

HINDUSTAN ZINC

Biodiversity Policy

Purpose

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. Integrating the need for biodiversity conservation into operational decision-making processes and taking measures to minimize impacts is a commitment across the company with a vision of Nature Positive.

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 and the Company is conscious of the potential impacts and dependencies of our business on the environment in general and on biodiversity in particular. This Biodiversity policy shall help us define, strategize, plan, and implement the essential roadmap, guidance, and measurement towards achieving sustainability goals.

This policy is forward looking and sets a vision for businesses across the Hindustan Zinc.

Scope

This policy is applicable to all Hindustan Zinc Limited business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all Hindustan Zinc Limited employees, contractor employees, business partners, suppliers, and others with whom Hindustan Zinc does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure. Furthermore, it extends to activities in our upstream value chain.

Objectives of the Biodiversity Policy

Hindustan Zinc will strive to:

- ❖ Achieve nature positive impacts to biodiversity values by implementing intense management actions either on site or off site, to compensate for any project impacts to areas recognized nationally or internationally for their high values of threatened, endemic or migratory / congregatory species or unique and threatened ecosystems.
- ❖ Comply with, and exceed whenever feasible, the local, regional, and national legislative requirements concerning land management and biodiversity conservation, as well as relevant international agreements, in all jurisdictions where we operate.
- ❖ Avoid deforestation and habitat loss in internationally recognized areas such as World Heritage Sites and IUCN Protected Area Management Categories 1a, b and 2.
- ❖ Compensate with future reforestation (no net deforestation) by appropriate on or off-site habitat restoration.
- ❖ Achieve No-Net Loss (NNL) at our project operations and ensure that we will operate on the principles of Net Positive Impact (NPI) for critical habitat (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).
- ❖ Set targets and objectives to avoid, reduce or mitigate biodiversity and nature-based impacts on people and planet.
- ❖ Integrate biodiversity & nature considerations into our strategic approach, financial planning and analyzing the nature-related risks and opportunities throughout the project lifecycle, including decommissioning, closure, and rehabilitation.
- ❖ Conduct biodiversity risk assessment and apply the mitigation hierarchy to avoid or minimize biodiversity and nature-based risks.
- ❖ Ensure continuous improvements in biodiversity performance through effective management and implementation of action plans in alignment with the "Nature-Based Solutions" approach.
- ❖ Review the performance against the policy on a periodic basis to ensure management of biodiversity as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Engage with local, national, and global conservation initiatives, conservation experts and organizations. Support joint efforts by the private and public sectors, and foster knowledge, awareness, and participation among relevant stakeholders, including employees, to collectively address biodiversity and nature-related challenges.
- ❖ Engage and raise awareness amongst our employees, business partners, supply chain and other stakeholders to enhance their knowledge and understanding of biodiversity and ecosystem management practices.
- ❖ Actively encourage value chain partners and suppliers to align with this policy and avoid operational activities near sites containing globally or nationally important biodiversity

Responsibility & Review

This policy is part of the Vedanta Sustainability Framework, and each Hindustan Zinc business shall implement this policy. Group CEO will be accountable for controlling and setting the policy, and the Group Executive Committee are responsible for the full implementation of the policy and associated standards. The Board ESG will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

Date: 1st September, 2023

Arun Misra
Arun Misra
CEO & Whole Time Director, HZL

