

# Mapping with GRI, UNGC, FIMI Principles and SASB

**SRR:** Sustainability Review Report 2022-23

[Click to view our Sustainability Review Report 2022-23](#)

**IAR:** Integrated Annual Report 2022-23

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## Mapping with GRI

GRI Standard / Other Source	Disclosure	Location
<b>GRI 2: GENERAL DISCLOSURES</b> The organisation and its reporting practices	2-1: Name of the organisation	SRR Page 2
	2-2: Entities included in the organisation's sustainability reporting	SRR Inside Front Cover
	2-3: Reporting period, frequency and contact point	SRR Inside Front Cover
	2-4: Restatements of information	SRR Inside Front Cover
	2-5: External assurance	SRR Inside Front Cover
<b>GRI 2: GENERAL DISCLOSURES</b> Activities and workers	2-6: Activities, value chain and other business relationships	SRR Inside Front Cover, Page 2
	2-7: Employees	SRR Page 64
	2-8: Workers who are not employees	IAR Page 168
<b>GRI 2: GENERAL DISCLOSURES</b> Governance	2-9: Governance structure and composition	IAR Page 40
	2-10: Nomination and selection of the highest governance body	SRR Page 68
	2-11: Chair of the highest governance body	SRR Page 68
	2-12: Role of the highest governance body in overseeing the management of impacts	IAR Page 228
	2-13: Delegation of responsibility for managing impacts	SRR Page 36
	2-14: Role of the highest governance body in sustainability reporting	SRR Page 6 IAR Page 127, 238
	2-15: Conflicts of interest	IAR Page 194
	2-16: Communication of critical concerns	IAR Page 230 - Information supplied to the Board
	2-17: Collective knowledge of the highest governance body	IAR Page 4
	2-18: Evaluation of the performance of the highest governance body	IAR Page 209
	2-19: Remuneration policies	SRR Page 67 IAR Page 244
<b>GRI 2: GENERAL DISCLOSURES</b> Strategy, policies and practices	2-20: Process to determine remuneration	IAR Page 174
	2-21: Integrated total compensation ratio	IAR Page 224
	2-22: Statement on sustainable development strategy	SRR Page 4
	2-23: Policy commitments	SRR Page 3
	2-24: Embedding policy commitments	SRR Page 3
	2-25: Processes to remediate negative impacts	SRR Page 3
	2-26: Mechanisms for seeking advice and raising concerns	IAR Page 9, 10
	2-27: Compliance with laws and regulations	IAR – BRSR Page 247
2-28: Membership associations	SRR Inside Front Cover	
<b>GRI 2: GENERAL DISCLOSURES</b> Stakeholder engagement	2-29: Approach to stakeholder engagement	SRR Page 38 IAR Page 58
	2-30: Collective bargaining agreements	SRR Page 42 IAR Page 177

GRI Standard / Other Source	Disclosure	Location
<b>GRI 3: MATERIAL TOPICS</b>	Process to determine material topics	SRR Page 6
	List of material topics	SRR Page 7-9
<b>GRI 201: ECONOMIC PERFORMANCE</b>	3-3: Management of material topics	SRR Page 79
	201-1: Direct economic value generated	SRR Page 87
	201-2: Financial implications and other risks and opportunities due to climate change	SRR Page 19
	201-3: Defined benefit plan obligations and other retirement plans	SRR Page 337, 361, 410
	201-4: Financial assistance received from government	IAR Page 395 - Consolidated Statement of Profit and Loss
<b>GRI 202: MARKET PRESENCE</b>	3-3: Management of material topics	SRR Page 63
	202-1: Ratios of standard entry-level wage by gender compared to local minimum wage	IAR – BRSR Page 293
	202 -2: Proportion of senior management hired from the local community	SRR Page 63
<b>GRI 203: INDIRECT ECONOMIC IMPACTS</b>	3-3: Management of material topics	SRR Page 45
	203-1: Infrastructure investments and services supported	SRR Page 45-47
	203-2: Significant indirect economic impacts	SRR Page 45-47
<b>GRI 204: PROCUREMENT PRACTICES</b>	3-3: Management of material topics	SRR Page 79
	204-1: Proportion of spending on local suppliers	SRR Page 86 IAR Page 179
<b>GRI 205: ANTI-CORRUPTION</b>	3-3: Management of material topics	SRR Page 75-77
	205-1: Operations assessed for risks related to corruption	IAR Page 195 - Anti-Bribery and Anti-Corruption
	205-2: Communication and training about anti-corruption policies and procedures	IAR – BRSR Page 277
	205-3: Confirmed incidents of corruption and actions taken	IAR Page 195
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOUR</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	IAR – BRSR - Principle 7 - Page 306
<b>GRI 207: TAX</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	207-1: Approach to tax	Tax Transparency Report Page 8-10
	207-2: Tax governance, control, and risk management	Tax transparency Report Accountability & Governance Page 8
	207-3: Stakeholder engagement & management of concerns related to tax	Tax Transparency Report - Guiding principles Page 8-9 - Approach to tax compliance Page 10
	207-4: Country-by-country reporting	Tax Transparency Report - Brief about our business Hindustan Zinc is subject to tax jurisdiction in India only. The primary activities viz. production, manufacturing, sales, marketing of Hindustan Zinc are based in India and global sales are managed through sales/marketing offices based in India only. Hindustan Zinc earns all its profits from operations in India as there are no operations, sales or marketing offices outside India Page 2

GRI Standard / Other Source	Disclosure	Location
<b>GRI 301: MATERIALS</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	301-1: Materials used by weight or volume	SRR Page 89
	301-2: Recycled input materials used	IAR – BRSR Principle - Page 281
	301-3: Reclaimed products and their packaging materials	IAR – BRSR Principle - Page 281
<b>GRI 302: ENERGY</b>	3 -3: Management of material topics	SRR Page 19
	302-1: Energy consumption within the organisation	SRR Page 89
	302-2: Energy consumption outside of the organisation	Not Applicable. Direct operations are covered in reporting
	302-3: Energy intensity	IAR – BRSR - Principle 6 - Page 296
	302-4: Reduction of energy consumption	TCFD Report – Metrics & Target - Page 30, 33
	302-5: Reductions in energy requirements of products and services	IAR – BRSR - Principle 2 - Page 279
<b>GRI 303: WATER AND EFFLUENTS</b>	3 -3: Management of material topics	SRR Page 22
	303-1: Interactions with water as a shared resource	SRR Page 22
	303-2: Management of water discharge related impacts	SRR Page 10
	303-3: Water withdrawal	SRR Page 24
	303-4: Water discharge	SRR Page 10
	303-5: Water consumption	SRR Page 25
<b>GRI 304: BIODIVERSITY</b>	3-3: Management of material topics	SRR Page 28
	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SRR Page 30, 31
	304-2: Significant impacts of activities, products and services on biodiversity	SRR Page 31
	304-3: Habitats protected or restored	SRR Page 30, 31
<b>GRI 305: EMISSIONS</b>	3-3: Management of material topics	SRR Page 26
	305-1: Direct (scope 1) ghg emissions	SRR Page 91
	305-2: Energy indirect (scope 2) ghg emissions	SRR Page 91
	305-3: Other indirect (scope 3) ghg emissions	SRR Page 91
	305-4: Ghg emissions intensity	SRR Page 21
	305-5: Reduction of ghg emissions	IAR – BRSR - Principle 6 - Page 298
	305-6: Emissions of ozone-depleting substances (ods)	IAR – BRSR - Principle 6 - Page 298
	305-7: Nitrogen oxides (nox), sulphur oxides (sox), and other significant air emissions	SRR Page 27
<b>GRI 306: WASTE</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	306-1: Waste generation and significant waste-related impacts	IAR – BRSR - Principle 6 - Page 296
	306-2: Management of significant waste-related impacts	IAR – BRSR Page 267
	306-3: Waste generated	SRR Page 92
	306-4: Waste diverted from disposal	SRR Page 92
	306-5: Waste directed to disposal	SRR Page 92
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	3-3: Management of material topics	SRR Page 79
	308-1: New suppliers that were screened using environmental criteria	SRR Page 84
	308-2: Negative environmental impacts in the supply chain and actions taken	SRR Page 85

GRI Standard / Other Source	Disclosure	Location
<b>GRI 401: EMPLOYMENT</b>	3-3: Management of material topics	SRR Page 62
	401-1: New employee hires and employee turnover	SRR Page 63, 69 & 88
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	SRR Page 69
	401-3: Parental leave	SRR Page 69
<b>GRI 402: LABOUR/MANAGEMENT RELATIONS</b>	3-3: Management of material topics	SRR Page 62
	402-1: Minimum notice periods regarding operational changes	Employee level M3 or below: 8 weeks  Employee level M2 above: 12 weeks
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>	3-3: Management of material topics	SRR Page 53
	403-1: Occupational health and safety management system	SRR Page 53-61
	403-2: Hazard identification, risk assessment, and incident investigation	SRR Page 53-61
	403-3: Occupational health services	SRR Page 53-61
	403-4: Worker participation, consultation, and communication on occupational health and safety	SRR Page 53-61
	403-5: Worker training on occupational health and safety	SRR Page 53-61
	403-6: Promotion of worker health	SRR Page 53-61
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SRR Page 53-61
	403-8: Workers covered by an occupational health and safety management system	SRR Page 53-61
	403-9: Work related injuries	SRR Page 53-61
403-10: Work related ill health	IAR – BRSR - Principle 3 - Page 284	
<b>GRI 404: TRAINING AND EDUCATION</b>	3-3: Management of material topics	SRR Page 70
	404-1: Average hours of training per year per employee	SRR Page 70, 88
	404-2: Programmes for upgrading employee skills and transition assistance programmes	SRR Page 70
	404-3: Percentage of employees receiving regular performance and career development reviews	SRR Page 73
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>	3-3: Management of material topics	SRR Page 64
	405-1: Diversity of governance bodies and employees	SRR Page 64, 88
	405-2: Ratio of basic salary and remuneration of women to men	SRR Page 68
<b>GRI 406: NON-DISCRIMINATION</b>	3-3: Management of material topics	SRR Page 67
	406-1: Incidents of discrimination and corrective actions taken	SRR Page 67
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	3-3: Management of material topics	SRR Page 42
	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SRR Page 42 IAR Page 176
<b>GRI 408: CHILD LABOUR</b>	3-3: Management of material topics	SRR Page 37
	408-1: Operations and suppliers at significant risk for incidents of child labour	SRR Page 37
<b>GRI 409: FORCED OR COMPULSORY LABOUR</b>	3-3: Management of material topics	SRR Page 40
	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	None of our operations and suppliers are exposed to risk of child labour

GRI Standard / Other Source	Disclosure	Location
<b>GRI 410: SECURITY PRACTICES</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	410-1: Security personnel trained in human rights policies or procedures	SRR Page 44
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	411-1: Incidents of violations involving rights of indigenous peoples	Not Applicable. There is no presence of indigenous people in the surrounding neighbourhood
<b>GRI 413: LOCAL COMMUNITIES</b>	3-3: Management of material topics	SRR Page 45
	413-1: Operations with local community engagement, impact assessments, and development programmes	SRR Page 45-52
	413-2: Operations with significant actual and potential negative impacts on local communities	<a href="#">Click to read our Impact Assessment Report</a>
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b>	3-3: Management of material topics	SRR Page 79
	414-1: New suppliers that were screened using social criteria	SRR Page 79
	414-2: Negative social impacts in the supply chain and actions taken	SRR Page 85
<b>GRI 415: PUBLIC POLICY 2016</b>	3-3: Management of material topics	IAR – BRSR - Section A - Page 264-272
	415-1: Political contributions	SRR Page 77
<b>GRI 417: MARKETING AND LABELLING</b>	3-3: Management of material topics	IAR – BRSR Page 264-272
	417-1: Requirements for product and service information and labelling	IAR Page 310
	417-2: Incidents of non-compliance concerning product and service information and labelling	IAR – BRSR - Principle 9 - Page 308, 309
<b>GRI 418: CUSTOMER PRIVACY</b>	417-3: Incidents of non-compliance concerning marketing communications	IAR – BRSR - Principle 9 - Page 308, 309
	3-3: Management of material topics	IAR – BRSR Page 264-272
	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	IAR – BRSR - Principle 9 - Page 308

## Mapping with UNGC Principles

Principle	Statement	Report Reference	Page Number
<b>HUMAN RIGHTS</b>			
<b>Principle 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights.	Nurturing a Thriving Workforce	IAR 176
<b>Principle 2</b>	Make sure that they are not complicit in human rights abuses.	IAR: Nurturing a Thriving Workforce SRR: Human Rights	IAR 177 SRR 40
<b>LABOUR RIGHTS</b>			
<b>Principle 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	IAR: Nurturing a Thriving Workforce SRR: Human Rights	IAR 177 SRR 40 & 42
<b>CHILD AND FORCED LABOUR</b>			
<b>Principle 4</b>	The elimination of all forms of forced and compulsory labour Responsible Partnerships.	Human Rights	IAR 177
<b>Principle 5</b>	The effective abolition of child labour Responsible Partnerships.	IAR: Nurturing a Thriving Workforce SRR: Human Rights	IAR 177 SRR 40
<b>Principle 6</b>	The elimination of discrimination in respect of employment and occupation.	IAR: Nurturing a Thriving Workforce SRR: Human Rights	IAR 177 SRR 42
<b>ENVIRONMENT</b>			
<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges.	SRR: Environmental	SRR 17-34
<b>Principle 8</b>	Undertake initiatives to promote greater environmental responsibility.	SRR: Environmental	SRR 17-34
<b>Principle 9</b>	Encourage the development and diffusion of environmentally friendly technologies.	SRR: Environmental	SRR 17-34
<b>ANTI-CORRUPTION</b>			
<b>Principle 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery.	IAR: Anti-Bribery and Anti-Corruption SRR: Anti-Corruption and Anti-Bribery	IAR 194 SRR 77

## Mapping with FIMI Principles

Principle	Statement	Report Reference	Page Number
<b>Principle 1</b>	Integrate sustainable development considerations within the corporate decision-making process.	IAR: Charting New Horizons in Sustainability	IAR 126
<b>Principle 2</b>	Conduct business with ethical practices and sound systems of corporate governance.	IAR: Pursuing the Highest Standards in Governance	IAR 193
<b>Principle 3</b>	Implement risk management strategies based on valid data and sound science.	IAR: Risk Management: Automated Proactive System for Mitigating Risks, Encashing Opportunities, and Continuous Monitoring	IAR 76
<b>Principle 4</b>	Seek continual improvement in health and safety performance.	IAR: Health and Safety: Strengthening our Health & Safety Proposition SRR: Health and Safety	IAR 187 SRR 53
<b>Principle 5</b>	Seek continual improvement of our environment performance based on a precautionary approach.	IAR: New Milestones in Environment Protection SRR: Environmental	IAR 133 SRR 17
<b>Principle 6</b>	Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.	IAR: Nurturing a Thriving Workforce SRR: Human Rights	IAR 176 SRR 40
<b>Principle 7</b>	Contribution to conservation of biodiversity and integrated approaches to land use planning and management.	IAR: Protecting Biodiversity SRR: Biodiversity Management	IAR 119 SRR 28
<b>Principle 8</b>	Facilitate and encourage responsible use, reuse and recovery of mined materials including associated natural resources.	IAR: Circular Economy SRR: Waste Management	IAR 130 SRR 34
<b>Principle 9</b>	Contribute to the social, economic and institutional development of the communities in which we operate.	IAR: Investing in Overall Community Development SRR: Community Engagement	IAR 142 SRR 45
<b>Principle 10</b>	Implement effective and transparent engagement, communication and verifiable reporting arrangements with our stakeholders.	IAR: Nurturing Stakeholder Relations through Continual Engagement	IAR 58

## Mapping with SASB

Topic	Code	Location
Total Number of Employees, Percentage Contractors	EM-MM-000.B	SRR Page 64 IAR Page 168
Business Ethics & Transparency	EM-MM-510a.1	SRR Page 75-77 IAR Page 195 - Anti-Bribery and Anti-Corruption
Energy Management	EM-MM-130a.1	SRR Page 19, 89 IAR – BRSR - Principle 2 - Page 279 IAR – BRSR - Principle 6 - Page 296 TCFD Report – Metrics & Target - Page 30, 33
Water Management	EM-MM-140a.1	SRR Page 10, 22, 24, 25
Greenhouse Gas Emissions	EM-MM-110a.1	SRR Page 21, 26, 91
	EM-MM-110a.2	IAR – BRSR - Principle 6 - Page 298
Air Quality	EM-MM-120a.1	SRR Page 27
Waste & Hazardous Materials Management	EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8	SRR Page 92 IAR – BRSR - Section A - Page 264-272 IAR – BRSR - Principle 6 - Page 296 IAR – BRSR Page 267
Labour Relations	EM-MM-310a.1	SRR Page 62
Workforce Health & Safety	EM-MM-320a.1	SRR Page 53-61 IAR – BRSR - Principle 3 - Page 284
Tailings Storage Facilities Management	EM-MM-540a.2	SRR Page 18 IAR Page 138
Production of (1) Metal Ores and (2) Finished Metal Products	EM-MM-000.A	SRR Page 89