



HINDUSTAN ZINC

Policy on Diversity Equity and Inclusion

1.0 Purpose:

HZL is committed to the cause of promoting diversity and inclusion within the organization and in larger communities who we partner with. Our objective is to achieve gender parity across all levels starting from our Board. A diversity policy shall help us define, strategize, plan and implement the essential roadmap, guidance and measurement towards bridging the gaps as we work on different facets that have a bearing on achieving diversity goals. This policy is forward looking and sets a vision for diversity and inclusion for businesses across the organization.

2.0 Our definition for Diversity, Equity, and Inclusion (DEI):

HZL is an equal opportunity employer and does not discriminate on grounds of age, gender, sexual orientation, physical or mental disabilities, family status, religious beliefs, region, ethnicity, political beliefs, perspective, experience, or other attributes as protected by law. It is an understanding that everyone is unique, and we recognize our individual differences, so that each one feels important, respected, included, safe and engaged as we assimilate people with differences.

3.0 Scope & Applicability:

We realize that for achieving and sustaining an environment on founding D&I principles there is a need for balanced and concerted effort across the organization. In addition, we will need to work with key stakeholders such as communities, governments and special interest groups to further our D&I agenda. Diversity and inclusion at HZL is sponsored by the highest level of leadership i.e. by Management committee and Board and covers all employees as well as business partners.

This policy is an umbrella policy and bifurcates into-

1. Equal Employment Opportunity to Person with Disabilities
2. Framework for Inclusion of LGBTQ Community

4.0 Commitment towards Diversity Equity and Inclusion:

At HZL, we are committed to providing safe, inclusive and supportive workplace for all. It is our endeavour to enable our employees to bring their whole self to work. We recruit, develop, reward and promote on people's strength and are zero tolerant on any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment.

We continue work towards Diversity and Inclusion through the significant involvement of top management and leaders using best in class framework. This is based on extensive use of surveys, analytics and inferences and is an all-encompassing approach to strengthening the strategy elements.

5.0 Approach to Diversity Equity and Inclusion:

The Diversity and Inclusion initiatives focus on a holistic approach involving the following four areas based on the Global Diversity and Inclusion Benchmarks Model © Mara and Richter

A) Foundation

- ❖ Diversity and Inclusion vision, strategy and business case
- ❖ Leadership and accountability
- ❖ Leadership and employees' competence on diversity intelligence
- ❖ Infrastructure and execution principles

B) Internal processes and policies around

- ❖ Recruitment, development, advancement, and retention
- ❖ Policies on workplace conduct, benefits, work life and flexibility
- ❖ Job design, classification and compensation
- ❖ D&I education and training

C) External partnerships

- ❖ Community, government relations and social responsibility
- ❖ Industry bodies partnership

D) Bridging

- ❖ Assessment, communication, and sustainability

6.0 Building capabilities and structure at HZL:

- ❖ We ensure that diverse employees are actively engaged in work environment free from conscious or unconscious biases.
- ❖ We reinforce and build leadership capability through use of best practice tools supplemented by additional interventions on leadership coaching on building the D&I competence.
- ❖ We continuously work towards nurturing, mentoring, and coaching diverse work groups through structured process to develop them reaching their full potential as future leaders.
- ❖ Every leader is assessed on Vedanta Values through performance management system and given feedback on their capabilities including that of D&I capability.
- ❖ Senior leaders have strong diversity building targets through our recruitment and growth programs, and they are expected to role model inclusive behaviours through everyday actions.
- ❖ Diversity and Inclusion Councils- We realize the importance of creating right organization structures across our business to own, implement and measure D&I initiatives. The councils shall own the overall agenda with calendared and measurable deliverables and mandated to build a safe workplace in terms of infrastructure, architectural designs, privacy concerns for diverse groups.

7.0 Measurement and Impact:

We set stretch targets to achieve an inclusive and diverse workplace and comply with regulatory requirements in reporting our performance and progress. Our Inclusion and Diversity measurements includes:

- ❖ Percentage of total women employees
- ❖ Percentage of women employees in Leadership roles – M2 and above
- ❖ Percentage of women in Operation, Asset integrity and other revenue adding function
- ❖ Percentage of women in decision making bodies (specifically HZL and SBU Mancom and Exco)
- ❖ Percentage of Specially Abled people
- ❖ Percentage of LGBTQ community
- ❖ Percentage of regional diversity

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