



HINDUSTAN ZINC  
Zinc & Silver of India

# Sustainability Framework

## PERFORMANCE STANDARD

### Engagement with Artisanal and Small-Scale Miners

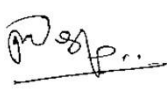
Hindustan Zinc Limited





<b>Standard Title:</b>	<b>Engagement with Artisanal and Small-Scale Miners</b>	<b>Date of Issue:</b>	<b>16/08/2025</b>
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<b>16/08/2025</b>	v.1	Initial issue

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## 1. SCOPE

**Artisanal and Small-scale Mining (ASM)** refers to informal mining activities carried out using low technology or minimal machinery. While ASM can provide livelihood opportunities for local communities, it often poses significant challenges for industrial operations like ours. Unregulated ASM activities can lead to improper waste disposal, resulting in pollution of water and soil, and can exacerbate environmental damage. Furthermore, the use of unsustainable and unsafe blasting techniques increases security risks, not only for our mining operations but also for surrounding communities. By actively addressing and managing ASM-related issues, we can mitigate environmental and operational risks while fostering positive relationships with nearby communities. This approach not only enhances security and operational efficiency but also creates livelihood opportunities, further strengthening our commitment to sustainable development and community welfare.

The purpose of this standard is to ensure the establishment of a framework for responsible engagement with Artisanal & Small scale miners, enabling them to adopt sustainable practices that contribute to the well-being of local communities by respecting their human rights and undertaking operational practices that minimize environmental impact.

This standard is applicable to all Hindustan Zinc Limited business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities.

## 2. PEOPLE

Site / SBU Head is responsible for identifying and assigning an Authorized Person (AP) to oversee the implementation of this standard.

## 3. PROCESS

All sites are responsible to-

- Identify proximity of ASM activities and relevant historical and current conflicts in the area as well as the community dependencies on natural resources.
- Identify legality of ASM operations based on illegal mining operations definition under Mines and Minerals (development and regulation) act, 1957
- Mapping all relevant Artisanal & Small-scale miners and Key issues by gathering social baseline data through field surveys, focused group discussion, environment sampling etc. on socio-economic conditions by focusing on scale, environmental damage, occupational health and safety, security threats, child labor, and gender equity.
- During ESIA if found ASM activities, develop tailored engagement strategies with ASM miners through focused group meetings and workshops to build trust at documented frequency.
- Build capacity of Artisanal & Small-scale Miners to address potential risks associated with occupational health and safety, child labor, environmental damage, and human rights abuses.
- Collaborate with governments, NGOs, and industry associations to promote sustainable development of Artisanal & Small-scale Miners for facilitating the organization of miners, enabling their access to finance, and providing technical assistance., promote fair market access, organize the ASM supply chain, and ensure that miners can operate within a framework that upholds environmental and safety regulations.
- Advocate for policy reforms supporting Artisanal & Small-scale Mining (ASM) formalization and professionalization.



- Developing sustainable alternative livelihoods for those involved in (ASM). This includes providing education, skills development, and training programs aimed at empowering local communities surrounding our operations.
- Incorporate ASM engagement learnings into the company's overall sustainability strategy and stakeholder engagement processes
- Continuous monitoring of ASM activities and their impacts on local communities and the environment at defined frequency.

#### **4. TRAINING**

Training shall be provided to all relevant employees involved in various phases of ASM engagement (directly or indirectly), relevant to their exposure and responsibilities.

#### **5. COMPLIANCE AND PERFORMANCE**

All Hindustan Zinc operation shall ensure compliance with the requirements of this ASM standard. Performance against this standard shall be assessed periodically, documented, and reported.

#### **6. REVIEW**

The items included in this Standard must be reviewed at intervals of two years. Reviews can be carried out internally or externally. Businesses must comply with all relevant laws and regulations.