

Business Responsibility and Sustainability Report



CEO STATEMENT

I am pleased to share the launch of Hindustan Zinc's 4th Business Responsibility and Sustainability Report (BRSR), a reflection of our unwavering commitment to environmental stewardship, inclusive community development, and ethical governance. At Hindustan Zinc, sustainability is not a parallel goal, it is embedded in our business strategy and fundamental to how we operate. Over the years, we have built a strong legacy of responsible practices, continually striving to make a meaningful difference across our operations and communities.

FY2025 has been a defining year – marked by accelerated progress, innovation, and impact. We have continued to align our ambitions with national priorities and global sustainability frameworks, guided by the principles of accountability and transparency. This year's BRSR outlines our performance across the nine principles of the BRSR

framework and highlights the milestones that define our journey of creating shared value.

It is with profound sadness that we acknowledge the loss of three of our business partner colleagues and one Hindustan Zinc employee in work-related incidents this past year. Our hearts go out to their families and loved ones during this difficult time. Each life lost is a stark reminder of the responsibility we carry. In the wake of these tragedies, we conducted thorough root cause analyses and are committed to applying every learning with utmost sincerity. Strengthening our safety culture is not just a priority – it is a promise. Guided by our 'Zero Harm' vision, we continue to embed safety deeper into every layer of our operations, striving to create a workplace where everyone returns home safe, every single day.

Our efforts in sustainability have received global recognition. We are proud to be ranked first globally in the S&P Global Corporate Sustainability Assessment 2024 for the second consecutive year in the metals and mining sector, and featured in the S&P Sustainability Yearbook in the top 1% ranking.

A robust, three-tiered sustainability framework drives our strategic goals, helping us monitor progress in critical areas such as energy efficiency, carbon reduction, biodiversity conservation, water stewardship, and inclusive development. This framework continues to guide our actions as we implement and advance our 2030 sustainability goals.

Our stakeholder engagement this year was enhanced through a comprehensive double materiality assessment aligned with global standards like Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). These insights are helping us sharpen our ESG strategy and deepen our disclosures.

FY2025 has been pivotal for environmental stewardship. We have made meaningful strides in our transition to a low-carbon future, with a clear goal to achieve Net Zero by 2050 or sooner. Some key initiatives include the commissioning of zero liquid discharge plants, the adoption of electric and liquefied natural gas (LNG) fleets, a power delivery agreement (PDA) for up to 530 MW of renewable energy, and innovative water management solutions. In July 2024, we proudly launched Asia's first low-carbon zinc, EcoZen, a milestone in product stewardship and sustainable innovation.

Through our CSR programmes, we have positively impacted over 2.3 million beneficiaries. Our focus areas of education, healthcare, skill development, and women empowerment, remain central to our social investment. Initiatives such as rural entrepreneurship and community infrastructure development continue to support our long-standing alignment with the UN Sustainable Development Goals (SDGs).

Diversity and inclusion remain at the heart of our people strategy. From India's first all-women underground mine rescue team to progressive parenthood policies, we are building a more inclusive workplace. Our commitment also extends across our supply chain through initiatives like 'Wednesday for Transition' and sustainable sourcing frameworks.

To strengthen social accountability, we have established the Social Performance Management Committee at the corporate level. This will further enable effective stakeholder management and reinforce our focus on social performance.

At Hindustan Zinc, sustainability is not just a metric, it is a strategic imperative that fuels our growth and resilience. We remain committed to leading with responsibility, guided by our values and our belief that long-term business success is achieved by creating shared prosperity for all.

Best Regards,

Arun Misra
 Chief Executive Officer & Whole-time Director,
 Hindustan Zinc


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	January 10, 1966
4. Registered Office Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
5. Corporate Address	Yashad Bhavan, Udaipur, Rajasthan 313004 - India
6. E-mail	Hzi.ir@vedanta.co.in
7. Telephone	+ 91-294-6604000 / + 91-294-6604002
8. Website	www.hzindia.com
9. Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹ 845.06 crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Aashhima V Khanna, Company Secretary & Compliance Officer Telephone Number: +91 294-6604015 Email Address: hzi.secretarial@vedanta.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a consolidated basis for the Group comprising Hindustan Zinc Limited, its subsidiaries and joint venture disclosed in point no. 23 of Section A below. All these entities are considered for the purpose of Financial Consolidation of the Group; however, for the purpose of BRSR, the non-operational/intermittent operational/new incorporated entities/sites have not been considered based on the management's assessment of materiality. Furthermore, for the purpose of BRSR reporting, following methodology has been used: - The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Annual Accounts FY 2024-25 - The details of waste management with respect to the corporate offices, guest houses, and colonies of entities/sites considered under the Reporting Boundary have not been considered, based on our assessment of being immaterial to the Group's reporting - While the financial numbers for certain entities include inter-company consolidation adjustments, as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the BRSR are given without adjustments (gross figures). Further, some of the entities/sites are considered for the purpose of said consolidated financial numbers, which may have been excluded from the BRSR Reporting Boundary
14. Name of assurance provider	S. R. Batliboi & Co. LLP
15. Type of assurance obtained	BRSR Core: Reasonable BRSR (Rest of indicators): Limited

II. PRODUCTS/SERVICES
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal & Metal products	94.60%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Zinc	27204	64.22%
2	Lead	27209	12.40%
3	Silver	27205	17.99%

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

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

*Four discontinued units are not accounted here

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	28

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

The contribution of exports (metals) is 19.53% of the total turnover of the entity.

c. A brief on types of customers

Our Company has B2B customers for our products as below:

- Refined zinc metal, which is used in a number of applications including galvanising, oxides, die castings and alloys
- Lead ingot is used in a number of applications including battery segment, lead-based pigments and cathode ray tubes
- We are India's only and one of the world's leading integrated silver producers. We produce refined silver, recovered as a by-product of lead processing and used in various industrial applications and decorative applications
- Hindustan Zinc Alloys Private Limited (a wholly-owned subsidiary of Hindustan Zinc) has set up a new melting and casting facility of 30 ktpa zinc alloy

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

IV. EMPLOYEES
20. Details as at the end of Financial Year:
a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	 Male	 Female	 Others			
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1.	Permanent (D)*	2,846	2,116	74.35%	728	25.58%	2	0.07%
2.	Other than Permanent (E)	8	8	100%	0	0.0%	0	0.0%
3.	Total Employees (D + E)	2,854	2,124	74.42%	728	25.51%	2	0.07%
Workers								
4.	Permanent (F)**	632	619	97.94%	13	2.06%	0	0.0%
5.	Other than Permanent (G)***	22,045	21,730	98.57%	294	1.33%	21	0.10%
6.	Total Workers (F + G)	22,677	22,349	98.55%	307	1.35%	21	0.09%

*Permanent Employees means Executive employees

** Permanent Workers means Non-executive employees

***Other than Permanent Workers means Business partner employees


b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	 Male	 Female	 Others			
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Differently abled Employees								
1.	Permanent (D)*	4	3	75%	1	25%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total Differently abled Employees (D + E)	4	3	75%	1	25%	0	0%
Differently abled Workers								
4.	Permanent (F)**	7	7	100%	0	0%	0	0%
5.	Other than Permanent (G)***	11	11	100%	0	0%	0	0%
6.	Total Differentlyabled Workers (F + G)	18	18	100%	0	0%	0	0%

*Permanent Employees means Executives employees

** Permanent Workers means Non-executive employees

***Other than Permanent Workers means Business partner employees

21. Participation/Inclusion/Representation of Women

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

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

22. Turnover rate for Permanent Employees and Workers

(Disclose trends for the past 3 years)

	FY 2024-25				FY 2023-24				FY 2022-23			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	18%	15%	0%	18%	14%	17%	NA	15%	17%	19%	NA	17%
Permanent Workers	18%	14%	NA	18%	17%	18%	NA	17%	12%	15%	NA	12%

No other gender employee in FY2024 & FY2023

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Vedanta Limited	Immediate Holding Company	63.42*	Yes
2	Hindustan Zinc Alloys Private Limited	Wholly-owned Subsidiary Company	100	Yes
3	Vedanta Zinc Football & Sports Foundation	Wholly-owned Subsidiary - Section 8 Company	100	Yes
4	Zinc India Foundation	Wholly-owned Subsidiary - Section 8 Company	100	Yes
5	Hindustan Zinc Fertilisers Private Limited**	Wholly-owned Subsidiary Company	100	No
6	Hindmetal Exploration Services Private Limited	Wholly-owned Subsidiary Company	100	No
7	Madanpur South Coal Company Limited*** Joint Venture		18.05	No

* After offer for sale by Vedanta Limited in Q2FY25

** During the quarter ended September 30, 2024, the Company has sold its assets (sole under-construction plant) based on fair value determined by independent valuer

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

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

Yes

	(in ₹ crore)
(ii) Turnover*	
Standalone	33,969
Consolidated	34,083
(iii) Net worth	
Standalone	13,290
Consolidated	13,326

*Turnover includes other operating income

Note: The report's calculations are derived from consolidated turnover.

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2024-25		Remarks	FY 2023-24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year**	
Communities	Yes Grievance Mechanisms Technical Standard	78	9	Employment, Environment & CSR related	63	4 [#]	Employment, Environment & CSR related
Investors & Shareholders	Yes HZL Whistle Blower Policy Hindustan Zinc Contact Details	47	0	Dividend & Share related	48	0	Dividend & Share related
Employees and Workers	Yes Business Ethics Code of Conduct HZL Whistle Blower Policy	1	0	Sexual Harassment related (POSH)	6	3	Sexual Harassment related (POSH)





Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution as at close of the year*	Remarks	Number of complaints filed during the year	Number of complaints pending resolution as at close of the year**	Remarks
Customers 	Yes https://vedantametalbazaar.moglix.com/	44	2	Customer's grievances on varied issues	28	2	Customer's grievances on varied issues
Value Chain Partners 	Yes Supplier Code of Conduct HZL Whistle Blower Policy Vendor Grievance Redressal Portal	5	0	Suppliers' and Service providers' grievances on varied issues	55	0	Suppliers' and Service providers' grievances on varied issues
Other (please specify) 	-	-	-	-	-	-	-

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

** Grievances which are reported in FY2024 and are pending for resolution, have been resolved in FY2025

These grievances have been investigated and the complainants are being kept informed of the progress on a regular basis

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

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

This year, Hindustan Zinc Limited (HZL) conducted a comprehensive double materiality assessment, engaging over 400 internal and external stakeholders via site visits, focused group discussions, and one-on-one interviews. We enhanced our approach to materiality assessment by identifying an extensive set of impacts, risks, and opportunities associated with each material topic. The outcome of the assessment has provided us with deep insight into the most significant financial and impact considerations associated with ESG issues for HZL.

We adopted the principles of double materiality established by the EU Corporate Sustainability Reporting Directive (CSRD) to identify and prioritise issues that are financially material to our business operations while also having significant environmental and social impacts on our stakeholders. The key focus of our materiality assessment in this cycle was to identify impacts (positive and negative), risks, and opportunities associated with the material topics. This analysis will enable us to align our sustainability strategy and disclosures with stakeholder expectations in a way that creates and preserves long-term value for HZL.

Our methodology followed a structured five-step process:

- Identification of Material Topics:** We began with 200+ ESG topics derived from peer benchmarking and leading standards, refining them to 22 potentially material topics.
- Impacts, Risks, and Opportunities (IRO's) Identification:** Using internal risk registers, human rights reports, community impact assessment reports and industry standards (GRI, SASB), we mapped over 250+ IROs linked to these topics.
- Stakeholder Engagement:** We engaged with an extensive set of stakeholders to cover both the financial and impact materiality dimensions. On the former, we carried out structured consultations on the risks and opportunities with key institutional investors to understand their priorities. On the impact materiality dimension, we engaged with Hindustan Zinc's leadership and business partners, suppliers, customers, employees, civil society, regulators, media partners, and the local communities. These were the key stakeholder groups who provided us with detailed insights into the positive and negative impacts associated with our material topics. The modes of engagement included structured and semi-structured interviews, focused group discussions, and surveys.
- Materiality Matrix Development:** Stakeholder inputs were scored and weighted based on influence and interest to create a consolidated materiality matrix across the financial and impact dimensions.
- Validation and Review:** The outcomes were reviewed by senior leadership and this forms a part of agenda of the Sustainability & ESG Committee meeting discussion and has been part of the third-party annual assurance process.

This exercise has helped sharpen our ESG focus and ensure alignment with stakeholder expectations. Basis the analysis below are the topics identified as high priority 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 implication of the risk or opportunity (Indicate positive or negative implication)
Environment					
1.	Air Emissions & Quality 	Risk	Failure to comply with statutory emission norms could lead to negative/inevitable long-term impact on the environment and society, with imposition of levies/fines, escalation in costs related to monitoring and reporting, among others.	Large-scale air emissions can cause serious impact on the environment and local communities. We continuously work towards reducing air emissions. - Well-designed state-of-the-art air pollution control devices (APCD) are in place - Effective fugitive emission management - Continuous monitoring and reporting	Failure to comply with emission norms could lead to negative long-term impact. However, the Company is committed to taking positive steps in the right direction
2.	Tailings Management 	Risk	The effective monitoring and management of tailings storage facilities (TSFs) play a significant role in minimising environmental impact on our local stakeholders. Tailings dam failure can lead to loss of life, environmental damage, and reputational cost for the Company. It can also entail significant financial costs/losses and stoppages in production.	Failing of tailings dams can cause a huge environmental impact. Hence, we accord top priority to managing them responsibly. - All the Company's tailings facilities are designed and constructed to the highest engineering standards and best-in-class benchmarked practices, and design is certified by an external expert - External and internal inspection and monitoring of the TSFs to review the integrity/stability of our TSF structures and their associated management practices - Effectiveness of reclaim water system - Onboarded independent tailings review boards (ITRBs) and Engineering of Record (EOR) for TSF facility - Collection and recycling of supernatant water - Conducting periodic TSF risk assessments and developing mitigation plans to minimise associated risks - Surveillance of TSFs - Effectiveness of emergency planning and response - Utilisation of tailings in backfilling - Replacement of wet tailing disposal system with dry tailing disposal - Dam break analysis and emergency preparedness - Company introduced a novel, satellite-based interferometric synthetic aperture radar (InSAR) monitoring technique to provide early warning of surface ground movements - Various geotech instruments-like piezometers, inclinometers, prisms, and satellite monitoring are in use - Renewal of CEO attestation bi-annually - Critically reviewing monsoon management	There may be negative financial consequences in case of breach of tailings dam. However, the Company is committed to taking positive steps in the right direction.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
3.	Water Resources Management 	Risk Opportunity	Our operational activities involve processes in which water is an indispensable input, both for extraction and processing & smelting. Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain. According to our climate change assessment, climate change may result in an increase in extreme weather events and subsequent resource shortages. Our operations are located in Rajasthan, which is one of the designated water-stressed regions in the country based on WRI's Aqueduct tool. There is a high probability of experiencing situations of drought and extreme heat waves. Since water is a critical input to our business, these factors have the potential to disrupt operations, to impact productivity of staff as well as our revenues and logistics.	Water conservation is particularly important for us as we operate in a water-stressed region. We are 3.32 times water positive company and have reduced the freshwater consumption by 6% from base year 2020. Company has taken several initiatives to reduce its dependencies on fresh water and enhance the availability of water for the communities surrounding our sites. - Increasing efficiency in water usage and exploring less water-intensive technologies - Strengthening water recycling and installation of zero liquid discharge plants across all locations - Using alternative water sources to reduce dependency on freshwater using treated water from sewage treatment plant - Replenish water within local watersheds and rainwater harvesting - Establishment of dry tailings plants to re-use tailings water - Water risk assessment using WBCSD's India Water Tool and WRI Aqueduct	This would have financial implications as the Company has already taken significant initiatives to reduce water consumption and recycle it efficiently in the past. However, due to initiatives, we are reducing dependency on fresh water, hence positive impact is also considered
4.	Circularity & Waste Management 	Risk Opportunity	Waste generated from our operations poses challenge for us in terms of increasing our cost of production for disposal, its storage & risk of non-compliance.	- At Hindustan Zinc, we believe in 'Zero Waste' and have designed a comprehensive approach in managing waste generated. We have aligned our waste management practices to '4R' strategy - Reduce, Reuse, Recycle and Reclaim - Gainful utilisation of waste in terms of recovering minor metals & finding business sense in use of high volume-low toxicity waste in other industries (cement, road etc.) - Fumer plant operation to minimise Jarosite generation from Hydro Zinc Smelter	Together with some negative implications, this would largely have a positive impact through waste to wealth initiatives
5.	Climate Change & Energy Transition 	Risk	We are an energy-intensive industry due to the nature of our operational activities, logistics and transportation processes. That is why we seek new technologies and progress regarding sustainable energy generation. This can impact the overall market value of the products in the geographies with restrictions, thus impacting our revenues. As a result, we keep track of all transition risks and changes in regional Climate Change Policy.	The rising challenges of climate change and resource scarcity have put us on a path of transformation to a low-carbon economy. Our strategies for mitigating these risks include: - Reducing fossil fuel-based energy use in our operations by using innovative energy efficiency technologies and process optimisation - Shifting to renewables and/or low-carbon solutions like biomass, where possible - The company has committed to net zero carbon emissions by 2050 and has extended the power-purchase agreement up to 530 MW from previously signed 450 MW	There may be negative financial consequences for failing to implement mitigation and adaptation strategies. However, the Company is committed to taking positive steps towards the journey of net zero

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
		Opportunity	As per our physical risk assessment for the year 2030 and 2050, Hindustan Zinc is likely to face natural disasters like droughts, heat waves and increase in extreme weather conditions. These would impose challenges to mining operations. Climate change may cause or result in increase in extreme weather events and subsequent resource shortages, impacting overall cost of acquisition of resources from alternative sources.	- Replacing diesel-fuelled transportation vehicles with electric vehicles. We have introduced India's first underground mining electric vehicle - Introduced 180 LNG-powered trucks and 10 electric trucks for upstream and downstream transportation - Business partners also introduced electrical vehicles, several forklifts, towing vehicles, and passenger vehicles 100% RE power consumption at Pantnagar Metal Plant - Climate change risk assessment - Use of renewable electricity may result in lower Levelised Cost of Energy (LCOE) - New market opportunities due to expected growth in solar photovoltaic panels and energy storage systems and batteries using zinc, lead, and silver - Low-carbon metals, like EcoZen, may give differentiator and command premium well before 2030	Positive
Social					
6.	Health, Safety & Well-Being 	Risk	Safety remains a critical material topic due to the inherently hazardous nature of mining and smelting operations. Incidents in these environments can lead to severe injuries, fatalities, and long-term health impacts such as respiratory diseases and hearing loss, significantly disrupting operations and eroding stakeholder trust. The engagement of a large contractor workforce further amplifies the complexity of safety management. Any lapses in safety protocols can result in reputational damage, financial penalties, and operational delays, underscoring the need for proactive and robust risk mitigation strategies.	- Implementation of health and safety management system for cultural transformation across HZL - Critical risk management to ensure that all critical controls are in place for business high risks - Infrastructure Inframatrix implementation to ensure that all critical risks are effectively managed across operational and project sites - Implementation of engineering and digital solutions like detect technology for preventing the occurrence of fatal injuries - Horizontal implementation of past incident learnings across all business units of HZL - Provision for workers to report hazards and remove themselves from risks through online digital system, Enablon - Effective safety governance system in place for timely action to improve working conditions and health & safety, involving the key business partners of our operation - Adequate medical and healthcare services to all employees and workers of the organisation. Regular Periodical Medical Examination (PME) and Initial Medical Examinations (IMEs) for monitoring health condition - Industrial hygiene assessment through competent external third party for better exposure monitoring and timely control by recognising, evaluating, and controlling occupational health hazards and occupational exposures - Competency enhancement and skill development of workforce through trade test, training need assessment and other structured training programmes	Negative implication Risks can result in various direct and indirect costs to operations, which may be either tangible or intangible

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
7.	Community Engagement and Development 	Risk Opportunity	Communities are identified as foremost stakeholder group. Stakeholders, especially communities, may get impacted at the socio-cultural and economic level due to our business operations. Deficit of trust and relationship with the earmarked stakeholders may not only impede the progress on initiatives for furthering our societal impact, but may also lead to consequential loss of reputation, brand and business continuity. Mismatch between expectations of community and actions deployed or lack of awareness or poor deployment of engagement initiatives may lead to discontented communities. A proactive and sustained approach towards consultation with stakeholders including communities is critical to strengthen the engagement levels and sustained interactions and engagement platforms would lead to presenting our commitment to driving value for both communities and organisation. We also are cognizant that each location has a different cultural and economic significance, which influences the expectations local communities have from us. Hence, community engagement for sustainable integrated land use planning, the training of community persons in specialised skills, importance to cultural values and its integration into the relationship, empowering and bringing women in leadership by focusing on equality, overall developing the assets within the community & intensely educating them thereby making self-sustained communities' local employment, local sourcing are few of the most important aspects for us to build a trust and uplift their standard of living.	- Proactive and sustained engagement platforms like "Community Connect" and "Community Leadership Connect" shall ensure two-way communication network and strengthen the trust element. Our approaches towards strengthening Social Performance Steering Committees (SPSC) at business locations with active involvement of the functional leaders across Hindustan Zinc, is key to monitoring the grievances and their resolution, key risks and their mitigation and creating strong relationships with the stakeholder base. This reduces the collective risks & immediately addresses the grievances and feedbacks received from the communities - Engagement of senior management at village level across all business units on a regular basis for discussing village level development and ensure resolution of concerns/grievances, if any - Model Village as a strategic approach is being adopted to strengthen the village infrastructure in discussion with the villages and its elected members - Assessing the community need and impact derived from our interventions including perception studies, aid us in learning the insights and further help us draw inferences and future action plans	Probable positive and negative financial impacts

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
8.	Diversity, Equal Opportunity & Inclusion 	Risk Opportunity	People are our core assets and responsible for organisational success. By establishing a culture of safety, employee engagement and support for diverse groups in our workforce, we have been able to deliver in the top quartile of the business performance. We are an employer of choice and a company that continues to attract, develop and retain talent across all the levels. Diversity is a business imperative for us and we firmly believe that healthy diversity mix is more likely to have financial returns above industry median.	While we see opportunity in diverse workgroups, there are apparent risks. The workplace has to be inclusive, safe, secure, free of discrimination, harassment and bullying. - Mitigation: Policy on Prevention of Sexual Harassment, Anti-Discrimination Policy, Internal Complaints Committee - Grievance Redressal Committee, Women Councils are in place which are channels to directly approach for any grievance, complaint, or suggestion - Sensitisation and awareness on these policies, external and internal pulse surveys are taken care at central as well as independent business unit level to ensure mitigation of the mentioned risks - Strategically, we focus on having a strong representation of women across levels and our diversity candidates currently constitutes 25% of the strength in the executive cadre - Simultaneously, we have successfully onboarded transgenders in front-end roles - We have flagship programmes for identification and development of diverse workgroups such as V-Build, V-Lead, ACT-UP, She-Leads, V-Aspire, Winspire, and Zinclusion, which focus on technical & behavioural aspects of individuals	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk
9.	Talent Attraction & Retention 	Risk	A high-quality talent pipeline paves the way for organisation excellence. Our talent management framework is conceptualised and implemented to maximise individual contribution by developing existing skills & experience. We believe in deploying best-in-class talent management practices that boost performance and help in building our brand to attract and retain talent. We continuously work with a focused approach to get the right people in the right jobs, developing them and creating a great work environment, which in turn will build the foundation for an exceptionally talented and successful organisation. The core operations at Hindustan Zinc include mining, smelting & refinery, require workforce with niche skills. Attrition in this talent pool is considered as a threat to the business deliverables.	We build and leverage the talent through a robust framework, as mentioned below: - Attraction and Acquisition - Empanelment of premier institutes across the country to tap the best talent, unique drives for attracting best talent from diverse work groups etc. - Promoting Young Talent - Right management in place, and building the talent pipeline through succession planning - Capability Building - Ensuring that we have people with the right skills which are niche skills in mining and smelting. Also, acquiring new skills at par with external requirements and be agile with both internal & external developments. We ensure the development of our people on technical & behavioural aspects through customised interventions - Driving Diversity - Diversity, equity and inclusion is a business imperative and our objective is to achieve gender parity across all levels starting from the Board - Performance Management - Cascading organisational goals to the last line to ensure that the entire workforce is aligned to achieve the business targets - Our Employee Well-being & Assistance Program is designed to address mental stressors in both personal and professional spheres, ensuring holistic support for our workforce	There may be minor financial implications while strategising improved hiring techniques and systems may reduce the risk



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive or negative implication)
Governance					
10	Business Ethics and Governance	Risk opportunity	Business ethics is a critical issue for our company as it directly influences trust, transparency, and compliance with legal and regulatory frameworks. Lack of transparency in financial transactions exposes the company to corruption risks, which can undermine market trust and investor confidence. Non-adherence to governance standards can lead to severe penalties, reputational damage, and legal scrutiny, especially in regions prone to corruption. Additionally, politically influenced groups may pose risks such as targeted attacks or manipulation during vendor bidding processes. Strengthening anti-corruption measures, transparency, and embedding sustainability KPIs for leadership provide opportunities to enhance investor confidence and secure long-term operational licenses. Responsible business practices are the foundation for sustainable growth and stakeholder trust, critical for safeguarding our reputation and business continuity.	We steadfast in our commitment to the highest standards of ethical conduct, integrity, and transparency. Central to this commitment is our comprehensive Business Ethics and Code of Conduct, which serves not merely as a policy but as a foundational guide that shapes our corporate culture and informs responsible decision-making across all levels of the organisation. Our Code of Conduct outlines clear expectations for ethical behaviour and applies to all employees, directors, and business partners.	Probable negative financial consequences due to failure for failing to implement the designed roadmap and future strategies. However, the Company is committed to taking positive steps in the right direction

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

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





Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 31000 (Risk Management System)	ISO 9001 (Quality Management System)	ISO 45001 (Occupational Health and Safety (OH&S) Management System)	-	ISO 14001 (Environmental Management System)	ISO 14001 (Environmental Management System)	--	-	ISO 9001 (Quality Management System)
	ISO 37301 (Compliance Management System)	ISO 14001 (Environmental Management System)	Management System)		ISO 45001 (Occupational Health and Safety (OH&S) Management System)	ISO 50001 (Energy Management System)			ISO 27000 (Information Security Management System)
			ISO 22301 (Business Continuity Management System & Disaster Recovery System)			Environment Product Declaration (EPD) for Zinc Product			Environment Product Declaration (EPD) for Zinc Product
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Hindustan Zinc is built on inherently sustainable principles. We believe in driving long-term sustainable economic development and value creation for our stakeholders by protecting the health and safety of our people and community, minimising the environmental impact of our operations, respecting human rights and sharing benefits with the community. We have taken a holistic view in setting our sustainability goals for 2025, aligning them with UN Sustainable Development Goals. Following a formal materiality analysis process and extensive internal and external stakeholder dialogue in 2020, we identified 8 high priority material issues and subsequently set ambitious sustainability goals for 2025 as mentioned below: Sustainability Goals 2025* Goal 1: - Achieving Net-Zero Emissions by 2050 or sooner 0.5 mn tCO₂e GHG emission savings in our operations by 2025 Goal 2: - Become 5x water-positive Company and achieve 25% reduction in freshwater usage by 2025 - Complete transition from wet tailing to dry tailing disposal by 2025 Goal 3: 3x Increase in gainful utilisation of smelting process waste by 2025 Goal 4: - Positively impacting 1 million lives through social, economic and environmental initiatives by 2025 Goal 5: - Protect and enhance biodiversity throughout the life cycle 1 million plantation drive by 2025 Goal 6: - Inclusive and diverse workplace with 30% diversity by 2025 Goal 7: - Zero work-related fatalities 50% reduction in total recordable injury frequency rate (TRIFR) by 2025 Goal 8: 100% responsible sourcing in the supply chain by 2025								

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

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

Goals	Action Taken	Performance KPI's
Goal 1 - Achieving Net-Zero Emissions by 2050 or sooner 0.5 mn tCO₂e GHG emission savings in our operations by 2025	- Power delivery agreement has been extended up to 530 MW round the clock renewable energy (307 MU of RE power received from this project in FY2025) 100% RE power consumption at Pantnagar Metal Plant - Use of biomass in power plants - Energy-efficiency programmes/ISO 50001 certification - Switching to electric mobility - Alternate fuel (LNG) use for transportation	0.67 mn tCO₂e GHG emission savings 15% emission intensity decrease from FY2020
Goal 2 Become 5x water-positive Company and achieve 25% reduction in freshwater usage by 2025	- Utilisation of Municipality sewage treated water - Maintaining zero liquid discharge across sites - Water recycling through integrated wastewater treatment facilities ETP/RO/MEE/MVR plants - Dry tailing plant - Rainwater harvesting - Water risk assessment	6% reduction in freshwater consumption from FY2020 3.32 times water positive company
Goal 3 3x Increase in gainful utilisation of smelting process waste by 2025	100% utilisation of Jarosite in cement from Debari Zinc Smelter - Jarofix utilisation in road construction - Metal recovery from waste	100% fly ash usage 2x increase in gainful utilisation of smelting process waste (over 6 lakhs tonne of gainful utilisation of smelting process waste)
Goal 4 Positively impacting 1 million lives through social, economic and environmental initiatives by 2025	- Outreach 3,000+ villages; ~2.3 million beneficiaries through sustained CSR initiatives - Enhancing the local economy by sustainable livelihood practices - Improving quality of life of communities including the lifecycle approach in education sphere and developing model villages - Promoting community-led microenterprises	2.3 million lives impacted positively





Goals	Action Taken	Performance KPI's
Goal 5 - Protect and enhance biodiversity throughout the life cycle 1 million plantation drive by 2025	- Three years engagement with International Union for Conservation of Nature (IUCN) - Integrated Biodiversity Assessment Tool (IBAT) report - Ecosystem service review - Biodiversity assessment and Biodiversity Management Plan renewed for all sites - Miyawaki afforestation - Restoration of Jarofix Yard - Wildlife conservation plan	- Plantation of 0.74 million achieved additionally in last 5 years - Biodiversity Management Plan to achieve no net loss across sites prepared
Goal 6 Inclusive and diverse workplace with 30% diversity by 2025	- Improving diversity of gender, sexual orientation, specially abled, and regional diversity. LGBTQ+ onboarded in front end role (45 nos.) - Sensitisation workshop for diversity and inclusion - Rolled out various women professional development programmes - Effective employee engagement programme	Gender diversity increased from 14.4% in FY2020 to 25.5%
Goal 7 - Zero work-related fatalities 50% reduction in total recordable injury frequency rate (TRIFR) by 2025	- Critical Risk Management - Community of Practice: Structural Integrity - Industrial Hygiene Qualitative Exposure Assessment and Quantitative Exposure Assessment - Inframatrix Implementation - Business Partner Upliftment	4 fatalities in FY2025 - TRIFR decreased by 55% from baseline FY2020
Goal 8 100% responsible sourcing in the supply chain by 2025	Incorporated ESG into the commercial process through below initiatives: - Suppliers' due diligence programme and Code of Conduct adherence - Standard ESG expectations incorporated in the contracts - Incorporated single-use plastic and Modern Slavery Act declaration in RFQ process - Grievance redressal through portal - Conducted webinar for various ESG topics, including training sessions on sustainability disclosures - In compliance with London Metal Exchange (LME) Responsible Sourcing Guidelines	89% material/services sourced directly from India 95% of total supplier by value (total 378 suppliers) have been assessed by third party for sustainable sourcing and ESG criteria during the year

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) - Mr. Arun Misra, CEO & Whole-time Director is responsible for the Business Responsibility and Sustainability Report. Please refer to page 26 of the Integrated Annual Report FY2025 for CEO statement covering ESG risk, challenges, highlights and achievements.	
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 a member of Board-level Sustainability and ESG Committee, is responsible for the implementation and oversight of the Business Responsibility and Sustainability 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 Hindustan Zinc's reputation as one of leading sustainable metal & mining company. Committee Composition Mr. Akhilesh Joshi - Non-Executive - Independent Director - Chairperson Mr. Arun Misra - Executive Director - Member Ms. Nirupama Kotru - Non-Executive - Nominee Director - Member Mr. Dinesh Mahur - Non-Executive - Nominee Director - Member ESG risk and mitigation are also reassured by the Audit & Risk Management Committee
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10. Details of review by NGRBCs by the Company:

Subject of review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	Committee of the Board								
Subject of review	Frequency (Annually/Half Yearly/Quarterly/Any other - please specify)								
	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Performance against above policies and follow-up action	The performance is reviewed periodically by Audit and Risk Management Committee (ARC) and Sustainability & ESG Committee								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Review of compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances is done by relevant Board Committee								



11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
	Y	Y	Y	Y	Y	Y	Y	Y	Y
Yes. Vedanta undertakes an annual audit exercise, known as the Vedanta Sustainability Assurance Process audit, conducted by an external agency PricewaterhouseCoopers to evaluate the workings of these policies. This audit is conducted across all business locations including Hindustan Zinc to ensure Vedanta Sustainability Framework (VSF) compliance.									

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

Not applicable

SECTION C PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

ESSENTIAL INDICATORS

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

S. No.	Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
1	Board of Directors 	10	- Business and operational performance of the Company and update on key projects, industry changes and outlook - Update on key risks - Update on sustainability & ESG initiatives - Update on CSR initiatives - Cybersecurity awareness session - ESG awareness session - Risk management awareness session	100%
2	Key Managerial Personnel 	20	- Business and operational performance of the Company and update on key projects, industry changes and outlook - Business Ethics and Code of Conduct covering insider trading - Cybersecurity awareness session - ESG awareness session - Risk management awareness session - Overview of mining, smelting, power, marketing, ESG, fertiliser project, risk management, etc. - Training on climate change, water positivity standard, TCFD, BRSR and BRSR Core requirement, WEF risks, concept of no net loss, concept of double materiality, etc. - Trainings on ICMM principles & position statements - Training on Human rights & social performance	100%
3	Employees other than BoD and KMPs 	3,658	Safety, governance, legal, technology, ESG, behavioural training covered	99%
4	Workers 	7,701	Legal, technical, behavioural, health safety & environment upskilling training	59%





2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine*	Principle-1	BSE & NSE	39,52,800	1. Non-compliance related to minimum number of Independent Directors on Board. Penalty of ₹ 39,52,800	No
	Principle-1	Office of Deputy Excise & Taxation Commissioner, Haryana	20,000	2. On account of procedural issue	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL		NIL	NIL
Punishment	NIL	NIL		NIL	NIL

*Reporting under Regulation 30

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
NA	

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

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

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

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

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

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	64	50

Note: The methodology for calculating accounts payable has been updated as per the new guidelines issued by the Industry Standards Forum on December 20, 2024 which revised the definition for "purchases". The values for previous year are hence not comparable with current year disclosure.

9. Open-ness of business

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

Parameters	Metrics	FY 2024-25	FY 2023-24
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.59%	1.25%
	b. Number of trading houses where purchases are made from	11	6
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.75%	100%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	40.33%	43%
	b. Number of dealers/distributors to whom sales are made	91	97
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	62.62%	58%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	7.35%	3.05%
	b. Sales (Sales to related parties/Total sales)	0.77%	0.35%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0%	0%
	d. Investments (Investments in related parties/Total Investments made)	6.43%	3.93%

Note: The methodology for calculating purchase has been updated as per the new guidelines issued by the Industry Standards Forum on December 20, 2024 which revised the definition for "purchases". The values for previous year are hence not comparable with current year disclosure.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
65	BRSR, Carbon Emission & Climate Change & ARIBA (Supplier Platform), TNFD, Materiality Assessment, Health & Safety, Energy Conservation, Water Stewardship, No Net Loss of biodiversity	100% of new suppliers given training on ARIBA (Supplier portal) 52% suppliers (on spend basis) were given training on ESG topics

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 maintains a stringent policy on Business Ethics & Code of Conduct (The Code). Ethical conduct within our Company extends to all stakeholders, including Board members, top management, employees, partners, contractors, shareholders, and others. The Code of Conduct is founded on the principles of trust, mutual respect, professionalism, responsibility, accountability, and transparent communication. It aligns with the Indian Prevention of Corruption Act 1988, the Foreign Corrupt Practices Act 1977, and the UK Bribery Act 2010.

The Code provides guidance on our behaviour, fostering honest and ethical conduct, handling conflicts of interest ethically, and ensuring complete and timely disclosures. It ensures that our actions and policies comply with applicable laws and regulations and adhere to the highest standards of business ethics and integrity.

Annually, all Board members are required to disclose their directorships and interests in other entities. Any changes to these annual disclosures are communicated separately as they occur. The policy is placed on the Company's website- <https://www.hzindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-CODE-OF-CONDUCT-22.04.2022.pdf>



PRINCIPLE 2
BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE
ESSENTIAL INDICATORS

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D 	100%	100%	Hindustan Zinc's Research and Development (R&D) cell consistently focuses on process innovations and promoting sustainable approaches towards achieving circular economy goals. R&D team's innovative efforts, in collaboration with external technical expertise, are driving significant progress and positioning us at the forefront of industry advancements. Additionally, we have developed novel floatation reagents [i.e., cyanide reagent replacement] in mills and done modifications in hydro & pyrometallurgical circuits for improving the concentrate grade and metal purity. Further, to reduce our ecological footprint and recover valuable resources from waste, we have taken multiple waste/dross recycling initiatives including optimising metal recovery, secondary materials and reducing carbon footprint in our Waelz kiln operation in Zinc Smelter Debari. Additionally, R&D's initiative towards mine site reclamation via hydroseeding technique has been a commendable step towards sustainability. The Company's dedication to sustainable innovation has been further affirmed by the acquisition of 2 Indian patents IN 530897 and IN 541547 in FY2025. These advanced technologies are designed to enhance silver recovery and optimise waste recycling in smelting and electrowinning processes, thereby significantly improving the Company's operational efficiency and fulfilling goals towards sustainable industrial processing. In FY2025, R&D has filed an Indian patent on boosting lead and silver recovery from industrially generated wastes.
Capex 	13%	12%	As a leading company in the metals & mining sector, we are completely aligned with UN Sustainable Development Goals. The Company is working on various areas of ESG with our 8 sustainability goals, having number of projects under the capex investment. The project area includes climate change, energy efficiency, water & waste management, and health & safety. Some of the key projects covered under capex investment are – • Establishment of water treatment plant including RO and MVR at Rampura Agucha Mine • Setting up dry tailing storage facility at Rajpura Dariba Complex • Development of seismic monitoring system at mines • Tail gas treatment plant for Hydro 1 Roaster • Steam turbine generator upgradation at sites • Extension of Jarofix Yard • Power delivery agreement of 530 MW Renewable energy round the clock

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

Yes. The Company conducts business in a manner that improves welfare, health and safety of workers across our supply chain, ensures compliance with the law and adherence to ethical standards of governance and sustainability. To achieve this vision, we have put in place a Sustainable Sourcing policy that aligns our goals with our valued business partners and promote a culture of responsibility towards sustainability in all our stakeholders. The policy applies to all our Tier-1 suppliers including service and supply partners based on fundamental requirement of adherence to the Supplier's Code of Conduct, which embodies our commitment to internationally recognised standards on five core principles - labour and human rights, occupational health and safety, environmental sustainability, business integrity, and governance. We are committed to working with our Tier-1 suppliers through collaborations and improvement in their process for responsible procurement based on global best practices. To ensure responsible sourcing Hindustan Zinc has established effective internal management of due diligence system to identify, assess and manage potential risks associated with our supply chains. This system enables the detection of red flags, prompting enhanced due diligence to evaluate the presence of serious risks such as human rights abuses, security-related concerns, support to non-state armed groups, money laundering, tax evasion, bribery, environmental violations, greenhouse gas emissions, water scarcity, social unrest, and misrepresentation of

material origins. In response to identified risks, the company formulates targeted risk management plans, including a grievance mechanism to ensure timely prevention and mitigation. When red flags are detected, appropriate corrective actions are taken to address and resolve the issues effectively.

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

95% of our materials and services are sustainably sourced through our robust supply chain processes, i.e., 95% of our Tier-1 suppliers (by value) were assessed by a third party for ESG aspects during the year.

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

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

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

No, it is not applicable for our product/product packaging.

However, EPR is applicable for the plastic being received as packaging material for imported material goods. These materials are unwrapped in our stores and sent for further recycling and waste collection plan is in line with the EPR plan submitted to Pollution Control Board.

LEADERSHIP INDICATORS

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

The Company has published an environmental product declaration (EPD) for special high-grade zinc over a cradle-to-grave system boundary. Also conducted life cycle assessment (LCA) in FY2025 as per ISO 14044/44 standards, using cradle to gate approach for zinc, lead, and silver products. The study established the baseline impact of 1 tonne of Special High-Grade Zinc, Refined lead, and Refined silver production each for facilities of Hindustan Zinc.

A set of life cycle impact indicators, such as abiotic depletion potential of minerals and metals, acidification potential, eutrophication potential, global warming potential, ozone layer depletion potential, photochemical ozone creation potential, primary energy demand, and water consumption, were assessed over a cradle to gate system boundary.

NIC Code	Name of the product/service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27204	Zinc	64.22%	Cradle-to-grave	Yes	Environment Product Declaration
27209	Lead	12.40%	Cradle-to-gate	Yes	Life Cycle Assessment Study (Refer page 166)
27205	Silver	17.99%	Cradle-to-gate	Yes	Life Cycle Assessment Study (Refer page 166)

Additionally, the launch of EcoZen – Asia's first low-carbon zinc product in July 2024 – demonstrates our commitment to product innovation and ESG excellence. Manufactured using renewable energy, EcoZen has a carbon footprint approximately 75% lower than the global average. We undertook Product Carbon Footprint of Average Low Carbon SHGZ product based on mass balance approach as per ISO 14067 Standards along with Third Party Verification by an Independent International reviewer. As per the latest verification carried out for Low carbon Zinc & emissions associated with low carbon Zinc is 0.939 tCO₂e/Tonne of Zn, which is less than 1 tonne. For more information please find link to the [product carbon footprint report](#).



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

Name of Product/Service	Description of the Risk/Concern	Action Taken
Zinc	There are no significant social or environmental risks or concerns arising from production or disposal of our products/services, as identified in the life cycle assessments (LCA). Following are the recommendations from the above study for which we have worked on:	- Energy-efficiency projects such as revamping of all the turbines, improvement of cellhouse efficiency, and other projects like installation of variable frequency drives across operations, switching from high-speed diesel to piped natural gas, have contributed to energy savings in our operations - We have further extended our power delivery agreement to 530 MW renewable energy - We are using biomass along with coal in our captive power plants - Electric vehicles have been introduced in our underground mining & smelter operations - With all these initiatives and supply of round-the-clock renewable energy with these power delivery agreements, we will be able to source about 70% of our electrical energy requirement from renewable energy and reduce global warming potential, acidification potential and blue water potential significantly below world average data - Company has commissioned India's 1st dry tailing plant (DTP) at Zawar Mines which recirculates more than 80% of the process water present in tailings. In FY2024, a DTP was also commissioned at Rajpura Dariba Mine - We have zero liquid discharge (ZLD) plants at all smelters which recycles processed water, which is then reused in operations >8.7 MCM/annum total groundwater recharge potential created in Rampura Agucha Mines - HZL has launched low carbon zinc, EcoZen, having GWP<1 tCO₂e/t of SHG Zinc
Lead		
Silver		

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

Indicate input Material*	Recycled or reused input material to total material	
	FY 2024-25	FY 2023-24#
Lead Bullion, Cobalt Cake, Zinc Sulphate, Copper Cement	6.69%	5.70%

* Recycled input material to total associated process material

This number has been restated

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

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as we are primarily the manufacturer of non-ferrous metals which is sold as an intermediate product in the form of an ingot without any plastic packaging	

PRINCIPLE 3

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

ESSENTIAL INDICATORS

- 1) a) Details of measures for the well-being of Employees:

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent Employees											
Male	2,116	2,116	100%	2,116	100%	NA	NA	2,116	100%	2,116	100%
Female	728	728	100%	728	100%	728	100%	NA	NA	728	100%
Other	2	2	100%	2	100%	2*	100%	NA	NA	2	100%
Total	2,846	2,846	100%	2,846	100%	730	25.65%	2,116	74.35%	2,846	100%
Other than Permanent Employees											
Male	8	8	100%	8	100%	NA	NA	8	100%	8	100%
Female	0	0	0%	0	0%	0	0	0	0%	0	0%
Other	0	0	0%	0	0%	0	0	0	0%	0	0%
Total	8	8	100%	8	100%	NA	NA	8	100%	8	100%

*As per our parenthood policy, others are also eligible for maternity/paternity benefits




b) Details of measures for the well-being of Workers:

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	619	619	100%	619	100%	NA	NA	NA	NA	619	100%
Female	13	13	100%	13	100%	13	100%	NA	NA	13	100%
Other	0	0	0%	0	0%	0	0	0	0%	0	0%
Total	632	632	100%	632	100%	13	2.06%	NA	NA	632	100%
Other than Permanent Workers											
Male	21,730	21,730	100%	21,730	100%	NA	NA	NA	NA	21,730	100%
Female	294	294	100%	294	100%	294	100%	NA	NA	294	100%
Other	21	21	100%	21	100%	21*	100%	NA	NA	21	100%
Total	22,045	22,045	100%	22,045	100%	315	1.43%	NA	NA	22,045	100%

*As per our parenthood policy, others are also eligible for maternity/paternity benefits

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.14%	0.14%

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

Benefits	FY 2024-25			FY 2023-24		
	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.)
Provident Fund (PF)	99.79%	100%	Y	99.90%	100%	Y
Gratuity	99.72%	100%	Y	99.88%	100%	Y
Employees State Insurance (ESI)*	NA	NA	NA	NA	NA	NA
Others - (Death Benefits & Medical Assistance)	100%	100%	NA	100%	100%	NA

* Permanent Employees and Permanent Workers

3) Accessibility of workplaces

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

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

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

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

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

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

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

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

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

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

Diversity, Equality and Inclusion Policy link- <https://www.hzindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf>

5) Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	87.88%	NA	NA
Female*	100%	100%	NA	NA
Other	NA	NA	NA	NA
Total	100%	97.25%	NA	NA

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

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

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




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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,846	0	0%	2,798	0	0%
- Male	2,116	0	0%	2,191	0	0%
- Female	728	0	0%	607	0	0%
- Other	2	0	0%	0	0	0%
Total Permanent Workers*	632	632	100%	759	759	100%
- Male	619	619	100%	744	744	100%
- Female	13	13	100%	15	15	100%
- Other	0	0	0%	0	0	0%

*Only Non-executive Employees are Members of Unions

8) Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24*				
	Total (A)	On health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2,124	2,124	100%	2,101	98.92%	2,197	1,773	80.70%	2,178	99.14%
Female	728	728	100%	719	98.76%	608	462	75.99%	598	98.36%
Other	2	2	100%	2	100%	0	0	0%	0	0%
Total	2,854	2,854	100%	2,822	98.88%	2,805	2,235	79.68%	2,776	98.97%
Workers										
Male	22,349	22,349	100%	12,884	57.65%	20,681	11,208	54.19%	11,065	53.50%
Female	307	307	100%	190	61.89%	310	168	54.19%	166	53.55%
Other	21	21	100%	21	100%	0	0	0%	0	0%
Total	22,677	22,677	100%	13,095	57.75%	20,991	11,376	54.19%	11,231	53.55%

* Others included in female numbers for FY2024

9) Details of performance and career development reviews of employees and workers

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,124	2,124	100%	2,197	2,197	100%
Female	728	728	100%	608	608	100%
Other	2	2	100%	0	0	0%
Total	2,854	2,854	100%	2,805	2,805	100%
Workers						
Male	22,349	NA	NA	NA	NA	NA
Female	307	NA	NA	NA	NA	NA
Other	21	NA	NA	NA	NA	NA
Total	22,677	NA	NA	NA	NA	NA

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

- Yes. We have implemented an Integrated Management System (IMS) across all our operational sites, aligned with the requirements of ISO 45001, and the Vedanta Sustainability Framework (VSF). This comprehensive system integrates quality, environmental, and occupational health and safety management to drive continuous improvement, ensure compliance, and promote sustainable development. By adopting these globally recognised standards, we ensure a consistent approach to risk management, operational excellence, and stakeholder satisfaction

- Our Health & Safety Policy, endorsed by our CEO & Whole-time Director, serves as a guiding document for all our business operations. It is applicable to all Hindustan Zinc business units, including subsidiaries, joint ventures, acquired sites, licensed and outsourced operations, corporate offices, and research facilities. This policy extends its reach to HZL employees, business partners, contractors, suppliers, and other stakeholders associated with our business. It underscores our commitment to maintaining the highest standards of health, safety performance across all levels of operation
- Our Sustainability Framework reflects our alignment with global best practices, including the International Finance Corporation (IFC) Performance Standards, the International Council on Mining and Metals (ICMM) principles, and the United Nations Global Compact (UNGC) principles. The framework comprises a suite of policies, management standards, technical standards, performance standards, and guidance notes, addressing all aspects of sustainability. Emphasis is placed on occupational health and safety, ensuring that our operations are not only efficient but also safe and environmentally responsible
- Since its inception in 2013, Hindustan Zinc's flagship programme for achieving safety excellence, Aarohan Safety Management, has been a cornerstone of our safety initiatives. This programme, developed in collaboration with DuPont, focuses on embedding a safety-first mindset across our workforce. Through training, awareness campaigns, and the establishment of robust safety processes, we strive to foster a proactive safety culture. Our efforts are aimed at minimising health and safety risks, enhancing compliance, and achieving operational excellence across all our sites. This partnership with DuPont has significantly contributed to elevating our safety standards, enabling us to protect our workforce and create a safer working environment

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

- We adhere to Vedanta Standard (GN 07: Risk Assessment) and Indian Standard 15656 for Hazard Identification and Risk Assessment (HIRA), which forms the foundation of our risk management practices. Depending on the complexity and criticality of the activity, we perform qualitative, semi-quantitative, or quantitative risk assessments using industry-recognised tools such as Hazard and Operability Study (HAZOP) and Process Hazard Analysis (PHA). These tools enable us to identify potential hazards and implement effective control measures to mitigate risks
- Each site maintains a comprehensive HIRA register that serves as a living document, capturing all identified hazards and associated controls. These registers are meticulously updated at regular intervals to ensure alignment with operational changes, technological advancements, and emerging risks
- For all routine activities, we conduct detailed risk assessments and develop Standard Operating Procedures (SOPs) to standardise safe work practices. These SOPs undergo periodic reviews and updates to incorporate lessons learned, audit findings, and feedback from the workforce, ensuring they remain effective and relevant
- Non-routine activities, which often involve higher risks, are managed through a robust Permit to Work (PTW) system. This system mandates a thorough risk assessment, including a Job Safety Analysis (JSA), before commencing any task. The PTW system ensures that all potential hazards are identified, and appropriate controls are implemented to safeguard employees and contractors
- Critical Risk Management (CRM) has been implemented to address 14 identified high-priority risks across the business. These risks are systematically managed through defined governance structures, ensuring consistent monitoring and control. Employees play an active role in this process by conducting regular inspections based on well-defined checklists tailored to major activities. This proactive approach reinforces a culture of safety and accountability, helping us mitigate risks effectively and enhance overall safety performance

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 implemented a robust digital platform, the V Unified Enablon System, to streamline the reporting of work-related hazards and incidents across all our operations. This platform empowers employees and workers to promptly report any unsafe conditions, near misses, or hazards they encounter during their daily activities. By leveraging this centralised system, we ensure that reported concerns are logged, tracked, and addressed in a systematic and timely manner, fostering a safer and more transparent working environment

In addition to the Enablon System, employees and workers have access to a formal safety whistleblower portal to report incidents, including safety concerns, unethical practices, or other workplace issues. This portal provides a secure and confidential channel, ensuring that individuals can voice their concerns without fear of retaliation. The system aligns with our commitment to fostering a culture of trust, accountability, and continuous improvement





To further strengthen our safety governance, we conduct regular Central Safety Committee Meetings and Pit Safety Committee Meetings across all operational units. These meetings serve as a platform for collaborative discussions on safety performance, hazard identification, and risk mitigation strategies. Participants include representatives from HZL management, union leaders, and contract and business partner employees, ensuring a diverse range of perspectives and active engagement from all stakeholders. By encouraging open dialogue and collective decision-making, these meetings play a vital role in enhancing our overall safety performance and driving a culture of shared responsibility.

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

Yes. All employees of the company, including business partners, are comprehensively covered by our medical and healthcare services, ensuring their well-being and providing essential support during uncertainties, unfortunate incidents, or periods of distress. Our healthcare initiatives are designed to prioritise the physical and mental health of every individual associated with our organisation.

For emergency medical situations, we operate advanced life support (ALS) ambulances at all major locations. These ambulances are equipped with state-of-the-art medical equipment and staffed by highly trained paramedics and emergency response professionals. The ALS ambulance system ensures immediate and effective medical intervention, providing lifesaving support and transportation during critical emergencies. This comprehensive healthcare framework reflects our unwavering commitment to safeguarding the health and safety of our workforce.

To safeguard employee health, we have established well-equipped hospitals across all operational locations, staffed by skilled healthcare professionals. These facilities are equipped with advanced medical technology to address a wide range of health concerns. Additionally, our employees are covered under some of the best medical insurance and accident coverage policies, providing them and their families with financial protection during medical emergencies. Regular periodic health check-ups are conducted to monitor and maintain employees' physical health.

Further, our Employee Well-being & Assistance Programme (EWAP), a comprehensive initiative designed to address mental stressors in both personal and professional spheres, ensures holistic support for our workforce. Through partnerships with mental wellness professionals and trained psychologists, EWAP offers 24x7 confidential counselling services to employees and up to three dependents, covering areas such as mental health, diet and nutrition, legal guidance, and financial advice.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0.42	1.22
	Workers*	0.56	0.83
Total recordable work-related injuries	Employees	6	10
	Workers*	85	114
No. of fatalities	Employees	1**	0
	Workers*	3	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	2
	Workers*	2	2

*contract workforce

**Fatality at Vedanta Zinc Football & Sports Foundation (Subsidiary of HZL)

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

- The Aarohan Safety Management System forms the foundation of our safety initiatives and includes key elements such as incident management, safety interaction programmes, standard rules and procedures, process safety management, and contractor safety management. These elements are implemented systematically to establish a robust and effective safety management framework across all our operations
- Our Critical Risk Management (CRM) programme has been launched to address the top 15 identified risks across our business operations. This programme focuses on mitigating high-priority risks through a structured approach, ensuring consistent risk management practices across all sites

- We have also implemented Infrastructure Inframatrix for managing high-risk activities. This system provides a structured framework for identifying, assessing, and controlling risks associated with infrastructure-related tasks, ensuring safe execution and compliance with safety protocols
- We have implemented a safety governance system, comprising the Corporate Safety Council at the central level and location Apex Committees at the unit level. These governance bodies play a critical role in monitoring, reviewing, and enhancing safety performance. Monthly safety performance reviews are conducted at the CEO level to assess progress, address gaps, and drive continuous improvement in safety standards
- Our advanced digital platform, V-unified Enablon system captures a wide range of safety data, including leading and lagging indicators. This platform has revolutionised our safety practices by enhancing data transparency. It allows us to record safety observations and track closure of safety actions. By automating data capture and analysis, the platform has significantly improved the accuracy and efficiency of our safety reporting processes
- To enhance the skills and capabilities of our workforce, we conduct competency enhancement programmes for employees. These include internationally and nationally recognised certification programmes delivered by competent third-party organisations. These initiatives ensure that our employees remain up to date with the latest safety practices and standards
- We have conducted five safety pauses across our business units in this financial year, which serve as focused initiatives to reinforce our commitment to a "safety-first" culture. These pauses involve comprehensive safety discussions and awareness sessions to realign everyone toward achieving our safety goals
- Comprehensive industrial hygiene assessments have been conducted across all our business units to identify and mitigate workplace health hazards. These assessments help us ensure a healthy and safe working environment for all employees

13) 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 year *	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	329	42	-	659	40	-
Health & Safety	353	49		357	22	

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

14) Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100% (9 operating locations are ISO 45001:2018 certified). HSE is also a very important part of the Vedanta Sustainability Audit Program (VSAP) assessment and all units are participating in VSAP, which is organised through third party
Working Conditions	100% working conditions are assessed during the ISO certificate vigilance, VSAP, and during the statutory authority's audit

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

The following incidents happened in Hindustan Zinc's facilities and managed operations, which was followed by a thorough investigation (basis ICAN methodology) for identification of root cause on which following management plan and mitigation measures have been undertaken.



Fatal Incident	Management Plan and Mitigation Measures
Rampura Agucha Mine Fatality (man machine interaction)	Review of existing vehicle and personnel movement and elimination or reduction of the vehicle and personnel interaction as much as practicable.
	Vehicle and personal tracking system for every mines through dedicated control room.
	Availability of adequate passenger carrier vehicles to cater to 100% of workforce visiting mines (underground + surface) and avoidance of people walking especially in vehicle movement areas.
	Comprehensive review of manhole standard design in underground mines w.r.t size, spacing, access etc., and establish minimum requirements for new/existing manholes.
Sindesar Khurd Mine Fatality (Jumbo operator along with helper fell into open stope)	Develop & implement positive communication protocol for underground and opencut mines and define in transport rules.
	RFID sensor-triggered stoppage (along with interlocks and alarms) of the engine/equipment/individual upon proximity to a barrier or critical hazard (by risk and applicability)
	Revision of engineering standard for barriers based on risk assessment of all activities which need to have access controls, considering international best practice and statutory requirements to prevent any such incident in future.
	Revision and updation of “Barricades and Area Access SOP” in line with engineering standard.
Zinc Football Academy Fatality (Structural collapse)	Initial audits of all barricades & signage and it should be made part of periodic verification programme to ensure compliance with the above requirements for ongoing basis.
	All current and future activities outside plant or mine boundaries, including CSR, exploration, and township maintenance, etc. (whether performed directly or by contractors), will comply with Vedanta Safety Standard (VSS) requirements.
	a. preparation of scope of work, selection of vendor, ordering and execution of above-mentioned activities shall be done by respective plant engineering team and respective CEO will ensure the same.
	b. Dismantling must be performed by experienced, competent vendors.
	Framework for clear line of responsibility/accountability for all CSR programmes (including flagship programme) is established.
	All CSR personnel to be trained on Vedanta safety performance standards, and they shall ensure its compliance during engagement in CSR activities.

LEADERSHIP INDICATORS

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

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

- To safeguard executives and support them from uncertainties and unfortunate times or distress, we have ‘Group Term Life Insurance’ policy with a coverage limit of 5 times of fixed salary of each employee up to a maximum of free cover limit i.e. ₹ 5.5 crore. This policy portrays our value of care and commitment to the triple bottom line.
- For permanent workers, we have a tripartite long-term settlement (LTS) with recognised union where in the event of on-duty fatal accident, an amount of ₹ 30 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory ‘Death Benefit Scheme’ along with a compensatory package ranging between ₹ 8 lakhs and ₹ 17 lakhs (as per individual’s age bracket)
- For contractual employees, in the event of on-duty fatal accident, an amount of ₹ 25 lakhs is payable over and above the compensation payable under Employees Compensation Act. Further, in case of normal death, an amount of ₹ 5 lakhs is payable under contributory ‘Benevolent Fund Scheme’

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

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

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	1	2	0	2
Workers	5	2	3	1

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

At Hindustan Zinc, retention programme is available, subject to the criticality of role, business need, and continuity of the employment. On case-to-case basis, some of the highly qualified senior employees have been retained as advisors post their retirement from the company. In addition, during employment, capacity building and training sessions for skill upgradation are provided to all employees, to facilitate continued employability.

5) Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices*	95%
Working Conditions*	95%

* Tier 1 suppliers are covered

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

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

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




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

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

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

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

Total seven stakeholder groups are identified.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers 	No	- Intuitive Vedanta Metal Bazaar (Moglix) platform for continuous engagement and feedback - Periodic connects with key customers by senior executives and top management - Biennial customer satisfaction survey - Forum for quick customer query resolution - Voice of customers workshops chaired by CEO & CFO to understand their concerns and feedback - LinkedIn Campaigns for communication and information sharing	- Engagement with regional teams on a regular basis virtually as well as through physical visits - Quarterly engagement with National Sales Head - Biannual or annual connects with Chief Marketing Officer depending on the volume of customer - Chairperson/CEO connect as required with high value target customers - Engagement with customers during new product launch like Ecozen	- Understanding the current market requirement, disruptive industry trends and scope of new zinc & lead applications - Current level of serviceability and areas of improvement to create a buyer/user-friendly experience - Product development is guided by customer requirements basis their zinc application and any changes in their customer products - Discussion on ESG and sustainability practices being adopted to reduce environmental impact - Improving ease of business by understanding their concerns to become a preferred supplier to domestic customers

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers 	No	- Contract negotiations, supplier code of conduct, policies & standards - Regular supplier meetings and site-visits - Vendor due diligence and pre-qualification meetings - On-site quality audits of critical suppliers - Supplier sustainability desktop assessment - Helpdesk for speedy resolution of supplier queries - Webinars and training sessions for supplier engagement through programmes like “Wednesdays for Transition” - Tracking business partners suggestions for possible implementation - Focused discussion on ESG goal alignment with critical suppliers - Vendor Grievance Process is introduced which can be accessed through ROBOS mobile app	Continuous and Regular engagement	- Critical to ensure operational efficiency through timely supply & logistical efficiency - Vital to our goals of sustainability and responsible sourcing - Safety of workers and workplace
Communities 	Yes	- CSR initiatives, events and interventions - Robust grievance mechanism through strategic Social Performance Management Committees (SPMC) - Leadership community connect and community meetings - Third-party assessments - Impact assessment survey and perception studies - Communication via newsletters, leaflets, hoardings, print and social media, etc.	Continuous and Regular engagement	- Community outreach is vital to understand the needs & expectations of the community & further accordingly plan the interventions for them, which shall further support national progress, as well as smooth business operations - To enhance their quality of life & overall wellbeing - Reduction in the environmental & social impacts that may affect communities - Capacity building, strengthening grassroot institutions and livelihoods of the nearby communities - Participatory approach in designing long-term strategy



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities 	No	- Contribution towards nation-building through our products, taxes & royalties - Support to Government's on-ground initiatives through sponsorships & CSR contributions - Ensuring coherence of interventions through continuous coordination with respective government departments - Policy advocacy on subject relevant to business - Meeting regulatory and statutory compliance requirements - Regular engagement with various regulators, local administration, inspection bodies, industry associations, etc., to adapt to the evolving regulatory environment - Technical representations with various trade and industry associations, state/central mines departments - Investor meets/roadshows - Submission of Returns/Forms/Compliance Report as per Statutory Requirement	Periodic/Need basis	- Area relaxation for base metals in the state of Rajasthan - Associated minerals mining and processing - Contiguous mining of deep-seated minerals - Lease validity expansion for captive mines beyond 2030 - Policy incentives for greening of mining operations and mineral processing - Protecting domestic market and restructuring of imports - Risk management for business continuity - Divestment of Government's share in Hindustan Zinc and restructuring - Zinc Park – World-class ancillary industry park in Rajasthan - Other statutory approvals and compliance requirements
Investors & Shareholders 	No	- Annual General Shareholders Meetings, quarterly financial results declaration and earnings calls with senior management - Investor Relations events; one-on-one/group investor meetings, investor conferences, non-deal roadshows - Disclosure tools including Annual Reports, Sustainability Reports, Tax Transparency Reports, and Investor Presentations, etc. - Complaints and grievance management	Annual/Quarterly/ Ongoing basis	- Shareholder support and feedback on operations provides continuous guidance for the management on governance - Keeping communications channels open with analysts and investor community, helping them connect with the management - Apprising the investors about the operations, profitability and sustainability initiatives regularly. ESG concerns are of importance to the shareholders

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half Yearly/Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee & Business Partners Employees 	No	- Emails for official and transparent communication - Mentorship programmes for new hires with senior leaders - Sampark townhall meetings with the CEO, location town hall with location heads and pulse checks by HR teams - Flyers to communicate behavioural, motivational and other aspects, promoting a positive work environment - Focus group discussions by leaders and one-on-one discussions with managers - Grievance handling portals and company website - In-person family gatherings during festivals and events to enhance positive atmosphere and develop a healthy community - Awareness of employee benefit policies via regular connects - Annual employee surveys (internal and external)	Continuous and Regular engagement.	- Improve employee experience, monitor organisational health, and provide a better quality of life at the workplace - Improve trust and loyalty through motivation, thereby increasing employee retention, performance, and innovation - Annual Employee surveys help us assess how employees navigate their experience and areas of improvement - Employee engagement ensures their positive mental health and enhances productivity - Understand needs and requirements at grassroots level through direct interaction with the senior management - Develop an inclusive workplace through feedback from the underrepresented communities within our employees and their families - Enable a seamless interaction and recognition for nurturing growth
Non-Government Organisations (NGOs) 	No	- CSR initiatives, events and interventions - Robust grievance mechanism through strategic Social Performance Management Committees - Leadership community connect and community meetings - Third-party assessments - Impact assessment survey and perception studies - Communication via newsletters, leaflets, hoardings, print and social media, etc. - Review & Governance Mechanisms	As per defined frequency	To onboard & engage experts in the field for effective and sustainable implementation of the CSR programmes and to regularly discuss & share updates to strengthen the existing programmes

LEADERSHIP INDICATORS

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

There is a structured procedure in place for direct dialogue between the stakeholders and the Board concerning economic, environmental, and social matters. Stakeholder consultation is carried out regularly by business heads/unit heads, who oversee & monitor each unit's stakeholder engagement plan. Feedback & identified concerns/issues are presented to the Board of Directors by the CEO during the quarterly Board meetings. Periodic review of the Company's stakeholder base and their material interests is an integral part of the roles and responsibility of the Board. During the year, we have reassessed our material issues in consultation with our stakeholders.



Process for the consultation with different stakeholders

Local Communities:

There is a continuous dialogue with the communities, which are reviewed at business unit levels at our Social Performance Management Committee meetings as well as the CSR Committee level. Their feedback is also taken every three years through the third-party engagement, impact, baseline and need assessment and same is presented to the CSR Committee. We have also established a Board-level ESG and Sustainability Committee where we present the social impact and related matters. An annual perception study is conducted by an independent third party to systematically gather feedback and assess stakeholder perceptions regarding the organisation and its social development projects.

Investors/Shareholders:

The Stakeholder Relationship Committee is primarily responsible for reviewing investor service standards and addressing the interests and grievances of shareholders, debenture holders, and other security holders. Hindustan Zinc's Investor Relations department serves as a bridge between senior management and investors, facilitating regular interactions and feedback sessions through earnings calls, one-on-one meetings, investor conferences, and more. Annually, shareholders have the opportunity to engage with Board members during the Annual General Meeting. We have appointed Kfin Technologies Limited as our Registrar & Transfer Agent, who collaborates with the Secretarial team to address all investor queries.

Employees:

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

- Focused group discussions (FGDs) to capture grassroots-level feedback from the workforce
- Joint consultation committee (JCC) to discuss key operational and people-related issues
- Grievance redressal committees to raise individual or group grievances of employees
- Canteen management committees to ensure employee welfare facilities like food and hygiene
- Social performance committees to assess the social impact of our operations

Together, these platforms make stakeholder consultation not just a compliance requirement, but a core business practice.

Customers:

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

Suppliers:

Hindustan Zinc regularly engages with business partners through one-on-one discussions on ESG topics, as well as training sessions and webinars, to gather their feedback. Relevant feedback is then presented at the monthly EXCO meetings, which is attended by the top management including the CEO.

Government and Regulatory Bodies:

The mining sector has a dynamic regulatory environment which solicits continuous engagement and knowledge-sharing with the government stakeholders at all levels. Public policy advocacy is done through periodic connects and representations for ongoing policy pain points directly with apex institutions and the sector regulator as well as indirectly via national level industrial associations. To ensure minimal impact on business continuity in the event of any government or community-related disruptions, all engagements with the government are coordinated through the Corporate Affairs department, whose role is to undertake regular mapping of stakeholders and present as a single-point-of-contact for the government and regulators to direct any concerns. The Head of Corporate Affairs presents updates on advocacy matters and day-to-day compliance status to the Board on case-by-case basis as required.

Non-Governmental Organisations (NGOs):

We regularly assess the progress and identify areas of improvement of our projects in collaboration with our NGO/development partners, fostering a more dynamic and responsive environment where perspectives of all stakeholders are valued. By actively seeking their input and feedback, we ensure that their insights and expertise are integrated into the process, which not only strengthens the project's efficiency but also enhances its overall impact. As part of our standard assessment practices, we conduct due diligence on NGOs prior to their onboarding into the organisation. This process aims to identify potential threats and weaknesses associated with the NGOs, thereby facilitating systematic planning and risk mitigation.

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

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

In our regular interactions with the shareholders, we provide updates on all key aspects including ESG, monitor market reactions, identify their key concerns, and consider their advice/suggestions in our decision-making process. We also take their consent for major corporate actions at AGMs. We address all concerns, including workplace health and safety, of our executive employees and business partners' employees in a monthly employee engagement session, Sampark (CEO townhall), where their efforts are also recognised.

During the double materiality assessment, we identify, shortlist and prioritise material topics based on their impact on our stakeholders and our business. We ensure that we integrate the inputs received from stakeholders into our processes and policies. We have framed our Sustainability Goals 2030 on material topics from our stakeholder consultations. We also take their input through public consultation prior to establishing any greenfield/brownfield projects.

Sustainability Goals 2030

Climate Change & Decarbonisation

Accelerate mitigation and adaptation measures and reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25% from the 2020 baseline

Net Zero Goal: Achieving Net Zero emission by 2050 or sooner

Water Stewardship

- Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline, thereby contributing to increased freshwater availability for communities within the shared watershed
- Securing 100% low-quality water for smelting operations
- Engage with supply chain partners to assess and manage water footprint in water-stressed

Circular Economy & Material Stewardship

Aiming to achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling and recovery.

Biodiversity Conservation

- Halting and reversing biodiversity loss by 2030 from a 2020 baseline, through measurable gains in the health, abundance, diversity and resilience of species, ecosystems, and natural processes
- Plan and strive to achieve no net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy

Ensuring Zero Harm

Contribute to reach Zero Fatality and 100% elimination of high consequence work-related injuries

Social Performance

- By 2030, complete Social and Human Rights Impact and Risk Analysis (SHIRA) at all major sites and implement site-specific Social and Human Rights Management Plans (SHRMPs) to respect human rights, support vulnerable communities, and promote inclusive growth
- Impacting 0.5 million lives directly through economic enhancement and improving the quality of life
- 30,000 individuals made employable through skilling and entrepreneurial opportunities by 2030

Diversity & Inclusion

Increase gender diversity to 30%, with a strong focus on decision-making roles, to foster a more inclusive and diverse workplace

Responsible Sourcing

- 100% active supplier evaluation on ESG & Risk Management
- Transition to greener fuels for advancing Scope 3 emission reduction
- Achieve 25% of total procurement spend from local business partners (includes contracting & sub-contacting spend) by 2030 from base year 2025

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

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

The response to this question has been covered under the CSR section of our Integrated Annual Report 2024-25. For more details, refer page 186 of the Integrated Annual Report 2024-25




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) [§]	1	13,64,98,410	0	0	0	NA
Key Managerial Personnel (KMP) ^{##}	1	4,62,18,160	0	0	0	NA
Employees other than BoD and KMP [#]	2,116	14,72,557	728	10,58,421	2	14,60,000
Workers [#]	619	29,07,936	13	22,22,640	0	NA

Note:

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

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

[#] 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

- 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.

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 2024-25	FY 2023-24
From renewable sources (GJ)		
Total electricity consumption (A)	14,95,989	3,94,710
Total fuel consumption (Biomass) (B)	2,14,179	7,32,942
Energy consumption through other sources (WHRB) (C)	8,20,392	7,66,017
Total energy consumed from renewable sources (A+B+C)	25,30,560	18,93,669
From non-renewable sources		
Total electricity consumption (D)	19,10,385	28,55,102
Total fuel consumption (E)	4,60,60,960	4,44,89,600
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,79,71,345	4,73,44,702
Total energy consumed (A+B+C+D+E+F)	5,05,01,905	4,92,38,370
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000148	0.000170
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) *	0.00306	0.003808
Energy intensity in terms of physical output		
Energy intensity (optional) - the relevant metric may be selected by the entity (Total energy consumption/tonne of metal)	47.99	47.63

*PPP adjusted revenue in US\$

PPP Factor = 20.66; World Economic Outlook (April 2024) implied PPP conversion rate (imf.org).

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

Hindustan Zinc Limited, being in mining sector and producing Zinc has been identified as a high energy intensity industry. The targets under CCTS Scheme are yet to be assigned to Hindustan Zinc, and baseline study by BEE assigned auditors is currently underway.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,51,93,065	1,42,70,892 [#]
(ii) Groundwater	38,21,972	45,45,953
(iii) Third-party water (Municipal water supply)	2,841	2,603 [#]
(iv) Seawater/desalinated water	-	-
(v) Others (Municipal Sewage Treated Water)	87,38,856	93,43,641 [#]
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,77,56,734	2,81,63,089
Total volume of water consumption (in kilolitres)	2,59,78,248	2,61,62,252
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000762	0.0000904
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) *	0.00157	0.002025
Water intensity in terms of physical output		
Water intensity (optional) - the relevant metric may be selected by the entity (Water consumed/tonne of metal)	24.69	25.31

*PPP adjusted revenue in US\$

PPP Factor = 20.66; World Economic Outlook (April 2024) implied PPP conversion rate (imf.org).

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

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

[#]This number has been reinstated, basis change in calculation methodology

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(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		
Total water discharged (in kilolitres)		

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

Yes, all our units are maintaining zero liquid discharge. Effluent generated at our smelters is treated in effluent treatment plant (ETP), followed by two stages RO plant. The treated effluents conform to the prescribed standards and recycle in the process. Further, to strengthen zero liquid discharge (ZLD), improved water recovery is achieved using upgraded technology by installation of multiple effect evaporator (MEE)/mechanical vapour recompression (MVR).




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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	MT	6,606	7,033
SOx	MT	26,753	25,199
Particulate matter (PM)	MT	1,247	1,261
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)- Hg	MT	BDL*	BDL*
Others - please specify	-	-	-

*Below detectable level

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	44,67,830	42,51,360
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,85,798	5,62,715
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations	0.00001424	0.00001664
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP*	0.000294	0.000373
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	Total Scope 1 and Scope 2 GHG emissions/tonnes of metal produced	4.61	4.66

*PPP adjusted revenue in US\$

PPP Factor = 20.66; World Economic Outlook (April 2024) implied PPP conversion rate (imf.org).

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP

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

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

Some projects namely –

- Received 307 million units power from 530 MW RE-RTC, resulting in reduction of 0.3 mn tCO₂e
- Cellhouse rating improvement from 6.52 to 7.16 at Zinc Smelter Debari (ZSD)
- Upgradation of zinc final tailing pump in stream 4 at Rampura Agucha Mine (RAM)
- Reduction of specific oil consumption from 37.0L/MT to 36.2L/MT on bullion consumption
- Replacement of cooling tower pumps 4311 A & B with lower capacity energy-efficient pumps
- Elimination of dual pump operation of zinc 4th cleaner pump at RAM
- Optimisation of grinding area power by consistent mill operation at rated throughput at Rajpura Dariba Mine

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9	8
E-waste (B)	44	35
Bio-medical waste (C)	4	4
Construction and demolition waste (D)	0	80
Battery waste (E)	103	111
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	1,07,801	1,03,165
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition, i.e., by materials relevant to the sector)	1,96,48,857	2,01,39,407
Total (A + B + C + D + E + F + G + H)	1,97,56,818	2,02,42,809
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0000580	0.00006997
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total waste generated/Revenue from operations adjusted for PPP)	0.00120	0.00157

Waste intensity in terms of physical output

Waste intensity (optional) - the relevant metric may be selected by the entity	18.78	19.58
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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	1,91,532	175763 [#]
(ii) Re-used	57,75,739	60,60,663
(iii) Other recovery operations	83,630	87,712
Total	60,50,901	63,24,137

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	392	19
(ii) Landfilling	1,40,13,010	1,39,18,629
(iii) Other disposal operations	71	24
Total	1,40,13,473	1,39,18,672

*PPP adjusted revenue in US\$

PPP Factor = 20.66; World Economic Outlook (April 2024) implied PPP conversion rate (imf.org).

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

[#] The reinstatement of the number follows the bifurcation of waste recovered

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.

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

We have in place a Resource Use and Waste Management Technical Standard and the supporting guidance notes which augment us to mitigate the environmental impacts of our products and process. The Company believes in Zero Waste and has aligned waste management practices to '4-R Policy' of Reduce, Reuse, Recycle and Reclaim in our operations.

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

Company is taking various initiatives and has adopted state-of-the-art technologies to reduce the waste generation, reuse of waste, recovery of metal from waste and disposal of remaining waste in environmentally sound manner.

Processes and the practices adopted to manage Hazardous and Toxic Chemicals

- The commissioning of Fumer plant has resulted in significant elimination of Jarosite generation from one of the Hydrometallurgical Zinc Smelter and the generated slag will be 100% utilised in cement industries
- For effective metal recovery, a second ancillary plant was commissioned for treatment of process residues at Chanderiya Lead-Zinc Smelter



- A project to recover sodium sulphate crystal from RO reject was commissioned at Dariba Zinc Smelter
- Gainful utilisation of Jarosite, Jarofix, slag and fly ash in cement manufacturing, road construction, and railway embankment as well as tailings in back-filling voids in mines through paste fill/hydrofill

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

Not applicable, since none of the entity's operations/offices are located in/around Ecologically Sensitive Areas (ESA) which have been identified and notified by the Ministry of Environment, Forests and Climate Change (MoEFCC) since 1989. However, Hindustan Zinc's Zawar Mines has obtained Forest Clearance (FC) in 2015.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Zawar Mines	Mining	Yes

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

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

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

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

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

LEADERSHIP INDICATORS

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

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

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

II. Nature of operations - Smelting & Mining

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,51,83,051	1,42,58,545 [#]
(ii) Groundwater	37,81,726	45,14,375
(iii) Third party water (Municipal water)	2,841	2,603
(iv) Seawater/desalinated water	-	-
(v) Others (Municipal sewage treated water)	87,38,856	93,43,641
Total volume of water withdrawal (in kilolitres)	2,77,06,474	2,81,19,164
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000761	0.0000903
Water intensity (optional) - the relevant metric may be selected by the entity	24.64	25.26
Water discharge by destination and level of treatment (in kilolitres)		
(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
Total water discharged (in kilolitres)	0	0

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15,39,762	15,99,955
Total Scope 3 emissions per rupee of turnover	Total Scope 3 GHG emissions/ Revenue from operations	0.00000452	0.00000553
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Total Scope 3 GHG emissions/ Tonnes of metal produced	1.46	1.55

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

The indicators/information disclosed in the BRSR report have been externally assured. BRSR Core indicators obtained Reasonable Assurance and other indicators/information of this report obtained Limited Assurance by S. R. Batliboi & Co. LLP.



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

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

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Sewage Treatment Plant (STP) at Udaipur & Bhilwara	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 Limited and Udaipur Smart City Limited signed an agreement in June 2017 to extend the sewage treatment capacity by another 40 MLD. 25 MLD has been commissioned in January 2019. Another 15 MLD was commissioned in FY2021, taking the total to 60 MLD.	The replacement of fresh water for operations by STP treated water has led to increased availability of fresh water for the community. 32% of total water withdrawal was satisfied with treated sewage.
2	Dry Tailing Plant	India's first dry tailing plant was set up at the Zawar Mines in Rajasthan and in 2024 at Rajpura Dariba Mine. The dry tailing technology is based on separating water from tailings slurry, which is generated in the beneficiation process. Company repurposes tailings materials and waste rock as backfill to stabilise our underground mining operations, while the remaining tailings are then placed in a specially designed tailings storage to minimise the environmental, social and economic risks. We externally review the integrity/stability of our dam structures and their associated management practices by global experts. The same is in progress in Rampura Agucha Mine.	Key benefits of the dry tailing technology include recirculation of more than 80% of the process water present in tailings, a faster rehabilitation, and restoration of storage site at mine closure and ensuring re-availability of water for further use.
3	4 MLD Zero Liquid Discharge (ZLD) at Zawar	Treatment of poor-quality excess water at Zawar Mines by installation of 4000 cum/day effluent treatment plant with zero liquid discharge and recycling in the process.	1. Reduction of freshwater intake from Tidi Dam on daily basis of c. 3800 cum/day.
4	Rainwater Harvesting Structure	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	Created a total groundwater recharge potential of over 8.7 million cubic meter/annum
5	Agreement for 180 Liquified Natural Gas (LNG) vehicles	In a significant move towards green transportation, the Company has joined forces with Greenline, a subsidiary of Essar Group, by signing a contract for 180 LNG vehicles. All 180 LNG vehicles (alternate fuel vehicles) were launched to aid finished goods and interunit transport.	This initiative is to help reduce Company's Scope 3 emissions and help achieve SBTi Scope 3 targets.
6	Paste Fill	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.	• Metal recovery from secondary stopes • Reduced cement consumption with increased usage of fly ash • Reduced water consumption as paste solids content is high (77-79% solids) • Utilisation of nearly 39% of tailings in paste fill plant, helping in improving the stability of tailing dam

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
7	Ancillary Plant	It treats residues produced during smelting process, leading to in-house production of a few key consumables and byproducts, in collaboration with the Company's central R&D team. Few projects were successfully executed, including production of copper sulphate and zinc sulphate from purification cake as well as production of potassium antimony tartrate from antimony dust.	• It treats different kinds of residues, namely copper dross, purification waste cake, antimony dust/slag, and raw zinc oxide • This has also enabled in improvement of metal recoveries of lead, copper and silver
8	Jarofix Yard Restoration	Company follows the principle of reducing the waste, quantitatively as well as qualitatively, and performing recovery and recycling. The last priority is disposal in landfills. Company used Mycorrhiza technology for rejuvenation and reclamation of wasteland into productive land by increasing the green cover, enhancing biodiversity, controlling fugitive dust emission, and restoring site. It also makes plants less vulnerable to environmental stresses through optimum use of water resources	Development of green belt in an area of 6.25 hectares (10,000 plants). Provides overall stability to waste dump and dump failure due to heavy rains, ensuring safe and stable dump. Further, Phase 2 of area restoration of 16 hectares is under progress.
9	Solar Plant	Company has installed 40.70 MW of solar power project by utilising its waste lands without disturbing any productive land	40.70 MW of renewable power capacity
10	Resource Efficiency	Company has been able to bring improvement in its metal recovery from beneficiation plant through digitalisation. Three Advanced Process Control Systems were implemented for grinding & flotation operation (lead and zinc) in mills at Rampura Agucha and Sindesar Khurd Mines. Other initiatives include installation of silver channel and dual-dart valve and usage of di-thiophosphate at Rampura Agucha Mine	• 10% increase in silver recovery in Rampura Agucha Mill
11	Fumer Plant	In the existing zinc hydro metallurgical process, Jarosite is generated which is treated with lime & cement and disposed in Jarofix Yard. In the Fumer plant, a clean slag will be produced and utilised in cement manufacturing and goethite cake produced will be treated with lime & cement and disposed in captive secured landfill.	• Production of usable clean slag and elimination of Jarosite waste of 38,682 MT in FY2025 • Elimination of recurring land for storage of Jarofix • Power generation from waste heat recovery • Increased recovery of zinc, lead, silver, copper, and sulphur • Saving of cement and lime
12	Jarofix/Jarosite Utilisation in Cement and Road Construction	Jarosite is waste produced in the hydrometallurgy process of zinc extraction, necessitating additional investment for its stabilisation and disposal. The study showed positive results and encouraged us to conduct field trials. Company has been granted permission by Rajasthan State Pollution Control Board for gainful utilisation of Jarofix waste for road construction/highway construction (embankment). Company also partnered with a few government agencies like NCCBM, NEERI and CRRI for the utilisation of jarosite in cement and road construction.	• Jarosite used in cement construction – 1,62,371 MT • Jarofix used in road construction - 2,82,644 MT
13	Closure of Secured Landfill (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 Central Pollution Control Board (CPCB) Guidelines due to introduction of superior geotechnical concepts and material science knowledge.	• Nearly 56,000 sqm (6 hectares) of plan area at site has been stabilised and capped as per CPCB guidelines • Aligned to our site closure management standard



Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
14	530 MW Renewable Power	Hindustan Zinc has extended the power delivery agreement for up to 530 MW renewable energy and it will contribute towards transitioning to green energy and reduce carbon emissions.	It will contribute towards transitioning to green energy and reduce 3.5 mn tCO ₂ e carbon emissions annually by 2028.
15	EV trucks for Inter unit Transport	Hindustan Zinc has taken a significant leap towards sustainable logistics by signing a contract with Inland EV Green Services Pvt Ltd, marking the deployment of 10 electric vehicle (EV) trucks, each boasting a capacity of 55 metric tonnes and dedicated to the inter-operations transport of concentrates. We have further introduced 3 EV charging stations overall.	These eco-friendly trucks reaffirm Hindustan Zinc's commitment to green and sustainable practices. The partnership signifies an important shift in the logistics landscape, aligning with global efforts to reduce carbon emissions and promote cleaner modes of transportation.

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

- All our operating sites are having onsite emergency preparedness plan (including disaster control management plan) along with responsibilities in place covering all the risk associated with the operational activities to mitigate and handle the emergency and ensure business continuity. Emergency scenarios, mock drills, rescue team, and trainings are regularly being carried out for making the system more robust and to check the healthiness of the emergency response procedure.
- Unit leadership regularly review the emergency preparedness and contingency planning at their sites. We have a standalone standard on emergency preparedness and contingency planning and uniformly applies to all the sites of the Company
- Hindustan Zinc recognises that Business Continuity & Disaster Recovery is not only an IT subject, rather a business subject. Aligned with this thought, Hindustan Zinc has implemented ISO 22301 Disaster Recovery & Business Continuity Management Framework to prevent the interruption in operations of Hindustan Zinc's critical IT systems and to ensure that IT systems are continuously available to all the authorised users, all statutory & legal requirements are complied with, and organisation's finance and reputational interests are protected. Business Continuity Plan (BCP) has considered various risks including technical risk, natural disasters risk, human risk, and risk related to external partners.
- Business Continuity Testing & Disaster Recovery Drills are carried out on a half-yearly basis to test the readiness of recovery sites.

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

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

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

95% of Tier 1 suppliers (by value of business done with such partners) were assessed for environmental impacts. 378 commercial vendors undergone due diligence & rest are under progress.

8. How many Green Credits have been generated or procured:

None

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.**
10
- 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	India Lead Zinc Development Association	National
6	Udaipur Chambers of Commerce	National
7	Gujmin Industry Association of Gujarat	National
8	Global Compact Network - INDIA	National
9	Mining Engineers Association of India	National
10	International Zinc Association	International

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

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

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

LEADERSHIP INDICATORS

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

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



S. No.	Public policy advocated	Method resorted for such advocacy	Whether information is available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others - please specify)	Web-Link, if available
2	Critical associated minerals mining and processing	Representations through National level industry associations, NITI and Think Tanks.	Proposed amendment for public consultation by Ministry of Mines	NA	https://mines.gov.in/admin/download/6773801c-c9ae81735622684.pdf
3	Contiguous mining of deep-seated minerals	Representations through National level industry associations, NITI and Think Tanks.	Proposed amendment for public consultation by Ministry of Mines	NA	https://mines.gov.in/admin/download/6773801c-c9ae81735622684.pdf
4	Lease validity extension	Representations through National level industry associations.	NA	NA	NA
5	Policy incentives for greening of mining operations and mineral processing	Direct representation through industrial consultation process and indirect representation through National level industrial associations.	NA	NA	NA
6	Protecting domestic market and restructuring of imports	Direct representation through industrial consultation process and indirect representation through National level industrial associations.	Proposed amendment for public consultation by Ministry of Mines	NA	https://mines.gov.in/admin/download/672480a0b46d71730445472.pdf https://mines.gov.in/admin/download/672480a0b46d71730445472.pdf

PRINCIPLE 8
BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
ESSENTIAL INDICATORS
1) Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
SK Village R&R as per LARR Act 2013	G.N. संख्या प.12/17 () राजस्व/ भू. अ./2023	25/04/2023	Yes, its is conducted by an agency headed by Dr. Alpana Kateja, Professor, Department of Economics, University of Rajasthan, Jaipur.	No, only notification is communicated in public domain (https://reams.rajasthan.gov.in/PrintingStationary) The final number of projected affected families shall be identified accurately by the administration; hence report is yet to be finalised	-

Note: The project was undertaken in FY24

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

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

Note: The project was undertaken in FY24

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

Aligning with our Technical Standards (TS-04), structured grievance mechanisms are adhered to for receiving and resolving grievances. In line with sustainability strategy of establishing strong relationships with stakeholders and adhering to the International Finance Corporation (IFC), International Council on Mining and Metals (ICMM), Organisation for Economic Cooperation and Development (OECD) and United Nations Environment Programme (UNEP) Standards for responsible stewardship, United Nations Global Compact (UNGC) Principles & Vedanta Technical standards, Company has set up a robust Grievance Redressal Mechanism. Regular monitoring and reviewing of the mechanism established is undertaken at various platforms. To further strengthen it, effective stakeholder engagement is a continuous process taken up to reduce the grievances of the stakeholders.

Proactive and sustained engagement platforms like “Community Connect” and “Community Leadership Connect” are established to ensure two-way communication network and strengthen the trust element thereby reducing the grievances.

A grievance box has been placed outside the plant main gate for stakeholders to share their grievances in written form in the local language. All grievances are required to be resolved in maximum 15 days, failing which they are escalated to the senior management for its resolution and closure. Also, at each Company location, we have well established Social Performance Steering Committee, consisting representatives of major functions and chaired by respective IBU CEO/ SBU Director, through which all grievances are raised and discussed for their timely resolution and thereby reduction in the collective risk involved. Our approach to strengthening Social Performance Steering Committees (SPSC) at business locations involves active participation from functional leaders. This is crucial for monitoring grievances, resolving issues, mitigating key risks, and fostering strong stakeholder relationships. By addressing community feedback and grievances promptly, we reduce collective risks. At the corporate level, the Social Performance Management Committee consolidates and reviews progress at each site, enhancing our overall social performance management.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	14%	21%
Directly from within India	90%	88%

* Tier 1 suppliers are covered

Note: The methodology for calculating total purchase has been updated as per the new guidelines issued by the Industry Standards Forum on December 20, 2024 which revised the definition for “purchases”. The values for previous year are hence not comparable with current year disclosure.

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

Location	FY 2024-25	FY 2023-24
Rural	81%	88%
Semi-Urban	0%	0%
Urban	16%	12%
Metropolitan	2%	1%



LEADERSHIP INDICATORS

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

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

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
1	Uttarakhand	Udham Singh Nagar	44,74,716

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

No, the Company does not have a preferential procurement policy. However, Company strives to procure locally, which makes up 14% from MSMEs & 92% from India as a fraction of the overall procurement spend.

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

NA

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

NA

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

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

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

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

- 6) Details of beneficiaries of CSR Projects:

S. No.	Project Name	Thematic Area	Beneficiaries	% of beneficiaries from vulnerable and marginalised groups
1	Child Care Centre	Education	356	100
2	Nand Ghar		3,64,770	100
3	Shiksha Sambal		12,686	100
4	Unchi Udaan		213	100
5	Vedanta College		137	100
6	Company Run Schools		1,699	100
7	Jeevan Tarang	Healthcare	1,524	100
8	Rural Infra	Rural Infrastructure	4,73,818	100
9	Drinking Water Project	Drinking Water & Sanitation	2,66,564	100
10	Environment Conservation (including plantation and sewage treatment)	Environment	4,63,649	100
11	Swasthya Seva (Health)	Healthcare	63,290	100
12	Sanitation Initiative		41,100	100
13	Company Run Hospitals		1,35,591	100
14	Samadhan	Livelihoods	34,642	100
15	Microenterprise	Livelihoods	347	100
16	Zinc Kaushal	Skill Development	1,883	100
17	Zinc Football Academy & Cluster-based Sports	Sports & Culture	12,522	100
18	Promotion of Art and culture	Sports & Culture	1,36,167	25
19	Sakhi	Women Empowerment	26,844	100
20	Uthori		2,33,463	100
21	Community Safety	Healthcare	28,445	100
Total			22,99,710	

PRINCIPLE 9
BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER
ESSENTIAL INDICATORS

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

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

1. **Customer Service Hotline:** Vedanta Metal Bazaar is a one-stop portal for customers from buying the product to raising concerns or complaints etc. Customers can raise their concerns or feedback through the portal. Through an automatic raised ticket by the portal, the customers can monitor the progress of their complaints and resolutions thereon. This portal can be accessed through the following link: <https://vedantametalbazaar.moglix.com/#/login>

2. **Email Correspondence:** Customers can also reach out to the company via email to lodge complaints or provide feedback. Hindustan Zinc Limited ensures prompt responses to emails, acknowledging receipt and providing a timeline for resolution, whenever possible.

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

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

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

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

	FY 2024-25		Remark	FY 2023-24		Remark
	Received during the year	Pending resolution at end of year*		Received during the year	Pending resolution at end of year**	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cybersecurity	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (Product and service-related complaints)	44	2	The given number is of formal complaints logged by customers in the Company's portal related to quality.	28	2	The given number is of formal complaints logged by customers in the Company's portal related to quality.

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

** Grievances which are reported in FY2024 and are pending for resolution, have been resolved in FY2025

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

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

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

Yes, Hindustan Zinc Limited has an integrated framework for cyber security, data privacy and business continuity management, which can be accessed through below-mentioned link –

[Approach to Cyber Security](#)

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

The framework covers:

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

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

Company is compliant with ISO 27001 framework and is certified as per the defined Statement of Applicability (SOA) since the year 2018. Certification is applicable to all Infrastructure & Applications under the purview of Information Technology & Operational Technology functions across all sites of the Company. Subsequently, the Company has decided to implement an integrated framework covering various domains of Information Security, Disaster Recovery & Business Continuity Management, Risk Management and Data Privacy Management. Under this approach, the Company has achieved an Integrated ISO Certification consisting of ISO 27001 (Information Security), ISO 22301 (DR & BCP), ISO 31000 (Risk Management) and ISO 27701 (Privacy Management) in the year 2024.

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

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

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

7. Provide the following information relating to data breaches:

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

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

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

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

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

All the customers are provided with the Material Safety Data Sheet along with the delivery of the products, which has all the relevant information about the products and its usages. Our sales team also interacts with customers and all their queries are resolved during the personal interactions. A dedicated customer services team is available to assist customers with any sales-related services.

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

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

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

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

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

Hindustan Zinc carried out a consumer/customer/buyer satisfaction survey in FY2024 with the help of Feedback Insights Agency relating to the major products manufactured by Hindustan Zinc for its significant locations of operation.

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

S.R. BATLIBOI & Co. LLP
Chartered Accountants

67, Institutional Area
Sector 44- Gurugram- 122033
Haryana, India
Tel: +91 124 681 6000

S.R. BATLIBOI & Co. LLP
Chartered Accountants

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT AND LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN HINDUSTAN ZINC LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors of Hindustan Zinc Limited

- We have undertaken to perform a reasonable assurance and limited assurance engagement, for "Hindustan Zinc Limited" ("the Company"), its subsidiaries and joint venture (together referred to as "the Group") vide our engagement agreement dated "March 04, 2025", in respect of the agreed Sustainability Information in accordance with the criteria listed in the "Identified Sustainability Information and Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") of the Group for the financial year ended March 31, 2025 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and specialists.

Identified Sustainability Information and Criteria

- We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on consolidated basis. Identified Sustainability Information (ISI) is detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Group to prepare Identified Sustainability Information
BRSR Core (Refer to Appendix 1)	From April 01, 2024 to March 31, 2025	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.
Other than BRSR Core	From April 01, 2024 to March 31, 2025	Limited	

- Our reasonable and limited assurance engagement was with respect to the year ended March 31, 2025 information only and we have not performed any procedures with respect to earlier periods and, therefore, do not express any opinion or conclusion thereon.



1

Sensitivity: Internal (C3)



Management's Responsibility

- The Group's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Group's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

Inherent limitations

- The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.
- Measurement of certain amounts and BRSR attributes, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG footprint, water footprint, embracing circularity (waste management), energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and attributes.

Our Independence and Quality Control

- We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.
- We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

- Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 and limited assurance conclusion on the Identified Sustainability Information (Other than BRSR Core) based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria and to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.



2

Sensitivity: Internal (C3)





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A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

A limited assurance engagement involves assessing the suitability in the circumstances of the Group's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

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

Below is the informative summary of the procedures performed by us for obtaining reasonable assurance:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Group's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key processes and controls for recording, processing and reporting on the Identified Sustainability Information on sample basis of different sites. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, we determined the nature, timing and extent of further procedures.
- At each site visited, performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
- Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited consolidated financial statements of the Group for the year ended March 31, 2025 and the underlying trial balance.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainability Information.
- Obtained representations from Company's management.

We also performed such other procedures as we considered necessary in the circumstances.

Below is the informative summary of the procedures performed by us for obtaining limited assurance:



3

Semiautopsy Internal (CS)



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- assessed the suitability of the criteria used by the entity in preparing the information subject to limited assurance;
- interviewed relevant staff at corporate and selected sites, concerning policies on environmental and social aspects and the implementation of these across the business;
- through inquiries, obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- inspected, at each site visited, a limited number of samples as appropriate to check the accuracy of the data
- applied analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
- recalculated the information subject to limited assurance based on the criteria;
- evaluated the overall presentation of the information subject to limited assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's operations.

We also performed such other procedures as we considered necessary in the circumstances.

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

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion and limited assurance conclusion.

Exclusions

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

- Operations of the Group other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e., April 01, 2024 - March 31, 2025;
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Group.

Reasonable assurance Opinion

12. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2025 are prepared in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

Limited assurance Conclusion

13. Based on our procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Group's Identified Sustainability Information included in the BRSR for year ended March 31, 2025 are not prepared, in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").



4

Semiautopsy Internal (CS)





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Restriction on use

14. Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "Hindustan Zinc Limited" at the request of the Company solely, to assist the Group in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Group. Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **S.R. Batliboi & Co. LLP**
Chartered Accountants
Firm's Registration No.: 301003E/E300005

Amit Chugh



Partner
Membership No.: 505224
UDIN: 25505224BMLADK3906
Place of Signature: Gurugram
Date: 10 July 2025



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Appendix-1

BRSR Core KPIs			
S. No	Attribute	Principle and indicator reference	Parameter
1	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and scope 2 emissions 2. GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	1. Total water consumption 2. Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Embracing Circularity (waste management)	Principle 6 - E9	1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 - E1(C) Principle 3- E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 - E3(b) Principle 5 - E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 - E4 Principle 8 - E5	1. Input material sourced from following sources as percentage of total purchases - Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 - E7 Principle 1 - E8	1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 - E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties.

