

# HINDUSTAN ZINC

## Biodiversity Policy

Protecting and enhancing biodiversity is an integral part of Hindustan Zinc's commitment to sustainable development. We are conscious of the potential impacts and dependencies of our business on the environment in general and on biodiversity. By understanding the interfaces between our activities and biodiversity, we commit to integrating biodiversity conservation into the operational decision-making process and taking measures to minimize impacts across the company to align with our vision of Nature Positive. We are conscious that biodiversity is a complex phenomenon that needs to be identified, understood and valued from a biological and societal (i.e. in terms of ecosystem services) perspective. We believe that our performance and contribution to biodiversity conservation will create long-term value for our business and society.

### Hindustan Zinc will:

- ❖ Identify, prevent where possible the potential risk to biodiversity and minimize and mitigate such risks throughout our businesses. We will manage our operations in a manner that allows biodiversity conservation integrated with business needs throughout the project lifecycle, including decommissioning, closure, and rehabilitation.
- ❖ Be committed to achieving No-Net Loss at our project operations by implementing the mitigation hierarchy by avoiding, minimizing, and restoring the direct impacts and offsetting the residual impacts.
- ❖ Ensure that we will operate on the principles of Nature positive, if and when we operate in or near areas declared as biodiversity hotspot areas, ecologically sensitive zones, International Union for the Conservation of Nature IUCN Category I-IV protected areas, nearby world heritage sites & areas having critical habitat and ecosystems
- ❖ Comply with local, regional, and national legislative requirements and applicable international conventions on land degradation, ecological restoration, and biodiversity management
- ❖ Identify and assess the biodiversity risk status and value before the start of a new project and continuously monitor impacts over the project lifecycle.
- ❖ Consider the impacts of our business and operations on ecosystem services and identify the risks related to priority ecosystem services
- ❖ Ensure the conservation of threatened, rare, and endemic species and develop Biodiversity Management Plans focusing on species and habitat enhancement measures in consultation with relevant stakeholders and affected communities
- ❖ Raise awareness amongst our employees and other stakeholders to enhance knowledge and understanding of biodiversity and ecosystem management issues in own operations and supply chain
- ❖ Encourage continuous improvements in biodiversity performance through specific target indicators and include key stakeholders for effective management and implementation and include "Nature-Based Solutions" approach in the business decision making.

This policy is part of the Vedanta Sustainability Framework, and Hindustan Zinc shall implement this policy and its related technical and performance standards. This policy is oversighted by HZL Board of Directors. Business leaders will be held accountable for biodiversity-related performance and line managers are responsible for the full implementation of the related biodiversity standards. We will measure and report performance on a periodic basis to ensure effective management of biodiversity and integrated approaches to conservation, biodiversity and sustainable business operations including the sharing of good practices throughout the organization.

Our sustainability team will continue to enhance its biodiversity knowledge through engagement with experts and trusted knowledge partners. The content and implementation of this policy will be reviewed by the management periodically and updated, as necessary.

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*Arun Misra*  
**Arun Misra**  
CEO & Whole Time Director, HZL

