

ROOTED. RISING. RESPONSIBLE.

Social Impact Report 2024-2025.





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Chairperson's Message

India in 2026 is a country in motion.

We are building faster than ever before, learning at scale, digitising daily life, and imagining futures our parents could not. At the same time, the distance between opportunity and access remains uneven. For many communities, progress still depends on the basics: a safe road, a reliable school, clean water, dignified work, and the confidence to participate fully in society.

This is the context in which Hindustan Zinc operates today.

As an organisation rooted in India's natural resources and industrial backbone, we recognise that our responsibility does not end at production. It extends to the people, ecosystems, and regions that make our work possible. Businesses of scale must look beyond short-term outcomes and contribute to long-term resilience and shared prosperity.

Across the country, we see a clear pattern. Where access improves, aspiration follows. Where skills are nurtured, livelihoods stabilise. Where women gain economic agency, communities move forward. And where safety, health, and environmental stewardship are prioritised, progress becomes sustainable.

Our CSR approach is shaped by these realities. From strengthening government schools and enabling youth employment, to supporting farmers, micro-entrepreneurs, water security, and ecological restoration, our focus is on



Ms. Priya Agarwal Hebbar
Chairperson, Hindustan Zinc

building systems that can sustain independently.

We also recognise that no organisation can do this alone. Partnerships with governments, civil society, and community leaders remain central to our work, ensuring relevance, accountability, and scale.

As India enters its next phase of growth, success must be measured not only by output, but by the strength of the ecosystems we leave behind. This report reflects our commitment to that broader definition of progress and our belief that purposeful action today can help shape a stronger India for the future.

CEO's Foreword

We are living in a time where conversations around responsibility, sustainability, and equity have become part of everyday dialogue. At Hindustan Zinc, the world's largest integrated zinc producer and a Vedanta Group company guided by the philosophy of #TransformingForGood, we believe the true meaning of responsibility is not defined by what we say, but by what we choose to do... consistently and at scale.

Our presence is deeply connected with the communities and ecosystems around us. Every decision we take has the potential to influence livelihoods, access to opportunities, and the quality of life for those who live and work alongside our operations. In this context, social impact cannot remain an abstract idea. It must be reflected in how we design our systems, allocate resources, measure outcomes, and respond with honesty when progress takes time.

As global leaders, this responsibility is both collective and deeply personal.

Over the years, our approach to social impact has evolved from individual initiatives to structured, outcome-driven programmes across education, livelihoods, healthcare, water stewardship, safety, environment, and community development. This evolution reflects our belief that meaningful change requires patience, sustained focus, and the discipline to prioritise long-term outcomes over short-term visibility.

At Hindustan Zinc, social impact is not about responding to sentiment. It is about making deliberate choices that create lasting value. Strong governance,



Mr. Arun Mishra
CEO, Hindustan Zinc

credible partnerships, and continuous evaluation remain central to our efforts, because intent without rigour does not translate into real progress.

There is also a human dimension to this journey. Many of us care deeply about the kind of society we want to help build. The true test is carrying that care beyond conversations and into everyday decisions... into the systems we strengthen, the teams we lead, and the standards we set.

As we look ahead, our direction remains clear. We will continue to refine our approach, question our assumptions, and strengthen initiatives that demonstrably improve lives and ecosystems. Because real change does not begin with declarations. It begins with the decisions we make, consistently and consciously, to create meaningful and lasting social impact.

Executive Summary

Some of the most meaningful insights I carry from this work come from listening.

From women like Rajshree Chauhan, who once needed permission to attend meetings and now manages an entire federation digitally through the Sakhi programme. From students like Sameer Mohammad, who travelled from Hurda-Agucha to IIT Madras through Unchi Udaan, quietly shifting what young people in his community believe is possible. And from families who speak less about impact metrics and more about what it feels like when life finally becomes a little more stable.

These moments stay with me.

At Hindustan Zinc, CSR is not a checklist or a parallel function. It is a continuous process of listening, learning, and responding to realities as they exist on the ground. Every programme we design, every partnership we enter, begins with a simple question: what does this community truly need to move forward?



Ms. Anupam Nidhi

Head Corporate Social Responsibility

The answers are rarely simple.

This year, our initiatives reached over 4.7 lakh people across 132 villages. In urban terms, this is the equivalent of engaging a population larger than many tier-two cities, spread across geographies where access is uneven and systems are often fragile. Scale matters, but what matters more is depth. Trust cannot be accelerated.

In education, we focus on learning outcomes rather than enrolment alone. Through Shiksha Sambal, more than 35,000 students across around 140 government schools benefited from strengthened learning in core subjects. Through Unchi Udaan, students



from rural backgrounds have entered premier institutions and secured meaningful employment. These are not isolated achievements. They are the result of sustained academic support, mentorship, and belief over time.

Economic empowerment, especially for women, continues to be among the most transformative aspects of our work. Through Sakhi, over 26,000 women across more than 2,000 self-help groups have accessed credit, savings, and leadership platforms. In urban terms, this is comparable to enabling an entire workforce the size of a large corporate campus to participate actively in the economy. The shift we witness is not only financial. It shows up in confidence, agency, and voice.

Our work in health, water, and sanitation reinforces a simple truth. Progress in education and livelihoods cannot hold if well-being is compromised. This year alone, 4.5 lakh community members were impacted through access to healthcare, awareness programmes, and safe drinking water. In cities, these are often taken for granted. In



rural contexts, they determine whether families can plan beyond survival.

Across all these efforts, one lesson has become clear. Communities do not need us to lead for them. They need us to stay present long enough for leadership, resilience, and capability to emerge from within. Our role is to strengthen systems, support partnerships, and remain accountable to outcomes.

I carry both the stories and the numbers from this work. The data helps us learn and improve. The stories remind us why the work matters. This report reflects both. It is a record of progress, but also of patience, care, and the trust built over time, one community at a time.



KEY HIGHLIGHTS

EDUCATION & CHILD DEVELOPMENT

Strengthening learning journeys from school to higher education through **Shiksha Sambal**, **Unchi Udaan**, and **Jeevan Tarang**, with a focus on outcomes, inclusion, and long-term access.

35,000+

students supported across ~140 government schools.

COMMUNITY DEVELOPMENT

Upgrading essential infrastructure across villages through roads, water pipelines, lighting, schools, and shared community spaces.

34.46 km

of roads constructed across 46 villages

ENVIRONMENT & SAFETY

Advancing ecological restoration and community safety through initiatives like the **Baghdarra Crocodile Conservation Reserve**, and safety training.

368.71 hectares

to be developed under the Zinc Baghdarra Crocodile Conservation Reserve

WOMEN EMPOWERMENT

Enabling financial independence and leadership through **Sakhi**, supported by women-led institutions, enterprises and home grown brands like **Daichi** and **Upaya**.

26,844

women empowered through 2,167 SHGs.

ECONOMIC DEVELOPMENT & SKILLS

Building sustainable livelihoods through **SAMADHAN** and **Zinc Kaushal**, combining agriculture, livestock development, skilling, and formal employment pathways.

34,642

farmers benefited under SAMADHAN.

SPORTS

Promoting professional sports pathways through the **Zinc Football Academy (ZFA)** and rural sports development.

12,000+

youth supported through sports initiatives.

HEALTH, WATER & SANITATION

Improving community well-being through preventive healthcare, clean drinking water, sanitation, and women-led water systems under **Jal Sakhi**.

4.5 lakh

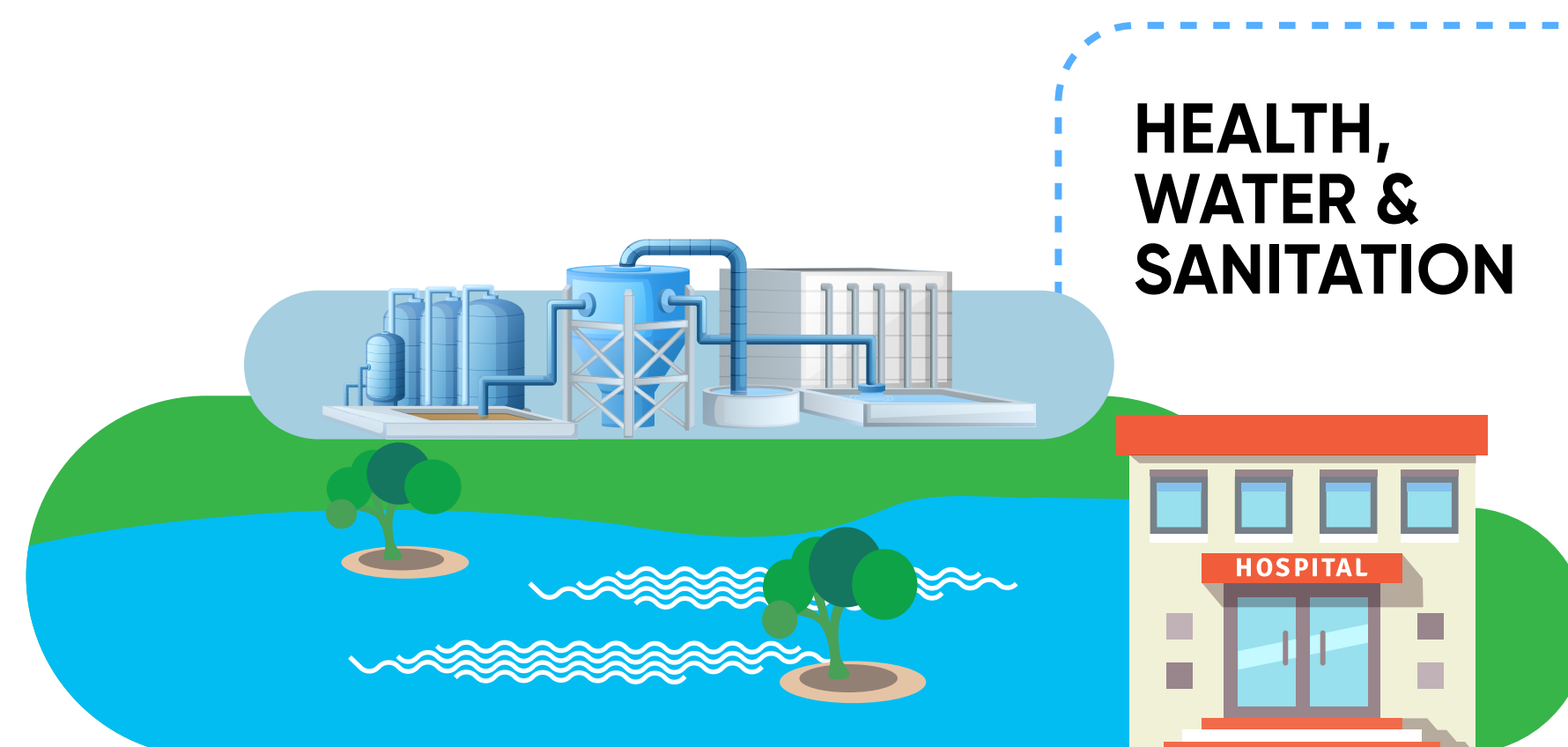
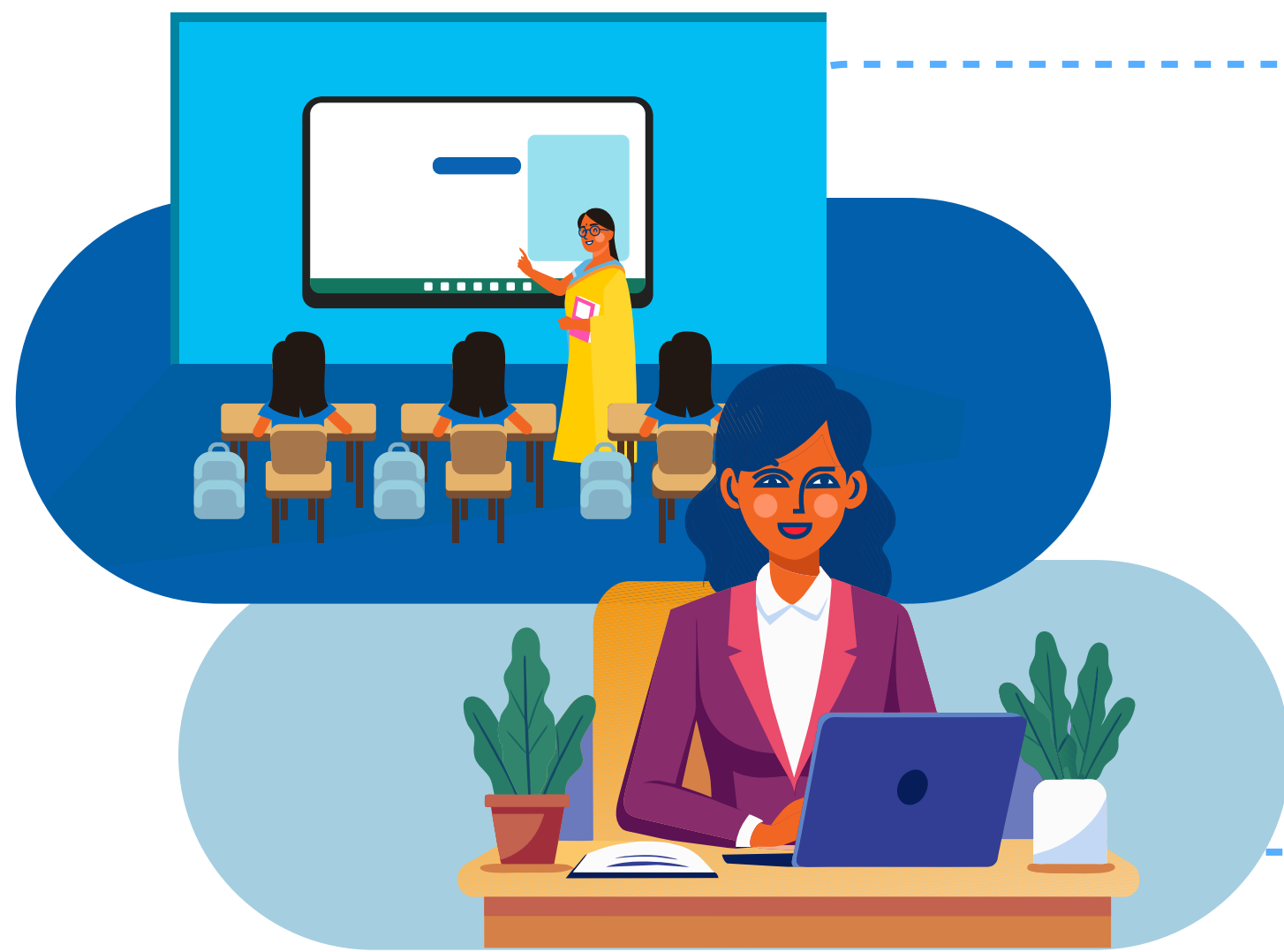
people reached through health, water, and sanitation initiatives.

ARTS & CULTURE

Celebrating regional heritage and cultural expression through community-based platforms and festivals.

1.3 lakh people

benefited through arts and culture programmes



EDUCATION



Overview

Our education initiatives focus on strengthening learning outcomes and expanding access across key stages of a student's journey. The work spans foundational learning in government schools, academic support for high-potential students, inclusive education for persons with disabilities, and pathways to higher education and employment.

Across programmes, the emphasis remains on academic performance, continuity of support, and reducing learning gaps early, so students are able to progress with confidence and clarity.



SHIKSHA SAMBAL

Puneet Gadri is a student from Khad Bamaniya village, who grew up in a household filled with responsibility. His father works in agriculture, and his mother is a school assistant. Like many students in government schools, Puneet balanced school with helping at home and spending time outdoors.

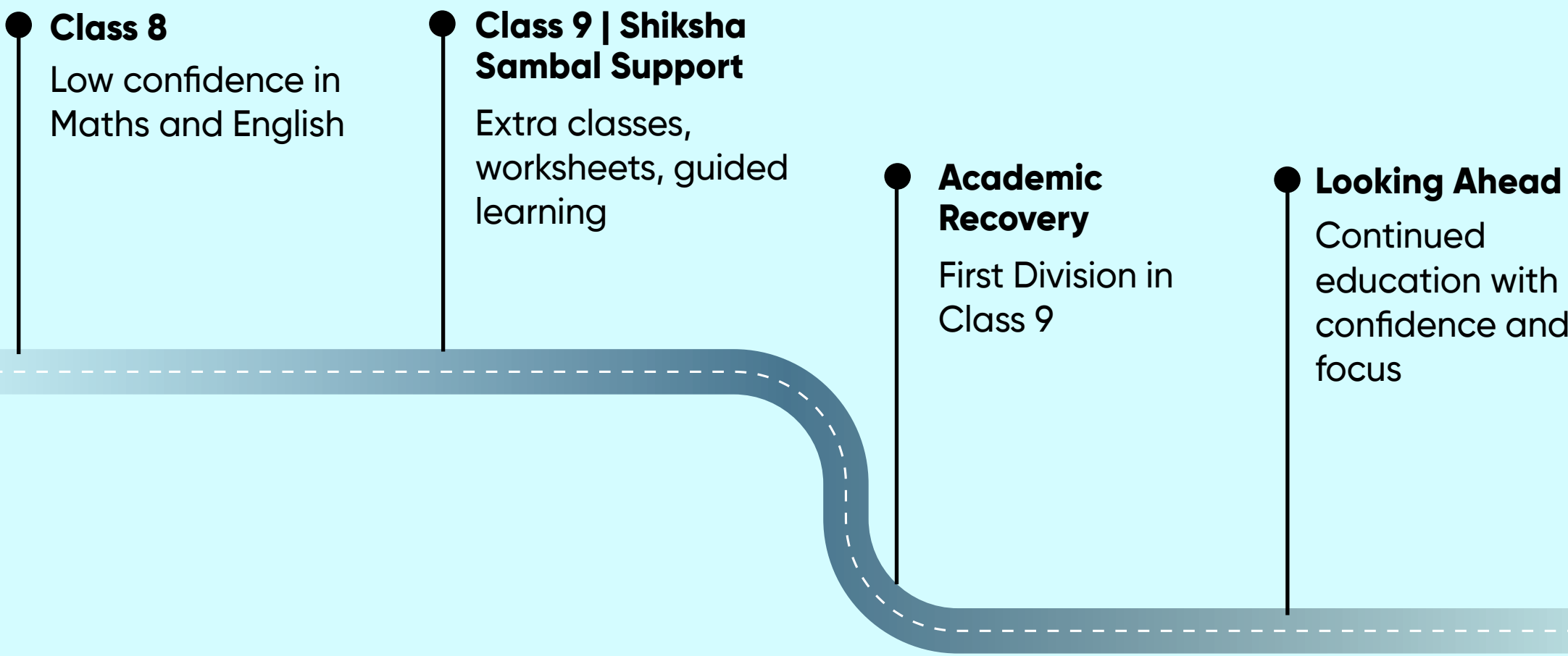
Over time, learning began to slip. By the end of Class 8, Mathematics and English felt especially difficult, and even basic concepts were unclear. Focus was inconsistent, homework was often incomplete, and confidence in the classroom had reduced.

After entering Class 9, Puneet joined Shiksha Sambal's Diwali extra classes, which focus on rebuilding foundational skills through structured practice and guided learning. Worksheets, repeated revision, and focused instruction helped him reconnect with concepts step by step.

The progress was reflected in his results. Puneet passed his Class 9 examination with First Division, securing 65.75% overall, including 124/200 in Science, 169/200 in English, and 129/200 in Mathematics. More importantly, his confidence and engagement with learning improved significantly.

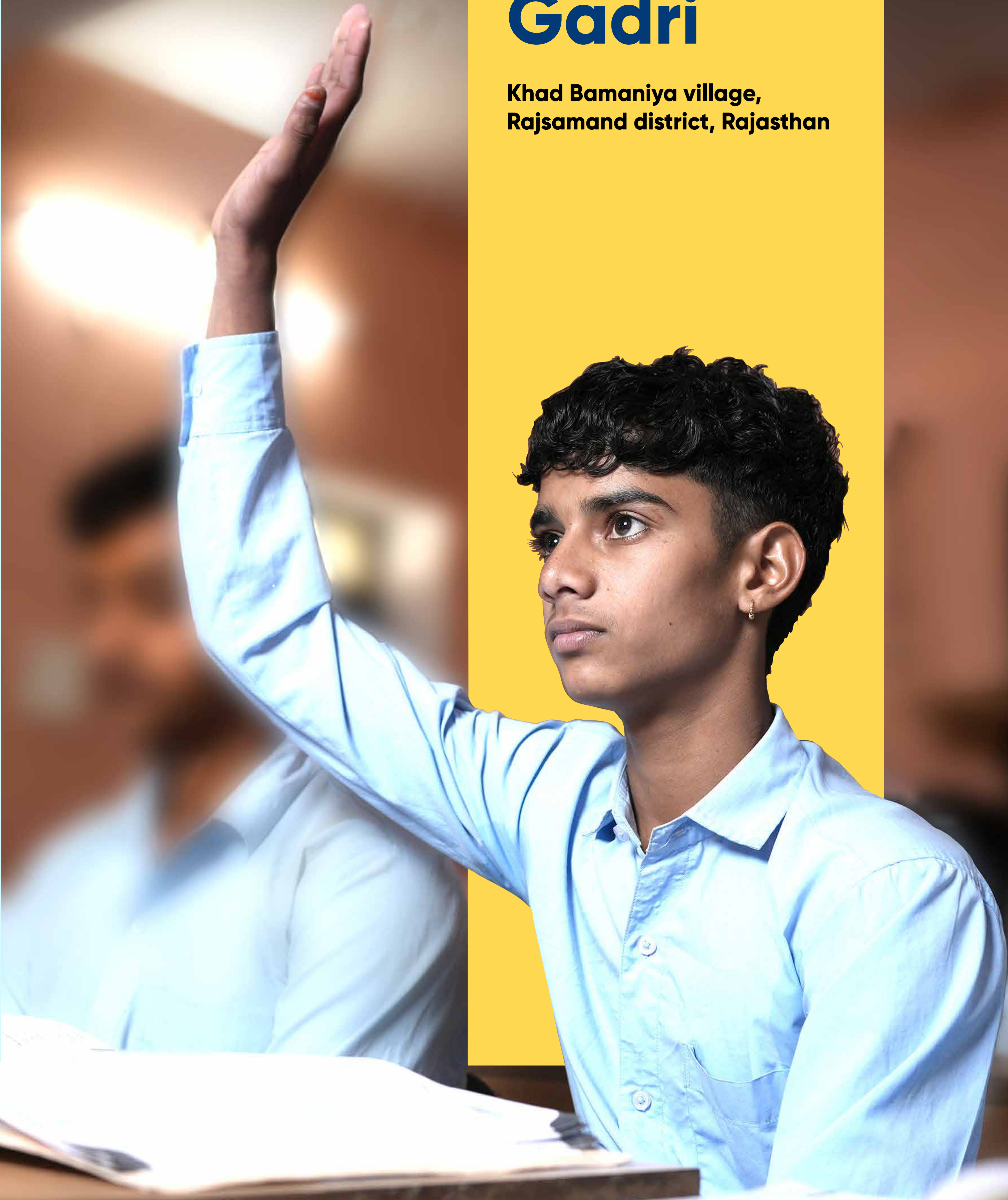
Today, Puneet approaches his studies with greater discipline and clarity. Encouraged by this progress, he aspires to continue his education with sustained academic support and structured guidance.

PUNEET GADRI'S JOURNEY



Puneet Gadri

Khad Bamaniya village,
Rajsamand district, Rajasthan



SHIKSHA SAMBAL

Ensuring students like Puneet Gadri regain foundational skills early, before learning gaps become permanent.

Shiksha Sambal focuses on improving learning outcomes in government schools by addressing gaps in teaching quality, infrastructure, and student engagement. Through specialised classes in Science, English, and Mathematics, supported by reading initiatives, integrated STEM labs, sports camps, and school renovation activities, the programme strengthens learning where it begins.

The programme has also contributed to increased participation and confidence among girl students in STEM subjects, alongside improved academic performance and shifting community perceptions around education.



35,000+
students supported across
~140 schools



2 lakh
students benefited annually via
pre-vocational setups and
improved infrastructure



30,984
classes conducted in Science,
English, and Mathematics



6,000
students engaged through
the Book for Friend platform

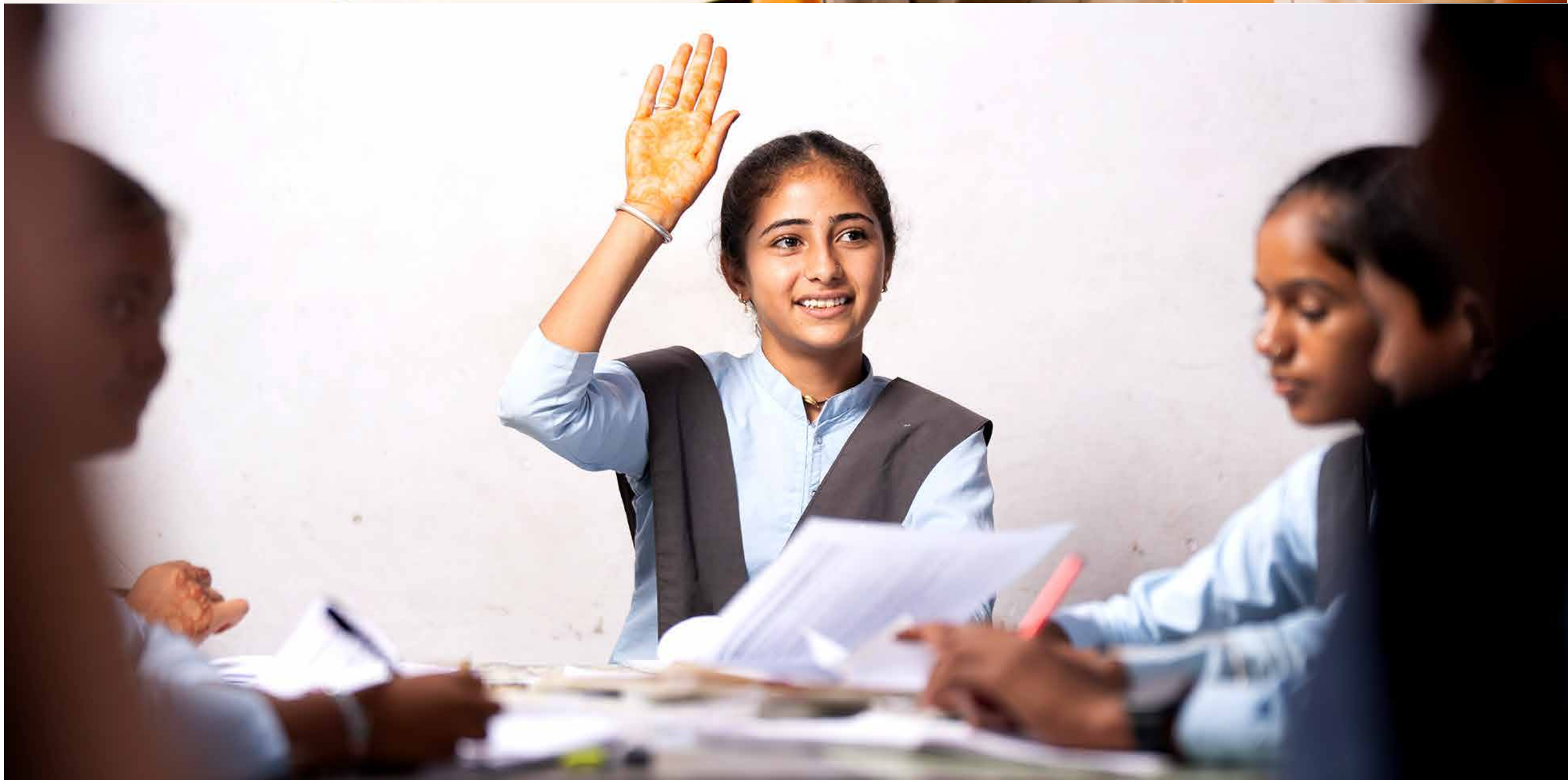


95%
overall Class 10 board
pass percentage



Integrated STEM lab at Pant
Nagar covering 11 blocks

Up Next
We're launching
Online Smart Classes
to extend reach and
continuity of
learning!



UNCHI UDAAN

Sameer Mohammad grew up in Hurda village near Agucha in Bhilwara district, where academic ambition existed, but exposure and specialised guidance did not. Like many students in rural settings, he navigated his early education without structured preparation for competitive exams or a clear view of higher education pathways.

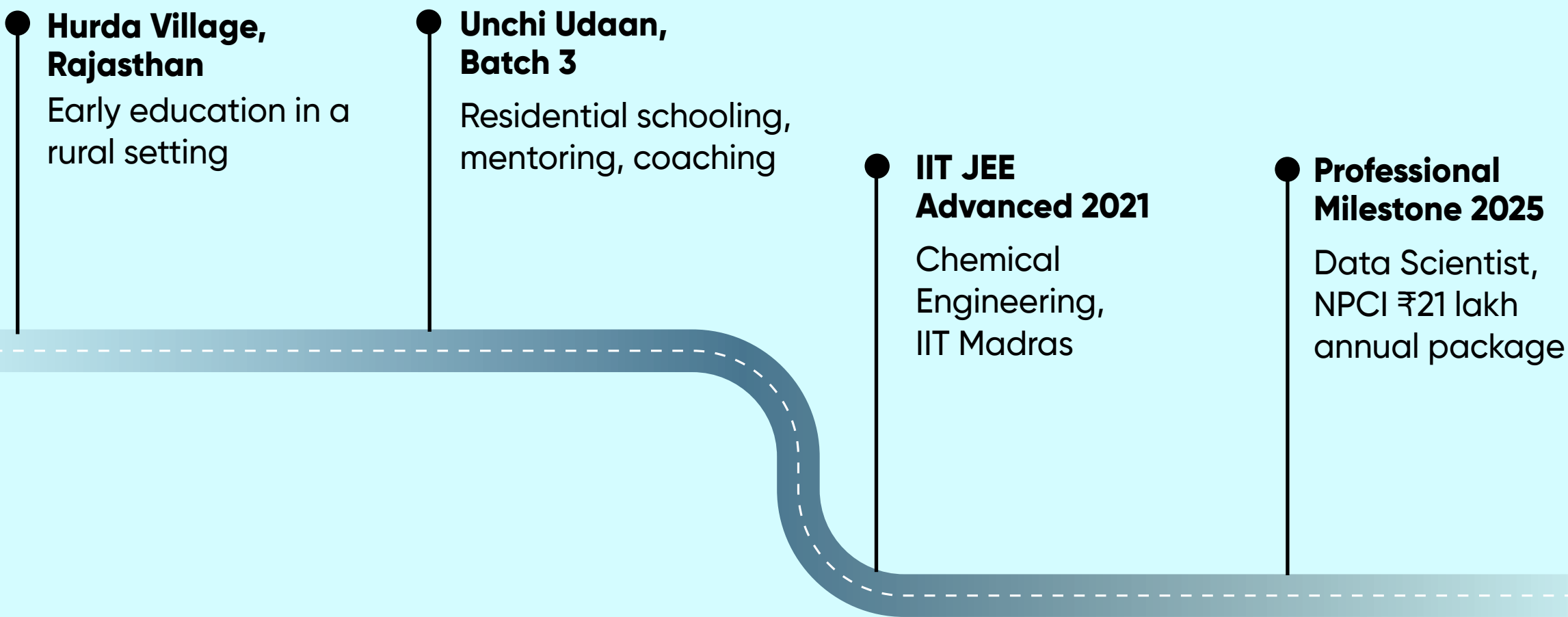
Despite this, Sameer showed discipline and determination. What was missing was not effort, but access to systems that could translate effort into long-term opportunity.

Through Unchi Udaan, Sameer entered a structured academic environment that combined residential schooling, focused coaching, mentoring, and access to learning resources. This continuity allowed him to concentrate fully on his studies and prepare for national-level examinations with confidence.

In 2021, Sameer cracked the IIT JEE Advanced, securing admission to the B.Tech programme in Chemical Engineering at IIT Madras. The academic foundation built during this phase continued to support his growth beyond college.

In 2025, Sameer was placed as a Data Scientist at the National Payments Corporation of India, securing an annual package of ₹21 lakh. From a rural classroom to the core of India's digital payments ecosystem, his journey reflects how structured academic support can expand both aspiration and access.

SAMEER MOHAMMAD'S JOURNEY



Sameer Mohammad

Hurda village, Bhilwara district, Rajasthan



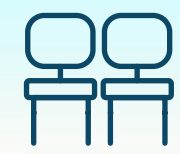
UNCHI UDAAN

Creating structured pathways for students like Sameer Mohammad to access higher education and professional careers.

Unchi Udaan prepares high-performing students from Hindustan Zinc's neighbourhood communities for entry into IITs and other reputed engineering institutions. The programme identifies academic potential in government schools and supports students through four years of structured, in-house coaching aligned with national engineering entrance examinations.

Through residential schooling, focused mentoring, and sustained academic preparation, Unchi Udaan enables students from economically disadvantaged backgrounds to compete in examinations such as IIT-JEE, NTSE, and KVPY. The emphasis extends beyond exam performance to building discipline, confidence, and long-term academic direction.

In FY 2024–25, Unchi Udaan supported 296 students across nine batches, strengthening pathways to institutions that were previously out of reach.



34 students

from Batch 6 allotted seats in Government Engineering Colleges



10 students

scored above 90% in Class 10



27 students

placed with an average package of ₹9–10 lakh



NAND GHAR

A nationwide movement that is transforming traditional Anganwadis into modern hubs for nutrition, digital early learning, healthcare, and women empowerment.

Nand Ghar is HZL's flagship initiative that is focused on transforming traditional Anganwadis into integrated community centres. The programme delivers digital early learning, nutrition support, basic healthcare linkages, and women empowerment interventions under one platform.

By upgrading infrastructure and expanding services within Anganwadi centres, Nand Ghar strengthens early childhood education outcomes while supporting women's participation in community development. The initiative prioritises operational geographies while expanding its footprint through strategic partnerships and state-level collaboration.



2,001 Nand Ghars
developed in FY25



8,045 Nand Ghars
operational (March 2025),
↑ 33% YoY (from 6,044 Nand Ghars)



25 centres
developed in Thane marking
first expansion into
Maharashtra



25,000 Nand Ghars
covered under a 2-year MoU
extension with the Government
of Rajasthan



₹28 lakh raised
through a first-time
fundraising campaign



₹25 lakh value
secured via mid-sized
corporate partnerships



1 lakh + children
reached through multi-millet
shake and Nutri bar distribution



3 lakh + children
impacted



2 lakh + women
impacted



Strategic Focus – FY26

Nand Ghar Development

Develop
6,000 Nand Ghars
across Rajasthan and
1,000 across
other states



Project Balvardhan



Reduce malnutrition
among children (<6 years)
in Dholpur district

Drive behavioural
change initiatives and
provide supplementary
nutrition support

Nand Ghar Communication

Enhance visibility
through strategic
communication and
stakeholder
engagement initiatives



JEEVAN TARANG

Ensuring that education and skill-building remain inclusive for persons with disabilities.

Jeevan Tarang creates inclusive learning and pre-vocational opportunities for persons with disabilities by combining awareness, confidence-building, and job-readiness initiatives. The programme supports social inclusion through structured engagement across education, safety, and livelihood readiness.

Under the aegis of Hearts with Fingers, around 150 deaf students crafted Diwali products, fostering entrepreneurship while promoting education, awareness, and economic participation.



2,600+
persons with disabilities supported



OTHER EDUCATION PROJECTS

Extending access beyond school through scholarships, coaching, and institutional support.

In addition to flagship programmes, Hindustan Zinc continues to support educational continuity through scholarships, competitive exam preparation, and direct school support.



130+ girls
supported through graduate and post-graduate scholarships from rural and tribal Rajasthan



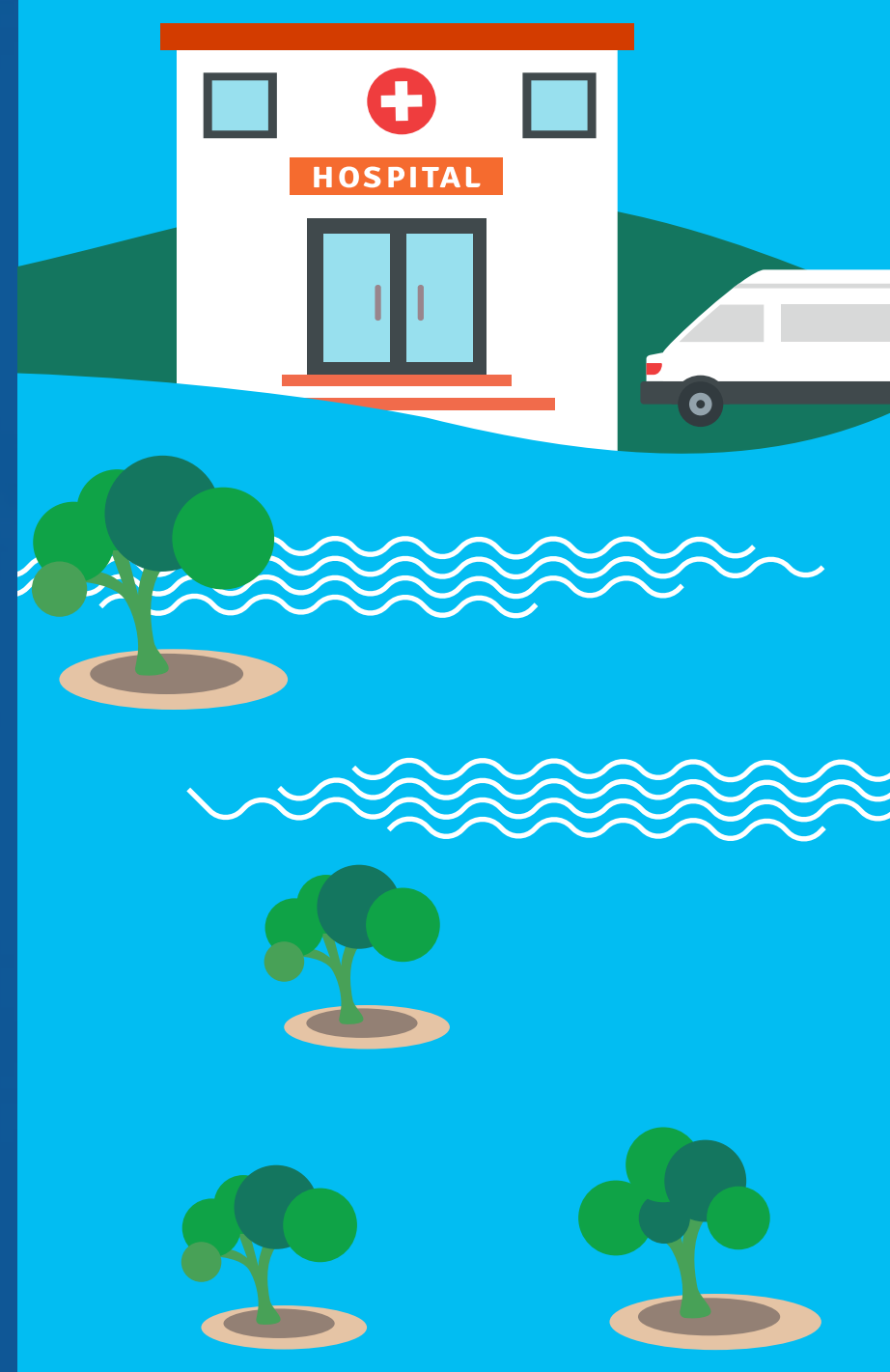
727 students
benefited through competitive exam coaching and career counselling



1,690+ students
enrolled across five Hindustan Zinc-supported schools (Classes 1–12) serving nearby communities



2 HEALTH, WATER & SANITATION



Overview

Access to healthcare, safe drinking water, and basic sanitation continues to shape health outcomes in many rural communities. Gaps in early screening, limited medical outreach, and water scarcity often mean that preventable conditions go untreated for far too long.

Our health, water, and sanitation initiatives address these gaps by strengthening last-mile healthcare delivery, ensuring access to safe drinking water, and supporting sanitation and water management systems that communities can depend on over time.



SWASTHYA SEWA PROJECT (HEALTH INITIATIVE)

Komal Gadri is a 12-year-old girl living in Suwaniya village in Chittaurgarh district, where routine health screening was not easily accessible and early symptoms of illness often went unnoticed. Like many adolescent girls in rural Rajasthan, her health concerns developed quietly, without immediate medical attention.

Over several weeks, Komal experienced persistent weakness and episodes of rectal bleeding. Her energy levels declined, making it difficult for her to attend school regularly or participate in everyday activities. These symptoms remained unaddressed until a Mobile Health Van visit brought healthcare directly to her village.

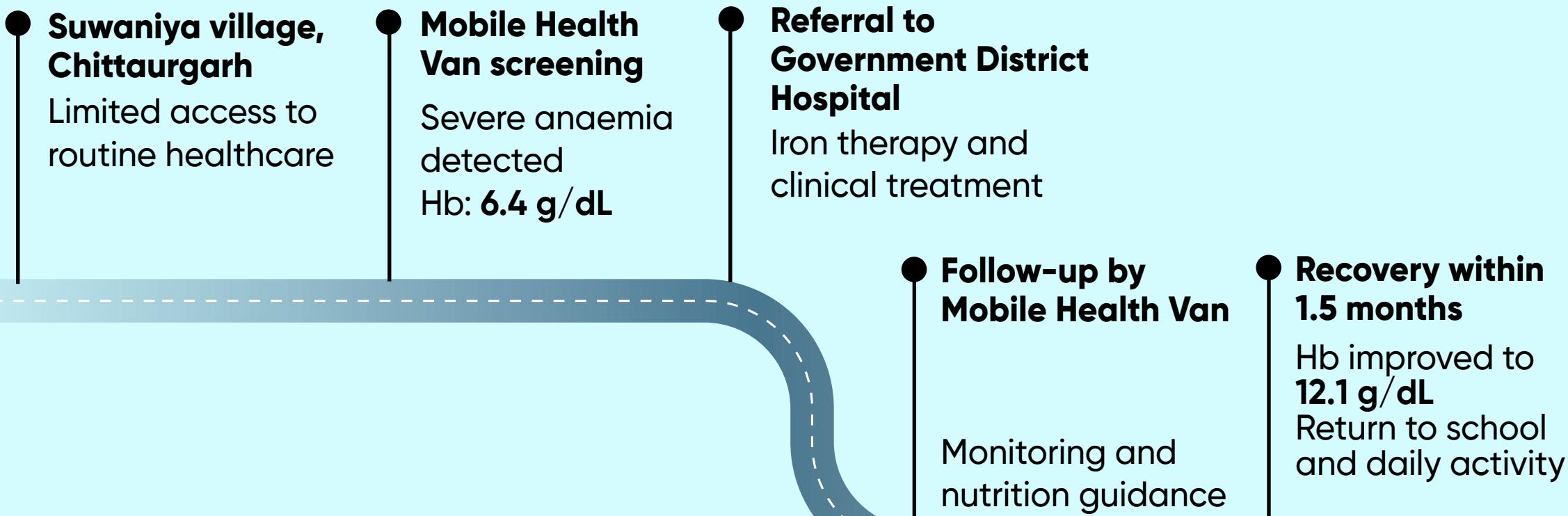
During a scheduled outreach under Hindustan Zinc’s Swasthya Sewa Project, the Mobile Health Van team conducted routine health assessments using portable diagnostic equipment. Komal’s haemoglobin level was found to be critically low at 6.4 g/dL, placing her in the severe anaemia category and indicating an urgent need for intervention.

The Mobile Health Van played a decisive role at this stage. Acting as the first point of detection, the team immediately referred Komal to Sanwaliya Ji Government District Hospital, enabling timely access to specialised care that would otherwise have been delayed. At the hospital, she underwent medical evaluation and received iron therapy under clinical supervision.

Post-discharge, the Mobile Health Van team continued regular follow-ups, monitoring her progress, reinforcing treatment adherence, and guiding her family on nutrition and health practices.

Within approximately 1–1.5 months, Komal’s haemoglobin levels improved from 6.4 g/dL to 12.1 g/dL, returning to a healthy range for her age. Her physical recovery was accompanied by renewed energy, regular school attendance, and improved overall wellbeing.

EARLY DETECTION TO RECOVERY



Komal Gadri

Suwaniya village, Chittaurgarh district, Rajasthan



HEALTHCARE

Building last-mile healthcare systems that identify risk early and connect individuals like Komal to timely care.

Our healthcare initiatives strengthen village-level access to preventive and curative services through mobile outreach, medical camps, and support to medical institutions. Services include specialised consultations, free medicines, and health awareness sessions on hygiene, nutrition, and common health concerns, enabling early intervention and sustained well-being.



4.5 lakh
community members reached across health, water, and sanitation initiatives



5 Mobile Health Units
operating across 110 villages



2 lakh
people covered through mobile healthcare services



Medical camps conducted for specialised care and free medicines



WATER & SANITATION

Building resilient water and sanitation systems that ensure safe access, reuse, and long-term sustainability.

Our water initiatives focus on improving availability, quality, and sustainability through RO plants and water ATMs, supported by tanker and pipeline supply in water-scarce regions. Community participation is central to this work, with Jal Sakhi women operating and managing water systems at the local level. Water conservation and storage augmentation efforts further strengthen long-term resilience.

Sanitation and wastewater management form a critical part of this approach. Udaipur City's first Sewage Treatment Plant (STP), developed under a Public Private Partnership model, treats and converts a significant portion of the city's sewage into reusable water. This contributes to improved lake ecology, reduced freshwater extraction, and alignment with the Swachh Bharat Mission.

Sanitation infrastructure has also been strengthened through the construction of toilet blocks in government schools, supporting hygiene, dignity, and attendance for students.



80%
of Udaipur's sewage water (29 lakh MLD annually) treated & reused



3.33 lakh
Udaipur residents directly benefited through wastewater



14 toilet
blocks constructed in 9 govt. schools across 6 villages



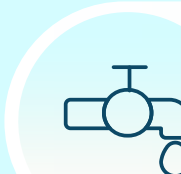
13 RO
hubs operated by Jal Sakhi women



92%
of the RO workforce represented by Jal Sakhi



2.19 lakh
people benefited through tanker and pipeline supply



6.11 crore m³
of drinking water supplied to 1000 households



1+ lakh m³
water conservation and storage capacity created



ENVIRONMENT & SAFETY

3



Overview

Our environment and safety initiatives focus on ecological restoration and building awareness around safety practices within communities. Extending beyond operational boundaries, these efforts aim to protect natural ecosystems, strengthen environmental infrastructure, and promote safer living environments through practical, community-facing interventions.



BAGHDARRA CROCODILE CONSERVATION RESERVE & PLANTATION INITIATIVES

Restoring ecosystems and conserving natural resources

Our environmental initiatives focus on restoring natural habitats, improving water stewardship, and supporting greener community spaces. A key intervention is the development of the Baghdarra Crocodile Conservation Reserve, undertaken through a formal partnership with the Rajasthan Protected Area Conservation Society, reviving habitats and strengthening environmental infrastructure. Spanning 368.71 hectares, the initiative integrates habitat restoration for crocodiles, bird species, panthers, and other wildlife, alongside afforestation, water conservation infrastructure such as check dams and ponds, and eco-sensitive visitor zones including walking trails and educational exhibits.



368.71 hectares

developed under the Baghdarra Crocodile Conservation Reserve



14,500 saplings

distributed across 35 villages to support community-led green development



5,000+ native plants

established through a Miyawaki plantation across 1 acre, creating a dense, fast-growing indigenous forest



200+ bird species

along with crocodiles, panthers, and other wildlife supported through habitat restoration initiatives



SURAKSHA MARGDARSHIKA

An easy-to-read safety handbook that supports safer homes and communities

Our safety initiatives are anchored by Suraksha Margdarshika, an in-house safety module designed to build awareness and capability around everyday safety practices within communities.

The programme covers home and domestic safety, including LPG safety, electrical safety, ergonomics, 5S practices at home, and confined space safety. Training is delivered in regional languages and supported through the creation of community-level safety master trainers, enabling knowledge to be sustained locally.



28,445

community members benefited through Suraksha Margdarshika



SPORTS

4



Overview

Our sports initiatives focus on identifying, nurturing, and sustaining athletic talent from rural and semi-urban communities, while expanding access to organised sport at the grassroots. Through structured training academies, competitive exposure, and community-level sports support, we work across the athlete lifecycle, from early engagement to professional pathways.

The Zinc Football Academy anchors this approach by combining high-performance coaching with education, discipline, and long-term athlete development, while broader sports interventions ensure that physical activity and organised play reach villages and schools where access is otherwise limited.



ZINC FOOTBALL ACADEMY

Sahil Poonia grew up in Ladwa village in Hisar, Haryana, in a household where ambition had to coexist with limited means. With his father, a farmer and the family's sole breadwinner, firmly supporting his dreams, Sahil pursued football with quiet determination.

Even as a young boy, he sought tougher challenges, regularly playing with older boys in the village. Those early tests built both physical resilience and mental composure, traits that would later define him as a goalkeeper.

In 2018, Zinc Football Academy scouts identified Sahil's potential during trials and awarded him a scholarship. At ZFA, his development was steady and disciplined, shaped by rigorous training and exposure to competitive environments.

A turning point came during the Academy's exposure tour to Goa in April 2022. Sahil's performances against top sides such as Dempo FC and the Indian National Camp team drew attention, earning him a call-up to the India U-17 national camp.

Later that year, he made his international debut at the SAFF Under-17 Championship in Sri Lanka, where he was named Best Goalkeeper. He went on to represent India at the AFC U-17 Asian Cup Qualifiers and, in 2023, signed a long-term professional contract with Bengaluru FC.

Now part of the India Under-23 National Team, Sahil continues to prepare for international competition, with his sights set firmly on the senior national side.



✱ Current member, India U-23 National Team

✱ Signed professional contract with Bengaluru FC (2023)

✱ Represented India at AFC U-17 Asian Cup Qualifiers

✱ Scholarship awardee, ZFA (2018)

✱ Best Goalkeeper, SAFF U-17 Championship (2022)

Sahil Poonia

Ladwa village, Hisar district, Haryana



This achievement would not have been possible without the constant support of my family and Hindustan Zinc, who gave me the platform to reach this level.

ZINC FOOTBALL ACADEMY

In the village of Kaimri in Haryana, Sonu Harrrdu's football education began informally, watching matches from the sidelines and following his elder brothers to the village ground. Before long, he was playing alongside grown men, learning the game through physical contests that demanded resilience as much as skill.

Those early experiences shaped his playing style. As a defender and holding midfielder, Sonu developed a calm, tactical approach, earning respect not through flair, but through consistency and leadership. His determination caught the attention of Zinc Football Academy scouts in 2018, who saw in him not just a strong player, but a natural leader.

Awarded a full scholarship, Sonu joined ZFA in Zawar, where structured training, discipline, and holistic development transformed his raw ability into refined performance. Over time, he became the anchor of the Academy's senior team, trusted to organise play, guide younger teammates, and steady the side in high-pressure moments.

His leadership defined key milestones for the Academy. Sonu led ZFA to its historic Rajasthan State League triumph and later captained the side to the Subroto Cup in New Delhi, consistently setting standards both on and off the field.

In 2025, his steady rise was rewarded when the Central Industrial Security Force signed him. Wearing their colours, Sonu featured in the Durand Cup and later went on to win the Delhi Premier League, marking another significant step in his professional journey.



✱ Full scholarship awardee, ZFA (2018)

✱ Captain, ZFA Senior Team

✱ Rajasthan State League Champion

✱ Led team to Subroto Cup, New Delhi

✱ Signed by CISF, 2025

✱ Durand Cup participant

✱ Delhi Premier League Winner

Sonu Harrrdu

Kaimri village, Hisar district, Haryana



Zinc Football changed my life. From a village ground to playing in the Durand Cup, it is all because someone believed in me.



ZINC FOOTBALL ACADEMY (ZFA)

A structured development programme enabling players like Sahil Poonia and Sonu Harndu to progress from grassroots football to national platforms

Zinc Football Academy is Hindustan Zinc's flagship sports initiative focused on long-term football development for youth from rural and semi-urban communities. The Academy identifies promising talent early and supports them through structured coaching, education, discipline, and exposure to competitive environments. By combining professional training with holistic development, ZFA enables players to progress steadily from grassroots participation to state, national, and professional platforms, while also strengthening a broader sporting culture through equipment and support across rural communities.



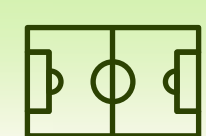
Zinc Football Academy (ZFA) was awarded a **3-star** rating in the Academy Accreditation 2024-25 by All India Football Federation (AIFF)



ZFA received '**Sports Academy of the Year**' at the Sport India Awards 2024, organised under the aegis of the Ministry of Youth Affairs and Sports, Government of India



Over **12k beneficiaries** in rural Rajasthan received sports support



ZFA's talent, who have made India proud in sports, were signed by the leading sporting platforms such as **Hyderabad FC, Mohun Bagan Super Giants, Indian Air Force (IAF) and Central Industrial Security Force (CISF)**



Supported rural communities through sports equipment and gear in cricket, volleyball, handball, and kabaddi events, along with supporting the **state U-14 national volleyball team**



ARTS AND CULTURE

5



Overview

Arts and culture play a vital role in building healthy, confident, and connected communities. Our arts and culture initiatives aim to bring people from all walks of life together at the Zinc City of Udaipur, curating and supporting a kaleidoscope of events that promote well-being while preserving regional heritage. These initiatives not only position Rajasthan as a prominent destination for celebrating India and its diverse culture, but also create platforms where talent can flourish and traditions can continue to thrive.



Vedanta Udaipur World Music Festival

ARTS AND CULTURE

Cultural initiatives focus on promoting regional art forms and creating platforms for collective participation. Through curated festivals and community-led events, these efforts bring artists and audiences together while keeping cultural traditions visible and relevant.



1.3 lakh+ people benefited through arts and culture promotion



Supported events include Vedanta Udaipur World Music Festival, Srajan: The Spark, Jaigarh Heritage Festival, and Smritiyaan



Sakhi Fest launched to celebrate women achievers from self-help groups



Smritiyaan



Jaipur Literature Festival

SUSTAINABLE LIVELIHOODS

6



Overview

For farmers and rural youth, livelihoods are often shaped by uncertainty. A failed crop, an unhealthy animal, or the absence of employment pathways can undo years of effort. Assets remain fragile. Skills go unused. Income is irregular and insecure.

Our economic wellbeing initiatives focus on reducing this vulnerability. By strengthening agriculture based livelihoods and building clear pathways to employment, these programmes support communities in creating income that is stable, assets that endure, and futures that can be planned.



SAMADHAN

Prem Bai Vyas's livelihood was disrupted abruptly during the COVID-19 pandemic. When her husband Devendra's private-sector employment came to a halt during the lockdown, the family returned to their village in Matoon with no steady income and limited options. The uncertainty was immediate, and the household's financial stability disappeared almost overnight.

Prem Bai had prior exposure to animal husbandry, but it had never been considered a primary source of income. As the family reassessed its future, she stepped in to manage the household's livestock, not as a stopgap, but as a deliberate attempt to rebuild.

A significant shift occurred when Prem Bai became a shareholder of the Ghatawali Mataji Farmer Producer Company and was supported through the SAMADHAN initiative. Through this association, she gained access to regular veterinary services, artificial insemination, vaccination, deworming, and training in balanced feeding and clean milk production. These inputs helped stabilise animal health and improve productivity.

Equally important was the transition to a technology-enabled milk procurement system. Earlier, milk sales depended on local middlemen, with delayed payments and unpredictable pricing. Through the FPC, milk was collected transparently, and payments were deposited directly into Prem Bai's bank account within ten days.

With steady earnings, Prem Bai reinvested in her enterprise. The family expanded their herd, improved feeding practices, and introduced a chaff cutter to optimise fodder usage. Today, she manages a dairy unit with 20 animals, overseeing daily operations with consistency and care. Milk production has increased steadily, transforming a fragile situation into a dependable livelihood.

Prem Bai is now recognised in her village as a woman managing her enterprise independently. Her journey reflects how access to systems, collective ownership, and technical support can convert effort into long-term economic stability.

Then

- 10 litres of milk per day
- Income too unstable to plan
- Delayed and uncertain payments
- Sold through local middlemen



Now

- 85 litres of milk per day (8.5x growth)
- ₹90,000+ monthly milk income
- Direct bank payments within 10 days
- 20 dairy animals managed independently

Prem Bai Vyas

Matoon village, Debari, Udaipur district, Rajasthan



SAMADHAN

Enabling farmers like Prem Bai Vyas to build a dependable dairy enterprise

SAMADHAN works at the farm level to strengthen rural livelihoods by focusing on livestock development, collective ownership, and market access. The initiative supports farmers from Hindustan Zinc's neighbourhood areas by improving animal health, increasing milk productivity, and enabling participation in organised markets through Farmer Producer Companies (FPCs), while strengthening climate resilience and income security for smallholder households.

By building collective structures, SAMADHAN helps farmers reduce dependence on intermediaries, secure transparent pricing, and receive timely payments. Alongside livestock support, the programme advances climate-resilient agriculture through integrated farm-based interventions such as WADI agroforestry, hi-tech vegetable cultivation, trellis farming, and low-emission livestock systems. These interventions, combined with convergence with government schemes and FPC-led enterprise development, buffer climatic shocks, improve resource-use efficiency, and create income streams beyond seasonal farming—supporting long-term economic resilience.



~35K farmers benefited through integrated livelihood support



5 FPCs strengthened with 9K+ shareholders and ₹1 Cr share capital



₹14 cr in livestock assets created across participating households



₹500 lakh revenue generated by FPC-led enterprises



83 lakh litres of milk produced, valued at ₹32.85 crore



1 TPH biomass unit set up, converting lantana into pellets under FPC leadership



₹1,942 lakh converged via govt. schemes, benefiting ~8K farmers



150 tonnes of mineral mixture produced to improve cattle health and productivity



38K animals and 3K+ farmers supported through 70 animal health camps



Taj Group of Hotels onboarded as a market customer for Gauam dairy products



30+ acres cultivated with bio-fortified crops promoting sustainable agriculture



ZINC KAUSHAL

Fariyad Mohammad grew up in Agucha village in a household dependent on daily wage labour, where income was uncertain and stability was hard to secure. Watching his father struggle to support the family shaped Fariyad’s determination to contribute meaningfully, despite the additional barriers he faced.

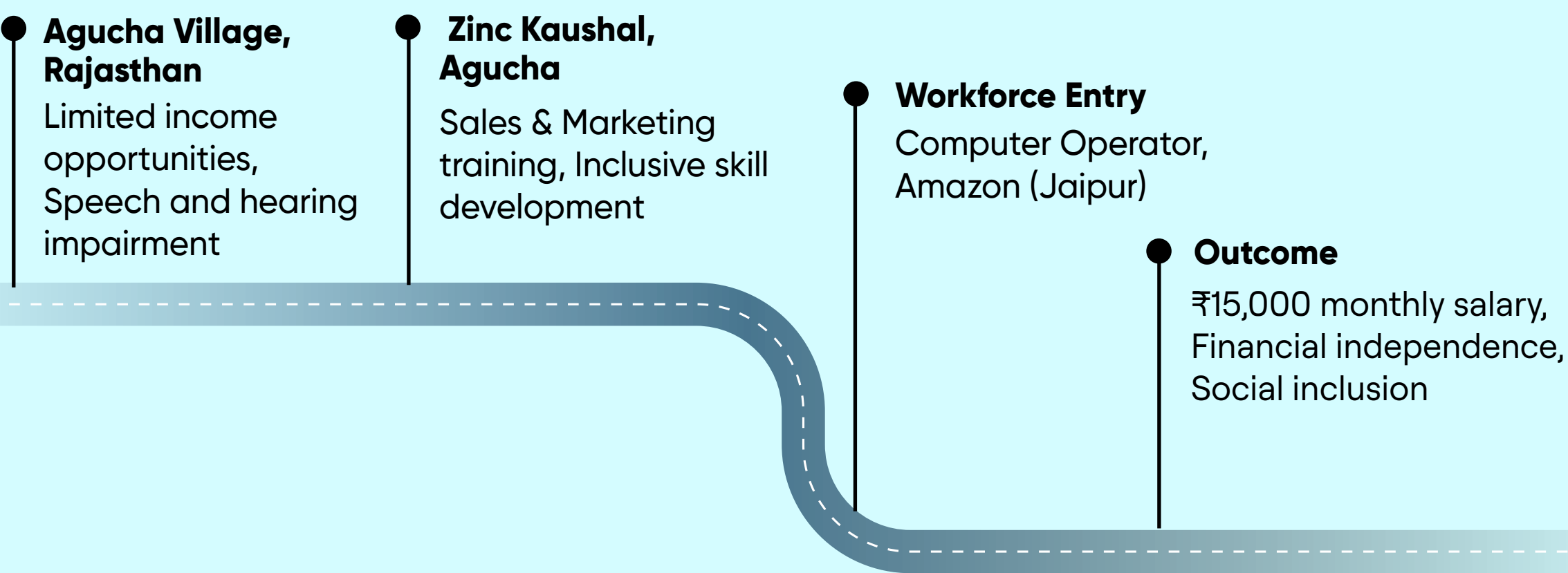
Born with a speech and hearing impairment, everyday interactions required effort and patience. Opportunities were limited, and expectations were often shaped more by his disability than his ability. Yet Fariyad remained focused on building a life defined by independence, dignity, and responsibility toward his family.

After getting married and looking toward the future, Fariyad took a decisive step by convincing his family to let him enrol at the Zinc Kaushal Kendra skill development centre in Agucha. He joined the Sales and Marketing course, where training was structured, practical, and adapted to support his learning needs. Over time, the programme helped him build technical skills, workplace readiness, and confidence at his own pace.

This preparation led to a turning point. Fariyad secured employment as a Computer Operator at Amazon in Jaipur, earning a monthly salary of ₹15,000. For his family, this meant financial relief. For Fariyad, it marked the beginning of independence and long-term stability, along with the confidence that comes from earning through one’s own effort.

Today, his journey stands as a powerful example within his village, challenging perceptions around disability and employment. His progress has shown what becomes possible when resilience is supported by inclusive training, family encouragement, and access to opportunity.

SKILLS TO EMPLOYMENT JOURNEY



Fariyad Mohammad

Agucha village, Bhilwara district, Rajasthan



"I never let my disability define me. With training and my family's support, I proved I can work just as well as anyone else."



ZINC KAUSHAL

Creating employment pathways for youth like Fariyad Mohammad through industry-linked skills training

Zinc Kaushal addresses the gap between education and employability by equipping rural youth with practical, market-aligned skills and placement support. Through NSDC-certified courses, modern training infrastructure, and strong employer partnerships, the programme prepares young people for organised employment across multiple sectors.

With a strong focus on inclusion, Zinc Kaushal has expanded access for women and persons with disabilities, enabling financial independence and long-term career progression. By continuously aligning training with industry demand and expanding its network of training centres, the programme opens job pathways beyond informal and seasonal work.



1,883
youth trained



7 Zinc Kaushal Kendras
operational, including a new centre at Zawar



49%
of placed youth were women



Youth placed with national and international employers including Foxconn (Apple manufacturing unit), Tata Consultancy Services, Honda, and Marella Cruises



₹14,200
average monthly salary



63 youth
trained and placed in Solar PV installation



WOMEN EMPOWERMENT



Overview

Our women empowerment initiatives focus on strengthening financial inclusion, livelihood security, and grassroots leadership across communities. The programme is designed to help women participate meaningfully in the economy by enabling access to savings, credit, banking systems, and enterprise opportunities.

Through collective platforms and structured support, women build financial independence, manage resources, and engage with institutions and markets. Over time, these interventions support entrepreneurship, informed decision-making, and leadership, allowing women to move from participation to influence within their households and communities.



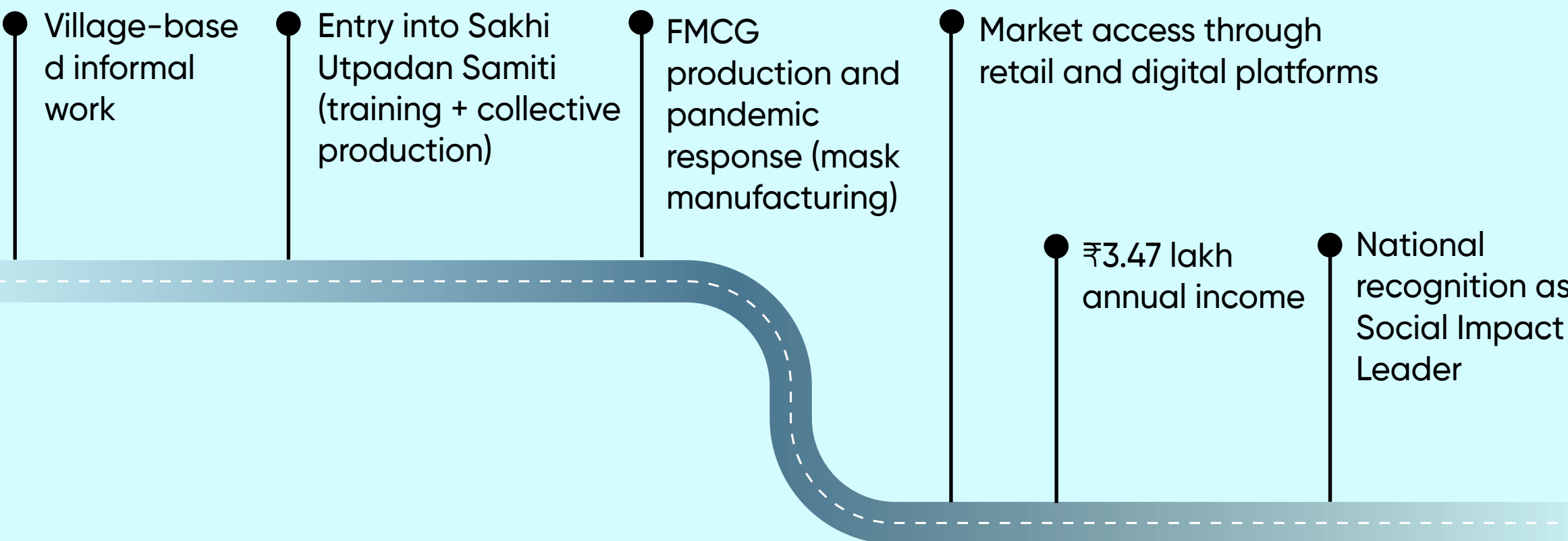
MICROENTERPRISES, SAKHI UTPADAN SAMITI

For a long time, Farzana’s work remained informal and unrecognised. Like many women in her community, she contributed continuously within the household and through occasional work, without steady income or financial independence. Earnings were irregular, decisions were limited, and her labour rarely translated into security or agency.

Her entry into Sakhi Utpadan Samiti, the women-led MSME under the Sakhi programme, marked a turning point. Through structured training and collective production, Farzana became part of an organised microenterprise engaged in FMCG and textile manufacturing. She learned standardised processes, quality controls, and production planning, contributing to units involved in stitching, oil pressing, and other value-added activities. During the COVID-19 pandemic, the enterprise adapted quickly, shifting production to cloth masks and sustaining both livelihoods and community needs during a period of disruption.

Today, Farzana earns a steady annual income of approximately ₹3.47 lakh through her work as a production associate. She is one of 347 women engaged in Sakhi-led microenterprises, contributing to products sold across Sakhi haats, retail outlets, and national digital platforms. Her work now connects local skills to formal markets, offering financial stability and a recognised role within a growing enterprise ecosystem. In recognition of this journey, Farzana was awarded the “Social Impact Leader” Award at the 3rd Business World Disrupt Social Impact Summit & Awards, affirming the role of women-led enterprises in driving meaningful economic change.

Farzana’s Journey into a Sustainable Livelihood



Farzana

Kayad, Ajmer district, Rajasthan



When I work, I know it matters.
What we make goes far beyond
our village.



MICROENTERPRISES

Creating structured livelihoods for women like Farzana through collective production and market access

Sakhi's microenterprise initiatives translate collective strength and traditional skills into structured livelihoods with market access. Through Sakhi Utpadan Samiti, women-led production units have been established across oil pressing, honey processing, millet products, stitching, and block printing, creating predictable work and sustained demand while preserving regional craft and skills.

Products move through 14 production units and 208 outlets, including Sakhi haats, physical retail, and digital marketplaces. Homegrown brands Daichi (edibles) and Upaya (textiles) have achieved significant traction following their listings on Amazon, Flipkart, ONDC, and Heartswithfingers.com, extending rural enterprises into national markets. Active promotion at major cultural events has further strengthened visibility and consumer connect, particularly for Rajasthan's block printing art.

The initiative has also focused on long-term enterprise resilience. Sakhi Utpadan Samiti was selected for the Greenr Accelerator Programme by TechnoServe, receiving mentorship on business growth and environmental impact assessment, reinforcing both commercial viability and sustainability.



₹2.31 crore
revenue generated through
FMCG and textile sales



57%
year-on-year increase in
Sakhi's customer base



347 women
engaged in production and business
roles, generating ₹54.33 lakh in income



14+ lakh
online sales through
Daichi and Upaya



Presence across Amazon, Flipkart,
ONDC, and Heartswithfingers.com



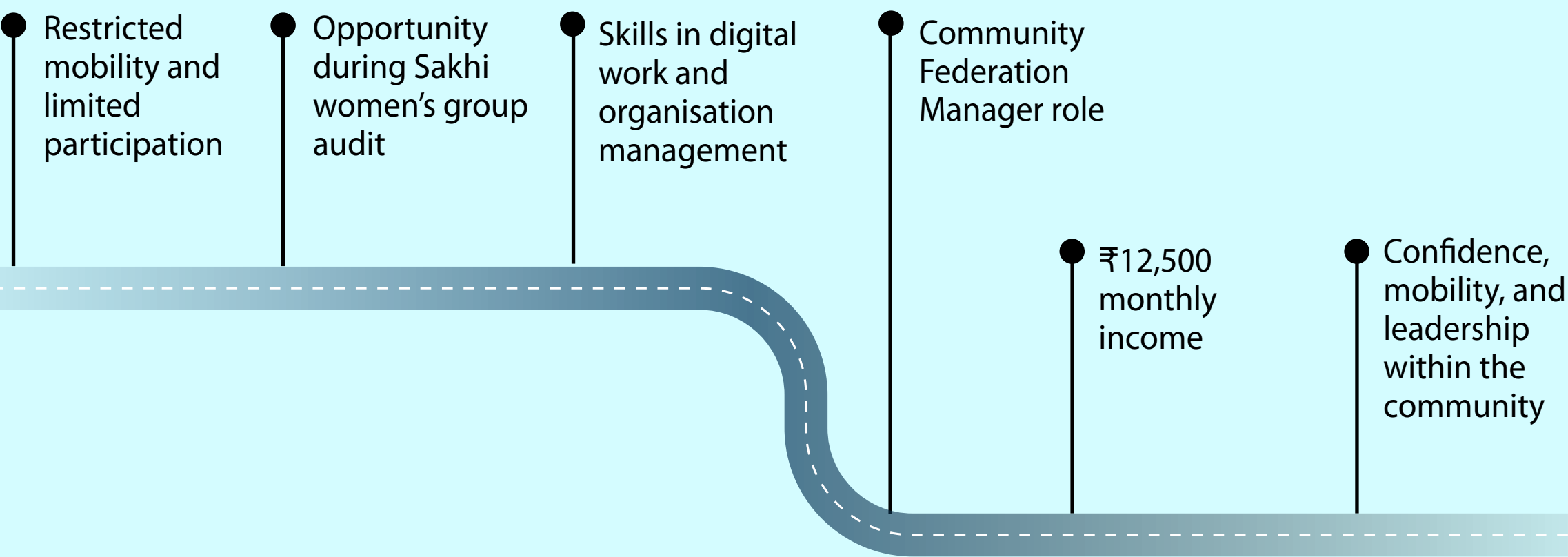
SAKHI

Rajshree Chauhan grew up believing that education could change her life. She studied with determination, completing a Double M.A. and a PGDCA. Yet after marriage, her world narrowed. Household responsibilities increased, mobility became restricted, and even attending meetings outside her home required permission. Despite her qualifications, decision-making and leadership remained out of reach.

Her entry into Sakhi marked a clear shift. During a women's group audit conducted under the Sakhi programme in her village, Rajshree was encouraged to take on responsibility within the federation system. It was the first time her skills were formally recognised within a structured collective. Supported by Sakhi's capacity-building processes, she began learning how to manage records, operate digital systems, coordinate self-help groups, and engage with institutions.

Through continued mentoring and exposure within Sakhi's federation structure, Rajshree grew into the role of Community Federation Manager at Sakhi Samriddhi Samiti. She now manages federation operations digitally, supports SHGs across villages, oversees savings and credit processes, and coordinates monitoring, livelihoods, and awareness activities. What once felt intimidating became routine through practice, training, and collective support.

Today, Rajshree earns ₹12,500 per month and contributes financially to her household. More importantly, she moves freely, speaks with confidence, and makes decisions without fear. Women from neighbouring villages approach her for guidance on savings, credit, and collective action. Rajshree's journey reflects how Sakhi creates pathways for women to move from participation to leadership within their communities.



Rajshree Chauhan

Sarwadiya Khedi village,
Rajsamand district, Rajasthan



SAKHI

Empowering women like Rajshree Chauhan to lead and sustain community institutions with access to financial freedom

Sakhi strengthens women’s financial inclusion and leadership by building collective systems rooted in self-help groups, village organisations, and federations. Through these structures, women gain access to savings, credit, and shared decision-making, and over time move into governance and leadership roles that sustain community institutions.

The programme has formed 2,167 self-help groups under 203 village organisations, legally represented by seven federations, generating significant credit, interest earnings, and cumulative savings. More than 300 Sakhi-led committees and federation managers drive grassroots leadership, strengthening federations through monitoring, livelihood development, and awareness activities.

Sakhi also invests in long-term social change. Through Uthori Jaagriti Kalamanch, a Sakhi-led theatre initiative, communities are sensitised on gender equity, education, and social issues. Adolescent girls are supported through Kishori Balika Samuh, ensuring confidence and participation begin early. Across initiatives, Sakhi enables women not just to earn, but to lead with voice, mobility, and responsibility.

**2,167** SHGs formed across communities

**2.33 lakh+** individuals reached through Uthori Jaagriti Kalamanch

**26,844** women empowered through SHGs

**129** Kishori Balika Samuh formed with 2,205 adolescent girls

**203** village organisations represented by 7 federations

**12** Sakhis deployed at BPCL's first women-run petrol pump, Udaipur

**₹125.71 crore** credit generated with ₹11.63 crore interest earned

**50** Sakhis trained as India Post Payments Bank Correspondents

**364** new SHGs bank-linked, raising total linkage to ₹25.63 crore

**₹22.90 crore** cumulative savings mobilised

**300+** Sakhi-led committees and federation managers driving local leadership



COMMUNITY DEVELOPMENT PROGRAMMES

8



Overview

Community development is driven by on-ground action that strengthens everyday infrastructure in and around our operational areas. Our focus is on upgrading essential facilities that directly impact how villages function—roads that enable mobility, water systems that ensure safe access, public spaces that support community life, and schools that create better learning environments.

During the year, our efforts centred on building, renovating, and upgrading shared infrastructure across rural and semi-rural geographies. These interventions are designed to be durable, functional, and widely accessible, ensuring that communities benefit from improved safety, connectivity, and quality of life over the long term.



AREAS OF INTERVENTION

Community development initiatives span critical infrastructure across rural development, education, water access, and public amenities. Projects are undertaken in collaboration with local stakeholders to ensure alignment with community needs and sustained use.

Interventions include construction and renovation of roads to improve connectivity, installation of water pipelines to ensure access to potable drinking water, development of community buildings and cremation grounds, solar-powered street lighting for safety and security, and upgradation of school infrastructure to support better learning outcomes. Collectively, these efforts strengthen the foundational systems required for economic activity, education, and social wellbeing.



4.74 lakh
people benefited across
132 villages



68 villages
illuminated through 1,731
streetlights to enhance safety
and security



34.46 km
of roads constructed across
46 villages



26
model school development
projects completed



19 km
of water pipelines laid to ensure
access to safe drinking water



10 schools
renovated to improve
learning environments



48
community buildings constructed,
including community halls and
cremation grounds, across 44 villages



140
Government schools renovated,
providing basic infrastructure
facilities



VOLUNTEERS' VOICES



V Shashti Raja

I actively participated in activities such as hands-on farming "activities and the Christmas Toy Drive, both of which were deeply enriching experiences. The hands-on farming exposure helped me connect closely with grassroots" realities and appreciate the effort that goes into sustainable agricultural practices. Participating in the Christmas Toy Drive brought a strong sense of joy and purpose, especially through engaging with children and communities. Overall, these experiences are truly memorable and



Bhargavi Indooru

Volunteering in CSR activities felt very special and meaningful to me. I enjoyed spending time with small children on Children's Day and guiding 10th standard students on Mathematician's Day, explaining mathematics in a simple way helped me connect well with the students. Being with them reminded me of my own childhood days. Overall, the experience made me feel happy, engaged, and fulfilled.



Akshat Praveen Jain

It was wonderful. The impact was visible. It's great that we are focusing towards local communities and farmlands, and actually doing good for the people and their basic access to livelihood.



Mudavath Ravi

I participated in the CSR activity conducted on Farmers' Day. During the activity, we planted vegetable plants and got hands-on experience in farming. The program was well organized and gave valuable insight into the efforts and challenges faced by farmers. It was a rewarding and memorable experience.



Krishna Soni

I was involved in multiple CSR initiatives, participating twice in Nandghar—once in Faridabad and once in Chanderiya—where I supported community development and early childhood learning activities. Additionally, I contributed to the Shiksha Sambhal initiative, focusing on educational support and awareness. These experiences strengthened my understanding of social responsibility, teamwork, and the impact of grassroots initiatives.



Kasireddy Ravi

It was a great farming experience along with farmers learned so much on field and connected to nature, it feels amazing.



Sauchand Dhaker

Hands-on farming was a truly enriching and memorable experience for me. I actively participated in the process by sowing cabbage and tomato seedlings, which helped me understand the effort and care involved in cultivation. Working directly with the soil gave me a deeper appreciation for farmers and the hard work behind every harvest. The experience was not only educational but also calming and grounding in a way I hadn't expected.



Akshara Goyal

I was thrilled to be part of this CSR initiative on IT cyber awareness! It's fantastic to see everyone engaged and enthusiastic about learning. Grateful for the opportunity to share knowledge and contribute to a safer digital space. Let's keep spreading awareness and making a difference!



Aishwarya Paliwal

I got to be part of a hands-on farming activity, and honestly, it was such a fun and enriching experience. I collected turmeric nodes and planted tomato plantlets myself, which made me feel so connected to the whole farming process. Regular updates are given in our whatsapp group, so it's exciting to watch how the plants are growing and I'm already waiting for the tomatoes to start fruiting. To top it off, I bought fresh vegetables like rattalu and arvi straight from the farm and took them home.



Charu Thakur – ZSD, Udaipur

Being part of CSR activities during Water Day, Environment Day, and Ozone Day etc. has been a very meaningful experience for me. Visiting schools and colleges and interacting with students made the sessions lively and engaging. The questions and curiosity shown by young students highlighted how important awareness at an early age really is. It was rewarding to see them connect everyday actions with larger environmental issues. These interactions encouraged me to contribute more towards community awareness and sustainability.

SDGS IN ACTION

Our social and sustainability initiatives are designed to respond to real challenges on the ground. By aligning our programmes with the UN Sustainable Development Goals, we translate global priorities into practical action across education, livelihoods, health, water, environment, and community development.

Education

Nand Ghar, Child Care Centres, Shiksha Sambal, Unchi Udaan, Jeevan Tarang, Scholarships for Promotion of Higher Education, Company-run Schools



Sustainable Livelihood

SAMADHAN, Sakhi, Microenterprises, Zinc Kaushal



Women Empowerment

Sakhi, Microenterprises



Community Asset Creation

Education, Health, Water and Rural Infrastructure, Creating Model Villages



Health, Water & Sanitation

Swasthya Sewa, Drinking Water through RO/ATMs, Drinking Water Supply through Tankers, Company-run Hospitals & Sanitation



Sports & Culture

Zinc Football Academy (through Vedanta Zinc Football & Sports Foundation), Rural Sports & Culture Initiatives, Anil Agarwal International Cricket Stadium



Environment & Safety

Sewage Treatment Plant (through Zinc India Foundation), Miyawaki, Plantation Drives, Community Safety



OUR PARTNERS



***If you do not dream, then how
will your dreams come true?***



Anil Agarwal
Chairman and Founder



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