



HINDUSTAN ZINC
Zinc & Silver of India

HINDUSTAN ZINC

Biodiversity Policy

Purpose:

Protecting and enhancing biodiversity is an integral part of Hindustan Zinc's commitment to sustainable development. We are conscious of the potential impacts and dependencies of our business on the environment in general and on biodiversity. Integrating the need for biodiversity conservation into operational decision-making processes and taking measures to minimize impacts is a commitment across the company with a vision of Nature Positive.

Biodiversity is a complex phenomenon that needs to be identified, understood, and valued from a biological and societal (i.e., in terms of ecosystem services) perspective and the Company is conscious of the potential impacts and dependencies of our business on the environment in general and on biodiversity in particular. This Biodiversity policy shall help us define, strategize, plan, and implement the essential roadmap, guidance, and measurement towards achieving sustainability goals.

This policy is forward looking and sets a vision for businesses across the Hindustan Zinc.

Scope:

This policy 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. This policy is also applicable to all Hindustan Zinc Limited employees, contractor employees, business partners, suppliers, and others with whom Hindustan Zinc does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure. Furthermore, it extends to activities in our upstream value chain.

Objectives of the Biodiversity Policy:

Hindustan Zinc will strive to:

- ❖ Achieve nature positive impacts to biodiversity values by implementing intense management actions either on site or off site, to compensate for any project impacts to areas recognized nationally or internationally for their high values of threatened, endemic or migratory / congregatory species or unique and threatened ecosystems.
- ❖ Comply with, and exceed whenever feasible, the local, regional, and national legislative requirements concerning land management and biodiversity conservation, as well as relevant international agreements, in all jurisdictions where we operate.
- ❖ Avoid deforestation and habitat loss and respect internationally recognized areas such as World Heritage Sites, IUCN Category (I - IV) Protected areas, legally designated protected areas, and Key Biodiversity Areas.
- ❖ Compensate with future reforestation (no net deforestation) by appropriate on or off-site habitat restoration. Plan to achieve No Gross Deforestation in protected areas and strive to achieve No Net Deforestation in operating sites by 2050 against the baseline of 2020.
- ❖ Plan and strive to achieve No Net Loss (NNL) of biodiversity at all mine sites by closure through applying mitigation hierarchy and ensure that we will operate on the principles of Net Positive Impact (NPI) for critical habitat to support halting and reversing biodiversity loss by 2030 from a 2020 baseline.
- ❖ Set targets and objectives to avoid, reduce or mitigate biodiversity and nature-based impacts on people and planet.
- ❖ Analyze Nature related financial risks arising in our operations and integrate relevant nature considerations into our strategic approach, financial planning. Also analyzing the nature-related opportunities throughout the project lifecycle, including decommissioning, closure, and rehabilitation.
- ❖ Conduct biodiversity risk assessment and apply the mitigation hierarchy to avoid or minimize biodiversity and nature-based risks.
- ❖ Ensure continuous improvements in biodiversity performance through effective management and implementation of action plans in alignment with the "Nature-Based Solutions" approach.
- ❖ Review the performance against the policy on a periodic basis to ensure management of biodiversity as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Align with local, national, and global conservation initiatives by collaborating with conservation experts, Indigenous Peoples, local communities, affected stakeholders, and organizations. Support joint efforts by the private and public sectors, and foster knowledge, awareness, and participation among relevant stakeholders, including employees, to collectively address biodiversity and nature-related challenges.
- ❖ Engage and raise awareness amongst our employees, business partners, supply chain and other stakeholders to enhance their knowledge and understanding of biodiversity and ecosystem management practices.
- ❖ Actively encourage value chain partners and suppliers to align with this policy and avoid operational activities near sites containing globally or nationally important biodiversity.

Responsibility & Review:

This policy aligned with Kunming-Montreal Global Biodiversity Framework is part of our Sustainability Framework, and each Hindustan Zinc business shall implement this policy. CEO will be accountable for controlling and setting the policy, and the Executive Committee are responsible for the full implementation of the policy and associated standards. Board ESG will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

Arun Misra

Arun Misra

CEO & Whole Time Director, HZL

Date: 05th June, 2025



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