and senior leadership sessions to reinforce the importance of working safely and stopping work in case of any unsafe situation on the ground. • External audit and certifications such as ISO 4500:2018. 	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)
3	Water Management	Risk and Opportunity	<p>Risk: With many of Vedanta's operations in both water-stressed areas and areas prone to flooding, change in water availability is a material risk for businesses such as BALCO, Hindustan Zinc Ltd., and Cairn Oil & Gas. Additionally, there could be water-related stakeholder conflicts. The impacts are as follows:</p> <p>a) Decrease in the capacity utilisation of operation resulting in productivity losses.</p> <p>b) Legal conflicts resulting in loss of credibility and reputation of the Company.</p> <p>c) Higher financial burdens and increase in water costs.</p>	<ul style="list-style-type: none"> Water stewardship initiative to reduce freshwater withdrawal and maximise both reuse and recycle of water. A zero-discharge philosophy. Site-specific roadmaps to achieve water positivity. Technology deployment across our sites for process improvement and recycling of wastewater. Integrated Watershed Management Initiatives (WMI) such as rainwater harvesting and groundwater recharging projects for communities to improve freshwater availability. 	Negative and Positive
4	Community Engagement and development	Risk and opportunity	<p>Risk: Not involving community members in decision-making processes, can create conflicts with the community leading to delays in project implementations. The conflict may lead to stoppage of work at the site, leading to production and revenue loss.</p> <p>Opportunity: Maintaining a harmonious relationship with the communities in which the Company operates is crucial for obtaining and retaining the social licence to operate. It helps create a positive outlook towards the expansion of the business, and facilitates the growth of the local economy by providing direct and indirect employment opportunities</p>	<ul style="list-style-type: none"> Social Performance Manager (SPM), at each site to drive the implementation of social performance principles. A robust grievance mechanism for effective resolution of social incidents. Regular Community group meetings and village council meetings to understand expectations and manage perceptions. Community development programs at each site location to build confidence in the communities and ensure inclusive development. 	Negative and Positive
5	Air Emissions & Management	Risk	<p>Risk: Air quality management and emissions control pose significant challenges affecting environment and stakeholders, necessitating stringent oversight and consistent monitoring. Failure to comply could incur fines, penalties, and legal repercussions, disrupting regular operations. Hence, stringent air emissions management is imperative due to the significant operational and reputational risks involved.</p>	<ul style="list-style-type: none"> Real-time monitoring of suspended particulate matter, sulfur oxides (SOx), and nitrogen oxides (NOx) as integral components of our ambient air quality monitoring protocol. Installation of Control Devices to reduce harmful effects of air emissions arising from processing of metals. Dust suppression activities at our mining operations. 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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
Policy and management processes									
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	Environmental Policy	Social Performance Policy	Supplier Sustainability Policy	Human Rights Policy	Environmental Policy	Code of Business Conduct and Ethics	Social Performance Policy	Code of Conduct
	Supplier Code of Conduct	Supplier Sustainability Policy	Supplier and Business Partner Sustainability Management Policy	Grievance Redressal Mechanism	Anti-Harassment and Anti-Discrimination Policy	Energy and climate Change Policy	Biodiversity Policy	Corporate Social Responsibility Policy	Information Security Policy
	Code of Practice and Fair Disclosure of unpublished sensitive information	Climate Change Information Security Policy	Climate Change Policy	Social Performance Policy	Environmental Policy	Tailing Management Policy	Supplier Code of Conduct		
	Dividend Distribution Policy		Social Performance Policy						
	Policy for determining material subsidiaries		Human Rights Policy						
	Nomination and Remuneration Policy		Anti-harassment Policy						
	Policy on Board Diversity		POSH Policy						
	Familiarisation Program for Independent Directors		Diversity and Inclusion Policy						
	Policy on Risk Management		Diversity and Inclusion Policy						
			Remuneration Policy						
			Anti-Harassment and Anti-Discrimination						
			Social Performance Policy						
			POSH Policy						

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
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.	<ul style="list-style-type: none"> ISO 9001:2015, ISO 31000 (Risk Management System) ISO 37301 (Compliance Management) 	<ul style="list-style-type: none"> ISO 14001:2015, Aluminium Stewardship Initiative (Jharsuguda) ISO 9001 (Quality Management System) 	<ul style="list-style-type: none"> SA8000:2014, ISO 45001:2018, ISO 22301 (Business Continuity Management System and Disaster Recovery System) 	<ul style="list-style-type: none"> SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda). 	<ul style="list-style-type: none"> SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda). 	<ul style="list-style-type: none"> ISO 14001:2015, ISO 50001:2018, TCFD, SBTi, TNFD, Aluminium Stewardship Initiative (Jharsuguda). 	<ul style="list-style-type: none"> ISO 9001:2015 	<ul style="list-style-type: none"> SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda) 	<ul style="list-style-type: none"> ISO 9001:2015, ISO 27001:2002
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>As part of our ongoing commitment to 'Transforming for Good' by transforming the planet, communities and workplace, we have developed an ESG scorecard to track our progress towards our aims and targets. This helps us monitor our performance and take corrective action where necessary.</p> <p>Transforming Communities</p> <p>Aim 1: Keep community welfare as the guiding principle for our business decisions</p> <p>Aim 2: Empower 2.5 million individuals with enhanced skillsets</p> <p>Aim 3: Uplift 100 million women and children via social welfare interventions</p> <p>Transforming Planet</p> <p>Aim 4: Net Zero Carbon by 2050 or sooner</p> <p>Aim 5: Achieving net water positivity by 2030</p> <p>Aim 6: Enhance our business model by incorporating innovative green practices</p> <p>Transforming the Workplace</p> <p>Aim 7: Prioritise the safety and health of our workforce</p> <p>Aim 8: Promote gender parity, diversity and inclusivity</p> <p>Aim 9: Align with global standards of corporate governance</p> <p>For further details related to sustainability Strategy and ESG pillars, please refer to Page 94, Integrated Annual Report FY 2023-24.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<p>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 2023-24's performance on the set goals, refer to the ESG Scorecard on Page 100, Integrated Annual Report FY 2023-24.</p>								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements. (listed entity has flexibility regarding the placement of this disclosure)	<p>Please refer to the Chairman's, and Group Executive Director's (ED) statement on Page 24 and Page 28 respectively of the Integrated Annual Report FY 2023-24.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Board level ESG Committee is the highest authority responsible for the oversight of the implementation of Business Responsibility policies.</p> <p>The Executive Director (ED) of the Group, as a member of the Board level ESG Committee and as the chairperson of the Group HSES-Executive Committee (where ESG topics are also discussed) is responsible for the implementation and oversight of the Business Responsibility policy(ies).</p>								
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	<p>Yes, the Board of Vedanta Limited has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies of Vedanta, as below:</p> <p>ESG Committee</p> <p>The Board-level ESG Committee governs and reviews all sustainability and ESG matters of the Company. Together with our Corporate Sustainability and ESG function, it is responsible for implementing, promoting, and monitoring initiatives under our "Transforming for Good" agenda. As per the Terms of Reference of the ESG Committee, the Board appoints the Members of the Committee and the Chair of the Committee who is a Non Executive Director. The Group HSE & Sustainability Head and ESG Director are permanent invitees to the Committee Meetings. The ESG Committee shall have a minimum of three members including one Independent Non Executive Director of the Company. Other members of the Committee may be appointed on the recommendation of the Executive Director with the approval of the Board. The composition of the Committee can be accessed at https://www.vedantalimited.com/eng/investor-relations-corporate-governance.php</p>								



	P1	P2	P3	P4	P5	P6	P7	P8	P9
Corporate Social Responsibility Committee									
<p>The Corporate Social Responsibility Committee of the Board governs and reviews the Corporate Social Responsibility activities of the Company. The CSR Committee recommends the annual business plan for Vedanta's Corporate Social Responsibility initiatives to the Board for its approval. The plan includes resource requirements and allocation across business. The CSR Committee also reviews and updates Board on the performance of the Company against such Annual Business Plan. The composition of the Committee can be accessed at https://www.vedantalimited.com/eng/investor-relations-corporate-governance.php.</p>									
Audit and Risk Management Committee									
<p>The Audit & Risk Management Committee of the Board oversees monitoring and providing effective supervision of the financial reporting; reviewing the efficacy of the risk management systems; and maintaining robustness of internal financial controls and risk management frameworks including cyber security. The Committee is responsible fulfilling its oversight responsibilities regarding management of key risks, including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information and cyber security, and compliance risks. The Committee works to fortify the adequacy and effectiveness of the Company's legal, regulatory, and ethical compliance and governance programs while monitoring the qualifications, expertise, resources, and independence of both the internal and external auditors; and assessing the auditors' performance and effectiveness each year. The composition of the Committee can be accessed at https://www.vedantalimited.com/eng/investor-relations-corporate-governance.php.</p>									
Stakeholders Relationship Committee									
<p>The Stakeholders' Relationship Committee (SRC) cohesively supports Board in maintaining strong and long-lasting relations with its stakeholders at large. The SRC majorly ensures and oversees the prompt resolution of the grievances of security holders; the implementation of ways to enhance shareholder experience; assessment of performance of Registrar and Transfer Agent ("RTA"); monitoring of shareholding movements etc. The composition of the Committee can be accessed at https://www.vedantalimited.com/eng/investor-relations-corporate-governance.php</p>									
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
Performance against above policies and follow up action	Committee of the Board								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<p>The policies of the Company are reviewed annually by director /board committees, wherever applicable.</p> <p>Yes. The Committees of the Board review compliance with all relevant statutory requirements quarterly, while the Internal Executive Committee (Exco) and functional teams review the compliance status monthly.</p>								
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
	<p>Yes. Vedanta undertakes an annual audit exercise, known as the Vedanta Sustainability Assurance Process audit, conducted by an external agency Det Norske Veritas (DNV) to evaluate the workings of these policies. This audit is conducted across all business locations to ensure Vedanta Sustainability Framework (VSF) compliance. The Vedanta Sustainability Assurance Programme (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.</p>								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated	Questions								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

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*	7	Business Ethics and Code of Conduct covering Insider Trading, Information Security, Sexual Harassment Prohibition at Workplace and other Governance aspects etc.	25%
		Completed training on Cybersecurity/Data Governance in collaboration with Data Security Council of India (DSCI).	75%
		Legal and Regulatory Compliance	50%
		Risk Management Framework	50%
		Engagement of directors in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.	62.5%
		Risk Management Framework and Legal and Regulatory Compliance	50%
		Engagement of directors in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.	62.5%
Key Managerial Personnel*	7	Business Ethics and Code of Conduct covering Insider Trading, Information Security, Sexual Harassment Prohibition at Workplace and other Governance aspects etc.	75%
		Completed in-house training on Sustainability topics.	75%
		Legal and Regulatory Compliance	75%
		Risk Management Framework	75%
		Engagement of KMPs in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.	50%
		Risk Management Framework and Legal and Regulatory Compliance	75%
		Engagement of KMPs in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives.	75%



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
Employees other than BoD and KMPs	3,504	The following topics were covered under the training are: <ol style="list-style-type: none"> Code of conduct Business ethics: Anti-Trust, Anti-Bribery, Insider Trading and Communication Health and Safety: Basics of Electrical safety and Electrical Hazard Identification, Behavioural Based Safety, Industrial and safety laws, Ergonomics Waste management: E- Waste Management (Rules and EPR, Solid waste management and Battery Waste Management Human rights: Labour laws, POSH Social performance and Stakeholder Engagement ISO 45001:2018 Internal Auditor Climate Change: Carbon and Climate Change, Energy Management System Cybersecurity 	68%
Workers	7,920	The following topics were covered during the training: <ol style="list-style-type: none"> Code of conduct and Business Ethics Waste Management Occupational health and Safety 	65%

* Board of Directors and Key Managerial Personnels include only Vedanta Ltd.

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:

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Monetary		Has an appeal been preferred? (Yes/No)
			Brief of the Case		
Penalty/ Fine 1	Principle 7 The Deputy Director of Mines (DDM), Baripada Mining Circle, Baripada, Department of Steel & Mines, Government of Odisha	2,79,361	FACOR: There was discrepancy between the stock found at site and the stock mentioned in books, basis which compounding fee was levied by DDM Baripada Circle for an amount of ₹ 2,79,361.		No
Penalty/ Fine 2	Principle 1 Director Mines and Geology, Goa	15,00,000	Sesa Goa (SRL): Director Mines & Geology, Goa passed an order earlier wherein Sesa Resources Limited, wholly owned subsidiary of Vedanta Limited, was held liable for Illegal Laterite Mining because we were the owners of the property over which illegal mining was carried out by unknown individuals. DMG imposed a total penalty of ₹ 1.25 crore on SRL. We preferred a revision application before Mines Secretary. The Mines Secretary passed an order dated 08/09/2023 wherein it was stated that SRL cannot be held liable under Rule 63(3) since the penalty was levied by DMG on presumption of guilt only. We were directed to pay ₹ 15,00,000 (Fifteen Lakhs). Mines Secretary on merits held us not liable for illegal mining.		No*



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 3	Principle 1 CESTAT, Delhi	10,000	BALCO: BALCO has received favourable order from Hon'ble CESTAT, Delhi setting aside service tax demand of ₹ 9,45,494, applicable interest and penalty of ₹ 15,69,569 under relevant provisions of Finance Act, 1994. The penalty amounting to ₹ 10,000 imposed vide Commissioner (A) order due to procedural lapses is reaffirmed by CESTAT, Delhi. The matter in consideration pertains to demand of service tax on account of payment made to foreign service provider which has been set aside by Hon'ble CESTAT, Delhi.	No	
Penalty/ Fine 4	Principle 1 BSE Limited and National Stock Exchange of India Limited	23,600	Vedanta Limited: Deviation under Regulation 29 of SEBI Listing Regulations pertaining to delay in furnishing prior intimation of the meeting of Board of Directors for the quarter ended 30 September 2023.	No	
Penalty/ Fine 5	Principle 1 BSE Limited and National Stock Exchange of India Limited	19,87,200	Hindustan Zinc Limited: Non-compliance related to minimum numbers of Independent Directors on Board	No	
Penalty/ Fine 6	Principle 1 Office of The Assistant Commissioner, Uttar Pradesh	21,72,808	Cairn Oil & Gas: The Company in respect of an Oil & Gas block where it is an operator has received an Order from Office of The Assistant Commissioner, Sector 1 Basti, Uttar Pradesh ('Tax Authority'), confirming demand of GST Penalty related to Detention of Goods and Conveyance with respect to tendered tax invoice unsigned and mismatch between tax invoice date and E-way bill date. The said demand pertains to FY 2023-24 and has been issued pursuant to stock transfer. Demand issued: GST Penalty of ₹ 21,72,808 (The Company's share of demand, based on participating interest of 70%, is ₹ 15,20,966).	No**	
Penalty/ Fine 7	Principle 1 Office of State tax officer, Rudrapur, Uttarakhand	8,82,588	Hindustan Zinc Limited: The Company has received an Order from State Tax officer, Rudrapur, Uttarakhand, confirming the below demand on account of procedural issues. The demand pertains to the period 2023-24: Demand issued: Penalty of ₹ 8,82,588/-	No	

Note: In accordance with the prescribed format of this report, the details of remittances for only those fines and penalties have been reported above which have been disclosed to the stock exchanges under Regulation 30 of SEBI Listing Regulations and made available on the Company website also.

* No appeal was filed as the original demand was ₹ 1.25 crore and based on our intervention, the Mines Secretary closed the matter.

** The Company shall file appeal before the Appellate Authority within the time-limit prescribed under the GST Law.

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.

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 is committed to conducting business with responsibility and integrity. We have developed and implemented a robust policy on business conduct i.e., the Code of Business Conduct and Ethics (COBCE). The code covers aspects related to anti-bribery, anti-corruption, confidentiality, conflict of interest, anti-trust, insider trading, and whistle-blower policy.

Link: https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Supplier-Code-of-Conduct.pdf

In addition, Vedanta's strict anti-bribery and anti-corruption policy (ABAC policy) is part of the Code of Business Conduct and Ethics (Page 21). The company does not tolerate any kind of bribery or corruption and has internal controls in place to prevent it from happening. The Company has a zero-tolerance for acts of bribery and corruption.

The ABAC policy follows all applicable anti-corruption laws that Vedanta is subject to which includes Prevention of Corruption Act, 1988 (India), UK Bribery Act, 2010 and U.S. Foreign Corrupt Practices Act, 1977.

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/Insider-Trading-Prohibition-Code-Nov-4,23.pdf
- Anti-trust Guidance notes: https://www.vedantalimited.com/CorporateGovernance/antitrust_guidance_notes-vedanta.pdf
- The Supplier Code of Conduct: 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)

The COBCE has a vigilance mechanism for reporting complaints from both internal and external stakeholders, along with a specified process for receiving and resolving these complaints; further details are available on page 22 of the COBCE. As an integral aspect of Vedanta's comprehensive approach, regular training sessions are conducted for 100% of our employees on combating corruption and bribery, as part of the Code of Conduct training. Additionally, members of the Board of Directors are obligated to affirm their compliance with the Code of Conduct as part of their agreement with the Company.

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 2024 Current Financial Year	FY 2023 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints received	0	No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No complaints received	0	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.

Not applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Number of days of accounts payables	37	35

9. **Open-ness of business- Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	5.64%	Data not collected
	b. Number of trading houses where purchases are made from**	226	Data not collected
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	3.84%	Data not collected
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	39.34%	Data not collected
	b. Number of dealers/distributors to whom sales are made**	576	Data not collected
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	15.90%	Data not collected
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.20%	Data not collected
	b. Sales (Sales with related parties / Total Sales)	1.26%	Data not collected
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.91%	Data not collected
	d. Investments (Investments in related parties / Total Investments made)#	6.71%	Data not collected

* Purchases do not include provisions.

** Number may include duplicate trading houses, dealers, and distributors as the consolidation represents activity from all of our businesses

For loans and advances and Investments, closing balances disclosed in the audited consolidated financial statements for the year ended 31 March 2024 have been considered.

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
715*	Basics of BRSR, Code of Conduct, Safety, Green Procurement guidelines, Modern Slavery Act, Environment, Social, Health, Safety, and Governance, Climate Change, and Human Rights	16.58%

*Only Tier 1 suppliers are included.

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.**

Yes, the company has in place a well-defined process with respect to the disclosure of interest and associated matters in accordance with the guidelines prescribed by the Companies Act, 2013 and SEBI Listing Regulations. Each Director/ KMP/SMP promptly reports any actual or potential conflicts to the Board, which are noted and deliberated upon during subsequent Board meetings. The Board evaluates and approves actions regarding potential or actual conflicts as deemed appropriate. Directors facing conflicts abstain from participating in discussions or voting on pertinent governance issues. Furthermore, the Company's Code of Business Conduct and Ethics provides comprehensive directives to address instances of conflict of interests. An annual affirmation from the Board of Directors for complying with the provisions also forms a part of the Integrated Annual Report.



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&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&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	95.06% of total Vedanta's R&D investment was spent on improving environmental performance: a) HZL: ₹ 11,83,27,000 b) Cairn Oil & Gas: ₹ 31,78,000 c) Vedanta Aluminium-Jharsuguda: ₹ 61,51,495	Vedanta's R&D investment on improving environmental performance was spent at: a) HZL: ₹ 11,84,25,000 b) Value-Added Business (VAB): ₹ 13,05,000 c) Vedanta Aluminium: ₹ 67,00,000	<ul style="list-style-type: none"> HZL: The company's Research and Development (R&D) focusses on advancing its circular manufacturing objectives, notably through the creation of innovative flotation reagents that enhance mineral recovery and minimise impurities. Additionally, their commitment to environmental stewardship is demonstrated by numerous waste recycling initiatives aimed at diminishing their ecological footprint and reclaiming valuable resources from waste. Furthermore, R&D has been instrumental in refining the processes within Wealz kiln operations, thereby optimising metal recovery from secondary materials. HZL received patents for advancements in both pyrometallurgy and hydrometallurgy, aiming to elevate zinc and lead yields through proprietary in-house developments. To bolster research capabilities, HZL's facilities are equipped with advanced instruments, including X-Ray Fluorescence (XRF), X-Ray Diffraction (XRD), and a suite of other specialised equipment. Cairn Oil & Gas: The company undertook a project to eliminate the requirement for Post Weld Heat Treatment (PWHT) for weld joints exposed to 25,000 ppm alkaline solutions. This work was undertaken in collaboration with IIT-Kharagpur. Vedanta Aluminium-Jharsuguda: The company has conducted R&D to improve smelter efficiencies, recovery rates, and align the business with requirements of the Aluminium Stewardship Initiative.
CAPEX**	3.64% of the total CAPEX spent for improving environmental performance and 0.18% the total CAPEX spent for improving social performance: a) Cairn Oil & Gas: ₹ 74,17,71,028 b) HZL: ₹ 4,63,73,00,000 c) Vedanta Aluminium - Jharsuguda(Social Performance): ₹ 2,10,43,05,267 d) Iron Ore business (IOB): ₹ 7,67,12,703 e) Vedanta Aluminium-Lanjigarh(Social Performance): ₹ 16,25,12,308	Vedanta's CAPEX spent on improving environmental performance was spent at: a) HZL: ~₹ 6,55,00,00,000	<ul style="list-style-type: none"> Cairn Oil & Gas: Construction of pipeline to transport hydrocarbons from Raag Oil-1 to RDG (replacing heavy vehicles), and installation of steam motors led to energy savings. HZL: Some of the key projects covering under Capex investment are <ul style="list-style-type: none"> Establishment of zero liquid discharge plants at Zawar mine and Rampura Agucha mine Setting up dry tailing storage facility at Rajpura Dariba Complex Development of [PS1] seismic monitoring system at mines Fire detection system for UG and surface conveyors at units etc. Vedanta Aluminium - Jharsuguda: In order to enhance its social license to operate and on request from members of the local community, the company undertook activities such as the construction of a temple, and the donation of an ultrasound machine to the local healthcare facility. VAB: To reduce graphite emissions, the company installed a new baghouse at Blast Furnace 1 (BF1) Vedanta Aluminium - Lanjigarh: Wind defenders were installed at the Bauxite Residue Disposal Area to suppress the spread of red mud due to wind erosion.

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

Yes, Vedanta's Supplier Sustainability Management Policy' and 'Suppliers' Code of Conduct' (SCOC) align with its sustainable sourcing commitment.

The Supplier Code of Conduct (SCOC) serves as the guiding principle for all of Vedanta's engagements with suppliers and is a mandatory adherence for all suppliers and vendors. The SCOC is comprehensive; it addresses various areas, including anti-corruption, human rights, health, safety, environment, climate change, and sustainability. To uphold human rights laws and practices and ensure relevant legislations are being complied throughout Vedanta's supply chain, the Supplier and Contractor Sustainability Management Policy has been established. Critical suppliers need to declare their commitment to compliance with the Modern Slavery Act. This approach further helps to prioritise Vedanta's risk management measures for its suppliers. We also engage a third-party to conduct a risk assessment of their suppliers on various aspects, including regulatory compliance and compliance with the Modern Slavery Act (MSA). Training is provided for the Company's buyers and/or internal stakeholders on their roles in the supplier ESG programme.

b. If yes, what percentage of inputs were sourced sustainably?

In FY 2023-24, 81% of the inputs were sourced sustainably from tier 1 suppliers.

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.

Our Waste to Wealth philosophy pivots around our focus on minimising waste to landfill and integrating greater circularity into our production processes. Aligned with our ESG vision, we are working towards becoming a Zero Waste organisation, and several initiatives are underway to completely utilise mineral and non-mineral waste. As a part of Vedanta Sustainability Governance, we have developed 'Technical Standard – Resource Use and Waste Management', supporting our Environmental Policy, and applicable to entire operation lifecycle of all businesses. The standard has been developed in line with the Basel Convention, International Council on Mining and Metals (ICMM) and IFC Performance Standards with an objective to follow principles of waste hierarchy i.e., avoid, reduce, reuse, recycle, treat, and dispose across all operations. Vedanta is committed to design and operate in an efficient manner to minimise resource consumption and to identify and implement all feasible opportunities to reduce waste generation.

- 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. HZL, BALCO and, TSPL follow a strict ban on 'No Single-Use Plastic.' TSPL and Cairn have received Single-Use-Plastic-Free certification from the Confederation of Indian Industry (CII). As a part of the certification process, CII does verification, under the provisions of the Plastics-use Protocol: Verification and Certification (1.0).
- 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.
- Hazardous waste: The Company has identified several hazardous wastes as per the Basel convention and the Hazardous and other Wastes (Management and Transboundary Movement) Rules, 2016, generated at different stages of operations. These include: used/spent oil, waste refractories, spent pot lining, residual sludge from smelters, etc. The hazardous wastes undergo several end-of-life treatment processes, such as internal reprocessing, co-processing at cement plants, processing by registered recyclers, and handling at registered Treatment, Storage, Disposal Facilities (TSDF).
- 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 (HHLT) wastes. HHLT 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.

**For example:**

- The use of Jarosite, a common ore processing waste, is being extended to multiple applications with the help of in-house technologies. In FY 2023-24, close to 35% of the jarosite generated was used for various purposes like constructing roads and creating enhanced use in cement industries.
- We have initiated an R&D project to explore the utilisation of red mud, a waste material produced during the processing of bauxite into alumina. This project aims to find innovative ways to repurpose and make productive use of red mud, further consolidating our circularity initiatives. In FY 2023-24 we were able to utilise 4.5% of red mud we produced.
- Composter used for biodegradable waste and converted manure is used for horticulture purpose.

Further, the standard defines procedures for on-site waste handling and storage, waste treatment and disposal, waste transfer and off-site treatment and disposal. Specific clauses have been described for safe handling of hazardous wastes such as display of MSDS and warning signs, authorised access only and providing emergency contact information and wash facility.

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.

EPR applies to certain Business Units within our organisation, such as HZL, BALCO, Cairn, VAL-Jharsuguda, MEL Nickel, and ESL Steel Limited. Each of these Business Units have a waste collection plan in place that aligns with EPR guidelines. For example, BALCO implemented a ban on single-use plastic within its plant premises and collaborates with a third-party recycler to collect plastic waste generated within the township. This recycler then channels the plastics to the cement industry, certifying BALCO as a 100% plastic recycling company. At HZL, EPR only applies to plastic received as packaging material for imported goods. These materials are unwrapped in stores and subsequently sent for further recycling, with a waste collection plan that complies with the Extended Producer Responsibility plan submitted to the Pollution Control Board.

Leadership Indicators**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Yes, Vedanta has conducted LCA for Zinc, Lead, Silver, as well as aluminium products such as primary foundry alloys, flip coil, wire rods, pig iron, ingots and billets.

NIC Code	Name of Product/ Service	%of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27204	Zinc	13%	Cradle-to-grave	Yes	Yes https://api.environdec.com/api/v1/EPDLlibrary/Files/2e5fdc61-b98c-42b9-90d0-08db0d9b78e5/Data
27205	Silver	4%	Cradle to Grave	Yes	Yes hzllindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf (page 81-82).
27209	Lead	3%	Cradle to Grave	Yes	Yes hzllindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf (page 81-82).
24202	Aluminum Ingots	5%	Cradle to Gate	Yes	No
24202	Aluminum Rods	3%	Cradle to Gate	Yes	No
24202	Aluminum Rod Products	1%	Cradle to Gate	Yes	No
27130	Pig Iron	1%	Cradle to gate	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/concern	Action Taken
Zinc	No risk	Although there is no risk identified as arising from production or disposal of our product in the Life Cycle Assessments (LCA).
Silver	No risk	
Lead	No risk	Following are the recommendations from the above study for which HZL has worked on: <ul style="list-style-type: none"> Identifying all potential areas for improvement and direct efforts to reduce the impact, or otherwise minimise as far as possible, getting the consequent environmental improvement and compare with the benchmark and best available technologies Optimisation and improvement of the production processes, end-of-life scenarios, etc. Stimulating the generation of information on the life cycle performance of materials to support both reductions in the footprint of the upstream activities to harvest the materials, as well as more sustainable applications of materials in products Objectively analysing different future scenarios and possible alternatives and their implications and impact on the life cycle Third party standards and rating schemes that are trying to improve the environmental footprint of product and building systems
Primary Foundry Alloys	No risk	N.A.
Flip Coil	No risk	N.A.
Wire Rods	No risk	N.A.
Pig Iron	No risk	N.A.
Ingots	No risk	N.A.
Billets	No risk	N.A.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
NIL	NIL	NIL

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Re-used (MT)	Recycled (MT)	Safely disposed (MT)	Re-used* (MT)	Recycled (MT)	Safely disposed (MT)
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste***						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category



PRINCIPLE 3

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

UN SDG mapped:



1. Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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)
Permanent employees											
Male	10,170	10,170	100%	10,170	100%	NA	NA	10,170	100%	8,697	86%
Female	2,596	2,596	100%	2,596	100%	2,596	100%	NA	NA	2,423	93%
Total	12,766	12,766	100%	12,766	100%	2,596	100%*	10,170	100%**	11,120	87%
Other than Permanent employees											
Male	198	98	49%	109	55%	NA	NA	109	55%	7	4%
Female	81	7	9%	11	14%	11	14%	NA	NA	1	1%
Total	279	105	38%	120	43%	11	4%	109	39%	8	3%

* Employees covered under maternity benefits is disclosed as % of only female Employees and not total Employees.

** Employees covered under paternity benefits is disclosed as % of only male Employees and not total Employees.

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

Category	Total (A)	% of workers covered by									
		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)
Permanent workers											
Male	4,555	4,555	100%	4,555	100%	NA	NA	4,407	97%	3,917	86%
Female	205	205	100%	205	100%	201	98%	NA	NA	74	36%
Total	4,760	4,760	100%	4,760	100%	201	4%	4,407	93%	3,991	84%
Other than Permanent workers											
Male	76,828	37,780	49%	48,234	63%	NA	NA	27,833	36%	40,391	53%
Female	2,382	652	27.37%	912	38%	837	35%	NA	NA	922	39%
Total	79,210	38,432	49%	49,146	62%	837	1.1%	27,833	35%	41,313	52%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.07%	Data not collected

*Cost incurred for other than permanent workers have not been considered due to non-availability of information.

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

Benefits	FY 2024			FY 2023		
	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	96%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100% **	Y
Others – please specify	-	-	-	-	-	-

* ESI percentage is calculated based on the number of employees who are eligible for the benefit

** These numbers were incorrectly reported at 99% in FY 2022-23 BRSR report

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

As per Vedanta's human rights policy and diversity inclusion policy, we prioritise safeguarding the rights of individuals with disabilities (PwDs). We provide dedicated support and accommodations for our specially-abled employees to excel in most of our workplaces. Our commitment extends to empowering employees with disabilities, fostering an inclusive work environment, and maximising their potential.

We achieve this by creating a work environment that fosters inclusion and maximises their potential. This includes:

- **Individualised Support:** We provide workplace modifications, assistive technologies, and tailored training programs to ensure everyone feels comfortable and can perform at their best.
- **Accessible Infrastructure:** Most of our corporate offices and plants have infrastructures for aligned with Disabilities Act, 2016.
 - Hindustan Zinc Limited provides ramps, elevators with braille inscribed, touch less entry systems for disabled persons, text to speech conversion software's, wheelchair accessibility.
 - BALCO and Vedanta Aluminium have special entry and exit points.
 - Vedanta Aluminium, Vedanta Zinc International, Talawandi Sabo Power Plant are designed to provide wheelchairs, ramps, accessible restrooms, special gates, and bathrooms.
 - Most of our businesses have designed ramps and wheelchairs in their offices to supports persons with disabilities.
- **Inclusive Culture:** We actively promote disability awareness and sensitivity among our staff. This fosters a respectful and supportive work environment where everyone feels valued. Hindustan Zinc provides training for its employees on Indian sign language.

Moving forward, the Company is developing a roadmap aligned with the guidelines and Space Standards for Barrier-Free environments for individuals with disabilities. This initiative aims to establish uniform inclusive infrastructure across all our sites and offices, guaranteeing equal accessibility for all. Through such efforts, we are actively integrating the hiring of specially-abled employees into our business.

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.

At Vedanta, prioritising the fundamental rights of our employees is central to our business ethos. We understand the significance of cultivating a workplace that embraces diverse cultures, communities, and perspectives, valuing the contributions of every individual.



We strive to uphold all labour rights and are aligned with national and international regulations, including Rights of Persons with Disabilities Act 2016. Vedanta's Code of Business Conduct and Ethics (COBCE) and Diversity and Inclusion Policy prohibit any discrimination on the grounds of disability, gender and identity. Any recruitment, career development opportunity, training, etc. would be solely based on performance and merit. COBE covers Vedanta's commitment to provide equal opportunity to all.

It is formulated with the objectives to safeguard:

- Enforce zero tolerance for discrimination: All employees are expected to respect one another, with any form of discrimination against differently abled individuals strictly prohibited.
- Ensure equal opportunities: We guarantee that differently abled individuals have equitable access to recruitment, career advancement, performance evaluations, training opportunities, and more.
- Prioritise accessibility: Across most of Vedanta's Business Units, we ensure that premises and facilities are accessible to persons with disabilities. This involves making reasonable accommodations and modifications to physical infrastructure to ensure inclusivity.

The COBCE can be found here: https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Code-of-Business-Conduct-and-Ethics-Eng.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%	100%	93%
Female	97%	91%	100%	88%
Total	99.5%	89.25%	100%	92.26%

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 (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. At Vedanta, we believe in open communication. We encourage employees to voice their concerns directly to their manager, HR, or even senior leadership. This transparency fosters a trusting and supportive work environment. All employees including workers and contractual staff, can voice their concerns anonymously by reporting to sgl.whistleblower@vedanta.co.in . Vedanta's Technical Standard-Grievance Mechanisms outlines reporting mechanism for grievance for both internal and external stakeholders. All grievances received are registered, documented, and tracked within a secure database or an equivalent programme with controlled access. Each grievance is investigated, and a fair chance of representation is given to other individuals named in the case, if any.
Other than Permanent Workers	
Permanent Employees	Furthermore, Vedanta has streamlined its grievance registration process through the following initiatives: <ul style="list-style-type: none"> • Unified HRMS System: The Darwin Box HRMS system incorporates a centralised employee helpdesk accessible to all employees. This portal serves as a one-stop shop for addressing employee queries and concerns. • Dedicated HR SPoCs: For personalised assistance, Vedanta has designated HR Single Points of Contact (SPoCs) to address employee grievances effectively. HR of the respective businesses share grievances with the authorised person. The grievances are expected to be resolved within 20 days of being reported. If a grievance is not resolved within the stipulated time, the issue is escalated to the grievance committee, which then takes the action to close the grievance. • Grievance/suggestion Boxes: Sites have suggestion boxes installed, where employees, and business partners can report a grievance or offer solutions to improve processes. • Grievances can also be raised informally during meetings, engagement sessions.
Other than Permanent Employees	

**7. Membership of employees and worker in association (recognised by the listed entity):**

Category	FY 2024			FY 2023		
	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 respect@ category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	12,766	19	0.15%	10,869	812	7%
Male	10,170	13	0.13%	8,926	710	8%
Female	2,596	6	0.2%	1,943	102	5%
Total Permanent Workers	4,760	3,903	82%	3,758	3,704	99%
Male	4,555	3,740	82%	3,677	3,625	99%
Female	205	163	80%	81	79	98%

8. Details of training given to employees and workers:

The numbers below refer to training provided to all categories of our workforce. Specifically, training to workers include both permanent and other than permanent workers.

Category	FY 2024					FY 2023				
	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)
Employees										
Male	10,368	3,89,747	3,759%	28,392	274%	9,744	8,563	88%	9,271	95%
Female	2,677	5,439	203%	6,709	251%	2,145	1,684	79%	1,940	90%
Total	13,045	3,95,186	3,029%	35,101	269%	11,889	10,247	86%	11,211	94%
Workers										
Male	81,383	9,30,679	1,114%	54,339	67%	29,517	23,941	81%	8,646	29%
Female	2,587	6,963	269%	933	36%	453	391	86%	156	34%
Total	83,970	9,37,732	1,117%	55,272	66%	29,970	24,332	81%	8,802	29%

* The number of people trained during the year is higher than the headcount at the closing of the year. This is because training numbers include those who may have undergone multiple training courses during the year, and those employees and workers who may have left during the year and are no longer part of the organisation.

9. Details of performance and career development reviews of employees and worker.

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	10,368	10,368	100%	9,714	9,205	95%
Female	2,677	2,677	100%	2,122	1,973	93%
Total	13,045	13,045	100%	11,836	11,178	94%
Workers						
Male	4,555	737	16%	4,598	2,885	63%
Female	205	4	2%	111	94	85%
Total	4,760	741	16%	4,709	2,979	63%

* Data under the employees category is for employees eligible for performance and career development reviews for the year.

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 a system?**

Yes, Vedanta's health and safety policy is aligned with International Council for Metals and Mining (ICMM) guidelines, International Finance Corporations (IFC) recommendations and applicable international standards. It is committed to achieving excellence in Health and Safety Management. Our goal is to eliminate unsafe work conditions. This applies across all our operations, encompassing subsidiaries, joint ventures, associates, and acquisitions. All our operations are certified with ISO 45001:2018. A robust government structure has been implemented and monitored via Vedanta Safety Performance Standard.

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

In line with the requirements of ISO 45001:2018, the Technical Standard-Safety Management (<https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Safety-Management.pdf>) sets out the requirement of following established methodologies such as Hazard Identification study (HAZID), Hazard and Operability study (HAZOP), or a quantitative risk assessment (QRA) along with Job Safety Analysis (JSA) to identify facility-specific occupational risks and hazards. Further, management plans are developed, and a structured approach is adopted to eliminate and control the identified hazards, such as safety interaction, VFL(Visible Felt Leadership) visits, contractors safety field audit(CSFA), further based on the data received from Enablon(Vunified Digital Platform for HSES process), sites are assessed and action plans are ensured.

Further, Vedanta has initiated a Critical Risk Management (CRM) program, a risk-based approach based on International Council for Metals and Mining's (ICMM) 9-step methodology to identify and evaluate critical risks and to measure the effectiveness of control activities. Under CRM, we have identified 13 critical risks namely Vehicle Pedestrian Interaction, Fall of person and objects from Height, Uncontrolled Release of Energy, Uncontrolled Load During Lifting, Event in Confined Space, Contact with Electricity, Entanglement in Moving and Rotating Equipment, Events in Rail operations, Slope Failure-Surface, Fall of Ground: Under Ground, Incidents during Blasting, Incidents in Shaft & hoisting and Loss of containment of Molten Material across our operations based on past incidents and fatalities records. We are in a continuous process of rolling out improvised control designs for the risks identified to minimise or eliminate each risk across the Group and create a zero-harm workplace for all.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Vedanta's digital platform called "V-Unified", serves as a central system for reporting any work-related hazards by employees, workers, visitors, etc. This system allows for effective tracking and closure of every hazard reported in the system. Each site is assigned a healthiness score, which is meticulously tracked to enhance safety controls and infrastructure continuously. Following additional measures have been taken to ensure minimum safety incidents:

- All our employees are required to conduct safety interactions, scheduled hazard tours, critical risk verifications enabling employees to identify and report potential hazards. These processes are governed by our standards like MS11, GN42, GN43, which are part of the Vedanta Sustainability Framework (VSF).
- Vedanta businesses have deployed tech-based camera surveillance systems such as AI cameras (T-Pulse system), at most of its sites/plant locations. These systems assist in monitoring and reporting of unsafe acts/conditions in real time.
 - Employees have the right to refusal of work if they feel unsafe to work. Safety teams conducts regular trainings onsite to promote the mindset and practice of exercising the right.
- Each site is assigned a healthiness score, meticulously tracked to enhance safety controls and infrastructure continuously. Across all our operations, we adhere to a 'Safety Pause' protocol, ensuring that work halts immediately if deemed unsafe, mitigating any potential incidents or accidents proactively.

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

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

Vedanta prioritises employee well-being and believes that a healthy physical, mental, and emotional state enhances performance and productivity. We have implemented various employee support programs and well-being initiatives, which include:

- Access to well-equipped hospitals across all the Business Units.
- Annual health check-ups and awareness sessions for all employees are conducted. These sessions cover both physical and mental well-being.
- Advanced Life Supporting Ambulance system with highly trained professionals who take care of complete medical emergencies. One of our Business Units, ESL has partnered with M/s Apollo for managing OHC and Air Ambulance services, have initiated medical consultation facility for employees and their families at Bokaro City and developed 500+ trained first aiders.
- Training programs across locations to help employees manage stress and maintain a healthy work-life balance.
- Access to sports and fitness centers across our sites.

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

Safety Incident/Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.52	0.44
	Workers	0.63	0.54
Total recordable work-related injuries (Nos.)	Employees	32	30
	Workers	336	271
No. of fatalities	Employees	0	1
	Workers	3	12
High consequence work-related injury or ill-health (excluding fatalities)*	Employees	2	NA
	Workers	2	NA

* The number includes only 'amputation-related injuries' as high consequence work related injury/ill health (excluding fatality).

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

Vedanta prioritises safety through a comprehensive health and safety framework. This framework governs all organisational activities and is implemented through established technical, management, and safety standards. Recognising the inherent risks associated with our operations, we are steadfastly committed to achieving a zero-harm work environment. Safety and occupational health remain core values, guiding our continuous efforts towards improvement.

Leveraging insights gleaned from past incidents, we have proactively identified key challenges and developed a multi-pronged action plan. This plan outlines several initiatives aimed at enhancing safety, some of which include:

- **Critical Risk Management (CRM):** Leveraging past incident data, Vedanta has proactively identified 13 critical risks. To mitigate these, a comprehensive Critical Risk Management Program has been established. This program details specific control measures for each identified risk and has been implemented across all Vedanta operations. The program empowers our line functions to continually monitor the effectiveness of these critical controls, ensuring a consistently safe work environment.

In FY2024 alone, the program facilitated the completion of approximately 46,000 verification activities and the generation of 2,500 action plans, demonstrating our unwavering commitment to continuous improvement in safety.

- **Improving safety infrastructure:** Complementing our Critical Risk Management Program, the Infra-matrix program identifies critical infrastructure requirements associated with each high-priority risk. This program ensures that all Vedanta sites implement these essential infrastructure elements. The program has contributed to significant safety



enhancements, including building 30+km pedestrian pathway network, 80+ designated parking areas, 47km of conveyor guarding, and the procurement of 2,000 electrical PPE units and specialised tools. The Infra-matrix program fosters a culture of safety by garnering strong commitment from senior management, who play a vital role in ensuring sufficient focus is placed on infrastructure needs.

- **Provision of PPEs:** Vedanta prioritises the well-being of its workforce by ensuring all employees and workers have access to appropriate personal protective equipment (PPE). This PPE is carefully selected to address the specific risks and requirements associated with each individual's role and work environment. Furthermore, Vedanta maintains a system of strict availability, guaranteeing that PPE is readily accessible to all personnel before they begin their tasks. This proactive approach fosters a culture of safety and empowers our employees to work confidently.
- **Safety Governance System:** A CEO-sponsored committee comprising of a Business Unit CEO, with business unit and safety experts representation governs critical risk management, infrastructure implementation, and injury prevention efforts. This ensures continuous improvement in site safety performance.
- **Employee and Tier 1 Supplier Business Partner Training:** Vedanta fosters a safety-first culture through comprehensive training programs, including on-site sessions, virtual webinars, and CEO-led discussions, empowering both employees and tier 1 suppliers business partners to prioritise safety and intervene in unsafe situations.

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

	FY 2024			FY 2023		
	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	702	41	-	Data not collected	Data not collected	-
Health & Safety	602	41	-	Data not collected	Data not collected	-

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% All operational sites are ISO 45001:2018/ OSHAS 18001:2007 certified and audited by the third party once in three years for due renewal of certifications. Further, the Company's Vedanta Sustainability Assurance Process (VSAP) is in place to verify compliance of all our Business Units with the Vedanta Sustainability Framework (VSF). Audits are conducted regularly by an independent, third party organisation under VSAP.
Working Conditions	100% Labour Practices, including working conditions is an important part of VSAP Module assessment, and all operating sites are annually audited by 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 and safety practices and working conditions.

During the year, Vedanta experienced near-miss incidents, injuries, and fatalities at our operating sites. Workplace safety continues to be a significant concern for the management. We are committed to ongoing improvement in this area, and have conducted a comprehensive review of our safety strategies. The review helped us to identify opportunities to strengthen safety measures at all operational levels.

Any incident once reported is subject to a thorough investigation by the leadership team. Of all the incidents, High-Potential Incidents (HiPos), and fatalities are investigated in the most comprehensive manner. Key learnings and insights gleaned from these investigations are disseminated across the organisation, fostering a culture of shared knowledge and understanding. This multi-level communication promotes the exchange of diverse perspectives and facilitates continuous improvement of control designs. In FY 2023-24, unfortunately we had 3 fatalities due to road accidents and work at height. Few corrective actions are listed below:

1. **AI-based surveillance:** Vedanta is committed to leveraging technological advancements to bolster safety measures. We have implemented a detect technology solution for real-time safety surveillance of personnel behaviour. This system proactively identifies potential safety violations and triggers alerts to designated personnel, enabling timely intervention and corrective action. The system encompasses a variety of use cases designed to mitigate specific

risks, including Personal Protective Equipment (PPE) Compliance Monitoring, Vehicle-Pedestrian Interaction Detection, Fall Protection Monitoring at Height. More than 300 cameras are configured for this purpose. By leveraging such advanced detection technology, Vedanta aims to create a proactive safety environment that fosters a culture of risk awareness and reduces the potential for incidents.

- 2. Enablon implementation:** Vedanta has implemented Enablon, a unified digital platform for comprehensive management of safety and sustainability data. This platform centralises the reporting, tracking, and analysis of various data points, such as incident data, observation data, and inspection data. Enablon empowers our businesses to make data-driven decisions for continuous improvement. It facilitates transparent reporting with clear timelines accessible by all organisational levels. The platform also streamlines the reporting process, enabling timely closure of reports and minimising manual data capture, thereby reducing the risk of human error and limitations.
- 3. Critical Risk Management:** Leveraging insights from past fatality data, Vedanta has proactively identified 13 critical risks. To mitigate these risks, a comprehensive Critical Risk Management Program has been established. This program details specific control measures for each identified risk. The Vedanta Critical Risk Management Program has been implemented across all operational sites, ensuring the consistent effectiveness of these critical controls in safeguarding personnel.
- 4. Infra-matrix Program:** Complementing our Critical Risk Management Program, the Infra-matrix program identifies critical infrastructure requirements associated with each high-priority risk. Details on this program have been provided in question 12 above.
- 5. Integrated Traffic Management System (ITMS):** Vehicle and Driving is one of the top risks of Vedanta. To avoid adverse people-vehicle interactions, the ITMS seeks to ensure implementation of adequate parking infrastructure and rest-facilities for drivers, vehicle route mapping and monitoring, maintaining inflow and outflow of vehicle traffic, paperless entry and driver protection. HZL and Sterlite Copper have completely implemented this system and other business are inline to implement.

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

Leadership Indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, Vedanta goes beyond medical care by offering life and accident insurance, ensuring employees, workers and their loved ones are financially secure in case of accidents in the workplace. Moreover, to promote a healthy workforce, Vedanta conducts regular periodic health check-ups for employees. These check-ups help to identify any potential health issues early on, enabling timely intervention and appropriate medical care.

- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

We have implemented measures to ensure that all statutory dues are properly deducted and deposited by our tier 1 suppliers. All contracting agreements with the tier 1 suppliers outline the obligation of the contractor to fulfil their statutory dues with respect to payment of wages to their employees as per the national regulations. Contractual agreements mandate that vendors submit wage registers and PF challans for each month, serving as evidence of payment to contract workers. Regular internal audits are conducted to ensure compliance with labour laws at various establishments and work centres. Few of our businesses have also adopted additional measures to ensure that there is no non-compliance.



- 3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.	
	FY 2024 (Current FY)	FY 2023 (Previous FY)	FY 2024 (Current FY)	FY 2023 (Previous FY)
Employees	2	-	2	-
Workers	5	-	1	-

- 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Most of the Business Units of Vedanta do not provide any assistance programs for continued employability. Certain Business Units have provisions to retain employees who intend to continue working post-retirement. Some of the highly qualified employees are retained as advisors after their superannuation. During employment, several skill upgradation programmes are imparted to employees to facilitate continued employability.

- 5. Details on assessment of value chain partners:**

% of value chain partners (by value of business done with such partners) that were assessed*	
Health and safety practices	32.27%
Working conditions	32.27%

* These numbers represent Vedanta's tier 1 suppliers only.

- 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Vedanta conducts preliminary screening of all our new tier 1 suppliers on ESG aspects including health and safety and working conditions. This is followed by induction sessions to familiarise them with our sustainability policies-health and safety, human rights, code of conduct standards and systems.

To enhance health and safety across its value chain, Contractor Field Safety Audits (CFSAs) are conducted to verify the presence of safety measures and appropriate working conditions. Following these audits, corrective and preventive actions are implemented based on the findings. As a result of this engagement, we have observed increased awareness of health and safety matters and improved adherence to providing decent and safe working conditions.

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.

Our stakeholders are those individuals or organisations who have an interest in our Company's activities, and/or whose actions impact our ability to execute our strategy. Vedanta recognises the importance of healthy stakeholder engagement as a key to strong and long-term relationships with them and 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 may cause hinderance to their success.

Vedanta has formulated a Guidance Note for External Stakeholder Engagement and Technical Standard for Stakeholder Engagement, which are in line with IFC, UNGC and other international standards. We distinguish between stakeholders based on whether our activities directly or indirectly affect them. To map this accurately we follow the steps given below:

- List the stakeholders involved in the company's value creation process.
- Classify stakeholder groups as internal or external after proper organisation-wide consultation and review.

Proactive stakeholder identification provides a key insight on challenges and opportunities and enables us to effectively manage their social risks and responsibilities and foster a more inclusive foundation for our business operations. This identification mechanism provides an opportunity to identify material issues for the Company.

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 and 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
Employees and Workers	Yes. Certain sections of this stakeholder group would be classified as vulnerable, namely: Women, members from LGBTQ+ community, persons with disabilities and certain contractual workers.	<ul style="list-style-type: none"> Chairman's workshops Chairman's/CEO's town hall meetings Feedback sessions Performance management systems Various meetings at plant level V-Connect mentor program. Event management committee and welfare committee Women's club 	Monthly	<p>We undertake employee performance management and employee feedback as primary mode of engaging with the employees.</p> <p>In addition, other engagement objectives include:</p> <ul style="list-style-type: none"> Ensuring a safe workplace Improving training on Health and Safety and other pertinent material issues. Providing increased opportunities for career growth through internal talent recognition Increasing the gender diversity of the workforce <p>Key expectations:</p> <ul style="list-style-type: none"> Safe Workplace Improved training on safety Increased opportunities for career growth Increasing the gender diversity of the workforce



Stakeholder Group	Whether identified as Vulnerable and 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
Investors, Lender and Shareholders	No	<ul style="list-style-type: none"> Investor's Presentation General Meetings AGM Quarterly Result Calls Dedicated Contact Channel: vedantatd.ir@vedanta.co.in and esg@vedanta.co.in 	Annual Quarterly	<p>Support and feedback from shareholders offer ongoing direction for management and governance. Maintaining open communication channels with analysts and the investor community facilitates connections with management. Additionally, addressing ESG concerns is significant to shareholders.</p> <p>Key expectations:</p> <ul style="list-style-type: none"> Consistent disclosure of economic, social, and environmental performance Transparent communication about business operations
Local Community	Yes. Certain sections of this stakeholder group can be categorised as vulnerable, namely: Tribal communities, economically-weaker communities	<ul style="list-style-type: none"> Community group meetings Village council meetings Community needs/ social impact assessments Public hearings Grievance mechanisms Cultural events Engaging with communities via various community initiatives of Vedanta Foundation 	Monthly	<p>Engaging with the community fosters an understanding of crucial social factors essential for the sustainable development of the community, which ultimately contributes to overall business growth and sustainability. This entails a focussed approach to enhancing the economic well-being and quality of life of the community. It also involves mitigating environmental and social impacts that could affect communities adversely.</p> <p>During these engagements, initiatives aimed at promoting overall community growth and development are identified. Based on these initiatives, strategies for implementation are formulated.</p> <p>Our FY 2023-24 engagement initiatives were:</p> <ul style="list-style-type: none"> Completed baseline, need, impact and SWOT assessments in all Bus. Community grievance process followed at all operations. <p>Key expectations</p> <ul style="list-style-type: none"> Undertaking need-based community infrastructure projects Increasing the reach of community development programmes Provision of jobs and other means of livelihood Improving the grievance mechanism
NGOs and Civil Society	No	<ul style="list-style-type: none"> Partnerships with, and membership of international organisations Working relationships with organisations on specific projects Engagement with international, national, and local NGOs Conferences and workshops Dedicated contact channel – esg@vedanta.co.in 	Semi-annually	<p>Engaging with NGOs and civil society enables us to consistently monitor and evaluate our ongoing CSR initiatives while also strategising for future opportunities. This collaboration aids in aligning our policies with the global sustainability agenda.</p> <p>Our FY 2023-24 engagement initiatives were:</p> <ul style="list-style-type: none"> Membership of international organisations including the United Nations Global Compact (UNGC), Confederation of Indian Industry (CII), and Indian Biodiversity Business Initiative (IBBI) Alignment to Sustainable Development Goals Compliance to the Modern Slavery Act National Alliance for People <p>Key expectations:</p> <ul style="list-style-type: none"> Expectations of being aligned with the global sustainability agenda. Compliance with Human Rights

Stakeholder Group	Whether identified as Vulnerable and 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
Suppliers, Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Vendor score cards In-person visits to customers, suppliers, and vendor meetings 	Quarterly	<p>Prioritising contractual integrity and elevating customer satisfaction are top priorities. Product innovation and development are driven by customer needs. Maintaining operational efficiency, with timely supplies and streamlined logistics, is crucial to meet sustainability and responsible sourcing goals. Furthermore, ensuring the safety of workers and the workplace is equally imperative.</p> <p>Key expectations:</p> <ul style="list-style-type: none"> Consistent implementation of the Code of Business Conduct and Ethics. Ensuring contractual integrity and data privacy.
Regulators	No	<ul style="list-style-type: none"> Government consultation programs Engagement with national, state, and regional government bodies at business and operational level Meet all the regulatory requirements 	Continuous basis	<p>The purpose of engaging with regulators has been listed below:</p> <ul style="list-style-type: none"> Compliance with laws Support to Government's on-ground initiatives through CSR and contribution to local economy. Contribution of our business to nation-building through our products, taxes and royalties Policy advocacy on subjects relevant to the company Suggest projects to district administration/ Mining Engineer offices for consideration and utilising of DMFT funds in mining areas.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Stakeholder consultation is an ongoing endeavour. We engage regularly across various platforms to ensure inclusive dialogue. Each Business Unit has its tailored engagement plan, overseen by Business Unit heads, who maintain consistent communication with relevant stakeholders.

Each Board committee seeks representation from relevant functional teams. These functional teams provide the Board with regular updates, including feedback and expectation from stakeholders. Eg: The HSE & Sustainability team provides updates to the ESG Committee on consultations and discussions from stakeholders such as investors, rating agencies, media, and employees. Similarly, the CSR team provides updates from local communities to the CSR Committee. The Company Secretary and Legal teams assist the Audit committee understand concerns raised by shareholders and regulators. Additionally, the Annual General Meeting provides the Board to interact with shareholders on a quarterly basis.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes.

Stakeholder consultation is a key element of the materiality assessment exercise, one of the major activities are stakeholder consultation. At the heart of the stakeholder engagement process lies the determining of issues that are material to our business from the environmental, social and governance perspectives. These issues also reflect the needs and concerns of our stakeholders. In FY 2022-23, a Group-wide materiality assessment exercise was carried out, along with similar exercises at three of our Business Units. The broad process followed is delineated below:

- Circulation of interview guides and questionnaires among the identified groups of stakeholders.
- Arrangement of stakeholder meetings by relevant departments within Vedanta.
- Capture of the feedback given and the suggestions made



We maintain a consistent and robust connection with stakeholders, both internal and external, regarding sustainable issues, recognising their impact on our business. Regular engagement helps us grasp their perspectives and adjust to market dynamics for proactive risk management.

To prioritise material issues, we analysed stakeholder responses and conducted a risk assessment according to ICMM requirements. Using a scoring methodology, we evaluated the severity and likelihood of each issue, categorising them as high, medium, or low priority. Our prioritisation considers both financial materiality, focussing on topics influencing enterprise value, and impact materiality, addressing issues affecting stakeholders, the economy, environment, and people.

Through this process, we gain qualitative and quantitative insights into Vedanta's environmental and social impact, aligning our nine aims with relevant KPIs, policies, and standards.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

Employees: We have established a welfare committee to help with employee engagement initiatives through employee training, and by organising other outreach activities.

LGBTQ Community: To reinforce our commitment towards creating a discrimination-free and inclusive workplace and to promote supportive behaviour within our organisation, we have launched 'Samanvay', a group-wide gender sensitisation and awareness drive.

For example, Vedanta has introduced a pioneering 'Gender Reaffirmation Leaves and Compensation Policy' for LGBTQ+ employees across all its locations. The policy supports transgender employees with a one-time grant of ₹ 2 lakhs rupees for gender reassignment surgery expense. It also provides a 30-day paid leave to ensure a supportive transition period focussed on self-care for those utilising the policy. Moreover, Hindustan Zinc has been recognised at the National Transgender Awards 2024 for its contribution towards for creating equal opportunities for the LGBTQ community.

Community: The Company has established a comprehensive social framework as a key to engaging with local communities. The Social Performance Steering Committee (SPSC) employs a cross-functional approach to community engagement through community group meetings and village council meetings.

We have established a dedicated on-site social performance management team and a robust grievance redressal framework to effectively manage our community relations. Our approach across all businesses involves localised community consultations and needs assessments. We actively engage in open dialogues with communities near our operations to understand their developmental and livelihood needs, tailoring interventions accordingly. This direct engagement acknowledges the unique needs and aspirations of each community, empowering them and promoting local capacity-building. Our system incorporates two-way communication mechanisms to systematically capture and document any questions, complaints, grievances, or incidents raised by communities. Business Unit wise site-level staff reports community incidents, which are discussed in larger employee meetings. This ensures that the needs and expectations of the community are met while fostering transparent and constructive communication.

In the last quarter of FY 2022-23, Vedanta had introduced 'Project Panchhi' an innovative corporate recruitment drive which aims to employ 1,000 girls from economically backward communities, across its diverse businesses in metals, mining, oil and gas situated pan-India. The target demography of this drive is girls from lower income families who are likely to opt out of pursuing further studies and a fulfilling career, owing to financial and social constraints. Project Panchhi strives towards inclusive development of the local communities, in line with Vedanta's overall vision for diversity, equity and inclusion. The objective of the programme is two-fold – To create opportunities for deserving young women from underserved, remote communities in the immediate vicinity of the company's metals, mining and oil and gas businesses in Odisha, Chhattisgarh, Rajasthan, Jharkhand, Karnataka, and Goa and to increase the diversity in its workforce by specifically focussing on the recruitment of girls and women, who are underrepresented in the metals, mining and heavy engineering industries. In the first phase, 40 such girls have been identified for recruitment, at Vedanta Aluminium's Lanjigarh operations. The selected candidates were handed over their offer letters in the felicitation ceremony arranged.

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 2024			FY 2023		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees*						
Permanent	12,766	25,479	200%	10,892	10,133	93%
Other than permanent	279	707	253%	605	594	98%
Total Employees	13,045	26,186	201%	11,497	10,727	93%
Workers*						
Permanent	4,760	2	0.04%	2,615	753	29%
Other than permanent	79,210	47,609	60%	17,313	6,038	35%
Total Workers	83,970	47,611	57%	19,928	6,791	34%

* The number of people trained during the year is higher than the headcount at the closing of the year. This is because training numbers include those who may have undergone multiple training courses during the year, those employees and workers who may have left during the year and are no longer part of the organisation

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

Category	FY 2024					FY 2023				
	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)
Employees										
Permanent	12,766	0	0%	12,766	100%	7,077	0	0%	7,077	100%
Male	10,170	0	0%	10,170	100%	5,710	0	0%	5,710	100%
Female	2,596	0	0%	2,596	100%	1,367	0	0%	1,367	100%
Other than Permanent	279	0	0%	279	100%	262	0	0%	262	100%
Male	198	0	0%	198	100%	175	0	0%	175	100%
Female	81	0	0%	81	100%	85	0	0%	85	100%
Workers										
Permanent	4,760	14	0.29%	4,746	99%	4,423	19	0%	4,404	100%
Male	4,555	14	0.31%	4,542	99%	4,339	19	0%	4,320	100%
Female	205	0	0%	204	99%	84	0	0%	84	100%
Other than Permanent	79,210	12,996	16%	66,655	84%	36,167	4,536	13%	31,631	87%
Male	76,828	12,599	16%	64,538	84%	35,467	4,580	13%	30,887	87%
Female	2,382	397	17%	2,117	89%	700	31	4%	669	96%



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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (₹)	Number	Median remuneration/salary/ wages of respective category (₹)
Board of Directors (BoD) (Whole-time directors)*	4	1,02,50,000	2	1,22,50,000
Key Managerial Personnel**	2	17,74,86,703	1	1,38,10,454
Employees other than BoD and KMP	9,097	12,67,780	2,043	9,21,562
Workers***	-	-	-	-

* BoD, and KMP data has been disclosed for VEDL Standalone

** The median remuneration for BoDs does not include KMPs who are part of the BoD.

Median data is calculated only for those individuals who were in our system for the entire 365 days.

*** This year data not collected

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Gross wages paid to females as % of total wages	12.25%*	Data not collected

* Category of employees: covered Permanent Employees & Permanent Workers

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, Vedanta upholds core value of 'Respect', which is evident in our approach to human rights. Our Human Rights Policy underscores our unwavering commitment to fulfilling our social responsibilities as both a direct and indirect employer, while also ensuring the protection and respect of human rights for all stakeholders. The company also complies with the Modern Slavery Act (UK), 2015.

We work to enhance our social performance and address the impacts our activities have on communities through cross-functional Social Performance Steering Committee (SPSC) established at all our sites. The committee employs a cross-functional approach to community engagement through community group meetings and village council meetings.

Additionally, the SPSC is supported by the Company functions such as External Affairs/ Public Relations, Operations, Security, CSR, Human Resources (HR), HSE, Finance, and Corporate Communications and each one has specific responsibilities for preventing and addressing concerned human rights such as leaves, hours, wages, child or forced labor, health and safety, discrimination, freedom of association and others. Each of these departments has distinct duties in preventing and addressing human rights issues, maintaining human rights standards, and ensuring that suitable safeguards are in place to protect the rights and well-being of individuals impacted by the Company's operations.

The SPSCs ensure an effective local stakeholder engagement and a grievance redressal mechanism in a timely manner addressing any human rights impacts associated with the Company's business operations. The Social Performance Manager (SPM) is the convening authority for the SPSC, which is supported by a Community Liaison Officer (CLO), whose primary responsibility is to have regular interactions with the local communities.

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

Vedanta's [Technical Standard](#) and [Guidance Note on the Grievance Mechanism](#), is a part of the Vedanta Sustainability Framework (VSF). This mechanism serves as a platform for both employees and external stakeholders to voice their concerns or grievances related to human rights issues. This mechanism is designed to accept and resolve complaints, disputes, or grievances presented by employees or external stakeholders. It offers a fair and prompt avenue to all community segments to express their concerns.

The Company's Grievance Mechanism is communicated through community liaisons and ongoing engagement, which ensures that aspects of legitimacy, accessibility, predictability, equitability, rights-compatibility, transparency, dialogue, and engagement are met. It provides clear processes for complaint and grievance resolution and includes escalation pathways for unresolved issues.

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 to continuously improving practices to uphold the well-being and dignity of all individuals impacted by our operations.

The concerns received are recorded and addressed with prompt interventions from the grievance redressal cell. The concern is investigated, resolved, closed with a report, and communicated to the concerned grievance holder. Grievances are attempted to be resolved within 30 days or less from identification, if unresolved for whatsoever reason, the Community Liaison Officer (CLO) updates the SPM and the grievance holder with bimonthly progress. After resolution, the grievance holder's feedback is obtained on the redressal experience and outcome. The SPM monitors quarterly performance of the grievance mechanism against the principal outcome and 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 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	28	3	-	17	0	-
Discrimination at workplace	1	0	-	5	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	27	7	-	8	3	-
Other human rights related issues	13	4	-	14	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format.

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	28	-
Complaints on POSH as a % of female employees / workers	0.53%	-
Complaints on POSH upheld	23	-

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

Vedanta adheres to a strict policy of zero tolerance for any discrimination and harassment across its operations. The company has established an Anti-Harassment Policy and a Policy on the Prevention and Prohibition of Sexual Harassment at the Workplace (POSH). The goal is to foster an environment that is devoid of any form of intimidation, oppression, exploitation, discrimination, and harassment across the entire organisation.

Vedanta firmly acknowledges the necessity of creating a secure environment where employees can voice their concerns without fear of adverse repercussions. Therefore, Vedanta strictly maintains confidentiality regarding employee information disclosed during investigations. This approach is designed to protect the complainant and witnesses from any potential disadvantages or adverse outcomes. In accordance with the POSH policy, Vedanta takes decisive measures to safeguard individuals who lodge complaints from any form of victimisation or retaliation.

Vedanta has constituted an Internal Complaints Committee (ICC), in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, to address all complaints related to harassment, sexual as well as non-sexual in nature. The complaint shall be reported to the ICC constituted or shall be e-mailed to sexualharassment@vedanta.co.in, and the Company policies have a well-defined procedure in place to resolve such cases.

To ensure awareness and sensitivity towards these issues, we 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.

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

Yes, human rights requirements form an integral part of our business agreements and contracts.

The Suppliers Code of Conduct sets forth requirements of highest standards of conduct including human rights protection, which all suppliers are required to comply with and adhere to when conducting business with Vedanta. Further, all contractors/vendors undergo a screening process before on-boarded to assess them against Vedanta's standards and business practices.



Vedanta complies with United Nations Declaration on Human Rights (UNDHR), UN Guiding Principles of Business and Human Rights, Universal Declaration of Human Rights (UNDHR), International Labour Organisation (ILO), Modern Slavery Act (UK) 2016 and applicable national and local legislations.

10. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	None of plants and offices were assessed in FY2024. However, we plan to carry out an human rights assessments across all our operational business units using an external agency in FY 2024-25.
Forced/involuntary labour	
Sexual harassment	100% of our operational Business Units have conducted human rights self-assessment in FY 2022-23.
Discrimination at workplace	
Wages	
Others- please specify	

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

No significant risks and concerns have been identified in FY 2023-24 human rights self-assessment. Therefore, no corrective actions were implemented.

Leadership Indicators

1. Details of a business process being modified / introduced because self-assessment of addressing human rights grievances/complaints.

In FY 2022-23, Vedanta utilised the Global Compact Self-Assessment Tool to conduct human rights assessments across all our sites. These assessments, led by cross-functional teams headed by site heads, covered various thematic parameters, including labour rights, health and safety impacts, and anti-corruption measures.

Identified areas for development led to the modification and updating of site-level policies and plans, ensuring the preservation of human dignity in our day-to-day operations and the fair treatment of every employee.

2. Details of the scope and coverage of any Human rights due-diligence conducted

No due diligence was conducted in FY 2023-24. In FY 2022-23, Vedanta utilised the Global Compact Self-Assessment Tool to conduct human rights assessments across all our sites. These assessments, led by cross-functional teams headed by site heads, covered various thematic parameters, including labour rights, health and safety impacts, and anti-corruption measures. Vedanta will conduct Human Rights due diligence of its operational sites in 2025.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Vedanta is committed to fostering an inclusive workplace environment that supports and empowers specially-abled individuals. We offer tailored support to ensure their comfort and productivity, including workplace modifications, assistive technologies, and specialised training programs. Many of our premises and offices are equipped with enabling infrastructure such as ramps, braille-enabled elevators, and text-to-speech software, aligning with the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	32.27%
Discrimination at workplace	32.27%
Child Labour	32.27%
Forced Labour/Involuntary Labour	32.27%
Wages	32.27%
Others – please specify- Environmental Impacts	Environmental Impacts: 32.27%
	Health and Safety: 32.27%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

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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 2024	FY 2023
From renewable sources		
Total electricity consumption (A) (GJ)	60,45,334	48,76,047
Total fuel consumption (B) (GJ)	9,81,223	35,36,283
Energy consumption through other sources (C) (GJ)	10,19,201	-
Total energy consumption from renewable sources (A+B+C) (GJ) (I)	80,45,758	84,12,331
From non-renewable sources		
Total electricity consumption (D) (GJ)	2,23,72,000	4,11,52,208
Total fuel consumption (E) (GJ)	61,83,10,668	52,17,87,697
Energy consumption through other sources (F) (GJ)	0	-
Total energy consumption from non-renewable sources (D+E+F) (GJ) (J)	64,06,82,668	56,29,39,905
Total energy consumed (I+J) (GJ)	64,87,28,426	5,71,35,22,351
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000451	3,843
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total energy consumed / Revenue from operations adjusted for PPP)	0.01011	0.008736 ¹
Energy intensity in terms of physical output	64.97**	-
Energy intensity (optional) – the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	-	-

* PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; [World Economic Outlook \(April 2024\)](#) - Implied PPP conversion rate (imf.org).

** The calculation includes only data related to metal & mining business

¹ Vedanta Limited has rectified values from FY 2022-23

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 Mazars Advisory LLP.

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.

The following businesses have been identified as designated consumers under the PAT Scheme of the Government of India.

- Aluminium Business (BALCO smelter, Jharsuguda),
- Integrated Power Plant's at TSPL, Jharsuguda and BALCO,
- FACOR, Hindustan Zinc Ltd,
- ESL Steel Limited

Targets are yet to be assigned by the Government of India for ESL and HZL, while BALCO Smelter (including IPP) has achieved its target under the PAT cycle 2 in FY 2023-24.



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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	14,13,14,482	14,53,05,251
(ii) Groundwater	1,33,80,778	1,59,29,325
(iii) Third party water	1,03,87,991	36,02,979
(iv) Seawater / desalinated water	-	-
(v) Others: Wastewater from Other Organisation, Rainwater and Produced Water	4,74,14,897	4,57,37,178
Total volume of water withdrawal* (in kilolitres) (i + ii + iii + iv + v)	21,24,98,148	21,05,74,733
Total volume of water consumption (in kilolitres)*	28,03,09,158	26,60,01,190
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.0001950	0.000182939**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)***	0.004368	0.0040978
Water intensity in terms of physical output****	13.41	-
Water intensity (optional) – the relevant metric may be selected by the entity (Water consumed/ tonne of metal)	-	-

* The consumption figures do not include an additional 1,21,96,602 KL of water provided to communities residing around our operational sites. The consumption figure includes 8,47,25,069 KL of recycled water.

** Vedanta Limited has rectified values from FY 2022-23.

*** PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; [World Economic Outlook \(April 2024\)](#) - Implied PPP conversion rate (imf.org).

**** The calculation includes only data related to metal & mining business

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 Mazars Advisory LLP.

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in KL)		
(i) To surface Water		
No treatment	0	0
With treatment (please specify level of treatment)	11,24,293	2,01,71,667
(ii) To Ground Water		
No treatment	0	0
With treatment (please specify level of treatment)	0	0
(iii) To Seawater		
No treatment	0	0
With treatment (please specify level of treatment)	13,57,247	
(iv) Sent to third parties		
No treatment	0	0
With treatment (please specify level of treatment)	605	
(v) Others		
No treatment	0	0
With treatment (please specify level of treatment)	7,17,563	
Total water discharge (in KL)	31,99,708	2,01,71,667

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

With several of our plants in water-stressed areas, we require a sustainable and scientific approach to water consumption and management.

Presently, most of our Business Units have Zero Liquid Discharge (ZLD) namely BALCO, ESL, Hindustan Zinc Ltd., Fujairah, Sesa Iron Ore and Silvassa, TSPL, Vedanta Aluminium-Jharsuguda and Lanjigarh. These Business Units employ real-time monitoring systems, utilising piezometers and Pan-tilt-zoom (PTZ) cameras to ensure that no discharge goes beyond their operational sites. We ensure that wastewater generated and discharged from our facilities meets all legal standards. Moreover, live discharge data from all monitoring activities is integrated with the Central Pollution Control Board (CPCB) server for effective oversight.

Business Units such as Cairn India which do not have a Zero Liquid Discharge (ZLD), use piezometers to monitor outlet parameters before discharge.

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

Parameter	Unit	FY 2024	FY 2023
NOx	MT	1,02,945.87	89,856
SOx	MT	3,99,278.60	5,01,201
Particulate matter (PM)	MT	17,008.32	18,275
Persistent organic pollutants (POP)	MT	-	NA
Volatile organic compounds (VOC)	MT	3.42	NA
Hazardous air pollutants (HAP)	MT	234	NA
Others – 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 Mazars Advisory LLP.

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,12,88,838	5,71,75,390*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	45,61,384.17	81,82,542*
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ ₹ million	0.000045816	0.000044949*
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for PPP		0.0010262	0.0010068576
Total Scope 1 and Scope 2 emission intensity in terms of physical output **		5.66	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity. (Scope1+2 emissions/tonne of metal)		-	-

* Vedanta Limited has rectified its Scope 1 and 2 emissions for FY 2022-23.

** The calculation includes only data related to metal & mining business

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 Mazars Advisory LLP.

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

Vedanta's greenhouse gas emission reduction strategy is designed to align with the goals of the Paris Agreement and prioritise the transition to a lower-carbon economy. The roadmap consists of four key stages:

Stage I: From 2021 to 2025, the company aims to reduce GHG intensity (measured in tCO₂e/MT) of its metal businesses by 20% compared to the FY 2020-21 baseline.

Stage II: Between 2021 and 2030, there is a focus on creating renewable energy capacity, with the goal of establishing enough capacity to provide 2.5 GW of round-the-clock (RTC) renewable power for its facilities by FY 2029-30.



Stage III: From 2026 to 2030, the aim is to achieve a 25% reduction in absolute GHG emissions compared to FY 2020-21 levels. This reduction will be measured against the baseline as the company actively pursues decarbonisation efforts.

Stage IV: Beyond 2030, the company plans to intensify the deployment of emerging technologies and expand its renewable energy capacities further, with the aim of becoming a net-zero carbon business by FY 2049-50.

Our significant achievements over the recent years include introducing our first low-carbon aluminium products, "Restora" and "Restora Ultra", both low-carbon products and a pilot project for producing copper from recycled copper. We are in process of implementing fuel switching programme, by using biomass in thermal power plants and reducing our carbon footprint. In FY 2023-24, Vedanta Aluminium has dispatched its first domestic supply of Restora, the nation's first-ever low-carbon 'green' aluminium, to Global Aluminium Pvt Ltd. As part of the order, the company will supply 300 metric tons of Restora Billets to Global Aluminium, making it the first domestic customer of what is likely among the most sustainable products from the domestic primary aluminium industry.

During FY 2023-24, we have implemented the following key initiatives to reduce greenhouse gas emissions:

- Reduction of met coke consumption per metric ton of slag by ~2% at HZL's Dariba Smelting Complex, resulting in GHG emissions reduction of ~32,000 tCO₂e.
- Reduction in the average specific power consumption of zinc melting and casting furnaces at HZL's Pantnagar plant by 6%, thereby reducing GHG emissions by 4,00,00 tCO₂e.
- Reduction in average specific power norms of silver plant by 5%, resulting in GHG emissions reduction of ~2,00,000 tCO₂e.
- At Cairn's MBA-block, the conversion of a pump from PF to motor has resulted in GHG reductions of ~50,000 tCO₂e.
- At ESL, in the Waste Heat Recovery system, the insulation of the boiler has resulted in more than 2,01,000 tCO₂e of GHG reduction.
- At BALCO, the procurement of Renewable Energy has resulted in GHG reduction of more than 2,11,000 tCO₂e.
- At the Value-Added-Business of Sesa Iron Ore, multiple initiatives to enhance the efficiency of the Waste Heat Recover system has reduced GHG emissions by more than 1,50,000 tCO₂e.

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

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	275	372
E-waste (B)	387	141
Bio-medical waste (C)	18	1,297
Construction and demolition waste (D)	1,65,289	-
Battery waste (E)	323	252
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (other than above mentioned HW)	5,16,123	5,31,595
Other Non-hazardous waste generated (H). Please specify, if any. (Excluding Plastic waste, construction waste) (Break-up by composition i.e., by materials relevant to the sector) – High-Volume-Low-Toxicity Waste, overburden, rock and tailing, other non-hazardous waste	6,17,71,811	1,80,98,325
Total (A+B + C + D + E + F + G+ H)	62,454,226	1,86,31,982
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00004345	0.000012814
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.00097328	0.000287034
Waste intensity in terms of physical output**	7.34	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	60,74,201	3,02,20,013
(ii) Re-used	2,19,40,514	-
(iii) Other recovery operations	1,09,09,562	-
Total	3,89,24,277	3,02,20,013

Parameter	FY 2024	FY 2023
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	9,272	282
(ii) Landfilling	1,42,92,264	15,786
(iii) Other disposal operations	2,259	2,10,96,024
Total	1,43,03,795	2,11,12,092

* PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; [World Economic Outlook \(April 2024\)](#) - Implied PPP conversion rate (imf.org).

** The calculation includes only data related to metal & mining business

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 Mazars Advisory LLP.

10. 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.

Waste management stands as a pivotal focus area, with waste categorised as a significant indicator.

Our waste management framework adheres to the principles of minimisation, optimisation, and circularity, aimed at reducing waste generation while promoting recycling and recovery processes. This strategic approach not only maximises benefits but also substantially lowers operational costs by curbing expenses related to raw material consumption, waste disposal, and energy usage across our operations. Our ultimate objective at Vedanta is to evolve into a 'zero-waste' organisation. We are actively embracing new technologies in our waste management procedures to eliminate waste to landfills or incinerators while ensuring alignment with the best industrial practices and relevant legal requirements governing various waste categories.

The Guidance Notes and Technical Standards on Solid Waste Management delineate comprehensive procedures for waste identification, classification, segregation, handling, storage, treatment, and disposal, both on-site and off-site, in a safe and sustainable manner. Our waste storage areas undergo weekly inspections, with meticulous documentation of records. Action points are identified, tracked, and addressed accordingly.

The Company's hazardous waste strategy emphasises the safe storage and segregation of hazardous materials to facilitate recycling where feasible. Storage areas for hazardous waste are required to display detailed information about the materials stored, including material safety data sheets (MSDSs) and relevant precautions. These areas must feature appropriate warning signs in English and the local language, be securely locked to prevent unauthorised access, and be equipped with emergency wash facilities and spill cleanup kits. Access is restricted to only those authorised personnel who have undergone proper training. Hazardous waste generation is documented using Form 3 and disposed of in accordance with Hazardous Waste authorisation, either through recycling, co-processing, or other approved methods handled by State Pollution Control Board authorised vendors, with records maintained via Form 10. Site-specific SOPs are established for managing Hazardous and Toxic Chemicals. Quarterly hazardous waste management audits are conducted, with subsequent actions aimed at minimising hazardous waste usage.

At Vedanta, we are committed to leveraging all non-hazardous waste, exemplified by one of our units, TSPL, securing 'Single Use Plastic Free' certification from the Confederation of Indian Industry (CII). Recognising the criticality of hazardous waste management, we are dedicated to recycling and circularity initiatives, including:

- Collaboration with organisations and research institutions to develop tailored recycling and reusing options. For instance, partnering with NHA1 to utilise fly ash as construction material, thereby enhancing construction quality and conserving soil quality in adjacent areas.
- Incorporating ore-processing wastes like Jarosite and Jarofix into construction material.
- Undertaking R&D to explore the potential of red mud as an alternative construction material.
- Achievements in waste utilisation, such as 18.6 million tonnes of HVL waste utilisation (94% for FY 2023-24), 16.5 million tonnes utilisation for Fly Ash (108%), and reduction of legacy waste from 44.42 million tonnes to 45.62 million tonnes.



- With the commissioning of Fumer plant, there will be complete elimination of Jarosite generation from one of the Hydro Zinc Smelter and generated slag will be 100% utilised in cement industries, for effective metal recovery, a second ancillary plant commissioned for treatment of process residues at Chanderiya Lead-Zinc Smelter; a project to recover sodium sulphate crystal from RO Reject commissioned at Dariba Zinc Smelter; gainfully utilised waste such as Jarosite, Jarofix, slag and fly ash in cement manufacturing and road construction, also tailings used in back-filling voids in mines through Paste fill/Hydrofill.

11. 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 Aluminium-Lanjigarh (Lanjigarh, India)	Alumina Refinery	Yes
2	Bokaro Plant (Chhattisgarh)	Steel	Yes
3	Skorpan Zinc (Rosh Pinah, Namibia)	Mining	Yes
4	Black Mountain Mines (Aggeneys, South Africa)	Mining	Yes
5	Black Mountain Mines (Gamsberg, South Africa)	Mining	Yes

12. 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
Onshore Oil and Gas Development and Production in AA/ONDSF/HAZARIGAON/2018 Hydrocarbon Block (30.74 Sq. Km), Golaghat District, Assam	EC23A002AS110755	-	Yes	No	N.A.
Onshore Oil and Gas Development and Production in AA/ONDSF/HAZARIGAON/2018 Hydrocarbon Block (30.74 Sq. Km), Golaghat District, Assam					
Expansion of Iron Ore Mine (ML. No. 2677 (RMI- 2236)) at Megalahalli Village, Chitradurga Taluk, Chitradurga District.	C23B001KA196226	-	Yes	Yes	

13. 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.

However, there was one non-compliance that remained open in FY 2023-24.

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	Consent and clearance related	Environment related clearances	Application is pending before the authorities for consideration	The company was acquired under Insolvency and Bankruptcy Code(IBC), consents were pending at that time. Approvals on the consent are underway. Plant is operational basis orders of the Supreme Court. Conditions mentioned in Forest Clearance-1 are being complied with.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) **Name of the area:** Hindustan Zinc Ltd (Debari, Chanderiya Lead-Zinc Smelter (CLZS), Dariba Smelting Complex (DSC), Rajpura Dariba Mine (RDM), Sindesar Khurd Mine (SKM), Rampura Agucha Mine (RAM), Kayad (KYD), Zawar Mine (ZWM)) and Cairn Oil & Gas (Rajasthan Asset), Iron Ore Karnataka (IOK), Silvassa



(ii) **Nature of operations:** Smelting and Mining, Crude Oil and Natural Gas Exploration and Production

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,36,75,896	14,53,05,251
(ii) Groundwater	1,16,81,572	1,59,29,325
(iii) Third party water	98,19,851	36,02,979
(iv) Seawater / desalinated water	-	-
(v) Others	3,41,25,670	4,57,37,178
Total volume of water withdrawal (in kilolitres)	6,93,02,990	21,05,74,733
Total volume of water consumption (in kilolitres)	6,78,61,111	26,60,01,190
Water intensity per rupee of turnover (Water consumed / turnover)	0.000047215	0.000012814
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	0	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	0	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	1,615	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	0	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	7,17,563	-
Total water discharged (in kilolitres)	7,19,178	-

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 Mazars Advisory LLP.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024 Current Financial year	FY 2023 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	3,45,83,959	3,81,90,000
Total Scope 3 emissions per rupee of turnover		0.00004812	0.002533
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

As of 31 May 2024, an independent assurance has not been carried out for Scope 3 numbers. However, the company intends to have these numbers assured and will report the assured number in FY 2023-24 Sustainability report.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Significant direct impact on biodiversity

- Construction activities, along with dust, pollution, and emissions, can directly impact natural ecosystems, leading to loss and degradation of natural habitats or disruption of wildlife migration and movement patterns. Vehicular traffic involved in the project poses a direct threat to wildlife, leading to collisions that cause injury or death. Transport associated with the project can also accidentally introduce invasive plants or animals, which can outcompete native species and disrupt ecosystem balance.

Significant indirect impact on biodiversity

- Ecosystem fragmentation** - The development of mining infrastructure in the proximity of biodiversity rich areas can indirectly cause habitat fragmentation - affecting migration patterns of wildlife.
- Invasive species** - The disturbance of land and increased human activity associated with mining can indirectly facilitate the introduction and spread of invasive species and alter ecosystem dynamics.
- Changes in land use patterns** - Mining activities can indirectly lead to changes in land use. For example, conversion of agricultural land for mining activities can affect traditional livelihoods - and in case of proximity to forest areas - potentially displace such activities and lead to deforestation or encroachment.
- Socio-economic impacts** - The presence of mining operations can indirectly lead to population influx - leading to increased demand for resources and resulting in additional pressure on local ecosystems and biodiversity.

Prevention and remediation activities

Vedanta has taken steps to mitigate the direct and indirect impacts emphasises preventing pollution, strictly regulating vehicle routes, and minimising environmental disturbances through a comprehensive Environmental Management Plan (EMP). Vedanta aims at creating net positive results for biodiversity through actions that include restoring soil and water bodies, removing invasive species, replanting native vegetation, and restoring wildlife habitats and corridors. There is an additional focus on supporting the conservation of endangered species, awareness campaigns, and community engagement as a part of its biodiversity management.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Reducing Impact of Effluent Discharge at ESL Steel Limited	Installation of flow meters and commissioning of STP of 575 KLD capacity thereby reducing freshwater withdrawal.	Water Conservation
2.	Reducing Impact of Effluent Discharge at FACOR Power Plant	The wastewater generated in the power plant gets treated in the Effluent Treatment Plant (ETP) and reused in industrial processes. The treated water is used in dust suppression, gardening, road sprinkling, and other purposes.	Water Conservation
3.	A ETP of Capacity 600 m ³ /hr is installed for treatment of the mines effluent, online and offline system for monitoring inlet and outlet water quality at FACOR mining operations	A ETP of Capacity 600 m ³ /hr is installed for treatment of the mines effluent. Treated water is used for dust suppression. Proper chemical dosing is ensured to maintain the outlet water quality within the standards set by State Pollution Control Board. Real-time monitoring of parameters such as pH, TSS and flow is taken to ensure quality. Additionally, quarterly water quality tests for inlet and outlet are performed by a NABL-accredited third party.	Water Conservation
4.	Reducing Impact of Effluent Discharge at Vedanta Iron Ore Karnataka.	STP installed with MBBR reactor tank with a 30 KLD capacity.	Water Conservation
5.	Improving resource utilisation at TSPL	Digitisation and analytical tools are used for optimising resource use.	Resource Conservation
6.	Improving resource utilisation at ESL Steel Limited	Sinter bed thickness enhancement for improving the efficiency led to net reduction of 1797 ton of CO ₂ e.	Resource Conservation
7.	Improving resource Utilisation at FACOR charge chrome plant	The slag skulls and slag metal mixture generated in the handling yard are fed into the ground hopper of Metal Recovery Plant with handling capacity of 30 MT per hour. The technology helps to recover 20% of metallics leading to waste minimisation and increase in production.	Resource Conservation
8.	Improving resource Utilisation at FACOR COB Plant	The Chrome Ore Beneficiation plant of Capacity 20TPH converts low grade to high grade ore (i.e., 27-29 % CR2O3 to above 47% CR2O3) leading to cost savings.	Resource Conservation

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
9.	Reducing impact of emission at ESL Steel Limited	Mist canon and rain guns have been installed for dust suppression.	Air Emission Reduction
10.	Reducing impact of emission at FACOR Charge Chrome Plant	Bag Filters are installed in the furnaces to filter out flue gas particles. Filtered gas is released through GCP stacks thereby leading to reduction in the air emissions.	Air Emission Reduction
11.	STP at Udaipur for HZL	Treated water from 60 MLD STP in Udaipur is being routed to HZL sites to reduce the dependence on freshwater.	Water conservation The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community. 36% of total water withdrawal was satisfied with treated sewage.
12.	Dry Tailing Plant at Hindustan Zinc Ltd. Zawar Mines	Dry Tailing Plant set up to separate water from tailings slurry generated in the beneficiation process. 80% of the water present in the tailings is recovered, and tailing and waste rock are repurposed whether as a backfilling material or to stabilise our underground mining operations. Remaining tailings are stored in a specialised facility to minimise the environmental, social and economic risks.	Key benefits of the dry tailing technology include recirculation of more than 80% of the process water present in tailings, a faster rehabilitation and restoration of storage site at mine closure and ensuring re-availability of water for further use Water conservation
13.	Agreement for 180 LNG Vehicles	Signed agreement with Greenline, a subsidiary of Essar Group, to provide 180 Liquefied Natural Gas (LNG) vehicles of which 24 LNG vehicles have been put to use for transportation of finished goods.	GHG Emission reduction
14.	Jarofix Yard Restoration	The Company used Mycorrhiza technology for rejuvenation and reclamation of wasteland into productive land by increasing the green cover, enhancing biodiversity and control fugitive dust emission and restoring site. It also makes plants less vulnerable to environmental stresses and by optimum use of water resources	Biodiversity Conservation
15.	Advanced control opportunity for grinding and flotation circuit at Rampura Agucha and SK Mines of Hindustan Zinc Ltd.	To address the difficulty in flotation process, Advance Process Control (APC) system was introduced to maintain a promising operation while optimising the process performance to maximise recovery. Three APCs were implemented for grinding and flotation operation (lead and zinc) in mills at Rampura Agucha and SK Mines.	Material recovery
16.	EV trucks for Interunit transport at Hindustan Zinc Ltd.	Signed contract with Inland EV Green Services Pvt Ltd. to deploy 10 Electric Vehicles (EV) Trucks, each boasting a capacity of 55 metric tons.	GHG Emission Reduction

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Vedanta has a business continuity plan aimed at safeguarding the well-being of its personnel during emergencies. This plan includes various measures, such as conducting an Emergency Response and Crisis Plan Gap Assessment study across all sites, to identify and address potential vulnerabilities. Additionally, the adoption of the ISO 22301:2019 Disaster Recovery and Business Continuity Management Framework, Vedanta has strengthened its operations against potential interruptions, demonstrating its commitment to operational resilience. The alignment of internal IT processes with these standards reflects Vedanta's proactive approach to risk management. Within its Risk Management Policy, Vedanta has integrated comprehensive Business Continuity Plan that addresses both internal and external risks, including encompassing financial, operational, sustainability, information, and cybersecurity risks. To mitigate these risks, the company has mitigation plans and conducts annual reviews to ensure their effectiveness and adaptability in maintaining business continuity.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There is no significant adverse impact to the environment based on an assessment of our tier-1 suppliers, barring one case from FY 2021-22 that is not deemed material. We have engaged with our tier-1 supplier and sought an update from them regarding corrective actions taken.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

In FY 2023-24, we have assessed 30% of tier 1 suppliers were assessed for environmental impacts.



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: 32
- 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.	Aluminium Association of India (AAI)	National
2.	Association of Oil and Gas Operators	National
3.	Association of Power Producers	National
4.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
5.	Coal Consumers Association of India	National
6.	Confederation of Indian Industry (CII)	National
7.	Employers' association of Rajasthan	State
8.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
9.	Federation of Indian Mineral Industry (FIMI)	National
10.	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 zero cases related to anti-competitive conduct by Vedanta or its associated subsidiaries, joint ventures.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/Quarterly/ Others), please specify	Web Link, if available
1	Sustainable Mining Practices	Vedanta advocates for the promotion of sustainable mining practices through industry associations and federations such as Federation of Indian Metal Industries(FIMI). Its Business Unit, Hindustan Zinc Ltd. is a member of FIMI's Sustainable Mining Initiative and has supported several initiatives to promote sector level climate action.	Yes	Quarterly	https://www.hzindia.com/sustainability-management/pdf/Sustainable_Mining.pdf
2	Mineral Exploration	Vedanta advocated to resolve complexities involved in the exploration of deep-seated base metals through National level Industry Associations, geological conferences and media advocacy.	No	Quarterly	N/A

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/Quarterly/ Others), please specify	Web Link, if available
3	Copper Raw Materials Security	Representations sent through Industry Associations, Participation in Industry Platforms (Conferences/Meetings), Media Advocacy, Stakeholder Engagement via various Ministries, Consultations with Ministries on prevailing and upcoming FTAs	No	Quarterly	NA
4	Enhance Availability and Increase investments in Oil & Gas Sector as well as base metals (pb, Zn, Ag, Fe etc.) doing business Area Relaxation for	The matter has been considered for advocacy through state mines department as well as Industry Association for benefit of companies for the to enhancement of production, thereby reducing imports.	No	Quarterly	NA
5	Tariff determination from Renewable Energy Sources	Vedanta submitted representations through Industry association to determine solar tariff.	Yes	NA	https://rerc.rajasthan.gov.in/rerc-user-files/office-orders

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
SK Village R&R as per LARR act 2013	G.N. संख्या प.12/17 () राजस्व/ भू. अ./2023	25/04/23	Yes by agency headed by Dr. Alpana Kateja, Professor, Department of Economics, University of Rajasthan, Jaipur.	No, only notification is communicated in public domain- (https://reams.rajasthan.gov.in/PrintingStationary) The final number of projected affected families shall be identified accurately by the administration; hence report is yet to be finalised	-



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 the FY (In ₹)
1	Vedanta Aluminium -Lanjigarh	Odisha	Kalahandi	261	100%	Total commitment = ₹ 137.72 crore. <ul style="list-style-type: none"> Land Payments: ₹ 40.28 crore: Already done New RR Colony Construction: ₹ 54.28 crore: Ongoing R&R Package: ₹ 31.58 crore: Ongoing R&R Sustenance allowances and Trainees Stipends: ₹ 7.02 crore: Ongoing Skill development training cost: ₹ 4.56 crore: Ongoing
2	SK Village R&R under Land Acquisition, Rehabilitation and Resettlement Act 2013	Rajasthan	Rajsamand	325 families (Estimated) As per Gazette Notification and 228 families (*including 168 nuclear and 60 joint families) as per SIA report by Dr. Alpana Kateja	The final number of projected affected families shall be identified accurately by the administration after undertaking a detailed survey of the population and final number of families to be shifted and compensated shall also be finalised basis the same only.	Not decided as yet.

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

Vedanta's technical standard details the mechanism for grievance redressal from external stakeholders including communities. Concerns raised from the communities are primarily received and addressed at site level to ensure an ease of accessibility and transparency. During the engagement process conducted by the Company, the Community Liaison Officer (CLO) communicate the grievance mechanism. The redressal procedure follows a seven-step approach i.e., Receive, Acknowledge, Assess and Assign, Investigate, Respond, Resolve/Recourse and Close-out.

A grievance box is kept outside the plant's main gate, allowing stakeholders to submit written grievances in the local language. Every effort is made to resolve reported grievances at the initial stage, directly between the complainant and the Company. All complaints are acknowledged within 24 hours or a maximum of two business days, with updates provided every 30 days. Complaints are then forwarded to relevant departments for investigation, where the validity is verified, causes are identified, and corrective actions are developed to prevent recurrence. The CLO provides responses to raised complaints and ensures discussions with the concerned parties. A Resolution Form is signed by the complainant, outlining agreed-upon actions and their completion timeline.

However, if the Company fails to deliver any resolution for whatsoever reason, an approach to a second order is taken and a third-party mediator is engaged with the due consent of the complainant. If the second order mechanism does not yield resolution, the last resort is engaging legally with a court protocol, which can be initiated by either party. Complaints and grievances escalated to the third order mechanism are beyond Vedanta's control of Vedanta and have no time limit due to lack of the company's control over the resolution process.

Each Vedanta Business Units maintains a record of all complaints and grievances received to assess nature, analyze any patterns, identify training needs and for further references.

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

	FY 2024*	FY 2023
Directly sourced from MSMEs/ small producers	7%	10%
Sourced directly from within India	68%	49%

* Includes tier-1 suppliers

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024	FY 2023
	Current Financial Year*	Previous Financial Year
Rural	34.7%	Data not collected
Semi-Urban	1.4%	Data not collected
Urban	56.7%	Data not collected
Metropolitan	7.03%	Data not collected

* Data from Vedanta Zinc International, and Fujairah Gold have not been included in this calculation because these businesses are located outside India. This number is only reported for permanent employees and permanent workers, as the data collection with respect to job creation for other than permanent employees and workers is not feasible

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable, as SIA conducted at Hindustan Zinc Limited is yet to be finalised by district authorities.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (in ₹)
1	Jharkhand	Bokaro	5,01,22,111
2	Chhattisgarh	Korba	16,36,69,619.00
3	Odisha	Kalahandi	56,26,07,481
4	Rajasthan	Baran	75,00,000
5	Odisha	Rayagada	56,88,000
6	Odisha	Dhenkanal	18,00,000
7	Odisha	Koraput	21,60,000
8	Uttarakhand	Udham Singh Nagar	1,33,86,800
Total India			80,69,34,012

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

Yes, Vedanta does have a preferential procurement policy in place to prioritise purchasing goods and services from suppliers belonging to marginalised or vulnerable groups. This policy aims to promote economic empowerment and inclusion by providing opportunities for historically disadvantaged businesses or individuals. By actively engaging with suppliers from marginalised communities, we contribute to addressing social inequalities and fostering sustainable development.

(b) From which marginalised /vulnerable groups do you procure?

As part of Vedanta's commitment to increase local procurement, preferential procurement policies have been implemented at Cairn India, TSPL, and FACOR. We have collaborated with numerous marginalised and women groups such as micro-vendors and women self-help-groups at Cairn's Ravva operations.

(c) What percentage of total procurement (by value) does it constitute?

Less than 0.01% of the total procurement spend constitutes procurement from marginalised/vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable to Vedanta				



5. Details of corrective actions taken or underway, based on any adverse order in intellectual property.

Name of Authority	Brief of the case	Corrective action taken
Not Applicable to Vedanta		

6. Details of beneficiaries of CSR Projects:

In the below table we have showcased our key significant CSR projects,

At Vedanta we have more than 200 CSR projects. Some of the key projects are mentioned below-

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	%of beneficiaries from vulnerable and marginalised groups
1	Aarogya	7,540	100%
2	Nand Ghar: Women Empowerment and Community Development	4,39,861	100%
3	Swajal: Environment Community Development	18,075	100%
4	Mobile Health Unit	8,430	58%
5	Restoration of community ponds	7,920	60%
6	Drinking water projects	1,05,675	65%
7	Off grid Electricity Solutions	14,500	100%
8	Unnati	5,590	100%
9	Swajal: Environment Community Development	18,075	100%
10	Nirman: Community Development	3,200	100%

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 maintains a Technical Standard for Grievance Mechanisms, which outlines the procedures for addressing concerns raised by external stakeholders, including customers. Additionally, we offer the "Vedanta Metal Bazaar" portal (<https://www.vedantalimited.com/eng/customers.php>) providing customers with a platform to voice their concerns and file complaints. Upon submission, relevant teams are notified via email, and our team conducts a Root Cause Analysis (RCA), implementing appropriate actions for resolution. Customers are granted access to track their complaints and provide consent for closure.

Furthermore, Vedanta proactively identifies any potential gaps in customer experience through satisfaction surveys and regular meetings. Swift actions are then taken to rectify these issues and ensure customer satisfaction.

To enhance accessibility, our contact information, including address and telephone numbers, is prominently displayed on the Company website (available at <https://www.vedantalimited.com/eng/investor-relations-contact.php> and <https://www.vedantalimited.com/eng/contact.php>). All feedback and inputs received are recorded, along with closure details, for future training and reference purposes.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	28.5%
Safe and responsible usage	24%
Recycling and/or safe disposal	3.75%

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

	FY 2024		Remarks	FY 2023*		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	-	0	0	No Complaints received
Advertising	0	0	No Complaints received	-	-	-
Cyber-security	0	0	No Complaints received	0	0	No Complaints received
Delivery of essential services	0	0	No Complaints received	-	-	-
Restrictive Trade Practices	0	0	No Complaints received	-	-	-
Unfair Trade Practices	0	0	No Complaints received	-	-	-
Other	300	21	-	-	-	-

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

	Number	Reasons for recall
Voluntary Recalls	0	NA
Forced 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's comprehensive Information Security Management Framework outlined in IT Disclosure Cybersecurity 2022.pdf (vedantalimited.com) on our website. This framework comprises policies, Standard Operating Procedures (SOP), and technology standards. Annually, Vedanta's information security team evaluates and updates this framework. Cybersecurity is identified as a principal risk within the overall enterprise risk management framework, with potential implications for people, the environment, the community, and operational performance. Oversight of cybersecurity governance falls under the purview of the Board Committee-Audit and Risk Committee, led by the Group Chief Information Officer (CIO), who is tasked with defining the cybersecurity vision, strategy, and program execution to ensure data protection.

The Company's information security framework is informed by several key factors:

- Internationally recognised Information Security Management Frameworks and Standards
- Relevant regulatory requirements
- Risk assessment and control matrices established within the risk management process
- Alignment of information security objectives with business objectives
- Incorporation of prevailing best practices
- Utilisation of Security Threat Intelligence

Information security operations at Vedanta encompass various processes, including:

- Vulnerability management
- Information security administration
- Incident management and response, covering both Cyber and Data Incidents
- Disaster recovery and business continuity planning.



Vedanta's Business Units are ISO Certified Organisations and have implemented an integrated management system (IMS) aligned with International Standards ISO 27001:2013, ISO 22301:2019, and ISO 31000:2018. They continuously strive to uphold and enhance this system.

To report any suspicious activity related to information security, e-mails need to be sent to gc@vedanta.co.in. All reports undergo investigation by the Chief Information Security Officer(CISO), and appropriate measures are undertaken accordingly to address them.

Furthermore, all new joiners are required to participate in cybersecurity training upon onboarding, and annual training sessions covering IT risks, data protection policies and practices, are provided to all employees. Business units also perform dip-stick assessments to assess users' awareness levels through periodic tests and quizzes. Communications within the organisation are adjusted based on the effectiveness of these assessments and targeted training initiatives.

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.

Vedanta takes all the issues related customer satisfaction very seriously. We take corrective actions as per the severity of the matter. Details on corrective actions taken are given below:

Corrective actions regarding delivery of essential services:

- Quality control procedures were enhanced with more checkpoints to address complaints and improve cleanliness of the facilities.
- GPS is being implemented for all inbound and outbound movements, along with automatic email alerts in case of delays.

Corrective actions against Data Privacy issues:

- Training on cybersecurity measures and its importance to 100% of the employees to reduce further incidents.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches:** 0
- Percentage of data breaches involving personally identifiable information of customers:** Not Applicable
- Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

All the customers are provided with the Material Safety Data Sheet (MSDS), Restriction of Hazardous Substances Directive (ROHS) declaration, Environmental Product Declaration (EPD) declaration and other required documents. For Information on the product and Business Units can be accessed from the company's website: <https://www.vedantalimited.com/eng/businesses-overview.php> and metal bazar: <https://vedantametalbazaar.com/>

Additionally, the company uses multi-modal means of communication, such as: e-mail, webinars, phone, on-line platroms to connect with their customers and providing information related to its products and services.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

We provide our customers a Material Safety Data Sheet (MSDS) on request. This sheet contains all the relevant information about the product and its usages. For instance:

At Cairn: MSDS is shared with Cairn's buyers during sales agreement, which is also available online on Cairn's website. Registration Evaluation, Authorisation and Restriction of Chemicals (REACH), Restriction of Hazardous Substances Directive (ROHS) declaration, Environmental Product Declaration (EPD) declaration and other required documents are also shared. We continuously engage with the customers to ensure safe and responsible usage of our products.

At HZL: The business unit continuously engage with the customers to ensure safe and responsible usage of our products. It conducts studies on its product applications in various sectors to produce value added products and improved services for the relevant customers.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We communicate via email to our internal customers regarding any issues arising from breakdowns or low productivity. Further quality-related variations are also reported in advance to the customers so that they can make alternative contingency plans.

Our contracts include a force majeure clause, enabling both Vedanta and our Customers to exercise their rights in events beyond either party's control.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

With respect to products manufactured by Vedanta Limited, there is no Indian regulatory mandate to display any product information thereon, Hence, this requirement is not applicable.

However, for some of our products we may follow specific country guidelines for the labelling specifications. Each business as part of their routine customer engagements, seek feedback. These surveys check for satisfaction on several parameters such as product quality, packaging, delivery efficiency, contracting processes, and complaint handling.

**APPENDIX TO SECTION – A QUESTION 13**

S.No.	Entities and Sites Included	Status
1	Vedanta Limited	The Company
	Iron Ore Odisha	Site
	Value Added Business	Site
	Karnataka Iron Ore Mines (IOK)	Site
	Iron Ore Goa (IOG)	Site
	Sesa Coke Vazare (SMCV)	Site
	Sterlite Copper – Silvassa	Site
	Sterlite copper- Tuticorin	Site
	Vedanta Aluminium limited - Jharsuguda	Site
	Vedanta Aluminium limited -Lanjigarh	Site
	Cairn oil & gas -RJ-North (Mangla, Bhagyam, Aishwarya)	Site
	Cairn oil & gas -RJ South	Site
	Cairn oil & gas -RJ-North (Midstream)	
	Cairn oil & gas- Ravva	Site
	Cairn oil & gas- Suvali	Site
	Cairn oil & gas- Jaya, Cambay	Site
	Cairn oil & gas- Assam operations	Site
2	Hindustan Zinc Limited (HZL)	Subsidiary of the Company
	Rampura Agucha Mine	Site
	Zawar Mines	Site
	Rajpura Dariba Mine (RDM)	Site
	Sindesar Khurd Mine (SKM)	Site
	Dariba Smelter Complex (DSC)	Site
	Chandaria Smelters	Site
	Kayad Mines	Site
	Debari	Site
	Pantnagar	Site
3	Cairn Energy Hydrocarbons Ltd	Subsidiary of the Company
4	ESL Steels Limited	Subsidiary of the Company
	ESL Plant, Bokaro	Site
5	Ferro Alloy Corporation Limited (FACOR)	Subsidiary of the Company
	FACOR CCP & Power plant, Bhadrak	Site
	Ostapal mines	Site
	Kalaringita mines	Site
6	Bharat Aluminium Company Limited (BALCO)	Subsidiary of the Company
	Smelters and Power plants, Korba	Site
	Chotia Mines	Site
7	MALCO Energy Limited (MEL)	Subsidiary of the Company
	Nicomet, Goa	Site
	Sesa Coke, Gujarat	Site
8	Vizag General Cargo Berth Private Limited	Subsidiary of the Company
	VGCB Port Facility	Site
9	Talwandi Sabo Power Limited	Subsidiary of the Company
	Power plant-Mansa	Site
10	Black Mountain Mining (Pty) Limited	Subsidiary of the Company
	Vedanta Zinc International - Gamsberg	Site
	Vedanta Zinc International – Black Mountain Mines	Site
11	Fujairah Gold FZE	Subsidiary of the Company
	Fujairah Gold, UAE	Site

INDEPENDENT AUDITOR'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN VEDANTA LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR CORE)

To the Board of Directors of Vedanta Limited

We have undertaken to perform a reasonable assurance engagement for Vedanta Limited (the 'Company'), its Legal Entities and their Sites (the 'Group'), the details of which are as described in the "Scope, Boundary and Limitations" paragraph given below, vide agreement dated 09 January 2024 in respect of the agreed Sustainability Information listed below in accordance with the "Criteria" stated below. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ('BRSR') of the Group for the year ended 31 March 2024. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

Identified Sustainability Information

The Identified Sustainability Information for the year ended 31 March 2024 is summarized below:

The Identified Sustainability Information of the Group are the nine Key Performance Indicators out of BRSR of the Group for the year ended 31 March 2024 ('BRSR Core').

Our reasonable assurance engagement was with respect to the year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any opinion thereon. We have also issued a Limited Assurance Report on rest of the elements included in BRSR of the Group, vide our report dated 17 June 2024.

Criteria

The Criteria used by the Group to prepare the BRSR Core is summarized below:

The Group prepared the BRSR Core based on the requirements of:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements);
- Annexure I of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR Core);
- Annexure II of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR (Revised), including BRSR Core);

- Annexure II of the SEBI's Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021, (the Guidance Note for the pre-revised BRSR Format); and
- Nine Principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC Guidelines'), issued by the Ministry of Corporate Affairs ('MCA').

Management's Responsibilities

The Group's management is responsible for establishing the "Criteria" for preparing BRSR Core, taking into account applicable Laws and Regulations, if any, related to reporting on BRSR Core, identification of key aspects, engagement with stakeholders, content, preparation and presentation of BRSR Core in accordance with the "Criteria". This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of BRSR, including BRSR Core and the measurement of BRSR Core, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ('IESBA Code'), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a reasonable assurance opinion on BRSR Core with respect to the Entities/ Sites



covered in the "Scope, Boundary, and Limitations" paragraph given below, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ('ISAE') 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether BRSR Core are prepared, in all material respects, in accordance with the Reporting "Criteria". A reasonable assurance engagement involves assessing the risks of material misstatement of BRSR Core whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

We also followed the data and assurance approach provided under Annexure I of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, prescribing the format of BRSR Core.

Scope, Boundary and Limitations

Scope and Boundary

- The scope of our reasonable assurance covers BRSR Core for the period 1 April 2023 to 31 March 2024.
 - Out of the boundary used for the preparation of the audited Consolidated Financial Statements of the Group for the Financial Year 2023-24, the boundary used for the purpose of preparation of BRSR Core includes the data and the information of the Group, as mentioned in point no. 13 of Section A: General Disclosures of BRSR of the Group for the Financial Year 2023-24. The following categories of Entities/Sites are not considered for the purpose of preparation of BRSR Core:
 - newly incorporated Entities or Entities/Sites operational for less than 12 months;
 - non-operational/ intermittent operational Entities/Sites; and
 - Entities/Sites discontinued or outsourced.
- Rest of the Entities/Sites considered for the preparation of BRSR Core are as per the management's assessment of materiality, the details of which are given in the Appendix to this Report.
- The data review and validation of these Entities/ Sites was performed through physical site visits and/or together with desktop reviews.

Limitations

Our reasonable assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Group other than those covered in the "Scope and Boundary".

- Aspects of BRSR and the data/information (qualitative or quantitative) other than BRSR Core.
- Data and information outside the defined reporting period i.e., Financial Year 2023-24.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Group.
- Data related to Group's financial performance, strategy and other related linkages expressed in the Group's Integrated Report and Annual Accounts FY 2023-24 or any other Report, containing BRSR Core.
- Effectiveness of management's internal controls of the Group, while we considered the same when determining the nature and extent of our procedures; however, our reasonable assurance engagement was not designed to provide assurance on these internal controls.
- The Group's compliance with Acts, Regulations and Guidelines, other than those as specified in BRSR Core.
- The GHG footprint, Water footprint, Energy footprint and details of the Waste Management with respect to the following, based on management's assessment of being immaterial to the Group's reporting:
 - The Corporate Offices with respect to the Entities as mentioned in the "Scope and Boundary".
 - Guesthouses and Colonies being owned and maintained by the Group.

Assurance Procedures

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Group's business activities, processes and its operating locations, as identified by the Group.
- Interviewed people involved to understand the reporting process, governance, data management systems and controls in place during the reporting period.
- Performed substantive testing on a sample basis of BRSR Core for the Entities/ Sites, as covered in the "Scope, Boundary and Limitations" to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.
- Checked the consolidation for the Entities/ Sites as covered in the "Scope, Boundary and Limitations" for ensuring the completeness of data being reported.
- Assessed the level of adherence of the "Criteria", as mentioned above by the Group while reporting.

- Verified the financial numbers, which are also used for BRSR Core from the Integrated Report and Annual Accounts FY 2023-24.
- Assessed the appropriateness of various assumptions, estimations and thresholds used by the Group in the preparation of BRSR Core.
- Undertook analytical review procedures to support the reasonableness of the data used in BRSR Core.
- Obtained written representations from Group's Management.

Opinion

Based on the procedures we have performed and the evidence we have obtained, BRSR Core for the year ended 31 March 2024 are prepared in all material respects, in accordance with the "Criteria".

Emphasis of Matter

We draw your attention to the following matters:

- The "Scope, Boundary and Limitations" in this report and the boundary, as mentioned in point no. 13 of Section A: General Disclosures of BRSR. These Entities/ Sites are considered for the reporting in BRSR as per the management's assessment of materiality.
- The financial numbers used in some of the indicators of the BRSR Core are extracted from the Integrated Report and Annual Accounts FY 2023-24 and hence are not audited by us. While the financial numbers related to certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR Core related to these entities are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the "Scope, Boundary and Limitations".
- Some of the entities are considered for the purpose of preparation of the BRSR Core on full consolidation

method, without adjusting for minority interest in the relevant group entity, based on operational control, as assessed by the management.

- The Non-Financial Reporting System used by the Group in the preparation of BRSR Core is in the advanced stage of implementation and is in the process of being integrated with other Financial and Non-Financial Reporting Systems of the Group.
- For the purpose of reporting under Principle 1.9 (Essential Indicator) of BRSR with respect to 'number of trading houses where purchases are made from' and 'number of dealers and distributors to whom sales are made', the data provided includes some duplicate numbers. The Company is in the process of setting up the mechanism to capture the required data going forward.
- For the purpose of reporting under Principle 3.1(c) (Essential Indicator) of BRSR with respect to 'spending on measures towards well-being of employees', the data for other than permanent workers have not been considered due to non-availability of information. The Company is in the process of setting up the mechanism to capture the required data going forward.
- For the purpose of reporting under Principle 8.5 (Essential Indicator) of BRSR with respect to 'Job creation in smaller towns', the data for other than permanent employees and other than permanent workers have not been considered due to non-availability of information. The Company is in the process of setting up the mechanism to capture the required data going forward.

Our opinion is not modified in respect of these matters.

For **Mazars Advisory LLP**
Firm Registration No.: AAI-2887

Sarika Gosain
Partner

Gurugram
17 June 2024



Appendix to the Independent Auditor's Reasonable Assurance Report on Identified Sustainability Information in Vedanta Limited's Business Responsibility and Sustainability Report (BRSR Core)

S.No.	Entities and Sites Included	Status
1	Vedanta Limited	The Company
	Iron Ore Odisha	Site
	Value Added Business	Site
	Karnataka Iron Ore Mines (IOK)	Site
	Iron Ore Goa (IOG)	Site
	Sesa Coke Vazare (SMCV)	Site
	Sterlite Copper – Silvassa	Site
	Sterlite copper- Tuticorin	Site
	Vedanta Aluminium limited - Jharsuguda	Site
	Vedanta Aluminium limited -Lanjigarh	Site
	Cairn oil & gas -RJ-North (Mangla, Bhagyam, Aishwarya)	Site
	Cairn oil & gas -RJ South	Site
	Cairn oil & gas -RJ-North (Midstream)	
	Cairn oil & gas- Ravva	Site
	Cairn oil & gas- Suvali	Site
	Cairn oil & gas- Jaya, Cambay	Site
	Cairn oil & gas- Assam operations	Site
2	Hindustan Zinc Limited (HZL)	Subsidiary of the Company
	Rampura Agucha Mine	Site
	Zawar Mines	Site
	Rajpura Dariba Mine (RDM)	Site
	Sindesar Khurd Mine (SKM)	Site
	Dariba Smelter Complex (DSC)	Site
	Chandaria Smelters	Site
	Kayad Mines	Site
	Debari	Site
	Pantnagar	Site
3	Cairn Energy Hydrocarbons Ltd	Subsidiary of the Company
4	ESL Steels Limited	Subsidiary of the Company
	ESL Plant, Bokaro	Site
5	Ferro Alloy Corporation Limited (FACOR)	Subsidiary of the Company
	FACOR CCP & Power plant, Bhadrak	Site
	Ostapal mines	Site
	Kalaringita mines	Site
6	Bharat Aluminium Company Limited (BALCO)	Subsidiary of the Company
	Smelters and Power plants,Korba	Site
	Chotia Mines	Site
7	MALCO Energy Limited (MEL)	Subsidiary of the Company
	Nicommet, Goa	Site
	Sesa Coke, Gujarat	Site
8	Vizag General Cargo Berth Private Limited	Subsidiary of the Company
	VGCB Port Facility	Site
9	Talwandi Sabo Power Limited	Subsidiary of the Company
	Power plant-Mansa	Site
10	Black Mountain Mining (Pty) Limited	Subsidiary of the Company
	Vedanta Zinc International - Gamsberg	Site
	Vedanta Zinc International – Black Mountain Mines	Site
11	Fujairah Gold FZE	Subsidiary of the Company
	Fujairah Gold, UAE	Site

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN VEDANTA LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (INDICATORS OTHER THAN BRSR CORE)

To the Board of Directors of Vedanta Limited

We have undertaken to perform a limited assurance engagement for Vedanta Limited (the 'Company'), its Legal Entities and their Sites (the 'Group'), the details of which are as described in the "Scope, Boundary and Limitations" paragraph given below, vide agreement dated 09 January 2024 in respect of the agreed Sustainability Information listed below in accordance with the "Criteria" stated below. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ('BRSR') of the Group for the year ended 31 March 2024. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

Identified Sustainability Information

The Identified Sustainability Information for the year ended 31 March 2024 is summarized below:

The Identified Sustainability Information of the Group are the Indicators other than BRSR Core of the Group for the year ended 31 March 2024.

Our limited assurance engagement was with respect to the year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any limited assurance conclusion thereon. We have also issued a Reasonable Assurance Report on BRSR Core of the Group, vide our report dated 17 June 2024.

Criteria

The Criteria used by the Group to prepare the Indicators other than BRSR Core is summarized below:

The Group prepared Indicators other than BRSR Core based on the requirements of:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements);
- Annexure I of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR Core);
- Annexure II of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR (Revised), including BRSR Core);

- Annexure II of the SEBI's Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021, (the Guidance Note for the pre-revised BRSR Format); and
- Nine Principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC Guidelines'), issued by the Ministry of Corporate Affairs ('MCA').

Management's Responsibilities

The Group's management is responsible for establishing the "Criteria" for preparing Indicators other than BRSR Core, taking into account applicable Laws and Regulations, if any, related to reporting on Indicators other than BRSR Core, identification of key aspects, engagement with stakeholders, content, preparation and presentation of Indicators other than BRSR Core in accordance with the "Criteria". This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of BRSR, including Indicators other than BRSR Core and the measurement of Indicators other than BRSR Core, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ('IESBA Code'), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.



Our Responsibility

Our responsibility is to express a limited assurance conclusion on Indicators other than BRSR Core with respect to the Entities/ Sites covered in the "Scope, Boundary, and Limitations" paragraph given below, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ('ISAE') 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain limited assurance about whether Indicators other than BRSR Core are free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of Indicators other than BRSR Core whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Indicators other than the BRSR Core.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement

in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

Scope, Boundary and Limitations

Scope and Boundary

- The scope of our limited assurance covers the Indicators other than BRSR Core for the period 1 April 2023 to 31 March 2024.
- Out of the boundary used for the preparation of the audited Consolidated Financial Statements of the Group for the Financial Year 2023-24, the boundary used for the purpose of preparation of Indicators other than BRSR Core includes the data and the information of the Group, as mentioned in point no. 13 of Section A: General Disclosures of BRSR of the Group for the Financial Year 2023-24. The following categories of Entities/Sites are not considered for the purpose of preparation of Indicators other than BRSR Core:
 - newly incorporated Entities or Entities/Sites operational for less than 12 months;
 - non-operational/ intermittent operational Entities/Sites; and
 - Entities/Sites discontinued or outsourced.

Rest of the Entities/Sites considered for the preparation of Indicators other than BRSR Core are as per the management's assessment of materiality, the details of which are given in the Appendix to this Report.

- The data review and validation of these Entities/ Sites was performed through physical site visits and/or together with desktop reviews.

Limitations

Our limited assurance scope excludes the following and therefore we do not express a limited assurance conclusion on the same:

- Operations of the Group other than those covered in the "Scope and Boundary".
- Aspects of BRSR and the data/information (qualitative or quantitative) other than Indicators other than BRSR Core.
- Data and information outside the defined reporting period i.e., Financial Year 2023-24.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Group.
- Data related to Group's financial performance, strategy and other related linkages expressed in the Group's Integrated Report and Annual Accounts FY 2023-24 or any other Report, containing Indicators other than BRSR Core.
- Effectiveness of management's internal controls of the Group, while we considered the same when determining the nature and extent of our procedures; however, our limited assurance engagement was not designed to provide assurance on these internal controls.
- The Group's compliance with Acts, Regulations and Guidelines, other than those as specified in Indicators other than BRSR Core.
- Details of Scope 3 emissions.

Assurance Procedures

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Group's business activities, processes and its operating locations, as identified by the Group.
- Interviewed people involved to understand the reporting process, governance, data management systems and controls in place during the reporting period.
- Performed limited substantive testing on a sample basis of Indicators other than BRSR Core for the Entities/ Sites, as covered in the "Scope, Boundary and Limitations" to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.

- Checked the consolidation for the Entities/ Sites as covered in the "Scope, Boundary and Limitations" for ensuring the completeness of data being reported.
- Assessed the level of adherence of the "Criteria", as mentioned above by the Group while reporting.
- Verified the financial numbers which are also used for Indicators other than BRSR Core from the Integrated Report and Annual Accounts FY 2023-24.
- Assessed the appropriateness of various assumptions, estimations and thresholds used by the Group in the preparation of Indicators other than BRSR Core.
- Undertook analytical review procedures to support the reasonableness of the data used in Indicators other than BRSR Core.
- Obtained written representations from Group's Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance

obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Indicators other than BRSR Core have been prepared, in all material respects, in accordance with the Criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Indicators other than BRSR Core included in the BRSR for the year ended 31 March 2024 are not prepared, in all material respects, in accordance with the "Criteria".

Emphasis of Matter

We draw your attention to the following matters:

- The "Scope, Boundary and Limitations" in this report and the boundary, as mentioned in point no. 13 of Section A: General Disclosures of BRSR. These Entities/ Sites are considered for the reporting in BRSR as per the management's assessment of materiality.
- The financial numbers used in some of the Indicators other than BRSR Core are extracted from the Integrated Report and Annual Accounts FY 2023-24 and hence are not audited by us. While the financial numbers related to certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the Indicators other than BRSR Core related to these entities are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered

for the purpose of said financial numbers, which may have been excluded from the "Scope, Boundary and Limitations".

- Some of the entities are considered for the purpose of preparation of the Indicators other than BRSR Core on full consolidation method, without adjusting for minority interest in the relevant group entity, based on operational control, as assessed by the management.
- The Non-Financial Reporting System used by the Group in the preparation of Indicators other than BRSR Core is in the advanced stage of implementation and is in the process of being integrated with other Financial and Non-Financial Reporting Systems of the Group.
- The disclosures with respect to Value Chain Partners have been provided considering Tier 1 upstream Value Chain Partners only.
- For the purpose of reporting under Principle 3.8 (Essential Indicator) and Principle 5.1 (Essential Indicator) with respect to 'details of training given to employees and workers on Health and Safety measures and skill upgradation' and 'Employees and workers who have been provided training on human rights issues and policy(ies) of the entity' respectively, the given percentage is more than 100%, owing to the fact that employees and workers have attended multiple trainings on the same topic and have been counted more than once. The Company is in the process of setting up the mechanism to capture the required data going forward.
- For the purpose of reporting under Principle 5.3(a) (Essential Indicator) with respect to 'Details of remuneration/salary/wages', the details of median of remuneration paid to workers has not been provided due to non-availability of information. The Company is in the process of setting up the mechanism to capture the required data going forward.

Our limited assurance conclusion is not modified in respect of these matters.

Restriction on Use

Our limited assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the Company in reporting on the Group's Sustainability performance and activities. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables.

For **Mazars Advisory LLP**
Firm Registration No.: AAI-2887

Sarika Gosain
Partner

Gurugram
17 June 2024



Independent Auditor's Limited Assurance Report on Identified Sustainability Information in Vedanta Limited's Business Responsibility And Sustainability Report (Indicators Other Than BRSR Core)

S.No.	Entities and Sites Included	Status
1	Vedanta Limited	The Company
	Iron Ore Odisha	Site
	Value Added Business	Site
	Karnataka Iron Ore Mines (IOK)	Site
	Iron Ore Goa (IOG)	Site
	Sesa Coke Vazare (SMCV)	Site
	Sterlite Copper – Silvassa	Site
	Sterlite copper- Tuticorin	Site
	Vedanta Aluminium limited - Jharsuguda	Site
	Vedanta Aluminium limited -Lanjigarh	Site
	Cairn oil & gas -RJ-North (Mangla, Bhagyam, Aishwarya)	Site
	Cairn oil & gas -RJ South	Site
	Cairn oil & gas -RJ-North (Midstream)	
	Cairn oil & gas- Ravva	Site
	Cairn oil & gas- Suvali	Site
	Cairn oil & gas- Jaya, Cambay	Site
	Cairn oil & gas- Assam operations	Site
2	Hindustan Zinc Limited (HZL)	Subsidiary of the Company
	Rampura Agucha Mine	Site
	Zawar Mines	Site
	Rajpura Dariba Mine (RDM)	Site
	Sindesar Khurd Mine (SKM)	Site
	Dariba Smelter Complex (DSC)	Site
	Chandaria Smelters	Site
	Kayad Mines	Site
	Debari	Site
	Pantnagar	Site
3	Cairn Energy Hydrocarbons Ltd	Subsidiary of the Company
4	ESL Steels Limited	Subsidiary of the Company
	ESL Plant, Bokaro	Site
5	Ferro Alloy Corporation Limited (FACOR)	Subsidiary of the Company
	FACOR CCP & Power plant, Bhadrak	Site
	Ostapal mines	Site
	Kalaringita mines	Site
6	Bharat Aluminium Company Limited (BALCO)	Subsidiary of the Company
	Smelters and Power plants, Korba	Site
	Chotia Mines	Site
7	MALCO Energy Limited (MEL)	Subsidiary of the Company
	Nicommet, Goa	Site
	Sesa Coke, Gujarat	Site
8	Vizag General Cargo Berth Private Limited	Subsidiary of the Company
	VGCB Port Facility	Site
9	Talwandi Sabo Power Limited	Subsidiary of the Company
	Power plant-Mansa	Site
10	Black Mountain Mining (Pty) Limited	Subsidiary of the Company
	Vedanta Zinc International - Gamsberg	Site
	Vedanta Zinc International – Black Mountain Mines	Site
11	Fujairah Gold FZE	Subsidiary of the Company
	Fujairah Gold, UAE	Site