

Social Focused on Social Empowerment

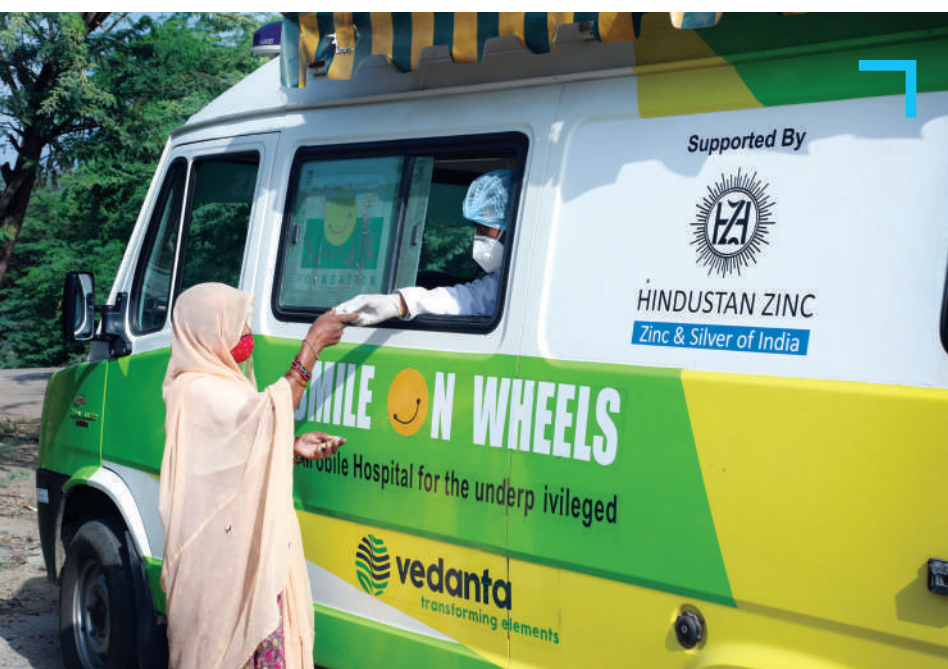


As a socially conscious organization, Hindustan Zinc remains consistently focused on fostering close and mutually beneficial relationships with employees, suppliers, customers, shareholders, the government, as well as the communities around which it operates. We are continuously striving to facilitate the holistic growth of all these stakeholders through regular initiatives and investments in their growth, development and welfare. We take all possible steps to protect and secure their interests at all times, in their dealings with the Company.



Unwavering CSR Commitment

At Hindustan Zinc, our commitment to the society is driven by our inclusive growth strategy. Our Corporate Social Responsibility (CSR) framework is designed to put this commitment into action. We remain connected with the communities in the areas of our operations through a host of engagement initiatives. These encompass diverse areas of development and progress across the most vulnerable groups of the society.



Our CSR Outreach

184

villages
in Rajasthan

5

villages
in Uttarakhand

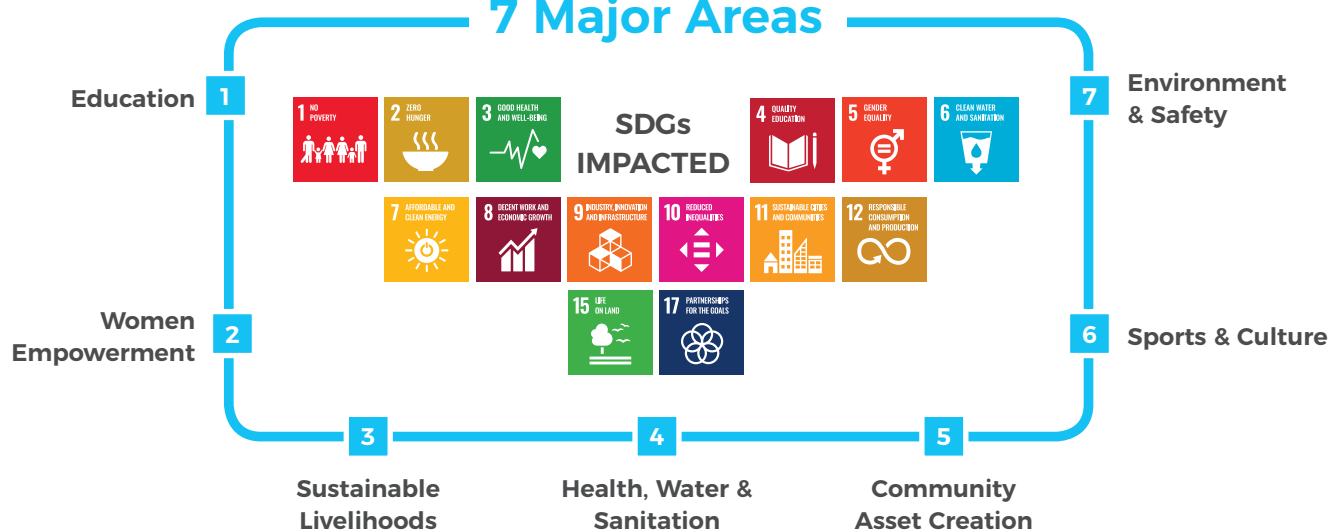
16

villages
in Gujarat

205
villages

Our Key CSR Initiatives Span SDGs

7 Major Areas



EDUCATION

We are cognizant of the importance of education to the inclusive growth of children, and remain focused on facilitating the same among the communities in our command areas.

Investment in strengthening the educational focus area is the biggest portfolio among Hindustan Zinc's CSR initiatives. Through our educational interventions, we touch the lives of more than 1.8 lacs children and thereby enable them to have a brighter future.

Our FY2021 Engagement

1. Khushi & Nand Char Program

The second phase of Khushi Program has been rolled out, spanning the next five-year period (FY2021- FY2025). In this phase, Khushi is working in 3,145 Anganwadis, covering more than 1,60,000 children in 2,400+ villages of 5 districts of Rajasthan i.e. Udaipur, Rajsamand, Chittorgarh, Bhilwara & Ajmer.

COVID-19 Specific Initiatives

- With strong focus on reducing malnourishment, health screening of about 1.32 lacs children was done. 423 CMAM camps were conducted, through which 2,302 children were identified as severely acute malnourished (SAM). Of these, 963 children eventually moved out of SAM category



- To rehabilitate underweight and wasted children without medical complications and prevent future malnutrition, 295 PD (Positive Deviance) Hearth sessions were organized, with more than 10,400 mothers and their children
- More than 2,000+ ASHAs or AWWs were trained as Poshan Preharis to lead the CMAM (Community Based Management of Acute Malnutrition) camp in communities. Also, 300 ANMs (Auxiliary Nurse Midwife) received extensive training on maternal, child and health nutrition
- To ensure food and nutrition security, 1,900 Kitchen Gardens were developed at Anganwadis and households of malnourished children, pregnant & lactating women. Around 1,300+ fruit-bearing plants were leveraged for AWCs (Anganwadi Centre) from the social forestry scheme of the Forest Department

While preschool education continued through WhatsApp and home visits, additionally, individual PSE (Pre-School Education) kits were provided to all the children to help them continue their learning at home. With growing accountability of the stakeholders from the community through continued convergent meetings and sensitization, ₹ 2.61 crore was leveraged during the year through local panchayats, multi-stakeholder alliance etc., for repair & maintenance of Anganwadis, development of kitchen gardens, sanitizers etc.

For sustainability of our larger initiative, Anganwadi Sustenance Committees have been formed at 80% AWCs with more than 23,490 core community members.

Nand Ghar

The Nand Ghars provide children with safe and friendly learning environment, supported by amenities like safe drinking water, uninterrupted supply of solar power, digital learning facilities, etc. Out of 3,145 Khushi Anganwadis, 314 centers have been converted into Nand Ghars in the last 3 years.

Shiksha Sambal

During the year, 7,232 students were imparted intensive education through digital technology platforms, as well as through home-based coaching for those who did not have android phones. As a result, about 85% (6,147 students) remained active in their studies even during the pandemic time. Study material was provided to all the students and their learning levels were assessed through open book tests.

COVID-19 Specific Initiatives

During the year, we took several initiatives to ensure that learning continued amid the COVID-19 outbreak for the students and communities from more than 64 schools of our project. Besides offering Education through online modes



online, we went to the communities, distributed worksheets, created experimented with IVRS, etc., to reach the maximum number of students.

2. Unchi Udaan

Our Unchi Udaan project is built on the foundations of Shiksha Sambal, and creates an opportunity for high performing students from government schools of our operational areas to enter Engineering institutions of national repute. Till now, 184 students have been associated with the program, with one batch appearing for JEE (Joint Entrance Exam) exams every year. The first batch passed out with flying colors and all the 26 students of the second batch who passed JEE were placed in Government Engineering Colleges. One student got admission in NIT Jaipur and 12 students in MBM Jodhpur. A total of 40+ students in Batch 6 were inducted through a highly competitive assessment process, evaluated on the metrics of both performance and socio-economic background of the candidates.

3. Jeevan Tarang

In the span of three years, 660+ Persons with Disabilities (PwD) have been benefited through this initiative. The focus is on empowering Persons with Disabilities to become contributing members of their families. Hindustan Zinc has taken the first step by catering to the educational needs of PwDs. Also, approximately 560+ such individuals have been trained to use Indian Sign Language through a disciplined curriculum, and approximately 100 visually impaired children have been trained on technology.



COVID-19 Specific Initiatives:

- Due to the pandemic, students went through online or virtual modes of training
- 190+ students were actively engaged online and developed strong language foundations in Indian Sign Language. Students can express and understand concepts and instructions in classroom communication
- 38 teachers from special schools were sensitized and trained in ISL (Indian Sign Language) for the first time in Rajasthan

STRENGTHENING EDUCATION INTERVENTIONS

The Company has five schools that are directly providing education to more than 2,200 children from vulnerable communities. This year, due to COVID-19 outbreak, online classes were undertaken through technology interventions in the Company-run schools. Project Digital Shiksha continued amid the pandemic, to improve the learning experience of children by building digital capacities of more than 10,000 students. Hindustan Zinc also provides scholarship support for higher education to engineering students, as well as to girls from modest backgrounds.

Partners

Ministry of Women and Child Development – Government of India	Department of Women and Child Development – Government of Rajasthan
Care India	Seva Mandir
Jatan Sansthan	Gramin Evam Samajik Vikas Sansthan
Vidya Bhawan Society	Resonance
Sumedha	Educational Initiatives Private Limited
Avanti Learning Centers Private Limited	Noida Deaf Society
Vedanta PG Girls College Ringus	Badhir Bal Kalyan Vikas Samiti
Badhit Baal Vikas Samiti	Shikshadaan Foundation
Muskaan Dream Creative Foundation	

**WOMEN EMPOWERMENT**

We strongly believe that women are fundamental to the growth and development of the society. Our women empowerment programs are focused on making women financially independent and on sharpening their skills to transform them into entrepreneurs besides augmenting their economic capabilities and ensuring their holistic development.

Our FY2021 Engagement

Our flagship project “Sakhi” is geared towards mobilizing rural women into Self-Help Groups (SHGs), and developing their capacities in the areas of leadership, skill development and entrepreneurship. Under this project, there are 2,248 SHGs, 207 Village level Organizations and 07 Federations with a membership of 27,517 women. Leadership skills, imparted to more than 500 women through various training and capacity building programs, have resulted in grooming them as future leaders.

Our Samukh Sakhis book keepers were empowered with digital tools such as Safal Saral software this year in order to ensure real-time data, transparency in managing accounting & book keeping of

individual and group records digitally, leading to ease in transactions and minimum exposure during adverse times like COVID-19.

In partnership with the UN, second chance education program was piloted with Sakhi women in Rajasthan wherein, 370 women were enrolled for supporting further education through Open School to complete their 10th and 12th grade. Another 700 women were benefited through the improved vegetable cultivation, through improved methods and market linkages with an objective to double their earning capabilities.

Microenterprises – To groom these SHG women to become rural entrepreneurs, spices, pulses & pickle based micro-enterprise units have been established, engaging 250+ women. These 11 microenterprises with 72 products collectively generated revenue of ₹ 67+ lacs with women earning ₹ 18+ lacs. Business Sakhis are actively working to promote sales of products manufactured in operational villages even during COVID-19 times.

Apart from these, 856 Women Micro-entrepreneurs were encouraged and supported to set up their own enterprises.

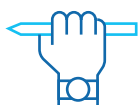
Project Sakhi has federated the women artisans under the brand Upaya. It is a platform that promotes women artisans to hone new skills and link them with the market, thus building a self-reliant social enterprise.

During the pandemic, our Sakhi members supported us in our efforts to reach out to the most affected communities with food and other essential supplies. As many as 3,269 Sakhi members collected more than 10,000+ kg of grains to create a Grain Bank, and supplied foodgrains to the deprived communities in the villages of South Rajasthan. As part of the Sakhi program, a community kitchen was also set up and food was served through it to more than 7,000 migrant workers. The Sakhi members stitched 1.3 lacs masks and body suits to generate a total income of over ₹ 8 lacs. More than 1 lac PPEs and 25,000 sodium hypochlorite liters of solution for fogging were provided to the district administration under this initiative. In addition, regular sodium hypochlorite spraying was undertaken in 180+ villages to check the spread of the infection.

Partners

Manjari Foundation

Center for Study of Values



SUSTAINABLE LIVELIHOODS

Providing sustainable livelihood opportunities through focused skill development initiatives for various target groups is a key component of our CSR intervention. Sustainable Livelihood is a critical area to be looked upon in a world that is challenging but has ample opportunities. Hindustan Zinc is now reaching to more than 31,000 farmers & youth by providing them measures for sustainable livelihood by generating market-linked skills to our stakeholders.

Our FY2021 Engagement

Samadhan: Our flagship program focuses on increasing the income of the farming community through sustainable farm practices. 'Samadhan' reached out to 13,838 farmers through agricultural interventions and 15,103 families through animal husbandry initiatives.

Under agriculture, the key highlights and achievements for the year were:

- 12% increase in maize production with average production of 6.3 quintals per bigha
- Introduction of **Hi-tech vegetable cultivation program** for production of exotic crops such as strawberry, broccoli & lettuce

- In the cropping cycle, the farmers earned an increased income of ₹ 90,000 through cultivation of hi-tech vegetables
- 8 farmers from our communities were recognized both at district & state levels for their exemplary farm practices under the ATMA Awards

Livestock interventions - 6,900 artificial inseminations (AI) were undertaken through conventional semen, in which 1,461 female calves were born in FY 2020-21. 534 AIs were performed using Sorted Semen: cutting edge technology which assures the farmer 93% certainty of a female calf. 125 female calves were born from AIs using Sorted Semen this year.

- Goat AI and sorted semen was introduced for the first time in the state of Rajasthan. A total of 356 AIs were done, and 67 female kids were born
- Animal health camps were conducted across clusters in collaboration with Animal Husbandry Department, treating 42,995 animals

COVID-19 Specific Initiatives

Grain Bank initiative – During COVID-19, the Samadhan farmers became supporters by providing basic resources for their community. With huge number of daily wage earners losing their livelihood and food supply getting disrupted in some areas, 400 Samadhan farmers pooled in 6,378 kg grains in the grain banks from their fields, for serving the surrounding communities. In addition to this, online platforms were constituted for sharing COVID-19 related awareness & precautions across farmer groups.

Skill Development Projects

This year, we started our skill interventions in two additional locations, totaling to 4 skill centers. The objective of the program is to provide market-linked skill-based trainings on various trades - general duty assistant, unarmed security guard, micro finance executive, domestic electrician, data entry operator, retail sales executive, BPO executive, etc. During the year, through 3 different projects, 929 youth were enrolled for training in 17 different trades. Of these, 677 have been placed and 252 are still undergoing training. 34% of the total candidates who were trained as unarmed security guards were females. The key highlights for the year were:

- › A special batch was conducted on BPO training at Zawar, Udaipur District during FY2021.



Partners

BAIF Institute of Sustainable Livelihood Development

Maruti Suzuki

Ambuja Cement Foundation

Tata Strive



HEALTH, WATER & SANITATION

We are providing a wide array of services to the communities, to ensure easy access for them to health, water and sanitation facilities.

Our FY2021 Engagement

1. Health

Availing Primary Health Care services has always remained a challenge in the rural areas. As a result, cases of poor health of women, malnourishment among children, and death from preventable diseases are always high. This necessitates a two-pronged response – first to bring quality healthcare services to the doorsteps of the needy, and second, to promote healthcare awareness and contemporary healthcare seeking behavior among communities. We have extended various healthcare facilities, including OPD (Out-Patient Department), special health camps and awareness sessions, across 128 villages at four different locations in Rajasthan

and one at Uttarakhand. A total of 5 Mobile Health Vans (MHVs) have been provided.

In addition to MHVs, health services were also provided through Company-run hospitals and homeopathic centre. Overall, more than 2 lacs patients benefited throughout the year.



COVID-19 Specific Initiatives

Awareness camps on precautionary measures against COVID-19 were conducted in the nearby villages. Various sections of the community were engaged through these camps, and awareness was spread regarding hygiene practice. In addition, sensitization drives were conducted in 108 villages, and a signature campaign was driven where people took the pledge to follow the necessary hygiene practices to combat COVID-19. Mobile Health Vans were also used to communicate the message. In all, 499 camps were conducted, covering more than 15,000 beneficiaries.

2. Water

Drinking Water Supply

Hindustan Zinc has always supported the community in Rajasthan in getting adequate access to clean drinking water. We have revised our approach from temporary water solutions to community-owned sustainable water management. During the year, we installed a total of 7 RO hub plants and 28 standalone ATMs for

providing safe drinking water to 35 of our operating villages/hamlets, thus benefiting over 4,600 households 16,000 villagers. In total, 13 RO Hub plants and 39 standalone ATMs are now running in 52 villages.



Partners

Smile Foundation

Jimmedari Foundation

Wockhardt Foundation

Shri Shubham Seva Sansthan



COMMUNITY ASSET CREATION

We have identified Community Asset Creation as vital to our CSR goals, and work closely with villagers to develop assets for their communities. We look at the creation of an appropriate physical asset for communities as the most tangible expression of our commitment towards their continuing development. We engage with the villagers to transform their habitation into a model village through targeted initiatives.

Our FY2021 Engagement

We undertook several projects aimed at addressing the basic needs of the rural communities.

Construction of community halls, school infrastructure, roads, cremation centers & drains etc., were some of our initiatives towards the development of model villages. Our interventions were in line with the requirement of the concerned rural community.

We are well-versed with the importance of safe and hygienic potable water as well as health to the sustenance and development of the rural



communities and we have worked on creating robust infrastructure for the same. Some of the initiatives undertaken by the Company on this count included construction of water tanks and repair & maintenance in Primary Health Centers and veterinary hospital.

Our community infrastructure development initiatives spanned 109 villages, developing government schools by providing basic amenities in 47 schools, benefiting more than 1,20,000 villagers.



SPORTS & CULTURE

We believe that inclusive development requires a holistic approach for the development of individuals and communities, with sports and culture as an integral part of it.



Our FY2021 Engagement

Sports

Zinc Football (ZF) - Hindustan Zinc has initiated a massive program in Rajasthan, directed at achieving grassroots development, as well as excellence in football.

- **ZF Schools (Football for All)** - With the philosophy that “every child should have an opportunity to play”, ZF has set up 12 community football centers, where 350+ boys and girls receive football training by certified coaches.
- **ZF Academy (Football for Excellence)** - This is aimed at nurturing talent to develop future football stars for the state and the country. At the heart of this initiative is a residential academy with world-class facilities at Zawar, and the country's first ever 'technology-hinged football training' center. The Academy is currently training 40 children, who are coached using innovative training programs with equal emphasis on learning and playing.
- **Accomplishments**
 - i. During the year, ZFA U-16 team won National Futsal Championship, beating 6 states at Jaipur.
 - ii. ZFA U-17 team won National Nohar Open Football Tournament at Hanumangarh, beating Punjab in the finals.

COVID-19 Specific Initiatives

Distance Learning Programme (DLP), launched during COVID-19, features online mentoring, video sharing, physio sessions and practice drilling sessions with boys at home.

Culture

The Company continues to support cultural events to make them accessible for all.

Ajmer Dargah

Hindustan Zinc is the CSR partner under Government of India's Swachh Iconic Places initiative, as part of the Swachh Bharat Mission. This initiative was rolled out by the Prime Minister of India, under which the Company signed a tripartite MoU with the Khwaja Moinuddin Chishti's Dargah Committee and the Municipal Corporation of Ajmer to make the Dargah a clean and iconic place. Work is going on in a phased manner, and during the year, LED screens were installed inside the Dargah premises for better communication and imparting messages on cleanliness through visuals.

Partners

The Football Link
Government of India



ENVIRONMENT & SAFETY

We believe environment protection and safe communities to be vital for sustainable business growth, and remain committed to continually strengthening our CSR efforts around these pillars. We have initiated several measures to ensure the protection of the environment and its sustenance for the future generations. At the same time, our community safety initiatives are contributing to significantly protect the people in villages.



Our FY2021 Engagement

Plantation drive

During the year, we conducted a drive to plant saplings across villages for the enhancement of the green cover of these areas. The drive was aimed at ensuring that the people living in these villages get access to cleaner and healthier air.

Solar Lights

Such lights in villages have become a very powerful tool for the safety and convenience of villagers. During the year, 597 solar-powered street lights were installed.



Safety in Community

We are continually striving to inculcate a robust safety culture in the communities around our operations. During FY2021, we developed Safety Modules for our communities, covering household and workplace safety aspects in rural settlements. People in the community were given e-training, encompassing electrical safety, chemical handling safety, road safety, home first aid etc. We are also engaged in a project to create master trainers in the community through our development partners. The initiative is helping in the spread of a strong message of safety across our operational areas.

Safety is our prime focus area right from inception of the program and we ensure safety parameters are adhered to regularly. Safety is extended to all 205 villages across our operational areas.





EMPLOYEE ENGAGEMENT

Our CSR outreach encompasses involvement of our own employees to help them experience first-hand the CSR efforts of the Company. We organize several special programs throughout the year to engage with them, in order to empower them socially.

Our FY2021 Engagement

Aligning with the Company's value of Caring for Community, we have been fostering employee volunteering by motivating employees to devote their time on under various initiatives.

During the year, we engaged around 1,148 employees through virtual as well as physical platforms.

Some of the activities undertaken were:

- **Learning Indian Sign Language** - Through this online course, employees learnt Indian Sign Language, to take a step forward towards connecting with our hearing-impaired beneficiaries.

- **Skill-based Trainings** - To promote structural and skill-based volunteering, employees took sessions based on their expertise, in areas such as financial planning, cyber security etc.
- **Support an Anganwadi** - This initiative was focused on identifying the needs of an AWC. It motivated employees to participate in and contribute to enhancing the facilities at community based institutions.
- **Sakhi Stalls** - To promote in-house products manufactured by Sakhi project beneficiaries, Sakhi stalls were organized at various locations of Hindustan Zinc.

COVID-19 Specific Initiatives

COVID Support - Employees and families came forward and supported the community during the tough COVID-19 times by preparing masks and connecting with the community in various ways.

Partners

Hindustan Zinc Employees





PEOPLE AT THE CORE

Our Human Resource (HR) philosophy is inspired by our belief that People are central to our growth strategy. It is led by our Vision to be the most admired employer brand where every employee feels engaged and developed in a high-performance environment and is our best brand ambassador.

3,719

Employees

18,286

Associates (Business Partners)

4.6%

Attrition rate in executives



We have in place a robust HR framework focused on close engagement with our people across the board, at every level. The engagement is driven basis the needs of our employees, encompassing technical, functional as well as behavioral, managerial and leadership aspects, for their all-round development.

Our engagement strategy revolves around four major focus areas of Organization Design, Talent Empowerment, Digitization and Harmonious Industrial Relation.

Our strategic response to these needs is focused on the areas of:

- Hiring the best talent through scientific methodologies
- Talent retention through continuous nurturance various interventions at the right time
- Ensuring their holistic development inclusive of initiatives in Health, Safety and Well-being

Diverse Workforce for Better Performance

At Hindustan Zinc, we strongly believe that a diverse workforce is the key to high performance, and actively pursue this goal. We target gender parity with equal representation and equal opportunities for both the genders across all levels. Empowering women employees and enabling them to showcase their potential has been the cornerstone of our journey. A conscious effort has been made to improve our gender diversity percentage, which is currently at 15% and as a result India's First women Mine Managers to work in underground mines are from Hindustan Zinc.

Hindustan Zinc has always been a visionary in creating best-in-class facilities for working women which has made us resilient to face the challenges imposed in these unprecedented times of COVID-19 pandemic. We have best-in-class infrastructure like on-site medical facilities, changing rooms, rest rooms, day care centers for kids, residential colonies which enable women

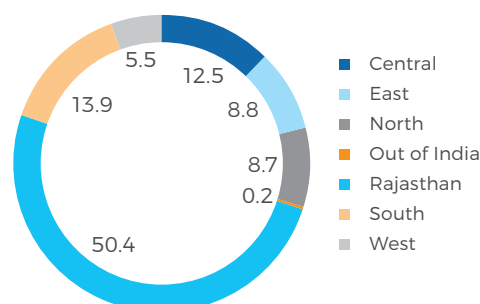
professionals to work productively and meet their basic needs of health and hygiene at workplace. In these critical times, we have ensured that the infected employees and their families are taken utmost care of. We have ensured that they do not face any challenges in terms of basic facilities while they are quarantined and have facilitated them by ensuring meals, grocery, medicines at their door steps. Regular sanitization at townships, facility of 24X7 tele-consultation with doctors and healthcare helpline, online education through own schools are some of the basics which the women professionals in middle and senior levels have to take care-of for their families which our organization has relentlessly ensured. The high Return to Work ratio of our women professionals after maternity break, resonates with one of our core values of 'Care' which is genuinely required for working women to balance between their careers and personal responsibilities.

Our bright and young Executive workforce, with an average age of 31.7 years, adds dynamism to our People Power. We also encourage regional diversity to bring in a different perspective in all Company operations and dealings with the stakeholders. The outcome of these dedicated efforts are visible in our continuously improving processes, and also in the way we conduct our business.

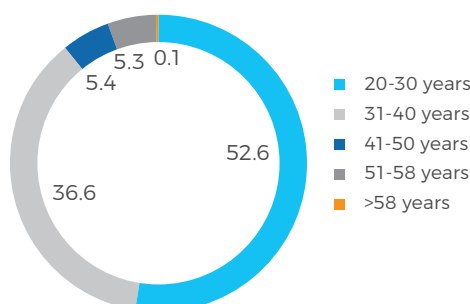
Hindustan Zinc is committed to the cause of promoting diversity and inclusion within the organization and in larger communities who we partner with. Our objective is to achieve parity across all levels starting from our Board. The Diversity & Inclusion policy helps us to define, strategize, plan and implement the essential roadmap, guidance and measurement towards bridging the gaps as we work on different facets that have a bearing on achieving diversity goals. This policy is forward-looking and sets a vision for diversity and inclusion for businesses across all levels.

Our Diversity and Inclusion initiatives focus on holistic perspectives that are aligned to our Diversity and Inclusion vision, strategy and business case. Our vision is to ultimately create an everlasting workplace culture where teams of mixed gender, ethnicity, regional affiliations, physical ability, age, color, marital status, nationality, race, religion and sexual orientation

Regional Diversity (%)



Age Diversity (%)



are representative of a variety of perspectives and experiences. We proactively reinforce a culture where everyone feels included and respected - an environment where we value differences by providing equal opportunities to one and all.

The bedrock for our approach lies in Leadership and its accountability for D&I, Infrastructure and execution principles, Internal processes and policies around recruitment, development and advancement, Policies on workplace conduct, benefits, work-life and flexibility, education and training specific to awareness on diversity and inclusion, External Partnership with the Community, government relations and social responsibility. We continuously assess and communicate both internally and externally to bridge the gaps.

Promoting Learning and Development

In an effort to consistently improve employee performance, we propagate a culture of continuous learning in the organization by providing structured learning opportunities including partnering with institutes of repute. Hindustan Zinc also extends Work Integrated Learning Programs (WILP) to its employees which are of a longer duration giving them an opportunity to enhance skills while working and become future-ready.

The Graduate Engineer Trainee Induction is another flagship program helping the new employee to shape as a professional and enable them to deliver high performance. The program follows the 70:20:10 learning principle. This one-year program is divided into 5-6 weeks classroom training on safety, behavioral, management, operation and maintenance, and the remaining period is dedicated to structured on-the-job training; action learning projects using Six Sigma framework and leadership programs. Six Sigma initiative resulted in an annual savings of ₹ 30 crore.

We have enhanced the capability of our Learning and Skill Development function by incorporating e-learning platforms, learning management system, mobility, artificial intelligence and a 24x7 learning approach.



16,613

Training man-days for Executive's skill upgradation (including WILP man-days)



6.48

Average training man-days per employee

Culture of Engagement

Hindustan Zinc firmly believes that people are its biggest assets and an engaged and productive workforce is the key to sustainable development of the organization.

It is our people who pitch in their best for the growth and development of the Company and we consider it as our cardinal allegiance to keep all our employees engaged by persistently including them in decision-making and encouraging them to share their ideas.

We believe in creating an inclusive environment for our employees and for creating the sense of belongingness, we include the families of our employees through formal and informal networks while planning engagement roadmap.

The Company focuses on ensuring that each employee through his/her lifecycle experiences these four strata strongly in their work areas to bring out the most productive output for the company. To address this, the Hindustan Zinc sustainability framework specifically focuses on these aspects so that these get woven into the organizational culture and values. We have multiple focused interventions such as LEAD, SHE Leads, Managerial Effectiveness Workshops, mentoring to develop the talent pipeline for the organization who will become the future leaders. The senior leadership undergo executive coaching, where individual coaches are assigned to each of the leaders to help and support their leadership journey. We have partnered with some of the best coaching institutes in India for the development of our senior leadership.

Well-being, both mental and physical is brought into the workforce through multiple initiatives. These practices not only reach out to the workforce but also their families to ensure sustenance beyond workplace.

Collaborating with the Best

We have launched a Work Integrated Learning Program (WILP) for our executives. An extension of reputed institute courses to organizations through collaboration, the program gives opportunity to Hindustan Zinc working professionals to learn while they work. Hindustan Zinc has partnered with premium institutes like IIM-Udaipur and BITS Pilani to offer professional degree courses, engaging 118 executives.



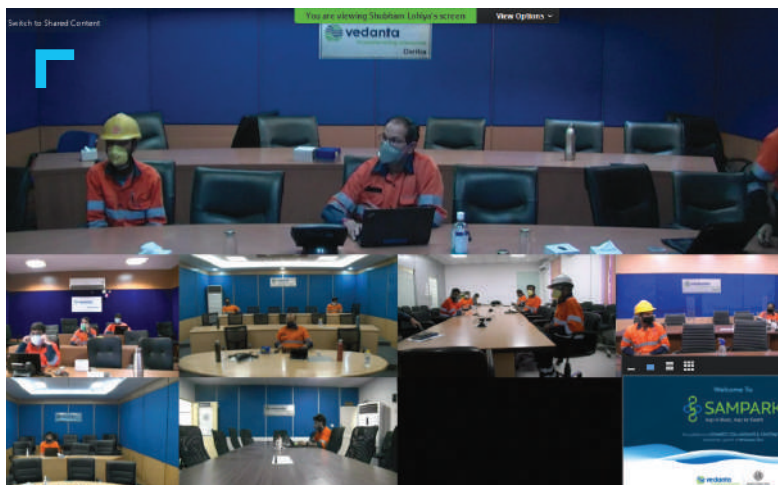
Managing Performance Mindset

Our robust performance management system is led by specific objective and goals aimed at ensuring that the Company's vision and mission are aligned with the performance of our employees. This involves inculcation of a culture of continuous evaluation, instead of one appraisal cycle, thus making the performance management system fair and transparent. With regular feedback sessions, we give the employees the opportunity for continuous improvement. The employees are also provided with ample opportunities to deliver their best, with their performance linked to rewards.

ACT-UP

Hindustan Zinc believes in nurturing its talent by identifying High Potential Individuals through various talent identification processes. To continue with our philosophy of developing and encouraging talent and to build healthy talent pool in the organization, we conducted the ACT UP 2020-21 virtually. This process has successfully identified and fast-tracked the careers of many of our current leaders, contributing to the growth of the organization and its leadership team. It is designed to comprehensively assess employees' technical and behavioral competencies through a rigorous assessment process.

Hindustan Zinc witnessed participation of 167 bright minds qualifying for one day rigorous assessment center designed to assess their technical and behavioral competencies consisting of multiple tools such as Technical interview, Multiple Choice questions, Case Study, Behavioral event interview, Psychometric test & Structured Group Discussion.



V BUILD CEO Workshop

A "theme based" workshop chaired by CEO, CHRO, CFO and respective ManCom members to identify and promote young leaders who can level up to undertake enhanced / leadership role, lead a high impact project, and develop into future-ready leaders who will unlock value for the business. In the current FY, 49 leaders have been identified as V-Build Talents. To anchor their growth journey, these talents will be mentored by Senior Leaders and will have a focused individual development plan. They will also undergo programs to enhance their leadership and change management capabilities.

Program and Its Highlights

Lead Program - Focused intervention through Development discovery Labs, Coaching sessions and Workshops to build leadership skills. 73 leaders were covered in FY2021.

Managerial Effectiveness Program - A focused 6-month intervention on enhancing the managerial skills through 3 days of workshop, group debriefing sessions including 360-degree assessments and sustainment sessions. 32 leaders were covered in FY2021.

Executive Coaching - A structured 12-month program through individual coaching sessions to improve leadership effectiveness. 28 leaders were covered in FY2021.

SHE Leads - SHE Leads is a coaching based leadership program designed for the women leaders to equip them with the requisite life skills and strategies to stay in the game and succeed. 4 women leaders were engaged in this developmental journey in FY2021.

We have initiated a structured and high impact learning intervention - Managerial Effectiveness Program, which consists of a 360-degree assessment and an individual feedback session, aiming at new managers to help them transition from an individual contributor to great managers.



Ensuring Employee Health & Well-Being

We care for our employees' and our business partners' health and well-being, and provide them with well-equipped hospitals across locations. We have some of the best medical insurance and accident coverage policies to help employees deal with medical emergencies. Periodic health check-ups and awareness sessions for all employees are conducted regularly. Not only the physical well-being, but the mental well-being of our employees is also taken care of. We conduct several programs across locations to help employees deal with stress and maintain a healthy work-life balance.

Health and Well-being of our employees and the extended families is of foremost priority. To safeguard and support them from uncertainties and during unfortunate times or distress, we have introduced **'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 of People, Planet and Prosperity to create a sustainable future as we continue to grow.

Equal Opportunity Policy

At Hindustan Zinc, we have aligned our People philosophy to the Vedanta Group policies, which recognizes the value of a diverse workforce. We are committed to providing equal opportunities in employment, and to creating an inclusive workplace and work culture in which all employees are treated with respect, care, fairness, sensitivity and dignity. Workforce diversity is a business imperative at our organization and we strive to ensure that our workforce is representative of all sections of the society. We believe that, by doing so, we would be equipped to deliver better business results.

It is our stated policy to provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, geography, ethnicity, race, religion, sex, sexual orientation. It is our endeavor to maintain a work environment that is free from any harassment, bullying, direct or indirect discrimination based on above considerations.

Awards and Recognitions

**"Significant Achievement
in HR Excellence"**
in CII - HR Excellence
Award 2020-21



"Great Managers Award"
awarded to four of our
managers Kavita Singh,
Vinod Kumar,
Rajesh Luhadia &
Sadhna Verma



**"People First HR
Excellence Award"**
Leading Practice
in Technology
Deployment in HR





SOURCING RESPONSIBLY FOR EFFICIENT OUTCOMES

Our Responsible Sourcing approach is centered on driving supply chain efficiencies to enhance our eco-system sustainability. We follow a partnership approach, driven by our Vision to create an efficient supply chain with focus on technology, innovation and collaboration. Our collaborative approach with our business partners provides us opportunities for innovation, thus influencing sustainability performance, co-operation and economic development.

Material Issues Addressed

High priority material issues



Compliance to government regulations



Ethics and integrity



Human rights



Carbon footprint reduction

Medium priority material issues

- Supply chain sustainability
- Local sourcing
- Enhanced processes towards transparency & governance for sustainable environment
- Energy saving and water saving initiatives



Our Supply Chain Management Approach is Focused on

Providing opportunities to our business partners to leverage collaboration on technology, innovation & digitalization, for long-term value creation and mutual growth.

Exchange of ideas, insights for deeper engagement, knowledge acquisition and intellectual development, focused on enabling end-to-end solutions rather than sourcing a specific supply or service.

Upskilling and empowering the business partners to share responsibility for integrating sustainability and human rights, by building their own management systems & internal controls, and also making it a part of the performance monitoring score card.

Pivoting procurement decisions on Total Cost of Ownership & Value in Use through the life cycle, supported by data & analytics.

We have identified the following strategic priorities for our business partners to achieve supply chain sustainability

Stringent selection criteria based on performance and ESG criticality assessment

Monitoring of all business partners on key performance indicators

Ensuring compliance with Hindustan Zinc's Code of Conduct for business partners, benchmarked to internationally recognized standards

Compliance to Vedanta Sustainability Framework for business partners

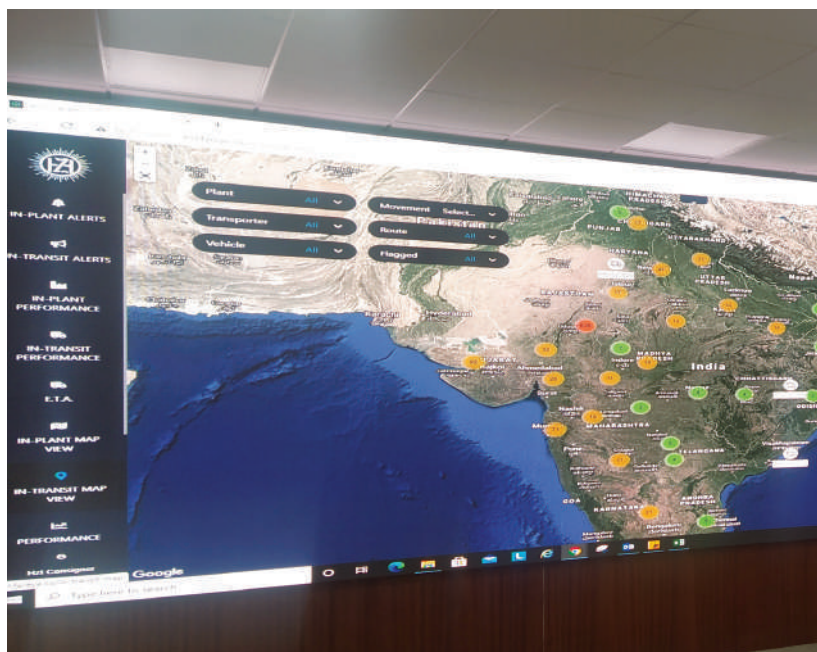
Supply chain digitization for transparency, governance, process efficiency and resource optimization

Collaboration for better sustainability integration in the supply chain

Training on human rights and labor rights

Encouraging local sourcing

Capability development of local contractual workforce of business partners at site



Our procurement practices honor and comply with our Sustainability Goals 2025, including implementation of 100% responsible sourcing in supply chain, ensuring optimal resource utilization through technology-enabled solutions. We have digitized 100% of our supply chain including Procurement-to-Payment process through SAP Ariba, Robos, Project Confluence and Sarathi.

Business Partner Identification and Onboarding

We use multiple methods for identifying and onboarding our business partners. These include Global Expression of Interest (EOI) on digital & print media, market research & project-specific consulting engagement, online searches, electronic marketplaces, direct approach to identify potential business partner, business partner data benchmarking with own group companies. Registration is done in an extremely transparent manner, through the online registration process on our SAP Ariba System. The process entails filling up of a detailed registration questionnaire form capturing key information, followed by evaluation and approval by the designated authority.

An Ariba helpdesk support team is available 24x7 for any issues while registering or using the portal. We classify business partners as Critical Tier-I and Critical Tier-II, based on assessment of supply chain risk, Hindustan Zinc's business dependency and contract spend across supply and service categories.

In addition to pre-qualification, we undertake technical and commercial evaluation of the proposal offered by our business partner before taking any procurement decision.

Business Partner Due Diligence

Monitoring and evaluation of business partners' progress in adoption of Hindustan Zinc standards is done through regular audits and reviews, as well as a score card. Desktop analysis and Site Visit reports capture the assessment, and enable allocation of a risk score for the business partner.

Contract Award to Business Partner

Contracts for supply/services are awarded to business partners through a transparent tendering process & robust techno-commercial due-diligence, using the SAP Ariba Platform.

Business Partner Feedback

Business partners are encouraged to share inputs and feedback during various stakeholder interactions within our business.



Additionally, business partner's feedback is captured through a third-party survey, with detailed questionnaire to obtain unbiased inputs on our engagement. Survey feedback is actioned with the aim to continually improve our relationship to drive long-term strategic partnerships.

Business Partner Engagement

We have in place a well-defined business partner connect program across all levels. During the year, we conducted structured engagement sessions with our CEO & ExCo Leadership Team, with the agenda to set right expectations and align the strategic priorities of the business partners with those of the organization.

Through this engagement process, we ensure that our business partners are integral part of our transformational initiatives towards EOHS, Quality, Innovation, Resource Efficiency, Operational Excellence & Compliances.

Business Partner Training

As part of our efforts to upskill our contractual workers, we include our business partners in various safety training programs such as induction safety training, on-the-job safety training, Safety Town Halls, & Field Safety Audits. We conduct regular trainings for contract workforce on SOP & Trade skills. There is endeavor to continuously upgrade the digital touchpoints for our business partners through Project RuBaRu and other initiatives.