

ICMM PE SELF-ASSESSMENT RESULTS

Priority Sites Selection Rationale:

Hindustan Zinc has selected Rampura Agucha Mine (RAM) and the Chanderiya Lead-Zinc Smelter (CLZS) as the priority sites for ICMM Self Assessment validation as part of our first year of ICMM aligned voluntary assurance, following our membership in August 2025.

Both sites represent critical strategic assets for Hindustan Zinc.

Rampura Agucha Mine (RAM) is the world's largest zinc mining operation and delivers 57% Metal in Concentrate (MIC) -the highest among all Hindustan Zinc mining units.

Chanderiya Lead-Zinc Smelter (CLZS) is Hindustan Zinc's largest smelting complex, with a total installed capacity of 195 KT of pyro-metallurgical (including Ausmelt) and 489.5 KT of hydro-metallurgical processing. It contributes approximately 60% of the total metal production (zinc + lead + silver) across Hindustan Zinc's three smelting units.

The table below outlines the Mining Principles and Performance Expectations as defined by ICMM. The Performance Expectations ("PE") rating is the rating that

WAIO has asserted within the Self-Assessment. Each PE is rated as either:

- **Meets:** Systems and/or practices related to the performance expectation have been implemented and there is sufficient evidence to demonstrate that the intent of the performance expectation is being met, however opportunities for improvement may remain.
- **Partially Meets:** Systems and/or practices related to meeting the intent of the performance expectation have been only partially implemented. Gaps or weaknesses persist that may contribute to an inability to meet the intended outcome of the performance expectation, or insufficient verifiable evidence can be provided to demonstrate that the activity is aligned to the intent of the performance expectation.
- **Does Not Meet:** Systems and/or practices required to support implementation of the substantive intent of the performance expectation are not in place, or are not being implemented, or cannot be evidenced.
- **Not Applicable (NA):** This PE is either applicable at the corporate level only or not relevant to Hindustan Zinc.

The final column within the table below represents findings from our limited assurance procedures, as described in the assurance report, relating to each PE. The observations listed below are in the context of our assurance of the Self-Assessment as a whole, and in forming our conclusion thereon, and we do not provide a separate conclusion on these matters.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
Principle 1 : Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development	1.1 Establish systems to maintain compliance with applicable law	Meets	Meets	Meets	Hindustan Zinc has implemented and maintains internal systems and procedures to ensure ongoing compliance with all relevant legal requirements
	1.2 Implement policies and practices to prevent bribery and corruption, and to publicly disclose facilitation payments.	Meets	Meets	Meets	Hindustan Zinc has policies and procedures in place to prevent bribery, corruption, and facilitation payments, supported by management systems and regular training to ensure compliance.
	1.3 Implement policies and standards consistent with the ICMM policy framework	NA	NA	Meets	Hindustan Zinc has established sustainable management system which comprises of standards procedures and guidance notes in line with ICMM requirement.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level	NA	NA	Meets	Hindustan Zinc has implemented a three-tier ESG governance framework covering Board, executive, and operational levels, with defined oversight, strategy-setting, and implementation responsibilities. The structure demonstrates clear accountability and alignment with good governance practices.
	1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.	NA	NA	Meets	Hindustan Zinc meets this requirement through its Business Ethics & Code of Conduct, which prohibits political contributions using company funds or assets unless legally permitted, approved by shareholders, and authorized by the Chairperson or Board of Directors. All such contributions, including their value and beneficiaries, are publicly disclosed.
Principle 2 : Integrate sustainable development in company strategy and decision-making processes	2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments in the design, operation and closure of facilities	NA	NA	Meets	Hindustan Zinc has integrated sustainable development principles into its corporate strategy and decision-making through its strategic priority of progressing towards a sustainable future, supported by its Integrated Management System (IMS). Sustainability is embedded across business planning and operations through ISO-certified management systems, alignment with UN SDGs and 2030 Sustainability Goals, and the Management Standard – New Projects, Planning Processes and Site Closure, which incorporates sustainability considerations throughout the project lifecycle from design and operation to closure. Investment decisions are further guided by ESG commitments and the Technical Standard – Social Investment Management, with oversight from senior leadership.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	2.2 Support the adoption of responsible physical and psychological health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has policies, practices, and risk-based mechanisms to support and monitor health and safety, environmental, human rights, and labour performance across its value chain. However, psychological health and safety requirements for suppliers and contractors are not yet fully integrated and implemented, representing a partial gap against ICMM Requirement 2.2.
Principle 3: Respect human rights and the interests, cultures, customs and values of workers, communities, and other vulnerable groups, such as human rights defenders, who may be affected by our activities.	3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts on rightsholders, including human rights defenders and other vulnerable groups), and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has established a documented Human Rights Policy that includes a commitment to respect human rights and avoid causing or contributing to adverse human rights impacts. Mechanisms such as supplier human rights assessments and stakeholder grievance channels are in place to identify and address human rights risks and impacts. However, human rights training effectiveness requires strengthening, as awareness among certain workers was found to be limited. In addition, integration of human rights considerations across business functions is not yet fully structured, and the human rights integration matrix required under ICMM expectations is still under development. Limited clarity was also noted regarding the identification of Human Rights Defenders and associated screening and operational processes, despite recognition of the concept within the Human Rights Policy.

Summary of Finding					
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	3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people	Meets	Meets	NA	Hindustan Zinc has established commitments to avoid and minimize involuntary physical and economic displacement through its Human Rights Policy and Technical Standard on Land and Resettlement Management, aligned with IFC Performance Standard 5. The standard incorporates the mitigation hierarchy and provides for social impact assessments, Resettlement Action Plans, compensation, livelihood restoration, stakeholder engagement, and monitoring where resettlement is unavoidable. Hindustan Zinc has not initiated any involuntary resettlement activities; where land acquisition or resettlement has occurred as part of government-led expansion requirements, it has been managed in accordance with the Technical Standard and IFC Performance Standard 5.
	3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups	Partially Meets	Partially Meets	NA	Hindustan Zinc has committed to implementing a security and human rights approach aligned with the Voluntary Principles on Security and Human Rights (VPSHR) through its Human Rights Management Approach and Technical Standard – Security Management. Security personnel have received VPSHR-related training, and security risk assessments have been revised to incorporate social risks and security management measures. Engagement processes with public security providers on human rights are not fully implemented, and a structured approach for responding to and remediating adverse human rights impacts associated with security personnel has not been established.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.	Meets	Meets	Meets	Hindustan Zinc has established robust mechanisms to identify, assess, and eliminate risks related to child labour, forced labour, human trafficking, underage engagement in hazardous work, harassment, and discrimination. The Company demonstrates strong controls through strict age-verification processes, a zero-tolerance approach to child labour, contractor requirements, and periodic audits. Appropriate and confidential grievance mechanisms are also in place for workers to raise concerns and seek resolution
	3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	Meets	Meets	Meets	Hindustan Zinc has established policies, collective bargaining agreements, and remuneration practices that ensure employees and contractor workers are compensated fairly and in compliance with legal requirements. The Company pays above statutory minimum wages, assesses living wages using the Anker Methodology, and monitors market benchmarks to maintain competitive remuneration. Working hours and overtime are monitored against legal limits, while implementation of fair remuneration is demonstrated through collective bargaining coverage, gender pay parity commitments, performance-linked compensation, and public disclosure of gender pay ratios in sustainability reporting.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.6 Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous Peoples' aspirations for social and economic development.	Meets	Meets	NA	Hindustan Zinc has established a Technical Standard for Indigenous Peoples that outlines the Company's approach to respecting Indigenous and Tribal Peoples' rights and applying the mitigation hierarchy to avoid, minimise, and manage potential impacts. In the Indian context, Hindustan Zinc recognizes Scheduled Tribes (STs) and Government-identified Vulnerable Tribal Groups (VTGs) within its interpretation of Indigenous Peoples. Processes are in place to identify vulnerable groups and assess potential social and human rights impacts as part of project planning and due diligence activities. No Indigenous Peoples have been identified in the vicinity of Hindustan Zinc's operations; however, the standard applies to new and brownfield projects where Indigenous Peoples may be affected.
	3.7 Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement	Partially Meets	Partially Meets	NA	Hindustan Zinc has established a Technical Standard for Indigenous Peoples and recognizes Scheduled Tribes (STs) and vulnerable tribal groups within its approach to Indigenous Peoples. Documented evidence of formal agreements or consent processes with potentially affected communities, including ST populations, will be applicable for future projects. In addition, comprehensive identification and documentation of ST communities, assessment of their rights and interests, and integration of these considerations into due diligence, engagement planning, and consent-related processes require further strengthening to fully align with ICMM expectations on Free, Prior and Informed Consent (FPIC).

Summary of Finding					
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	3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace	Meets	Meets	Meets	Hindustan Zinc has established a comprehensive framework to respect and promote the rights and interests of women through its Human Rights, Equal Opportunity, Diversity & Inclusion, Anti-Harassment, Anti-Discrimination, and POSH policies. These are supported by gender-responsive work practices, including appropriate PPE, workplace facilities, safety measures, maternity benefits, return-to-work support, and grievance mechanisms. Implementation is overseen through defined governance structures, regular training, awareness programmes, monitoring of gender-related workforce indicators, and periodic reviews to promote equal opportunity, prevent discrimination and harassment, and support women's participation and advancement in the workplace.
	3.9 Implement policies and practices to respect the rights and interests of all workers ⁹ and improve workforce representation in the workplace so it is more inclusive	Meets	Meets	Meets	Hindustan Zinc has established and implemented a Diversity, Equity and Inclusion (DEI) Policy and Equal Opportunity Policy that promote fair, inclusive, and non-discriminatory employment practices. Hindustan Zinc monitors diversity metrics, tracks gender parity targets, and implements women-focused and LGBTQ+ inclusion initiatives to improve workforce representation. Mechanisms are in place to provide safe and secure facilities, appropriate workplace support measures, and channels to address diversity-based harassment and bullying, including POSH training and grievance processes. Workforce diversity and inclusion performance is regularly monitored and reviewed to support continuous improvement.

Summary of Finding					
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Principle 4 Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.	4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results	Meets	Meets	Meets	Hindustan Zinc has established mechanisms to assess environmental and social risks and opportunities for new projects and significant operational changes through detailed Environmental and Social Impact Assessments (ESIAs) and related studies. These assessments cover environmental, social, safety, chemical, traffic, and infrastructure-related risks, with findings incorporated into Environmental and Social Management Plans (ESMPs) that define mitigation measures, monitoring requirements, and responsibilities. Stakeholder engagement is undertaken in accordance with Hindustan Zinc's Stakeholder Engagement Standard to ensure interested and affected stakeholders are consulted during the assessment process and informed of identified impacts and mitigation measures.
	4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area	Meets	Meets	Meets	Hindustan Zinc has established mechanisms to identify and assess conflict and human rights risks through its supplier due diligence processes, including screening for Conflict-Affected and High-Risk Areas (CAHRAs). Hindustan Zinc's operations are not located in CAHRAs, and supplier due diligence reviews include assessments to determine whether suppliers operate in or source from such areas. These processes support the implementation of risk-based due diligence aligned with the intent of the OECD Due Diligence Guidance and provide a mechanism for ongoing monitoring and risk management across the supply chain

Summary of Finding					
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		CLZS	RAM	Corporate	
	4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system	Partially Meets	Partially Meets	NA	Hindustan Zinc has implemented risk management, integrated management systems and Social & Human Rishts Impact & Risk Assessments to identify, assess, and control health, safety, and environmental risks across its operations. However, the current risk management framework does not fully demonstrate comprehensive identification and assessment of psychological health risks as required under ICMM PE 4.3. Mechanisms for managing risks associated with bullying, harassment, discrimination, and other psychosocial hazards require further strengthening and formalization.
	4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice	Meets	Meets	NA	Hindustan Zinc has identified foreseeable hazards and risks that could lead to emergency situations and established comprehensive emergency response plans aligned with applicable legal requirements and industry good practices. Emergency preparedness and response plans are regularly maintained and tested through drills and simulations, with involvement of relevant emergency response agencies and potentially affected external stakeholders to ensure readiness and effective response.

Summary of Finding					
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Principle 5 Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm	5.1 Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards and prevention of occupational diseases, based upon a recognised international standard or management system.	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has implemented health and safety management practices based on recognised international standards and management systems to identify, assess, and control workplace health and safety hazards and occupational diseases. Mechanisms are in place to monitor health and safety performance and drive continual improvement. However, the health risk assessment process does not explicitly incorporate psychological health risks, such as mental well-being, workplace stress, bullying, harassment, and other psychosocial hazards, resulting in partial alignment with ICMM PE 5.1 requirements.
	5.2 Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has established mechanisms to provide health and safety training aligned to employee roles and responsibilities, undertake occupational health surveillance based on risk, monitor occupational exposures against defined limits, and implement workplace health and safety controls. However, structured training programmes specifically addressing psychological health and safety risks, including employee mental well-being and psychosocial hazards, have not been demonstrated, resulting in partial alignment with ICMM PE 5.2 requirements.

Summary of Finding					
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		CLZS	RAM	Corporate	
	5.3 Safeguard the health of workers against exposure to diesel particulate matter (DPM) emissions in all underground mining operations by implementing a comprehensive DPM management programme.	NA	Meets	Meets	Hindustan Zinc has implemented a comprehensive Diesel Particulate Matter (DPM) management approach across its underground mining operations in alignment with DGMS Circular No. 01 of 2018 and ICMM expectations. Baseline and routine DPM monitoring is conducted at a minimum frequency of once every three months, with worker exposure maintained below prescribed limits. The Company utilizes mine ventilation systems, equipment controls, industrial hygiene studies, and exposure monitoring programmes to manage DPM-related risks. Training, occupational health surveillance, equipment management, regulatory compliance monitoring, and continuous improvement processes are in place to support effective DPM management and protect worker health
Principle 6 : Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change	6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised	NA	Meets	Meets	Hindustan Zinc has established mine closure planning and financial provisioning processes through its Technical Standard – Site Closure, aligned with IFC guidelines and applicable regulatory requirements. Closure planning is initiated early in the project lifecycle and addresses environmental, health and safety, socio-economic, and reputational risks. Progressive mine closure plans have been approved for all mines, with regular monitoring, reporting, and public disclosure of closure progress and associated financial provisions, including decommissioning, rehabilitation, restoration, and contingency costs. While social transition measures will be further developed as operations progress towards closure, Hindustan Zinc has established the necessary framework and processes to support closure and post-closure commitments.

Summary of Finding					
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	6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use	Meets	Meets	Meets	Hindustan Zinc has established effective site-level water management practices and governance mechanisms to manage water use, efficiency, and operational water-related risks. We have completed catchment identification and basin mapping for all our sites. Water conservation structures have been implemented across each identified catchment and checkdams such as Gosunda, Tidi, Mansiwakal, Matrikundia, have been constructed under Public-Private Partnership Gosunda as part of our intervention strategy, which caters to freshwater demand of local communities. In addition, a virtual water risk assessment has been completed for every catchment using the WWF Water Risk Filter and WRI Aqueduct to identify the major water-related risks within each basin and catchment. These assessments help prioritize actions and strengthen our water stewardship approach. Before implementing any intervention, regular stakeholder engagement is conducted to understand local needs, gather feedback, and ensure community participation. We also organize ongoing water stewardship awareness sessions and community engagement programs to build awareness, promote responsible water management practices, and encourage long-term ownership of water conservation initiatives among local communities.

Summary of Finding					
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		CLZS	RAM	Corporate	
	6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure	NA	Partially meets	Partially meets	Hindustan Zinc has established a comprehensive tailings governance framework through its Tailings Management Policy, technical standards, OMS manuals, monitoring systems, and tailings reprocessing initiatives, demonstrating alignment with internationally recognised tailings management practices. However, further work is required to achieve full alignment with GISTM expectations, including strengthening human rights due diligence, formalising consequence classification and disclosure processes, enhancing community engagement and communication of tailings-related risks, completing breach and inundation analyses linked to population-at-risk assessments, incorporating climate-adaptive design triggers, and strengthening emergency preparedness and long-term remediation planning. Hindustan Zinc has identified these gaps and is progressing actions towards full GISTM alignment by the targeted timeline.
	6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment	Meets	Meets	NA	Hindustan Zinc has management systems in place, based on the mitigation hierarchy, designed to prevent, minimize, and address pollution, manage releases and waste, and impacts to human health and the environment from its operations.
	6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO2 equivalent (GHG) emissions	Meets	Meets	Meets	Hindustan Zinc has management systems in place designed to improve energy efficiency, reduce operational greenhouse gas emissions, and report outcomes in line with internationally recognized protocols.

Summary of Finding					
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Principle 7 Contribute to the conservation of biodiversity and integrated approaches to land-use planning	7.1 Neither explore nor develop new mines in UNESCO World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated	Meets	Meets	Meets	Hindustan Zinc has established commitments and management processes that prohibit exploration and development of new mines within UNESCO World Heritage Sites and require consideration of legally designated protected areas during project planning and development. Environmental and social assessment processes are implemented to identify, assess, and manage potential impacts on protected areas, ensuring that new projects and operational changes are designed and managed in accordance with applicable regulatory and conservation requirements.
	7.2 Assess and address material risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, to achieve a minimum of no net loss (NNL) or net gain of biodiversity by completion of closure	Meets	Meets	Meets	Hindustan Zinc has established a Biodiversity Policy aligned with ICMM Principles, IFC Performance Standard 6, and TNFD guidance, and applies the mitigation hierarchy to assess and manage biodiversity and ecosystem service impacts. Biodiversity baseline assessments, biodiversity management plans, and offset strategies are implemented to support the Company's commitment to No Net Loss (NNL) of biodiversity, with an aspiration towards Net Positive Impact (NPI) where feasible. Biodiversity conservation and restoration initiatives, including habitat restoration, afforestation, wildlife conservation measures, biodiversity parks, and ecological enhancement projects, demonstrate implementation of the mitigation hierarchy and ongoing efforts to manage biodiversity impacts throughout the mine lifecycle.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
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Principle 8 : Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals	8.1 In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials	Meets	Meets	Meets	Hindustan Zinc has integrated sustainable development principles into operational design and decision-making through initiatives focused on energy efficiency, water management, resource recovery, recycling, and reuse. Practices are in place to identify and evaluate opportunities for resource optimisation and circularity, including the recovery and reuse of materials and water throughout the asset lifecycle. These initiatives are supported by defined processes, monitoring systems, and performance tracking mechanisms that demonstrate effective implementation. While opportunities exist to further strengthen documentation of downstream recycling linkages and circular resource management practices, no material gaps were identified against the requirements of ICMM PE 8.1.
	8.2 Assess the hazards of the products of mining according to UN Globally Harmonized System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate	Meets	Meets	Meets	Hindustan Zinc has established practices to identify, assess, and classify product hazards in accordance with the UN Globally Harmonized System (GHS) and applicable regulatory requirements. Appropriate hazard communication mechanisms, including Safety Data Sheets (SDSs), product labelling, and regulatory disclosures, are implemented to ensure that product hazards are effectively communicated to workers, contractors, customers, and other relevant stakeholders. No material gaps were identified against the requirements of ICMM PE 8.2.

Summary of Finding					
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Principle 9 : Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities	9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate	Meets	Meets	Meets	Hindustan Zinc has implemented inclusive community engagement and development processes that enable local communities to identify and communicate their development priorities. Through stakeholder consultations, participatory planning, and partnerships with government agencies, civil society organisations, and other stakeholders, the Company supports programmes aimed at enhancing long-term social and economic wellbeing. Strong evidence of community engagement, collaborative partnerships, and sustainable development initiatives demonstrates substantial alignment with the requirements of ICMM PE 9.1.
	9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities	Meets	Meets	Meets	Hindustan Zinc has committed to supporting local economic development through local employment, procurement, and contracting opportunities, as reflected in its Social Performance Policy. The Company provides procurement opportunities to local enterprises and actively sources goods and services locally where feasible, contributing to local economic growth, supply chain resilience, and operational efficiency. Hindustan Zinc also tracks local procurement performance and supports broader economic opportunities for local communities. While a formal local procurement strategy and policy framework is under development, existing practices demonstrate alignment with the intent of ICMM PE 9.2.

Summary of Finding					
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	9.3 Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups ⁷ , and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities	Meets	Meets	NA	Hindustan Zinc has established and implemented stakeholder engagement processes based on local context and stakeholder identification, including consideration of vulnerable groups. Hindustan Zinc maintains an accessible and effective grievance mechanism aligned with the UN Guiding Principles on Business and Human Rights, supported by defined governance structures, transparent processes, community participation, and escalation pathways. Mechanisms are in place to enable the monitoring, management, and timely resolution of grievances, with no material gaps identified against the requirements of ICMM PE 9.3.
	9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM)	NA	Meets	NA	Hindustan Zinc has established a Social Performance Policy and a Standard for Engagement with Artisanal and Small-Scale Mining (ASM), which commit the Company to supporting responsible ASM practices and collaborating with governments, NGOs, and industry bodies to promote sustainable development, capacity building, safety, and environmental performance. While no ASM activities are present within Hindustan Zinc's operational areas of influence, the Company actively participates in government- and industry-led forums, workshops, training programmes, safety initiatives, and knowledge-sharing platforms that contribute to improving environmental and social practices across the wider mining sector. These mechanisms demonstrate alignment with the intent of ICMM PE 9.4.

Summary of Finding					
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Principle 10 Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance	10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.	NA	NA	Meets	Hindustan Zinc has established processes to identify and engage with key corporate-level external stakeholders on sustainable development issues through structured stakeholder engagement, materiality assessments, sustainability reporting, industry forums, and ongoing dialogue mechanisms. These processes support transparent communication, incorporation of stakeholder perspectives into decision-making, and disclosure of sustainability-related performance and commitments.
	10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project	Meets	Meets	Meets	Hindustan Zinc publicly supports the principles of the Extractive Industries Transparency Initiative (EITI) and discloses material payments to governments through its Annual Report and Tax Transparency Report. The Company has established processes for reporting and transparency of government payments across its operations. While project-level disaggregation of payment disclosures could further enhance alignment with ICMM expectations, current disclosures demonstrate a strong commitment to transparency and accountability regarding payments to governments.

Summary of Finding					
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	10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards or the European Sustainability Reporting Standards (ESRS).	NA	NA	Meets	Hindustan Zinc reports its economic, social, and environmental performance annually through its Integrated Annual Report and sustainability disclosures in alignment with recognized reporting frameworks. The Company discloses payments to governments through its Annual Report and Tax Transparency Report and demonstrates transparency regarding its economic contributions. While project-level reporting of government payments is not feasible due to Hindustan Zinc's business structure and regulatory context, the Company provides entity-level disclosures and openly communicates the basis for this approach.
	10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements	NA	NA	Meets	Hindustan Zinc conducts annual independent assurance of its sustainability performance and discloses the results through its public sustainability reporting, in alignment with ICMM membership requirements.