



HINDUSTAN ZINC
Zinc & Silver of India

HINDUSTAN ZINC

Social Performance Policy

Purpose:

Hindustan Zinc Limited is committed to the principles of sustainable development including protecting human life, health, and environment, provisioning of employment and business partner opportunities; promoting social well-being and adding developmental value to the communities, near to the areas where we operate.

We believe that long-term success for our business is closely tied with the wellbeing of the communities where we operate. We aspire to work in a manner that builds trust and brings transformative and positive social impact for communities. This policy articulates our approach to retain our 'Social License to Operate' in a consultative, transparent, and fair manner to deliver economic and welfare gains to society.

This policy aligns with the International Council on Mining and Metals (ICMM) Mining Principles, IFC Performance Standards and the United Nations Sustainable Development Goals.

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

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.

Objectives of the Social Performance Policy:

Hindustan Zinc will strive to:

- ❖ Comply with, and exceed whenever feasible, the local, regional, and national legislative requirements concerning sustainable development, as well as relevant international agreements, in all jurisdictions where we operate.
- ❖ Respect human rights and seek to understand about the traditions, cultures, perspectives and development priorities of people including indigenous peoples with whom we engage.
- ❖ Build trusting and constructive long-term relationships and work in partnership with government, civil society, and development agencies to share knowledge, build capacity and contribute to enduring social and economic outcomes.
- ❖ Support economic development by providing local employment, procurement, and contracting opportunities to local enterprises.
- ❖ Support the economic and social development by incorporating resource transformation and social strategies into our planning process to mitigate closure impacts.
- ❖ Implement community developmental solutions, social infrastructure and provide services to local communities to foster economic and social growth.
- ❖ Minimise negative environmental and social impacts by supporting initiatives led by governments and civil bodies related to legal/legitimate artisanal and small-scale mining (ASM).
- ❖ Set targets and objectives to avoid, or minimise, adverse impacts from our business, and foster socio-economic resilience.
- ❖ Undertake risk and impact assessments to identify and assess social risks associated with our activities throughout the business lifecycle, including closure.
- ❖ Ensure continuous improvements in our social performance through effective management and implementation of action plans in alignment with the industry best practices.
- ❖ Review the performance against the policy on a periodic basis to ensure management of social performance as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Investigate social incidents to understand causes and contributing factors and take remedial actions to avoid them being repeated.
- ❖ Engage with local, national, and global initiatives, 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 sustainable development challenges.
- ❖ Consult and consider the views of interested and affected parties in planning process and decisions that may affect them. Implement systems to seek feedback and grievances.
- ❖ Engage and raise awareness amongst our employees, business partners, supply chain and other stakeholders to enhance their knowledge and understanding of social performance practices.
- ❖ Actively encourage value chain partners and suppliers to align with this policy.

Responsibility & Review:

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

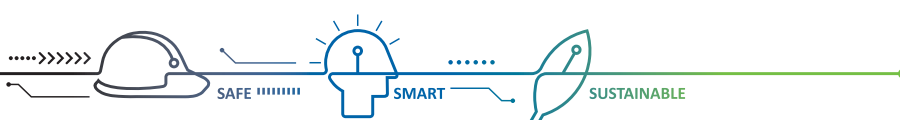
Relevant Policies: Human Rights Policy, CSR Policy, Code of Conduct, Environmental Policy, Tailings Management Policy.

Arun Misra

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CEO & Whole Time Director, HZL

Date: 05th June, 2025



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