

## Diversity & Inclusion Policy

**Objective:** To specify the company's understanding and commitment towards Diversity & Inclusion in its practices, policies and processes.

### **What Diversity & Inclusion means for HZL:**

- Embracing and encouraging workforce Diversity- *race, religion, color, age, gender, national origin, sexual orientation, marital status, or status as a parent, political affiliation or political beliefs, minority or vulnerable groups*
- Fostering an atmosphere of inclusion and respect- *Value and appreciate the strengths afforded by differences in the styles, ideas and organizational contributions of each person and create a workplace which promotes dignity and respect to all*
- Respecting stakeholder diversity – *Develop strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and business partners*

### **HZL Commitment towards Diversity & Inclusion:**

- Hindustan Zinc is committed to an inclusive and diverse workplace across its operations. We strive to embrace workforce diversity, respect stakeholder diversity and build flexible organization.
- Diversity & Inclusion is sponsored by the highest level of leadership i.e. by Executive Committee and Board.
- For all our positions, including composition of the Board and other senior management Committees, Hindustan Zinc endeavor to ensure Diversity.
- Leaders are expected to build diversity in their teams through fostering positive behaviors and promoting inclusive environment.
- HZL promotes equal opportunity of work through ensuring merit (experience, expertise, qualification & ability) based employment without any discrimination.
- Our recruitment, deployment, reward and development practices are designed to attract and retain diverse talent.
- Diversity not only complements our other organizational values of teamwork, leadership, empowerment and service quality, but also encompasses the way we work, the work environment and respect for all people and their contribution towards long term business sustainability.

- By fostering an atmosphere of inclusion and respect, we continue to value and appreciate the strengths afforded by differences in the styles, ideas and organizational contributions of each person
- We encourage anyone who feel s/he has been subject to discrimination to raise their concerns so we can apply corrective measures.


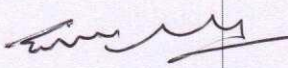
### Policy Review mechanism

The adherence to policy is to be ensured on ongoing basis for management of diversity and positive actions to be taken accordingly including the sharing of good practices throughout Hindustan Zinc.



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Head – HR

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| Version | Date                        | Recommended by   | Approved by   | Next Review Date         |
|---------|-----------------------------|--|---|--------------------------|
| 1       | 30 <sup>th</sup> April 2018 | Head – HR<br> | CEO<br> | 1 <sup>st</sup> May 2020 |