

Sustainability Overview

Focused on Environmental, Social, Governance (ESG)



Environment 100-107



Social 108-133



Governance 134-140






**समाधान
परियोजना**
हिन्दुस्तान जिक लिमिटेड
जावर माइना, उदयपुर
राज्य
समाज कल्याण और सार्वजनिक
सर्वकारों के लिए

Committed to Sustainability for Sustained Outcomes

Sustainability, at Hindustan Zinc, is an integral part of the business and of all business decisions. The Company's leadership remains at the forefront of driving its commitment to sustainability.

At Hindustan Zinc, it is our endeavor to drive long-term business growth and value creation for our stakeholders with a firm focus on safe operations, minimal environmental impact across the lifecycle, respect for human rights and sharing the benefits with our communities. We have adopted a multi-pronged strategy benchmarked to key global parameters of ensuring sustainable development to propel stable business and economic growth. This enables us to create shared value for all stakeholders in the process..

Focused on Sustainability Goals 2025 to Map Progress on Outcomes

Driven by our Sustainability vision of **'ZERO HARM, ZERO DISCHARGE, ZERO WASTE'**, we have embarked on an ambitious Sustainability

journey, led by our Sustainability Goals 2025. We identified these Sustainability Goals as an action agenda for the realization of our overarching long-term ambition of creating positive impacts across the value chain. It is our belief that the Sustainability Goals 2025 will help us address the expectations of the entire spectrum of our stakeholders and achieve tangible outcomes. Over the course of the next five years, we are committed to working towards the fruition of these goals, and to realize our purpose of bringing positive impacts in the lives of our stakeholders.

In pursuance of our Sustainability Goals, we have put in place a well-defined and robust framework, led by our Sustainability Governance framework. The framework consists of a high-level Sustainability Committee, led by the CEO, and various Communities for the management of each specific goal. The Committee and the communities regularly map and review the progress and outcomes across each goal.



Sustainability Goals 2025

CLIMATE CHANGE

- 0.5 mn tCO₂e **GHG emission savings** in our operations from base year 2017
- › Focus on renewable energy
- › Electrification of vehicles
- › Efficiency improvements

WATER STEWARDSHIP

- Become 5x water positive company & achieve **25% reduction in freshwater**
- › Exploring alternative water sources
- › Reduction in fresh water through technological interventions
- › Rainwater harvesting

CIRCULAR ECONOMY

- 3x Increase in gainful **utilization of smelting process waste**
- › Fumer projects
- › Use of smelter waste in road construction and cement manufacturing
- › Metal recovery from residue

SOCIAL IMPACT

- **Positively impacting** 1 mn lives through social, economic and environmental initiatives

- › Strengthening the local economy
- › Promoting skilling & education in the region
- › Improving quality of life of communities around us

BIODIVERSITY CONSERVATION

- **Protect & Enhance Biodiversity** throughout the life cycle
- › Reassessment of biodiversity and development of biodiversity management plan
- › Implementation of critical/endangered species conservation plan
- › One mn plantation drive

DIVERSITY IN WORKFORCE

- Inclusive and diverse workplace with 30% diversity
- › 33% Increase in participation of diversity leaders in decision-making bodies
- › 33% increase in diversity representation across all levels
- › Review of current policies and framing of new conducive policies
- › Developing/grooming high potential diversity employees through various programs

ENSURING ZERO HARM

- **Zero Work-related fatalities** and 50% reduction in Total Recordable Injury Frequency Rate (TRIFR)
- › Safety culture transformation
- › Injury reduction plan
- › Critical risk management
- › Process safety management
- › Business partner skill enhancement
- › Visible felt leadership
- › Technology & innovation

RESPONSIBLE SOURCING

- 100% **Responsible Sourcing** in the supply chain
- › Implementation of LME Responsible Sourcing guidelines
- › Supplier sustainability assessment
- › Human rights training & awareness
- › Ensuring local procurement

Various Sub-Goals and action plans have been identified for the implementation of the planned Goals and effective monitoring of same. These action-plans have been discussed in detail in our Sustainability Review Report.



Prioritizing Circular Economy for Sustainable Outcomes

As a responsible organization, we, at Hindustan Zinc, have identified transition to circular economy as a key strategic priority to enable sustainable, long-term growth and value creation without increasing the consumption of natural resources. The focus is on building circular economy models designed to transform waste into materials of value, as an important lever of progress.

We have in place a dedicated Waste to Wealth Community, led by our top-level Sustainability Committee, to drive this transition. The Community is continually working on optimization of the use of raw materials and exploring ways to reuse/recycle the waste products created during the manufacturing process. It regularly monitors and reviews the progress on this front, and formulates relevant strategies to achieve 'Increase in 3X gainful utilization of smelting process waste' – one of the Company's Sustainability Goals 2025.

During FY2021, we took several innovative initiatives to steer the shift from the traditional manufacturing approach of 'produce-use-dispose'

to a more efficient, sustainable and environment-friendly methodology. These include:

— Commissioning of Sodium Sulphate Recovery Plant

- Commissioned a facility to produce sodium sulphate from RO reject at Dariba Smelting Complex (DSC), which will meet 50% demand of sodium sulphate via in-house production of 8,000 Mtpa.

— Use of Jarosite in Road Construction and Cement Manufacturing

- We aim to increase use of Jarosite in the cement industry progressively – from 70,000 ton/annum in FY2020 to 1,50,000 ton/annum by FY2025. During FY2021, we dispatched 89,031 tons of Jarosite to the cement industry and for road construction.

— Hydrofill and Pastefill Plant Set-up at Zawar Mines

- With the commissioning of the Hydrofill and paste fill plant at ZM, we have taken a major leap towards enhancing mining ore recovery efficiencies, with better residue management.



US Patents for 2 Sustainability Technologies

In an endorsement of its progress on its circularization goal, the Company has been granted US patents for two of its sustainability technologies, developed in-house by our R&D center - ZnTech (formerly known as Central Research and Development Laboratory).

- > US10844551B2 for manufacturing Paver Blocks from process waste
- > US10919924B2 for the method of production of Potassium Antimony Tartrate (PAT) by utilizing Antimony bearing residues

Both these technologies are aimed at creating value from waste, that can be utilized within Hindustan Zinc's operations and support local entrepreneurs and communities.

R&D and Circular Economy

Our Research & Development (R&D) capabilities are playing an important role in propelling our Circular Economy goals. Among the various investments we have initiated in this regard is the development of a Zinc-air battery. The innovation seeks to pave the way for use of renewable power, and for consistency in availability of renewable energy Zinc batteries. We have also started investing in various waste recycling projects to reduce our environmental footprint.

In addition to specific initiatives, we also continued, during the year, to drive our ongoing technological and operational initiatives towards the realization of our circular economy goals.

