



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: <ul style="list-style-type: none"> Identifying all potential areas for improvement and direct efforts so as to reduce the impact, or otherwise minimise as far as possible, getting the consequent environmental improvement and compare with the benchmark and best available technologies Optimisation and improvement of the production processes, end-of-life scenarios, etc. Stimulating the generation of information on the life cycle performance of materials to support both reductions in the footprint of the upstream activities to harvest the materials, as well as more sustainable applications of materials in products Objectively analysing different future scenarios and possible alternatives and their implications and impact on the life cycle Third-party standards and rating schemes that are trying to improve the environmental footprint of product and building systems 	<ul style="list-style-type: none"> 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
Lead		<ul style="list-style-type: none"> We have further extended our power delivery agreement to 530 MW renewable energy
Silver		<ul style="list-style-type: none"> We are using biomass along with coal in our captive power plants Electric vehicles have been introduced in our underground mining & smelter operations <p>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</p> <ul style="list-style-type: none"> 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

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.

