

# HINDUSTAN ZINC

## Health & Safety Policy

### Purpose

Hindustan Zinc Limited (HZL) is committed to achieving excellence in the management of health and safety. Our aim is to minimize both the physical and psychological health and safety impacts by proactively identifying, eliminating, and mitigating unsafe conditions across all operational and non – operational areas. We strive to foster a culture where both physical well-being and mental wellness are foundational values

### Scope

This policy is applicable to all Hindustan Zinc Limited business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all Hindustan Zinc Limited employees, contractor employees, business partners, suppliers, and others with whom Hindustan Zinc does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure. Furthermore, it extends to activities in our upstream and downstream value chain, limited to distribution, logistics, and sale of products and services to the customer. It also encompasses all dimensions of health and safety, including physical safety, occupational health, and psychological wellbeing across our workplaces

### Objectives of the Health & Safety Policy

Hindustan Zinc will strive to:

- ❖ Comply with applicable national, regional, and local health and safety regulations and statutory obligations as well as the industry's best practices. In the absence (or lack) of appropriate legislation, industry's best practices and applicable international standards will be used.
- ❖ Develop, implement, and improve health and safety management systems that address both physical and psychological safety risks with our commitments and values and are consistent with world class standards.
- ❖ Set targets and objectives to avoid, reduce or mitigate health and safety related impacts on people.
- ❖ Prevent injury and ill health to employees and business partners by eliminating physical and psychological hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- ❖ Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- ❖ Incorporate appropriate health and safety criteria for all business decisions including the planning, operationalization, and closure of the projects.
- ❖ Conduct regular health and safety review of the projects (including mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential physical and psychological health and safety risks.
- ❖ Drive continuous health and safety improvement through setting and reviewing targets using appropriate best available practices and technology.
- ❖ Review performance against the policy on a periodic basis to ensure management of health & safety as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Ensure training for all employees and training to emphasize the importance of maintaining a physically and psychologically safe and healthy workplace.
- ❖ Promote a positive health and safety culture through effective communication, participation and consultation with employees and business partners.
- ❖ Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for health and safety matters.
- ❖ Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- ❖ Drive positive healthcare outcomes for our employees, business partners and the local community.
- ❖ Communicate to all our stakeholders on the progress and performance of health and safety management system.
- ❖ Provide information and education programs on high-risk diseases including HIV/AIDS for all employees and contractor employees.
- ❖ Ensure prevalence of diseases such as HIV/AIDS in any of our workforce, do not affect employment, employee rights, development opportunities, benefits, or access to sick leaves. We also commit to elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.

### Responsibility & Review

This policy is part of the Vedanta Sustainability Framework, and each Hindustan Zinc Limited business unit shall implement this policy. Our CEO will be accountable for controlling and setting the policy, and the Executive Committee are responsible for the full implementation of the policy and associated standards. The Board ESG committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

*Arun Misra*

**Arun Misra**

CEO & Whole Time Director, HZL

**Date: 28<sup>th</sup> April, 2025**



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