

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L27204RJ1966PLC001208
2	Name of the Listed Entity	Hindustan Zinc Limited
3	Year of incorporation	1966
4	Registered office address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
5	Corporate address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
6	E-mail	<a href="mailto:hzi.cosecy@vedanta.co.in">hzi.cosecy@vedanta.co.in</a>
7	Telephone	+91-294-6604000-02
8	Website	<a href="http://www.hzindia.com">www.hzindia.com</a>
9	Financial year for which reporting is being done	April 1, 2021, to March 31, 2022
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up capital	₹ 845.06 crore
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajendra Pandwal Company Secretary & Compliance Officer Telephone number - +91 294-6604015 Email Address - <a href="mailto:rajendra.pandwal@vedanta.co.in">rajendra.pandwal@vedanta.co.in</a>
13	Reporting boundary	Disclosures made in this report are on a standalone basis which covers all Company's operating locations. During the year, 2 Wholly Owned Subsidiary (Private Limited Companies), namely Hindustan Zinc Alloys Private Limited and Vedanta Zinc Football & Sports Foundation - Section 8 Company were incorporated whose activities are yet to start. Hence, report is on standalone basis.

### II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Metal Sales	Zinc and Lead	81%
2	Precious Metal Sales	Silver	14%
3	Non-Metal Sales	Wind Power, Sulphuric Acid, other by products and Scrap Material.	5%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Zinc and Lead	27204/27209	81%
2	Silver	27205	14%

### III. OPERATIONS

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

Location	Number of Plants/ Mines/ WPP*	Number of offices	Total
National	14	5	19
International	0	0	0

\* Only Operating locations considered

**17. Markets served by the entity:****a. Number of locations**

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

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

The contribution of exports is **25%** of the total turnover of the entity.

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

d. Our Company has B2B sales to various industries including Galvanizing in Steel, Pipe, Structural Industry, Tyre, Speciality chemical, Battery Industry, Alloys etc. With the launch of the first-of-its-kind e-commerce platform for sale of non-ferrous metals, we were effectively able to reach out to MSME customers with live London Metal Exchange benchmarked prices, and quantity as low as 1 ton delivery for zinc and lead metals with a unique offering of live pricing. Typically, ~65% of our refined zinc metal is sold within India, We have global footprint with major export region being South East Asia and Middle East.

**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES*</b>						
1.	Permanent (D)	3492	3081	88%	411	12%
2.	Other than Permanent (E)	8	7	87.5%	1	12.5%
3.	<b>Total employees (D + E)</b>	<b>3500</b>	<b>3088</b>	<b>88%</b>	<b>412</b>	<b>12%</b>
<b>WORKERS**</b>						
4.	Permanent (F)	0	0	-	0	-
5.	Other than Permanent (G)	19414	19228	99%	186	1%
6.	<b>Total workers (F + G)</b>	<b>19414</b>	<b>19228</b>	<b>99%</b>	<b>186</b>	<b>1%</b>

\*Employees means Executives and Non - Executives of Company

\*\* Workers means Contract workers

**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)	15	15	100%	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	<b>Total differently abled employees (D + E)</b>	<b>15</b>	<b>15</b>	<b>100%</b>	<b>0</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	-	0	-
5.	Other than permanent (G)	13	13	100%	0	-
6.	<b>Total differently abled workers (F + G)</b>	<b>13</b>	<b>13</b>	<b>100%</b>	<b>0</b>	<b>-</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	4	50%
Key Management Personnel	3	0	0%

**20. Turnover rate for permanent employees and workers**
*(Disclose trends for the past 3 years)*

	FY 2022			FY 2021			FY 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	26%	18%	19%	22%	19%	15%	19%	16%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

**V. CSR DETAILS**
**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**
**(ii) Turnover (in ₹) - 29440 crore**
**(iii) Net worth (in ₹) - 34281.60 crore**
**VI. TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)*	FY 2022			FY 2021		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="#">TS 4_Grievance Mechanisms.pdf (vedantalimited.com)</a> <a href="#">Social Performance Standard - Grievance Mechanism.pdf (vedantalimited.com)</a>	36	3	Environment & CSR related	88	14	Environment & CSR related out of which 7 dropped
Investors (other than shareholders)	Yes <a href="#">Investor Contacts   Hindustan Zinc Contact Details (hzlindia.com)</a>	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes <a href="#">Investor Contacts   Hindustan Zinc Contact Details (hzlindia.com)</a>	23	0	Dividend and shares	25	0	Dividend and shares
Employees and workers	Yes <a href="#">FINAL-HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf (hzlindia.com)</a> <a href="#">Microsoft Word - HZL WHISTLE BLOWER POLICY-19 10 2015 (hzlindia.com)</a>	1	0	Sexual Harassment	4	0	Sexual Harassment

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)*	FY 2022			FY 2021		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes <a href="https://vedantametalbazaar.moglix.com/">https://vedantametalbazaar.moglix.com/</a>	46	0	All are quality related complaints	46	2	All are quality related complaints All the complaints are closed at present.
Value Chain Partners	Yes <a href="#">SupplierCode-of-Conduct-16-07-2018.pdf (hzlindia.com)</a> <a href="#">Microsoft Word - HZL WHISTLE BLOWER POLICY-19 10 2015 (hzlindia.com)</a>	Nil	Nil	-	Nil	Nil	-
Other (please specify)	-	-	-	-	-	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Management	Risk	<p>Our operational activities involve processes in which water is an indispensable input, both for extraction and processing &amp; smelting.</p> <p>Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain.</p> <p>According to our climate change assessment, climate change may result in increase in extreme weather events and subsequent resource shortages. Our operations are located in Rajasthan, which is one of the designated water stressed regions in the country based on WRI's Aqueduct tool. There is a high probability of experiencing situations of drought and extreme heat waves. Since water is a critical input to our business, these factors have the potential to disrupt operations, to impact productivity of staff as well as our revenues and logistics</p>	<p>Water conservation is particularly important for us as we operate in a water-stressed region. We are 2.41 times water positive and are well on the path to be 5 times Water Positive Company and reducing the water consumption by 25% by 2025 from base year 2020. Company has taken several initiatives to reduce its dependencies on fresh water and greater availability of water for the communities surrounding our sites;</p> <ul style="list-style-type: none"> <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 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>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Tailings Dam Management	Risk	<p>The monitoring and management of tailings storage facilities (TSFs) are not only a major factor in legal compliance and permitting, but also play a significant role in reducing environmental impact on our local stakeholders.</p> <p>Tailings dam failure can lead to loss of life, injuries and damages to the environment, as well as impact our Company's reputation. It can also entail significant financial costs/ losses and stoppages in production.</p>	<p>Failing of tailings dams can cause huge environmental impact. Hence, we accord top priority to managing them responsibly.</p> <ul style="list-style-type: none"> <li>All the Company's tailings facilities are designed and constructed to the highest engineering standards and meet regulatory requirements and best in class benchmarked practices</li> <li>External (Independent International Technical Experts ) and internal inspection and monitoring of the dams to review the integrity/ stability of our dam structures and their associated management practices</li> <li>Collection and recycling of supernatant water in process</li> <li>Conducting periodic TSF risk assessment and developing mitigation plans to minimise associated risks</li> <li>Surveillance of Tailings Dams</li> <li>Dam break analysis and Emergency preparedness</li> <li>Utilisation of Tailings in Backfilling</li> <li>Replacement of wet tailing disposal system with dry tailing disposal</li> <li>Company introduced a novel, satellite-based Interferometric Synthetic Aperture Radar (InSAR) monitoring technique to provide early warning of surface ground movements.</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Air Emissions	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.	<p>Large-scale air emissions can cause serious impact on the environment and local communities. We continuously work towards reducing air emissions.</p> <ul style="list-style-type: none"> <li>Well-designed state of art air pollution control devices (APCD) are in place</li> <li>Effective fugitive emission management</li> <li>Continuous monitoring and reporting</li> </ul>	Negative
4	Energy & Climate Change	Risk	<p>We consume large amounts of energy due to the nature of our operational activities, logistics and transportation processes. That is why we seek new technologies and progress regarding sustainable energy generation. This can impact the overall market value of the products in the geographies with restrictions, thus impacting our revenues.</p> <p>As a result, we keep track of all transition risks and changes in regional Climate Change Policy.</p> <p>As per our physical risk assessment for year 2020-2039, Hindustan Zinc is likely to face natural disasters like droughts, heat waves and increase in extreme weather conditions. These would impose challenges to mining operations. Climate change may cause or result in increase in extreme weather events and subsequent resource shortages, impacting overall cost of acquisition of resources from alternative sources.</p>	<p>The rising challenges of climate change and resource scarcity have put us on a path of transformation to a low carbon economy.</p> <p>Our strategies for mitigating these risks include:</p> <ul style="list-style-type: none"> <li>Reducing fossil fuel-based energy use 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 200 MW solar project by 2025</li> <li>Replace diesel fueled transportation vehicles with Electric vehicles, Turbine revamping of all the CPPs, install Hydrogen or Electric/ Induction Furnaces, enhance our carbon Capture, Storage and Utilisation capacity etc.</li> <li>Climate Change risk assessment based on TCFD guidelines</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Opportunity	<ul style="list-style-type: none"> <li>Use of Decarbonised 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 Zn, Pb and Ag</li> <li>Decarbonised metals may give differentiator and may command premium well before 2030</li> </ul>		Positive
5	Biodiversity Management	Risk	<p>Biodiversity provides many of the 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 license to operate as well as our reputation.</p>	<p>We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate.</p> <ul style="list-style-type: none"> <li>Three-year engagement with IUCN</li> <li>Biodiversity Risk assessment</li> <li>Implementation of project with respect to, Biodiversity Management Plan and global standard practices.</li> </ul>	Negative
6	Health & Safety	Risk	<p>Hindustan Zinc's mining operations are underground and involves various procedures that can have significant consequences on the workers and the environment.</p> <p>Failure to ensure health and safety could result in increased cost of litigation, reduce availability of manpower, reduced employee morale, or even threaten the viability of operations in worst-case scenarios.</p> <p>Implementation of critical control management as per ICMM guidelines with support of DuPont</p> <p>Digitalization of fatal and serious injury prevention plan</p> <p>Mining mate competency enhancement programme</p> <p>Deploying IoT-based solutions</p> <p>Implementation of learnings from fatalities in past 10 years</p> <p>Emergency response plan at all locations</p>	<p>It is our constant endeavor 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 and underground fire</li> <li>Structured skill improvement/ Competency enhancement of employees and business partner</li> <li>Automation and mechanization plan to eliminate high risk manual activities</li> <li>Exposure monitoring for better and timely controls</li> <li>The Company partnered with a globally recognized industrial hygiene service company, to develop a sustainable industrial hygiene programme to reduce potential health risks by recognizing, evaluating and controlling occupational health hazards and occupational exposures.</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Human Rights	Risk	<p>Human rights is identified as one of the top priorities by our workers, communities and investors as part of our feedback mechanisms. The global spotlight on systemic inequities and the COVID-19 pandemic pushed us to rethink on how we address these challenges within Company and as partners in communities where we operate. Our commitment to advancing equitable and fair culture and respect for human rights across the business is central to delivering on our strategy and broader purpose.</p> <p>Any deviation from Human Rights policy can lead to imposition of fines and legal actions. It can also affect our ability to attract talent and impact our reputation.</p>	<p>Our commitment to human rights is reflected in our values, policies and actions. We respect and always strive to protect human rights across our operations and value chain in all possible ways.</p> <ul style="list-style-type: none"> <li>• We respect the rights of our employees by not indulging in child or forced labor, avoiding human trafficking as well as eliminating harassment and discrimination.</li> <li>• We ensure that employees are given wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher).</li> <li>• We work towards implementing policies and procedures to promote workplace diversity.</li> <li>• Training on HZL's human rights expectations as laid out in our Code of Conduct. We provide enhanced specialist human rights training for our security staff.</li> <li>• Robust mechanisms like employee grievance processes, collective bargaining and contract labour management cells are in place.</li> <li>• Human rights are an important part of the supplier engagement .We also conduct basic due diligence in the pre-qualification process, including for human rights issues, on all direct suppliers before contracting with them.</li> </ul>	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Human Capital Development	Risk	<p>Our People are essential to our success. By establishing a culture of safety, employee engagement and support for diversity in our workforce, we are able to do more together. We want to be an employer of choice and a Company that continues to attract, develop and retain talented and engaged employees.</p> <p>Strategically, we focus on having a strong representation of women across roles and designations, and women currently constitute 16% of the strength in the executive cadre.</p> <p>Open, trusting, and supportive relationships among co-workers and supervisors unleash the power of diversity by enabling employees to turn their differences in thought, behaviour, skills, knowledge and talent into innovative ideas and practices that can drive a Company forward.</p>	<p>Our workforce management model, policies and tools have guided our investments in our people throughout their careers, and by offering a workplace with culture that appeals to more diverse workers.</p> <p>We build and leverage the talent through a robust framework, as mentioned below:</p> <ul style="list-style-type: none"> <li>• Promoting Young Talent - we proactively deploy various interventions to identify 'stars'; provide growth platforms (like Chairman workshop, V-Build, CEO Connect among others); give them early opportunities to showcase their potential and talent to lead from the front in various business roles and cross-functional roles.</li> <li>• Capability Building- focus on building capabilities across employee levels through comprehensive learning platforms to enhance safety, technical, business excellence, behavioral, and leadership skills. We continuously leverage technology and offer integrated learning platforms ranging from online training through video libraries, classroom training, virtual labs, video sharing portals, assessment centers, to partnership with universities, and executive coaching by industry experts.</li> <li>• Driving Diversity- We encourage diversity at workplace to promote the organization's collective experience and skill set. Providing the right work culture to promote inclusion and aligning policies to encourage diversity in workforce.</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Community Engagement and Development	Risk	<p>Communities are identified as foremost stakeholder group which may get impacted economically, socially through our operations. Mismatch between expectations of community and actions deployed or lack of awareness or poor deployment of engagement as well as social initiative may lead to discontented communities.</p> <p>A proactive approach to conduct broader consultation with village level communities, and strong interactions and engagement platforms would lead to presenting our commitment to driving value for both communities and us, is critical to maintain strong relationships with local communities as well social License to operate.</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 integrated land use planning, the training of community persons in specialised skills, importance to cultural values and its integration into the relationship, local employment, local sourcing is one of the most important aspect for us to build a trust and uplift their standard of living.</p>	<ul style="list-style-type: none"> <li>Strengthening Social Performance Steering Committees (SPSC) at Business Locations. Through SPSCs focus is on building location level review mechanisms &amp; response systems. 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 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 Impact of our interventions including perception studies aid us in learning the insights and further help us draw inferences and future action plans</li> </ul>	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									

	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Anti-Bribery & Corruption Policy- <a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Anti-Bribery-and-Anti-Corruption-Policy-21.01.2022.pdf (hzindia.com)</a>  Business Ethics & Code of Conduct- <a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">FINAL-HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf (hzindia.com)</a>  Supplier Code of Conduct- <a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">SupplierCode-of-Conduct-16-07-2018.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Sustainable Sourcing Policy</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Human Rights- human- rights-policy- English.pdf (hzindia.com)</a>  Health & Safety Policy- <a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">health- safety- environment- policy- English.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Stakeholder engagement Standard- Social Performance Standard - External Stakeholder Engagement.pdf (vedantalimited.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Human Rights Policy- human- rights- policy- English.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Environment Policy- health-safety- environment-policy- English.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Business Ethics &amp; Code of Conduct- FINAL-HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">CSR Policy- Updated- CSR- Policy-22- May-2022.pdf (hzindia.com)</a>	<a href="https://www.hzindia.com/ wp-content/uploads/ Sustainable- Sourcing- Policy.pdf">Stakeholder engagement Standard Social Performance Standard - External Stakeholder Engagement.pdf (vedantalimited.com)</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO31000 ISO37301	ISO 9001	OSHAS 18001/ ISO 45001 ISO 22301	SA 8000	SA 8000	ISO 14001 ISO 50001	-	SA 8000	ISO27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	Positively impact 1 mn lives by 2025  Zero work-related fatalities and 50% reduction in TRIFR by 2025	NA	Inclusive and diverse workplace with 30% diversity by 2025	Achieve 0.5mn tCO2e emission savings in our operation by 2025  5 times water positive and 25% reduction in freshwater consumption by 2025  Archive three times increases in gainful utilisation of smelting process waste by 2025  14% reduction in GHG emissions by 2026	NA	Implementing 100% responsible sourcing In supply chain by 2025  Positively impact 1 mn lives by 2025	NA

	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	40-41	64-71 152-159	(140-151) (160-167)	251-255	171	110-121	267-268	122-139	64-71 152-159

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Mr. Arun Misra, CEO & whole- time director is responsible for business responsibility report. Please Refer to ( page no 18-21), Annual Integrated Report FY 2021-22 for his statement.

8. 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 the member of Board level Sustainability and ESG committee is responsible for the implementation and oversight of the Business Responsibility policy (ies).

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, 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 HZL' reputation as one of leading Sustainable Metal & Mining Company.

**Committee Composition**

Mr. Akhilesh Joshi- Non-Executive - Independent Director- Chairperson (DIN : 01920024)

Mr. Arun Misra- Executive Director- Member (DIN : 01835605)

Ms. Nirupama Kotru-Non-Executive - Nominee Director- Member (DIN : 09204338)

Ms.- Veenaa Kumari Dermal - Non-Executive - Nominee Director- Member (DIN : 08890469)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									
	P1	P2	P3	P4	P5	P6	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	H	H	H	H	H	H	H	H	H
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P1	P2	P3	P4	P5	P6	P7	P8	P9										
	Y	Y	Y	Y	Y	Y	Y	Y	Y										
The Company is in compliance with regulations as applicable, except to the extent of non-compliances as already disclosed.																			

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	
Yes, apart from quarterly Internal Audits, audits like VSAP and ISO certification renewal assessment from independent auditors are conducted annually, to ensure the integrity of the implementation process. External agencies like International Certification Services Pvt. Ltd., Intertek, DNV , RINA , TUV etc. are engaged for third party evaluation.																			
The effectiveness of the policies is evaluated through an annual audit procedure The Vedanta Sustainability Assurance Programme (VSAP) is a sustainability risk assurance tool, used to assess the compliance of all our units with the Vedanta Sustainability Framework. The assurance model has various modules, covering environment, health, safety, community and human rights elements. The assurance system works on the premise of tracking corrective and preventive actions by each of our businesses, and commissioning periodic formal audits by external experts. Based on the gap assessment, our businesses undertake management plans and corrective actions, with periodic review, evaluation and documentation. This aids in identifying the improvement areas and promotes cross-functional working environment.																			

## 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:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	1) Amendments in - SEBI RPT - CARO Reporting 2) Enterprise Risk Transformation 3) ESG & Sustainability	100%
Key Managerial Personnel	3	1) SEBI RPT 2) ESG & Sustainability 3) Business Ethics & Code of conduct	100%
Employees other than BoD and KMPs	706	1) Business Ethics 2) Code of Conduct 3) Insider Trading 4) ESG 5) Technical / Behavioral training	90%
Workers	470	Health, Safety, Environment Behavioral Upskilling	75%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NIL

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

Company has adopted the anti-corruption or anti-bribery policy. The policy has been developed in alignment with Company's code of conduct, including whistle blower policy bound by various laws including Indian Prevention of Corruption Act, UK Bribery Act and Foreign Corrupt Practices Act etc. The policy reiterates HZL's stance of zero tolerance towards fraud, bribery, and corrupt practices.

The policy facilitates ethical decision-making and reinforces Company's culture of transparency in all its dealings. This policy applies to all employees and business partners of Company and sets out conduct that must be always adhered to.

The policy can be accessed at <https://www.hzlindia.com/wp-content/uploads/Anti-Bribery-and-Anti-Corruption-Policy-21.01.2022.pdf>

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

	FY 2022	FY 2021
Directors		
KMPs		
Employees	NIL	NIL
Workers		

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

	FY 2022		FY 2021	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

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

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

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

### LEADERSHIP INDICATORS

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

Total number of awareness held	Topics / principles covered under the training	%age of value chain partners covered (by value with such partners under the awareness programs)
176	Sustainability in supply chain	19% of active supplier base
	Training on ARIBA	14% of the active supplier base

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

Yes. The Company has a policy on Business Ethics & Code of Conduct. Ethical conduct of business, at your Company, encompasses all its stakeholders, right from our board members, top Management and Employees, to our partners, contractors, shareholders and others. The Code of Conduct is pillared on the ethos of trust, mutual respect, professionalism, responsibility, accountability and transparency in communication. It is also aligned with the Indian prevention of Corruption Act, Foreign Corrupt Practices Act and UK Bribery Act. The Code guides our behavior, 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.

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

The policy is placed on the Company's website. <https://www.hzlindia.com/wp-content/uploads/FINAL-HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf>

## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### ESSENTIAL INDICATORS

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	62.6%	55.4%	<p>Our Research &amp; Development (R&amp;D) capabilities are playing an important role in propelling our Circular Economy goals. Among the various investments we have initiated in this regard is in the development of technology for mill tailings and various waste recycling projects to reduce our environmental footprint. We have also identified and replaced one of the hazardous reagent used in mineral floatation by non hazardous environment friendly reagent.</p> <p>In an endorsement of its progress on its circularisation goal, the Company has been granted US patents for two of its sustainability technologies, developed in-house by our R&amp;D center - ZnTech (formerly known as Central Research and Development Laboratory). US10844551B2 for manufacturing Paver Blocks from process waste US10919924B2 for the method of production of Potassium Antimony Tartrate (PAT) by utilising Antimony bearing residues. Both these technologies are aimed at creating value from waste, that can be utilised within Company's operations and support local entrepreneurs and communities.</p> <p>Company has also signed Memorandum of Understanding (MoU) with global companies like Normet group Oy, Epiroc Rock Drills AB and Sandvik to provide BEVs at our mining operations.</p>
Capex	12%	10%	Tailing dam strengthening, dry tailing, ZLD, CPP turbine revamping for efficiency improvement, bag filters installation for curbing fugitive emissions, etc.

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

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

# % Capex calculated as Capex related to ESG / Total Capex expenditure

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

Yes. 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 between all our stakeholders. The policy applies to all our immediate business partners including service and supply partners ("business partner/(s)") based on fundamental requirement of adherence to the Supplier's Code of Conduct, which embodies our commitment to internationally recognised standards. It predominantly covers Labour and Human Rights, Child Labour, Health and Safety, Environment Protection, Climate Change, Business Integrity, Legal Compliance, Zero Tolerance on Governance, Unfair Trade Practices, Anti-Bribery Program, Insider Trading Prohibition, and Grievance Redressal Mechanism.

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 work with our business partners through collaborations and improvement in their process for responsible procurement based on global best practices. Aligning our business partners with this policy is a journey, not a one-time event.

We regularly monitor and evaluate the performance of our business partners. In addition, our critical partners are monitored and evaluated on ESG metrics. Assessment of business partners is carried out to identify areas of improvement, or change required to promote acceptable working conditions, environmentally responsible management and ethical behavior in our supply base. We have introduced the ESG consideration in our entire value chain.

In accordance with responsible sourcing guidelines, we are in process of developing internal standard of responsible sourcing in collaboration with a renowned consultant and social venture. A more detailed assessment will follow, focusing on the identified red flag business partners and locations. We will also map out risk management plans, including a feedback / grievance mechanism, to ensure prevention and quick mitigation of identified risks. As part of International Zinc Association’s (IZA’s) Stewardship Working Group (SWG), we have joined its efforts to prepare a Base Metal Standard to meet the LME requirements. A Joint Due Diligence Standard has been created for lead and zinc.

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

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

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

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

Not applicable

**LEADERSHIP INDICATORS**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Zinc - 27204 Lead - 27209 Silver - 27205	Zinc, Lead and Silver	98	Cradle to Grave	Yes, through the third party	SDR (2017-18) Link - <a href="https://www.hzindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf">https://www.hzindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf</a>

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

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

- Identifying all potential areas for improvement and direct efforts so as to reduce the impact, or otherwise minimise as far as possible, getting the consequent environmental improvement and compare with the benchmark and best available technologies



- Optimisation and improvement of the production processes, end-of-life scenarios, etc.
- Stimulating the generation of information on the life cycle performance of materials to support both reductions in the footprint of the upstream activities to harvest the materials, as well as more sustainable applications of materials in products
- Objectively analysing different future scenarios and possible alternatives and their implications and impact on the life cycle
- Third party standards and rating schemes that are trying to improve the environmental footprint of product and building systems

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

- Electricity consumption contributes to major environmental impact in the value chain of zinc. Company relies on captive power plant, it is imperative to improve the captive power plant efficiency To find the most energy efficient circuit design and operating strategy. Energy efficiency projects such as revamping of all the turbines, improvement of cellhouse efficiency at ZSD, other projects like installation of variable frequency drives across operations, switching from high-speed diesel to pipe natural gas, Replacement of conventional tube lights with energy efficient LED tube lights have also contributed to energy savings in our operations.

Water consumption was also identified as major environmental impact in the value chain of zinc. 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. It has successfully commissioned a 3000 KLD RO-ZLD plant at its Debari smelter which recycles processed water, which is then reused in operations. We have also set out plans to commission the ZLD plants at all our units and remain committed to principles of water conservation and zero discharge.

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

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

Indicate input Material	Recycled or reused input material to total material	
	FY 2022	FY 2021
NA	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:**

Not applicable as per EPR guidelines

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

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

Category	% of employees covered by					
	Total (A)	Health insurance (B)	Accident insurance (C)	Maternity benefits (D)	Paternity Benefits (E)	Day Care facilities (F)
		% (B / A)	% (C / A)	% (D / A)	% (E / A)	% (F / A)

Permanent employees											
Male	3081	3081	100%	3081	100%	NA	NA	3081	100%	3081	100%
Female	411	411	100%	411	100%	411	100%	NA	NA	411	100%
<b>Total</b>	<b>3492</b>	<b>3492</b>	<b>100%</b>	<b>3492</b>	<b>100%</b>	<b>411</b>	<b>100%</b>	<b>3081</b>	<b>100%</b>	<b>3492</b>	<b>100%</b>
Other than Permanent employees											
Male	7	7	100%	7	100%	NA	NA	7	100%	7	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
<b>Total</b>	<b>8</b>	<b>8</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>8</b>	<b>100%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Other than Permanent workers											
Male	19228	19228	100%	19228	100%	NA	NA	19228	100%	19228	100%
Female	186	186	100%	186	100%	186	100%	NA	NA	186	100%
<b>Total</b>	<b>19414</b>	<b>19414</b>	<b>100%</b>	<b>19414</b>	<b>100%</b>	<b>186</b>	<b>100%</b>	<b>19228</b>	<b>100%</b>	<b>19414</b>	<b>100%</b>

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

Benefits	FY 2022			FY 2021		
	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	99.77%	100%	Y	99.89 %	100%	Y
Gratuity	99.77%	-	Y	99.89%	-	Y
ESI	-	-	-	-	-	-
Others – medical, term life & Accidental coverage	100%	-	NA	100%	-	NA

**3. Accessibility of workplaces**

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

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

1. Elevators with Braille inscribed for person with visual impairment
2. Ramp for mobility impaired person with disability
3. Touchless entry for person with disability
4. Text to speech software for visually impaired
5. Training on Indian sign language to employees to assist them in communication with deaf & mute

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

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

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

<https://www.hzindia.com/wp-content/uploads/FINAL-HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.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%	90%	NA	NA
Female	100%	83%	NA	NA
<b>Total</b>	<b>100%</b>	<b>89%</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Company has whistle Blower policy to receive has established the necessary vigil mechanism for directors and employees in confirmation with Section 177(9) of the Act and Regulation 22 of Listing Regulations, to report concerns about unethical behavior. This Policy is available on the Company's website on <a href="https://www.hzindia.com/wp-content/uploads/HZLWHISTLE-BLOWER-POLICY-19.10.2015.pdf">https:// www.hzindia.com/wp-content/uploads/HZLWHISTLE-BLOWER-POLICY-19.10.2015.pdf</a>  The policy encourages external stakeholders such as vendors, customers, and business partners etc. to have the opportunity to submit 'Complaints'.  The Vigil Mechanism provides adequate safeguards against victimisation of any person who avail the mechanism as well as provides for direct access to the Chairperson of the Audit Committee. The designated email id for lodging the complaints under Vigil Mechanism or Whistle Blower is mailto: <a href="mailto:hzl.whistleblower@vedanta.co.in">hzl.whistleblower@vedanta.co.in</a> and has also provided dedicated phone number. The same is also available on the website of the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022			FY 2021		
	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)
<b>Total Permanent Employees*</b>	1013	1013	100%	1157	1157	100%
- Male	992	992	100%	1132	1132	100%
- Female	21	21	100%	25	25	100%
<b>Total Permanent Workers</b>	-	-	-	-	-	-
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

\*Non executives are Members of Unions

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

Category	FY 2022				FY 2021					
	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	2096	1877	90%	1877	90%	3318	2181	66%	2228	67%
Female	391	369	94%	369	94%	401	289	72%	372	93%
<b>Total</b>	<b>2487</b>	<b>2246</b>	<b>90%</b>	<b>2246</b>	<b>90%</b>	<b>3719</b>	<b>2470</b>	<b>66%</b>	<b>2600</b>	<b>70%</b>
<b>Workers**</b>										
Male	19414	11885	61%	2739	14%	16093	71613	100%	2051	13%
Female										
<b>Total</b>	<b>19414</b>	<b>11885</b>	<b>61%</b>	<b>2739</b>	<b>14%</b>	<b>16093</b>	<b>71613</b>	<b>100%</b>	<b>2051</b>	<b>13%</b>

\* Covers only Executive employees

\*\*Data separately not tracked for male and female

**8. Details of performance and career development reviews of employees and worker:**

Category	FY 2022			FY 2021		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees*</b>						
Male	2096	2096	100%	2186	2186	100%
Female	391	391	100%	376	376	100%
<b>Total</b>	<b>2487</b>	<b>2487</b>	<b>100%</b>	<b>2562</b>	<b>2562</b>	<b>100%</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\*Only Executive employees covered

**9. 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 such system?**

1. Yes, all our sites are certified with ISO 45001: 2018/ OSHAS 18001 "Management System". It is applicable to the company's entire operations/ employees as well as contractors or individuals under the company's supervision. It is developed in Consultation with workers and their representatives.

- In addition, we have Vedanta Sustainability Framework, which covers occupational health, and safety management. The governance model mainly works on "how the risk is monitored and accessed" and "how the performance optimised. OH&S is the key and most important management system in corporate governance model.
- Other than this we have sustainability framework aligned with International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), United Nations Global Compact (UNGC) principles, standards and guidelines to confirm congruence.
- There are Management and Technical Standard which are implemented at all the locations. Hindustan Zinc's flagship program for achieving safety excellence, Aarohan has been running since 2013. We have partnered with DuPont to enhance our safety culture and inculcate a behavior and habit of safety among our workforce. Our endeavors help us work towards enhancing our safety standards and processes to minimise the health and safety risks across all our operations.
- In addition to above, the company has its own Safety Journey "Aarohan" with 24 Safety Standards which includes Industrial & Occupation Hygiene and 10 Safety Pillars ((SI, IM, PSM, CSM, SRP, FSIPP, HSE INNOVATION, Logistics, Training management & Occupational Health & Industrial Hygiene)

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

**Process:**

There is a formal process for Hazard identification, Risk assessment and Control to effectively manage workplace and safety hazards across the units. We at Hindustan Zinc follow the '5\*5' Risk Matrix for risk assessment, wherein risks are identified, categorised as per impact & probability & mitigation plan are prepared.. Training on identification and assessment of risk is imparted to employees & Business partners. Apart from this we have techniques called Hazard and Operability Study (HAZOP), Process Hazard Analysis (PHA) to identify process risks and prepare its mitigation plan and through audits its effectiveness is measured.

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

**Governance:**

Process Safety Management Sub- Committee is responsible for implementing process safety by conducting risk assessment {i.e. HAZOP study, PHA, Hazard identification & Risk Assessment (HIRA) etc.} for existing system and implementation of recommendations of assessment.

**Capacity Building:**

Many drives are taken across units to create awareness on identification of high-risk activities like work at height, Confined Space, Lock Out Tag Out Try Out (LOTOTO) etc. and training on its standards. We acknowledge the fact that operations free from risks on health have the potential to escalate productivity also. Hence, we have processes in place to manage and monitor health risks of employees, right from the time of their first interaction with the company. We are having OH&S management system (as per the requirement of OHSAS 18001/ ISO 18001) for managing OH&S risks related to our activities, with HIRA in place for all activities and for every significant risk, appropriate control measure are implemented as per control measures hierarchy i.e. elimination, substitution, engineering, administration & Personal Protective Equipment (PPE).

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

Yes, We have digital platform to report any work-related hazards and is accessible to both executives and Business Partners. Apart from web portal we also have Mobile app available for ease of reporting.

Moreover, each site has suggestion boxes where employees, workers and business partners can report grievances, and suggestions for improving the safety performance. Employees and workers can also report incidents and inaction on the safety incident through a formal whistle blower portal, the details of which are displayed at each site.

The reported incidents are discussed by the PIT & Central safety committee which is equally represented by Union members, workman & executive involvement for discussion of safety issue. The meetings are conducted monthly to review the incidents.

SAMPARK/ Safety townhall are being conducted where employee & Business Partners can raise safety related issue and can give suggestions for safety improvement

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

Yes. All employees of the Company are covered under the company's medical and healthcare services. To safeguard and support them from uncertainties and during unfortunate times or distress, we have introduced 'Group Term Life Insurance' policy with a coverage limit of 5 Times of Fixed Salary of each executive up to a maximum of Free Cover Limit i.e. ₹ 5.5 crore This policy portrays our value of 'Care' and 'Commitment' to the triple bottom line.

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

In addition, Rampura Agucha Mine developed India's first underground First Aid Room & Underground Ambulance Station. This occupational health & medical facility has been established in the underground mine at a depth of 600 meters from surface. This First Aid Room is air conditioned for cool environment, and is equipped with all the necessary

medical & rescue equipment, such as AED (Automatic External Defibrillators), ECG machine, Oxygen Cylinders, blood pressure monitor, saline facility with a stretcher bed for resting. The mine will also use this facility for dealing with any emergency situation like fire or flooding. The management has provided trained rescue persons at this underground center in every shift, with advanced ambulance having oxygen facilities and AEDs for providing CPR.

To empower our employees in industrial hygiene and occupational health, Company has conducted several virtual training workshops. It is also working closely with medical professionals in developing and implementing targeted medical surveillance program. The training program includes a holistic training methodology, combining aspects of execution capabilities and behavioral skills.

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

Safety Incident/Number	Category	FY 2022	FY 2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	0.94	0.25
	Workers	0.79	1.10
Total recordable work-related injuries (Nos.)*	Employees	12	11
	Workers	128	124
No. of fatalities	Employees	0	0
	Workers	4	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

- Reported as per ICMM guidelines

**11. Describe the measures taken by the entity to ensure a safe and healthy work place.**

The ESG journey at Company signifies its commitment towards adopting best practices and policies for greater good of the planet. As we embark on the next steps, 'Transforming the Workplace' is one of the key pillars of this framework, which focuses on promoting diversity and inclusion. We believe that diversity and inclusion brings in Integrity, Respect, Entrepreneurship, Care, Innovation, Trust and Excellence.

- Leveraging our core value of 'Care', where we focus on holistic well-being of our employees, families and extended families of business partners.
- We have launched Employee Well-being and Assistance Programme, aimed at improving productivity through stress management.
- Programme focuses on year-round engagement with employees, with thrust on building resilience and mindfulness as strategies for stress management which fosters mental health.
- It includes round-the-year programmes and app-based stress management learning opportunities to engage multi-generational workforces.
- The services include 24x7 Psychological Counselling for employees and their dependents which are completely confidential.
- As part of our efforts to upskill our contractual workers, we include our business partners in various safety training programs such as induction safety training, on-the-job safety training, Safety Town Halls, & Field Safety Audits. We conduct regular trainings for contract workforce on SOP & Trade skills. There is endeavor to continuously upgrade the digital touchpoints for our business partners through Project RuBaRu and other initiatives.
- We are working on the development of 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, tracing closure, reduction of manual data capturing, and reduction of error due to human intervention & limitations.
- The project RuBaRu aims to establish a safe and productive environment at our job sites by improving the execution capability of our business partners. The project focuses on four key areas, namely: a) Health, Safety and Environment (HSE) commitment for safe operations and strengthening our safety culture, b) Skill enhancement for continuous performance improvement, c) Management-in-Place to ensure that our business partners have the right organisation structure, complete with right talent in right positions, d) Asset optimisation to maximise all aspects of our critical equipment

Please see responses above in Question 10 for more details.

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

	FY 2022			FY 2021		
	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	267	14	Continuous and under Progress	284	5	Continuous and under Progress
Health & Safety	296	9		273	3	

**13. Assessments for the year:**

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% (Every site is ISO 450001:2018/ OSHAS 18001 certified). HSE is also very important part of VSAP Module assessment, and all unit are participating in VSAP which is organised through third Party
Working Conditions	100%

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

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

Fatal Incident	Management Plan and Mitigation Measure
<b>Rampura Agucha Mine- 2 contract employees</b> During face charging activity suddenly loose detached from the height of around 3m from face and fell on the two persons who were assisting at the floor.	<ul style="list-style-type: none"> <li>• Protocols for quality control of face drilling and charging.</li> <li>• Assessment of rock face profile, face support for charging crew.</li> <li>• Retrain all the relevant personnel with new protocols and updated SOPs.</li> <li>• Manual face charging elimination by Multi skill training of operators to operate all utility equipment.</li> </ul>
<b>Zawar Mine- 1 contract employee</b> While carrying out blasting of the development face, mining mate found fault in the blasting cable. The IP rechecked the cable and he took blasting from a place which was in line of fire of blasting and sustained injuries.	<ul style="list-style-type: none"> <li>• Blasting from 'Designated Firing Point' only</li> <li>• Mother Cable laid up to the 'Designated Firing Point' and checked for continuity before taking the blast.</li> <li>• Exploders having lock &amp; key arrangement and fixed at Firing Points</li> <li>• Mine mate's competence assessment /enhancement program</li> </ul>
<b>Rajpura Dariba Mine- 1 contract employee</b> IP was engaged in electrical cable fixing work, Some workers observed water accumulation in drive and decided to clear the blockage from drainage bore hole .At the same time, mining mate slipped, and he fell down in borehole.	<ul style="list-style-type: none"> <li>• Install adequately designed barrier protection around the borehole</li> <li>• Install a pressure relief pipe entering the side of the drain hole about 2m below surface with the open end at least 2m above the hole inlet</li> <li>• Detailed assessment to be undertaken for identifying possibilities of entrapment with appropriate control measures</li> <li>• Creation &amp; implementation of SOP for de-silting activities</li> <li>• Robust &amp; detailed risk assessment to be done for all critical activities with periodical review</li> </ul>

## LEADERSHIP INDICATORS

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

Yes. For executives to safeguard and support them from uncertainties and during unfortunate times or distress, we have introduced 'Group Term Life Insurance' policy with a coverage limit of 5 Times of Fixed Salary of each employee up to a maximum of Free Cover Limit i.e. ` 5.5 crore. This policy portrays our value of 'Care' and commitment to the triple bottom line. For Non executives personal accident policy had been obtained.

There is a benevolent fund for the worker in case of death.

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

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

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

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

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

Yes, some of the highly qualified employees are retained as advisors after the retirement. During the employment, several skill upgradation programs are imparted to employees to facilitate continued employability.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	32.54% (Includes supply and service vendors)
Working Conditions	32.54% (Includes supply and service vendors)

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

During the assessment we have not identified any of such risks in our vendors, covered 234 vendors in assessment. Apart from due diligence we are also conducting Contractor field safety audit and during the year we have covered 165 Business Partners and achieved 97% corrective and preventive action closure. These observations were made in the categories like Procedures, Tools and Equipment, Plant up-keep, PPE and Positions of people.

## 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.**

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes customers, suppliers, communities, government regulators, shareholders and employees. That said, identification of stakeholders is an ongoing process. We proactively engage with our stakeholders on a regular basis. For long term ongoing projects, stakeholders are identified before initiation of the project, basis the geographical area of the project as well as through the baseline & need assessment that is conducted. For any new



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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Intuitive Moglix platform for continuous engagement &amp; feedback</li> <li>Periodic connects with key customers by senior executives &amp; at time top management</li> <li>Biennial customer satisfaction survey</li> <li>Forum for quick customer query resolution</li> </ul>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>Understanding of their needs helps in determining product quality &amp; pricing.</li> <li>Product innovation development is guided by customer requirements</li> <li>Reduction in environmental &amp; social impacts of products to help customers meet their Sustainability Goals</li> </ul>
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>On-site quality audits of suppliers</li> <li>Vendor due diligence and pre-qualification meetings</li> <li>Supplier sustainability desktop assessment</li> <li>Helpdesk for speedy resolution of supplier query</li> <li>Webinars for supplier engagement</li> <li>Tracking of suggestions from Business Partners for possible implementation</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 &amp; interventions</li> <li>Robust grievance mechanism through strategic Social Performance Committees.</li> <li>Leadership community connect</li> <li>Community meetings</li> <li>Programmes Impact Assessment survey as well as Perception studies.</li> <li>Communication via Newsletters, social media, etc.</li> </ul>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>Community outreach is vital to national progress, which translates into a congenial macro environment for business growth</li> <li>Positively touching lives of people and thereby enhancing their quality of life &amp; overall wellbeing</li> <li>Reducing the environmental &amp; social impacts that may affect communities</li> <li>Capacity Building, local development and livelihoods for the affected persons</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), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government	No	<ul style="list-style-type: none"> <li>• Advocacy through trade and industry bodies</li> <li>• Advocacy through State and Central Mines Departments &amp; MOEFCC</li> <li>• Regular engagement with regulators, local administration, inspection bodies</li> <li>• Partnerships in government's social programs</li> <li>• Regulatory and legal compliances</li> </ul>	Ongoing/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> </ul>
Shareholders	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, Need basis	<ul style="list-style-type: none"> <li>• Shareholder support &amp; 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 management</li> <li>• ESG concerns are of importance to Shareholders</li> </ul>
Employee	No	<ul style="list-style-type: none"> <li>• Intranet and in-house newsletters</li> <li>• Management effectiveness program</li> <li>• Training, mentorship &amp; coaching programs</li> <li>• Management-employee Town Hall meets</li> <li>• Annual employee surveys</li> <li>• Suggestion scheme</li> <li>• Performance dialogue &amp; appraisals</li> <li>• Automation of the HR processes for the ease of employees</li> <li>• Employee Feedback programme</li> </ul>	Ongoing/Need basis	<ul style="list-style-type: none"> <li>• Employees help meet business goals with their collective knowledge &amp; experience, by initiating best-in-class people practices</li> <li>• Employee productivity is critical to driving performance &amp; generating value</li> <li>• Benefits, culture and grievances</li> <li>• Capacity building and career progression</li> <li>• Human Rights aspects related to employee well-being</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), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
NGOs	No	<ul style="list-style-type: none"> <li>• Review meetings</li> <li>• Events at the field</li> <li>• Email</li> <li>• Media</li> <li>• Stakeholder Meetings</li> <li>• Notice Boards</li> <li>• Websites</li> <li>• Newsletters</li> </ul>	Monthly	To onboard & engage experts in the field for effective implementation of the CSR programs as well as to regularly discuss & share updates to strengthen the existing programs implemented.

### LEADERSHIP INDICATORS

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

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

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

Recently we have established the Board level ESG and Sustainability committee at board level. Periodic review of the Company's stakeholder base and their material interests is the part of roles and responsibility of the board. We are in process of reassessment of Materiality Issues identification and feedback from stakeholders and their priorities will be shared to the board.

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

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

Yes, There have been many instances in which Company has inculcated these feedbacks into planning. and one of them has been Water scarcity in the villages, in response to this we have undertaken initiatives for ensuring water sufficiency throughout these villages. Similarly, programs like Shiksha Sambal and Unchi Udaan in the field of education are benefiting the 13000 students from nearby communities.

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

**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. Any new proposed project or expansion is mapped by engaging the stakeholder proactively, specifically via CSR activities. A comprehensive stakeholder management and grievance mechanism exist at all our locations.

Company engages with the disadvantaged, vulnerable and marginalised stakeholders through various programs such as “Jeevan Tarang Zinc Ke Sang” to create a more equal world for Persons with Disabilities (PwDs) and strengthen the efficacies of special needs schools in Rajasthan. Sakhi, a Women Empowerment program with an aim to empower women and make them financially independent and also develop their skills towards leadership and economic enhancement. Various CSR initiatives are undertaken for farmers, students, unemployed youth, etc.

Also, this year, Company supported vulnerable and marginalised stakeholders during the pandemic and reached out to them through various CSR initiatives.

Please refer to the CSR section on page no. 122-139 of our annual Integrated Report FY 2021-2022 for more details.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### ESSENTIAL INDICATORS

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

Category	FY 2022			FY 2021		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2487	1975	70%	3719	2587	69.56%
Other permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>2487</b>	<b>1975</b>	<b>70%</b>	<b>3719</b>	<b>2587</b>	<b>69.56%</b>
<b>Workers*</b>						
Permanent	-	-	-	-	-	-
Other permanent	880	878	99.77%	779	778	99.87%
<b>Total Workers</b>	<b>880</b>	<b>878</b>	<b>99.77%</b>	<b>779</b>	<b>778</b>	<b>99.87%</b>

\* All Security personnel are accounted here

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

Category	FY 2022					FY 2021				
	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>	3496	-	-	3496	100%	3715	-	-	3715	100%
Male	3085	-	-	3085	100%	3316	-	-	3316	100%
Female	411	-	-	411	100%	399	-	-	399	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>	19414			19414	100%	18286	-	-	18286	100%
Male	19228			19228	100%	18154	-	-	18154	100%
Female	186			186	100%	132	-	-	132	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) (Whole-time directors)	1	CEO : 6,48,01,665	-	-
Key Managerial Personnel	2	CS : 89,54,956 Interim CFO: 7154239*	-	-
Employees other than BoD and KMP	3489**		Median - 14,81,040	
Workers	-	-	-	-

\*Interim CFO appointed w.e.f. October 01, 2021.

\*\* - Includes both male and female employees

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

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

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

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

Every unit has a Grievance Redressal Committee wherein any employee/worker can register any kind of grievance. The grievance can be captured through various means. There are grievance boxes available at conspicuous places where the person can post his grievance and the committee takes it up as per the procedure.

Company has the whistle blower policy in place and aims to protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review. Post review, if the complaint is found to be have been made with mala fide intention, stringent action is taken against the complainant.

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

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

	FY 2022			FY 2021		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	0	4	0	-
Discrimination at workplace	0	0	0	0	0	-
Child Labour	0	0	0	0	0	-
Forced Labour/Involuntary Labour	0	0	0	0	0	-
Wages	0	0	0	0	0	-
Other human rights related issues	0	0	0	0	0	-

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

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

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

Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Corporation's ICC are responsible for conducting inquiries pertaining to such complaints. The ICC will protect the identity of all individuals involved during the process, contents of complaints and enquiry proceedings.

The Company on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programme which are held on a regular basis. The Internal Complaints Committee will protect the identity of all individuals involved during the process, including the aggrieved person and respondent and contents of complaints and enquiry proceedings.

The Company will protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review. External stakeholders such as vendors, customers, business partners etc. have the opportunity to submit 'Complaints'; however, the Company is not obligated to keep 'Complaints' from non-employees confidential or to maintain the anonymity of nonemployees.

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

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

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

#### 9. Assessments for the year:

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

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

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

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

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

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

## **LEADERSHIP INDICATORS**

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

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

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

We encourage suppliers/business partners/ joint ventures to adopt principles and practices comparable to our own operations. Our due diligence process covers own operations, joint ventures and activities related to our business. It is undertaken through inductions, screenings, inspections and audits. For any of our new projects or significant changes to existing operations, human rights at Hindustan Zinc, upholding people’s fundamental rights is central in our everyday business operations. At a minimum, the Company will comply with all applicable local, state and national laws regarding human rights and workers’ rights where the Company does business. All our businesses are compliant with applicable regulations, strive to uphold all labour rights and are aligned with national and international regulations. The clauses of the Code of Conduct are extended to all business partners. All units are required to evaluate human rights aspects covering forced and compulsory labour, child labour, slavery, human trafficking, freedom of association or collective bargaining etc., into their assessments (through social impact assessments). Our significant suppliers and contractors generally include well-reputed and well-governed organisations with robust human rights and fair practice mechanisms. Human rights are an important part of the supplier onboarding process, and all suppliers are required to commit to our Supplier Code of Conduct, which includes human rights provisions. We also conduct basic due diligence in the pre-qualification process, including for human rights issues, on all direct suppliers before contracting with them. We track human rights compliance at every step of any activity - right from document verification at registration, to screening and inspections for vendors / suppliers. Any concerns identified during the due diligence process are addressed through corrective and preventive action planning. Further, any concerns raised by interested parties on any of our key suppliers are promptly addressed by undertaking an independent assessment.

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

The registered office of the Company have ramps for easy movement of differently abled visitors. All the offices has infrastructure for differently abled visitors. 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 Harrassment	
Discrimination at workplace	
Child Labour	32.54% (Includes supply and service vendors)
Forced Labour/Involuntary Labour Wages	
Others - please specify	

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

During the assessment we have not identified any of such risks in our vendors, covered 234 vendors in assessment. Apart from due diligence we are also conducting Contractor field safety audit and during the year we have covered 165 Business Partners and achieved 97% corrective and preventive action closure. These observations were made in the categories like Procedures, Tools and Equipment, Plant up-keep, PPE and Positions of people

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### ESSENTIAL INDICATORS

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

Parameter	FY 2022	FY 2021
Total electricity consumption (A)	2,271,856 GJ	1,348,106 GJ
Total fuel consumption (B)	43582451 GJ	45320080 GJ
Energy consumption through other sources (C)	1044886 GJ	1031587 GJ
<b>Total energy consumption (A+B+C)</b>	<b>46899193 GJ</b>	<b>47699773 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000159	0.000211
Energy intensity (optional) - the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	48.46	51.26

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

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

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

Zinc and mining sector were incorporated under PAT scheme through the gazette notification by Ministry of power on "Notification for New Energy Intensive Sectors under PAT Scheme" vide dated 03-01-2022. The targets are yet to be assigned.

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

Parameter	FY 2022	FY 2021
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13,728,928	17,508,713
(ii) Groundwater	3,048,092	3,377,076
(iii) Third party water	9,522,980	7,187,630
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>26,300,000</b>	<b>28,073,419</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>24,701,063</b>	<b>25,844,955</b>
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	<b>0.0000839</b>	<b>0.0001142</b>
<b>Water intensity (Water consumed/ tonne of metal)</b>	<b>25.52</b>	<b>27.78</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.

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

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

Yes, all our units are maintaining zero discharge. Effluent generated at our smelters is treated in Effluent Treatment Plant (ETP) followed by two stages RO plant. The treated effluents conform to the prescribed standards and recycled in the process. Further, technological upgradation by installation of Multiple Effective evaporator/Mechanical Vapour Recompression (MVR), storm water pond, RO Reject Pond and mist evaporators at all locations in place of conventional evaporators for strengthening zero discharge with improved water recovery.



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

Parameter	Unit	FY 2022	FY 2021
NOx	MT	6145	8098
SOx	MT	22006	19600
Particulate matter (PM)	MT	963	1097
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

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

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

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

Parameter	Unit	FY 2022	FY 2021
<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)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	4,320,181	4,489,443
<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)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	491,403	307,068
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.0000163	0.0000212
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity (Scope1+2 emissions/tonne of metal)		4.97	5.15

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

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

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

**Company's Efforts towards Decarbonisation are as under:**

- We have set a long-term target to reach Net Zero emission by 2050, in line with the Business Ambition for 1.5 degrees Celsius campaign led by the Science-Based Targets initiative. We have an interim target to reduce our GHG Emissions by 14% by 2026.
- We have conducted a Climate change risk assessment - aligned with TCFD guidelines for all of our sites to identify potential risks and accordingly implement adaptation and mitigation plans.
- As part of the strategy, Company will be entering into a long-term captive renewable power development plan, with a capacity of 200 MW. Company has made a financial allocation to invest in the adoption of renewable energy. We are moving ahead in the direction of closure of our Thermal power plants in the phased manner and will switch completely from fossil fuel to green grid electricity.
- Moreover, we have initiated a process to convert all our mining equipment to battery-operated Electric Vehicles (EVs) in a phased manner and towards this we plan to invest \$1 billion over the next five years to turn our mining operations environment-friendly
- We have recently signed a Memorandum of Understanding with global manufacturers like Normet, Epiroc, to introduce battery-powered service equipment, frontline fleet, and utility vehicles in underground mining.
- In order to make our system more energy efficient, Turbine revamping, cell house efficiency improvement, VFD installation etc. are few such projects
- We have initiated Biomass utilisation in our captive power plants as substitute to coal and used 16192 MT during the year
- All Units are certified to ISO: 50001 Energy Management System

For more details, please refer to the Environment chapter on Page 110-121 of Integrated Annual Report FY 2021-22.

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

Parameter	FY 2022	FY 2021
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	34.48	33.84
E-waste <b>(B)</b>	37.4	41.8
Bio-medical waste <b>(C)</b>	1217	945
Construction and demolition waste <b>(D)</b>	14	126
Battery waste <b>(E)</b>	70	55
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G) (other than above mentioned HW) ETP Sludge, Purification Cake, Anode Mud, Cooler cake, dross etc.</b>	106553	88,238
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. <b>(Excluding Plastic waste, construction waste)</b> (Break-up by composition i.e. by materials relevant to the sector)	19748668	17,959,622
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>19856594.43</b>	<b>18,049,061.2</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	634339	638709
(ii) Re-used	5542340	4756396
(iii) Other recovery operations	-	-
<b>Total</b>	<b>6176679</b>	<b>5395105</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	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	14484528	12303548
<b>Total</b>	<b>14484528</b>	<b>12303548</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.**

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

**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.**

We have in place a Resource Use and Waste Management Technical Standard and the supporting guidance notes which augment us to mitigate the environmental impacts of our products and process. The Company believes in Zero Waste and has aligned waste management practices to '4-R Policy' Reduce, Reuse, Recycle, and Reclaim in our operations. Company is taking various initiatives and has adopted state of the art technologies to reduce the waste generation, reuse of waste, recovery, recycling of metal from waste and disposal of remaining waste in environmentally sound manner. With the commissioning of Fumer plant there will be complete elimination of Jarosite generation from one of the Hydro Zinc Smelter and generated slag will be 100% utilised in cement industries, for effective metal recovery, a second ancillary plant commissioned for treatment of process residues at Chanderia 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.

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

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not applicable

**10. 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
Zawar Mines -To obtain environment clearance for the proposed enhancement in Lead-Zinc Ore production and beneficiation capacity beyond 4.8 Million TPA (i.e. expected upto 6.5MTPA) at Zawar Group of underground mines (M.L. No. 3/89, M.L. Area 362 Ha.) situated at Village Zawar.	S.O. 1533 (E)	September 14, 2006	Yes	Yes Newspaper advertisement for Public hearing: Nov 21, 2021 Public hearing held on: Dec 22, 2021	Public hearing notification over RSPCB website: <a href="https://environment.rajasthan.gov.in/content/environment/en/rajasthan-state-pollution-control-board/clearances/public-hearing-new.html">https://environment.rajasthan.gov.in/content/environment/en/rajasthan-state-pollution-control-board/clearances/public-hearing-new.html</a>
Expansion in Existing CLZS Complex [Expansion in Hydro Smelter Unit by adding 1 Induction Furnace, 1 Slab Casting Line & Integration of RZO Unit in Hydro-II, Change in Product Mix in Pyro Unit on total metal basis and Installation of 1 Lead Refinery, Expansion of CPP through Modernisation, Recovery of Minor Metals & Installation 4 DG Sets] at village: Putholi, Ajoliya Ka Khera & Biliya, Tehsil: Gangrar & Chittorgarh, District: Chittorgarh (Rajasthan)	S.O. 1533 (E)	September 14, 2006	Yes	No Public hearing yet to be conducted	NA
Proposed Greenfield Zinc Smelter Complex (1x0.35 Mtpa Zinc Smelter Along With Fumer Plant), 2x90 MW Captive Power Plant And 35 MWw WHRB At GIDC Doswada, Taluka Songadh, District Tapi, Gujarat	S.O. 1533 (E)	September 14, 2006	Yes	Yes	<a href="https://gpcb.gujarat.gov.in/webcontroller/publichearing/OTAyNzk3ODg1NQ==">https://gpcb.gujarat.gov.in/webcontroller/publichearing/OTAyNzk3ODg1NQ==</a>

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil	Nil	National Green Tribunal (NGT) directed the Company under the Precautionary Principle to spend ₹ 25 crores towards community welfare programmes.	NGT has accepted Company's review petition for allowing to spend the funds on its own and directed to joint committee to submit the action taken report.

## LEADERSHIP INDICATORS

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

Parameter	FY 2022 (in GJ)	FY 2021 (in GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	1044886	1031587
Total fuel consumption (B)	201779	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1246665</b>	<b>1031587</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,271,856	1,348,106
Total fuel consumption (E)	43380672	45320080
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	<b>45,652,528</b>	<b>46,668,186</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.**

Yes, assurance activity has been carried out by E&Y.

2. Provide the following details related to water discharged:

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

Parameter	FY 2022	FY 2021
<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>	<b>-</b>	<b>-</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.**

Yes, assurance activity has been carried out by E&Y.

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

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

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

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

Parameter	FY 2022	FY 2021
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13,705,762	17,490,359
(ii) Groundwater	3016201.5	3,328,868
(iii) Third party water	9,522,980	7,187,630
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>26,244,943</b>	<b>28,006,857</b>
<b>Total volume of water consumption (in kilolitres)*</b>	<b>24,646,227</b>	<b>25,779,111</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000837</b>	<b>0.000114</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity (Water consumed/finished good (MT))</b>	<b>25.46</b>	<b>27.7</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>

\*Water used in community, township and CSR Activities is not included in consumption

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

Yes, assurance activity has been carried out by E&Y.

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

Parameter	Unit	FY 2022	FY 2021
<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)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	4,012,094	4,285,442
<b>Total Scope 3 emissions per rupee of turnover</b>		0.0000136	0.0000189
<b>Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity (Total scope 3/tonne of metal)</b>		4.15	4.61

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

Yes, assurance activity has been carried out by E&Y.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

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

<b>Sr. No</b>	<b>Initiative undertaken</b>	<b>Details of the initiative (Web-link, if any, may be provided along-with summary)</b>	<b>Outcome of the initiative</b>
1	STP at Udaipur	<p>Company commissioned a 20 MLD STP in Udaipur in 2014 under a public-private partnership, which is the first of its kind in Rajasthan. Further, Hindustan Zinc and Udaipur Smart City Limited signed an agreement in June 2017 to extend the sewage treatment capacity by another 40 MLD.</p> <p>25 MLD has been commissioned in January 2019. Another 15 MLD commissioned in FY 2020-21 taking the total to 60 MLD.</p>	<p>The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community.</p> <p>Nearly 36% of total water withdrawal was satisfied with treated sewage.</p>
2	Dry Tailing Plant	<p>India's first Dry Tailing Plant was set up at the Zawar Mines in Rajasthan. The Dry Tailing technology is based on separating water from tailings slurry, which is generated in the beneficiation process. Company repurposes tailings materials and waste rock as backfill to stabilise our underground mining operations, while the remaining tailings are then placed in a specially designed tailings storage to minimise the environmental, social, and economic risks.</p> <p>We externally review the integrity/ stability of our dam structures and their associated management practices by global experts like Golder Associates.</p>	<p>Key benefits of the dry tailing technology include recirculation of more than 80% of the process water present in tailings, a faster rehabilitation and restoration of storage site at mine closure and ensuring re-availability of water for further use.</p>
3	Rainwater Harvesting Structure	<p>Company executed groundwater recharge intervention project across Hurda, Shahpura, Kotri and Jahazpur blocks of Bhilwara district. We were able to complete the desilting of ponds, repairing, strengthening and increasing the height of damaged embankments and construction of 358 recharge shafts for effective groundwater recharge, in 83 ponds.</p>	<p>&gt;8.7 MCM/Annum Total groundwater recharge potential created</p>
4	Paste fill	<p>Instead of conventional hydraulic filling, Company chose to use the Paste Fill technology. This technology ensured fast filling and practically no bleeding water in the stopes. The other benefits of Paste Fill technology have been water conservation, better Stope stability, surface integrity in mines and more recycling of tailings.</p>	<ul style="list-style-type: none"> <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>
5	Ancillary Plant	<p>It treats residues produced during smelting process leading to in-house production of few key consumables and by-products, in collaboration with the Company's central R&amp;D team. Few projects were successfully executed including production of copper sulphate and zinc sulphate from PF cake as well as production of potassium antimony tartrate from antimony dust.</p>	<ul style="list-style-type: none"> <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 in improvement of metal recoveries of lead, copper, and Silver.</li> </ul>
6	Jarofix Yard Restoration	<p>Company follows the principle of reducing the waste, quantitatively as well as qualitatively &amp; performing recovery and recycle. The last priority is disposal in Landfills. Company used Mycorrhiza technology for rejuvenation of fertile soil and reclamation of wasteland into productive land by Increasing the green cover, enhance biodiversity &amp; control fugitive dust emission and restoring site. It also makes plants less vulnerable to environmental stresses and by optimum use of water resources.</p>	<p>Development of green belt in an area of 6.25 Hectare (10,000 plants produced for the area).</p> <p>Provides overall stability to waste dump &amp; dump failure due to heavy rains - Ensuring safe and stable dump.</p>

Sr. No	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
7	Solar Plant	Company has installed 40.42 MW of Solar power project by utilising its waste lands without disturbing any productive land.	40.42 MW of renewable power capacity
8	Resource efficiency	<p>Company has been able to bring improvement in its metal recovery from beneficiation plant through digitalisation.</p> <p>Advanced control opportunity for Grinding and flotation circuit-</p> <p>To address the difficulty in flotation process plants coming from the constantly changing feed characteristics, Advance Process Control system was introduced to maintain a stabilised circuit operation while optimising the process performance to maximise recovery. Three APCs were implemented for Grinding &amp; flotation operation (Lead and Zinc) in mills at Rampura Agucha and S K Mines.</p>	<ul style="list-style-type: none"> <li>Pb Recovery Improved by 0.9% while also moving Concentrate Grade distribution on higher side.</li> <li>Zn Recovery Improved by 0.9% while narrowing Concentrate Grade distribution around target</li> </ul>
9	Fumer Plant	In the existing 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 & 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>
10	Jarofix Utilisation in Cement and Road construction	<p>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.</p> <p>Company has been granted permission by Rajasthan State Pollution Control Board for gainful utilisation of Jarofix waste for Road Construction/Highway Construction (embankment).</p> <p>Company also partnered with few Government agencies like NCCBM, NEERI and CRRI for the utilisation of jarosite in cement and road construction.</p>	<ul style="list-style-type: none"> <li>Jarosite used in Cement Construction in FY 2021-22 - 93778 MT</li> <li>Jarofix used in road construction in FY 2021-22– 2212 MT</li> </ul>
11	Closure of SLF at Vizag	Company's -Vizag Closure and capping was first project in the entire country in which a slurry pond was stabilised, closed and capped as per the CPCB Guidelines due to introduction of superior geotechnical concepts and material science knowledge.	<ul style="list-style-type: none"> <li>Nearly 56000 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>
12	Miyawaki at DZS	Miyawaki technique helps to build dense and native forests. The approach is supposed to ensure that plant growth is 10 times faster and the resulting plantation is 30 times denser than usual. It involves planting dozens of native species in the same area and becomes self-sustaining after the first three years.	<ul style="list-style-type: none"> <li>1 Acre (0.4 Ha.) area in Debari colony has been converted to green land through this technique with nearly 50 types of native species and 8000 plantation.</li> </ul>

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

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

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

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

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

33 % of partners were evaluated on ESG criteria in FY 22. This includes 175 new onboarded partners and 234 existing partners.

**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.**

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Mineral Industries	National
2	Confederation of Indian Industry	National & State
3	Federation of Indian Chambers of Commerce & Industry	National & State
4	Indian Chamber of Commerce	National
5	Associated Chambers of Commerce and Industry of India	National
6	India Lead Zinc Development Association	National
7	Udaipur Chambers of commerce	State
8	Gujmin Industry Association of Gujarat.	National
9	UN Global Compact Network -INDIA	National
10	Mining Engineers Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
NIL	NA	NA



## LEADERSHIP INDICATORS

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

S. No.	Public policy 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
	NIL	NA	NA	NA	NA

No public policy positions advocated by the Company

## **PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

### ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
<b>Khushi</b> - To strengthen the efficacy of government's Integrated Child Development Services (ICDS) Program, so as to improve health and well-being of children below 6 years of age in 3145 Anganwadis (AWCs) across 5 districts.	Companies Act 2013	22.01.21	Yes	Yes (Annual Report)	Link of Annual report
<b>Shiksha Sambal</b> - To enhance the learning outcome and improve the learning environment in 64 Govt. Schools for class 9th to 12th.	Companies Act 2013	22.01.21	Yes	Yes (Annual Report)	Link of Annual report
<b>Jeevan Tarang</b> - Mainstreaming & capacity building of people with disabilities.	Companies Act 2013	22.01.21	Yes	Yes (Annual Report)	Link of Annual report
<b>Sakhi</b> - To build independent women institutions and support in enhancing economic wellbeing & their collective potential to be the change makers.	Companies Act 2013	22.01.21	Yes	Yes (Annual Report)	Link of Annual report
<b>Samadhan</b> - Ensure sustainable livelihoods through integrated farming systems and through livestock development in our 184 villages.	Companies Act 2013	22.01.21	Yes	Yes (Annual Report)	Link of Annual report

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

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

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

Company through its Vedanta Technical Standards (TS- 04) requires the grievance mechanisms to provide a structured way of receiving & resolving Grievances. In line with sustainability goals of establishing strong relationships with stakeholders, and adhering to the IFC, ICMM, OECD and UNEP Standards for responsible stewardship, UN Global Compact (UNGC) Principles & Vedanta Technical standards, Company has set up a robust Grievance Redressal Mechanism. The mechanism is consistently evolving to adapt to the specific nature of its business and the context of its operations and so is closely monitored & also efforts are made through effective stakeholder engagement to reduce the grievances of the stakeholders.

Company has well established external grievance mechanism, which is online through the “Nivaran” portal and is accessible across the management. A Grievance Box has been placed outside 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 resolution and closure.

Also, at each Company location we have well established Social Performance Steering Committee through which all Grievances are raised & discussed for the timely resolution of the same & thereby reduction in the collective risk involved.

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

	FY 2022	FY 2021
Directly sourced from MSMEs/ small producers	12.77 %	14.57 %
Sourced directly from within the district and neighbouring districts	34.17 %	32.75 %

### LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
NIL	NA

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttarakhand	Udham Singhnagar	20,62,848

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

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

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

No, Company does not have a preferential procurement policy. However, Company strives to procure locally which makes up 54 % of the overall procurement spent (Rajasthan and Uttarakhand State based).

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	NA	NA	NA	NA

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

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

## 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Khushi	1,93,860	100%
2	Sakhi	27,456	100%
3	Samadhan	12,500	100%
4	Shiksha Sambal	13,626	100%
5	Jeevan Tarang	609	100%
6	Unchi Udaan	133	100%
7	Scholarship Program - Ringus & Sumedha	150	100%
8	Co. Run Schools	3414	100%
9	Digitisation Program	10,000	100%
10	Child Care Centers	381	100%
11	Co. Run Hospitals	1,94,055	100%
12	Health	1,43,211	100%
13	Skilling	1788	100%
14	Water	2,06,802	100%
15	Community Infrastructure	1,83,571	100%
16	Sports & Culture	9,447	100%
17	COVID Initiatives	4,17,508	100%
18	Solar Projects	57,200	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.

The company has formal mechanisms to collect feedback from the customers. Guided by Grievance Redressal Performance Standard, the customers can register complaints through whistle blower mechanisms and/or use our digital complaint management platform to upload, respond and monitor customer grievances. We have periodic review for all customer complaints at management level also for continual improvements and long - term solutions.

Our sales teams engage with customers on a regular basis through emails, formal meetings, and any feedback is captured and incorporated back into the system. Every year, we also conduct annual customer survey, where relevant sustainability topics of importance to customers are taken and are incorporated into our materiality assessment process.

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

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

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

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

	FY 2022			FY 2021		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	The given number is of formal complaints logged by customers in the Company's portal related to quality.	0	0	This year, we have resolved 2 pending resolutions at the end of last year. The given number is of formal complaints logged by customers in the Company's portal related to quality.
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	46	0		46	2	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **LEADERSHIP INDICATORS**

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

Yes, the desired information has been uploaded on our website and can be accessed. We run our mining, smelting and power operations in a sustainable manner at multiple locations across India. Our principal products are refined zinc and lead metals. In addition, we also recover silver and cadmium as by products.

For details, please refer the website link:

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

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

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

Company's products are used as raw material in many industries and hence we don't educate end consumers on the responsible usage of products. However, we continuously engage with our customers on a proactive basis to ensure safe and responsible usage of our products, with focus on new consumers, if any, to get them familiarised. We communicate with our customers and provide guidance to them via Mail. All the customers are provided with Safety Data Sheet of the product, carrying all the relevant information. In addition, we provide usage guidance to consumers for avoiding any safety mishaps.

HZL also conduct various seminar in association with International Zinc Association to educate about responsible usage of zinc in various industries like sheet, structure, pharma etc

In case of any modifications to our products, either as per customer requirement or for providing added benefits to our customers, we conduct studies in collaboration with subject matter experts. This is done to establish the techno commercial benefits of particular products, so as to pass on the learnings with our consumers for making their operations efficient in all aspects, save energy, etc. For instance, in case of Continuous Galvanising Grade (CGG) zinc alloy, which was produced as per consumer requirement, this kind of study was conducted, and the learnings were communicated to our consumers.

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

Consumers were intimated through: (1) Electronic communications  
(2) Over telephonic calls.

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

Information Mandated provided in the Law: Batch Number, Date of production, Plant produced, Grade, net& Gross weight of the product, Number of pieces in the bundle, Brand name of the product

Additional Information provided: Barcode of the product carrying all information, A usage guidance to avoid safety mishap "preheat before charging"

Yes, the Company carries out Biennial customer satisfaction survey. Last year we conducted a survey through third party firm. The engagement was carried out to assess the health of relationship as well as to ascertain expectation level among customers while working with our Company for financial year 2020-21 and to assess satisfaction levels across interaction points and identify aspects that are perceived as strengths and those which needs improvement. Overall 137 customers responded to the survey and HZL secured 76.8 on Experience Index. Product and company personnel emerge among top driver of satisfaction. Overall largely positive experience among customers, however HZL will further enhance in customer satisfaction

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

- a. **Number of instances of data breaches along-with impact - Nil**
- b. **Percentage of data breaches involving personally identifiable information of customers - Nil**