

HZL/2023-SECY/

July 29, 2023

BSE Limited
P.J. Towers, Dalal Street,
Mumbai - 400001

Kind Attn: - General Manager,
Dept. of Corporate Services

Scrip Code: 500188

National Stock Exchange of India Limited
“Exchange Plaza”
Bandra-Kurla Complex,
Mumbai – 400051
Kind Attn:- Head - Listing & Corporate
Communications

Trading Symbol: HINDZINC-EQ

Dear Sir/Ma’am,

Sub: - Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), as amended from time to time, we are enclosing herewith Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23 prepared as per the format prescribed as per SEBI Circular dated May 10, 2021, which forms a part of the Integrated Annual Report.

We request you to please take the above on record.

Thanking You,

Yours Faithfully,

For **Hindustan Zinc Limited**

Rajendra Pandwal
Company Secretary & Compliance Officer

Encl: As above

Business Responsibility & Sustainability Reporting

CEO STATEMENT

Sustainability has always been at the forefront of Hindustan Zinc's vision and mission. The global ramifications of climate change highlight the susceptibility of our planet to global warming. This, in turn, is encouraging organisations worldwide to focus consciously on implementing impactful climate actions.

In line with this global shift, we, at Hindustan Zinc, have dedicated ourselves to achieving long-term, sustainable business growth, while prioritising safety, minimal environmental impact, human rights and community benefits. We are actively pursuing an ambitious sustainability journey guided by our Sustainability Goals 2025, with a vision of 'Zero Harm, Zero Waste, Zero Discharge'. The goals we have consciously set for 2025 encompass the critical areas of climate change, water stewardship, circular economy, biodiversity conservation, zero harm, social impact, diversity in workforce, and responsible sourcing.

We firmly believe that these goals will enable us to meet the expectations of all our stakeholders and attain tangible outcomes. We are working continually on our long-term objective to achieve net-zero emissions by 2050 or sooner, in accordance with the business ambition for 1.5°C campaign led by the Science Based Targets initiative (SBTi).

It is our endeavour to ensure comprehensive coverage of Environmental, Social and Governance (ESG) aspects across our business. For this purpose, we have established a three-tier sustainability governance framework, which allows us to set both short-term and long-term goals, and enables systematic monitoring of performance at all levels. The framework provides clear roadmaps to promote energy efficiency, minimise our carbon footprint, and ensure effective water management and biodiversity protection. It also aids our efforts in the areas of corporate social responsibility (CSR), supply chain, occupational health and safety, communications, and finance.

Our sustainability framework is built on four pillars: Responsible Stewardship, Strong Relationships, Value Creation, and Strategic Communications. With clear alignment to our sustainability goals, it is designed to drive our future growth while benefitting the communities and the environment beyond our operational boundaries.

Climate change being critical to our sustainability journey, we have identified renewable energy (RE) as an important area of focus at Hindustan Zinc. We are on the path to increase our renewable energy portfolio by signing power delivery agreement (PDA) for 450 MW of RE. At the same time, we are working towards reduction in emissions across our operations through the adoption of low carbon fuels, battery-operated electrical vehicles and by improving energy efficiency.

To support our green endeavours, we have decided to invest US\$ 1 bn in the next few years to make our operations more environment-friendly. We are also working towards full compliance with the Global Industry Standards on Tailings Management (GISTM) by the fiscal year 2024-25.

Our investments in water conservation have emerged as another major engine of sustainable development at Hindustan Zinc. These investments have already helped us achieve a water-positive status of 2.41 times, and we are on track to become a 5 times water-positive company.

In recent years, we have concertedly focussed our efforts towards achieving zero waste in the organisation by adopting a well-articulated '4R' strategy – Reduce, Reuse, Recycle, and Reclaim. We believe this is essential to ensuring a cleaner environment not just for the organisation but also for the communities around our operations.

At Hindustan Zinc, we also remain invested in proactive management of our impact on biodiversity and strive to protect the ecosystems in which we operate. Our 3-year engagement with the International Union for Conservation of Nature (IUCN) is an important step in this direction.

Further, with the implementation of a sustainable sourcing policy, we have successfully expanded the ambit of our sustainable development framework to cover our business partners. We believe this will help foster a culture of responsible sourcing among all our stakeholders – a key imperative for inclusive sustainable future development.

Over the years, we have significantly augmented our CSR outreach in line with our strong thrust on driving a positive social impact among the communities surrounding our operations. Our CSR initiatives are in line with both the United Nations' Sustainable Development Goals (UN SDGs) and our national development objectives. We are working concertedly in the areas of education, sustainable livelihood, community asset creation, environmental and safety initiatives, women's empowerment, health, water and sanitation, as well as sports and culture. To ensure that our social initiatives are relevant and impactful, we periodically evaluate the needs of our communities and analyse the outcomes achieved. This helps us refine our future plans and strategies, and enables a more meaningful engagement with the communities.

In addition to our steadfast commitment to sustainability, we have taken significant steps to ensure transparency and accountability in our endeavours. To this end, we have published reports on the Task Force on Climate Related Financial Disclosures (TCFD), Integrated Reports, and Sustainability Reports. These disclosures serve as a testament to our unwavering dedication to transparently communicate our sustainability efforts, responsible business practices, and progress.



While these initiatives have given a strong impetus to our sustainability efforts, it will be our endeavour, going forward, to further scale up our ESG performance, in order to drive long-term growth while making a positive impact on the environment and society. I am confident that we, at Hindustan Zinc, can achieve a harmonious balance between economic progress and environmental stewardship, ensuring a sustainable and thriving planet for all.

Arun Misra
 CEO & Whole-time Director

SECTION A GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L27204RJ1966PLC001208
2	Name of the Listed Entity	Hindustan Zinc Limited
3	Year of incorporation	1966
4	Registered office address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
5	Corporate address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
6	E-mail	Hzi.ir@vedanta.co.in
7	Telephone	+91-294-6604000-02
8	Website	www.hzindia.com
9	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up capital	₹ 845.06 crore
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajendra Pandwal Company Secretary & Compliance Officer Telephone Number: +91 294-6604015 Email Address - rajendra.pandwal@vedanta.co.in
13	Reporting boundary	Disclosures made in this report are on a consolidated basis which covers all Company's operating locations. During the year, two wholly owned subsidiaries (Private Limited Company), namely Hindustan Zinc Fertilisers Private Limited and Zinc India Foundation – Section 8 Company were incorporated. As on March 31, 2023, Company has four wholly owned subsidiary companies.

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal & Metal products	95%



15. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Zinc	27204	71%
2	Lead	27209	11%
3	Silver	27205	13%



III. OPERATIONS



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

Location	Number of plants	Number of offices	Total
 National*	14	5	19
 International	0	0	0

*Only operating locations considered

17. Markets served by the entity:

a. Number of locations:

Location	Number
 National (No. of States)	Pan India
 International (No. of Countries)	Internationally

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

The contribution of exports is 29% of the total turnover of the entity.

c. A brief on types of customers

Our Company has B2B customers across various industries including galvanisers, battery manufacturers, pipe industry, jewellery makers, steel industry and traders. We were effectively able to reach out to MSME customers with live London Metal Exchange (LME) benchmarked prices and quantity as low as 1 tonne delivery for zinc and lead metals through our e-commerce portals.

18. Details as at the end of financial year:

a. Employees and Workers (including differently abled):

S. Particulars No.	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES*					
1. Permanent (D)	2,566	2,067	80.6%	499	19.4%
2. Other than Permanent (E)	9	7	77.8%	2	22.2%
3. Total Employees (D + E)	2,575	2,074	80.5%	501	19.5%
WORKERS**					
4. Permanent (F)	897	879	98.0%	18	2.0%
5. Other than Permanent (G)	19,724	19,490	98.8%	234	1.2%
6. Total Workers (F + G)	20,621	20,369	98.8%	252	1.2%

*Permanent Employees means Executive

**Permanent Workers means Non-executive

**Other than Permanent Workers means business partner employees



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)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled Employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS**						
4.	Permanent (F)	11	11	100%	0	0%
5.	Other than permanent (G)	13	13	100%	0	0%
6.	Total differently abled Workers (F + G)	24	24	100%	0	0%

*Permanent Employees means Executive

**Permanent Workers means Non-executive



**Other than Permanent Workers means business partner employees

19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
 Board of Directors	9	4	44.44%
 Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in the current year)			FY 2021-22 (Turnover rate in the previous year)			FY 2020-21 (Turnover rate in the prior to previous year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent Employees	17%	19%	17%	17%	26%	18%	19%	22%	19%
 Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

*There is no hiring in permanent workers

IV. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
21. (a) Names of holding/subsidiary/associate companies/joint ventures


S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Vedanta Limited	Immediate Holding Company	64.92	No
2	Hindustan Zinc Alloys Private Limited*	Wholly Owned Subsidiary	100	No
3	Vedanta Zinc Football & Sports Foundation	Wholly Owned Subsidiary – Section 8 Company	100	Yes
4	Zinc India Foundation	Wholly Owned Subsidiary – Section 8 Company	100	Yes
5	Hindustan Zinc Fertilisers Private Limited*	Wholly Owned Subsidiary Company	100	No
6	Madanpur South Coal Company Limited**	Joint Venture	17.62	No


*Hindustan Zinc Alloys Private Limited & Hindustan Zinc Fertilisers Private Limited are under project phase

**No activity or mining asset in this Company

V. CSR DETAILS








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

 Turnover (in ₹) - 34,097.86 crore

 Net worth (in ₹) - 12,932.61 crore

VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES



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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2022-23			FY 2021-22		
		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 Mechanisms Technical Standard	85	19	Employment, Environment & CSR related	36	0	Environment & CSR related
 Investors (other than shareholders)	Yes Hindustan Zinc Contact Details	0	0	-	0	0	-
 Shareholders	Yes Contact Details	105	0	Dividend & Share	23	0	Dividend & Share
 Employees and Workers	Yes Business Ethics Code of Conduct HZL Whistle Blower Policy	5	0	Sexual Harassment	1	0	Sexual Harassment
 Customers	Yes https://vedantametalbazaar.moglix.com/	45	4	Customer grievances on varied issues	46	0	All were quality-related complaints
 Value Chain Partners	Yes Supplier Code of Conduct HZL Whistle Blower Policy Vendor Grievance Redressal Portal	96	1	Supplier and service provider grievances on varied issues	0	0	-
 Other (please specify)	-	-	-	-	-	-	-




24. 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:

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)
Environmental					
1	 Water Management	Risk	<p>Our operational activities involve processes in which water is an indispensable input, both for extraction and processing & smelting.</p> <p>Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain.</p> <p>According to our climate change assessment, climate change may result in increase in extreme weather events and subsequent resource shortages. Our operations are located in Rajasthan, which is one of the designated water-stressed regions in the country based on WRI's Aqueduct tool. There is a high probability of experiencing situations of drought and extreme heat waves. Since water is a critical input to our business, these factors have the potential to disrupt operations, to impact productivity of staff as well as our revenues and logistics.</p>	<p>Water conservation is particularly important for us as we operate in a water-stressed region. We are 2.41 times water-positive and are well on the path to be 5 times Water Positive Company and reducing the water consumption by 25% by 2025 from base year 2020. Company has taken several initiatives to reduce its dependencies on fresh water and greater availability of water for the communities surrounding our sites:</p> <ul style="list-style-type: none"> Increasing efficiency in water usage and exploring less water-intensive technologies Strengthening water recycling and installation of zero liquid discharge (ZLD) across all plants Using alternative water sources to reduce dependency on freshwater using treated water from sewage treatment plant Replenish water within local watersheds and rainwater harvesting Water risk assessment using WBCSD's India Water Tool, WRI Aqueduct and GEMI local water tools 	Negative
2	 Tailings Management	Risk	<p>The monitoring and management of tailings storage facilities (TSFs) plays a significant role in reducing environmental impact on our local stakeholders.</p> <p>Tailings dam failure can lead to loss of life, injuries and damages to the environment, as well as can impact our Company's reputation. It can also entail significant financial costs/losses and stoppages in production.</p>	<p>Failing of tailings dams can cause huge environmental impact. Hence, we accord top priority to managing them responsibly.</p> <ul style="list-style-type: none"> All the Company's tailings facilities are designed and constructed to the highest engineering standards and best-in-class benchmarked practices External and internal inspection and monitoring of the TSFs to review the integrity/stability of our TSF structures and their associated management practices 	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)
Environmental					
				<ul style="list-style-type: none"> Effectiveness of reclaim water system Collection and recycling of supernatant water Conducting periodic TSF risk assessment and developing mitigation plans to minimise associated risks Surveillance of tailings storage facility Effectiveness of emergency planning and response Utilisation of tailings in backfilling Replacement of wet tailing disposal with dry tailing disposal Dam break analysis and emergency preparedness Company introduced a novel, satellite-based Interferometric Synthetic Aperture Radar (InSAR) monitoring technique to provide early warning of surface ground movements We aim to be fully compliant with the Global Industry Standards on Tailings Management (GISTM) by FY 2024-25 	
<p>3</p>  <p>Air Emissions & Quality</p>	Risk	Failure to comply with emission norms could lead to negative/inevitable long-term impact on the environment and society, with imposition of levies/fines, escalation in costs related to monitoring and reporting, among others.	Large-scale air emissions can cause serious impact on the environment and local communities. We continuously work towards reducing air emissions.	<ul style="list-style-type: none"> Well-designed state-of-the-art air pollution control devices (APCD) are in place Effective fugitive emission management Continuous monitoring and reporting 	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)
Environmental					
4	 Climate Change & Decarbonisation	Risk	<p>We are an energy-intensive industry due to the nature of our operational activities, logistics and transportation processes. That is why we seek new technologies and progress regarding sustainable energy generation. This can impact the overall market value of the products in the geographies with restrictions, thus impacting our revenues.</p> <p>As a result, we keep track of all transition risks and changes in regional Climate Change Policy.</p> <p>As per the physical risk assessment for the timeline 2030 and 2050, Hindustan Zinc is likely to face natural disasters like droughts, heat waves and increase in extreme weather conditions. These would impose challenges to mining operations. Climate change may cause or result in increase in extreme weather events and subsequent resource shortages, impacting overall cost of acquisition of resources from alternative sources.</p>	<p>The rising challenges of climate change and resource scarcity have put us on a path of transformation to a low carbon economy. Our strategies for mitigating these risks include:</p> <ul style="list-style-type: none"> • Reducing fossil fuel-based energy use in our operations by using innovative energy-efficiency technologies and process optimisation • Shifting to renewables and/or low-carbon solutions where possible • The Company has committed for net-zero carbon emissions by 2050 or sooner and is planning to increase RE power portfolio by addition of 450 MW renewable energy by 2026 • Replace diesel-fuelled transportation vehicles with electric vehicles. We have introduced India's first underground mining electric vehicle • Introduced LNG-powered trucks and electric trucks for upstream and downstream transportation • Business partners also introduced electric vehicles, several forklifts, towing vehicles, passenger vehicles introduced • 100% RE power consumption at Pantnagar Metal Plant • Use of biomass (5%) in power plant • Climate change risk assessment based on TCFD guidelines 	Negative
		Opportunity	<ul style="list-style-type: none"> • Use of decarbonised electricity may result in lower Levelised Cost of Energy (LCOE) • New market opportunities due to expected growth in solar PV panels and energy storage systems using Zn, Pb and Ag • Decarbonised metals may give differentiator and may command premium well before 2030 		Positive




S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Environmental					
5	 <p>Biodiversity & Ecosystems</p>	Risk	Biodiversity provides many ecosystem services. If improperly managed, mining, smelting and exploration activities have the potential to negatively affect biodiversity and ecosystem services. Impact could be loss of protected species and habitat fragmentation. Such risks could affect our social licence to operate as well as our reputation.	<p>We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate.</p> <ul style="list-style-type: none"> • Three-year engagement with IUCN • Biodiversity risk assessment • Implementation of project with respect to Biodiversity Management Plan in alignment with global standard practices • Miyawaki Afforestation at DSC, DZS and CLZS • Restoration of Jarofix Yard at CLZS using Mycorrhiza technology 	Negative
6	 <p>Circularity & Waste Management</p>	Risk	Waste generated from our operations poses challenge to us in terms of increasing our cost of production, challenge in terms of its storage and risk of non-compliance.	<ul style="list-style-type: none"> • At Hindustan Zinc, we believe in Zero Waste and have designed a comprehensive approach in managing waste generated. We have aligned our waste management practices to '4R' strategy – Reduce, Reuse, Recycle and Reclaim • Gainful utilisation of waste in terms of recovering minor metals and using waste in other industries (cement, road construction, etc.) • Commissioning of Fumer plant will be resulting in 100% elimination of Jarosite waste from one of the hydro zinc smelter 	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)
Social					
7	 Health, Safety & Well-being	Risk	<p>Hindustan Zinc's mining and smelting operations involve various procedures that can have significant consequences on the workers and the environment.</p> <p>Failure to ensure health and safety could result in increased cost of litigation, reduce availability of manpower, reduced employee morale, or even threaten the viability of operations in worst-case scenarios.</p> <ul style="list-style-type: none"> • Implementation of critical control management as per ICMM guidelines with support of DuPont • Digitalisation of fatal and serious injury prevention plan • Mining mate competency enhancement programme • Deploying IoT-based solutions • Implementation of learnings from fatalities/HIPO in past 10 years • Emergency response plan at all locations 	<p>It is our constant endeavour to make our workplace free of fatalities, injuries and occupational diseases.</p> <ul style="list-style-type: none"> • Identifying, understanding, controlling and eliminating the risks associated with hazards at workplace, including man-machine interactions, molten metal handling, fall of ground, underground fire, etc. • Implementation of critical risk management to ensure all identified critical control are being monitored and effective on ground • Implementing engineering solution to avoid manual intervention • Horizontal implementation of all fatality/HIPO recommendations • Structured skill improvement/ competency enhancement programme for employees and business partner • Exposure monitoring for better and timely controls • The Company partnered with a globally recognised industrial hygiene service company, to develop a sustainable industrial hygiene programme to reduce potential health risks by recognising, evaluating and controlling occupational health hazards and occupational exposures 	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)
Social					
8	 <p>Diversity, Equal Opportunity & Inclusion</p>	Risk	<p>People are our core assets and responsible for organisational success. By establishing a culture of safety, employee engagement and support for diverse groups in our workforce, we have been able to deliver in the top quartile of the business performance. We are an employer of choice and a company that continues to attract, develop and retain talent across all the levels.</p> <p>Diversity is a business imperative for us and we firmly believe that healthy diversity mix is more likely to have financial returns above industry median. Strategically, we focus on having a strong representation of women across levels and women currently constitute 19.5% of the strength in the executive cadre.</p> <p>Simultaneously, we have successfully onboarded Transgenders in front-end roles.</p> <p>We have flagship programmes for identification and development of diverse workgroups such as V-Build, V-Lead, ACT-UP, She-Leads, V-Aspire which focus on technical & behavioural aspects of individuals.</p>	<p>While we see opportunity in diverse workgroups, there are apparent risks. The workplace has to be inclusive, safe, secure, free of discrimination, harassment and bullying.</p> <ul style="list-style-type: none"> • Mitigation: Policy on Prevention of Sexual Harassment, Anti-discrimination Policy, Internal Complaint Committee • Grievance Redressal Committee, Women Councils are in place which are channels to directly approach for any grievance, complaint, or suggestion • Sensitisation and awareness on these policies, external and internal pulse surveys are taken care at central as well as IBU level to ensure mitigation of the mentioned risks 	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)
Social					
9	 Talent Attraction & Retention	Risk	<p>A high-quality talent pipeline paves the way for organisation excellence. Our talent management framework is conceptualised and implemented to maximise individual contribution by developing existing skills & experience. We believe in deploying best-in-class talent management practices that boost performance and help in building our brand to attract and retain talent.</p> <p>We continuously work with a focussed approach to get the right people in the right jobs, developing them and creating a great work environment, which in turn will build the foundation for an exceptionally talented and successful organisation.</p> <p>The core operations at Hindustan Zinc including mining, smelting & refinery require workforce with niche skills. Attrition in this talent pool is considered as a threat to the business deliverables.</p> <p>Mitigation Plan: Talent identification platforms, high visibility role, well-defined career path, training & development, competitive remuneration, ring fencing</p>	<p>We build and leverage the talent through a robust framework, as mentioned below:</p> <ul style="list-style-type: none"> • Attraction and Acquisition - Empanelment of premier institutes across the country to tap the best talent, unique drives for attracting best talent from diverse work groups, etc. • Promoting Young Talent - Right MIP, building the talent pipeline through succession planning • Capability Building - Ensuring that we have people with the right skills which are niche skills in mining and smelting. Also acquiring new skills at par with external requirements and be agile with both internal & external developments. We ensure the development of our people on technical & behavioural aspects through customised interventions • Driving Diversity - DEI is a business imperative and our objective is to achieve gender parity across all levels starting from the Board • Performance Management - Cascading organisations goals to the last line to ensure that entire workforce is aligned to achieve the business targets 	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)
Social					
10	 <p>Community Engagement and Development</p>	Risk	<p>Communities are identified as foremost stakeholder group. Stakeholders especially communities may get impacted at the socio-cultural and economic level due to our business operations. Deficit of trust and relationship with the earmarked stakeholders may not only impede the progress on initiatives for furthering our societal impact but may also lead to consequential loss of reputation, brand and business continuity.</p> <p>Mismatch between expectations of community and actions deployed or lack of awareness or poor deployment of engagement initiatives may lead to discontented communities.</p> <p>A proactive and sustained approach towards consultation with stakeholders including communities is critical to strengthen the engagement levels and sustained interactions and engagement platforms would lead to presenting our commitment to driving value for both communities and organisation.</p> <p>We also are cognisant that each location has a different cultural and economic significance, which influences the expectations local communities have from us. Hence, community engagement for sustainable integrated land use planning, the training of community persons in specialised skills, importance to cultural values and its integration into the relationship, empowering and bringing women in leadership by focussing on equality, overall developing the assets within the community and intensely educating them thereby making self-sustained communities' local employment, local sourcing is one of the most important aspect for us to build a trust and uplift their standard of living.</p>	<ul style="list-style-type: none"> Proactive and sustained engagement platforms like "Community Connect", "Community Leadership Connect" shall ensure two-way communication network and strengthen the trust element. Our approaches towards strengthening Social Performance Steering Committees (SPSC) at business locations with active involvement of the functional leaders across Hindustan Zinc is key to monitoring the grievances and its resolution, key risks and its mitigation and creating strong relationships with the stakeholder base. Thereby, reducing the collective risks and immediately addressing the grievances and feedbacks received from the communities Engagement of senior management at village level across all BUs on a regular basis for discussing village level development and ensure resolution of concerns/grievances, if any Model village as a strategic approach is being adopted to strengthen the village infrastructure in discussion with the villages and its elected members Assessing the community need and impact derived of our interventions including perception studies aid us in learning the insights and further help us draw inferences and future action plans 	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)
Governance					
11	 Data Privacy & Cyber Security	Risk	<p>Risk of leakage of personal information of stakeholder and organisation's business critical information and also non-adherence to legal and statutory compliances may lead to financial/reputational loss.</p> <p>Unavailability of business critical systems or change in integrity of system/data due to cybersecurity incident may lead to wrong business decision and/or business loss.</p>	<ul style="list-style-type: none"> • Implementation of right set of policies, procedures and practices for IT operations and their effective communication and enforcement to all stakeholders • Structured and comprehensive approach for data governance through its life cycle including policies, procedures and deployment of best-in-class tools and technologies • Comprehensive Vulnerability Management programme to proactively identify vulnerabilities in technology systems/landscape and remediate them in a timely manner • Effective management of accesses to all systems, including privilege access management • Periodically conduct Business Impact Assessment for all business-critical system and deploy effective Business Continuity and Disaster Recovery Plan • Company has adopted a globally recognised ISO frameworks for various domains of its IT operations and has been certified on an integrated ISO certification including ISO 27001, 27701, 31000 and 22301 • Company has also implemented a very comprehensive programme for Vulnerability Management, Data Governance and Cyber Security Awareness across all its stakeholders. Company has defined a set of Risk Controls Matrix in line with ISO and Sarbanes-Oxley Compliance framework to regularly and proactively review and monitor all its IT processes 	Negative



SECTION B MANAGEMENT AND PROCESS DISCLOSURES

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Anti-Bribery & Anti-Corruption Policy	Sustainable Sourcing Policy	Human Rights Policy	Stakeholder Engagement Standard	Human Rights Policy	Health Safety & Environment Policy	Business Ethics Code of Conduct	CSR Policy	Customer Delight Policy
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 31000 (Risk Management System) ISO 37301 (Compliance Management System)	ISO 9001 (Quality Management System) ISO 14001 (Environmental Management System)	ISO 45001 (Occupational Health and Safety (OH&S) Management System) ISO 22301 (Business Continuity Management System & Disaster Recovery System)	SA 8000 (Social Accountability Standards)	SA 8000 (Social Accountability Standards)	ISO 14001 (Environmental Management System) ISO 50001 (Energy Management System) Environment Product Declaration (EPD) for Zinc Product	-	SA 8000 (Social Accountability Standards)	ISO 27001 (Quality Management System) ISO 27000 (Information Security Management System) Environment Product Declaration (EPD) for Zinc Product
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Hindustan Zinc is built on inherently sustainable principles. We believe in driving long-term sustainable economic development and value creation for our stakeholders by protecting the health and safety of our people and community, minimising the environmental impact of our operations, respecting human rights and sharing benefits with the community.</p> <p>We have taken a holistic view in setting our sustainability goals for 2025, aligning them with UN Sustainable Development Goals. Following a formal materiality analysis process and extensive internal and external stakeholder dialogue, In 2020, we identified the high priority material issues and subsequently set ambitious sustainability goals for 2025.</p> <p>Sustainability Goals 2025</p> <ul style="list-style-type: none"> Goal 1: <ul style="list-style-type: none"> Achieving Net-Zero Emissions by 2050 or sooner. 0.5 mn tCO₂e GHG emission savings in our operations in 2025 from base year 2017 Reduction in non GHG emission (SOx and NOx emission) by 17% by 2025 base year of 2020 Goal 2: <ul style="list-style-type: none"> Become 5x water-positive Company and achieve 25% reduction in freshwater by 2025 Complete transition from wet tailing to dry tailing disposal by 2025 Goal 3: <ul style="list-style-type: none"> 3x Increase in gainful utilisation of smelting process waste Goal 4: <ul style="list-style-type: none"> Positively impacting 1 million lives through social, economic and environmental initiatives by 2025 Goal 5: <ul style="list-style-type: none"> Protect and enhance biodiversity throughout the life cycle 1 million Plantation drive by 2025 Achieve No Net Deforestation through compensatory afforestation whenever applicable in mining sites, throughout the life cycle Goal 6: <ul style="list-style-type: none"> Inclusive and diverse workplace with 30% diversity by 2025 Goal 7: <ul style="list-style-type: none"> Zero work-related fatalities and 50% reduction in Total Recordable Injury Frequency Rate (TRIFR) by 2025 Goal 8: <ul style="list-style-type: none"> 100% Responsible Sourcing in the supply chain by 2025 								



	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Policy and management processes										
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Goals	Action taken					Performance KPI's		Status	
	Goal 1	<ul style="list-style-type: none"> PDA signed for 450 MW renewable energy 100% RE power consumption at Pantnagar Metal Plant Turbine revamping Use of biomass in power plants Energy-efficiency programmes/ISO 50001 certification Switching to electric mobility Alternate fuel use for transportation 					0.34 mn tCO ₂ e GHG emission savings (68% achieved)		On Track	
	Goal 2	<ul style="list-style-type: none"> Utilisation of STP-treated water Maintaining zero discharge across sites Water recycling through integrated waste water treatment facilities ETP/RO/MEE/MVR plants Dry tailing plant Rainwater harvesting Water risk assessment 					9.41% reduction in freshwater withdrawal in FY 2022-23 compared with FY 2019-20 (baseline)		On Track	
	Goal 3	<ul style="list-style-type: none"> 100% utilisation of Jarosite in Cement from DZS Jarofix utilisation in road construction Metal recovery from waste 					31.01% recycling and reuse of total waste (mines and smelters) in FY 2022-23		On Track	
	Goal 4	<ul style="list-style-type: none"> Outreach 237 villages; ~1.72 million beneficiaries through sustained CSR initiatives Enhancing the local economy by sustainable livelihood practices Improving quality of life of communities including the lifecycle approach in education sphere and developing model villages Promoting community-led microenterprises 					1.7 million lives impacted		Achieved	
	Goal 5	<ul style="list-style-type: none"> Three years engagement with IUCN <ul style="list-style-type: none"> IBAT assessment Ecosystem service review 1st season biodiversity assessment Miyawaki afforestation Restoration of Jarofix Yard 1 million plantation drive Wildlife conservation plan 					3.4 lakhs increase in plantation from FY 2019-20		On Track	
	Goal 6	<ul style="list-style-type: none"> Improving Diversity - Gender, sexual orientation, specially abled, regional diversity - Transgenders onboarded in front end role (3 nos.) Sensitisation workshop for Diversity and Inclusion (16 session 600+ employees covered) Rolled out various women professional development programmes Effective employee engagement programme 					Gender diversity increased from 14.4% in FY 2019-20 to 19.5% in FY 2022-23		On Track	
	Goal 7	<ul style="list-style-type: none"> Critical Risk Management/FSIPP (Fatality & Serious Injury Prevention Programme) Community of practice: Structural Integrity Infrastructure and automation Safety governance structure for business partners Elimination of high-risk manual activities Industrial Hygiene - QLEA and QNEA Strengthening of emergency preparedness 					7 Fatalities TRIFR decreased by 27% in FY 2022-23 from base year FY 2019-20		Off Track	
	Goal 8	<ul style="list-style-type: none"> Incorporating ESG into the commercial process ESG questionnaire in Pre-qualification criteria Suppliers due diligence Standard ESG expectations in the contracts Single use plastic, MSA declaration in RFQ Incorporating subcontractor approval during RFQ Launched vendor grievance through ROBOS portal Conducted webinar for ESG, COC, Ethics, Labour law 					39.30% sourced directly from within the district and neighbouring districts in FY 2022-23. 70.45% of total supplier by value (total 235 suppliers) have been assessed by third party for sustainable sourcing and ESG criteria in FY 2022-23		On Track	



P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9

Governance, leadership and oversight

7.	Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements Mr. Arun Misra, CEO & Whole-time Director is responsible for Business Responsibility and Sustainability Report. Please refer to page 259 of the Integrated Annual Report FY 2022-23 for CEO statement covering ESG risk, challenges, highlights and achievements.
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).</p> <p>Mr. Arun Misra, CEO & Whole-time Director who is also the member of Board-level Sustainability and ESG Committee is responsible for the implementation and oversight of the Business Responsibility and Sustainability Policy (ies)</p>
9.	<p>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> <p>Yes, the Company has Board-level Sustainability and ESG Committee in place for decision-making on sustainability-related issues. The Sustainability and ESG Committee, chaired by Independent Director, is responsible for providing oversight and in formulating our sustainability strategy including topics such as climate change, environment, safety, transparent disclosures besides setting long-term goals and targets. The Committee is responsible for:</p> <ul style="list-style-type: none"> • Periodically review the Company's stakeholder base and their material interests • Review and approve any reporting on sustainability aspects to the public or government agencies • Implement industry best practices and standards, to ensure that the Company's sustainability strategy minimises environmental impact and creates shared value in the long-term for stakeholders • Manage risks in all forms, by applying controls and testing their effectiveness against environmental risks and opportunities, social impacts and activities related to stakeholder engagement <p>The Committee also plays a key strategic role in all business decisions to ensure workplace safety, eliminating any potential damage to the environment, enhancing a commitment towards stakeholders and maintaining Hindustan Zinc's reputation as one of leading sustainable metal & mining Company.</p> <p><u>Committee Composition</u></p> <p>Mr. Akhilesh Joshi - Non-Executive - Independent Director - Chairperson (DIN : 01920024)</p> <p>Mr. Arun Misra - Executive Director - Member (DIN : 01835605)</p> <p>Ms. Nirupama Kotru - Non-Executive - Nominee Director - Member (DIN : 09204338)</p> <p>Ms. Veena Kumari Dermal - Non-Executive - Nominee Director - Member (DIN : 08890469)</p> <p>ESG risk and mitigation are also reassured by Audit and Risk Committee</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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

Subject for Review	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	H	H	H	H	H	H	H	H	H
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

The Company is in compliance with regulations as applicable, except to the extent of non-compliances as already disclosed.

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
		Y	Y	Y	Y	Y	Y	Y	Y	Y
	Yes, apart from internal audits, audits like Vedanta Sustainability Assurance Programme (VSAP) and ISO certification surveillance/renewal audit from independent auditors are conducted annually, to ensure the integrity of the implementation process. The VSAP is a sustainability risk assurance tool, used to assess the compliance of all our units with the Vedanta Sustainability Framework. The assurance model has various modules, covering environment, health, safety, community and human rights elements. The assurance system works on the premise of tracking corrective and preventive actions by each of our businesses and commissioning periodic formal audits by external experts. Based on the gap assessment, our businesses undertake management plans and corrective actions, with periodic review, evaluation and documentation. This aids in identifying the improvement areas and promotes cross-functional working environment.									



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





SECTION C PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

S. no.	Segment	Total number of training and awareness programmes held	Topics/principles covered under the training	%age of persons in respective category covered by the awareness programmes
1	 Board of Directors	5	<ul style="list-style-type: none"> Overview of mining, smelting, power, marketing, ESG, fertiliser project, risk management, etc. On site visit to mining and smelting complex ESG Risk Awareness Training Two Risk Awareness training Board Familiarization Programme 	100%
2	 Key Managerial Personnel	11	<ul style="list-style-type: none"> Overview of mining, smelting, power, marketing, ESG, fertiliser project, risk management, etc. On site visit to mining and smelting complex Risk Awareness Training Business Ethics and Code of Conduct covering insider trading Training on LCA, LME responsible sourcing guidelines, net-zero SBTi targets, materiality assessment, TNFD guidelines, SBTN, etc. 	100%
3	 Employees other than BoD and KMPs	447	<ul style="list-style-type: none"> Business Ethics Code of Conduct Insider Trading ESG, Technical/Behavioural training 	97%
4	 Workers	2,968	Health, Safety, Environment Behavioural Upskilling	88%

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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	NIL	NIL	NIL	NIL	NIL	
Settlement	NIL	NIL	NIL	NIL	NIL	
Compounding fee	NIL	NIL	NIL	NIL	NIL	
Non-Monetary						
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL	NIL	NIL		NIL	
Punishment	NIL	NIL	NIL		NIL	

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

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





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

Company has adopted the anti-corruption or anti-bribery policy. The policy has been developed in alignment with Company's code of conduct, including whistle blower policy bound by various laws including Indian Prevention of Corruption Act, UK Bribery Act and Foreign Corrupt Practices Act, etc. The policy reiterates Hindustan Zinc's stance of zero tolerance towards fraud, bribery and corrupt practices. The policy facilitates ethical decision-making and reinforces Company's culture of transparency in all its dealings. This policy applies to all employees and business partners of Company and sets out conduct that must be always adhered to.

The policy can be accessed at

<https://www.hzindia.com/wp-content/uploads/Anti-Bribery-and-Anti-Corruption-Policy-21.01.2022.pdf>

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 2022-23	FY 2021-22
 Directors	NIL	NIL
 KMPs	NIL	NIL
 Employees	NIL	NIL
 Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	Not applicable	NIL	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	Not applicable	NIL	Not applicable

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.

There were no fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. Hence, there is no corrective action.

The Company ensures that necessary policies, processes, systems and monitoring mechanism are put in place to ensure compliances. The policies are regularly reviewed to update them with best practices adopted globally. The implementation of these policies is ensured through regular training, communication and awareness building sessions. As part of the risk assessment methodology, all sites are regularly assessed for risks related to corruption, environment, and social aspects.



Leadership Indicators

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

Total number of awareness 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
122	ARIBA training, Supplier code of conduct, ESG awareness, Labour law, Health Safety and Environment, etc. (P1 to P6)	<ul style="list-style-type: none"> 100% partners for Supplier Code of Conduct, ESG, Labour law, Health, Safety Environment training 100% of new suppliers given training on ARIBA portal

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 a policy on Business Ethics & Code of Conduct. Ethical conduct of business, at our Company, encompasses all its stakeholders, right from our Board members, top management and employees to our partners, contractors, shareholders and others. The Code of Conduct is pillared on the ethos of trust, mutual respect, professionalism, responsibility, accountability and transparency in communication. It is also aligned with the Indian Prevention of Corruption Act, Foreign Corrupt Practices Act and UK Bribery Act. The Code guides our behaviour, while helping us in the promotion of honest and ethical conduct, along with ethical handling of any conflicts of interest, complete and timely disclosures, among others. Our Company is committed to conducting business with responsibility and integrity.

Our Company's daily conduct reflects the core values and purpose which are integral to the brand and reputation. The Code ensures that the actions and policies are not only in compliance with applicable laws and regulations, but also in line with the highest standards of business ethics and integrity. On an annual basis, all the Board members provide directorship disclosures for the entities in which they are Directors/interested. Intimations are being sent separately in case of any changes in the annual disclosures already submitted.

The policy is placed on the Company's website

<https://www.hzindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf>

PRINCIPLE 2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

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 impacts
 R&D*	100%	100%	<p>All R&D Investments are focussed at sustainable technologies development, metal recovery and waste utilisation. Among the various investments we have initiated in this regard is in the development of technology for mill tailings and various waste recycling projects to reduce our environmental footprint. We have also identified and replaced one of the hazardous reagent used in mineral flotation by non-hazardous environment-friendly reagent.</p> <p>In an endorsement of its progress on its circularisation goal, the Company has been granted US patents for two of its sustainability technologies, developed in-house by our R&D centre – ZnTech (formerly known as Central Research and Development Laboratory). US10844551B2 for manufacturing Paver Blocks from process waste and US10919924B2 for the method of production of Potassium Antimony Tartrate (PAT) by utilising Antimony bearing residues. Both these technologies are aimed at creating value from waste, that can be utilised within Company's operations and support local entrepreneurs and communities.</p>
 Capex#	10%	12%	<p>Fumer project, Solar Power, Sewage Treatment Plant (STP), Tailing Dam Strengthening, Dry Tailing Plant (DTP), Zero Liquid Discharge (ZLD) plants, Tail Gas Treatment (TGT) plants, Jarofix yard capping, Fire Hydrant System, CPP turbine revamping for efficiency, improvement, bag filters installation for curbing fugitive emissions, etc.</p>

* Total R&D expenditure is considered including salaries, material cost, R&M, etc.

% R&D calculated as ESG R&D/Total R&D expenditure

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



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

Yes. The Company conducts business in a manner that improves welfare, health and safety of workers across our supply chain, ensures compliance with the law and adherence to ethical standards of governance and sustainability. To achieve this vision, we have put in place a Sustainable Sourcing policy that aligns our goals with our valued business partners and promote a culture of responsibility towards sustainability in all our stakeholders. The policy applies to all our immediate business partners including service and supply partners (“business partner(s)”) based on fundamental requirement of adherence to the Supplier’s Code of Conduct, which embodies our commitment to internationally recognised standards on five core principles – Labour and Human Rights, Occupational Health and Safety, Environmental Sustainability, Business Integrity and Governance. We may require our business partners to provide information, complete training and perform other activities in connection with this policy before, during or after supply of goods or performance of services. We are committed to working with our business partners through collaborations and improvement in their process for responsible procurement based on global best practices.

To ensure responsible sourcing of minerals, including when sourcing from CAHRA (Conflict-Affected and High-Risk Area), Hindustan Zinc has established effective internal management of due diligence system to identify, assess and manage potential risks associated with our mineral supply chains. Through this, Hindustan Zinc identifies potential red flags, triggering enhanced due diligence in its mineral supply chains. Where red flags are identified, we undertake enhanced due diligence to map the factual circumstances of the presence of risks, including serious human rights abuses; risks associated with the contracting of public or private security forces; direct or indirect support to non-state armed groups; money laundering; non-payment of taxes, fees and royalties due to governments; bribery; and fraudulent misrepresentation of the origin of the materials. We also map out risk management plans, including a feedback/grievance mechanism, to ensure prevention and quick mitigation of identified risks.

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

70.45% of total supplies by value (total 235 nos. suppliers) have been assessed by a third party for sustainable sourcing and ESG criteria. The Company has plans to enhance the assessment and diligence process for GHG emissions and natural resources, water management practices, social practices, etc. in the upcoming year.

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.

The Company is in the business of mineral extraction and processing. Our final product – Lead, Zinc and Silver is used as a raw material for many industries and can be recycled and reused multiple times. The minerals are converted into ingot which are supplied to customers without any packaging. Company has recently started producing HZDA, a Die-Casting alloy which is a premix of Zn, Al, Mg/Cu in certain ratio to get best output of end product at customer’s side. Readily available premix saves the energy, time and cost to the customers. Thus, customer does not need to re-melt the zinc ingot to make an alloy, they can directly use the premix for their end product.

However, the procedures are in place for managing all kinds of wastes generated during the manufacturing of finished goods. We are using technology and innovation to reduce-reuse-recycle waste and restore natural systems, including land rehabilitation through top-soil cultivation. Company also prioritises the repurposing of end-of-life mines as part of a broader remit to support local communities. Company is also exploring technologies to extract the valuable residual metals and minerals. New chemicals are enabling the Company to optimise the mining process, minimise wastage through the leaching process and significantly enhancing recoveries.

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

No, it is not applicable for our product/product packaging. However, EPR is applicable for the plastic being received as packaging material for imported material goods. These materials are unwrapped in our stores and sent for further recycling, waste collection plan is in-line with the Extended Producer Responsibility (EPR) plan submitted to 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?

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 (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Zinc - 27204	Zinc, Lead and Silver	95%	Cradle to Grave	Yes, through the third party	Sustainability Development Report 2017-18 Results are shared as part of Zinc Environment product declaration (EPD)
Lead - 27209					
Silver - 27205					

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.

Company conducted Life Cycle Assessment (LCA) study as per ISO 14040/44 standard, using the approach of “cradle to grave” for their Zinc, Lead and Silver products. The study established the baseline impact of ‘1 tonne of Zinc, Lead and Silver Production’ for facilities of Hindustan Zinc Limited. The system boundary for this study is a cradle to grave system.

As per the results there are no significant social/environmental concerns or risks arising from our manufacturing process. Following with the recommendations from the above study for which we have worked on:

- Identifying all potential areas for improvement and direct efforts so as 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

A set of life cycle environmental impact indicators such as Abiotic Depletion of Fossil Elements, Acidification Potential, Eutrophication Potential, Global Warming Potential, Ozone Layer Depletion Potential, Photochemical Ozone Creation Potential, Primary Energy Demand and Blue Water Consumption were considered. While comparing the results, it was found that Company's results are at par with the world average data.

Electricity consumption contributes to major environmental impact in the value chain of zinc. Company relies on captive thermal power plant, it is imperative to improve the captive power plant efficiency. Energy-efficiency projects such as revamping of all the turbines, improvement of cellhouse efficiency, other projects like installation of variable frequency drives across operations, switching from high-speed diesel to piped natural gas, have contributed to energy savings in our operations. We have signed power delivery agreements (PDAs) of 200 MW & 250 MW renewable energy. We are using biomass along with coal in our captive power plants. Electric vehicles have been introduced in our underground mining & smelter operations. With all these initiatives and supply of RE round-the-clock with these PDAs, we will be able to source about 50% of our electrical energy requirement from renewable energy and to reduce Global Warming Potential, Acidification Potential and Blue Water Potential significantly below world average data.

Water consumption was also identified as major environmental impact in the value chain of zinc. Company has commissioned India's 1st dry tailing plant at Zawar mines which recirculates more than 80% of the process water present in tailings. We have zero liquid discharge (ZLD) plants at all smelters which recycles processed water, which is then reused in operations. We have also set out plans to commission the ZLD plants at all our units and remain committed to principles of water conservation and zero discharge. Rainwater harvesting facility has been introduced in Rampura Agucha mines. We have set Sustainability Goal to reduce fresh water consumption by 25% by 2025.



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):

Nil. We are primary manufacturer of non-ferrous metals.

Indicate input material	Recycled or reused input material to total material	
	FY 2022-23	FY 2021-22
No such material used	NIL	NIL

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

Not applicable

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
	Not Applicable

PRINCIPLE 3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent employees											
Male	2,067	2,067	100%	2,067	100%	NA	NA	2,067	100%	2,067	100%
Female	499	499	100%	499	100%	499	100%	NA	NA	499	100%
Total	2,566	2,566	100%	2,566	100%	499	19.4%	2,067	80.6%	2,566	100%
Other than Permanent employees											
Male	7	7	100%	7	100%	NA	NA	NA	NA	7	100%
Female	2	2	100%	2	100%	2	100%	NA	NA	2	100%
Total	9	9	100%	9	100%	2	22.2%	NA	NA	9	100%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent workers											
Male	879	879	100%	879	100%	NA	NA	NA	NA	879	100%
Female	18	18	100%	18	100%	18	100%	NA	NA	18	100%
Total	897	897	100%	897	100%	18	2%	-	-	897	100%
Other than Permanent workers											
Male	19,490	19,490	100%	19,490	100%	NA	NA	NA	NA	19,490	100%
Female	234	234	100%	234	100%	227	100%	NA	NA	234	100%
Total	19,724	19,724	100%	19,724	100%	227	100%	NA	NA	19,724	100%



2. Details of retirement benefits, for Current FY and previous financial year:

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.8%	100%	Y	99.77%	100%	Y
Gratuity	99.8%	NA	Y	99.77%	NA	Y
ESI	NA	NA	NA	NA	NA	NA
Others – medical, term life & accidental coverage	100%	-	NA	100%	-	NA

3. Accessibility of workplaces:

Our Company recognises the value of a diverse workforce. We are committed to providing equal opportunities in employment and create an inclusive workplace and work culture in which all employees are treated with respect and dignity. Company proactively work towards ensuring that its workforce is comprised of people with benchmark disability, subject to applicable regulations, qualifications and merit of the individual. This Equal Opportunity Policy is in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016.

Inclusive infrastructure facilities are available at our premises. Few of them are:

- Elevators with braille inscribed for person with visual impairment
- Ramp for mobility impaired person with disability
- Touchless entry for person with disability
- Text to speech software for visually impaired
- Training on Indian sign language to employees to assist them in communication with deaf & mute

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.

Yes. The Company has adopted an Equal Opportunity Policy in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder and provides a framework, which is committed towards the empowerment of persons with disabilities. Company is committed to providing equal employment opportunities, without any discrimination on the grounds of disability.

We are guided by our Code of Conduct Policy which clearly specifies that we have zero tolerance policy against discrimination – [HZL Business Ethics and Code of Conduct](#)

We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy and mutual respect. Our policy on Diversity, Equality and Inclusion has been developed in line with our commitment – [Diversity-Inclusion-Policy.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%	95%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Grievance Redressal Committees: Across locations are institutionalised for redressal of complaints from internal as well as external stakeholders.
Other than Permanent Workers	
Permanent Employees	Joint Consultation Committee: A joint committee with equal representation from the management and workers meet at regular frequency ensuring grievances of workers are timely redressed.
Other than Permanent Employees	
	Hindustan Zinc Worker's Federation & Executive Committee Meet: The General Secretary along with the federation representatives meet Hindustan Zinc Executive members to redress the grievances at larger forum which requires intervention from EXCO.
	Sampark: CEO townhall is an open forum where employees as well as workers can share the grievances directly with CEO.
	Visible Felt Leadership Drive: Every leader is mandated to interact once in a month with workforce. This redresses the grievances related to safe working environment on the spot.
	The policy encourages external stakeholders such as vendors, customers and business partners, etc. to have the opportunity to submit 'Complaints'.
	The Vigil Mechanism provides adequate safeguards against victimisation of any person who avail the mechanism as well as provides for direct access to the Chairperson of the Audit Committee. The designated email id for lodging the complaints under Vigil Mechanism or Whistle Blower is hzl.whistleblower@vedanta.co.in and has also provided dedicated phone number. The same is also available on the website of the Company. Toll free number: 000-800-100-1681.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of Association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,566	0	0%	2,487	0	0%
- Male	2,067	0	0%	2,096	0	0%
- Female	499	0	0%	391	0	0%
Total Permanent Workers*	897	897	100%	1,013	1,013	100%
- Male	879	879	100%	992	992	100%
- Female	18	18	100%	21	21	100%

*Non-executives are Members of Unions

8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	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	2,067	1,557	75%	1,953	94%	2,096	1,877	90%	1,877	90%
Female	499	362	73%	486	97%	391	369	94%	369	94%
Total	2,566	1,919	75%	2,439	95%	2,487	2,246	90%	2,246	90%
Workers**										
Male	19,490	17,385	89%	6,155	32%	19,414	11,885	61%	2,739	14%
Female	234									
Total	19,724	17,385	88%	6,155	31%	19,414	11,885	61%	2,739	14%

* Covers only Executive employees

** This covers other than permanent workers, i.e., Business Partner employees. Data separately not tracked for male and female



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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	2,074	2,074	100%	2,096	2,096	100%
Female	501	501	100%	391	391	100%
Total	2,575	2,575	100%	2,487	2,487	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*Only Executive employees covered

10. Health and safety management system:

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

- Yes, we have established Integrated Management System (IMS) in line with requirement of ISO 9001, ISO 14001, ISO 45001 and Vedanta Sustainability Framework (VSF) across all sites
- We have HSE Policy and has been implemented for both executive as well as business partners
- Vedanta Sustainability Framework (VSF) is aligned with International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), United Nations Global Compact (UNGC) principles, standards and guidelines to confirm congruence. It includes policies, management standards, technical standards, performance standards and guidance notes on all sustainability aspects including occupational health & safety
- Hindustan Zinc's flagship programme for achieving safety excellence, Aarohan, has been running since 2013. We have partnered with DuPont to enhance our safety culture and inculcate a behaviour and habit of safety among our workforce. Our endeavours help us work towards enhancing our safety standards and processes, to minimise the health and safety risks across all our operations
- We have initiated Critical Risk Management (CRM) programme to identify, verify and ensure healthiness of critical controls for identified high risk

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

Process:

We follow Vedanta standard (GN 07: Risk Assessment) and the Indian Standard 15656 for Hazard Identification & Risk Assessment (HIRA). Based on the requirement, we do qualitative, semi-quantitative and quantitative type risk assessment by using different risk assessment tools like HAZAN, HAZOP, QRA, PHA, SIL, etc. All the sites of Hindustan Zinc have their HIRA registers which are updated at regular intervals. We provide training to all our employees on risk assessment techniques.

For all routine activities, proper risk assessment has been conducted and Standard Operating Procedures (SOPs) are developed. These SOPs are reviewed periodically. All non-routine activities are covered under Permit to Work (PTW) system which requires risk assessment prior to starting any job. Job Safety Analysis (JSA), Take 5 and controls are identified and placed before issuing any work permit for non-routine job.

We have identified 28 high risks activities and developed SOPs for all the identified risk for the effective management. Regular update and follow-up on implementation of these SOPs is being done. All the past incidents, near miss reported by the employees, work area inspection, contractor, field safety audits, etc. are evaluated and analysed for the root cause. Once identified as a risk, these are added into the HIRA register.

Governance:

Hindustan Zinc Corporate Safety Council which is the apex body of Company is responsible for implementing risk assessment of all routine & non-routine activities by conducting risk assessment [i.e., HAZOP study, PHA, Hazard Identification & Risk Assessment (HIRA), etc.] for existing system and implementation of recommendations of assessment.



Capacity building:

Many drives are taken across the units to create awareness on identification of high-risk activities like work at height, confined space, fall of ground, electrocution, etc. and training on its standards. We acknowledge the fact that operations free from risks on health have the potential to escalate productivity also. Hence, we have processes in place to manage and monitor health risks of employees, right from the time of their first interaction with the Company. We are having OH&S management system (as per the requirement of ISO 45001 for managing OH&S risks related to our activities, with HIRA in place for all activities and for every significant risk, appropriate control measures are implemented as per control measures hierarchy i.e., elimination, substitution, engineering, administration and personal protective equipment (PPE).

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

- Yes, we have digital platform to report any work-related hazards and is accessible to both executives and business partners. Apart from web portal, we also have mobile app available for ease of reporting
- Moreover, each site has suggestion boxes where employees, workers and business partners can report grievances and suggestions for improving the safety performance. Employees and workers can also report incidents and inaction on the safety incident through a formal whistle blower portal, the details of which are displayed at each site
- The reported incidents are discussed by the PIT & Central Safety Committee, which is equally represented by Union members, workmen and executive involvement for discussion of safety issue. The meetings are conducted monthly to review the incidents
- SAMPARK/Safety townhall which is chaired by Hindustan Zinc CEO are being conducted where employees and business partners can raise safety-related issues and can give suggestions for safety improvement

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

Yes. All employees of the Company are covered under the Company's medical and healthcare services. To safeguard and support them from uncertainties and during unfortunate times or distress.

We care for our employees' and our business partners' health and well-being and provide them with well-equipped hospitals across locations. We have some of the best medical insurance and accident coverage policies to help employees deal with medical emergencies. Periodic health check-ups and awareness sessions for all employees are conducted regularly. Not only the physical well-being, but the mental well-being of our employees is also taken care of. We conduct several programmes across locations to help employees deal with stress and maintain a healthy work-life balance. We also have in place stress reduction and mental health programme in place.

We have introduced 'Group Term Life Insurance' policy with a coverage limit of 5 times of fixed salary of each executive up to a maximum of free cover limit i.e. ₹ 5.5 crore This policy portrays our value of care and commitment to the triple bottom line.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one mn-person hours worked) *	Employees	0.83	0.94
	Workers	0.68	0.79
Total recordable work-related injuries (Nos.) *	Employees	10	12
	Workers	117	128
No. of fatalities	Employees	1	0
	Workers	6	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* Reported as per ICMM guidelines



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

- We have launched Employee Well-being and Assistance Programme, aimed at improving productivity through stress management
- Programme focusses on year-round engagement with employees, with thrust on building resilience and mindfulness as strategies for stress management which fosters mental health
- It includes round-the-year programmes and app-based stress management learning opportunities to engage multi-generational workforces
- The services include 24X7 psychological counselling for employees and their dependents which are completely confidential
- As part of our efforts to upskill our contractual workers, we include our business partners in various safety training programmes such as induction safety training, on-the-job safety training, safety townhalls and field safety audits. We conduct regular trainings for contract workforce on SOP and trade skills. There is endeavour to continuously upgrade the digital touchpoints for our business partners through project RuBaRu and other initiatives
- We have a digital platform to capture maximum leading indicators and all the lagging indicators, with the objective of ensuring transparency and improving the analytics of data being reported by our employees. Our digital platform has helped us in capturing safety-related observations for intelligent analysis, tracking closure, reduction of manual data capturing and reduction of error due to human intervention and limitations
- The project RuBaRu aims to establish a safe and productive environment at our job sites by improving the execution capability of our business partners. The project focusses on four key areas, namely: a) Health, Safety and Environment (HSE) commitment for safe operations and strengthening our safety culture, b) Skill enhancement for continuous performance improvement, c) Management-in-place to ensure that our business partners have the right organisation structure, complete with right talent in right positions, d) Asset optimisation to maximise all aspects of our critical equipment

Please see responses above in Question 10 for more details.

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

	FY 2022-23			FY 2021-22		
	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	506	47	Continuous and under progress	267	3	-
Health & Safety	690	70		296	3	-

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% (every site is ISO 45001:2018 certified) HSE is also very important part of VSAP Module assessment and all units are participating in VSAP which is organised through third party
Working conditions	100%

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

Despite promoting a culture of safety and wellbeing, we are deeply saddened by 2 fatal incidents and 7 loss of lives that took place during this year. We have carried out detailed investigations of the incidents to learn and deploy the learnings across Company to prevent re-occurrences. Lesson learned and its horizontal deployment is underway to avoid reoccurrence across the locations.



Fatal Incident	Management Plan and Mitigation Measure
Zawar Mine – 1 Contract Employee While IP was entering the cage at 250 mRL shaft inset, a rock piece of size approx. 13cm x 9cm x 8cm fell down from shaft and after deflection from cage hit IP's helmet.	<ul style="list-style-type: none"> Interlocking done so that the skip movement is automatically stopped when cage is operated Installation of an automated system that detect skip overfilling Conducted risk assessment to check the surrounding area of cage landing including condition of penthouse, wire mesh condition and other places where there is hazard of rock falling from height
CLZS – 1 employee & 5 contract employees The sulphuric acid tank ST-02 capacity 5,000 MT at CLZS, Hydro 2 unit suddenly got ruptured and collapsed.	<ul style="list-style-type: none"> Tank wall thickness to be measured twice a year to get better trend of erosion and reduce the tank loading as per thickness Modify and reposition the acid inlet nozzle (away from shell) to decrease hydrogen grooving Plant to be interlocked with tank level (in no case SOL exceeds) and acid feed shall stop Remote control operated field isolation valve (away from the influence of the acid leakage) to be installed to facilitate loading and unloading CCTV monitoring in all acid storage tanks/dykes/loading & unloading areas Acid storage control room and driver rest room to be relocated away from the storage tanks

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. For executives to safeguard and support them from uncertainties and during unfortunate times or distress, we have 'Group Term Life Insurance' policy with a coverage limit of 5 times of fixed salary of each employee up to a maximum of free cover limit i.e. ₹ 5.5 crore. This policy portrays our value of care and commitment to the triple bottom line. For Non-executives personal accident policy had been obtained. There is a benevolent fund for the worker in case of death.

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

The entity ensures adherence to statutory compliances related to workers such as timely wage payment by 7th of every month, provident fund by 15th of every month. In case of non-compliances, stringent actions are taken against defaulter business partner. Company has partnered with external agency as its outsourced partner to ensure all Labour Law related compliances to wage and PF.

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/are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers (No. of fatalities)		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	1	0	0	0
Workers	6	4	3	0

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

Yes, some of the highly qualified employees are retained as advisors post their superannuation. During the 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	70.45%
Working conditions	70.45%

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.


During the assessment, we have not identified any of such risks in our vendors, covered 235 vendors in assessment. Apart from due diligence, we have also conducted contractor field safety audit during the year, we have covered 136 business partners and achieved 97% corrective and preventive action closure. These observations were made in the categories like procedures, tools and equipment, plant upkeep, PPE and positions of people. We conducted a need assessment and a baseline across our earmarked region to revalidate as well as re-assess the needs and revision in our identified stakeholder groups.

PRINCIPLE 4
BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.



Persons or groups that are directly or indirectly affected by a project as well as those that may have interests in a project and/or the ability to influence its outcome, either positively or negatively. This inter alia includes customers, suppliers, communities, government regulators, shareholders and employees. That said, identification of stakeholders is an ongoing process. We proactively engage with our stakeholders on a regular basis. For long-term ongoing projects, stakeholders are identified before initiation of the project, basis the geographical area of the project as well as through the baseline and need assessment that is conducted.

For any new proposed project or expansion, we map and engage with all such stakeholders on a proactive basis, particularly through our CSR activities. Further, we have stakeholder management processes in place at all our locations. Our stakeholder identification and prioritisation process is based on inclusivity, materiality and responsiveness. Our primary stakeholder groups are identified and prioritised based on their influence, dependency and impact. Grievance redressal is an important aspect of our stakeholder engagement process. We have a Grievance Committee, chaired by the respective unit heads, to review the grievances on a periodic basis.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Customers	No	<ul style="list-style-type: none"> Intuitive Vedanta Metal Bazaar (Moglix) platform for continuous engagement and feedback Periodic connects with key customers by senior executives and at times by top management Biennial customer satisfaction survey Forum for quick customer query resolution Frequent customer visits to understand their needs and give technical support 	<ul style="list-style-type: none"> Ongoing/ Need basis 	<ul style="list-style-type: none"> Understanding of their needs helps in determining product quality & pricing Product innovation and development is guided by customer requirements Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals





Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	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	No	<ul style="list-style-type: none"> • Contract negotiations, supplier code of conduct, policies & standards • Regular supplier meetings, physical workshops at site location • Vendor due diligence and pre-qualification meetings • On-site quality audits of critical suppliers • Supplier sustainability desktop assessment • Vendor grievance mechanism portal for speedy resolution of supplier query • Physical meetings, webinars for supplier engagement • Tracking of suggestions from business partners for possible implementation 	<ul style="list-style-type: none"> • Ongoing/ Need basis 	<ul style="list-style-type: none"> • Critical to ensure operational efficiency through timely supplies & logistical efficiency • Vital to our goals of sustainability and responsible sourcing • Safety of workers and workplace
 Communities	Yes	<ul style="list-style-type: none"> • CSR initiatives & interventions • Robust grievance mechanism through strategic Social Performance Committees • Leadership community connect • Community meetings • Impact assessment survey as well as perception studies • Communication via newsletters, leaflets, social, print and electronic media, etc. 	<ul style="list-style-type: none"> • Ongoing/ Need basis 	<ul style="list-style-type: none"> • Community engagement leads to understanding of vital social aspects for sustainable development of community also resulting in overall business growth and sustainability as well • To have focussed approach towards improving economic well-being and quality of life of the community • Reduction in environmental and social impacts that may affect communities • During such discussions, initiatives leading to overall community growth and development are taken up and basis the same strategy to implement such initiatives is designed



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Government	No	<ul style="list-style-type: none"> • Advocacy through various Industry Associations on policy matters through technical representations • Advocacy through state/central mines departments & MOEFCC • Regular engagement with regulators, local administration, inspection bodies, political leadership, etc. • Partnerships in government's social welfare programmes • Regulatory and legal compliances 	<ul style="list-style-type: none"> • Periodic/Need basis 	<ul style="list-style-type: none"> • Contribution of our business to nation-building through taxes, royalties and employment • Alignment and partnership with government for sustainable CSR initiatives thereby creating a multiplier impact by generating such opportunities • Meeting the compliance requirements as per the statutes • Policy advocacy on subjects relevant to the Company in our core business of exploration, mining and smelting • Community engagement through social & cultural platforms
 Shareholders	No	<ul style="list-style-type: none"> • Annual General Shareholders Meetings; Financial results declaration (quarterly) and earnings call with senior management • Investor relations events; one-on-one investor meetings, investor conferences, NDRs • Disclosure tools, including Annual Reports, Sustainability Reports, Tax Transparency Reports and Investor Presentations • Complaints and grievance management 	<ul style="list-style-type: none"> • Annual, Quarterly, Ongoing basis 	<ul style="list-style-type: none"> • Shareholder support and feedback on operations provides continuous guidance for the management and governance • Keeping communications channels open with analysts and investor community and helps to connect them with management • ESG concerns are of importance to shareholders



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Employee & Business Partners Employees	No	<ul style="list-style-type: none"> • Emails as part of the official HR communication handle of Hindustan Zinc, which also ensures transparency • Mentorship programmes for new hires until the first 6 months of their training with senior leaders • Sampark - Monthly townhall meetings with the CEO • Location townhall with location heads, along with constant pulse checks by HR teams • Communication of behavioural, motivational and many other aspects through flyers in the office space e.g. – promoting positive work culture, camaraderie and more • Focus group discussions with a specific group of employees by leaders • One-on-one discussion with managers • Grievance handling portals to raise concerns • Company website for significant communications • In-person gatherings with families for festivals and events to improve sense of belongingness, enhance positive atmosphere and thus develop a healthy community • Awareness of employee benefit policies to employees via regular connects • Annual employee surveys, both internal and external 	<ul style="list-style-type: none"> • An ongoing task. We also bring forward need-based strategic interventions to implement required tasks 	<ul style="list-style-type: none"> • To improve employee experience, monitor organisational health and provide a better quality of life at workplace • Motivate employees to perform above and beyond their roles and improve the levels of trust and loyalty within the Company. As a result, high levels of engagement will lead to increased employee retention, performance and innovation • Annual employee surveys show us a clear picture of how employees navigate their experience and assess areas of improvement • All these would make employees feel energised at their work and maintain positive mental health, which is also critical to performance and driving value • Also, to help senior leadership interact directly with employees to understand needs and requirements on grassroots level • Our engagement model is made to touch all the 8 dimensions of wellbeing along with an additional dimension this year, the Career Wellbeing. Employee engagement at Hindustan Zinc also includes enhancing opportunities for growth to our employees, work-life improvements and many more
 NGOs	No	<ul style="list-style-type: none"> • CSR initiatives • Regular review meetings • Events at the field & community meetings • Capacity building programmes and stakeholder meetings • Third party assessments • Email • Notice boards • Websites • Communication via newsletters, leaflets, social, print and electronic media, etc. 	Monthly	To onboard & engage experts in the field for effective implementation of the CSR programmes as well as to regularly discuss & share updates to strengthen the existing programmes implemented



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.

Consultation with the stakeholders is a continuous process. It is led by leadership from the front through regular engagements at various platforms. Each of our units are having their stakeholder engagement plan and unit heads are responsible for regular engagement with various relevant stakeholders, based on feedback various interactions are being planned with CEO and outcome of these interactions are being presented to the Board by CEO during the quarterly the Board meetings.

There is continuous dialogue with the community stakeholders which are reviewed at business unit levels at our Social Performance Committee Meetings and at the CSR Committee level. Also, every three years through the third-party engagement, impact, baseline and need assessment, feedback from the stakeholders is taken and same is being presented to Board CSR Committee.

We have established the Board-level ESG and Sustainability Committee. Periodic review of the Company's stakeholder base and their material interests is the part of roles and responsibility of the Board. During the year in consultation with stakeholders, we have reassessed our material issues.

On an annual basis, shareholders through Annual General Meeting platform gets an opportunity to interact with all the Board members.

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, during the materiality assessment, we identify the material topics and take the various initiatives to mitigate the risk due to those issues and to maintain healthy relationships with our stakeholders. Material topics were shortlisted and prioritised based on their impact on our stakeholders and our business. We ensure that we take inputs received from stakeholders and integrate them into our processes and policies. We have framed our Sustainability Goals 2025 on material topics from our stakeholder consultations. We also take stakeholder's input through public consultation prior to establishing any greenfield/brownfield projects.

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

The Company identifies the disadvantaged, vulnerable and marginalised stakeholders on an ongoing basis. A comprehensive stakeholder management and grievance mechanism exist at all our locations.

Please refer to the CSR section on page no. 142 of our Integrated Annual Report FY 2022-23 for more details.

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,566	2,277	89%	2,487	1,975	79%
Other - permanent	9	5	56%			
Total Employees	2,575	2,282	89%	2,487	1,975	79%
Workers*						
Permanent	-	-	-	-	-	-
Other - permanent	878	878	100%	880	878	99.77%
Total Workers	878	878	100%	880	878	99.77%

* All Security personnel are accounted here



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

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,566	-	-	2,566	100%	2,479	-	2,479	100%	
Male	2,067	-	-	2,067	100%	2,089	-	2,089	100%	
Female	499	-	-	499	100%	390	-	390	100%	
Other than Permanent	9	-	-	9	100%	8	-	8	100%	
Male	7	-	-	7	100%	7	-	7	100%	
Female	2	-	-	2	100%	1	-	1	100%	
Workers										
Permanent	897	-	-	897	100%	1013	-	1,013	100%	
Male	879	-	-	879	100%	992	-	992	100%	
Female	18	-	-	18	100%	21	-	21	100%	
Other than Permanent	19,724	-	-	19,724	100%	19,414	-	19,414	100%	
Male	19,490	-	-	19,490	100%	19,228	-	19,228	100%	
Female	234	-	-	234	100%	186	-	186	100%	

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) (Whole-time Directors)	1	₹ 947.5 Lakhs	0	0
Key Managerial Personnel	2	₹ 194.8 Lakhs	0	0
Employees other than BoD and KMP	1,772	₹ 14.7 Lakhs	331	₹ 9.6 Lakhs
Workers	878	₹ 22.5 Lakhs	18	₹ 16.9 Lakhs

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. The Company has Internal Complaints Committee to address the issues relating to human rights impacts or issues caused or contributed to by the business. Upholding employees fundamental rights is at the heart of Company's business operations.

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

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. Hindustan Zinc has defined a technical standard (TS-04) for handling all types of grievances including the grievances related to human rights.

Every unit has a Grievance Redressal Committee and a grievances handling procedure is defined at all units wherein any employee/worker/stakeholders can register any kind of grievance. The grievance can be captured through various means. Also, grievance boxes are available at conspicuous places where the person can post their grievance and the Committee takes it up as per the procedure.

Company has the whistle blower policy in place and aims to protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review and consequence.

Company respects the dignity of all employees working for the Company irrespective of their gender or hierarchy and expect responsible conduct and behaviour on the part of all employees at all levels. Providing for a safe and congenial work environment to all employees is an integral part of the Company's employment policy.



6. Number of complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	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	5	0	-	1	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human Rights related issues	0	0	-	0	0	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment case:

The Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, religion, colour, age, sexual orientation, national origin, gender identification, political affiliation and political beliefs, minority or vulnerable groups.

The Company has adopted Diversity & Inclusion Policy and the objective of the policy is to ensure that the Company continues to be an employer for all diversity groups to create and foster an open culture of inclusion for all its stakeholders; and to create an environment, which has zero tolerance for discrimination.

Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Corporation's ICC are responsible for conducting enquiries pertaining to such complaints.

Hindustan Zinc follows several mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

- **Confidentiality:** Keeping the complaint and its details confidential helps to protect the complainant's privacy and prevent retaliation. The organisation ensures protection of aggrieved women by taking appropriate steps such as change of workplace or leaves, etc. as prescribed by the law.
- **Non-retaliation policy:** At Hindustan Zinc, Human Rights Policy and Prevention of Sexual Harassment Policy is established to ensure the prohibition of retaliation against an employee who reports discrimination or harassment.
- **Investigation:** An investigation conducted to determine whether the complaint has merit and to identify any witnesses or evidence to support the complaint.
- **Remedial actions:** If the investigation finds that discrimination or harassment has occurred, remedial actions are taken to address the situation. It includes disciplinary action against the perpetrator, training to employees and managers and change/amendment/modification in policies and procedures.
- **Support and counselling:** Support and counselling to the complainant to help them to cope with the emotional impact of the situation.

8. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, Human Rights forms the part of the business agreements.

1. Onboarding/selection – Applicable certificates, MSA compliance, Labour Laws including statutory requirements such as child labour, forced and compulsory labour are asked during onboarding of suppliers
2. ESG expectations – An ESG expectations document is floated to vendors stating Company's expectations which is a self-declaration from vendors and a part of the contracting document
3. Company's code of conduct is also accepted by the vendors and signed as a part of the contract
4. Due diligence – Desktop assessment and on-site assessment of vendors is done for risk mapping of selected existing vendors by a third party appointed for the same



9. Assessments for the year:

During the year we conducted an extensive assessment on our current readiness and compliance in human rights rules and policies across the Company. Conducted the assessment in respective locations for:

- A. Identifying the risk areas
- B. Formulating the mitigation plan for those highlighted areas

We used the Global Compact Self-Assessment Tool. Developed by the Danish Institute for Human Rights, the Confederation of Danish Industries, the Ministry of Economic and Business Affairs and the Danish Investment Fund for Developing Countries – the tool gives an assessment of our performance against 5 key categories – Management, Human Rights, Labour, Environment and Anti-corruption.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	-
Others – please specify	-

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

Appropriate actions taken under the purview of law and Company cases in case of Sexual Harassment

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints:

No complaints were received during the reporting year except five cases of sexual harassment which is resolved. The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly creates awareness among its employees on the Code of Conduct through various training programmes as well.

Hindustan Zinc follows several mechanisms to address Human rights grievances/complaints, it includes:

- **Due diligence processes:** Hindustan Zinc complied Human Rights Due Diligence to identify and assess potential human rights risks in its operations and supply chains. It involves mapping of its supply chains, engagement with stakeholders and risk assessments to identify and address human rights grievances.
- **Complaints mechanisms:** To address human rights grievances, complaints mechanisms are in place that allow stakeholders to report grievances and provide feedback and the complaints are reviewed by Grievance Committee on periodic basis.
- **Supplier management:** Hindustan Zinc also ensures compliance of human rights issues at suppliers/vendor. To ensure this, supplier has to follow compliance of Hindustan Zinc codes of conduct, periodic audits are also conducted to ensure that suppliers are meeting human rights standards.
- **Human rights policies:** At Hindustan Zinc, Human Rights policy is developed to ensure its commitment to respecting human rights and providing guidance to employees on how to identify and address human rights risks.
- **Training and awareness:** To ensure that employees understand the importance of human rights and how to address grievances at Hindustan Zinc, training and awareness programmes are conducted for employees/workers, stakeholders on human right issues.
- **Collaboration and engagement:** Hindustan Zinc also has collaboration with stakeholders, including NGOs, civil society organisations and human rights experts, to identify and address human rights risks and grievances.

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

We encourage suppliers/business partners/joint ventures to adopt principles and practices comparable to our own. Our due diligence process covers own operations, joint ventures and activities related to our business. It is undertaken through inductions, screenings, inspections and audits. For any of our new projects or significant changes to existing operations, human rights at Hindustan Zinc, upholding people’s fundamental rights is central in our everyday business operations. At a minimum, the Company will comply with all applicable local, state and national laws regarding human rights and workers’ rights where the Company does business. All our businesses are compliant with applicable regulations, strive to uphold all labour rights and are aligned with national and international regulations. The clauses of the Code of



Conduct are extended to all business partners. All units are required to evaluate human rights aspects covering forced and compulsory labour, child labour, slavery, human trafficking, freedom of association or collective bargaining, etc., into their assessments (through social impact assessments). Our significant suppliers and contractors generally include well-reputed and well-governed organisations, with robust human rights and fair practice mechanisms. Human rights are an important part of the supplier onboarding process and all suppliers are required to commit to our Supplier Code of Conduct, which includes human rights provisions. We also conduct basic due diligence in the pre-qualification process, including for human rights issues, on all direct suppliers before contracting with them. We track human rights compliance at every step of any activity – right from document verification at registration, to screening and inspections for vendors/suppliers. Any concerns identified during the due diligence process are addressed through corrective and preventive action planning. Further, any concerns raised by interested parties on any of our key suppliers are promptly addressed by undertaking an independent assessment.

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?

The office of the Company has ramps for easy movement of differently abled visitors. All the offices have infrastructure for differently abled visitors.

- Inclusive infrastructure facilities are available at our premises. Few of them are:
 - o Elevators with braille inscribed for person with visual impairment
 - o Ramp for mobility impaired person with disability
 - o Touchless entry for person with disability
- Text to speech software for visually impaired
- Training on Indian sign language to employees to assist them in communication with deaf & mute
- Wheelchair accessible restrooms are available in the office at the ground floor

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	70.45% of total supplies by value (total 235 nos. suppliers) have been assessed by a third party for sustainable sourcing and ESG criteria
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour Wages	
Others – Please Specify	

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

During the assessment, we have not identified any of such risks in our vendors.

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	6,211,728 GJ	2,271,856 GJ
Total fuel consumption (B)	35,568,909 GJ	43,582,451 GJ
Energy consumption through other sources (C)	1,056,581 GJ	1,044,886 GJ
Total energy consumption (A+B+C)	42,837,219 GJ	46,899,193 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000126	0.000159
Energy intensity (optional) – the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	41.53	48.46

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, assurance activity has been carried out by Ernst and Young (E&Y).



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.

Zinc and mining sector were incorporated under PAT scheme through the gazette notification by Ministry of Power on "Notification for New Energy Intensive Sectors under PAT Scheme" vide dated January 03, 2022. The targets are yet to be assigned.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	14,226,150	13,728,928
(ii) Groundwater	3,870,510	3,048,092
(iii) Third party water	8,570,662	9,522,980
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,667,322	26,300,000
Total volume of water consumption (in kilolitres)	25,457,583	24,701,063
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000747	0.0000839
Water intensity (optional) – the relevant metric may be selected by the entity (Water consumed/tonne of metal)	24.67	25.52

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, assurance activity has been carried out by Ernst and Young (E&Y).

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

Yes, all our units are maintaining zero discharge. Effluent generated at our smelters is treated in Effluent Treatment Plant (ETP) followed by two stages RO plant. The treated effluents conform to the prescribed standards and recycled in the process. Further, to strengthen Zero Liquid Discharge (ZLD) and improved water recovery using upgraded technology by installation of Multiple Effect Evaporator (MEE)/Mechanical Vapour Recompression (MVR).

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT	4,851	6,145
SOx	MT	17,247	22,006
Particulate matter (PM)	MT	1,048	963
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
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, assurance activity has been carried out by Ernst and Young (E&Y).



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

Parameter	Unit	FY 2022-23	FY 2021-22
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)	MT of CO ₂ equivalent	3,444,672	4,320,181
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)	MT of CO ₂ equivalent	1,135,622	491,403
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000134	0.0000163
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity (Scope1+2 emissions/tonne of metal)		4.44	4.97

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, assurance activity has been carried out by Ernst and Young (E&Y).

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

Company's Efforts towards Decarbonisation are as under:

- We have set a long-term target to reach net-zero emission by 2050, in line with the Business Ambition for 1.5° C campaign led by the Science Based Targets initiative. We have an interim target to reduce our GHG Emissions by 14% by 2026
- We have conducted a climate change risk assessment – aligned with TCFD guidelines for all of our sites to identify potential risks and accordingly implement adaptation and mitigation plans
- Company has signed the power delivery agreement for 200 MW & 250 MW, this will help the Company to move towards green energy
- Moreover, we have initiated a process to convert all our mining equipment to battery-operated electric vehicles (EVs) in a phased manner
- We have signed a memorandum of understanding with global manufacturers to introduce battery-powered service equipment, frontline fleet and utility vehicles in underground mining
- In order to make our system more energy-efficient, turbine revamping, cell house efficiency improvement, VFD installation, etc. are few such projects
- We have initiated biomass utilisation in our captive power plants as substitute to coal and used 71,176 MT during the year
- All Units are certified to ISO 50001 Energy Management System

For more details, please refer to the Environment chapter on page no. 132 of Integrated Annual Report FY 2022-23.



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

Parameter	FY 2022-23	FY 2021-22
Total Waste Generated (in MT)		
Plastic waste (A)	37.80	34.48
E-waste (B)	48.4	37.4
Bio-medical waste (C)	1.26	1.22
Construction and demolition waste (D)	28	14
Battery waste (E)	189.9	70
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (other than above mentioned Hazardous Waste) <i>ETP Sludge, Purification Cake, Anode Mud, Cooler cake, dross, etc.</i>	116,836.6	106,553
Other Non-hazardous waste generated (H). Please specify, if any. (Excluding plastic waste, construction waste) Jarosite, Overburden, Tailings	20,961,131.70	19,748,668
Total (A + B + C + D + E + F + G + H)	21,078,273.66	19,855,378
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
(i) Recycled	681,382	634,339
(ii) Re-used	5,856,896	5,542,340
(iii) Other recovery operations	-	-
Total	6,538,277	6,176,679
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	13,535,451.74	14,038,281
Total	13,535,451.74	14,038,281

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, assurance activity has been carried out by Ernst and Young (E&Y).

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

We have in place a Resource Use and Waste Management Technical Standard and the supporting guidance notes which augment us to mitigate the environmental impacts of our products and process. The Company believes in Zero Waste and has aligned waste management practices to '4-R Policy' Reduce, Reuse, Recycle and Reclaim in our operations. Company is taking various initiatives and has adopted state-of-the-art technologies to reduce the waste generation, reuse of waste, recovery, of metal from waste and disposal of remaining waste in environmentally sound manner. 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.



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

There is no Ecological sensitive area like Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wild-Life Corridors, etc. situated in core/buffer zone (10 km area) of any of the operating site.

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
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Expansion in Existing CLZS Complex [Expansion in Hydro Smelter Unit by adding 1 Induction Furnace, 1 Slab Casting Line & Integration of RZO Unit in Hydro-II, Change in Product Mix in Pyro Unit on total metal basis and Installation of 1 Lead Refinery, Expansion of CPP through Modernisation, Recovery of Minor Metals & Installation 4 DG Sets] at village: Putholi, Ajoliya Ka Khera & Biliya, Tehsil: Gangrar & Chittorgarh, District: Chittorgarh (Rajasthan)	S.O. 1533 (E)	September 14, 2006	Yes	Yes Public hearing held on: July 20, 2022	https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=44182&proposal_no=IA/RJ/IND1/408023/2022&typep=EC

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

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
Nil				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (in GJ)	FY 2021-22 (in GJ)
From renewable sources		
Total electricity consumption (A)	1,212,105	1,044,886
Total fuel consumption (B)	930,739	201,779
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,142,844	1,246,665
From non-renewable sources		
Total electricity consumption (D)	6,056,204	2,271,856
Total fuel consumption (E)	34,638,170	43,380,672
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	40,694,374	45,652,528

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, assurance activity has been carried out by Ernst and Young (E&Y).



2. Provide the following details related to water discharged:

Not applicable as we are maintaining zero liquid discharge across all sites.

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	-	-

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, assurance activity has been carried out by Ernst and Young (E&Y).

3. 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** – Rampura Agucha Mine, Kayad Mine, Sindesar Khurd Mine, Rajpura Dariba Mine, Zawar Mine, Dariba Smelter Complex, Chanderiya Smelting Complex, Debari Smelter Complex
- (ii) **Nature of operations** – Except for the refining plant in Pantnagar, Uttarakhand, all our mining and smelting operations are in the state of Rajasthan. All our sites, which contribute to about 99% of all our water withdrawals are in the state of Rajasthan which falls under water-stressed region as per the WRI's Aqueduct Country level water risk atlas
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	14,211,922	13,705,762
(ii) Groundwater	3,830,702	3,016,201.5
(iii) Third party water (Treated sewage water)	8,570,662	9,522,980
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	26,613,286	26,244,943
Total volume of water consumption (in kilolitres)*	25,405,113	24,646,227
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000745	0.000837
Water intensity (optional) – the relevant metric may be selected by the entity (Water consumed/finished good (MT))	24.62	25.46

*Water used in Community Township and CSR Activities is not included in consumption



Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	Nil
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	0	0

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, assurance activity has been carried out by Ernst and Young (E&Y).

4. Please provide details of total scope 3 emissions and its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT of CO ₂ equivalent	4,162,188	4,012,094
Total Scope 3 emissions per rupee of turnover		0.0000122	0.0000136
Total Scope 3 emission intensity (<i>optional</i>) – the relevant metric may be selected by the entity (Total scope 3/tonne of metal)		4.03	4.15

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, assurance activity has been carried out by Ernst and Young (E&Y).

5. With respect to the ecologically sensitive areas reported at Question 10 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.

There is no Ecological sensitive area like Protected Areas, National Parks, Wildlife Sanctuaries, Biosphere Reserves, Wild-Life corridors, etc. situated in core/buffer zone (10 km area) of any of the operating site.



6. 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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	STP at Udaipur	<p>Company commissioned a 20 MLD STP in Udaipur in 2014 under a public-private partnership, which is the first of its kind in Rajasthan. Further, Hindustan Zinc and Udaipur Smart City Limited signed an agreement in June 2017 to extend the sewage treatment capacity by another 40 MLD. 25 MLD has been commissioned in January 2019. Another 15 MLD commissioned in FY 2020-21 taking the total to 60 MLD.</p>	<p>The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community.</p> <p>Nearly 36% of total water withdrawal was satisfied with treated sewage.</p>
2	Dry Tailing Plant	<p>India's first Dry Tailing Plant was set up at the Zawar Mines in Rajasthan. The dry tailing technology is based on separating water from tailings slurry, which is generated in the beneficiation process. Company repurposes tailings materials and waste rock as backfill to stabilise our underground mining operations, while the remaining tailings are then placed in a specially-designed tailings storage to minimise the environmental, social and economic risks.</p> <p>We externally review the integrity/stability of our dam structures and their associated management practices by global experts.</p>	<p>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.</p>
3	Rainwater Harvesting Structure	<p>Company executed groundwater recharge intervention project across Hurda, Shahpura, Kotri and Jahazpur blocks of Bhilwara district. We were able to complete the desilting of ponds, repairing, strengthening and increasing the height of damaged embankments and construction of 358 recharge shafts for effective groundwater recharge, in 83 ponds.</p>	<p>>8.7 MCM/annum total groundwater recharge potential created.</p>
4	Paste fill	<p>Instead of conventional hydraulic filling, Company chose to use the paste fill technology. This technology ensured fast filling and practically no bleeding water in the stopes. The other benefits of paste fill technology have been water conservation, better stope stability, surface integrity in mines and more recycling of tailings.</p>	<ul style="list-style-type: none"> • Metal recovery from secondary stopes • It reduces cement consumptions with increase in uses of fly ash • It reduces water consumption as paste solids content is high (77-79% solids) • Nearly, 39% of tailings used in paste fill plant and this also helped in improving the stability of tailing dam
5	Ancillary Plant	<p>It treats residues produced during smelting process leading to in-house production of few key consumables and by-products, in collaboration with the Company's central R&D team. Few projects were successfully executed including production of copper sulphate and zinc sulphate from PF cake as well as production of potassium antimony tartrate from antimony dust.</p>	<ul style="list-style-type: none"> • It treats different kinds of residues, namely copper dross, purification waste cake, antimony dust/slag and raw zinc oxide • This has also enabled in improvement of metal recoveries of lead, copper and silver



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
6	Jarofix Yard Restoration	Company follows the principle of reducing the waste, quantitatively as well as qualitatively and performing recovery and recycle. The last priority is disposal in landfills. Company used Mycorrhiza technology for rejuvenation and reclamation of wasteland into productive land by increasing the green cover, enhance 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.	Development of green belt in an area of 6.25 Hectare (10,000 plants). Provides overall stability to waste dump and dump failure due to heavy rains – ensuring safe and stable dump.
7	Solar Plant	Company has installed 40.42 MW of solar power project by utilising its waste lands without disturbing any productive land.	40.42 MW of renewable power capacity
8	Resource Efficiency	Company has been able to bring improvement in its metal recovery from beneficiation plant through digitalisation. Advanced control opportunity for grinding and flotation circuit: To address the difficulty in flotation process plants coming from the constantly changing feed characteristics, Advance Process Control (APC) system was introduced to maintain a stabilised circuit operation while optimising the process performance to maximise recovery. Three APCs were implemented for grinding & flotation operation (lead and zinc) in mills at Rampura Agucha and SK Mines.	<ul style="list-style-type: none"> Pb recovery improved by 0.9% while also moving concentrate grade distribution on higher side Zn recovery improved by 0.9% while narrowing concentrate grade distribution around target
9	Fumer Plant	In the existing zinc hydro metallurgical process, Jarosite is generated which is treated with lime & cement and disposed in Jarofix Yard. In the proposed Fumer plant, a clean slag will be produced and utilised in cement manufacturing and goethite cake produced will be treated with lime & cement and disposed in captive secured landfill.	<ul style="list-style-type: none"> Production of usable clean slag and elimination of Jarosite waste Elimination of recurring land for storage of Jarofix Power generation from waste heat recovery Increased recovery of Zinc, Lead, Silver, Copper and Sulphur Saving of Cement and Lime
10	Jarofix/ Jarosite Utilisation in Cement and Road construction	Jarosite is waste produced in the hydrometallurgy process of zinc extraction, necessitating additional investment for its stabilisation and disposal. In collaboration with IIT-R, Company conducted a feasibility study to utilise Jarosite in construction-related works, using Jarosite in concrete, mortar and paver blocks as 10% - 15% replacement of cement. The study showed positive results and encouraged us to conduct field trials. Company has been granted permission by Rajasthan State Pollution Control Board for gainful utilisation of Jarofix waste for Road Construction/Highway Construction (embankment). Company also partnered with few Government agencies like NCCBM, NEERI and CRRl for the utilisation of jarosite in cement and road construction.	<ul style="list-style-type: none"> Jarosite used in Cement Construction in FY 2022-23 – 111,266 MT Jarofix used in road construction in FY 2022-23 – 140,820 MT



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
11	Closure of SLF at Vizag	Company's Vizag closure and capping was first project in the entire country in which a slurry pond was stabilised, closed and capped as per the CPCB Guidelines due to introduction of superior geotechnical concepts and material science knowledge.	<ul style="list-style-type: none"> Nearly 56,000 sqm (6 Ha.) of the plan area at site has been stabilised and capped as per CPCB guidelines Aligned to our site closure management standard
12	Miyawaki at DZS	Miyawaki technique helps to build dense and native forests. The approach is supposed to ensure that plant growth is 10 times faster and the resulting plantation is 30 times denser than usual. It involves planting dozens of native species in the same area and becomes self-sustaining after the first three years.	<ul style="list-style-type: none"> 1 Acre (0.4 Ha.) area in Debari colony has been converted to green land through this technique with nearly 50 types of native species and 8,000 plantation Miyawaki afforestation completed at DSC and CLZS. 12,000 Indigenous Plants and 6,500 native seeds in the area of 1 hectare at each of the location to create a self-sustaining forest in the span of 3 years
13	450 MW Renewable power	Hindustan Zinc has signed power delivery agreement for 450 MW Renewable Energy and it will contribute towards transitioning to green energy and reduce carbon emissions.	It will contribute towards transitioning to green energy and reduce 2.7 mn tCO ₂ e carbon emissions by 2026

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

- All our operating sites are having emergency preparedness plan (including disasters) along with responsibilities in place covering all the risk associated with the operational activities to mitigate and handle the emergency. Emergency scenarios, mock drills, rescue team and training are regularly being carried out for making the system more robust and to check the healthiness of the emergency response procedure.
- We have Incident Management Committee to investigate all the incidents (safety, environment, process) and learnings are being shared across all the locations for horizontal deployment and based on the recommendations suitable changes are being made in emergency response plan also.
- Stand downs are being conducted at shop floor to communicate the learnings from all such incidents. Regular trainings and awareness programme are being conducted at sites. Unit leadership regularly review the emergency preparedness and contingency planning at their sites. We have a standalone standard on emergency preparedness and contingency planning and uniformly applies to all the sites of the Company.

8. 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 has been no adverse impact to the environment arising from the value chain of the entity.

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

70.45% of partners by value (235 existing partners) were evaluated on ESG criteria in FY 2022-23, also 119 new onboarded partners has pre-assessed basis ESG criteria i.e. ISO14001/18001/SA8000 and equivalent standard.



PRINCIPLE 7 **BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**
Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations:

14

- 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	Federation of Indian Mineral Industries	National
2	Confederation of Indian Industry	National & State
3	Federation of Indian Chambers of Commerce & Industry	National & State
4	Indian Chamber of Commerce	National
5	Associated Chambers of Commerce and Industry of India	National
6	India Lead Zinc Development Association	National
7	Udaipur Chambers of Commerce	State
8	Gujmin Industry Association of Gujarat	National
9	UN Global Compact Network - INDIA	National
10	Mining Engineers Association of India	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
NIL	NA	NA

Leadership Indicators

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

S. No.	Public policy if 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
NA	NA	NA	NA	NA	NA

No public policy positions advocated by the Company

PRINCIPLE 8 **BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**
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
-	NIL	NA	NA	NA	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
NA	NA	NA	NA	NA	NA	NA



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

Aligning with Vedanta Technical Standards (TS-04), structured grievance mechanisms is adhered to for receiving and resolving grievances. In line with sustainability strategy of establishing strong relationships with stakeholders and adhering to the IFC, ICMM, OECD and UNEP Standards for responsible stewardship, UN Global Compact (UNGC) Principles & Vedanta Technical standards, Company has set up a robust Grievance Redressal Mechanism. Regular monitoring and reviewing of the mechanism established is undertaken at various platforms. To further strengthen it, effective stakeholder engagement is a continuous process taken up to reduce the grievances of the stakeholders. Proactive and sustained engagement platforms like “Community Connect”, “Community Leadership Connect” established to ensure two-way communication network and strengthen the trust element thereby reducing the grievances.

A grievance box has been placed outside the plant main gate for stakeholders to share their grievances in written form in the local language. All grievances are required to be resolved in maximum 15 days, failing which they are escalated to the senior management for its resolution and closure. Also, at each Company location, we have well established Social Performance Steering Committee, consisting representatives of major functions and chaired by Social Performance Manager, through which all grievances are raised and discussed for the timely resolution of the same and thereby reduction in the collective risk involved. Our approaches towards strengthening Social Performance Steering Committees (SPSC) at business locations with active involvement of the functional leaders across the Board is key to monitoring the grievances and its resolution, key risks and its mitigation and creating strong relationships with the stakeholder base. Thereby, reducing the collective risks and immediately addressing the grievances and feedbacks received from the communities. Engagement of senior management at village level across all BUs on a regular basis for discussing village-level development and ensure resolution of concerns/grievances, if any.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	12.05%	12.77%
Sourced directly from within the district and neighbouring districts	39.30%	40.52%

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
NIL	NA

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	Uttarakhand	Udham Singh Nagar	2,095,115

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

- (a) From which marginalised/vulnerable groups do you procure?
 (b) What percentage of total procurement (by value) does it constitute?

No, Company does not have a preferential procurement policy. However, Company strives to procure locally which makes up 56.42% of the overall procurement spent (Rajasthan & Uttarakhand State based).

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
	NA	NA	NA	NA



5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NIL	Nil	Nil

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Khushi Anganwadi & Nandghar Programme including Child Care Services	240,843	100%
2	Community Asset Creation	76,903	100%
3	Swasthya Sewa	207,978	100%
4	Drinking Water	229,125	100%
5	Scholarship	111	100%
6	Company-Run Schools	1,696	100%
7	Shiksha Sambal	8,389	100%
8	Jeevan Tarang	639	100%
9	Unchi Udaan	125	100%
10	Zinc Kaushal	1,771	100%
11	Samadhan	34,357	100%
12	Sakhi	27,160	100%
13	Sports	28,396	100%
14	Digitisation	18,323	100%
15	Culture Programmes	382,094	100%
16	Environment	444,066	100%
17	Safety	28,000	100%
18	Total	1,729,976	

PRINCIPLE 9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

Vedanta Metal Bazaar portal is one-stop portal for the customers from buying the product to raising concerns or complaints, etc. Customers can raise their concerns or feedback on the portal. An automatic ticket will be raised and customers can monitor the progress of the complaint <https://vedantametalbazaar.moglix.com/#/login>.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NA



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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	45	4	The given number is of formal complaints logged by customers in the Company's portal related to quality	46	0	The given number is of formal complaints logged by customers in the Company's portal related to quality
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

Company has adopted an Integrated Management Framework and therefore all policies are defined incorporating various applicable frameworks and domains pertaining to Information Security, Risk Management, Disaster Recovery & Business Continuity Management and Data Privacy.

Under Enterprise Risk Management (ERM) framework, Company has established a robust Information Security Management Framework which includes Policies, Standard Operating Procedures (SOP), Technology Standards and has set up an effective Security Assessments & Audit Process for prevention of cyber-attacks and strengthening the overall Information Security Posture of Company's Technology Landscape.

Company's Information Security Framework is cohesive and comprehensive and takes following aspects as an input:

- Globally-recognised Information Security Management Frameworks and Standards
- Applicable Regulatory Requirements
- Risk Assessment and Risk Control Matrix defined under Risk Management Process
- Information Security Objectives aligned to Business Objectives
- Prevailing Best Practices
- Security Threat Intelligence

Based on this framework, information security strategy, long-term roadmap and annual information security plan is prepared. This Information Security Framework is reviewed annually by Company Information Security Organisation in consultation with external expert agencies to incorporate applicable regulatory requirements, prevailing industry knowledge and considering newer threats and risks.

Company is compliant to ISO 27001 framework and is certified as per defined Statement of Applicability (SOA) since year 2018. Certification is applicable to all Infrastructure & Applications under the purview of Information Technology & Operational Technology functions across all sites of the Company.

Subsequently, Company has taken an integrated approach to implement an integrated framework covering various domains of Information Security, Disaster Recovery & Business Continuity Management, Risk Management and Data Privacy Management. Under this approach, Company has achieved an Integrated ISO Certification consisting of ISO 27001 (Information Security), ISO 22301 (DR & BCP), ISO 31000 (Risk Management) and ISO 27701 (Privacy Management) in the year 2021. Company has also adopted a proven process of Third-Party Risk Management (TPRM) for all its key business partners (vendors/suppliers/service partners).



All the policies and procedure enforced in the Company environment are all inclusive to manage the Information Security and Data Governance aspects. All these policies are reviewed annually by competent personnel in Information Security Function. All the approved and enforced policies are made available to all employees and business partners over Hindustan Zinc Intranet Portal.

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.

No corrective actions are underway relating to cyber security and data privacy as there are no customer complaints and no penalties/regulatory action has been levied or taken on the above mentioned parameters.

Leadership Indicators

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

We provide products and services related information on our website. It has all the factsheets about each product we sell. Vedanta metal bazaar portal also consists of all the required information on products and services we offer:

<https://www.hzindia.com/bussiness/products-2/products/>

<https://www.hzindia.com/prodfactsheet/>

<https://vedantametalbazaar.moglix.com/#/login>

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

All the customers are provided with the Safety Data Sheet (SDS), that has all the relevant information about the product and its usages. And we continuously engage with the customers to ensure safe and responsible usage of our products. We also conduct studies on our product applications in various sectors to come up with value-added products and improved services for the relevant customers. Hindustan Zinc has published its 1st [Environmental Product Declaration \(EPD\)](#) for Zinc Products, which can be accessed by anyone.

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

Mechanisms in place are regular interaction with sales & marketing team through telephone, e-mail, meetings and seminars. The Company also shares regular communication to customers via circulars and notifications.

3. 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)

Yes, product label carries all required information, like product grade, date of production, origin of product (made in India), product weight details. Yes, Hindustan Zinc carries out customer satisfaction survey every two years to understand the customer satisfaction levels with our service.

4. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches along with impact – Nil**
- b. **Percentage of data breaches involving personally identifiable information of customers – Not Applicable**

