

# Social Initiatives

## EMPOWERING COMMUNITIES

We, at Hindustan Zinc, have prioritised Corporate Social Responsibility (CSR) as a focal point for our inclusive growth strategy. By working to strengthen the local economy and improve the quality of life, in alignment with UN Sustainability Development Goals (SDGs), we have deepened our footprints in the areas of education, sustainable livelihoods, community asset creation, environment & safety, women empowerment, health, water & sanitation and sports & culture. Our CSR framework enables us to respond proactively, and with agility, to the urgent developmental needs of the underserved sections of society in key intervention areas. It helps us stay engaged with communities and other stakeholders across vital areas, identified jointly for their development and progress.

During FY 2021-22, our CSR programmes benefited the local communities in:

<b>184</b>	<b>34</b>
Villages in Rajasthan	Villages in Uttarakhand
<b>16</b>	<b>234</b>
Villages in Gujarat	Total villages
<b>2</b>	
Cities - Udaipur & Chittorgarh (through provision of Sewage Treatment & Water availability respectively)	

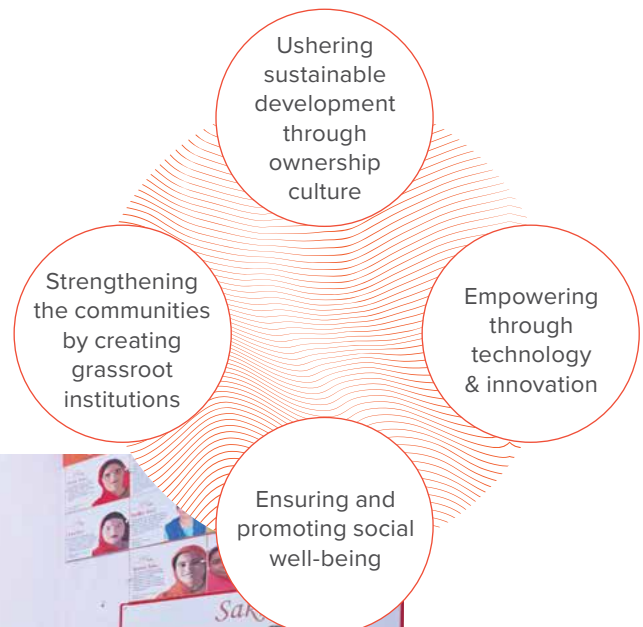
We reached out to 377 villages through COVID-19 initiatives, focussed on life, livelihood, oxygen, and treatment facilities.

Going beyond, our long-term CSR initiative – Khushi Anganwadi Nand Ghar programme is implemented across 2,328 villages beyond 234 villages.

We have benefited over 1.4 million beneficiaries through long-term CSR initiatives and through COVID-19 initiatives in FY 2021-22.

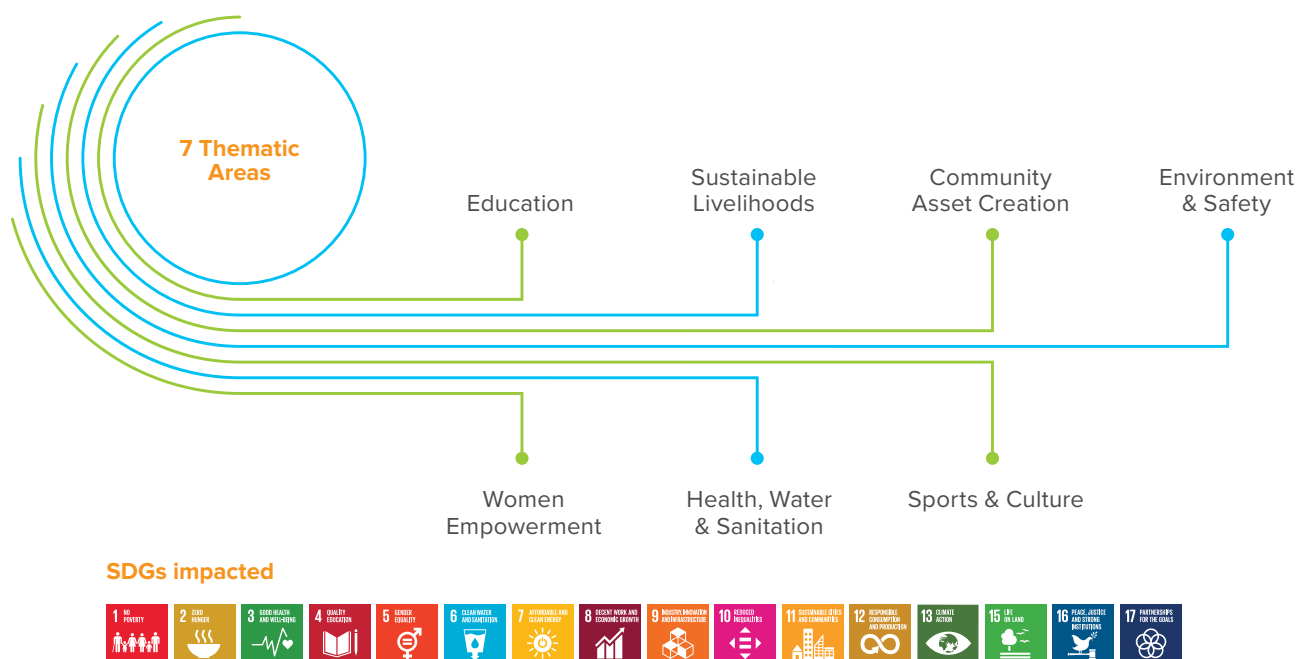
## OUR CSR PHILOSOPHY

We believe in strengthening social performance in our areas of operations with a well-rounded focus on sustainability, inclusive growth with positive impact on social life and environmental protection. We received our licence to operate not only from the government but also from communities in our project areas. We are committed to:



## OUR CSR APPROACH

We have in place a comprehensive policy for the realisation of our CSR philosophy. The policy is structured around seven thematic areas, linked with the most impactful SDGs of social empowerment.



## STRENGTHENING CSR COMPLIANCES

We have in place robust governance and compliance protocols, designed to align with the evolving CSR framework since the implementation of these initiatives. During FY 2021-22, we aligned our protocols to the latest Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 by redesigning the Company's CSR policy. Thus, we further strengthened implementation of our CSR initiatives

and support systems by ensuring that our programmes reach the last mile. We enable this through continual and rigorous efforts for ongoing sustainable development of the community, across our operational areas and beyond.

## GOING BEYOND

In terms of statutory compliance, the Company has shown high readiness for the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021 by completing Impact

Assessment of five CSR flagship programmes, incorporation of a Section 8 Company – the Vedanta Zinc Football & Sports Foundation – for implementing the Zinc Football Academy programme and mapping its programmes as Ongoing and One-time programmes.

## We have three modes for the implementation of our CSR initiatives

- Third-Party implementation through partnerships with civil society and community groups, corporations and Section 8 companies
- In-house design and delivery of projects
- Implementation with like-minded organisations

Projects are implemented in various combinations of the above-mentioned modes. The partnership approach is our preferred route for implementation, and we work closely with the government, NGOs, other corporates, and multilateral agencies, etc., to steer our CSR agenda.



## GOVERNANCE

With transparency and accountability at the core of our governance approach, we have put in place robust systems/ processes and multi-tiered reviews to ensure sustained quality and impact.

### COMPANY LEVEL

- CSR Board Subcommittee
- Executive Committee
- Implementation & Monitoring Committee

### CSR FUNCTION LEVEL

- CSR Concurrent Audits
- Project Steering Committees (PSC)
- Project Advisory Committees (PAC)

### GROUP LEVEL

- Group CSR ManCom
- Governing Documents
- Audits

## OUR CSR FRAMEWORK

We have adopted a holistic approach of social performance for strengthening the community connect, and thereby enhancing stakeholder engagement and our effective grievance redressal mechanism. Our CSR initiatives are focussed on enhancing the local economy and improving the quality of life in the community. We partner with the Government, local communities, and credible NGOs in the execution of these projects. Our CSR policies and systems are framed and implemented efficiently to ensure

seamless deployment of resources for accomplishing sustainable impact at the grassroot.

During FY 2021-22, we focussed on strengthening the community ownership by creating grassroot level institutions that are designed to be owned and led by the communities themselves, resulting in the implementation of long-term, impactful, and sustainable CSR initiatives. Our CSR drive is strategically designed to incorporate baseline and endline assessments as a critical component of the programme. Third-party needs

and impact assessment is undertaken every three years to chart the roadmap for community intervention measures in carefully implemented programmes. Regular meetings with the community and proactive engagements on different platforms also supports us in identifying the needs of the community.

As a responsible corporate, ESG is key to our business decision-making, which further gets strengthened through alignment with our CSR Framework.

## RELATIONSHIP WITH OUR COMMUNITIES

### Progress on our Goals

The Company has framed its Vision 2025, which is focussed on strengthening two crucial pillars of the community – improving the quality of life and enhancing the local economy through well-rounded base of education. We have implemented various initiatives in alignment with these objectives in FY 2021-22.

### Understanding Our Communities

Understanding the communities is a critical effort that lies at the core of our CSR activities. Before engaging with the communities, we undertake a detailed exercise of baseline, need and impact assessment in our operational areas by engaging with the social stakeholders through independent third party. The Company then ensures establishment of effective stakeholder

management systems as well as adherence to these structures. We also conduct independent third-party impact assessment of our initiatives as per the mandate and going beyond we have also conducted Perception study. Five of our CSR flagship programmes – Sakhi, Samadhan, Khushi, Shiksha Sambal and Jeevan Tarang, were reviewed to assess the impact created at the grassroots level.

### The key highlights of these impact assessments were:

**Study for Sakhi**, a women empowered programme, showed that the average saving for every self-help group (SHG) member under the Sakhi programme is more than double that of the SHG members surveyed from the control group. A higher proportion (14.5%) of project SHG members were reported to be involved in income generation activities (IGAs) as compared with members under the control SHG (5%).

**Study for Samadhan**, a sustainable livelihood programme for enhancing the income of farmers through scientific agricultural and improved livestock management, showed 22% increase in income per unit land for Samadhan farmers and improvement in milk productivity to 7-10 litres/farmer.



**Study for Khushi Anganwadi – Nand Ghar**, a programme that aims to strengthen the efficacy of the Integrated Child Development Services (ICDS) department and



enhance early childhood intervention across 3,145 Anganwadi centres in five districts of Rajasthan, has had a positive impact. The study showed that 93.9% of the Khushi Anganwadi workers acknowledge that the Khushi programme impacts children at the AWC positively, as seen in the children's improved learning outcomes – better retention rates and reading abilities. Additionally, 81.8% Khushi Anganwadi workers stated that the intervention programme had impacted the children at the AWC through improved nutrition status. About 65% of the 3,034 children identified with severe acute malnutrition (SAM) during the last two years were cured.

**Study for Shiksha Sambal**, a flagship educational initiative, showed that schools with pass percentage of 91% had increased from 24% to 43% schools during 2016-19, 74% of SS students had access to extra classes during 2020-21, as compared with only 47% in control schools.

**Study for Jeevan Tarang**, a programme that helps persons with disabilities to develop and enhance their skills, showed that 100% of the students used technologies like daisy player, screen reading software, screen magnification software and Braille translation software for cheaper and faster access to academic content. Further, 100% of the students reported positive impact on their academic performance, reduction in expenses on learning materials and increased self-confidence as a result of classes on beneficial technologies taken by our VI consultant.

**Social Value Creation by each of these projects were assessed basis which one was able to access the investment made by the organisation.**

Project	Social Return on Investment
Sakhi	1 : 5.86
Samadhan	1 : 9.22
Khushi	1 : 4.49
Shiksha Sambal	1 : 4.75
Jeevan Tarang	1 : 1.24

## KEY CSR INITIATIVES OF FY 2021-22

### EDUCATION

#### Khushi - Nand Ghars (Anganwadi programme)



##### Aim & Focus Area

- 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
- Focus is on improving health & nutrition, imparting preschool learning, and community engagement

##### FY 2021-22 Initiatives

- Undertook health assessments across ICDS centres, scanned 1.90+ lacs children to identify those severely malnourished
- To ensure continuity of Preschool Education during COVID-19 and beyond, videos with preschool education content & teaching learning materials were shared through WhatsApp. Home visits frequency was enhanced to strengthen the community connect
- Carried out dip stick assessment to study the effect of COVID-19 on Anganwadi workers and the community
- 88% of 3,145 AWCs have Sustenance Committees, with 27,510 members. 8,068 kitchen gardens have been established and ₹3.29+ crore have been leveraged from the community or Government

##### Impact / Outcome

- Reached out to 1,90,000+ children in 0-6 age group and 29,075 mothers
- Worked with identified 2,069 Severe Acute Malnutrition (SAM)/Moderate Acute Malnutrition (MAM) children to move them out of the malnourishment category, through rigorous efforts & follow-ups; 840 of them were thus moved out of the SAM/MAM category
- 450+ Positive Deviance Hearth sessions for behaviour change and rehabilitation of these children were organised with 6,500+ MAM children
- 2,500+ WhatsApp groups were created to share 660 e-learning videos selected to ensure interactive learning during the COVID period

#### Unchi Udaan Project



##### Aim & Focus Area

- Preparing young talent from Hindustan Zinc neighbourhood areas, for entry into engineering institutions including IIT and other reputed academic institutions

##### FY 2021-22 Initiatives

- 22 students of Batch 3 wrote JEE advance paper
- Four batches comprising 133 students are undergoing engineering coaching
- Rigorous academic and engineering support provided to Batch 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> & 6<sup>th</sup>

##### Impact / Outcome

- 100% students got admission in reputed engineering colleges
- Three batches passed out till FY 2021-22
- One student was selected in IIT Madras (Chemical Engineering Branch), one in NIT & 17 in other government colleges. In all, 86.36% got admission in government colleges



## EDUCATION

## Shiksha Sambal Project

## Aim &amp; Focus Area

- Aims to strengthen the conceptual knowledge amongst rural students, and thereby improve their learning levels
- Supports 64 Government Secondary & Senior Secondary schools. Also working on pilot basis on early intervention from class 6<sup>th</sup> onwards

## FY 2021-22 Initiatives

- Organised week-long winter camps, targeting Board class students of 64 government schools, providing them with study materials, desk works etc.
- Baseline & Endline tests conducted for class 9<sup>th</sup> & 10<sup>th</sup> to assess the learning level post intervention of Shiksha Sambal programme
- Open book assessment and baseline & endline assessments were undertaken to ascertain the learning levels of these students
- Strengthening vocabulary and language ability amongst rural students is the base goal and an important aspect of our work. So, 12 innovative Reading Melas were organised across schools that covered 800+ students
- Career counselling was another focus area for making students aware of the opportunities for higher education & employment. 9 counselling sessions were organised for students. These included 3 online and 6 in-person sessions. Shiksha Sambal (SS) could reach 333 senior secondary level students of 18 schools from 6 locations

- Advisory Committee Meeting, Review meetings with DEO & Principals
- An advisory committee of 6 external members was formed
- Meeting with DEOs and Principals Government agencies is very important as they being key stakeholders and regular connect with them is essential to share the programme achievements and take their inputs for further strengthening the programme

## Impact / Outcome

- 13,000 students of classes 6<sup>th</sup> to 12<sup>th</sup> availing quality education
- 107% regular classes and 91% online classes were conducted
- More than 1,700 students of Class 10<sup>th</sup> and 12<sup>th</sup> participated
- The difference between EL & BL for class 9<sup>th</sup> is 16%, 11% & 13% for SEM subjects
- For class 10<sup>th</sup>, the difference is 18%, 23% & 18% respectively for SEM subjects
- Class 10<sup>th</sup> – Increase of 18%, 24% & 19% points respectively in SEM in EL over BL in overall comparison
- Class 10<sup>th</sup> – Difference of 22%, 24% & 29% points in SEM subjects respectively, between active & non-active students
- Experts in the field of Education were engaged for taking inputs on strengthening the programme and way forward

## CASE STUDY

## Soniya Berwa – the walk that changed her life!

It was the time of COVID outbreak and the Shiksha Sambal team was in regular connect with 90% of their students either through online modes or through home visits and thus Shiksha Sambal team kept promoting education in all these 64 earmarked schools. Students were connected to the team and so was Soniya Berwa, girl studying in class 10<sup>th</sup> of Bheru Kheda school, Agucha Panchayat, Bhilwara District. But, the team observed that Soniya for some reason had got cut off with the Shiksha Sambal team and was not submitting her regular work or attending her online classes. After visiting her home the team got to know that Soniya's father had passed away and that her mother, after Soniya's father's death, was concerned about her safety

as it was a 4 kilometre walk every day for Soniya to go to her school and the economic condition of the family had also deteriorated. Hence, Soniya's mother was no more willing to let her continue her studies and she being the eldest of the siblings expected her to engage in income generating activities. The Shiksha Sambal team, however, convinced Soniya's mother of the need to educate her and persuaded other girls in the neighbourhood to accompany her to school. Regular interactions with the Shiksha Sambal team assured Soniya's mother and led to Soniya taking interest in her studies and learn from the Shiksha Sambal team. Shiksha Sambal effectively plugged the distance between school and home for the young girl.

### Jeevan Tarang Programme



#### Aim & Focus Area

- Mainstreaming and capacity building of people with disabilities
- Support by providing trainers to facilitate learning outcomes

#### FY 2021-22 Initiatives

- Technology intervention has served as a boon for persons with disability. Virtual as well as in-person sessions were undertaken by trainers of the programme for capacity building of students & teachers
- introduction to 'Environmental Studies' for hearing-impaired students in primary classes
- Self-paced learning software was introduced in teaching (computers) to ensure easy learning for visually impaired students
- Sensitisation session organised on health and socio-economic consequences of global issues; session to promote well-rounded learning on Indian sign language; good touch & bad touch; health & hygiene-related awareness; session on disaster management; life skills training and awareness about precautions against Coronavirus helped promote learning; days of Importance celebrated across Institutions

#### Impact / Outcome

- Programme for persons with disability, has impacted the lives of 600 children & 29 teachers through online classes & capacity building
- More than 100+ students were part of environmental studies
- 40 visually impaired students were benefited through introduction of Self-paced learning software
- Students were groomed on the rights and well-being of persons with disabilities in all spheres of society

### Support for Higher Education

#### Aim & Focus Area

- Promoting girls from our earmarked locations to pursue higher education

#### FY 2021-22 Initiatives

- Across operational areas of Hindustan Zinc, girls facing concerns in pursuing higher education were identified and are being provided comprehensive scholarship to further pursue their higher education at Vedanta P.G. Girls college at Sikar, Rajasthan
- Selected girls were invited, post completion of their education to contribute towards educating other students in their villages
- Periodic engagements with the parents of the selected girls across 3 years of graduation

#### Impact / Outcome

- 70 such girls were sponsored for higher studies



## SUSTAINABLE LIVELIHOOD

## Samadhan Programme



## Aim &amp; Focus Area

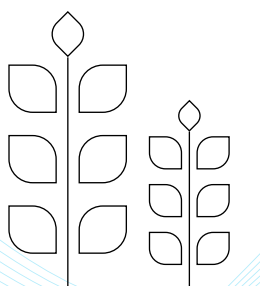
- Ensure sustainable livelihoods for earmarked families through integrated farming systems and through livestock development in 184 villages

## FY 2021-22 Initiatives

- Incorporation of 5 Farmer Producer Companies under the Companies Act 2013 to develop a business value chain, promote commodities with potential, capacity building, SME and agriculture infrastructure development
- Forged formal understanding with Maharana Pratap Agriculture University as our knowledge partners, to bring in their technical expertise
- Partnership with State Bhilwara Dairy for promoting improved cattle breeds through sorted semen insemination across 20+ additional villages in the district of Bhilwara
- 180 Animal Health Camps, 78k+ animals benefited
- For safety of stray animals, reflective bands tied across 1,000 animals as a pilot project
- Incremental innovation – Hi-tech vegetable farming, UHPD orchard, trellis farming, low-tunnel farming, sorted semen AI, goat AI
- 2 micro-enterprises – Mineral Mixture & Dairy enterprise established as livelihood enhancement opportunities for farmers linked to their FPOs
- Initiation of poultry farming
- Sorted Semen insemination propagated for both large & small ruminants
- Sustaining Wadis, promoting package of practices etc.
- Exposure visits of farmers across various successful projects and FPOs in the country
- Propagation of women FIGs

## Impact / Outcome

- 30,000 farmers in 5 districts covered
- Ensuring participation of at least 2 women farmers as Board members in each registered company
- Coverage of more than 20,000 acres of land through agricultural intervention
- Through the project, 30% increase in crop productivity has been achieved
- 32,000+ conventional AI, 6,000 sorted semen AI undertaken, 1,000+ goat AI, 7,555 female calves born with a total ₹37 crore of asset value
- 33% increase in milk production
- In addition, sold ₹26 lacs worth milk in FY 2021-22
- ₹19,000 average income increases from milk yield per farmer basis
- 22% overall increase in income per bigha for farmers
- 12 poultry farms established at Zawar cluster with 600 chicks of Kadaknath and Pratapdhan breed





## SUSTAINABLE LIVELIHOOD

### Zinc Kaushal: Skill Development

#### Aim & Focus Area

- Skills were imparted to youth on 15 trades including General Duty Assistant, Unarmed Security Guard, Micro Finance Executive, Domestic Electrician, Data Entry Operator, Retail Sales Executive, BPO etc.

#### FY 2021-22 Initiatives

- Four skilling centres continued to impart training & placements through online platforms
- Three new centers initiated (one at each location), taking the total number of Zinc Kaushal centers to 07
- The placement pool was strengthened by including some of the bigger brands for placements beyond the state. Major placement companies - Pantaloons, Airtel, Satya Microfinance Ltd, Muthoot Finance, Trends, Dominos, Lenskart, HDFC Bank, Maruti Suzuki etc.
- Leadership session including by HZL CEO Mr. Arun Misra
- Celebration of important days – World Youth Skills Day, International Youth Day and National Youth Day, World Water Day etc., for mass awareness
- 80+ exposure visits were organised for the trainees, for enhancing practical knowledge
- Initiation of SEDI Newsletter and Coffee Table book curated for strengthening the visibility of the project

- Zinc Kaushal was awarded 'Indira Mahila Shakti Protsahan Avam Samman' by Hon'ble Chief Minister, Shri Ashok Gehlot. Felicitated by Women & Child Development Department, Rajasthan Government, on International Women's Day
- Appreciation to HZ-SEDI - Agucha by Additional District Collector, Bhilwara
- Zinc Kaushal Kendra was appreciated by PRI members and government officials
- Imparted coaching for government competitive exams to rural youth at Dariba, Agucha and Chanderiya
- Project work undertaken by students such as Sensor based hand sanitisers etc., prepared by students

#### Impact / Outcome

- No. of youth trained - 1,488
- No. of youth placed or have become self-entrepreneurs - 1,117
- Female participation - 35%
- Average salary - ₹11,500 per month per student
- 300 rural youth provided coaching for government exams

#### CASE STUDY

### Pooja Regar – a story of extraordinary grit

Pooja Regar from village Dhaneriyagarh, in Rajsamand District, is today working as General Duty staff member at a hospital in Udaipur, Rajasthan. It has not been an easy journey for her who was married off in her early teens - in Class 10<sup>th</sup> - to a man who did not support her in pursuing her studies. Despite the hardships and with exemplary grit, Pooja managed to complete her schooling. The persistent abuse and mental suffering caused her eventually to leave her husband's home and return to her father's place.

Soon thereafter, she enrolled herself in BA 1<sup>st</sup> year to continue her studies. And then came the discovery that changed her life. She explored and figured "Zinc Kaushal" and got oriented on different Skilling trades and their free-of-cost training programme. She visited the centre, and got herself registered in the General Duty Assistant training batch. The path was tough as

she had no support from her husband and had to take care of her new-born child too.

Her father's support, coupled with that of her trainers and batchmates, however, gave Pooja the confidence and courage to pursue her dream. She went on to complete her OJT from GBH American Hospital Udaipur, where she was retained as a permanent staff member with a yearly package of approximately ₹1 lacs. Since then, she has received a pay hike and also handles home-care patients after duty hours, thus taking home an annual package of ₹2 lacs.

Pooja is immensely grateful to Hindustan Zinc and the Skilling team for guiding and supporting her to achieve her dream, also enabling her with the opportunity to serve the nation during the pandemic crisis.



## WOMEN EMPOWERMENT

## Sakhi

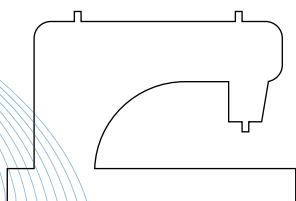


## Aim &amp; Focus Area

- Flagship project for mobilising rural women into self-help groups (SHGs) and developing capacities around leadership, skill development, savings, and entrepreneurship

## FY 2021-22 Initiatives

- Established 7 women-led Sustained Federations as legal entities
- Campaign to envision gender equality – Uthori: A solidarity movement to advocate the message of gender equality
- To achieve gender equality, training programme was organised to develop GENDER SAKHI - a cadre who are expected to create awareness among SHG members and community. The objective of this initiative was to educate women, men and youth about gender equality
- Intense training sessions on continual basis of women has ended up creating skilled task force. This has ensured their engagement in several livelihood activities and are now earning and supporting not only themselves but their families as well. Entrepreneurial training programme organised in partnership with IIM & SCIFI, Lucknow
- Awareness creation regarding Mukhyamantri Chiranjeevi Health Insurance Scheme
- Mask production through Sakhi
- Extensive COVID-related initiatives undertaken by Sakhi's across locations



## Impact / Outcome

- Total 2,248 SHGs with membership of 27,517 women from across 7 districts
- Around 107 Sakhis were trained as "GENDER SAKHI"
- In Uthori, total, 127 events were conducted with the active participation of 15,000 SAKHI women
- Training through IIM Lucknow took place every week for two days where around 96 women learnt and developed skills for becoming a successful entrepreneur
- Collective savings – ₹14.28 crore
- Credit generated – ₹53.26 crore
- Grooming 700 women leaders
- 53,000+ Agriculture & Animal Husbandry loans
- 100% awareness on Mukhyamantri Chiranjeevi Health Insurance scheme and more than 4,000 availed the benefit of the scheme
- 5,000+ Sakhi members enrolled in the scheme
- 1.3 lacs masks stitched at our production centres

## WOMEN EMPOWERMENT

### Microenterprises



#### Aim & Focus Area

- “Sakhi Utpadan Samiti” is a social enterprise under the “Sakhi” initiative, aims to empower rural women by providing them with a sustainable source of income

#### FY 2021-22 Initiatives

- 11 micro enterprises engaging 250+ women. Chittorgarh Unit for spices and textile production, Bhilwara Unit for textile and pulses production, Ajmer's Pickle Unit, Dariba's textile unit, Pavor Block & textile unit in Debari in Rajasthan and Rudrapur Textile Unit in (Uttarakhand)
- Two Sakhi Haats launched – one in Chittorgarh on Rajasthan Diwas, and the second at Udaipur Airport under the Avsar scheme
- 55 Business Sakhis
- 1,000+ non-farm ME members
- Upaya Website for e-commerce designed
- Trainings held for Business Sakhis and the Sakhis under the production centres

#### Impact / Outcome

- Business turnover of 85 lacs products sold across 355 outlets
- E-commerce footprint through Amazon platform
- Orders received from branded stores like FAB India
- The average monthly salary for these women ranges from ₹4,000 to ₹5,000. There are Sakhis, who have honed their skills to the point that they can now earn between ₹3,000 and ₹25,000 per month through working on these production centres

## COMMUNITY ASSETS CREATION

### Rural Infrastructure



#### Aim & Focus Area

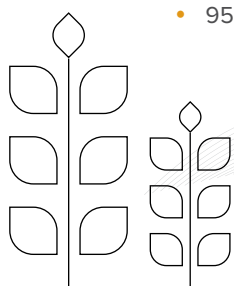
- Strengthening of rural infrastructure to provide basic facilities to communities to promote the access to improved living conditions

#### FY 2021-22 Initiatives

- Various rural, education, sanitation and water infrastructure were created or renovated

#### Impact / Outcome

- 95 villages covered, benefiting more than 1,53,000 people





## HEALTH, WATER &amp; SANITATION

## Healthcare



## Aim &amp; Focus Area

- Doorstep medical facilities through Hindustan Zinc's Mobile health unit including preventive, promotive and curative health care

## FY 2021-22 Initiatives

- Formal agreement with Rabindranath Tagore Medical College for providing telemedicine services on no-cost basis
- Telemedicine project is live at two locations - Agucha & Zawar, covering 54 villages across earmarked villages
- Onboarded 3 new Mobile Health vehicles service to ensure 1 at each of the 8 locations with 100% villages covered across all locations
- Conducted 2,621 OPDs, 9 mega health camps, 277 awareness camps, with 17,000+ beneficiaries
- 151 IEC sessions and 30 special events held to sensitise and create awareness
- Important events like World Hypertension Day, World Health Day, World Environment Day and International Yoga Day celebrated at all locations. Created awareness about COVID vaccination
- 1 Rural health post benefited more than 18,000 patients
- Support to RNT Heart hospital by extending services for Cathlab
- 6 Company-run hospitals, with 1,00,000+ treatments undertaken

## Impact / Outcome

- 1,00,000+ footfalls at the OPDs
- 196 villages in 8 locations across Rajasthan, Uttarakhand, and Gujarat

## Water



## Aim &amp; Focus Area

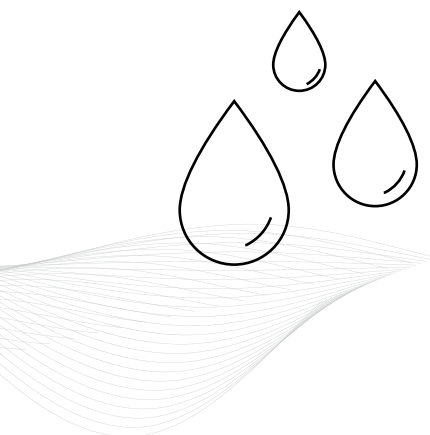
- Undertook focussed water initiative to make the earmarked villages water sufficient

## FY 2021-22 Initiatives

- Assessment on "rainwater harvesting and water resource development" was undertaken across 57 operational villages of Hindustan Zinc of which initially **3 villages of Dariba, Rajsamand** district were identified for pilot intervention, wherein more than **72,000 CuM** water storage capacity was increased in Sindesar Khurd, Makhanpuriya & Anjana villages
- 200 bighas land converted into multicrop irrigated agricultural land through community Lift Irrigation, of which 50 bigha barren land converted to agricultural land in Anwalheda village
- **28** water infrastructure strengthening projects were executed in **20 villages** through construction of overhead tank, open well, canal & *Panghat* work
- Potable water supply through RO/ATM continued through 13 RO & 39 ATMs, **covering 52 villages**, benefiting 30,000+ villagers
- Water supplied in **39 villages**, yearly 2 lacs+ KL water supplied

## Impact / Outcome

- Outreach across 75 hamlets and villages covering 2,00,000+ villagers





## SPORTS

### Zinc Football Academy

#### Aim & Focus Area

- To groom and promote football players from the grassroots

#### FY 2021-22 Initiatives

- Former Indian Football Team captains Mr. Renedy Singh and Ms. Oinam Bembem Devi, along with President of Football Delhi and Ex-South Central Asia Development Officer for FIFA, Mr. Shaji Prabhakaran, joined Zinc Football as Advisory Board members for the programme. The Advisory Board is co-chaired by Mr. Arun Misra, CEO, Hindustan Zinc Limited, and Mr. Annanya Agarwal, President, Vedanta Football
- Section 8 entity - Vedanta Zinc Football & Sports Foundation incorporated for implementation of Zinc Football Academy programme
- Interaction with former Liverpool coach Gerard Nus. He has also worked in the Indian Super League

- Residential Academy clearly invested in grooming the boys through the year
- Education support to all the student athletes and grooming of the boys for all-round development
- Exposure matches for the players

#### Impact / Outcome

- Our young footballers and coaches in Zawar were guided by experts
- Roadmap planned for Academy's future by HZL CEO & the Advisory Board in consultation with others
- ZF players represented Udaipur in District School Games, won in both U17 and U19 categories now earn between ₹3,000 and ₹25,000 per month through working on these production centres
- Won the Rajasthan State Men's Football League Championship 2021 & Elite Youth Cup Champions

### CASE STUDY

#### Karan Beniwal – the player who never says die

Karan Beniwal, plays as a mid-fielder. He has represented the Zawar football team in friendly tournaments in Goa, and played a pivotal role in Zinc Football Academy, even contributing in winning the Rajasthan State League in 2021.

Karan's journey as a midfielder started in early 2020, when he was awarded a scholarship by the Zinc Football Scouts. His tryst with the game, however, began much earlier. As a child, Karan would accompany his uncle to the football pitch, where he watched the elders from his Suli Khera village playing. The fact that this farmer's son used to play fearlessly with players older than him resulted in the development of his overall gameplay. It also helped nurture his never-say-die spirit.

One of Karan's favourite childhood memories is of accompanying his uncle to nearby villages and cities to play tournaments. Seeing his immense potential, Karan's uncle recommended to his father that he should be properly trained in an academy. Karan then left his village to study in a school in Ganganagar, where football was a driving force. He became a member of the school team, representing the district and state in various national tournaments.

Karan was selected in 2018 in the U-13 team of Indian Super League Club, Delhi Dynamos, where he trained for eight months before having to exit the club due to the financial constraints of living in a city like Delhi. However, he continued to work hard on his game with the support of his uncle and went on to get the coveted scholarship that would change the course of his life. 16-year-old Karan is a huge admirer of Phil Foden, Manchester City midfielder player from England, and much inspired by him.



## VOLUNTEERING

## Employee Engagement in CSR



## Aim &amp; Focus Area

- Engaged over 600 employees in various skill-based employee engagement activities, such as 'Science-o-Mania' under Project Shiksha Sambal, with the aim of promoting 'learning by doing'. Employees, their families and external volunteers were onboarded for developing the project

## FY 2021-22 Initiatives

- The unique initiative provided a platform to engage and undertake innovative projects with students of Class 12<sup>th</sup> on practical scientific models based on concepts from their syllabus
- Designing teaching and learning materials for Anganwadi children
- Sessions on menstrual hygiene
- 44 external volunteers during Winter Camp in Shiksha Sambal Programme

## Impact / Outcome

- 18 engineers and other employees from Hindustan Zinc joined hands with 76 science students of class 12<sup>th</sup> of 5 Shiksha Sambal Govt schools
- 12 innovative models prepared based on Solar, Smart Village, Vertical farming etc.

## Winter Camps



## Aim &amp; Focus Area

- To provide dedicated support to Board class students for examinations

## FY 2021-22 Initiatives

- Focussed intervention approach adopted

## Impact / Outcome

- 44 volunteers onboarded from various universities

## Other Initiatives

## FY 2021-22 Initiatives

- Engagement with Anganwadi kids through self-made teaching materials, Kisan Mela, floor painting at Anganwadi, self-defence trainings

## Impact / Outcome

- 118 events organised, both virtually and in-person, for employee connect

## COVID RESPONSE & INTERVENTION

Hindustan Zinc undertook several concerted initiatives during the year to support communities in the battle against COVID-19, and to make them self-sustaining and self-reliant.

### IMMEDIATE SUPPORT

- Established 350-bedded COVID-19 hospital by transforming DAV school and built 100-bedded makeshift hospital at Dariba Rajsamand
- Set up 4 PSA Oxygen plants at Government Hospitals – one each at Amethi and Varanasi and two in Bhilwara
- Provided 570 oxygen concentrators to Rajasthan State. Also, 13,861 oxygen cylinders were supplied to the District Administration and 239.34 MT liquid oxygen to MB hospital
- Set up Bottling Plant at Dariba, Rajsamand
- Solidification of health institutions by providing ventilators, RTPCR machines, COVID ambulances, PPE kits, medical kits, vaccine vehicles, etc. COVID-19 kits given to frontline health workers
- Support to community by providing dry ration kits, sanitisers and conducting COVID-awareness sessions
- Support for animal welfare during the pandemic

### PROGRAMME STRATEGY

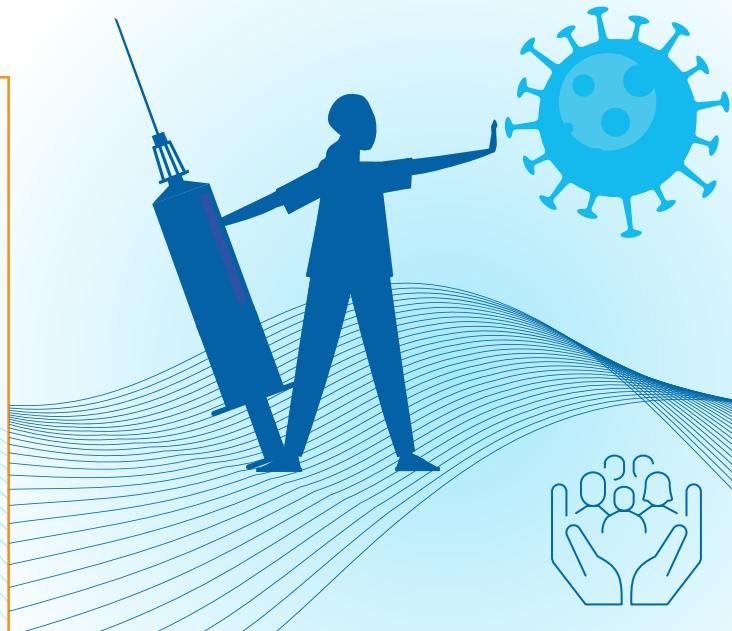
- Carried out assessment through Khushi programme to study the impact of the pandemic on Anganwadi Workers and the community. More than 24,500 beneficiaries were surveyed from across 2,909 AWCs, which showed that 93% of Anganwadi beneficiaries affected by COVID-19 had recovered

### AWARENESS & EDUCATION

- CSR initiatives focussed on promoting COVID-appropriate behaviour. These included collaborating with Azim Premji Foundation through 'Chetna Rath' initiative and creating COVID-19 awareness through wall paintings under Sakhi initiative covering 129 villages across 4 locations
- Online platforms were leveraged for imparting education to the students of Shiksha Sambal project. More than 10,000 online classes and 30,000 home visits by professional teachers were undertaken and this also aided in staying in constant connect with the parent. Focussed interventions ensured not only improved learning outcomes for young minds as well relieving them of their anxieties through strengthening of the entire learning eco-system. Softer elements of COVID behaviour were also looked at
- Skill Development as one of the most important initiatives for making the rural youth employable, took COVID-19 outbreak as an exposure for the Security Guard trainees deployed on COVID-19 and REET duty as part of OJT
- Hindustan Zinc Limited extended doorstep medical facilities through its Mobile Health unit by providing preventive, promotive and curative health care services, sessions of awareness on COVID for vaccination were undertaken across 112 villages. Strengthened 11 government health institutions such as District Hospitals, PHCs & CHCs through COVID interventions
- During COVID times, we reached 377 villages benefiting 4 lacs+ population through COVID initiatives – RTPCR machine provided at Chittorgarh District, 2,000 COVID & Medical Kit and other medical equipment provided such as oxymeter, nebulizer, etc. 1,99,000 Cloth masks distributed, 3,000+ Dry Ration packets provided, Mass sanitisation drive, 500 litres of Sanitiser distributed and support for converting argon gas tank into oxygen tank

## Building a 'Suraksha Kavaj'

During the continuing pandemic crisis, we undertook various focussed initiatives for communities close to our operations. We regularly provided them support in the form of sanitisation drives, PPE kits and vaccination awareness drives. Our focus was on collaborating with them to create and implement aggressive plans and actions to beat the COVID-19 outbreak in the rural areas by creating a 'Suraksha Kavaj'. On-ground COVID-19 Committees were created to jointly work on various fronts, including promoting awareness on vaccinations, providing COVID-19 safety kits to frontline health workers, and strengthening of existing health set-ups in villages etc. Efforts were made to implement a holistic approach for Life and Livelihood.



## AWARDS AND ACCOLADES

In recognition of the various impactful initiatives undertaken at the grassroot level during the year, Hindustan Zinc won a total of eight awards for its CSR activities. These included:



### BRICS SOLUTION FOR SDGs AWARDS 2021

Level: International-I

Awarded By: BRICS Business Council and FICCI

Category: Zero Hunger



### THE CSR JOURNAL EXCELLENCE AWARDS 2021

Level: National-N

Awarded By: The CSR Journal

Category: Women & Child Welfare, Sports



### 19TH FICCI CSR AWARDS - APPRECIATION PLAQUE



Level: National-N

Awarded By: FICCI CSR Awards

Category: Food Security and Agriculture



### LEADERS FOR SOCIAL CHANGE AWARD



Level: National-I

Awarded By: Socio Story Foundation

Category: Women Empowerment



## Strategic Outlook

Going forward, we have envisaged our CSR Vision for 2025, articulated to meet our goals of improving the quality of life and the economic well-being of the community. We are focussed on the overall development of the community as well as villages through the Model Village approach. We are dedicated to building grassroots institutions, initiated and led by the community through strong community ownership focus. We have worked hard to also strengthen our social performance, thereby ensuring the social licence to operate and sustain our stronghold in the community and creating an economy which not only brings in development at the village level but contributes to the larger nation building and our vision of Atmanirbhar Bharat.





Hindustan Zinc has always believed in walking the talk with respect to its corporate governance principles. As a socially responsible corporate, it remains committed to boosting the local economy and uplifting the lives in the earmarked communities around its operations. Our focus is on creating self-sustaining on-ground community institutions and promoting ownership within the communities. Our thrust areas encompass targeted interventions in healthcare, nutrition, education, water sufficiency, livelihoods, skills etc., through innovation and introduction of technology. While being all-encompassing, our programmes are designed, in particular, to support rural women. In FY 2021-22, 0.2 million of the 1.4 million lives we touched were women. We aim to further scale up our efforts to nurture rural women as entrepreneurs or agriculturists to empower them to contribute better to the local economy and the development of our targeted villages.

**Anupam Nidhi**  
Head - CSR

# Celebrating our People

We strongly believe that our People are our most valuable asset and it is our continuous endeavour to focus on the development of our internal talent pool and attract the best talent available by providing the right opportunities. Guided by our vision of being the most admired employer, we have strived to engage our employees and provide them with the right tools and resources to continually improve and upskill themselves to holistically develop as evolved professionals.

The same is also in line with our group ESG journey that stands on the three core pillars of Transforming the Workplace, Transforming Communities and Transforming the Planet. All our organisational policies and practices are aligned to deliver on these core values.

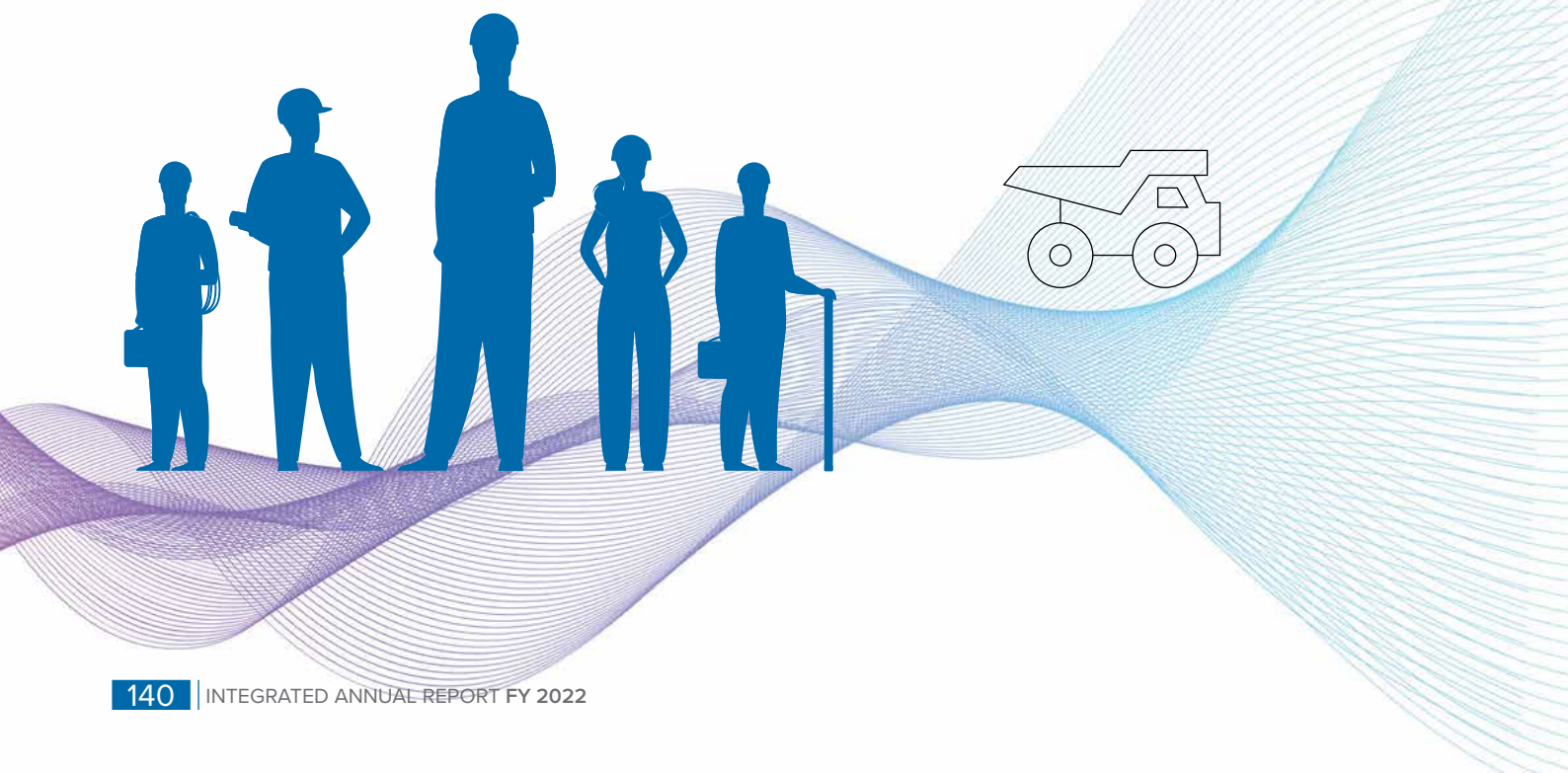
Transforming the Workplace is driven by the principles of promoting diversity, inclusion, and gender parity to unleash the organisation's full potential.

Moreover, we have also adopted an integrated approach when it comes to Human Resources (HR) at Hindustan Zinc and these are closely interlinked with our Sustainability Goals 2025. To ensure the holistic development of our employees, we have developed a mutually inclusive relationship with them to ensure their progress, while effectively propelling our sustainability journey.

Hindustan Zinc has always been a frontrunner in promoting gender, geographical, cultural, and racial diversity. In this journey of promoting gender parity and developing an inclusive culture, we have set a target for ourselves to achieve and maintain 30% diversity among all Executive and Management Committees and ensure that equal opportunities are provided to all without any bias.

This gives us many reasons to celebrate our progress on our strategic priorities and targets.

**Our HR Vision is to Develop our PEOPLE, PARTNERSHIPS, and to build a FUTURE-READY organisation.**



At Hindustan Zinc, our organisational values are the guiding principles that provide a purpose and direction to each decision. Our values of Integrity, Respect, Entrepreneurship, Care, Innovation, Trust, and Excellence lie at the foundation of our sustainable business.



### Trust

We actively foster a culture of mutual trust in interactions with our stakeholders and encourage an open dialogue which ensures mutual respect.



### Innovation

We embrace a conducive environment for encouraging innovation that leads to a zero harm environment and exemplifies optimal utilisation of natural resources, improved efficiencies and recoveries of by-products.



### Integrity

We place utmost importance in engaging ethically and transparently with all our stakeholders, taking accountability of our actions to maintain the highest standards of professionalism and complying with international policies and procedures.



### Respect

We lay consistent emphasis on Human Rights, respect the principle of free, prior, informed consent, while our engagements with stakeholders give local communities the opportunity to voice their opinions and concerns.



### Care

As we continue to grow, we are committed to the triple bottom line of People, Planet and Prosperity to create a sustainable future in a zero harm environment for our communities.



### Excellence

Our people are our most important assets. We actively encourage their development and support them in pursuing their goals.



### Entrepreneurship

Our primary focus is to deliver value of the highest standard to our stakeholders. We are constantly motivated on improving our costs and production quality in each of our businesses through a culture of best practice benchmarking.



## BUSINESS STRATEGY | CEO RULEBOOK

Our Group's DNA, philosophy, and ways of working have been precipitated in the CEO Rulebook which provides the guiding light for how we work and deliver.

Our people philosophy revolves around the guidelines from the CEO Rulebook. Business units are directly accountable to lead workforce planning, hiring, retention and reward programmes. The HR team reviews the strategic workforce plan and is responsible for making corrections as necessary, to allow for any deviations.

## OUR HR STRATEGY

Our Human Resource strategy over the years has evolved from fulfilling a support function to becoming a strategic partner in our business. This has catalysed a transformation in our HR strategy, which is now aligned with the organisational strategy.

- Formulated on the basis of recognising business requirements and goals for the foreseeable future, and analysing changing workforce trends
- Structured to create a future-ready organisation with a multi-generational workforce and employee-centric policies
- Led by our HR vision, which, coupled with the organisational strategy, paves the way for the meaningful utilisation of our talent pool (executives, non-executives, business partners), our most significant resource

### Our HR Policies

- Equal Opportunity Policy
- Diversity & Inclusion Policy
- Whistle Blower Policy
- Employee Award & Reward Scheme
- Productivity Tools Policy
- Prevention of Sexual Harassment

## PILLARS OF OUR HR STRATEGY



These three pillars are interdependent, inextricably linked, and aligned with each other in our HR strategy.

# 3,500

Total headcount in FY 2021-22  
(2,487 Executives, 1,013 Non-Executives)

# 412

Attrition  
(11.8% of total headcount)



Great Place to Work  
trust score increased to **78% from 74%**

## OUR HR STRATEGIC FRAMEWORK

Developing our people and our partnerships build a future-ready organisation

### PEOPLE PERFORMANCE PROCESSES

Right Management in Place	Strengthening Talent Pipeline	Digital and Automation Maturity	Aligned Practices to Drive Productivity
<ul style="list-style-type: none"> <li>• HZL Executive Committee</li> <li>• Independent Business Units</li> <li>• Business Partners</li> <li>• Cross Functional Training</li> <li>• Job Rotations</li> </ul>	<ul style="list-style-type: none"> <li>• Attraction and Acquisition</li> <li>• Promoting Young Talent</li> <li>• Capability Building</li> <li>• Driving Diversity</li> <li>• Performance Management</li> <li>• Internal Job Postings</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing Productivity, Engagement and Teamwork through Digitisation</li> <li>• Virtual Reality Based Simulator Training</li> </ul>	<ul style="list-style-type: none"> <li>• Seamless Operation through Integrated Approach</li> <li>• Skill Development</li> <li>• Open dialogue which ensures mutual respect</li> </ul>
			
Organisation Design	Talent Management	Digitisation and Automation	Industrial Relations

Hindustan Zinc Vision: To be the largest Zinc and Lead producers globally

Vedanta Vision, Values and Pillars

## OUR KEY PERFORMANCE INDICATORS

**19,414**

Total Business Associates

**52%**

Indigenous Employee Percentage

**15**

Differently Aabled (on-roll Employees)

**15.7%**

% of Women in the Executive Workforce

**99**

No. of Six Sigma Projects Initiated in FY 2021-22

**1,12,947 Learning Hours**

(14,118 Man-days)

Training Man-days

**5.68**

Average Training Man-days per Executive Employee

**<30 years: 48%,  
30-50 years: 46%,  
>50 years: 6%**

Age Diversity

**11.8%**

Attrition Rate

**50%**

Senior Management / Board Diversity

**53%\***

Engineers

**2%\***

CA

**5%\***

MBA or equivalent

\*% of the executive workforce as on March 31, 2022

## OUR PEOPLE PERFORMANCE

In an eventful year that tested our perseverance, resilience, and strength, we, at Hindustan Zinc, successfully navigated the various challenges of the rapidly spreading Omicron variant supported by the sheer grit and determination of our people. Despite the numerous odds facing the organisation, our teams rose to the occasion to steer the organisation to the next level, enabling us to achieve the highest-ever milestones in various aspects.

Our focussed approach in implementing the best people practices across the organisation propelled the Company's performance excellence and growth journey through the year. During FY 2021-22, we did exceptionally well in HR and payroll processes as a function and received A-Rating for the second consecutive time – a first in the Group. We also topped the HR scorecard with a score of 77%, which is the highest ever for any Group company. These successes help us to stay motivated and march ahead with confidence towards excellence.

## ELEMENTS OF OUR HR STRATEGY



### Organisation Design

Ensuring Right Management in Place



### Digitisation

Optimising employee productivity, engagement and teamwork through digitisation and automation



### Industrial Relations

Ensuring seamless operation through an integrated approach



### Talent Empowerment

Strengthening Talent Pipeline by:

- Acquisition of Competent Talent
- Promoting Young Talent
- Capability Building
- Driving Diversity and Inclusion



## APPLICATION OF OUR HR STRATEGY

Through focussed interventions in tandem with our HR strategy, we, at Hindustan Zinc:

- Determine the most effective ways to attract, motivate, develop, and retain new and existing talent across the organisation
- Define a set of key people initiatives that enable the organisation to achieve its strategic goals and targets focussed on enhancing safety, innovation, productivity, and cost-effectiveness
- Develop guidelines and procedures for governance, compliance, and risk mitigation

## ATTRACTING & NURTURING TALENT

In FY 2021-22,

1. 358 talents were identified through the year under various talent recognition and development initiatives (V-Reach – 127, Business ACT UP – 10, Technical ACT UP – 20, V-Build – 29, V Aspire – 3, V Reach Tech – 63, Functional ACT UP – 106)
2. 724 Employees benefited under various talent development initiatives (Executive Coaching – 8, Lead Programme – 53, DC MEP – 40, Mentoring – 304, V Lead – 10, IDP – 309)
  - **Diversity Mentoring:** To enable women leaders (168) to transition to the next level in their career
  - **Young Talent Mentoring:** To groom young leaders (89) in the experience band of 1-5 years

## ENABLING LEARNING AND DEVELOPMENT

With a focus on enhancing their learning and development, executives are enrolled through the HZL Work Integrated Learning Platform. Our initiatives during FY 2021-22 covered:

- Post Graduate Diploma in Business Administration from IIM Udaipur: Batch yet to start
- Enrolled 33 employees for an MBA in Business Analytics from BITS Pilani

A glance at some of our training programmes and the number of employees who benefited:

- Theory of Constraint: 210
- Six Sigma Projects: 83 GETs covered in training and 99 projects identified
- Total Quality Management: 69
- HZL Mining Mate Training Competency enhancement: 117
- Contract Management from IIM Udaipur: 28
- Motivational talk, 'Ek Udaan Aur Bharo', by one of the eminent speakers: 1,200+

## Building Capacities

During the year, we conducted 'Ankuran', an industrial relations workshop with leaders of Hindustan Zinc Worker's Federation and HR Heads across Hindustan Zinc. This is a proactive step to build harmonious industrial relations for the organisation.

Another programme 'Kshamta' was undertaken to ensure that our team is adept, aligned and imbued with the necessary skills to operate in the prevailing external environment. The 2-day workshop, organised with our HR business partners (HRBPs) across locations, was crafted to make employees agile and flexible to adopt new technologies and concepts.

## CASE STUDY

## Challenging the Status Quo PROMOTING GENDER DIVERSITY

As an integrated player with strong focus on holistic value delivery across our stakeholder fabric, we face many challenges with respect to stereotypes of gender, age, regional ethnicity, education etc. These challenges lead to low employee engagement, impacting manpower productivity, leading to lack of organic growth within the organisation, unconscious bias in managers, lower representation of women across levels particularly in leadership roles, and lack of basic facilities for women especially in mining operations.

Acknowledging the need for gender diversity, from the Board level to the mines, we decided to raise the diversity bar through a cohesive project. The project was initiated by creating our vision, strategy, roadmap and implementation plan through brainstorming and ideation with the leadership team. It was focussed on Diversity & Inclusion as a business imperative for the organisation, with the ownership starting from the leadership team and cascading down to the shopfloor.

### The Inclusion Project

- The organisation focussed on workforce composition as the first step. The 'Inclusion' lens included gender, regional, educational, physical ability, age, ethnicity, and communities
- A roadmap was developed, and the Company's Equal Employment Opportunity Policy and the Diversity Policy were declared

- The Company revamped the recruitment strategy, anchored the gender diversity, focussed on age diversity, ensured educational heterogeneity, encouraged regional and cultural diversity, focussed on diversity among business partners and inclusion of expats in the workforce, besides involvement of social communities in this drive
- To ensure the safety of women, including those in the night shift, a structured and proactive approach was adopted, with the Company first taking consent from the statutory authority for operating night shift for women employees. We then included access control and a dedicated transportation facility for women. We provided training on the Prevention of Sexual Harassment (PoSH) policy to employees, business partners and general workforce, in addition to gender sensitisation norms. Women were provided self-defence training and safety kits in addition to a SOS App and further steps to aid the process. The night shifts have been successfully initiated at Dariba and Chanderiya smelters

### The benefits:

- Multi-fold message disseminated, both internally and externally
- Endorsing Hindustan Zinc's commitment towards being a progressive, safe, and inclusive organisation, where women are challenging the status quo and employees are fostering inclusiveness

## CASE STUDY

## Transforming the Workplace COMMITTED TO PEOPLE CARE

The ESG journey at Hindustan Zinc signifies our commitment towards adopting best practices and policies for the greater good of the planet. As we embark on the next steps, '**Transforming the Workplace**' is one of the key pillars of this framework, which focusses on promoting diversity and inclusion alongside integrity, respect, entrepreneurship, care, innovation, trust, and excellence.

- By leveraging our core value 'Care', we have focussed on the holistic well-being of our employees, families, and extended families of business partners
- We have launched the Employee Well-being and Assistance Programme, aimed to improve productivity through stress management
- Programme focusses on year-round engagement with employees, with thrust on building resilience and mindfulness as strategies for stress management
- It includes round-the-year programmes and app-based stress management learning opportunities to engage multi-generational workforces
- The services include 24x7 psychological counselling for employees and their dependents, which are completely confidential

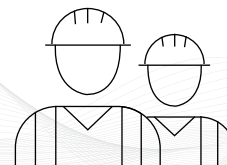
## STAYING CONNECTED WITH OUR PEOPLE

We are cognisant of the importance of bonding with our people to progress on our collective journey to realise the organisation's vision. Our employee engagement strategy is specifically designed to connect with our people by proactively reaching out to them and taking cognisance of their needs.

Hindustan Zinc has partnered with the Great Place To Work Institute to understand the engagement requirements of employees across various levels, functions, and verticals. This enables us to capture feedback from employees on our existing engagement platforms and accordingly revamp and rework our employee engagement methodologies continually.

## OUR EMPLOYEE ENGAGEMENT METHODOLOGY

It is founded on:



Holistic approach to engagement and quality of life



5 dimensions of Engagement/Work Culture – Credibility, Respect, Fairness, Care and Camaraderie, with platforms created to foster the same



8 dimensions of well-being – emotional, physical, occupational, social, spiritual, intellectual, environmental, financial



### CASE STUDY

## Providing Equal Employment Opportunities BUILDING AN LGBTQ+ INCLUSIVE APPROACH

Recognising the value of a diverse workforce, we, at Hindustan Zinc, have committed ourselves to providing equal employment opportunities. We are focussed on creating an inclusive workplace and work culture, in which all employees are treated with respect, care, fairness, sensitivity, and dignity. We believe that workforce diversity is a business imperative and strive to ensure that our workforce represents all sections of society. This open mindset, we believe, will help us deliver better business results. We have hence committed ourselves to providing equal employment opportunities, without any discrimination based on sexual orientation and gender identity.

While it is our endeavour to be inclusive of the LGBTQ+ people, we feel it is essential that non-discrimination and anti-harassment policies in the workplace must additionally include gender-neutral language specifically in addressing sexual orientation and gender identity or expression.

### To this end, we have:

- Formulated a well-articulated D&I and LGBTQ Policy
- Partnered with 'The Humsafar Trust', which is a pioneer organisation in India dedicated towards counselling, advocacy, and provision of health care to LGBTQ communities
- Initiated an awareness and sensitisation drive for all employees across Hindustan Zinc during FY 2021-22
- Trained more than 100 managers through virtual sessions as part of the sensitisation drive for the HR team and HZL EXCO leadership team. Trainings included awareness on differences between gender and sex, gender identity, the usage of right pronouns, rights, and reformation of laws for LGBTQ employees
- Planned physical training sessions, going forward

## OUR EMPLOYEE ENGAGEMENT PLATFORMS

Based on our employee engagement approach and methodology, we have launched various platforms and initiatives to stay connected with our people.



### SAMPARK

CEO Virtual Townhall  
(Reward & Recognition:  
HZL Star Award to  
the employees –  
244, Operators from  
Business Partners – 99)



### V Excel

Caters to performance  
and developmental needs  
of our new joiners across  
4 pillars [Leadership  
Shadowing, Anchorship for  
Development, Goal Setting  
& Performance Delivery,  
Dipstick Feedback & Action]  
– Coverage : 150 GETs, 36  
MTs, 9 VLDPs & 12 OTs



### Workstream Approach

Adopted by HZL HR, along  
with creation of workstream  
for each vertical, in a  
concerted drive towards  
Excellence in HR. We have  
11 workstreams which are  
working with SMART KPIs  
and deployment of best-in-  
class people practices



### Project 'Setu

Launched to reboot the  
organisational structure and  
align it with our business  
strategy, enabling the  
organisation to unlock  
efficiency and accelerate  
growth. This critical project,  
driven by HR in tandem with  
business leadership, aims at  
design principles with 'Right  
person in Right job' concept

## Caring during COVID-19

### MEGA VACCINATION DRIVE

A COVID-19 mega vaccination campaign was initiated across locations for all on-roll employees, their families and business partners/contract workforce and their families, as part of our guiding principles of care and commitment to guarantee the health and holistic well-being of our people.

### CARE FOR COMMUNITIES

We extended help to local panchayats and local health administrations by disinfecting villages, spraying, and fumigating with sodium hypochlorite solution, in 149 villages, and providing medical gear like masks, sanitisers and personal protective equipment.

### BREATH OF LIFE

In the fight against COVID-19, we undertook the following measures:

- Imparted and delivered 500 oxygen concentrators to hospitals in Rajasthan state to address the scarcity of oxygen
- Dedicated the entire supply of oxygen from our plant in Dariba (Rajsamand) to Rajasthan Government and local authorities
- Set up an oxygen bottling plant in a record time of 5 days, and supplied over 13,000 cylinders of medical oxygen

- Dedicated 5 mobile health vans and 1 fully insulated vaccine van, to distribute 500 COVID kits and 47,200 masks

### GROUP CORONA KAVACH POLICY (insurance policy)

We introduced an insurance policy for our contract workforce across our locations in Rajasthan and Uttarakhand, covering more than 25,800 contractual employees.

### FIELD HOSPITAL

We have set up a state-of-the-art 100-bed field hospital in Dariba that includes 80 normal beds and 20 ICU beds, with 24x7 oxygen aid for COVID patients.

### DIDYOUKNOW SERIES

We launched a series of knowledge-sharing on a weekly basis on how to boost human immunity against COVID.

### COVID YODHA

Through this, we share inspirational stories of our employees and Zinc Parivaar who have won the battle against COVID-19.

## PROGRESS ON OUR STRATEGIC PRIORITIES & SUSTAINABILITY GOALS

The progress on HR strategic priorities is on-track. The ESG projects taken up under the sustainability framework are as follows:

**30%**

Gender Diversity

**10%**

Diversity Beyond Gender

**Human Rights Assessment**

### PROGRESS IN FY 2021-22

**27.4%**

Women as percentage of Hires

**~7%↑**

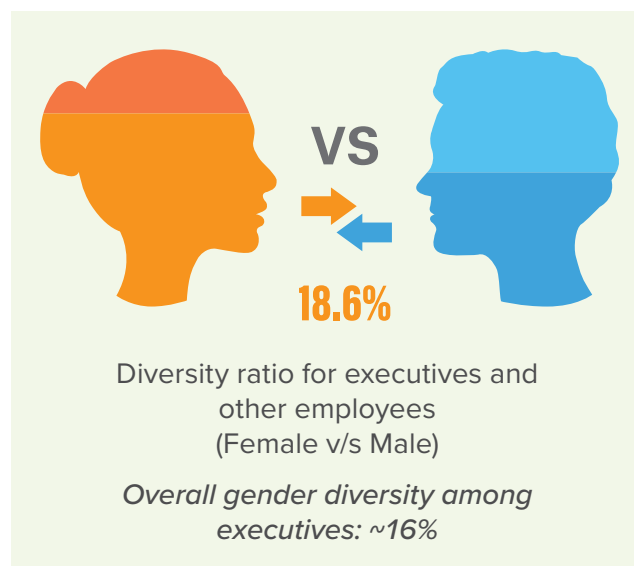
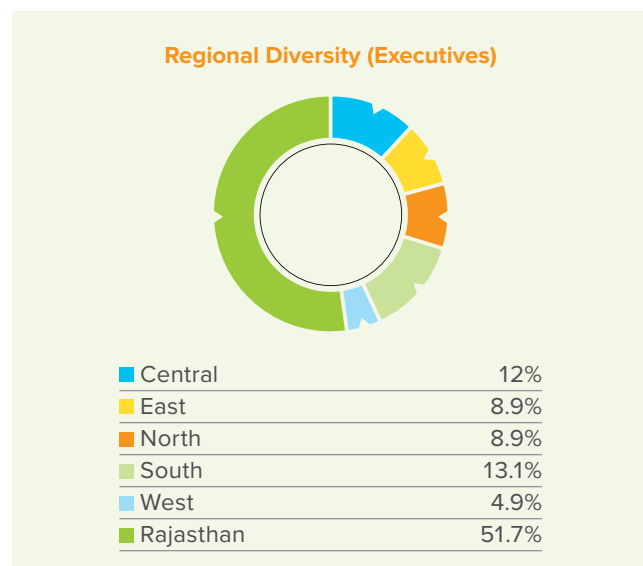
High-Potential Women Ratio

**25%**

Diversity Ratio in HZL ManCom

**19%**

Diversity Ratio in HZL EXCO



Dariba Smelter Complex initiated deployment of women in all the three shifts in laboratory and security functions



## GRIEVANCES & FEEDBACK MECHANISM

We have automated the procedure of capturing and redressal of grievances. An online query management system is used by employees for raising queries.

**543**

queries/grievances raised

**543**

queries/grievances resolved/closed

(During FY 2021-22)

We also capture employee feedback through various interventions including CEO Connect, CHRO Connect, CEO Townhall, LEARN with CEO, Rendezvous with CEO, and engagement with HZL ManCom. We also capture the feedback during exit interviews.

For business partners, grievances and its redressal are taken up on various platforms such as Grievance Redressal Committee, Canteen Committee, Joint Consultation Committee etc.

## CORDIAL LABOUR RELATIONS

We have a single union concept since inception. The Company has one union, affiliated to INTUC, and recognised by the Management, across all locations. At the corporate level, there exists the Hindustan Zinc Workers' Federation (HZWF), which was constituted on October 23, 1982, and subsequently recognised by Hindustan Zinc vide letter dated November 27, 1982. HZWF is the sole bargaining agent for workers at the apex level, a body which believes in the dictum that *'If the company grows, our growth will be taken care of.'* It consists of core members from the recognised Union across locations.

All matters pertaining to service conditions, wages and benefits, strategic policies in respect of workmen are discussed across the table, at the unit level as well as the corporate level, with the Unions/ Federation. Discussions are driven by the philosophy - *'to resolve our issues amongst ourselves in our own way jointly'.*

All executive members of the federation are either employees or ex-employees of the Company, and represent the recognised unions in their respective units. They decide the strategy to deal with issues of their employees alongside the Management. There are multiple bipartite forums like *Joint Consultation Committee, Welfare Committee, House Allotment Committee, Safety Committee, Canteen Committee & Transport Committee* across locations, to deal with matters of workmen in all facets of life. These committees have equal representation of the Management and the Union.



## AWARDS & RECOGNITIONS

### GREAT MANAGER'S AWARD

The Economic Times  
(Category: Company with Great Managers)

★★★

### CII HR EXCELLENCE AWARD

(Category: Prize in Leadership in HR Excellence)

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### PEOPLE FIRST HR EXCELLENCE AWARD

(Category: Leading practices in technology deployment in HR and Champions in Response to COVID-19)

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### SHRM INDIA HR EXCELLENCE AWARD

(Category: Excellence in Diversity & Inclusion and Significant Contribution in Leveraging HR Technology)

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### SKILLSOFT PERSPECTIVES 2021 AWARDS

(Category: Digital Dexterity)

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### 5TH CII NATIONAL HR CIRCLE AWARD

(Category: Diversity & Inclusion)

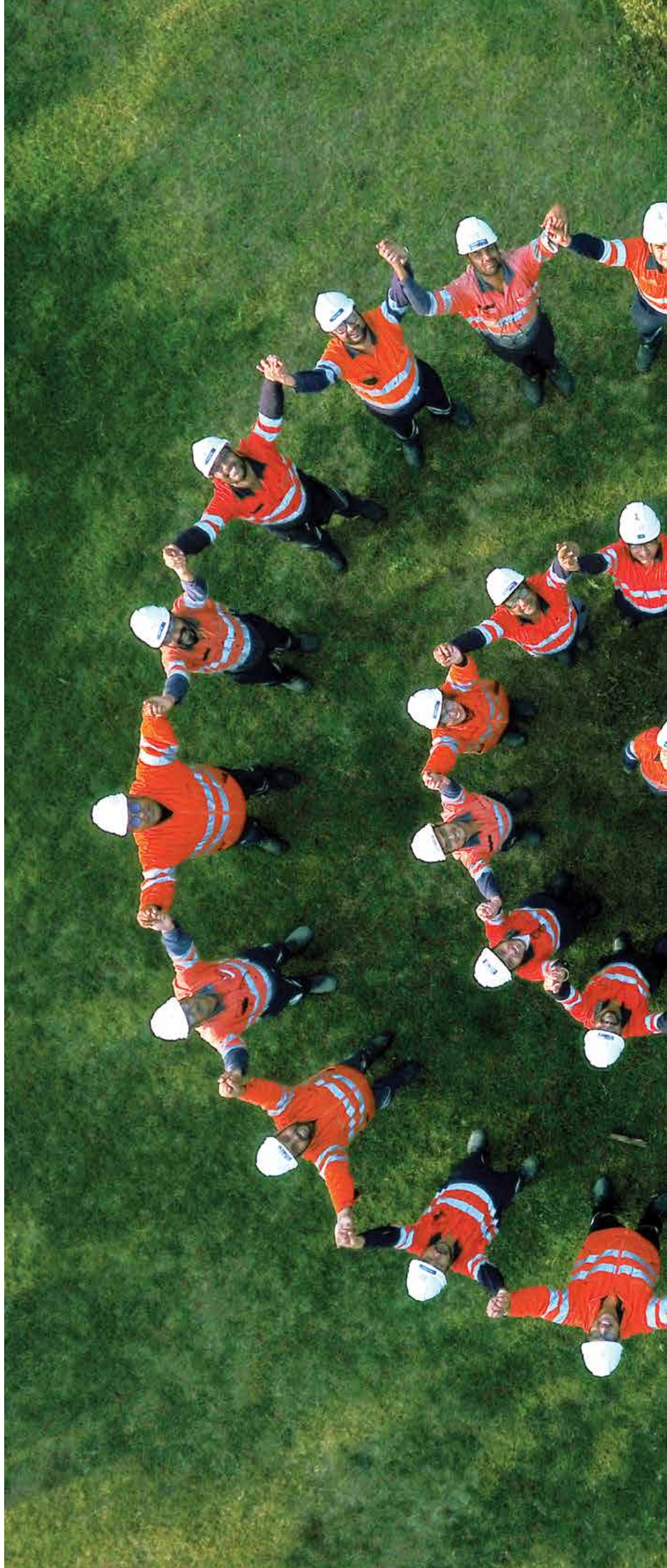
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## STRATEGIC OUTLOOK

Going forward, we shall look at navigating changing work trends triggered by the pandemic, to increase workforce resilience and effectiveness, while improving employee experience. We shall focus on building critical skills and competencies by creating a more dynamic approach towards sensing the skills required, especially for critical roles. Taking on greater responsibility for driving innovation and executing business transformations in a hybrid work model, we shall strive to support the development of such a model by using human-centric design to offer flexible experiences, enable intentional collaboration and drive empathy-based management.

To foster long-term workforce resilience, we shall reassess the workforce support offerings to drive workforce health, not just performance. We aim to improve workforce health to drive organisational resilience and sustain performance without jeopardising the health and safety of the workforce. We shall work to accelerate progress on our Diversity Equity & Inclusion (DEI) goals by establishing consequential accountability – holding leaders accountable – instead of collective accountability, which does not produce real results on DEI outcomes.

To build a 'fit-for-future' organisation, we shall structure the HR function towards achieving agility, customer centricity and operational efficiency. We shall drive empowerment through a HR operating model that better adapts to changing employee expectations, greater use of technology, and increased cost pressures. It is our endeavour to move to a more dynamic operating model and upskill capabilities.





With the pandemic proving to be a watershed moment that triggered a permanent shift in attitudes and work norms, we are strategically focussed on ensuring workforce effectiveness, backed by dynamic management of employee skills. Our efforts, moving forward, will be more sharply centred on preparing the workforce to take greater accountability towards driving innovation and executing business transformations in a hybrid work model. We are committed to fostering long-term workforce resilience, while accelerating progress on our DEI goals. We have identified the creation of a 'fit-for-future' organisation, backed by functional effectiveness, as the overarching agenda of our future strategy.

**Ajay Kumar Singhroha**  
Chief Human Resources Officer

# Being Responsible in Our Sourcing Approach

At Hindustan Zinc, we have aligned our responsible sourcing ethos with our Vision to create an efficient supply chain, with focus on total cost of ownership, technology, innovation, and governance. We follow a collaborative partnership approach to drive efficiencies and sustainability, and to create value across our business eco-system. We are proactively focussed on nurturing our relationships with business partners to ensure collective and sustainable long-term value creation.

**452**

Local Tier 1 Business Partners

**243**

Critical Tier 1 Business Partners

(As of March 31, 2022)

## KEY HIGHLIGHTS

- Enabled entire operation with 1,100+ active supplier and service partners throughout the year to deliver business performance
- 25 suppliers, majorly from existing vendor base, developed for alternate sourcing and OEM to OPM conversion for spares, led to significant savings
- 8 new suppliers were identified for critical commodities for supply chain de-risking
- ESG assessment introduced in contract process and business partner collaboration
- Initiated to achieve the goal of responsible sourcing
- Introduced EV equipment in mines and smelters through business partners, new battery electric vehicles (BEV) ordered for mining
- Strong focus on online buying with auction tool to improve governance and price discovery; reached 90%+ adoption of online buying by March 2022 exit
- Strengthened quality management process of incoming supplies through quality due diligence, based on assessment framework

## MATERIAL ISSUES ADDRESSED

Through our responsible sourcing focus, we are addressing a host of material issues which have the potential to impact our business operations, to varying degrees.

<ul style="list-style-type: none"> <li>• Compliance with government regulations</li> <li>• Ethics and Integrity</li> <li>• Human Rights</li> <li>• Carbon Footprint Reduction</li> <li>• Enhanced processes towards transparency and governance for sustainable environment</li> </ul>	<ul style="list-style-type: none"> <li>• Supply chain sustainability</li> <li>• Local sourcing</li> <li>• Energy saving and water saving initiatives</li> </ul>
High Priority	Medium Priority

