


**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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,846	2,598	91.29%	2,798	2,479	88.60%
Other than permanent	8	8	100%	7	4	57.14%
Total Employees	2,854	2,606	91.31%	2,805	2,483	88.52%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent*	831	831	100%	886	886	100%
Total Workers	831	831	100%	886	886	100%

\* Only security personnel are accounted here

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage		Minimum Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,846	-	-	2,846	100%	2,798	-	-	2,798	100%
Male	2,116	-	-	2,116	100%	2,191	-	-	2,191	100%
Female	728	-	-	728	100%	607	-	-	607	100%
Other	2	-	-	2	100%					
Other than Permanent	8	-	-	8	100%	7	-	-	7	100%
Male	8	-	-	8	100%	6	-	-	6	100%
Female	-	-	-	-	100%	1	-	-	1	100%
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	632	-	-	632	100%	759	-	-	759	100%
Male	619	-	-	619	100%	744	-	-	744	100%
Female	13	-	-	13	100%	15	-	-	15	100%
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	22,045	-	-	22,045	100%	20,232	-	-	20,232	100%
Male	21,730	-	-	21,730	100%	19,937	-	-	19,937	100%
Female	294	-	-	294	100%	279	-	-	279	100%
Other	21	-	-	21	100%	16	-	-	16	100%

- 3) Details of remuneration/salary/wages:

- a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) <sup>§</sup>	1	13,64,98,410	0	0	0	NA
Key Managerial Personnel (KMP) <sup>##</sup>	1	4,62,18,160	0	0	0	NA
Employees other than BoD and KMP <sup>#</sup>	2,116	14,72,557	728	10,58,421	2	14,60,000
Workers <sup>#</sup>	619	29,07,936	13	22,22,640	0	NA

Note:

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

<sup>##</sup> Excluding the current Company Secretary from consideration in KMP headcount and median Remuneration as she was onboarded during the year w.e.f. January 14, 2025.

<sup>#</sup> Only Permanent employees and workers who are employed with the Company as on March 31, 2025 are considered for the purpose of median remuneration. Also, the salary for the above purpose excludes the Retirement benefits & ESOPs.

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

	FY 2024-25	FY 2023-24
Gross wages paid to female as % of total wages*	12%	9%

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

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

Yes, Mr. Munish Vasudeva, Social Performance Officer, Hindustan Zinc Limited, is the focal point for addressing Human rights related issues.

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

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. Hindustan Zinc has defined a technical standard (TS-04) for handling all types of grievances including the grievances related to human rights. Every unit has a Grievance Redressal Committee and a grievances handling procedure is defined at all units wherein any employee/worker/stakeholders can register any kind of grievance. The grievance can be captured through various means. Also, grievance boxes are available at conspicuous places where the person can post their grievance, and the Committee takes it up as per the procedure. Company also has the whistle blower policy in place and aims to protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review and consequence. Company respects the dignity of all employees working for the Company irrespective of their gender or hierarchy and expect responsible conduct and behaviour on the part of all employees at all levels. Providing for a safe and congenial work environment to all employees is an integral part of the Company's employment policy and the same commitment is there in our Human rights policy.

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

- 6) Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year*	Remarks
Sexual harassment	1	0	The case is upheld & closed	6	3	3 cases upheld and 3 are under investigation
Discrimination at workplace	0	0	-	0	0	-
Child labour	0	0	-	0	0	-
Forced labour/involuntary labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

\* Sexual Harassment cases which are reported in FY2024 and are pending for resolution, have been resolved in FY2025





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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	6*
Complaints on POSH as a % of female employees/workers	0.15%	0.96%
Complaints on POSH upheld	1	3

\* Sexual Harassment cases which are reported in FY2024 and are pending for resolution, have been resolved in FY2025

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

Yes. The Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, religion, colour, age, sexual orientation, national origin, gender identification, political affiliation and political beliefs, minority or vulnerable groups. The Company has adopted Diversity & Inclusion Policy with the objective to ensure that the Company continues to be an employer for all diversity groups to create and foster an open culture of inclusion for all its stakeholders; and to create an environment, which has zero tolerance for discrimination. Company also has a policy on prevention, prohibition, and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Corporation's ICC are responsible for conducting enquiries pertaining to such complaints. Hindustan Zinc follows several mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

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

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

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

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

**10) Assessments for the year:**

Hindustan Zinc conducted Human rights assessment during FY2023, wherein an extensive assessment was conducted on current readiness and compliance with respect to human rights regulations and policies across the Company through third party. The main focus on the said assessment was two-fold:

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

We used another tool (the Global Compact Self-Assessment Tool) for human rights assessment. This tool was developed by the Danish Institute for Human Rights, the Confederation of Danish Industries, the Ministry of Economic and Business Affairs. The tool gives an assessment of our performance against 5 key categories as management, human rights, labour, environment, and anti-corruption.

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

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

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

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

### LEADERSHIP INDICATORS

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

The business process is generally modified or introduced as a result of addressing human rights grievances/complaints received through the grievance redressal committee. However, there was no need for such revisions during FY2025 as no such complaints were received during the year.

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

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

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

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

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

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

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

**4) Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	95%
Discrimination at Workplace	95%
Child Labour	95%
Forced Labour/Involuntary Labour	95%
Wages	95%
Others - please specify	NA

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

No significant risks or concerns were identified during the assessments of value chain partners.