



Empowering People, Powering Progress: Hindustan Zinc's Comprehensive Workforce Development Approach

As India's only & the world's largest integrated zinc producer, Hindustan Zinc firmly believes that people are at very core of sustainable growth. Our commitment to nurturing talent and building a future-ready workforce is embedded in every layer of our organization from frontline operators to senior leadership.

Hindustan Zinc's commitment to providing rich job content powered by a tech-first approach are embedded in the comprehensive workforce development approach. Through Industry 4.0; robotics and automation, we have standardized work processes and eliminated manual intervention associated with the manufacturing sector.

At Hindustan Zinc, we are actively bridging the skill gap within this sector by offering exciting and differentiated career enhancement opportunities in this high-growth sector with the global boom in critical metals and clean energy transition metals.

Central to this mission is SAKSHAM – My Learning, My Responsibility, our flagship capability-building initiative designed to ingrain a culture of continuous learning across Mining, Smelting, and Enabling functions. With over 1 lakh training hours completed, SAKSHAM has become a benchmark in industry learning programs. Notably, more than 16,000 hours of digital learning have empowered employees to upskill at their own pace, improving access and engagement. Training Resource Centre (TRC) programs like Finance for Non-Finance and Hydraulics have strengthened functional competencies, benefiting over 100 executives. Partnerships with premier institutions such as IIM Udaipur and NIT Rourkela have further augmented specialized knowledge and external exposure.

We have focused interventions to develop women who aspire to be in leadership in near future. HZL's flagship program IGNITE-

Inclusive Growth for Nurturing & Inspiring Talent to Excellence has been curated to develop 16 women across operations & enabling functions to fast track their career growth.

In parallel, initiatives like Talent Review Council and SHIKHAR further solidifies our focus on leadership development and internal mobility. This year, SHIKHAR achieved 100% job rotations in core functions, bolstering organizational agility and succession readiness. Backed by a digitally tracked succession plan and targeted executive coaching in collaboration with the external partner, this program ensures a strong leadership pipeline that aligns with our long-term strategic vision.

Safety remains a central pillar of our training ecosystem. For the overall workforce across operations, we have deployed AI-based smart monitoring systems, thereby augmenting the overall safety experience. In an era of digital transformation, we have also adopted cutting-edge tools and simulators to improve experiential learning and improving operational efficiency. These innovations significantly contribute to higher productivity.

Furthermore, initiatives like the Ambavgarh Dialogue, a specialized dialogue-based forum that has engaged over 250 high-potential employees on key topics related to growth, change management and agile ways of working.

We view capability development not just as a training agenda, but as a strategic lever for business success. By investing in our people, we are investing in the future of metals and the global clean energy transition. ■



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