

HZL/2024-25/SECY/43

July 02, 2024

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

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

Kind Attn: General Manager – Department  
of Corporate Services

Kind Attn: Head Listing & Corporate  
Communication

**Scrip Code: 500188**

**Trading Symbol: "HINDZINC"**

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12<sup>th</sup> July 2023, please find enclosed herewith the BRSR for the Financial Year 2023-24, along with Independent Auditors' Reasonable Assurance Report provided by M/s. Mazars Advisory LLP.

The BRSR forms the part of the Integrated Annual Report for the Financial Year 2023-24.

The BRSR is also available on the website of the Company at <https://www.hzlindia.com/investors/reports-press-releases/>.

We request you to please take the above on record.

Thanking You.

Yours faithfully,

For **Hindustan Zinc Limited**

**Harsha Kedia**  
**Company Secretary & Compliance Officer**

Enclosed: As above



# Business Responsibility and Sustainability Report

FY 2023-24



# Business Responsibility and Sustainability Report >>>



## CEO STATEMENT

I am pleased to announce the release of Hindustan Zinc's 3<sup>rd</sup> Business Responsibility and Sustainability Report, demonstrating our steadfast commitment to Environmental, Social, and Governance (ESG) principles. Throughout our journey, we have recognised sustainability's pivotal role as a cornerstone of our mission. Over the years, we've established a tradition of driving impactful change within our industry and the communities we operate in. Our long-standing determination to progressively work towards the betterment of society and the planet remains unwavering as we persist in our efforts to advance our sustainability and social progress. In alignment with the evolving landscape, we are actively pursuing initiatives geared towards fostering sustainable and resilient business growth for the long-term.

Our dedication to safety is evident in achieving zero fatalities across our operations during the year, underscoring our robust safety culture and adherence to rigorous standards such as Critical Risk Management (CRM). This commitment to safety has been acknowledged with the prestigious British Safety Council International Safety Awards.

Hindustan Zinc's sustainability efforts have garnered international acclaim, with our Company ranking first in the S&P Global Corporate Sustainability Assessment and achieving A- ratings for CDP 'Climate Change' and 'Water' in the metal and mining sector.

To ensure comprehensive ESG coverage, we have established a structured three-tier framework for sustainability governance. This framework guides our strategic goals, emphasising energy efficiency, carbon footprint reduction, effective water management, biodiversity conservation, and fostering an inclusive work environment.

In alignment with our long-term vision, we are actively transitioning to a low-carbon economy, with a target of achieving Net Zero emissions by 2050. Our initiatives include the deployment of electric vehicles (EVs), zero liquid discharge plants, renewable energy investments, and proactive water management strategies.

Our Corporate Social Responsibility (CSR) initiatives are aligned with global Sustainable Development Goals (SDGs), focussing on education, livelihoods, environmental conservation, and community engagement. Noteworthy projects include Sakhi programme aimed at empowering women, support for farmer producer organisations (FPOs), and initiatives like Zinc Football Academy promoting sports.

Diversity and inclusivity are integral to our ethos, as demonstrated by initiatives like India's first all-women underground mine rescue team and progressive parenthood policies. We extend our commitment to sustainability across our supply chain with initiatives like 'Wednesday for Transition' and sustainable sourcing policies.

At Hindustan Zinc, sustainability is not merely a metric but a strategic imperative that drives our growth trajectory. We remain steadfast in our dedication to environmental stewardship, societal impact, and operational excellence.

Best Regards,

**Arun Misra**

CEO & WTD

## 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. Date of Incorporation	10/01/1966
4. Registered Office Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
5. Corporate Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
6. E-mail	<a href="mailto:Hzi.ir@vedanta.co.in">Hzi.ir@vedanta.co.in</a>
7. Telephone	+ 91-294-6604000/+ 91-294-6604002
8. Website	<a href="http://www.hzindia.com">www.hzindia.com</a>
9. Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
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 (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Harsha Kedia, Company Secretary & Compliance Officer Telephone Number - +91 294-6604015 Email Address - <a href="mailto:harsha.kedia@vedanta.co.in">harsha.kedia@vedanta.co.in</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The Group comprises of Hindustan Zinc and its group entities (refer point no. 23 of Section A below), considered for the purpose of financial consolidation of the Group. The disclosures under BRSR are also made on a consolidated basis which covers Hindustan Zinc and its operating sites, based on the management's assessment of materiality, with following methodology:  The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Annual Report FY 2023-24.  While the financial numbers for certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR are given without adjustments (gross figures). Further, some of the entities/ sites are considered for the purpose of said consolidated financial numbers, which may have been excluded from the BRSR Reporting Boundary.
14. Name of assurance provider	Mazars Advisory LLP
15. Type of assurance obtained	Hindustan Zinc Limited, being in top 150 listed companies, has undertaken reasonable assurance for BRSR Core indicators and limited assurance for rest of the BRSR indicators. Assurance letters are annexed to Hindustan Zinc Limited's Business Responsibility and Sustainability Report for FY 2023-24

### II. PRODUCTS/SERVICES

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



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

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Zinc	27204	62%
2	Lead	27209	14%
3	Silver	27205	19%

### III. OPERATIONS



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

Location	Number of plants*	Number of offices	Total
 National	17	4	21
 International	0	0	0

\*Four discontinued units are not accounted here

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

##### a. Number of locations

Locations	Number
 National (No. of States)	24
 International (No. of Countries)	40

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

The contribution of exports (metals) is 23.07% of the total turnover of the entity.

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

Our Company has B2B customers for our product as below:

- Refined zinc metal, which is used in a number of applications including galvanising, oxides, die castings and alloys
- Lead ingot is used in a number of applications including battery segment, lead-based pigments and cathode ray tubes
- We are India's largest and one of the world's leading integrated silver producers. We produce refined silver, recovered as a by-product of zinc-lead facility, used in various industrial applications and decorative applications

We were effectively able to reach out to MSME customers with live London Metal Exchange benchmarked prices, and delivery of zinc and lead metals with quantity as low as 1 tonne, through our e-Commerce portals.

### IV. EMPLOYEES

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

##### a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
<b>Employees</b>								
1.	Permanent (D)*	2,798	2,191	78.31%	607	21.69%	0	0.00%
2.	Other than Permanent (E)	7	6	85.71%	1	14.29%	0	0.00%
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>2,805</b>	<b>2,197</b>	<b>78.32%</b>	<b>608</b>	<b>21.68%</b>	<b>0</b>	<b>0.00%</b>
<b>Workers</b>								
4.	Permanent (F)**	759	744	98.02%	15	1.98%	0	0.00%
5.	Other than Permanent (G)***	20,232	19,937	98.54%	279	1.38%	16	0.08%
<b>6.</b>	<b>Total Workers (F + G)</b>	<b>20,991</b>	<b>20,681</b>	<b>98.52%</b>	<b>294</b>	<b>1.40%</b>	<b>16</b>	<b>0.08%</b>

\*Permanent Employees means Executive employees

\*\* Permanent Workers means Non-executive employees

\*\*\*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)
<b>Differently-abled Employees</b>						
1.	Permanent (D)*	3	2	66.67%	1	33.33%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>3</b>	<b>2</b>	<b>66.67%</b>	<b>1</b>	<b>33.33%</b>
<b>Differently-abled Workers</b>						
4.	Permanent (F)**	7	7	100%	0	0%
5.	Other than Permanent (G)***	0	0	0%	0	0%
<b>6.</b>	<b>Total Workers (F + G)</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

\*Permanent Employees means Executive employees

\*\* Permanent Workers means Non-executive employees

\*\*\*Other than Permanent Workers means Business partner employees.



#### 21. Participation/Inclusion/Representation of Women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
 Board of Directors	9	5	55.56%
 Key Managerial Personnel*	3	1	33.33%

\*Key Managerial Personnel also includes one member of Board of Directors, i.e., Chief Executive Officer

#### 22. Turnover rate for Permanent Employees and Workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent Employees	14%	17%	15%	17%	19%	17%	17%	26%	18%
 Permanent Workers*	17%	18%	17%	12%	15%	12%	13%	17%	13%

\* This no. has been reported this year



**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**23. (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	Yes
2	Hindustan Zinc Alloys Private Limited	Wholly-owned Subsidiary	100	Yes
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 Fertilizers Private Limited*	Wholly-owned Subsidiary Company	100	No
6	Hindmetal Exploration Services Private Limited*	Wholly-owned Subsidiary Company	100	No
7	Madanpur South Coal Company Limited**	Joint Venture	18.05	No

\*Newly incorporated companies (current year/previous year), hence no business activity.

\*\*During the year, there are no business activities in the Company, and it does not have any mining asset.






**VI. CSR DETAILS**
**24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: (Yes/No) Yes**



(ii) **Turnover\***: ₹ 28,932 crore

(iii) **Net worth**: ₹ 15,195 crore

\*Turnover includes other operating income.

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**


Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*	Remarks	Number of complaints filed during the year	Number of complaints pending resolution as at close of the year	Remarks
Communities 	Yes <a href="#">Grievance Mechanisms Technical Standard</a>	63	4	Employment, Environment & CSR related	85	19	Environment & CSR related
Investors (other than shareholders) 	Yes <a href="#">HZL Whistle Blower Policy</a> <a href="#">Hindustan Zinc Contact Details</a>	0	0	-	0	0	-
Shareholders 	Yes <a href="#">HZL Whistle Blower Policy</a> <a href="#">Hindustan Zinc Contact Details</a>	48	0	Dividend & Share related	105	0	Dividend & Share related
Employees and Workers 	Yes <a href="#">Business Ethics Code of Conduct</a> <a href="#">HZL Whistle Blower Policy</a>	6	3	Sexual Harassment related (POSH)	5	0	Sexual Harassment related (POSH)
Customers 	Yes <a href="https://vedantametalbazaar.moglix.com/">https://vedantametalbazaar.moglix.com/</a>	28	2	Customer's grievances on varied issues	45	4	Customer's grievances on varied issues



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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*	Remarks	Number of complaints filed during the year	Number of complaints pending resolution as at close of the year	Remarks
Value Chain Partners 	Yes <a href="#">Supplier Code of Conduct</a> <a href="#">HZL Whistle Blower Policy</a> <a href="#">Vendor Grievance Redressal Portal</a>	55	0	Supplier's and Service provider's grievances on varied issues	96	1	Supplier's and Service provider's grievances on varied issues
Other (please specify) 	-	-	-	-	-	-	

\*Pending grievances or complaints as at the end of the current financial year relates to the new complaints or grievances raised during the year.

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



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


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 implication of the risk or opportunity (Indicate positive or negative implication)
<b>Environment</b>					
1	<b>Water Management</b> 	Risk Opportunity	Our operational activities involve processes in which water is an indispensable input, both for extraction and processing & smelting.  Thus, it is even more important for us to strive to reduce water usage and increase reutilisation throughout the value chain.  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	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 improve availability of water for the communities surrounding our sites.  <ul style="list-style-type: none"> <li>Increasing efficiency in water usage and exploring less water-intensive technologies</li> <li>Strengthening water recycling and installation of ZLD across all plants</li> <li>Using alternative water sources like treated water from sewage treatment plant to reduce dependency on freshwater</li> <li>Replenish water within local watersheds and rainwater harvesting</li> <li>Water risk assessment using WBCSD's India Water Tool, WRI Aqueduct and GEMI local water tools</li> </ul>	This would have financial implications as the Company has already taken significant initiatives to reduce water consumption and recycle it efficiently in past. However due to initiatives, we are reducing dependency on fresh water, hence positive impact also considered

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 implication of the risk or opportunity (Indicate positive or negative implication)
2	<b>Tailing Management</b> 	Risk	The monitoring and management of tailings storage facilities (TSFs) plays a significant role in reducing environmental impact on our local stakeholders. Tailings dam failure can lead to loss of life, injuries and damage to the environment, as well as can impact our Company's reputation. It can also entail significant financial costs/losses and stoppages in production.	Failing of tailings dams can cause a huge environmental impact. Hence, we accord top priority to managing them responsibly. <ul style="list-style-type: none"> <li>All the Company's tailings facilities are designed and constructed to the highest engineering standards and best-in-class benchmarked practices</li> <li>External and internal inspection and monitoring of the TSFs to review the integrity/stability of our TSF structures and their associated management practices</li> <li>Effectiveness of reclaim water system</li> <li>Collection and recycling of supernatant water</li> <li>Conducting periodic TSF risk assessments and developing mitigation plans to minimise associated risks</li> <li>Surveillance of tailings storage facility</li> <li>Effectiveness of emergency planning and response</li> <li>Utilisation of tailings in backfilling</li> <li>Replacement of wet tailing disposal system with dry tailing disposal</li> <li>Dam break analysis and Emergency preparedness</li> <li>Company introduced a novel, satellite-based Interferometric Synthetic Aperture Radar (InSAR) monitoring technique to provide early warning of surface ground movements</li> <li>We aim to be fully compliant with the Global Industry Standards on Tailings Management (GISTM) by FY 2024-25</li> </ul>	There may be negative financial consequences in case of breach of tailing dam. However, the Company is committed to taking positive steps in the right direction.
3	<b>Air Emissions &amp; Quality</b> 	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"> <li>Well-designed state-of-the-art air pollution control devices (APCD) are in place</li> <li>Effective fugitive emission management</li> <li>Continuous monitoring and reporting</li> </ul>	Failure to comply with emission norms could lead to negative long-term impact. However, the Company is committed to taking positive steps in the right direction

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 implication of the risk or opportunity (Indicate positive or negative implication)	
4	<b>Climate Change &amp; Decarbonisation</b> 	Risk	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.  As a result, we keep track of all transition risks and changes in regional Climate Change Policy.  As per our physical risk assessment for the year 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.	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: <ul style="list-style-type: none"> <li>Reducing fossil fuel-based energy usage in our operations by using innovative energy efficiency technologies and process optimisation</li> <li>Shifting to renewables and/or low-carbon solutions where possible</li> <li>The Company has committed for net zero carbon emissions by 2050 and is planning to increase RE power portfolio by addition of 450 MW renewable project by 2026</li> <li>Replace diesel-fuelled transportation vehicles with electric vehicles - We have introduced India's first underground mining electric vehicle</li> <li>Introduced LNG-powered trucks and electrical trucks for upstream and downstream transportation</li> <li>Business partners also introduced electrical vehicles, several forklifts, towing vehicles, and passenger vehicles</li> <li>100% RE power consumption at Pantnagar Metal Plant</li> <li>Use of biomass in power plant</li> <li>Climate change risk assessment</li> </ul>	There may be negative financial consequences for failing to implement mitigation and adaptation strategies. However, the Company is committed to taking positive steps towards the journey of net zero	
		Opportunity			<ul style="list-style-type: none"> <li>Use of renewable electricity may result in lower Levelised Cost of Energy (LCOE)</li> <li>New market opportunities due to expected growth in solar PV panels and energy storage systems using zinc, lead and silver</li> <li>Decarbonised metals may give differentiator and may command premium well before 2030</li> </ul>	Positive
5	<b>Biodiversity &amp; Ecosystem</b> 	Risk Opportunity	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.	We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate. <ul style="list-style-type: none"> <li>Three year engagement with IUCN</li> <li>Biodiversity Risk assessment</li> <li>Implementation of project with respect to Biodiversity Management Plan and alignment with global standard practices</li> <li>Miyawaki Afforestation at DSC, DZS and CLZS</li> <li>Restoration of jarofix yard at CLZS using mycorrhiza technology</li> </ul>	Negative impact could be loss of protected species and habitat fragmentation. However, if no net loss strategies are applied, it can impact positively	



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 implication of the risk or opportunity (Indicate positive or negative implication)
6	<b>Circularity &amp; Waste Management</b> 	Risk Opportunity	Waste generated from our operations poses challenge to us in terms of increasing our cost of production, challenge in terms of its storage & risk of non-compliance.	<ul style="list-style-type: none"> <li>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</li> <li>Gainful utilisation of waste in terms of recovering minor metals &amp; using waste in other industries (cement, road, etc.)</li> <li>Commissioning of Fumer plant will be resulting in 100% elimination of jarosite waste from one of the hydro zinc smelters</li> </ul>	Together with some negative implications, this would largely have a positive impact through waste to wealth initiatives
<b>Social</b>					
7	<b>Health, Safety &amp; Well-Being</b> 	Risk	Hindustan Zinc's mining and smelting operations involve various procedures that can have significant consequences on the workers and the environment. Failure to ensure health and safety could result in increased cost of litigation, reduced availability of manpower, reduced employee morale, or even threaten the viability of operations in worst-case scenarios.	<p>It is our constant endeavour to make our workplace free of fatalities, injuries and occupational diseases.</p> <ul style="list-style-type: none"> <li>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.</li> <li>Implementation of critical risk management to ensure all identified critical controls are being monitored and effective on ground</li> <li>Implementing engineering solution to avoid manual intervention</li> <li>Implementing new innovative technologies to reduce manual interventions and man machine interaction</li> <li>Horizontal implementation of all fatality/HIPO recommendations</li> <li>Structured skill improvement/ competency enhancement programme for employees and business partner</li> <li>Exposure monitoring for better and timely controls</li> <li>Emergency response plan at all locations</li> <li>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</li> </ul>	Failure to ensure health and safety could result in increased cost of litigation, reduce availability of manpower, reduced employee morale

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 implication of the risk or opportunity (Indicate positive or negative implication)
8	<b>Diversity, Equal Opportunity &amp; Inclusion</b> 	Risk	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. 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 constitutes 21.7% of the strength in the executive cadre. Simultaneously, we have successfully onboarded transgenders in front-end roles. 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>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"> <li>Mitigation: Policy on Prevention of Sexual Harassment, Anti-Discrimination Policy, Internal Complaints Committee</li> <li>Grievance Redressal Committee, Women Councils are in place which are channels to directly approach for any grievance, complaint, or suggestion</li> <li>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</li> </ul>	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk
9	<b>Talent Attraction &amp; Retention</b> 	Risk	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>We build and leverage the talent through a robust framework, as mentioned below:</p> <ul style="list-style-type: none"> <li>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.</li> <li>Promoting Young Talent - Right MIP, building the talent pipeline through succession planning</li> <li>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 &amp; external developments. We ensure the development of our people on technical &amp; behavioural aspects through customised interventions</li> <li>Driving Diversity - DEI is a business imperative and our objective is to achieve gender parity across all levels starting from the Board</li> <li>Performance Management - Cascading organisation's goals to the last line to ensure that the entire workforce is aligned to achieve the business targets</li> </ul>	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk

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 implication of the risk or opportunity (Indicate positive or negative implication)
10	<b>Community Engagement and Development</b> 	Risk Opportunity	<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 cognizant 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 focusing on equality, overall developing the assets within the community &amp; intensely educating them thereby making self-sustained communities' local employment, local sourcing is one of the most important aspect for us to build trust and uplift their standard of living.</p>	<ul style="list-style-type: none"> <li>Proactive and sustained engagement platforms like "Community Connect", "Community Leadership Connect" shall ensure two-way communication network and strengthen the trust element. Our approach 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 their resolution, key risks and their mitigation and creating strong relationships with the stakeholder base. Thereby, reducing the collective risks &amp; immediately addressing the grievances and feedbacks received from the communities</li> <li>Engagement of senior management at village level across all business units (BUs) on a regular basis for discussing village level development and ensure resolution of concerns/ grievances, if any</li> <li>Model Village as a strategic approach is being adopted to strengthen the village infrastructure in discussion with the villages and its elected members</li> <li>Assessing the community needs 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</li> </ul>	Probable positive and negative financial impacts

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 implication of the risk or opportunity (Indicate positive or negative implication)
<b>Governance</b>					
11	<b>Data Privacy &amp; Cybersecurity</b> 	Risk	<p>Risk of leakage of personal information of stakeholder and organisation's business critical information may lead to financial/ reputational loss.</p> <p>Non-adherence to legal and statutory compliances may lead to financial &amp; 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"> <li>Implementation of right set of policies, procedures and practices for IT operations and their effective communication and enforcement to all stakeholders</li> <li>Structured and comprehensive approach for data governance through its life cycle including policies, procedures and deployment of best-in-class tools &amp; technologies</li> <li>Comprehensive Vulnerability Management programme to proactively identify vulnerabilities in technology systems/landscape and remediate them in a timely manner</li> <li>Effective management of accesses to all systems, including privilege access management</li> <li>Periodically conduct Business Impact Assessment for all business-critical system and deploy effective Business Continuity and Disaster Recovery Plan</li> <li>Company has adopted 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</li> <li>Company has also implemented a very comprehensive programme for vulnerability management, data governance and cybersecurity 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</li> </ul>	There may be negative financial consequences for failing to implement the designed roadmap and future strategies. However, the Company is committed to taking positive steps in the right direction.



**SECTION B MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>c. Web-Link of the policies, if available</b>									
<a href="#">Business Ethics and Code Of Conduct</a>	✓	✓	✓	✓	✓	✓	✓	✓	✓
<a href="#">Insider Trading Prohibition Code</a>	✓								
<a href="#">Related Party Transactions Policy</a>	✓								
<a href="#">Whistle-Blower Policy</a>	✓				✓				
<a href="#">Anti-Bribery And Anti-Corruption</a>	✓				✓				
<a href="#">Dividend Distribution Policy</a>	✓								
<a href="#">Nomination &amp; Remuneration Policy</a>	✓								
<a href="#">CSR Policy</a>									✓
<a href="#">Policy on Determination of Materiality for Disclosures</a>	✓								
<a href="#">Board Diversity Policy</a>	✓								
<a href="#">Policy on Prevention of Sexual Harassment at the Workplace</a>	✓		✓		✓				
<a href="#">Supplier Code of Conduct</a>	✓	✓		✓					
<a href="#">Vendor Grievance Redressal Policy</a>				✓					
<a href="#">Alcohol &amp; Drug Free Workplace Policy</a>				✓					
<a href="#">Anti-Harassment &amp; Anti-Discrimination Policy</a>	✓		✓						
<a href="#">Biodiversity Policy</a>		✓				✓			
<a href="#">Diversity and Inclusion Policy</a>			✓		✓				
<a href="#">Energy and Climate Change Policy</a>		✓				✓			
<a href="#">Environmental Policy</a>		✓				✓			
<a href="#">Health &amp; Safety Policy</a>			✓						
<a href="#">Human Rights Policy</a>			✓		✓				
<a href="#">Social Performance Policy</a>			✓	✓	✓				
<a href="#">Supplier Sustainability Management Policy</a>		✓			✓	✓			
<a href="#">Sustainable Sourcing Policy</a>		✓			✓	✓			
<a href="#">Tailings Management Policy</a>						✓			
<a href="#">Water Management Policy</a>		✓				✓			
<a href="#">Customer Delight Policy</a>									✓
<a href="#">Stakeholder Engagement Standard</a>				✓					
<a href="#">Grievance Mechanisms</a>				✓					
<a href="#">Inclusion Policy for LGBTQ+</a>					✓				
<a href="#">Equal Opportunity Policy</a>	✓	✓							✓

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>2. Whether the entity has translated the policy into procedures. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	<ul style="list-style-type: none"> <li>ISO 31000 (Risk Management System)</li> <li>ISO 37301 (Compliance Management System)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 9001 (Quality Management System)</li> <li>ISO 14001 (Environmental Management System)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 45001 (Occupational Health and Safety (OH&amp;S) Management System)</li> <li>ISO 22301 (Business Continuity Management System &amp; Disaster Recovery System)</li> </ul>	<ul style="list-style-type: none"> <li>SA 8000 (Social Accountability Standards)</li> </ul>	<ul style="list-style-type: none"> <li>SA 8000 (Social Accountability Standards)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 14001 (Environmental Management System)</li> <li>ISO 50001 (Energy Management System)</li> <li>Environment Product Declaration (EPD) for Zinc Product</li> </ul>	-	<ul style="list-style-type: none"> <li>SA 8000 (Social Accountability Standards)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 27001 (Quality Management System)</li> <li>ISO 9001 (Quality Management System)</li> <li>ISO 27000 (Information Security Management System)</li> <li>Environment Product Declaration (EPD) for Zinc Product</li> </ul>
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</b>	<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. 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 8 high priority material issues and subsequently set ambitious sustainability goals for 2025 as mentioned below:</p> <p><b>Sustainability Goals 2025*</b></p> <p><b>Goal 1:</b></p> <ul style="list-style-type: none"> <li>Achieving net-zero emissions by 2050 or sooner</li> <li>0.5 million tCO<sub>2</sub>e GHG emission savings in our operations by 2025</li> <li>Reduction in non-GHG emission (SOx and NOx emission) by 17% by 2025</li> </ul> <p><b>Goal 2:</b></p> <ul style="list-style-type: none"> <li>Become 5x water-positive Company and achieve 25% reduction in freshwater by 2025</li> <li>Complete transition from wet tailing to dry tailing disposal by 2025</li> </ul> <p><b>Goal 3:</b></p> <ul style="list-style-type: none"> <li>3x increase in gainful utilisation of smelting process waste by 2025</li> </ul> <p><b>Goal 4:</b></p> <ul style="list-style-type: none"> <li>Positively impacting 1 million lives through social, economic and environmental initiatives by 2025</li> </ul> <p><b>Goal 5:</b></p> <ul style="list-style-type: none"> <li>Protect and enhance biodiversity throughout the life cycle</li> <li>1 million plantation drive by 2025</li> </ul> <p><b>Goal 6:</b></p> <ul style="list-style-type: none"> <li>Inclusive and diverse workplace with 30% diversity by 2025</li> </ul> <p><b>Goal 7:</b></p> <ul style="list-style-type: none"> <li>Zero work-related fatalities</li> <li>50% reduction in Total Recordable Injury Frequency Rate (TRIFR) by 2025</li> </ul> <p><b>Goal 8:</b></p> <ul style="list-style-type: none"> <li>100% responsible sourcing in the supply chain by 2025</li> </ul>								

\*Except climate change (baseline 2017), baseline for all others is 2020



**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

Action Taken	Performance KPIs	Status
<b>Goal 1</b>		
<ul style="list-style-type: none"> <li>Achieving net-zero emissions by 2050 or sooner</li> <li>0.5 million tCO<sub>2</sub>e GHG emission savings in our operations by 2025</li> <li>Reduction in non-GHG emission (SO<sub>x</sub> and NO<sub>x</sub> emission) by 17% by 2025</li> </ul>	<ul style="list-style-type: none"> <li>PDA signed for 450 MW renewable energy</li> <li>100% RE power consumption at Pantnagar Metal Plant</li> <li>Use of biomass in power plants</li> <li>Energy-efficiency programmes/ISO 50001 certification</li> <li>Switching to electric mobility</li> <li>Alternate fuel use for transportation</li> </ul>	<ul style="list-style-type: none"> <li>0.40 million tCO<sub>2</sub>e GHG emission savings</li> <li>14.34% emission intensity decrease from FY 2019-20</li> </ul> <p>On Track</p>
<b>Goal 2</b>		
<ul style="list-style-type: none"> <li>Become 5x water-positive Company and achieve 25% reduction in freshwater by 2025</li> <li>Complete transition from wet tailing to dry tailing disposal by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Utilisation of STP-treated water</li> <li>Maintaining zero discharge across sites</li> <li>Water recycling through integrated wastewater treatment facilities</li> <li>ETP/RO/MEE/MVR plants</li> <li>Dry tailing plant</li> <li>Rainwater harvesting</li> <li>Water risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>8.67% reduction in freshwater withdrawal from FY 2019-20</li> </ul> <p>On Track</p>
<b>Goal 3</b>		
<ul style="list-style-type: none"> <li>3x increase in gainful utilisation of smelting process waste by 2025</li> </ul>	<ul style="list-style-type: none"> <li>100% utilisation of jarosite in cement from Debari Zinc Smelter</li> <li>Jarofix utilisation in road construction</li> <li>Metal recovery from waste</li> </ul>	<ul style="list-style-type: none"> <li>100% fly ash usage</li> <li>1.67x increase in gainful utilisation of smelting process waste from baseline 2020 (2.55 lakhs MT utilisation of jarosite and jarofix in FY 2023-24)</li> </ul> <p>On Track</p>
<b>Goal 4</b>		
<ul style="list-style-type: none"> <li>Positively impacting 1 million lives through social, economic and environmental initiatives by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Outreach 3,685 villages; ~1.91 million beneficiaries through sustained CSR initiatives</li> <li>Enhancing the local economy by sustainable livelihood practices</li> <li>Improving quality of life of communities including the lifecycle approach in education sphere and developing model villages</li> <li>Promoting community-led microenterprises</li> </ul>	<ul style="list-style-type: none"> <li>1.91 million lives impacted</li> </ul> <p>Achieved</p>
<b>Goal 5</b>		
<ul style="list-style-type: none"> <li>Protect and enhance biodiversity throughout the life cycle</li> <li>1 million plantation drive by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Three years engagement with IUCN</li> <li>Integrated Biodiversity Assessment Tool (IBAT) report</li> <li>Ecosystem service review</li> <li>Biodiversity assessment</li> <li>Miyawaki afforestation</li> <li>Restoration of jarofix yard</li> <li>1 million plantation drive</li> <li>Wildlife conservation plan</li> </ul>	<ul style="list-style-type: none"> <li>0.67 million trees planted as part of commitment to plant 1 million trees by 2025, 122,755 planted during the year</li> </ul> <p>Continuous</p>
<b>Goal 6</b>		
<ul style="list-style-type: none"> <li>Inclusive and diverse workplace with 30% diversity by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Improving diversity - gender, sexual orientation, specially-abled, regional diversity – Transgenders onboarded in front end role (16 nos.)</li> <li>Sensitisation workshop for diversity and inclusion</li> <li>Rolled out various women professional development programmes</li> <li>Effective employee engagement programme</li> </ul>	<ul style="list-style-type: none"> <li>Gender diversity increased from 14.4% in FY 2019-20 to 21.7%</li> </ul> <p>Continuous</p>

Action Taken	Performance KPIs	Status
<b>Goal 7</b>		
<ul style="list-style-type: none"> <li>Zero work-related fatalities</li> <li>50% reduction in Total Recordable Injury Frequency Rate (TRIFR) by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Critical Risk Management/FSIPP (Fatality &amp; Serious Injury Prevention Programme)</li> <li>Community of practice: Structural Integrity</li> <li>Infrastructure and automation</li> <li>Safety governance structure for business partners</li> <li>Elimination of high-risk manual activities</li> <li>Industrial Hygiene Qualitative Exposure assessment and Quantitative Exposure assessment</li> <li>Strengthening of emergency preparedness</li> </ul>	<ul style="list-style-type: none"> <li>Zero Fatalities</li> <li>TRIFR decreased by 32% from FY 2019-20</li> </ul> <p>Continuous</p>
<b>Goal 8</b>		
<ul style="list-style-type: none"> <li>100% responsible sourcing in the supply chain by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Incorporated ESG into the commercial process through below initiatives:                             <ul style="list-style-type: none"> <li>ESG questionnaire introduced in pre-qualification criteria</li> <li>Rigorous suppliers' due diligence</li> <li>Standard ESG expectations incorporated the contracts</li> <li>Incorporated single use plastic and Modern Slavery Act declaration in RFQ process</li> <li>Incorporating subcontractor approval during RFQ</li> <li>Launched vendor grievance through ROBOS portal</li> <li>Conducted webinar for ESG, human rights, biodiversity and climate change</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>88% material/ services sourced directly from India</li> <li>73% of total supplier by value (total 309 suppliers) have been assessed by third party for sustainable sourcing and ESG criteria during the year</li> </ul> <p>On Track</p>

**Governance, leadership and oversight**

- Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) –**  
Mr. Arun Misra, CEO & Whole-time Director is responsible for the Business Responsibility and Sustainability Report. Please refer to page 340 of the Integrated Report FY 2023-24 for CEO statement covering ESG risk, challenges, highlights and achievements.
- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)**  
Mr. Arun Misra, CEO & Whole-time Director who is also a member of Board-level Sustainability and ESG Committee is responsible for the implementation and oversight of the Business Responsibility and Sustainability Policy(ies)
- Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/No). If yes, provide details.**  
Yes, 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 an 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:
  - 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

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.

Committee Composition

  - Mr. Akhilesh Joshi - Non-Executive Independent Director - Chairperson
  - Mr. Arun Misra - Executive Director - Member
  - Ms. Nirupama Kotru - Non-Executive Nominee Director - Member
  - Ms. Veena Kumari Dermal - Non-Executive Nominee Director - Member

ESG risk and mitigation are also reassured by the Audit & Risk Management Committee.



**10. Details of review by NGRBCs by the Company:**

Subject of review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	Committee of the Board								

Subject of review	Frequency (Annually/Half Yearly/Quarterly/ Any other – please specify)								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	The policies of the Company are reviewed annually by Director/Board Committees, wherever applicable								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Review of compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances is done by relevant Board Committee								

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.	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
		Y	Y	Y	Y	Y	Y	Y	Y
	Yes. Vedanta undertakes an annual audit exercise, known as the Vedanta Sustainability Assurance Process audit, conducted by an external agency Det Norske Veritas (DNV) to evaluate the workings of these policies. This audit is conducted across all business locations including Hindustan Zinc to ensure Vedanta Sustainability Framework (VSF) compliance.								





**12. If the answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:**

Not Applicable

**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 and its impact	% of persons in respective category covered by the awareness programmes
1	 Board of Directors	6	<ul style="list-style-type: none"> <li>Update on key risks</li> <li>Update on Sustainability &amp; ESG initiatives</li> <li>Update on CSR initiatives</li> <li>Cybersecurity Awareness Session</li> <li>ESG Awareness Session</li> <li>Risk Management Awareness Session</li> </ul>	100%
2	 Key Managerial Personnel	15	<ul style="list-style-type: none"> <li>Overview of mining, smelting, power, marketing, ESG, fertiliser project, risk management, etc.</li> <li>Awareness Trainings (ESG, Cybersecurity, CSR, Risk, etc.)</li> <li>Business Ethics and Code of Conduct covering insider trading</li> <li>Training on climate change, water positivity standard, TCFD, BRSR and BRSR core requirement, WEF risks, concept of no net loss, concept of double materiality etc.</li> </ul>	100%
3	 Employees other than BoD and KMPs	2,760	<ul style="list-style-type: none"> <li>Safety, Governance, Legal, Technology, ESG, Behavioural training covered</li> </ul>	99%
4	 Workers	6,710	<ul style="list-style-type: none"> <li>Legal, Technical, Behavioural, Health Safety &amp; Environment Upskilling Training</li> </ul>	68%

**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*	Principle-1	BSE & NSE	2,869,788	1. Non-compliance related to minimum numbers of Independent Directors on Board Penalty of ₹ 1,987,200/-	No
		State Tax Officer, Rudrapur, Uttarakhand		2. Order from State Tax officer, Rudrapur, Uttarakhand, on account of procedural issues. Penalty of ₹ 882,588/-	
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

\*Reporting under Regulation 30 and paid after July 2023



**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 regulatory/enforcement agencies/judicial institutions
	NA

**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.**

Hindustan Zinc has adopted the anti-corruption or anti-bribery policy. The policy has been developed in alignment with the Company's Code of Conduct, including whistle-blower policy bound by various laws including the Indian Prevention of Corruption Act 1988, UK Bribery Act 2010 and Foreign Corrupt Practices Act 1977, 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 the Company's culture of transparency in all its dealings. This policy applies to all employees and business partners of the Company and sets out conduct that must be always adhered to.

The policy can be accessed at [Anti-Bribery-and-Anti-Corruption Policy](#)

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

	FY 2023-24	FY 2022-23
 Directors	NIL	NIL
 KMPs	NIL	NIL
 Employees	NIL	NIL
 Workers	NIL	NIL

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

Not Applicable as there were no fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest as mentioned above.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	50	46

**9. Open-ness of business**

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

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.25%	0.06%
	b. Number of trading houses where purchases are made from	6	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	43%	44%
	b. Number of dealers/distributors to whom sales are made	97	104
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	58%	61%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	3.05%	3.36%
	b. Sales (Sales to related parties/total sales)	0.35%	0.13%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0%	0%
	d. Investments (Investments in related parties/Total Investments made)	3.93%	1.04%

« **LEADERSHIP INDICATORS** »

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
81	ARIBA (Supplier platform) training, Supplier Code of Conduct, ESG awareness, Human rights, BRSR, Climate change, Biodiversity, Life Cycle Assessment, etc. (P1 to P9)	<ul style="list-style-type: none"> <li>100% partners for Supplier Code of Conduct training</li> <li>100% of new suppliers given training on ARIBA (Supplier portal)</li> <li>39% suppliers were given training on ESG topics (BRSR Core, Climate Change, Biodiversity &amp; Human Rights)</li> </ul>



**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 (The Code). 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 1988, Foreign Corrupt Practices Act 1977 and UK Bribery Act 2010. 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. 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.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D 	100%	100%	<p>Our Research &amp; Development (R&amp;D) capabilities are pivotal in advancing our circular economy objectives, notably through the creation of innovative flotation reagents that enhance mineral recovery and minimise impurities. Additionally, our commitment to environmental stewardship is demonstrated by numerous waste recycling initiatives aimed at diminishing our ecological footprint and reclaiming valuable resources from waste. Furthermore, R&amp;D has been instrumental in refining the processes within Waelz kiln operations, thereby optimising metal recovery from secondary materials.</p> <p>The Company's commitment to sustainable innovation has been further validated with the acquisition of Indian patents for three cutting-edge technologies (IN 468077, IN 476200, and IN 476226). These patents encompass advancements in both pyrometallurgy and hydrometallurgy, aiming to elevate zinc and lead yields through proprietary in-house developments. These technologies are pivotal in converting waste into valuable resources, thereby not only propelling the Company's operational efficiency but also empowering local entrepreneurs and communities.</p> <p>To bolster our research capabilities, we have equipped our facilities with advanced instruments, including X-Ray Fluorescence (XRF), X-Ray Diffraction (XRD), and a suite of other specialised equipment.</p>
Capex 	12%	10%	<p>As a leading Company in the metal &amp; mining sector, we are completely aligned with UN Sustainable Development Goals. The Company is working on various areas of ESG with our 8 sustainability goals 2025, having number of projects under the capex investment. The project area includes climate change, energy efficiency, water &amp; waste management, health &amp; safety. Some of the key projects covering under capex investment are –</p> <ul style="list-style-type: none"> <li>• Establishment of zero liquid discharge plants at Zawar mine and Rampura Agucha mine</li> <li>• Setting up dry tailing storage facility at Rajpura Dariba Complex</li> <li>• Development of [PS1] seismic monitoring system at mines</li> <li>• Fire detection system for UG and surface conveyors at units etc.</li> </ul>

**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 Tier 1 suppliers including service and supply partners 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 Tier-1 suppliers 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; environment violations or non-compliance, GHG emissions, non-availability of water, social unrest 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?**

100% of our material and services are being sourced sustainably only through our robust supply chain process. During the year, 73% of tier 1 supplies by value have been assessed by a third party for ESG aspects.

**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 products manufactured by Hindustan Zinc are integrated into various products produced by their customers, making it impractical to separate or reclaim them individually. Therefore, the question does not apply to products.

**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 and waste collection plan is in line with the 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?**

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.

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.

NIC Code	Name of the 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.
27204	Zinc	62%	Cradle-to-grave	Yes	<a href="#">Environment Product Declaration</a>
27209	Lead	14%	Cradle-to-grave	Yes	<a href="http://hzlindia.com/wp-content/uploads/HZL-SDR-2017-18-new.pdf">hzlindia.com/wp-content/uploads/HZL-SDR-2017-18-new.pdf</a> (page 81-82)
27205	Silver	19%	Cradle-to-grave	Yes	<a href="http://hzlindia.com/wp-content/uploads/HZL-SDR-2017-18-new.pdf">hzlindia.com/wp-content/uploads/HZL-SDR-2017-18-new.pdf</a> (page 81-82)



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

Name of Product/Service	Description of the Risk/Concern	Action Taken
Zinc Lead Silver	<p>There are no social or environmental risks or concerns arising from production or disposal of our products/services, as identified in the Life Cycle Assessments (LCA).</p> <p>Although there is no risk identified as arising from production or disposal of our product in the Life Cycle Assessments (LCA).</p> <p>Following are the recommendations from the above study for which we have worked on:</p> <ul style="list-style-type: none"> <li>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</li> <li>Optimisation and improvement of the production processes, end-of-life scenarios, etc.</li> <li>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</li> <li>Objectively analysing different future scenarios and possible alternatives and their implications and impact on the life cycle</li> <li>Third party standards and rating schemes that are trying to improve the environmental footprint of product and building systems</li> </ul>	<ul style="list-style-type: none"> <li>Energy-efficiency projects such as revamping of all the turbines, improvement of cellhouse efficiency, and 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</li> <li>We have signed power delivery agreement of 450 MW renewable energy which will be part of energy mix from FY 2024-25</li> <li>We are using biomass along with coal in our captive power plants</li> <li>Electric vehicles have been introduced in our underground mining &amp; 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</li> <li>Company has commissioned India's 1<sup>st</sup> dry tailing plant at Zawar mines which recirculates more than 80% of the process water present in tailings</li> <li>We have zero liquid discharge (ZLD) plants at all smelters which recycles processed water, which is then reused in operations</li> <li>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</li> <li>Rainwater harvesting facility has been introduced in Rampura Agucha mines</li> </ul>

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

Indicate input material	Recycled or reused input material to total material	
	FY 2023-24	FY 2022-23
	NIL	NIL

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Not applicable, as we are primarily the manufacturer of non-ferrous metals which is sold as an intermediate product in the form of an ingot without any plastic packaging.

**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, as we are primarily the manufacturer of non-ferrous metals which is sold as an intermediate product in the form of an ingot without any plastic packaging

**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	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2,191	2,191	100%	2,191	100%	NA	NA	2,191	100%	2,191	100%
Female	607	607	100%	607	100%	607	100%	NA	NA	607	100%
<b>Total</b>	<b>2,798</b>	<b>2,798</b>	<b>100%</b>	<b>2,798</b>	<b>100%</b>	<b>607</b>	<b>21.69%</b>	<b>2,191</b>	<b>78.31%</b>	<b>2,798</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	6	6	100%	6	100%	NA	NA	6	100%	6	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
<b>Total</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>1</b>	<b>14.29%</b>	<b>6</b>	<b>85.71%</b>	<b>7</b>	<b>100%</b>

**b. Details of measures for the well-being of Workers:**

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	744	744	100%	744	100%	NA	NA	NA	NA	744	100%
Female	15	15	100%	15	100%	15	100%	NA	NA	15	100%
<b>Total</b>	<b>759</b>	<b>759</b>	<b>100%</b>	<b>759</b>	<b>100%</b>	<b>15</b>	<b>1.98%</b>	<b>NA</b>	<b>NA</b>	<b>759</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	19,937	19,937	100%	19,937	100%	0	0	NA	NA	19,937	100%
Female <sup>#</sup>	295	295	100%	295	100%	295	100%	NA	NA	295	100%
<b>Total</b>	<b>20,232</b>	<b>20,232</b>	<b>100%</b>	<b>20,232</b>	<b>100%</b>	<b>295</b>	<b>1.46%</b>	<b>NA</b>	<b>NA</b>	<b>20,232</b>	<b>100%</b>

<sup>#</sup>above number includes 16 transgenders

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

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.137%	0.12%



## 2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	FY 2023-24			FY 2022-23		
	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	99.9%	100%	Y	99.77%	100%	Y
Gratuity	99.8%	100%	Y	99.77%	100%#	Y
ESI*	NA	NA	NA	NA	NA	NA
Others - (Death Benefits & Medical Assistance)	100%	100%	NA	100%	100%#	NA

\* Permanent Employees and Permanent Workers

# This number is restated from last year

## 3. Accessibility of workplaces

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

Premises/offices of the Company are largely accessible to differently-abled employees & workers together with normal employees, barring a few places/locations/manufacturing facilities due to safety considerations and specific design and structure of certain places. We also conduct training to our employees on Indian sign language to assist them in communication with deaf & mute.

The Inclusive infrastructure facilities available at most of our premises includes:

- Elevators with braille inscribed for person with visual impairment
- Ramps for mobility-impaired person with disability
- Touchless entry places for person with disability
- Text to speech software for visually impaired
- Wheelchair accessible restrooms are available in the office at the ground floor

## 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.

Equal Opportunity Policy Link- <https://www.hzindia.com/wp-content/uploads/Equal-Opportunity-Policy-2024.pdf>

We are guided by our Code of Conduct Policy which clearly specifies that we have zero tolerance policy against discrimination against any disability.

Business Ethics and Code of Conduct link- <https://www.hzindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf>

We promote an inclusive work culture of creating a supportive professional environment that promotes trust, empathy and mutual respect for all employees including disabled employees.

Diversity, Equality and Inclusion Policy link- <https://www.hzindia.com/wp-content/uploads/6.-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%	94%	NA	NA
Female*	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>94%</b>	<b>NA</b>	<b>NA</b>

\* Hindustan Zinc's Parenthood policy offers female employees flexibility after post-maternity leave, leading them not to return to work immediately.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<b>Yes, there are mechanisms available to receive and redress grievances of employees and workers which are as below:</b>
Other than Permanent Workers	<b>Grievance Redressal Committees:</b> Across locations are institutionalised for redressal of complaints from internal as well as external stakeholders.
Permanent Employees	<b>Joint Consultation Committee:</b> 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	<b>Hindustan Zinc Limited Workers' Federation &amp; Executive Committee Meet:</b> The General Secretary along with the federation representatives meet Hindustan Zinc Executive members to redress the grievances at a larger forum which requires intervention from EXCO. <b>Sampark:</b> CEO townhall is an open forum where employees as well as workers can share the grievances directly with CEO. <b>Visible Felt Leadership Drive:</b> Every leader is mandated to interact once in a month with workforce. This redresses the grievances related to safe working environment at the shopfloor. <b>The Vigil Mechanism:</b> 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. <b>Internal Complaints Committee:</b> In pursuance of the mandate under the POSH Act 2013, every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee (ICC)" to receive, hear and redress any and all complaints pertaining to sexual harassment at workplace. There is a designated email id and toll-free number for lodging the complaints under Vigil Mechanism or Whistle Blower i.e., <a href="mailto:hzl.whistleblower@vedanta.co.in">hzl.whistleblower@vedanta.co.in</a> and 000-800-100-1681. These details are also available on the website of the Company.

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

Category	FY 2023-24			FY 2022-23		
	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	2,798	0	0%	2,566	0	0%
- Male	2,191	0	0%	2,067	0	0%
- Female	607	0	0%	499	0	0%
Total Permanent Workers*	759	759	100%	897	897	100%
- Male	744	744	100%	879	879	100%
- Female	15	15	100%	18	18	100%

\*Only Non-executive Employees are Members of Unions

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	2,197	1,773	81%	2,178	99%	2,074	1,557	75%	1,953	94%
Female	608	462	76%	598	98%	501	362	73%	486	97%
<b>Total</b>	<b>2,805</b>	<b>2,235</b>	<b>80%</b>	<b>2,776</b>	<b>99%</b>	<b>2,566</b>	<b>1,919</b>	<b>75%</b>	<b>2,439</b>	<b>95%</b>
<b>Workers*</b>										
Male	20,681	11,208	54%	11,065	54%	19,490	17,179	88%	6,042	32%
Female	310#	168	54%	166	54%	234	206	88%	73	31%
<b>Total</b>	<b>20,991</b>	<b>11,376</b>	<b>54%</b>	<b>11,231</b>	<b>54%</b>	<b>19,724</b>	<b>17,385</b>	<b>88%</b>	<b>6,115</b>	<b>31%</b>

\* Previous year's numbers have been restated

# above number includes 16 transgenders

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	2,197	2,197	100%	2,074	2,074	100%
Female	608	608	100%	501	501	100%
<b>Total</b>	<b>2,805</b>	<b>2,805</b>	<b>100%</b>	<b>2,575</b>	<b>2,575</b>	<b>100%</b>
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\*Only eligible employees covers

**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, Occupational health and safety management system has been implemented by Hindustan Zinc. The coverage of the said system has been elaborated below:

- 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 duly signed off by our CEO which is applicable to all our business units - including subsidiaries, joint ventures and acquisitions managed sites, licenses, outsourcing partners, corporate offices, and research facilities. It have been implemented across all our business unit and is applicable on Hindustan Zinc's employees including workers, business partner employees, suppliers and others with whom Hindustan Zinc does business
- Vedanta Sustainability Framework (VSF) is aligned with the International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), United Nations Global Compact (UNGC) principles, standards and 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 workforces. Our endeavours help us work towards enhancing our safety standards and processes, to minimise the health and safety risks across all our operations

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

The processes used to identify work-related hazards and assess risks on a routine and non-routine basis are as follows:

- 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 Hazard and Operability (HAZOP), Process Hazard Analysis (PHA) etc.
- All the sites of Hindustan Zinc have their Hazard Identification and Risk Assessment (HIRA) registers which are updated at regular intervals
- 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) - system is also a part of PTW which is prepared by the competent team in which all minute activities related with the job is being identified and potential risk associated with the job is assessed. The various control measures for mitigating the risk will be in place for the risk identified. Same would be also part of toolbox talk for any non-routine job
- We have initiated Critical Risk Management (CRM) programme to identify, verify and ensure healthiness of critical controls for identified high risks. We have launched CRM for 11 top risks identified till March 2024
- We launched SURAKSHA KAVACH across all our mines during the year. These covers 25 activities (Routine & Non-Routine) for UG mining & their NO-GO's criteria and critical checks to be performed by the statutory supervisors & competent persons i.e., mining mate, foreman, operator before starting of any such activity thus ensuring that the work could be carried out in a safer way

**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 developed various systems in our organisation through which our employees including workers and business partner employees can report the work-related hazards so that proper actions can be taken to ensure that these hazards does not result in any injury incidents. These systems have been developed to improve the reporting of leading indicators that can have a positive impact on our safety culture. Below are a few of the processes through which they can report the work-related hazards

- We have a digital platform - 'V Unified Enablon System' to report any work-related hazards
- Central safety committee meetings are being conducted across all zones in which there is participation from Hindustan Zinc Management, Union Leaders, and contract & business partner employees. Any work-related safety issues are being addressed in these meetings
- Pit safety meetings are being conducted across all our mines which includes participation from Hindustan Zinc Management, Union Leaders, and contract & business partner employees. These meetings are conducted on a monthly basis, and this provides a platform for employees and workers to report any hazards at their site
- We are also conducting Safety Pause - Right to Refuse any Unsafe Act - a mass safety communication programme in which a safety townhall is being organised to have an open discussion on work-related hazards with the employees including workers.

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

Yes, employees/workers of the Company have access to non-occupational medical and healthcare services and following initiatives are in place:

- 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 access to 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 have also been 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 Advanced Life Supporting Ambulance system which carry advanced equipment and are staffed by highly trained professionals who take care of complete medical situations

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.22	0.83
	Workers	0.83	0.68
Total recordable work-related injuries	Employees	10	10
	Workers	114	117
No. of fatalities	Employees	0	1
	Workers	0	6
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	0
	Workers	2	0

\* Including the contract workforce

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

Yes. The different measures taken by our organisation for ensuring a safe and healthy workplace include:

- All our sites have undergone integrated management system assessment and are certified in ISO 45001:2018
- Hindustan Zinc has a well-established safety management system named as Aarohan Safety Management System which was launched in the year 2013 in alignment with our vision of zero harm
- It covers the following pillars or elements such as incident management, safety interaction, standard rules and procedure, contractor safety management, process safety management, FSIPP and training management sub committees
- The performance of these pillars is governed by corporate safety council committee at corporate level and zone apex committee as location level
- We ensure that all our employees are provided with safe work environment. For the same, we assess the risks in our business and ensure that proper controls are in place based on the hierarchy of controls
- For improving the worker risk perception, we conduct many initiatives for capacity building that include induction programme, refresher training, training in safe operating procedures, training on safety standards and we have also launched digital platform in which employees can assess the training sessions on safety standards
- Apart from these internal trainings, we also engage with external parties in alignment with the objective of competency enhancement of our employees. Some of the external competency enhancement initiatives include Safety Integrity Level (SIL), Layers of Protection Analysis (LOPA), Process Safety Management (PSM), Quantitative Risk Assessment (QRA) training, VSAP CAPA training, Mining Mate Competency Enhancement Program etc.
- Other major initiatives that were incorporated to address the risks include:
  - Critical risk management programme launched with 11 top identified risks across business
  - SURAKSHA KAVACH – Mining phase 1 launched covering 25 routine and non-routine activities
  - We have Incident management, Safety Interaction, Standard rules and procedure, Process safety management, Contractor safety management and FSIPP sub-committees for the implementation of safety management system
  - 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
  - We are conducting competency enhancement programmes for employees
  - Safety Pause (Right to refuse unsafe work) – 4 safety pauses conducted across our business to reinforce our commitment towards safety first culture

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

	FY 2023-24			FY 2022-23		
	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	659	40	Completed	506	47	Closed
Health & Safety	357	22		690	70	

\* Pending grievances or complaints as at the end of the current FY relates to the new complaints or grievances raised during the year

**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% (9 operating locations are ISO 45001:2018 certified) HSE is also a very important part of the Vedanta Sustainability Audit Program (VSAP) assessment and all units are participating in VSAP which is organised through third party
Working Conditions	100% Working conditions are assessed during the ISO certificate vigilance, VSAP and during the statutory authority's audit

**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**

No significant incidents took place across Hindustan Zinc for FY 2023-24

At Hindustan Zinc, we are always committed to providing an injury-free workplace by ensuring the health and safety of all our employees including workers and business partners across all locations.

This year from October 2023 onwards, in Incident management sub-committee, we have revised the scorecard. We have included an extra parameter called Horizontal deployment of fatality and LTI recommendation which would help us to evaluate the implementation of our learnings from past LTI and fatal incidents across all sites of Hindustan Zinc.

This would help in preventing the re-occurrence of similar incidents in our organisation and help us in achieving the mission of zero harm.

## » 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, the Company extends the following measures in the event of the death of employees or workers.

- 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 Permanent Workers, we have a tripartite Long Term Settlement (LTS) with recognised Union where in the event of on-duty fatal accident, an amount of ₹ 30 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory 'Death Benefit Scheme' along with a compensatory package ranging between ₹ 8 lakhs and ₹ 17 lakhs (as per individual's age bracket)
- For Contractual employees, in the event of on-duty fatal accident, an amount of ₹ 25 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory 'Benevolent Fund Scheme'

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

Hindustan Zinc ensures adherence to statutory compliances related to value chain partners by performing due diligence, Company has partnered with external agency as its outsourced partner to ensure all statutory dues, check Labour Law related compliances etc. In case of any non-compliances, stringent actions are taken against defaulter business partner.

Further following processes ensure that the statutory dues have been deducted and deposited by the value chain partners.

- Onboarding/selection process** – Compliance with applicable Labour Laws, including statutory requirements such as child labour, forced and compulsory labour are also ensured along with other necessary compliances.
- Compliance with Company's Code of Conduct** – All the value chain partners are also abided by our Code of Conduct through signing the same as a part of their respective contracts.
- Due diligence process** – Most of our value chain partners undergo desktop assessment and on-site assessment, together with usual risk assessment process

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	2	1	2	0
Workers	2	6	1	3

## 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)

At Hindustan Zinc, retention programme is available, subject to the criticality of role, business need, and continuity of the employment. On case to case basis, some of the highly qualified senior employees have been retained as advisers post their retirement from the Company. In addition, during the employment, capacity building and training sessions for skill upgradation are provided to all 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*	100%
Working Conditions*	100%

\* Tier 1 Suppliers are covered

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

As a part of our strategy to prevent health & safety incidents with our service providers, we carry out Contractor Field Safety Audits (CFSAs) to ensure safety measures & proper working conditions are in place. Subsequently, we implement corrective and preventive actions based on audit findings. These observations are categorised into various buckets like Procedures, Tools and Equipment, Plant up-keep, PPEs and Positions of people.

We also take supplier's undertaking on ESG parameters, including their acceptance towards creating and maintaining a safe and healthy workplace that is free of injuries, fatalities, and illnesses for each commercial enquiry through online platform.

## 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 our operations as well as those that may have interests in our operations or the ability to influence its outcome, either positively or negatively are considered as stakeholders for us. This inter alia includes customers, suppliers, communities, government regulators, shareholders, Development Organisations and employees. Following is the detailed process around identification, review and updating the stakeholders group within Hindustan Zinc Limited:

- Proactive stakeholder identification and analysis is completed at all the stages of project to assess potential and relevant impacts and risks to stakeholders, and the associated risks to the project
- All the sites implement their own stakeholder identification and analysis processes along with the identification of potential stakeholder representatives who could act as conduits for both dissemination of information to large numbers of stakeholders
- As part of the process above, operations/sites also identify individuals and groups who may be differentially or disproportionately affected by operations due to their disadvantaged, isolated or vulnerable status and consider specific and proactive communication routes for these groups
- Using the information gathered above, operations will determine the level of communication and consultation that is appropriate for each stakeholder or group. From this information, a Stakeholder Engagement Plan will be developed
- Throughout the lifecycle of the project, the Stakeholder Identification Analysis processes will be reviewed and updated if necessary taking into consideration feedback from stakeholder

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

Total seven stakeholder groups are identified.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers 	No	<ul style="list-style-type: none"> <li>Intuitive Vedanta Metal Bazaar online platform for continuous engagement and feedback</li> <li>Periodic connects with key customers by senior executives and top management</li> <li>Biennial customer satisfaction survey</li> <li>Forum for quick customer query resolution</li> <li>Voice of customers workshops chaired by CEO &amp; CFO to understand their concerns and feedback</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with regional teams on a regular basis in team meetings as well as through physical visits</li> <li>Quarterly engagement with NSH</li> <li>Bi-annually or once a year with CMO depending on the volume of customer</li> <li>Chairman/VC/CEO connect as required with HVT customers</li> </ul>	<ul style="list-style-type: none"> <li>Understanding their current requirement in the market, disruptive industry trends and scope of new zinc &amp; lead applications</li> <li>Current level of serviceability and areas of improvement in same to create a buyer/user-friendly experience</li> <li>Product development is guided by customer requirements basis their zinc application and any changes in their customer products</li> <li>Discussion on ESG and sustainability practices being adopted to reduce environmental impact</li> <li>Improving ease of business by understanding their concerns to become a preferred supplier to domestic customers</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers 	No	<ul style="list-style-type: none"> <li>Contract negotiations, supplier code of conduct, policies &amp; standards</li> <li>Regular supplier meetings and site-visits</li> <li>Vendor due diligence and pre-qualification meetings</li> <li>On-site quality audits of critical suppliers</li> <li>Supplier sustainability desktop assessment</li> <li>Helpdesk for speedy resolution of supplier query</li> <li>Webinars for supplier engagement</li> <li>Tracking business partners suggestions for possible implementation</li> <li>Focussed discussion on ESG goal alignment with critical suppliers</li> </ul>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>Critical to ensure operational efficiency through timely supplies &amp; logistical efficiency</li> <li>Vital to our goals of sustainability and responsible sourcing</li> <li>Safety of workers and workplace</li> </ul>
Communities 	Yes	<ul style="list-style-type: none"> <li>CSR initiatives, events and interventions</li> <li>Robust grievance mechanism through strategic Social Performance Committees</li> <li>Leadership community connect and community meetings</li> <li>Third-party assessments - Impact assessment survey and perception studies</li> <li>Communication via newsletters, leaflets, hoardings, print and social media, etc.</li> </ul>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>Community outreach is vital to understand the needs &amp; expectations of the community &amp; further accordingly plan the interventions for them. Such interventions shall further support national progress, as well as smooth business operations</li> <li>To enhance their quality of life &amp; overall wellbeing</li> <li>Reduction in the environmental &amp; social impacts that may affect communities</li> <li>Capacity building, strengthening grassroot institutions and livelihoods of the nearby communities</li> </ul>
Government and Regulatory Authorities 	No	<ul style="list-style-type: none"> <li>Advocacy on favourable policy matters through panel discussions, technical representations with various trade and industry associations, state/central mines departments and MOEFCC, etc.</li> <li>Regular engagement with various regulators, local administration, inspection bodies, industry associations, etc.</li> <li>Partnerships in the Government's social welfare programmes through active participation and sponsorships</li> <li>Regulatory, legal compliances and reporting</li> </ul>	Periodic/Need basis	<ul style="list-style-type: none"> <li>Contribution of our business to nation-building through our products, taxes &amp; royalties</li> <li>Support to Government's on-ground initiatives through CSR &amp; contribution to local economy</li> <li>Meeting the compliance requirements</li> <li>Policy advocacy on subjects relevant to company</li> <li>Suggest projects to district administration/mining engineer offices for consideration &amp; utilising of District Minerals Foundation Trust (DMFT) funds in mining areas</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders, debenture and other security holders 	No	<ul style="list-style-type: none"> <li>Annual General Shareholders Meetings; financial results declaration (quarterly) and earnings calls with senior management</li> <li>Investor Relations events; one-on-one investor meetings, investor conferences, NDRs</li> <li>Disclosure tools, including Annual Reports, Sustainability Reports and Tax Transparency Reports, Investor Presentations</li> <li>Complaints and grievance management</li> </ul>	Annual, Quarterly, Ongoing basis	<ul style="list-style-type: none"> <li>Shareholder support and feedback on operations provides continuous guidance for the management and governance</li> <li>Keeping communications channels open with analysts and investor community and helps to connect them with the management</li> <li>Apprising them about the operations and sustainability initiatives regularly. ESG concerns are of importance to shareholders</li> </ul>
Employee & Business Partners Employees 	No	<ul style="list-style-type: none"> <li>Emails as an official and transparent communication medium</li> <li>Mentorship programmes for new hires with senior leaders</li> <li>Sampark townhall meetings with the CEO, location townhall with location heads and pulse checks by HR teams</li> <li>Flyers to communicate behavioural, motivational and other aspects, promoting a positive work environment</li> <li>Focus group discussions by leaders and one-on-one discussions with managers</li> <li>Grievance handling portals and Company website</li> <li>Company website for significant communication</li> <li>In-person family gatherings during festivals and events to enhance positive atmosphere and develop a healthy community</li> <li>Awareness of employee benefit policies via regular connects</li> <li>Annual employee surveys (internal and external)</li> </ul>	An ongoing task. We also bring forward need-based strategic interventions to implement required tasks	<ul style="list-style-type: none"> <li>Improve employee experience, monitor organisational health, and provide a better quality of life at workplace</li> <li>Through enhanced growth opportunities, we motivate employees to perform better and improve the levels of trust and loyalty within the Company, resulting in increased employee retention, performance, and innovation</li> <li>Annual employee surveys help us assess how employees navigate their experience and areas of improvement</li> <li>Employee engagement helps in maintaining their positive mental health and motivates employees thereby enhancing productivity</li> <li>Enable direct interaction of employees with the senior management to understand needs and requirements at grassroots level</li> <li>Develop an inclusive workplace through experiences shared from our underrepresented communities with our employees and their families</li> <li>Some of the initiatives at Hindustan Zinc enabling a seamless interaction and recognition, with a dual aim of nurturing growth and cultivating an inclusive workplace culture includes Leader's Unplugged, Dronas, Yuva-Guru - a reverse mentoring programme</li> </ul>
Development Organisations 	No	<ul style="list-style-type: none"> <li>CSR initiatives, events and interventions</li> <li>Robust grievance mechanism through strategic Social Performance Committees</li> <li>Leadership community connect and community meetings</li> <li>Third-party assessments - Impact assessment survey and perception studies</li> <li>Communication via newsletters, leaflets, hoardings, print and social media, etc.</li> <li>Review &amp; Governance Mechanisms</li> </ul>	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.**

There is a structured procedure in place for direct dialogue between stakeholder and the Board concerning Economic, Environmental, and Social matters. Stakeholder consultation is carried out regularly by business heads/unit heads. Each unit has its own stakeholder engagement plan, overseen & monitored by the unit head/business head.

Feedbacks & identified concerns/issues are presented to the Board of Directors by the CEO during quarterly Board meetings. Periodic review of the Company's stakeholder base and their material interests is an integral part of the roles and responsibility of the Board. During the year, we have reassessed our material issues in consultation with our stakeholders.

**Process for the consultation with different stakeholders**

**Local Communities**

There is a 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 presented to the Board CSR Committee. We have also established the Board-level ESG and Sustainability Committee.

**Shareholders, debenture and other security holders**

Our Stakeholder Relationship Committee is primarily responsible for reviewing the investor service standards and address the interests and grievances of shareholders, debenture holders, and other security holders. Hindustan Zinc's Investor Relations department acts as a bridge between the senior management and the investors, facilitating regular interactions and feedback sessions in the form of earnings calls, one-to-one meetings, investor conferences, etc. On an annual basis, shareholders also get an opportunity to interact with the Board members through Annual General Meeting. We have appointed Kfin Technologies Limited as Registrar & Transfer Agent, who works with the Secretarial team to address all investors' queries.

**Employees**

Hindustan Zinc participates in Annual Tripartite Committee Meeting under the aegis of Directorate General of Mines Safety (DGMS), with discussions among the dignitaries from DGMS, Hindustan Zinc, and Hindustan Zinc Worker's Federation, revolving around health, safety, and welfare of the workers. While our employees and business partners interact with the CEO in the monthly townhalls, we also have monthly visits by our Chairperson, where such consultations happen as well.

**Customers**

We prioritise maintaining strong connections with our customers, ensuring their needs and concerns are addressed effectively. We have established a structured protocol for customer interaction, led by various levels of management. Our regional managers and area managers actively engage with customers on a regular basis. They serve as primary points of contact for addressing day-to-day enquiries, resolving issues promptly, and fostering positive relationships with our valued clientele. Their proactive approach ensures that customer feedback is acknowledged and acted upon swiftly, contributing to enhanced customer satisfaction and loyalty. In instances where situations require escalated attention or involve significant concerns, our national sales heads and chief marketing officer (CMO) personally intervene to meet with the customer. By engaging directly with customers on a case-by-case basis, we are committed to resolving issues and upholding our commitment to customer-centricity.

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

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics.

During the materiality assessment, we identify the material topics and take various initiatives to mitigate the risk due to those issues and to maintain healthy relationships with our stakeholders. Material topics are 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.

In our regular interactions with the shareholders and sell-side analysts, we identify key concerns of the market and take advice/suggestions provided by them, which are considered in our decision-making process. We take consent of shareholders for major corporate actions at AGMs. We also leverage our quarterly earnings calls to provide updates on all key aspects including ESG, thereby monitoring the market's reactions for the same and proceed accordingly.

We have a monthly employee engagement session, Sampark (CEO townhall), which brings together all the executive employees and business partners' employees for an interaction with the senior management, where all their concerns including workplace health and safety are addressed, and their efforts are recognised.

**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.**

The response to this question has been covered under the CSR section of our Integrated Annual Report 2023-24. For more details, refer page 185 of the Integrated Annual Report 2023-24.

**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 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2,798	2,479	89%	2,566	2,277	89%
Other than permanent	7	4	57%	9	5	56%
<b>Total Employees</b>	<b>2,805</b>	<b>2,483</b>	<b>88%</b>	<b>2,575</b>	<b>2,282</b>	<b>89%</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent*	886	886	100%	878	878	100%
<b>Total Workers</b>	<b>886</b>	<b>886</b>	<b>100%</b>	<b>878</b>	<b>878</b>	<b>100%</b>

\* All Security personnel are accounted here



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

Category	FY 2023-24				FY 2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	2,798	-	-	2,798	100%	2,566	-	-	2,566	100%
Male	2,191	-	-	2,191	100%	2,067	-	-	2,067	100%
Female	607	-	-	607	100%	499	-	-	499	100%
<b>Other than Permanent</b>	7	-	-	7	100%	9	-	-	9	100%
Male	6	-	-	6	100%	7	-	-	7	100%
Female	1	-	-	1	100%	2	-	-	2	100%
<b>Workers</b>										
<b>Permanent</b>	759	-	-	759	100%	897	-	-	897	100%
Male	744	-	-	744	100%	879	-	-	879	100%
Female	15	-	-	15	100%	18	-	-	18	100%
<b>Other than Permanent</b>	20,232	-	-	20,232	100%	19,724	-	-	19,724	100%
Male	19,937	-	-	19,937	100%	19,490	-	-	19,490	100%
Female	295 <sup>#</sup>	-	-	295	100%	234	-	-	234	100%

<sup>#</sup> above number includes 16 transgenders

**3. Details of remuneration/salary/wages:**
**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) <sup>\$</sup>	1	127,151,286	0	0
Key Managerial Personnel*	2	24,560,042.5	0	0
Employees other than BoD and KMP <sup>#</sup>	1,832	1,558,079.5	424	975,697.5
Workers <sup>#</sup>	744	2,382,218	15	1,775,586

<sup>\$</sup> Only Executive Director (CEO) has been considered for this purpose as the other Directors do not draw any salary except for sitting fee

\* Excluding the current Company Secretary as she was onboarded during the year w.e.f. January 9, 2024

<sup>#</sup> Only permanent employees who are employed with the Company for the complete financial year are considered for the purpose of median remuneration

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

	FY 2023-24	FY 2022-23
Gross wages paid to female as % of total wages*	9%	8%

\*Permanent employees, other than permanent employees and permanent workers are included for calculations

**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, Mr. Gopal Prasad Choudhary, Chief Security Officer - Group and Head Security is designated as Chief Human Rights Officer, Hindustan Zinc to act as a focal point for addressing human rights related issues.

**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 also 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 and the same commitment is there in our Human Rights policy.

Human Rights Policy link- [https://www.hzindia.com/wp-content/uploads/Human\\_Rights\\_Policy.pdf](https://www.hzindia.com/wp-content/uploads/Human_Rights_Policy.pdf)

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	6	3	3 cases upheld and 3 are under investigation	5	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. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6*	5
Complaints on POSH as a % of female employees/workers	0.66%	0.66%
Complaints on POSH upheld	3	5

\*Investigation is in progress for 3 complaints

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

Yes. 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 with the objective 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.

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

Yes. Human Rights forms the part of our business agreements and contracts for all of our value chain partners. Further following processes ensure that the human rights are embedded in all the dealings we do with them:

1. **Onboarding/selection process** – Compliance with applicable Labour Laws, including statutory requirements such as child labour, forced and compulsory labour are also ensured along with other necessary compliances.
2. **Compliance with Company's Code of Conduct** – All the value chain partners are also abided by our Code of Conduct through signing the same as a part of their respective contracts.
3. **Due diligence process** – Most of our value chain partners undergo desktop assessment and on-site assessment for human rights, together with usual risk assessment process.

**10. Assessments for the year:**

Hindustan Zinc conducts human rights assessment once in every two years and during FY 2022-23, an extensive assessment was conducted on current readiness and compliance with respect to human rights regulations and policies across the Company through third party. The main focus on the said assessment was two-fold:

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

We used another tool (the Global Compact Self-Assessment Tool) for human right assessment. This tool was developed by the Danish Institute for Human Rights, the Confederation of Danish Industries, the Ministry of Economic and Business Affairs. The tool gives an assessment of our performance against 5 key categories as 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	100%
Others – please specify	-

\*All nine operating mines, smelters & refining units were assessed

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

Not Applicable, as no significant risks/concerns arose from the above assessment.

## « LEADERSHIP INDICATORS »

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

The business process is generally modified or introduced as a result of addressing human rights grievances/complaints received through the grievance redressal committee. However, there was no need for such revisions during FY 2023-24 as no such complaints were received during the year.

In our value chain, Vendor Grievance Process is introduced which can be accessed through ROBOS mobile app. Grievance resolution committee and timeline has been defined in the policy.

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

Hindustan Zinc is committed to respecting and upholding the basic principles of human rights of all its stakeholders, including executives, workers, business partner workers, suppliers at Hindustan Zinc premises. Hindustan Zinc has implemented various policies and procedures, including Human Rights Policy. It follows zero tolerance to child, forced or compulsory labour, non-discrimination, freedom of association and collective bargaining, health and safety, working hours and equal opportunity.

The Grievance Redressal Committee/Complaint Officers under various statutes are responsible for respective human rights due diligence for all respective categories of stakeholders. This Committee/Compliant officers assess the respective concerns and provide the corrective course of action. Furthermore, VSAP/Compliance audit is also conducted by external/internal agencies to ensure adherence to all the standards and protocols, covering above mentioned Human Rights.

**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?**

Premises/offices of the Company are also accessible to differently-abled visitors, barring a few places/locations/manufacturing facilities due to safety considerations and specific design and structure of certain places.

The inclusive infrastructure facilities available at most of our premises include:

- Elevators with braille inscribed for person with visual impairment
- Ramps for mobility-impaired person with disability
- Touchless entry places for person with disability
- Text to speech software for visually impaired
- 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	100%
Discrimination at Workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	NA

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

The significant risks/concerns (if any) that arose from assessments of value chain partners at Question 4 above were addressed through emails & follow-ups.

**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 2023-24	FY 2022-23
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	141,525	155,524
Total fuel consumption (Biomass) (B)	732,942	930,739
Energy consumption through other sources (Solar + WHRB) (C)	1,019,201	1,056,581
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,893,668</b>	<b>2,142,844</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,855,102	6,056,204
Total fuel consumption (E)	44,489,600	34,638,170
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>47,344,702</b>	<b>40,694,375</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>49,238,370</b>	<b>42,837,218</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/Revenue from operations)	<b>0.000170</b>	<b>0.000126</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total energy consumed/Revenue from operations adjusted for PPP)	<b>0.003808</b>	<b>0.002793</b>
<b>Energy intensity in terms of physical output</b>		
Energy intensity (optional) – the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	47.63	41.53

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

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/Information of this report obtained Limited Assurance by Mazars Advisory LLP.

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

Hindustan Zinc, being in mining sector and producing zinc has been identified as DCs under PAT Scheme of the Government of India vide gazette notification 'Notification for New Energy Intensive Sectors under PAT Scheme' dated January 03, 2022. However, the targets under PAT Scheme are yet to be assigned to Hindustan Zinc.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13,693,449	14,226,150
(ii) Groundwater	4,545,953	3,870,510
(iii) Third-party water	9,343,641	8,570,662
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>27,583,043</b>	<b>26,667,322</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>26,162,252</b>	<b>25,457,583</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations)	<b>0.0000904</b>	<b>0.0000747</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total water consumption/Revenue from operations adjusted for PPP)	<b>0.002025</b>	<b>0.001656</b>
<b>Water intensity in terms of physical output</b>		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b> (Water consumed/tonne of metal)	<b>25.31</b>	<b>24.67</b>

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

Note: The difference between withdrawal and consumption is due to water distributed to communities as a part of CSR activities and Evaporation losses.

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/Information of this report obtained Limited Assurance by M/s Mazars Advisory LLP.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- 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		
<b>Total water discharged (in kilolitres)</b>		

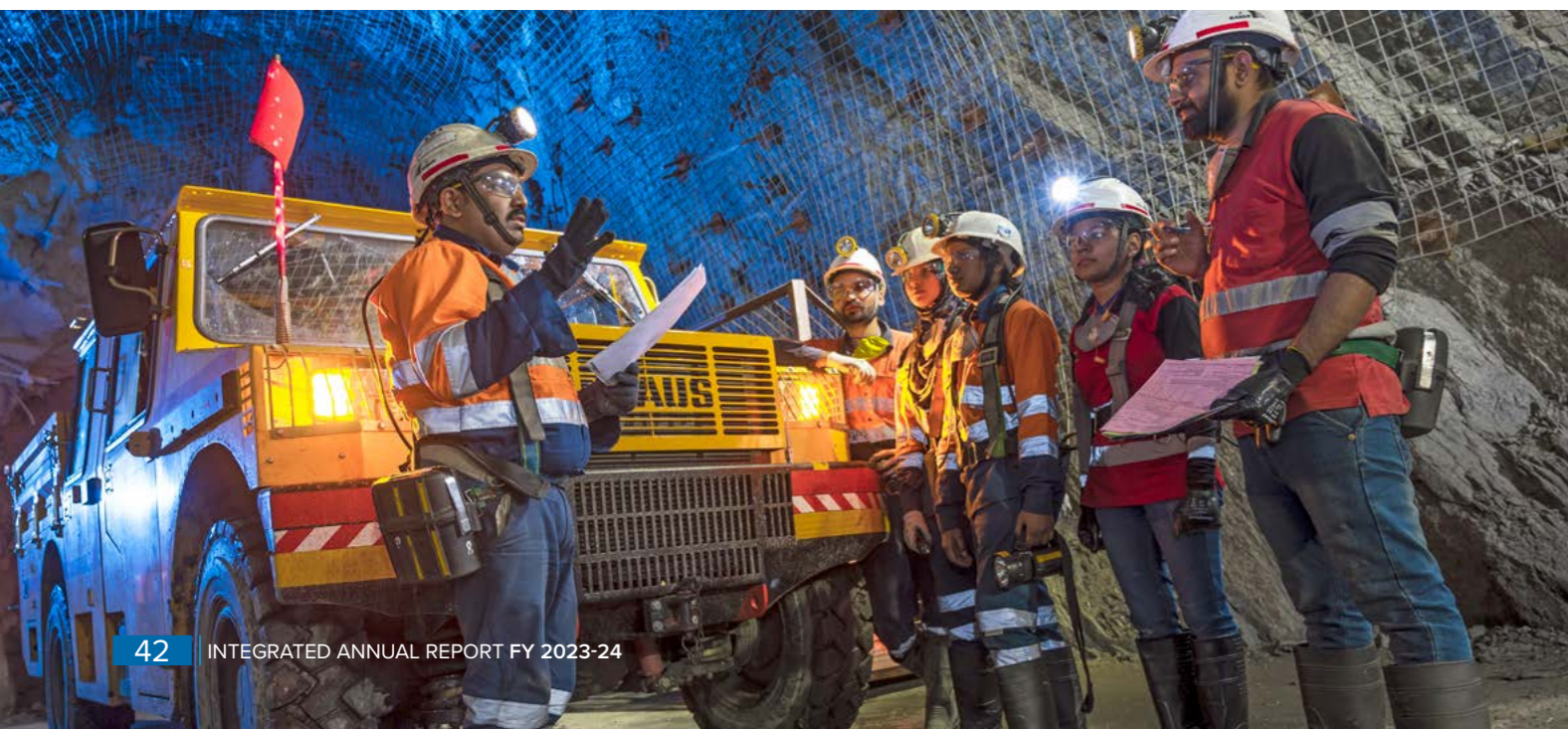
Nil, as all plants are maintaining Zero Liquid Discharge (ZLD).

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/Information of this report obtained Limited Assurance by Mazars Advisory LLP.

**5. 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 liquid 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 recycle in the process. Further, to strengthen Zero Liquid Discharge (ZLD), improved water recovery is achieved using upgraded technology by installation of Multiple Effect Evaporator (MEE)/Mechanical Vapour Recompression (MVR).



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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT	7,033	4,851
SOx	MT	25,199	17,247
Particulate matter (PM)	MT	1,261	1,048
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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by Mazars Advisory LLP.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,251,360	3,444,672
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	562,715	1,135,622
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations	0.00001664	0.0000134
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b>	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP	0.000372	0.000297
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	Total Scope 1 and Scope 2 GHG emissions/Tons of Metal produced	4.66	4.44

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

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by Mazars Advisory LLP.

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

Yes, the Company has undertaken various projects related to reducing Green House Gas emission, as mentioned below:

Some projects namely -

- Compressor absolute power consumption reduction by 15%
- Absolute power consumption reduction for Balaria Mine by 4%
- Reduction in specific power consumption of Zawarmala 26.99 unit/Mt to 24.70 unit/Mt
- Optimisation of Grinding area power by consistent Mills operation and at rated throughput
- Stream-4 Ball Mill conversion from overflow discharge to grate discharge
- Steam Turbine Generation increment from 6.4 to 6.8
- Power optimisation of Auxiliary fans in mine by providing timers
- Reduction in average specific power consumption of zinc melting and casting furnaces from 135 kVAH/MT to 126.9 kVAH/MT
- Reduction of Specific Oil Consumption from 37 kg/T bullion consumption to 36.5kg/T bullion consumption

As an outcome of above-mentioned initiatives, the total energy saved is 783,201.36 GJ, which in turn helped us reduce 232,793.07 tCO<sub>2</sub>e

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	7.64	37.80
E-waste (B)	35.18	48.4
Bio-medical waste (C)	3.93	1.26
Construction and demolition waste (D)	79.9	28
Battery waste (E)	110.88	189.9
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	103,164.5	116,836.6
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition, i.e., by materials relevant to the sector)	20,139,407	20,961,131.70
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>20,242,809</b>	<b>21,078,273.66</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	<b>0.0000699</b>	<b>0.0000618</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total waste generated/Revenue from operations adjusted for PPP)	<b>0.00157</b>	<b>0.00137</b>
<b>Waste intensity in terms of physical output</b>		
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	<b>19.58</b>	<b>20.44</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	263,474	681,382
(ii) Re-used	6,060,663	5,856,896
(iii) Other recovery operations	-	-
<b>Total</b>	<b>6,324,137</b>	<b>6,538,277</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	19	80**
(ii) Landfilling	13,918,629	13,535,372**
(iii) Other disposal operations	24	-
<b>Total</b>	<b>13,918,672</b>	<b>13,535,452</b>

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

\*\*These numbers have been restated from last year

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by Mazars Advisory LLP.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**
**Waste management practices description**

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” of Reduce, Reuse, Recycle and Reclaim in our operations.

**Strategy adopted to reduce usage of hazardous and toxic chemicals in products and processes**

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.

**Processes and the practices adopted to manage Hazardous and Toxic Chemicals**

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.

For further information, please refer to: [hziindia.com/sustainability-management/pdf/HZL-Waste-Management-2022.pdf](https://hziindia.com/sustainability-management/pdf/HZL-Waste-Management-2022.pdf)

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

Not applicable, since, none of the entity's operations/offices are located in/around ecologically sensitive areas.

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.
	NIL	NIL	NIL

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
No environmental impact assessments of projects was undertaken by the Company during the current financial year. Hence, this requirement is not applicable.					

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

Yes, the Company is compliant with all the applicable environmental laws/regulations/guidelines in India.

S. No.	Specify the law/regulation/guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or courts	Corrective action taken, if any
Not applicable, since there is no non-compliance with the applicable environmental laws/regulations/guidelines in India				

## LEADERSHIP INDICATORS

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

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

**I. Name of the area** - Chanderiya Lead Zinc Smelter, Dariba Smelting Complex, Rajpura Dariba Mines, Sindesar Khurd Mines, Rampura Agucha Mines, Kayad Mine, Zawar Mines, Zinc Smelter Debari.

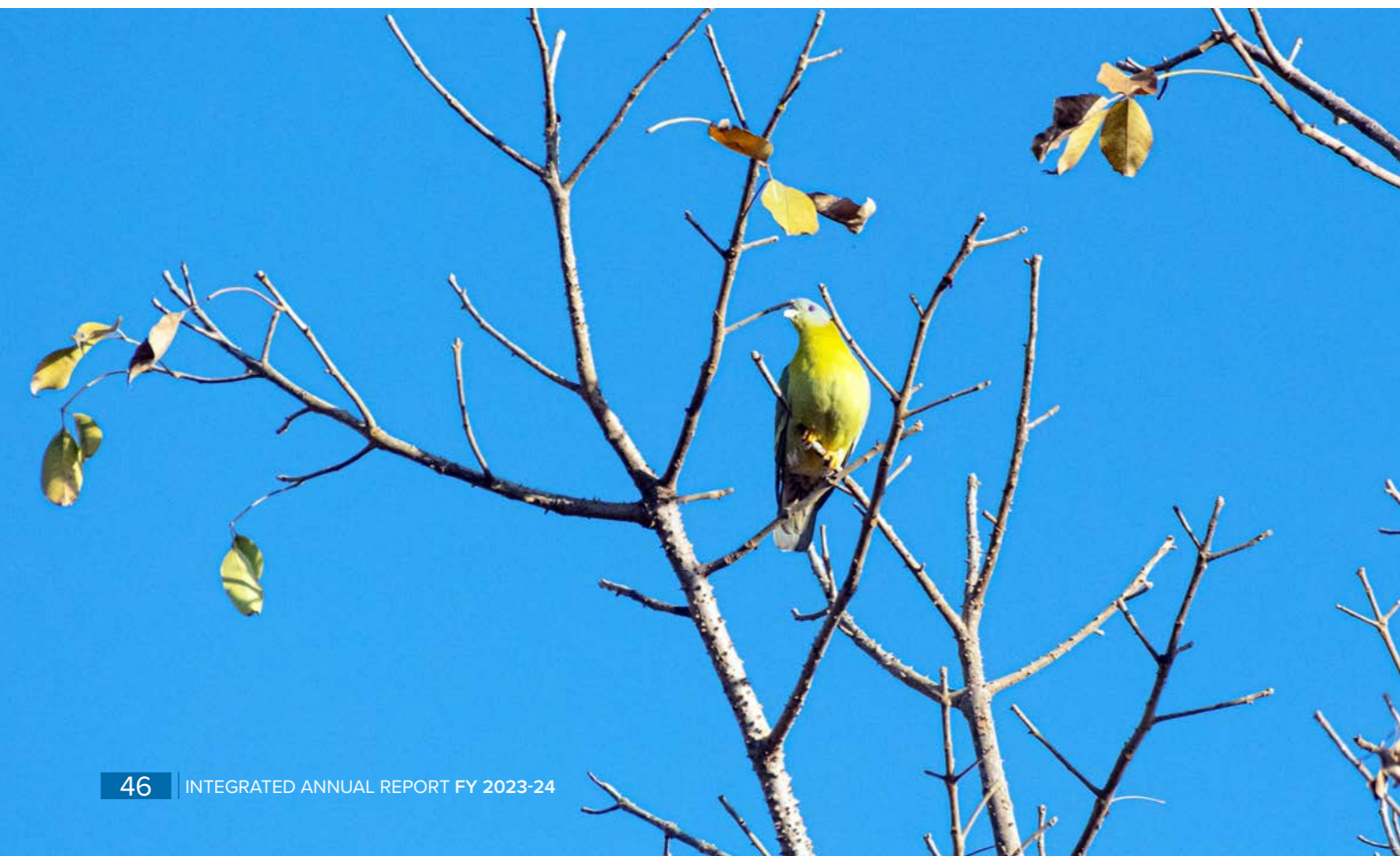
**II. Nature of operations** - Smelting & Mining

**III. Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13,678,499	14,211,922
(ii) Groundwater	4,514,375	3,830,702
(iii) Third party water	9,343,641	8,570,662
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>27,536,515</b>	<b>26,613,286</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>26,116,135</b>	<b>25,405,113</b>
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	<b>0.0000903</b>	<b>0.0000745</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>25.26</b>	<b>24.62</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
- 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
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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.

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/Information of this report obtained Limited Assurance by Mazars Advisory LLP.



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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,089,120	1,521,564
<b>Total Scope 3 emissions per rupee of turnover</b>	Total Scope 3 GHG emissions/ Revenue from operations	0.00000722	0.00000446
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Total Scope 3 GHG emissions/ Tons of Metal produced	2.02	1.47

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.

Independent Assurance underway for this year's Scope 3 numbers and will report the assured number in FY 2023-24 Sustainability report.

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

Not Applicable, as the Company does not have any operations in ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	<b>STP at Udaipur</b>	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.	The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community. Nearly 36% of total water withdrawal was satisfied with treated sewage.
2	<b>Dry Tailing Plant</b>	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. We externally review the integrity/stability of our dam structures and their associated management practices by global experts.	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.
3	<b>4 MLD ZLD at Zawar</b>	ZLD at Zawar mines to help treatment of poor-quality excess water by installing of 4,000 m <sup>3</sup> /day effluent treatment plant with zero liquid discharge and recycling in the process.	<ul style="list-style-type: none"> <li>Reduction of freshwater intake from Tidi Dam on daily basis of approx. 3,800 m<sup>3</sup>/day.</li> <li>Being an environment compliant</li> </ul>
4	<b>Rainwater Harvesting Structure</b>	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	>8.7 MCM/annum total groundwater recharge potential created.
5	<b>Agreement for 180 LNG Vehicles</b>	In a significant move towards green transportation, the Company has joined forces with Greenline, a subsidiary of Essar Group, by signing a contract for 180 Liquefied Natural Gas (LNG) vehicles. During the year, 41 LNG vehicles (alternate fuel vehicles) were launched to aid transportation of finished goods and interunit transport.	This initiative is to help reduce Company's Scope 3 emissions and help achieve SBTi Scope 3 targets.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
6	<b>Paste fill</b>	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.	<ul style="list-style-type: none"> <li>Metal recovery from secondary stopes</li> <li>It reduces cement consumptions with increase in uses of fly ash</li> <li>It reduces water consumption as paste solids content is high (77-79% solids)</li> <li>Nearly, 39% of tailings used in paste fill plant and this also helped in improving the stability of tailing dam</li> </ul>
7	<b>Ancillary Plant</b>	It treats residues produced during smelting process leading to in-house production of few key consumables and byproducts, 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.	<ul style="list-style-type: none"> <li>It treats different kinds of residues, namely copper dross, purification waste cake, antimony dust/slag and raw zinc oxide</li> <li>This has also enabled improvement of metal recoveries of lead, copper and silver</li> </ul>
8	<b>Jarofix Yard Restoration</b>	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
9	<b>Solar Plant</b>	Company has installed 40.70 MW of solar power project by utilising its waste lands without disturbing any productive land	40.70 MW of renewable power capacity
10	<b>Resource Efficiency</b>	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"> <li>Lead recovery improved by 0.9% while also moving concentrate grade distribution on higher side</li> <li>Zinc recovery improved by 0.9% while narrowing concentrate grade distribution around target</li> </ul>
11	<b>Fumer Plant</b>	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"> <li>Production of usable clean slag and elimination of Jarosite waste</li> <li>Elimination of recurring land for storage of Jarofix</li> <li>Power generation from waste heat recovery</li> <li>Increased recovery of zinc, lead, silver, copper and sulphur</li> <li>Saving of cement and lime</li> </ul>
12	<b>Jarofix/Jarosite Utilisation in Cement and Road construction</b>	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 a few Government agencies like NCCBM, NEERI and CRII for the utilisation of jarosite in cement and road construction.	<ul style="list-style-type: none"> <li>Jarosite used in cement production – 163,795 MT</li> <li>Jarofix used in road construction – 90,832 MT</li> </ul>

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
13	<b>Closure of SLF at Vizag</b>	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 the introduction of superior geotechnical concepts and material science knowledge.	<ul style="list-style-type: none"> <li>Nearly 56,000 sqm (6 Ha.) of the plan area at site has been stabilised and capped as per CPCB guidelines</li> <li>Aligned to our site closure management standard</li> </ul>
14	<b>450 MW Renewable power</b>	Hindustan Zinc has signed a 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 million tCO <sub>2</sub> e carbon emissions by 2026
15	<b>EV trucks for inter-unit transport</b>	Hindustan Zinc has taken a significant leap towards sustainable logistics by signing a contract with Inland EV Green Services Pvt Ltd. The agreement will mark the deployment of 10 Electric Vehicles (EV) trucks, each boasting a capacity of 55 metric tonnes. Dedicated to the inter-operations transport of concentrates	These eco-friendly trucks reaffirm Hindustan Zinc's commitment to green and sustainable practices. The partnership signifies an important shift in the logistics landscape, aligning with global efforts to reduce carbon emissions and promote cleaner modes of transportation.

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

- All our operating sites are having onsite emergency preparedness plan (including disaster control management plan) along with responsibilities in place covering all the risk associated with the operational activities to mitigate and handle the emergency and ensure business continuity. 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 an 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 the emergency response plan also.
- Stand downs are being conducted on shop floor to communicate the learnings from all such incidents. Regular trainings and awareness programmes 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
- Hindustan Zinc recognises that Business Continuity & Disaster Recovery is not only an IT subject, rather a business subject. Aligned with this thought, Hindustan Zinc has implemented ISO 22301 Disaster Recovery & Business Continuity Management Framework to prevent the interruption in operations of Hindustan Zinc's critical IT systems and to ensure that IT systems are continuously available to all the authorised users, all statutory & legal requirements are complied with, and organisation's finance and reputational interests are protected. Business Continuity Plan (BCP) has considered various risks including technical risk, natural disasters risk, human risk, and risk related to external partners.

Business Continuity Testing & Disaster Recovery Drills are carried out on a half-yearly basis to test the readiness of recovery sites.

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

Hindustan Zinc assess the significant adverse impact of their Tier-1 suppliers on the environment through due-diligence process every year. During the year, no high-impact case has been identified based on the assessment.

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

73% of Tier 1 suppliers (by value of business done with such partners) were assessed for environmental impacts. 309 commercial vendors undergone due diligence & rest are under progress.

**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.**

17

**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	National
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.**

Not Applicable, as the Company has not received any adverse orders from any regulatory authorities.

Name of Authority	Brief of the case	Corrective action taken
-	-	-

**LEADERSHIP INDICATORS**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/Quarterly/ Others – please specify)	Web-Link, if available
1	Area Relaxation for base metals (zinc, lead, silver, iron, etc.) in the state of Rajasthan	The matter have been considered for advocacy through the State Mines department as well as the Industry Association for the benefit of pioneer companies for getting more area for enhancement of production and reduce imports.	No	NA	NA
2	Mineral Exploration	Representations through National level industry associations/geological conferences and meetings has been sent to apprise concerned authorities of the process and complexities involved in the exploration of deep-seated base metals.	No	NA	NA



S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/Quarterly/ Others – please specify)	Web-Link, if available
3	Enabling and enhancing deep seated mineral development and contiguous mining	Representations through National level Industry Associations.	No	NA	NA
4	Terms and Conditions for Tariff determination from Renewable Energy Sources	Representations through Industry Association for Solar Energy in Rajasthan.	Yes	NA	Orders - RERC JAIPUR ( <a href="http://rajasthan.gov.in">rajasthan.gov.in</a> )

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
1	SK Village R&R as per LARR Act 2013	Rajasthan	Rajsamand	325 families (Estimated) As per Gazette Notification and 228 families (*including 168 nuclear and 60 joint families) as per SIA report by Dr. Alpana Kateja	The final number of projected affected families shall be identified accurately by the administration after undertaking a detailed survey of the population and final number of families to be shifted and compensated shall also be finalised basis the same only.	Not decided as yet.

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

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 International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), Organisation for Economic Cooperation and Development (OECD) and United Nations Environment Programme (UNEP) Standards for responsible stewardship, United Nations 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 (Sr. leader from the Unit), 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 feedback received from the communities.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	21%	12.05%
Directly from within India	88%	79%

\*Tier 1 suppliers are covered

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

Location	FY 2023-24	FY 2022-23
Rural	88%	85%
Semi-Urban	0%	0%
Urban	12%	14%
Metropolitan	1%	1%

#### 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):

Not applicable, as SIA is yet to be finalised by district authorities.

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
1	Uttarakhand	Udham Singh Nagar	11,946,800.98

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

No, the Company does not have a preferential procurement policy.

**b. From which marginalised/vulnerable groups do you procure?**

NA

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

NA

**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
	NIL	NIL	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
NA	NA	NA

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Child Care Centre	637	100
2	Nandghar	363,930	100
3	Shiksha Sambal	8,110	100
4	Unchi Udaan	156	100
5	Jeevan Tarang	1,068	100
6	Vedanta College	104	100
7	Company Run Schools	3,475	100
8	Zinc Kaushal	1,831	100
9	Samadhan + SPARSH	30,430	100
10	Sakhi	27,485	100
11	Uthori	91,997	100
12	Microenterprise	270	100
13	Swasthya Sewa (Mobile Health Van and other Health initiatives)	20,078	100
14	Company-run Hospitals	121,386	100
15	Zinc Football Academy & Cluster-based Sports	95,253	100
16	Promotion of Art and Culture	48,390	100
17	Environment Conservation (including Plantation and STP)	322,952	100
18	Community Safety	40,043	100
19	Drinking Water Project	378,008	100
20	Rural Infrastructure	251,174	100
21	Others	104,618	100

**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.**

There are following mechanisms in place to receive and respond to consumer complaints and feedback:

- Customer Service Hotline:** Vedanta Metal Bazaar is one-stop portal for customers from buying the product to raising concerns or complaints, etc. Customers can raise their concerns or feedback through the portal. Through an automatic raised ticket by the portal, the customers can monitor the progress of their complaints and resolutions thereon. This portal can be accessed through the following link: <https://vedantametalbazaar.moglix.com/#/login>.
- Email Correspondence:** Customers can also reach out to the Company via email to lodge complaints or provide feedback. Hindustan Zinc ensures prompt responses to emails, acknowledging receipt and providing a timeline for resolution, whenever possible.

By employing these diverse mechanisms, Hindustan Zinc demonstrates its commitment to listening to consumer concerns, addressing issues promptly, and continuously improving its products and services to ensure sustainability and long-term success.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, since we provide services in a B2B market and such information on products is provided by the final end product manufacturers.
Safe and responsible usage	100% product label explicitly state the safe and responsible usage of the product.
Recycling and/or safe disposal	Not Applicable, since we provide services in a B2B market and such information on products is provided by the final end product manufacturers.

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (Product and service-related complaints)	28	2*	The given number is of formal complaints logged by customers in the Company's portal related to quality.	45	4	The given number is of formal complaints logged by customers in the Company's portal related to quality.

\*Pending grievances or complaints as at the end of the current FY relate to the new complaints or grievances raised during the year.

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	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.**

Yes, Hindustan Zinc has an integrated framework for cybersecurity, data privacy and business continuity management, which can be accessed through below mentioned link

[https://www.hzindia.com/sustainability-management/pdf/HZL-Cyber%20Security\\_2022.pdf](https://www.hzindia.com/sustainability-management/pdf/HZL-Cyber%20Security_2022.pdf)

To manage the information security in the Company, we have a well-entrenched and comprehensive Information Security Management Framework as part of our Enterprise Risk Management (ERM) framework. The framework for managing information security effectively covers the various relevant policies, standard operating procedures (SOPs) and technology standards. We have also established an effective security assessment and audit process for preventing cyber-attacks. Implementation of security-by-design in our business and technology landscape has further strengthened the framework.

The framework covers:

- A cyber resilience programme, with technical and business readiness to respond to or recover from critical incidents
- Comprehensive social engineering and security awareness for full-time Employees and Business Partners' Employees
- Data privacy compliance, to implement best-in-class privacy practices and avoid regulatory penalties
- Operational technology security, by strengthening and monitoring plant technical system (PTS) assets to prevent compromise of critical PTS infrastructure
- Protection of the Company's information assets hosted in the Vedanta cloud or external SaaS (software as a service) platforms, ensuring cloud security
- Comprehensive data leakage prevention, protecting all communication channels
- Third-party risk management, through mitigation of cyber risks posed by third parties, including strengthening of third-party contracts
- Governance, risk and compliance framework for audit and risk management, as well as continuous improvement

The framework guides the formulation of our information security strategy, as well as our long-term roadmap and annual information security plan. The ExCO reviews the framework annually, in consultation with external expert agencies. This helps in incorporating applicable regulatory requirements and prevailing industry knowledge and also enables consideration of newer threats and risks.

Company is compliant with ISO 27001 framework and is certified as per the defined Statement of Applicability (SOA) since the 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, the Company has decided 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, the 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.

All the policies and procedures 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 the Information Security function. All the approved and enforced policies are made available to all employees and business partners over the Hindustan Zinc Limited Intranet Portal.

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

Not Applicable, as there are no complaints with respect to advertising, and delivery of essential services; cybersecurity and data privacy of customers; re-occurrence of instances of product recalls. Further, no penalties were paid or regulatory actions were taken by regulatory authorities on account of the safety of our products/services.

**7. Provide the following information relating to data breaches:**

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

 << **LEADERSHIP INDICATORS** >>

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

Hindustan Zinc provide products and services related information on its Company's website and various other platforms as mentioned below. These sites/platforms carry all the factsheets about each of the products we manufacture.

- <https://www.hzindia.com/bussiness/products-2/products/>
- <https://www.hzindia.com/prodfactsheet/>
- <https://www.lbma.org.uk/membership/current-membership#->
- <https://www.lme.com/Physical-services/Brands/Approved-brands>
- <https://www.lbma.org.uk/good-delivery/silver-current-list#->
- [Environment product declaration zinc](#)

**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 Material Safety Data sheet along with the delivery of the products, which has all the relevant information about the products and its usages. Our sales team also interacts with customers and all their queries are resolved during the personal interactions.

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

Hindustan Zinc through the issue of market circulars and in-person interaction with the customers via emails and phone calls inform the customers immediately of any risk of disruption/discontinuation of essential services.

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

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

However, some of our products are listed on the London Metal Exchange (LME) and therefore following their guidelines for the specification of products on labels, prominent large-size labels are displayed on our product.

Hindustan Zinc carries out a consumer/customer/buyer satisfaction survey every two years relating to the major products manufactured by Hindustan Zinc for its significant locations of operation.

Recently, we have conducted the survey in last quarter of 2023 (the previous survey conducted in 2021) with help of Feedback Insights Agency.

Feedback Insights team has conducted the survey with the customers of all the products zinc, lead and silver in domestic & export regions. They have done this survey by various means such as in-person interactions, telephonic & web-based discussions to understand their satisfaction, and loyalty levels by assessing the parameters like product, packaging, delivery, contracting process, complaint handling, etc., to derive the performance score.



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

To the Board of Directors of Hindustan Zinc Limited

We have undertaken to perform a reasonable assurance engagement for Hindustan Zinc Limited (the 'Company'), its Legal Entities and their Sites (the 'Group'), the details of which are as described in the "Scope, Boundary and Limitations" paragraph given below, vide agreement dated 17 January 2024 in respect of the agreed Sustainability Information listed below in accordance with the "Criteria" stated below. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ('BRSR') of the Group for the year ended 31 March 2024. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

**Identified Sustainability Information**

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

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

Our reasonable assurance engagement was with respect to the year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any opinion thereon. We have also issued a Limited Assurance Report on rest of the elements included in BRSR of the Group, vide our report dated 21 June 2024.

**Criteria**

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

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

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended);
- Annexure I of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR Core);
- Annexure II of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR (Revised), including BRSR Core);
- Annexure II of the SEBI's Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021, (the Guidance Note for the pre-revised BRSR Format); and
- Nine Principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC Guidelines'), issued by the Ministry of Corporate Affairs ('MCA').

**Management's Responsibilities**

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

**Inherent limitations**

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

**Our Independence and Quality Control**

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



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

### Our Responsibility

Our responsibility is to express a reasonable assurance opinion on BRSR Core with respect to the Entity/ Sites covered in the “Scope, Boundary, and Limitations” paragraph given below, based on the procedures we have performed and evidence we have obtained.

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

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

### Scope, Boundary and Limitations

#### Scope and Boundary

- The scope of our reasonable assurance covers BRSR Core for the period 1 April 2023 to 31 March 2024.
- Out of the boundary used for the preparation of the audited Consolidated Financial Statements of the Group for the Financial Year 2023-24, the boundary used for the purpose of preparation of BRSR Core includes the data and the information of the Group, as mentioned in point no. 13 of Section A: General Disclosures of BRSR of the Group, which include Hindustan Zinc Limited and its operational Sites, based on the management’s assessment of materiality, as mentioned below:



Entity and Sites Included	Status
<b>Hindustan Zinc Limited (HZL)</b>	<b>The Company</b>
Rampura Agucha Mine (RAM)	Site
Zawar Mines (ZM)	Site
Rajpura Dariba Mine (RDM)	Site
Sindesar Khurd Mine (SKM)	Site
Dariba Smelting Complex (DSC)	Site
Chanderiya Lead-Zinc Smelter (CLZS)	Site
Kayad Mine (KM)	Site
Debari Zinc Smelter (DZS)	Site
Pantnagar Metal Plant (PMP)	Site

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

#### Limitations

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

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





### Assurance Procedures

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

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

- Obtained an understanding of the Group’s business activities, processes and its operating locations, as identified by the Group.
- Interviewed people involved to understand the reporting process, governance, data management systems and controls in place during the reporting period.
- Performed substantive testing on a sample basis of BRSR Core for the Entity/ Sites, as covered in the “Scope, Boundary and Limitations” to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.
- Checked the consolidation for the Entity/ Sites as covered in the “Scope, Boundary and Limitations” for ensuring the completeness of data being reported.
- Assessed the level of adherence of the “Criteria”, as mentioned above by the Group while reporting.
- Verified the financial numbers, which are also used for BRSR Core from the Integrated Annual Report FY 2023-24.
- Assessed the appropriateness of various assumptions, estimations and thresholds used by the Group in the preparation of BRSR Core.
- Undertook analytical review procedures to support the reasonableness of the data used in BRSR Core.
- Obtained written representations from Group’s Management.

### Opinion

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



### Emphasis of Matter

We draw your attention to the following matters:

- The “Scope, Boundary and Limitations” in this report and the boundary, as mentioned in point no. 13 of Section A: General Disclosures of BRSR. These Entity/ Sites are considered for the reporting in BRSR as per the management’s assessment of materiality.
- The financial numbers used in some of the indicators of the BRSR Core are extracted from the Integrated Annual Report FY 2023-24 and hence are not audited by us. While the financial numbers related to certain Entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR Core are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the “Scope, Boundary and Limitations”.
- The Non-Financial Reporting System used by the Group in the preparation of BRSR Core is in the advanced stage of implementation and is in the process of being integrated with other Financial and Non-Financial Reporting Systems of the Group.
- For the purpose of reporting under Principle 3.1(c) (Essential Indicator) of BRSR with respect to ‘spending on measures towards well-being of employees’, the data for other than permanent workers have not been considered due to non-availability of information. The Company is in the process of setting up the mechanism to capture the required data going forward.

Our opinion is not modified in respect of these matters

For **Mazars Advisory LLP**

Firm Registration No.: AAI-2887



**Sarika Gosain**  
Partner

**Gurugram**  
21 June 2024



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

To the Board of Directors of Hindustan Zinc Limited

We have undertaken to perform a limited assurance engagement for Hindustan Zinc (the 'Company'), its Legal Entities and their Sites (the 'Group'), the details of which are as described in the "Scope, Boundary and Limitations" paragraph given below, vide agreement dated 17 January 2024 in respect of the agreed Sustainability Information listed below in accordance with the "Criteria" stated below. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ('BRSR') of the Group for the year ended 31 March 2024. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

**Identified Sustainability Information**

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

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

Our limited assurance engagement was with respect to the year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any limited assurance conclusion thereon. We have also issued a Reasonable Assurance Report on BRSR Core of the Group, vide our report dated 21 June 2024.

**Criteria**

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

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

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended);
- Annexure I of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR Core);
- Annexure II of SEBI's Circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023, (prescribing the format of BRSR (Revised), including BRSR Core);
- Annexure II of the SEBI's Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021, (the Guidance Note for the pre-revised BRSR Format); and
- Nine Principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC Guidelines'), issued by the Ministry of Corporate Affairs ('MCA').

**Management's Responsibilities**

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

**Inherent limitations**

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

**Our Independence and Quality Control**

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



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

### Our Responsibility

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

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

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

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

### Scope, Boundary and Limitations

#### Scope and Boundary

- The scope of our limited assurance covers the Indicators other than BRSR Core for the period 1 April 2023 to 31 March 2024.
- Out of the boundary used for the preparation of the audited Consolidated Financial Statements of the Group for the Financial Year 2023-24, the boundary used for the purpose of preparation of Indicators other than BRSR Core includes the data and the information of the Group, as mentioned in point no. 13 of Section A: General Disclosures of BRSR of the Group, which include Hindustan Zinc Limited and its operational Sites, based on the management’s assessment of materiality, as mentioned below:



Entity and Sites Included	Status
<b>Hindustan Zinc Limited (HZL)</b>	<b>The Company</b>
Rampura Agucha Mine (RAM)	Site
Zawar Mines (ZM)	Site
Rajpura Dariba Mine (RDM)	Site
Sindesar Khurd Mine (SKM)	Site
Dariba Smelting Complex (DSC)	Site
Chanderiya Lead-Zinc Smelter (CLZS)	Site
Kayad Mine (KM)	Site
Debari Zinc Smelter (DZS)	Site
Pantnagar Metal Plant (PMP)	Site

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

#### Limitations

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

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



- Details of Scope 3 emissions.

### Assurance Procedures

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

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

- Obtained an understanding of the Group’s business activities, processes and its operating locations, as identified by the Group.
- Interviewed people involved to understand the reporting process, governance, data management systems and controls in place during the reporting period.
- Performed limited substantive testing on a sample basis of Indicators other than BRSR Core for the Entity/ Sites, as covered in the “Scope, Boundary and Limitations” to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.
- Checked the consolidation for the Entity/ Sites as covered in the “Scope, Boundary and Limitations” for ensuring the completeness of data being reported.
- Assessed the level of adherence of the “Criteria”, as mentioned above by the Group while reporting.
- Verified the financial numbers which are also used for Indicators other than BRSR Core from the Integrated Annual Report FY 2023-24.
- Assessed the appropriateness of various assumptions, estimations and thresholds used by the Group in the preparation of Indicators other than BRSR Core.
- Undertook analytical review procedures to support the reasonableness of the data used in Indicators other than BRSR Core.
- Obtained written representations from Group’s Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Indicators other than BRSR Core have been prepared, in all material respects, in accordance with the Criteria.



### Limited Assurance Conclusion

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

### Emphasis of Matter

We draw your attention to the following matters:

- The “Scope, Boundary and Limitations” in this report and the boundary, as mentioned in point no. 13 of Section A: General Disclosures of BRSR. These Entity/ Sites are considered for the reporting in BRSR as per the management’s assessment of materiality.
- The financial numbers used in some of the Indicators other than BRSR Core are extracted from the Integrated Annual Report FY 2023-24 and hence are not audited by us. While the financial numbers related to certain Entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the Indicators other than BRSR Core are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the “Scope, Boundary and Limitations”.
- The Non-Financial Reporting System used by the Group in the preparation of Indicators other than BRSR Core is in the advanced stage of implementation and is in the process of being integrated with other Financial and Non-Financial Reporting Systems of the Group.
- The disclosures with respect to Value Chain Partners have been provided considering Tier 1 upstream Value Chain Partners only.

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

### For Mazars Advisory LLP

Firm Registration No.:AAI-2887



**Sarika Gosain**  
Partner

**Gurugram**  
**21 June 2024**