

Human Capital

Building a culture of empowerment

Hindustan Zinc is committed to create a dynamic and thriving workplace where capabilities are valued, leaders are developed, and performance is rewarded. The company recognises that people are the ones who fuel the company's growth. Hence, it is the constant endeavour to ensure every employee is aligned with the vision of the organisation, feels engaged and is given every opportunity possible to develop his/her skills & talents and contribute in meaningful ways.

- 15.7%** Women in Executive Workforce
- 1,12,947** Learning Hours for Executives
- 15** Differently Aabled Employees
- 53%** Engineers in Executive Workforce

The company has undergone a great transformation at the back of competency and improvement-oriented work culture of people. Hindustan Zinc believes in fostering an environment of diversity and inclusion is the right thing to do. The company is committed to providing equal opportunities for employment, recognition and development. The company believes inclusivity promotes productivity, efficiency & welfare amongst employees and ensure a progressive, gender-neutral culture.



Ensuring Gender Blind, Progressive & Inclusive Organization

Environment, Social & Governance

Zero Harm, Zero Waste, Zero Discharge

Sustainable development is an integral part of Hindustan Zinc's business philosophy and represents core commitment of the management and employees. The company is committed to create sustainable values for stakeholders and accordingly strives to balance social, environment and economic aspects in the business. Hindustan Zinc has integrated best global environment friendly technology in its mining and smelting operations.

The company has taken a holistic view in setting the Sustainability Development Goals 2025 and over the course of time will focus on expanding the work towards creating positive changes.

The company operates Udaipur's first Sewage Treatment Plant of 60 MLD capacity under PPP model with Government of Rajasthan. To give impetus to green energy, Hindustan Zinc will develop green power up to 450 megawatt (MW) renewable energy capacity through a special purpose vehicle. The company's refinery at Pantnagar is the first unit of Vedanta to completely operate on green power. Hindustan Zinc is committed to follow the principles of reducing waste generation at source, recovering and recycling where possible and then disposal in an environment friendly manner. The company monitors, controls and reduces air emissions for regular air quality and meteorological monitoring through the use of Continuous Ambient Air Quality Monitoring System (CA AQMS) and online emission monitoring systems. Hindustan Zinc has developed a unique and exclusive Biodiversity Management Plan to protect and enhance biodiversity around its operational areas.

Hindustan Zinc in a first-of-its-kind initiative in the Indian mining sector and a pioneering move, introduced Normet Agitator SmartDrive EV, into underground mining operations. Hindustan Zinc is the first company among its peers to join the EV revolution, steadily switching to electric vehicles for underground operations.

The company believes in continually prioritising and emphasising the need to ensure and improve the social and environmental performance towards a #GreenerFuture.



Decarbonizing Indian Mining

Community Development

Care For Community

As a responsible corporate entity, Hindustan Zinc upholds the dignity of all citizens and abides by the principles of harmony and inclusive growth. The company has deepened the footprints in the areas of education, sustainable livelihoods, community asset creation, environment & safety, women empowerment, health, water & sanitation and sports & culture transforming the lives of 1.4 million people across 234 villages.



Mobilising & Empowering Rural Women



Nurturing the Future of Tomorrow

Strengthening the efficacy of the Government's Integrated Child Development Services (ICDS) programme, to improve health and well-being of children below 6 years of age in 3,145 Anganwadis (AWCs), including 314 Nand Ghars across 5 districts of Rajasthan. Furthermore, the company through its various Education based programmes strengthen the conceptual knowledge amongst rural students, and thereby improve their learning levels.

Sakhi is one of the most unique and largest socio-economic empowerment programmes for 27,517 rural & tribal women by mobilising them into 2,248 self-help groups (SHGs). The programme provides vocational training and aid them in building their capacities around leadership, skill development, savings, and entrepreneurship.



Promoting Grassroots level Football



Ensuring Sustainable Livelihoods

Samadhan programme focuses on sustainable agricultural and livestock interventions through community participation and making agriculture aspirational. The company reaches out 30,000 farmers across 184 villages ensuring sustainable livelihoods.

The company through its Zinc Kaushal Kendra focussing on skill development believes in upskilling the youth. The program is based on market linked programs ensuring employability amongst the trainees.

Zinc Football is a one-of-its-kind grassroots football development programme, at the core of which is a full-fledged residential academy at Zawar, Udaipur with world-class facilities. The initiative aims to contribute to the development of Indian football while leveraging on the power of the world's most loved sport to impact lives.



Skilling the Youth for Bright Future



Preparing Young Talent

Awards and Recognition

- Ranked 1st in Asia-Pacific region and globally 3rd in S&P Global Corporate Sustainability Assessment 2022
- Certified as 2.41x Water Positive Company
- Included in the coveted CDP 'A List' for efforts to tackle climate change
- Double sweep at the prestigious S&P Global Platts Global Metal Awards 'Industry Leadership Award – Base, Precious and Specialty Metals' and 'Corporate Social Responsibility'
- JURY Award at TIOL National Taxation Awards 2022
- Integrated Annual Report FY21-22 ranked #40 Worldwide and bagged Gold Award at League of American Communications Professionals
- Platinum Award at CII-EXIM Bank Awards for Business Excellence 2022
- Company with Great Managers 2022 Award for 3rd consecutive year
- Ranked amongst the Top 5% in S&P Global Sustainability Yearbook 2023
- Certified 'Great Place to Work' for the 4th consecutive year
- Ranks 4th by ET Edge and Futurescape under Indian Companies Climate Leadership Rankings



HINDUSTAN ZINC
Zinc & Silver of India

Hindustan Zinc Limited

Yashad Bhawan, Udaipur-313004, Rajasthan, India.

T : +91 294 6604000-20 | www.hzlindia.com

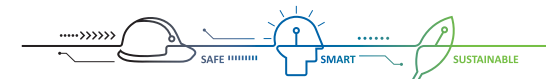
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GALVANIZING A GREENER TOMORROW



About Vedanta Limited

Vedanta Limited, a subsidiary of Vedanta Resources Limited, is the world's leading Oil & Gas and Metals company and one of the largest producers of Oil & Gas, Zinc, Lead, Silver, Copper, Iron Ore, Aluminium and Power across India, South Africa, Namibia, and Australia.

About Hindustan Zinc Limited

Hindustan Zinc, a Vedanta Group company, is one of the world's largest and India's only integrated producer of Zinc-Lead and Silver. The company has its headquarters at Udaipur in the state of Rajasthan where it has its Zinc-Lead mines and smelting complexes. Hindustan Zinc is self-sufficient in power with captive thermal power plants and has ventured into green energy by setting up wind power plants.

As a socially responsible corporate, Hindustan Zinc has been relentlessly working to improve the lives of rural and tribal people residing near its business locations. As a market leader, Hindustan Zinc governs about ~80% of the growing Zinc market in India.



Yashad Bhawan

As of 31st March, 2022

Celebrating the Future



India's largest Zinc-Lead miner



World's 2nd largest
Integrated Zinc Producer and one of the lowest-cost producers of zinc globally*



World's 6th largest
Silver producer globally



World's largest
Underground zinc mining operations at Rampura Agucha*



Among India's largest
Wind power producers with a generation capacity of 273.5 MW in 5 states



2.41 times Water Positive



Globally 3rd in Metal & Mining sector
at S&P Global Corporate Sustainability Assessment



~80% market share
in India's primary zinc market



Crossed 1 Million Ton
Zinc-Lead MIC

* (Source: Wood Mackenzie for global mine/smelter rankings for zinc-lead mine and cost; World Silver Institute for silver producer rankings)

Vision

Be the world's largest and most admired Zinc-Lead & Silver Company

Mission

- Enhance stakeholders' value through exploration, innovation, operational excellence and sustainability
- Be a globally lowest cost producer
- Maintain market leadership and customer delight



ZINC the Humble Metal of Future

As of 31st March, 2022



High-capacity Exploration Drill Rig

Exploration

Journey of Mineral Resource Addition & Upgradation

Hindustan Zinc's exploration philosophy is to replenish every tonne of the mined metal to ensure a sustained mine life under the internationally recognised JORC code of Reserve & Resource Reporting. The company has put in place a robust exploration programme for adding mineral resource and delineation/upgradation of Resource to Reserves within its licence areas. It focusses on developing its Reserve & Resource base through in-mine exploration, near-mine exploration, and green-field exploration. Hindustan Zinc has a strong exploration focus through a team of 23 people comprising of geologists, geophysicists and analysts. The team comprising of subject matter experts (SME) and field geologists is responsible for designing and executing exploration programmes with the support of outsourced service providers.

Hindustan Zinc believes in the implementation of many innovative and advanced new technologies like the latest geophysical, geochemical & GIS technologies and high-speed deep drilling rigs. The company's in-mine exploration program entails systematic exploration around its mines to identify extensions of ore bodies. The ongoing brown-field exploration aims to expand the resources of existing mines and green-field exploration identifies new deposits across India. The company's exploration program is integral to its growth and future expansions. Hindustan Zinc has a mine-life of over 25 years on the back of Reserves and Resources of 447.9 million tonnes.



Geologists at work

Mines

Driving SAFE, SMART, SUSTAINABLE Mining Operations

Hindustan Zinc remains committed to sustainable mining backed by focussed investments to enhance safety, productivity, and efficiency at its mines. Hindustan Zinc's mines are located at Rampura Agucha, Sindesar Khurd, Rajpura Dariba, Zawar and Kayad in the state of Rajasthan.

The current ore production capacity today stands at 16.34 million tonnes per annum. The company is constantly leveraging automation and technology to make mines safer, in line with its Sustainability Goals 2025 centred on making the mines more environment-friendly to steer the decarbonisation journey. Hindustan Zinc has deployed India's first ever Battery Electric Vehicle in underground mining operations.

The Rampura Agucha Mine continued to scale its operations 4.51 Mtpa through its underground operations. Rampura Agucha mine is the world's largest underground zinc mining operations with the largest and richest, lead-zinc deposit in the country and among the world's largest with 75.0 Mt of ore reserves and resources.

Sindesar Khurd (SK) Mine is a world-class silver-rich mine with state-of-the-art infrastructure facilities and best-in-class mechanisation. The mine has undergone several phases of expansions – from 0.3 Mt to its current capacity of 6.0 Mt. Sindesar Khurd is a high silver content mine contributing to the company's integrated silver production.

Zawar Mines comprises 4 different mines with footprints of ancient mining and has a combined ore production capacity 6.5 Mt. The four underground mines – Mochia, Balaria, Zawarmala and Baroi, have scaled new levels of mechanisation and digitisation.

The underground Rajpura Dariba (RD) Mine is one of the oldest mines, which commenced operations in 1983. Rajpura Dariba Mine is an underground mine and currently has ore production capacity of 2 Mt per annum.

Kayad the youngest mine, which started operations in 2011, in the district of Ajmer has been delivering a consistent 1.2 Mt of ore production at the back of high level of mechanisation and digitalisation.



Equal Opportunity Employer



Precision Tunnel Drilling, Ensuring Safety

As of 31st March, 2022



State-of-the-art Smelting Facilities

Smelters

Melting Ore – Smelting More

Hindustan Zinc is one of the world's largest and India's only integrated Zinc-Lead-Silver producer. The company's smelters are located at Chanderiya, Dariba and Debari in the state of Rajasthan and metal refinery at Pantnagar in the state of Uttarakhand. The company's Zinc, Lead and Silver metal production capacities have seen five-fold increase since disinvestment in 2002. The metal production capacity which was 204,000 tonnes per annum in the year 2002 has grown to over 1 million tonne per annum.

Chanderiya Smelting Complex, located in the district of Chittorgarh, is world's second largest single location integrated Zinc smelting complex with Zinc production capacity of 585,000 tonnes and Lead production capacity of 90,000 tonnes per annum. The location also has captive power plants and additional green power is generated through waste heat recovery boilers.

Dariba Smelting Complex, located in the district of Rajsamand, has production capacity of 240,000 tonnes of Zinc and 120,000 tonnes of Lead per annum. Dariba Smelting Complex is uniquely self-sufficient with Zinc smelter, Lead smelter and captive power plants, all located in the vicinity of Sindesar Khurd Mine and Rajpura Dariba Mine.

India's oldest Zinc smelter, located at Debari in the district of Udaipur, has Zinc metal production capacity of 88,000 tonnes per annum. Zinc, Lead and Silver metal refinery at Pantnagar has a capacity to produce 800 tonnes of Silver per annum.

The company's total metal production capacities currently stand at 913,000 tonnes of Zinc, 210,000 tonnes per annum of Lead and 800 tonnes of Silver, which are all being debottlenecked to achieve smelting capacity of 1.2 million tonne per annum.



Robotic Technological Interventions

As of 31st March, 2022