



**HINDUSTAN ZINC**

**UNITED NATIONS**

**GLOBAL COMPACT**

**Communication on progress in 2018-19**

## HINDUSTAN ZINC LIMITED – AN OVERVIEW

Hindustan Zinc Limited is a public limited company and a subsidiary of Vedanta Resources plc, a UK based diversified natural resources company, whose business primarily involves producing oil & gas, zinc, lead, copper, iron ore, aluminium and commercial power.

Hindustan Zinc Limited (HZL) an integrated mining and resources producer of zinc, lead, silver and cadmium. Headquartered at Udaipur, Rajasthan (India) we operate with ~4000 permanent employees and ~17000 contract workforce and deliver consistent, high quality products and services to customers all over India, Asia and Middle East. We are renowned globally for the high purity refined metals that we supply. Marketed under various brand names, our product line also includes LME registered Special High Grade (SHG) zinc and lead.

Hindustan Zinc added a new product to its portfolio with the launch of Hindustan Zinc Die Casting Alloy (HZDA) - a unique product developed using primary zinc and pure aluminium. HZDA will cater to the needs of the die casting sector, with applications in automobile components, household appliances, sanitary ware and defence. The launch of HZDA is in sync with the Prime Minister's flagship program "Make in India", and is expected to replace imported zinc alloys.

Our business entails mines, smelters and refineries. We are the world's second largest zinc producer and one of the lowest cost zinc producers in the world. We have a long mine life of over 25 years which ensures the long-term sustainability of our business when combined with our strong financials, executional excellence and strategic business management capabilities. Total R&R of 402.9 million MT.

During FY 2018-19, The Company reported total revenue including other income of Rs 22,900 Crores. Record EBITDA at

### VISION

*To be the world's largest and most admired Zinc-Lead & Silver Company.*

### MISSION

- *Enhance stakeholders' value through exploration, innovation, operational excellence, Safety and sustainability*
- *Be the lowest cost producer*
- *Maintain market leadership and customer delight*

**Rs. 10,747 Crores for FY 2019; up 7% y-o-y and record Net Profit Rs. 7,956 Crores for FY 2019; down 14% y-o-y. The Board declared dividends of 1000% amounting to Rs 10,188 Crore including dividend distribution tax during the year.**

**Our focus on sustainable economic growth is evident from the robust numbers of production during the year viz. 894 KT refined Zn Metal; 198 KT refined Lead Metal; 679 MT Silver.**

**We continue to maintain our position as one of the lowest cost producers globally, even though the recovery in commodity prices led to higher operating costs and offset the leverage of higher volume and cost optimization initiatives. The Company remains on track for achieving 1.2 mtpa mined metal capacity by 2020.**

**Renewable energy is a huge thrust area for us at Hindustan Zinc. We aim to be self-sufficient and green in fulfilling our energy requirement to not put any stress on the energy starved state of Rajasthan which hosts significant part of our operations. Our portfolio of over 346.8 MW of renewable energy generation is testimony to our philosophy of growing responsibly. We are already a significant wind power producer in India with a capacity of 273.5 MW across five states.**

**Sustainability is vital to steer operational excellence and ensure business growth. Hence, we have embedded sustainability as a strategic tool in our business model to ensure our continuity in the ever-changing world of business. We adhere to the Vedanta Sustainable Development Framework that helps us integrated sustainability throughout our business management and operational drivers of governance, safety and social responsibility. Our policies, procedures and best practices are all aligned to this strategy, which is why; our employees have a clear understanding of their role in driving business success. With this approach, we predict a sustainable future of our business operations by meeting our growth targets and creating long-term value for all our stakeholders.**

**Safety remains an area where despite our best efforts we have not been able to fully achieve our aim of 'Zero Harm'. Unfortunately, we had 7 fatalities in the reporting year. The cause of these incidents has been thoroughly investigated and effective controls are being put in place to prevent their recurrence. Safety trainings of 0.81 Million man-hours were conducted to strengthen adherence to safety standards and procedures. To reinstate our commitment to be a business**

**Hindustan Zinc is committed to undertake social and community-based initiatives near its operations, to contribute to the socio-economic well-being and empowerment of communities.**

without fatalities, serious injuries or occupational illness, we introduced a Fatality and Serious Incident Prevention Programme (FSIPP) Subcommittee. The primary role of this committee is to identify and analyse high-risk activities, drive the fatality prevention programme in an organised manner, and monitor deployment of critical controls. We continue to push the safety envelope further with our stringent processes, trainings and visible felt leadership especially as now we have completely moved to underground mining.

While we have improved our Lost Time Injury Frequency Rate (LTIFR) from 0.85 in FY 2014 to 0.27 in FY 2018, LTIFR during the current year was 0.63. We are committed to our efforts in our quest towards zero harm and zero fatality.

Environment management is the litmus test for all mining and extractive companies. We at Hindustan Zinc strive to conserve natural resources, reduce our emissions and adopt greener technologies wherever possible to ensure that our effective environmental footprint shrinks year on year. 28% of the waste generated during the year recycled/ reused and there is 42% reduction in waste generation.

Our corporate office in Udaipur has been certified as a Platinum Green Building by Confederation of Indian Industry (CII)-Indian Green Building Council (IGBC). It is one of the only 14 CII-IGBC Platinum rated buildings in India and the first ever in Rajasthan.

The most important aspect of any Sustainable company lies in its success in bringing relevant development to the communities where it gains from. And we are happy to share that Hindustan Zinc has managed to continue its social responsibility trajectory by focusing on education, vocational training, sustainable livelihood, promoting women empowerment, health and medical camps, water and sanitation facilities, sports and culture, environment preservation and holistic community development. During the year, Rs 130.20 Crores was incurred on account of expenditure towards CSR.



**The Communication on Progress is in the following format:** Stand-alone document and Part of a Sustainability report 2018-19 (GRI- Standard)

**Time covered by COP-** April 2018 to March 2019

**Third Party Assurance of UNGC Principles** – by M/s KPMG

**Contents:**

<b>CEO statement .....</b>	<b>6</b>
<b>Approach to Sustainability &amp; Sustainability Governance .....</b>	<b>7</b>
<b>UN Global Compact principles.....</b>	<b>14</b>
<b>Human rights.....</b>	<b>14</b>
<b>Labour standards.....</b>	<b>16</b>
<b>Environment.....</b>	<b>17</b>
<b>Anti-corruption .....</b>	<b>19</b>
<b>Robust human rights management policies &amp; procedures .....</b>	<b>21</b>
<b>Robust labour management policies &amp; procedures .....</b>	<b>32</b>
<b>Robust environmental management policies &amp; procedures .....</b>	<b>43</b>
<b>Robust anti-corruption management policies &amp; procedures.....</b>	<b>60</b>
<b>Taking action in support of broader UN goals and issues .....</b>	<b>64</b>
<b>Corporate sustainability governance and leadership .....</b>	<b>67</b>
<b>Our Commitment.....</b>	<b>90</b>

**Statement of continuing support in implementing the  
United Nations Global Compact Principles**

Hindustan Zinc Team is steadily moving forward in the direction of upholding the following principles of the United Nations Global Compact (UNGC):

**1. Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

**2. Labour**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: Eliminate discrimination in respect of employment and occupation.

**3. Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

**4. Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The above ten principles are part of our business ethics and practices in our workplace. We strive to propagate these principles within our stakeholders i.e. vendors, supply chain, customers and workforce at large. We have the strong support of our Board for this & will continue to develop and share innovative ways of meeting our obligation to this global movement.

**Sunil Duggal**  
CEO & Whole-time Director

## Approach to Sustainability and Sustainability Governance

It is recognised at HZL that being more sustainable is being more successful. From innovations to scaling sustainable mining models to long-term environmental and community growth, our sustainability strategies are driven with the agenda of caring across the value chain. Our strategy for value-chain sustainability draws insights from our interactions with varied stakeholders and partners.

Sustainability is vital to steer operational excellence and ensure business growth. Hence, we have embedded sustainability as a strategic tool in our business model to ensure our continuity in the ever-changing world of business. We adhere to the Vedanta Sustainable Development Framework that helps us integrate sustainability throughout our business management process and operational drivers of governance, safety, and social responsibility. Our policies, procedures, and best practices are all aligned to this strategy, which is why our employees have a clear understanding of their role in driving business success. With this approach, we predict a sustainable future of our business operations by meeting our growth targets and creating long-term value for all our stakeholders.

Our approach to sustainability consists of our seven fundamental values, our Code of Conduct and our Sustainability policies. These are aligned with the UNGC and its principles. Our Code of Conduct and sustainability policies apply to our workforce across all of our operations.

This Communication on Progress in 2018-19 demonstrates our continuing progress on integrating the UNGC and its principles into everything we do. It references our 2018-19 Annual and Sustainability Reports, Climate change CDP and Water CDP responses. Further information on our approach to sustainability is also available at our website <http://www.hzlindia.com/>



**Sustainability Vision**

To excel in operations by upholding world-class standards of governance to achieve zero harm and zero discharge, while being socially responsible



**Sustainability Mission**

Our mission is to become a global leader and create value by conducting our business in a responsible and ethical manner by:

- ▶ Improving health, safety, and wellbeing at the workplace
- ▶ Eliminating the potential damage of our activities on the environment, and reducing our environmental footprint with the adoption of sustainable practices and preservation of natural resources
- ▶ Benefitting the communities in which we operate and enhancing their livelihood
- ▶ Communicating our sustainability efforts and performance to our stakeholders with transparency, authenticity, and integrity

## Four pillars of Vedanta Sustainability Development Framework



The framework is underpinned by four guiding pillars for achieving sustainability:

- **Responsible Stewardship**  
It is our responsibility to respect natural and human resources at all stages of a project.
- **Building Strong Relationships**  
Connecting with stakeholders helps us build a business fit for the future.
- **Adding and Sharing Value**  
We have a purpose beyond profit and make an important contribution to socio-economic development.
- **Strategic Communications**  
We are committed to complete transparency and emphasize on principles of community dialogue and mutual respect including free, prior informed consent to access natural resources.

Details of Vedanta Sustainability Framework are available

<https://www.vedantaresources.com/SustainabilityDocs/VedantaSustainabilityDevelopmentReport2012.pdf.downloadasset.pdf>(pg 11).

Our Sustainability Policies drives and guides all our business activities. These policies outline our business' commitment and strategy towards all areas of sustainability. We have eight Sustainability policies to ensure our commitment towards doing business in a responsible manner.





## Sustainability Governance

Our sustainability governance structure consists of a three-tier governance mechanism, which is directed by the Vedanta Board to the units of operations at the site level. These committees – at the group, company, and unit levels – keep a close eye on our sustainability performance throughout the year. Using our internal sustainability risk management tool, the Vedanta Sustainability Assurance Programme (VSAP), we continue our business by setting key sustainability targets, even as we regularly review our progress through compliance assessments and audits. The VSAP aids us in identifying shortfalls and helps us take the necessary corrective and preventive actions.

**T1 TIER 1 AT THE GROUP LEVEL**  
**Sustainability Committee at Group Level**  
 (Quarterly Meetings)

Advises on sustainability policies and framework, clearly setting out the commitments of the Group to manage matters of sustainable development effectively; review and approve targets for sustainability performance & recommend initiatives required to institutionalise a sustainability culture. To ensure transparency and efficiency of the measures we have in place a Group Management Assurance System that coordinates the risk management framework, reviewed annually by the Audit Committee on behalf of the Board at the Group level.

**T2 TIER 2 AT THE COMPANY LEVEL**  
**Sustainability Business Management Group at Company Level**  
 (Monthly Meetings)

Identifies risks and opportunities and areas for improvement, reviewing the performance and effectiveness of the initiatives. At HZL, we continuously identify, assess and mitigate risks arising as a result of internal and external factors. Through a formal monitoring process at the Company level, new risks are identified, categorised as per impact and likelihood, mapped to key responsibilities of select managers and managed with an appropriate mitigation plan. Group Management Assurance system is also supported by a Board-level Risk Management Committee comprising the CEO, CFO and Chairman of the Audit Committee, at the Company level.

**T3 TIER 3 AT THE UNIT LEVEL**  
**Sustainability Review at Unit/Operation Level**  
 (Monthly Meetings)

Along with reviewing progress, they are also responsible for data collection and reporting. Through a formal monitoring process at the unit level, new risks are identified and managed with a mitigation plan. There is a risk management committee at unit level.

**Criterion 1: The COP describes mainstreaming into corporate functions and business unit**

Best practices	Reference
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human Resources, legal, etc.) ensuring no function conflicts with company's sustainability commitments and objectives	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• 'Sustainability' embedded in HZL's growth Our Sustainability strategy in Sustainability Report 2018 -19 page(28-31)</li> <li>• Sustainable development section in Annual Report 2018-19 page (48-71)</li> </ul>
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability strategy in Sustainability Report 2018 -19 page (28-31)</li> <li>• Sustainable development section in Annual Report 2018 -19 page (48-71)</li> </ul>
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability strategy in Sustainability Report 2018 -19 page (28-31)</li> </ul>
Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability strategy in Sustainability Report 2018 -19 page (28-31)</li> </ul>
Ensure that different corporate functions coordinate closely to maximise performance and avoid unintended negative impacts	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability strategy in Sustainability Report 2018 -19 page (28-30)</li> <li>• Materiality Matrix- Sustainability Report 2018 -19(page no 38-39)</li> <li>• Strategy, Approach and key actions for Key priority areas - Sustainability Report 2018 -19 page (28-30, 38-39, Safety – 47, Economic page – 63, Supply chain -69, People- 79, Environment- 89, Community -109)</li> </ul>
Other established or emerging best practices	<ul style="list-style-type: none"> <li>• Sustainability Score Card- Sustainability Report 2018 -19 (page 4 -5)</li> </ul>

	<ul style="list-style-type: none"> <li>• Road Map 2018-19- Sustainability Report 2018 -19Page (142-143)</li> <li>• STP Case Study- Sustainability Report 2018 -19 ( page 92</li> <li>• Solar Power - Sustainability Report 2018 -19 ( page 91)</li> <li>• Waste management – Sustainability report 18-19 ( 100-101)</li> <li>• Tailing dam management- Sustainability report 18-19 (104-105)</li> <li>• Sustainability Policies- <a href="http://www.hzlindia.com/sustainability/sustainability-policies/">http://www.hzlindia.com/sustainability/sustainability-policies/</a></li> </ul>
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<b>Criterion 2: The COP describes value chain implementation</b>	
<b>Best practices</b>	<b>Reference</b>
<p>Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts</p>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct<a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Management Strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• HZL Procurement philosophy<a href="http://www.hzlindia.com/wp-content/uploads/5.-HZL-Procurement-Philosophy.pdf">http://www.hzlindia.com/wp-content/uploads/5.-HZL-Procurement-Philosophy.pdf</a></li> <li>• Supplier and Contractor Sustainability Management Policy<a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> </ul>

<p>Communicate policies and expectations to suppliers and other relevant business partners</p>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Management Strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• HZL Procurement philosophy <a href="http://www.hzlindia.com/wp-content/uploads/5.-HZL-Procurement-Philosophy.pdf">http://www.hzlindia.com/wp-content/uploads/5.-HZL-Procurement-Philosophy.pdf</a></li> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> </ul>
<p>Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence</p>	<ul style="list-style-type: none"> <li>• Supply Chain Section Sustainability Report 2018-19(Page 68-77)</li> <li>• Sustainability Assurance Statement 2018-19 (Page 154-156)</li> <li>• Supply Chain Management Strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> </ul>
<p>Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners</p>	<ul style="list-style-type: none"> <li>• Supplier Day Case Study- <a href="http://www.hzlindia.com/wp-content/uploads/Supplier-Day-1-Feb-2017.pdf">http://www.hzlindia.com/wp-content/uploads/Supplier-Day-1-Feb-2017.pdf</a></li> <li>• Buyer Training Case Study- <a href="http://www.hzlindia.com/wp-content/uploads/Buyer-Training-Competence-Building-3-4-Mar-17.pdf">http://www.hzlindia.com/wp-content/uploads/Buyer-Training-Competence-Building-3-4-Mar-17.pdf</a></li> <li>• Supplier engagement section- Sustainability report 2018-19 page 74</li> <li>• Parking yard modification case study Sustainability report 2018-19 page 75</li> <li>• Bulk Lubrication &amp; Integrated transport management system Sustainability report 2018-19 page 76</li> <li>• Project Saarthi Sustainability report 2018-19 page 77</li> </ul>

<p>Other established or emerging best practices</p>	<ul style="list-style-type: none"> <li>• Road Map 2019-20- Sustainability Report 2018 -19 (page 142-143)</li> <li>• Sustainability journey through FY 2018-19 Sustainability Report 2018 - 19(page 4-5)</li> <li>• Supply Chain Section Sustainability Report 2018-19 page (68-77)</li> <li>• Adoption of Modern Slavery Act - 2015in our supply chain; Human rights due diligence of our suppliers. page (72) of sustainability report 2018-2019</li> <li>• Third party assessment of supply chain practice- Sustainability report 2018-19 page 73</li> <li>• Ancillary plant CLZS Sustainability report 2018-19 page 77</li> </ul>
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## **UN Global Compact principles**

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption. These take the form of ten principles.

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** Make sure that they are not complicit in human rights abuses.

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** The elimination of all forms of forced and compulsory labour;

**Principle 5:** The effective abolition of child labour; and

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** Undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Keeping in view the ten principles, we have developed a performance matrix which was incorporated in all our strategic business functions and regularly reviewed from shop floor to board room level. Our major areas of performance were in the field of employee relations and training and development, Occupational Health, Safety and Environment Management, Supply chain, investor relations and Social Initiatives. HZL is among the few companies in India to be registered with United Nations (UN), resulting in a compliance with the following Global Compact Principles actions and outcomes.

## **Human rights**

### **The first two UNGC principles relate to human rights.**

Our human rights policy sets out our approach to this vital topic. The policy is aligned with UN Guiding Principles on Business and Human Rights. We are committed to the principles of sustainable development including protecting human life, health and environment, - promoting social well-being and adding value to the communities in which we operate. Protecting and respecting human dignity is central to our everyday business operations. We will conduct our businesses in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and we will respect the human rights of all our stakeholders respecting and the United Nations Declaration on Human Rights.

### **Hindustan Zinc strives to:**

- Be compliant with labour laws of the country we operate in. Uphold human rights aligned with national and international regulations as applicable;
- Ensure that our employees including contract employees are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdiction we operate in. Our operations will be based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour. We recognise and respect employee rights to associate freely and to collective bargaining. We promote fair working conditions as guided by international conventions wherever applicable;
- Be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic;
- Respect and preserve the culture and heritage of the local stakeholders including socially vulnerable groups which are impacted by our operations activities and work towards developing a constructive relationship with such groups and local communities, seeking broad-based support for our operations activities;
- Respect the social, economic, cultural and human rights of communities 'stakeholders and will regularly communicate social performance in an accurate, transparent and timely manner;
- Work with Government and Regulatory agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. We will ensure protection of our people, equipment and assets.

Our units have Grievance Redressal mechanisms that are accessible, accountable and fair, which let our stakeholders raise concerns without fear of recrimination. Human rights training to all the new joiner and Security personnel.

### **Slavery and Human Trafficking**

At Hindustan Zinc Limited, we are committed in our approach to tackling modern slavery in our business and supply chain, consistent with the disclosure obligations under the UK Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and other business partners. We are committed to ensuring that there is no use of forced, compulsory or trafficked labour or anyone held in slavery or servitude in any part of our business and we expect that our suppliers will apply the same high standards to their own organization and supply chain.

Information that addresses these principles can be found in

- Human Rights Policy- <https://www.hzindia.com/wp-content/uploads/human-rights-policy.pdf>

- Code of Conduct and Business Ethics- <http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf>
- Supplier Code of Conduct<http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf>
- Diversity and Inclusion Policy- <http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf>
- Human right approach- <http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf>
- Corporate Governance Annual report 18-19( page 100-118)  
<https://www.hzlindia.com/E-Annual-Report/>

## **Labour standards**

### **The next four principles relate to labour standards.**

Our people are our greatest asset. We treat all our people fairly, uphold their rights and reward them competitively, in line with their contribution to our Business Sustainability. We believe that it is vital to our business to attract and retain the best people at every level. With the help of engagement, motivation, and training and development-based activities, as well as an eye on their general welfare and wellbeing, we endeavour to unleash the potential within our employees – our main stakeholders.

#### **Vision 2020**

To build a highly empowered and engaged workforce by delivering innovative HR programs and practices that foster a high performance, talent-based environment aligned with strategic business goals

We recognise the fact that unless we give them the opportunities to nurture their own talent, we will not be able to optimise our processes to make a difference within our organisation or in the market. We therefore, see our growth arising from theirs.

All our operations strive to provide clear, attractive career paths and safe, healthy workplaces without discrimination or harassment. We rigorously enforce our equal opportunity policy at every level. We prohibit discrimination on the basis of race, nationality, religion, gender, age, sexual orientation, disability, ancestry, social origin, political or other opinion, or any other bias. We do not tolerate any form of racial, sexual harassment.

We prohibit child, forced, or compulsory labour. We recognise and uphold the rights of our people, whatever their location or role, to a safe workplace, freedom of association, collective representation, job security and development opportunities.



Information that addresses these principles can be found in:

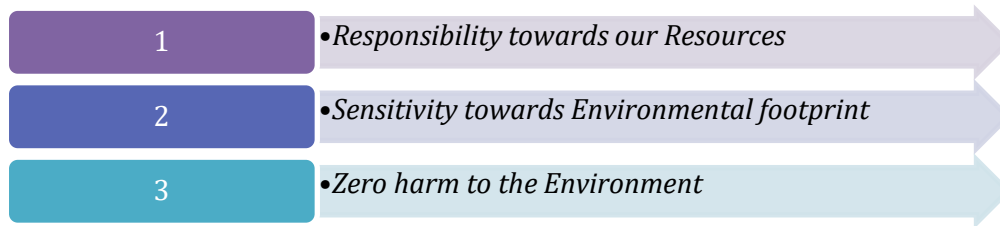
- Human Rights Policy- <https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf>
- Code of Conduct and Business Ethics- <http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf>
- Supplier Code of Conduct <http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf>
- Diversity and Inclusion Policy- <http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf>
- Human right approach- <http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf>
- Corporate Governance Annual report 18-19 ( page 100-118) <https://www.hzlindia.com/E-Annual-Report/>
- People section SDR 18-19 (page 78)
- Social section SDR 18-19 (page 108)
- Supply chain Section SDR 18-19 (page 68)
- Safety section SDR 18-19 (page 46)

## **Environment**

### **The next three principles relate to the environment.**

In line with our HSE policy, we are committed to the responsible stewardship of natural resources. We recognize that, our business involves critical activities which have the potential to cause significant environmental impact. Therefore we are evaluating risk associated with, taking mitigation measures through proper planning, and managing such impacts on an ongoing basis at all stages of our activities -from exploration to development, operation, and closure of sites We are committed to reduce our footprint on environment by judicious use of natural resources like water and energy and exploring alternate use of various wastes.

As part of our continuous efforts towards reducing our footprint to environment, every year we set goals for efficient use of water and energy, we strive to meet the goal by creating necessary technological interventions. We also acknowledge the need to care for the ecosystems and biodiversity in area where we operate. Likewise, we are aware that sustainable growth requires an effective response to climate change and we are taking initiatives to reduce the GHG emission from our operations. To that end, we have stepped up our efforts to boost our efficiency throughout our organization guided by three basic principles:



‘Responsibility towards our Resources; Sensitivity towards Environmental footprint and we pave the road to sustainable operations. These principles dictate the mantra for Green Hindustan Zinc and align us to practice the ‘4-R Policy’- Reduce, Recycle, Reuse and Reclaim in our operations’.

**Environmental Management:**

Our endeavours for environment friendly production begin with the Environment and Social Impact Assessments (ESIA’s) for any new project. This process helps us to prepare mitigation plan to address the potential impact of our projects on environment and social boundaries. For the existing operations, we have set up Environmental Management Systems (EMS) and compliance to same is regularly assessed internally through Vedanta Sustainability Assurance Programme (VSAP). We keep track of our environmental incidents and all the reported incidents undergo a stringent investigation process. For ensuring the effectiveness of the Environment Management Systems and compliance with environmental norms and standards, all our major units are certified for ISO 14001:2004. Three of our units Sindesar khurd mine, Pantnagar plant and Rajpura Dariba mine are certified for ISO: 50001 Energy Management System also.

We are committed to measuring, controlling and reducing air emissions at each of our site and are implementing systems & procedures to address the concerns of local communities as well as to comply with the environmental license conditions. Through advanced mitigation, measurement and management strategies, we continue to identify, reduce and wherever possible, eliminate any potential impacts to air quality caused by our operational activities. We have installed online monitoring systems for emissions and effluents to transmit data directly to servers of central and state pollution control authorities.

**Vision 2020**

**To be an industry leader in using green technologies for reducing our environmental footprint; this we envisage to achieve by innovating processes for water stewardship; introducing captive usage of energy from renewable sources; and adopting new methods for waste reduction**

We support the development and implementation of scientifically sound, inclusive and transparent approaches to integrated land use planning, biodiversity, conservation and mining.

Information that addresses these principles can be found in:

- Environment Section – Sustainability Report 2018-19 (page 88-107)
- Sustainability Section- Annual report 2018-19 (page 48-71)

- Environment Compliance- <http://www.hzlindia.com/sustainability/environment-compliance/>
- Environment Section- <http://www.hzlindia.com/sustainability/environment-management/>
- HSE Principles and Policy- <https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf>
- Water Management Policy- <https://www.hzlindia.com/wp-content/uploads/water-management-policy.pdf>
- Energy and Climate Change Management Policy- <https://www.hzlindia.com/wp-content/uploads/energy-climate-policy.pdf>
- Biodiversity Policy- <https://www.hzlindia.com/wp-content/uploads/biodiversity-policy.pdf>
- Tailing Dam policy- <https://www.hzlindia.com/wp-content/uploads/tailing-management-policy.pdf>
- E waste Management Policy- <https://www.hzlindia.com/wp-content/uploads/e-waste-management-policy.pdf>
- Climate Change CDP- <https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf>
- Water CDP- <https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf>

## **Anti-corruption**

### **The final principle relates to corruption.**

We aim to reduce the bribery and the potential for corruption in our entire value chain from initial stage to the final sale and delivery of our commodities to the customers. Employees shall not offer or provide undue monetary or facilitation payments, other advantage to any person or persons, including public officials, customers or employees, any associated persons, in violation of laws and the officials' legal duties in order to obtain or retain business.

As a signatory to the United Nation Global Compact and abide by the UNGC principle 10 which states that business should work against corruption in all its forms including extortion and bribery. To address the specific issue of bribery and corruption, our code covers topics such as the Securities dealing code (Insider Trading Regulations), Gift Policy, the UK Bribery Act and the Foreign Corrupt Practices Act (USA). All employees are communicated on the same as a part of our code of conduct training. The same is also dealt with in our supplier code of conduct and communicated with them prior to contract approval.

### **Encouraging Fair Practices**

A whistle-blower mechanism is in place at Hindustan Zinc so as to provide an opportunity for employees and other business partners to report any unethical practice within the company. We have a Whistle-blower policy that ensures that the identity of whistle-blower is kept confidential. Complaints can be reported pertaining to the following areas such as:

- Fraud against investors, securities fraud, mail or wire fraud, bank fraud, or fraudulent statements.
- Violations of any rules and regulations applicable to the company and related to accounting and auditing matters.
- Intentional error or fraud in the preparation, review or audit of any financial statement of the company.
- Any violations to the Company's ethical business practices as specified in the Company's Code of
- Conduct policy.

Any complaints under this policy, is reported to the Group Head-Management Assurance who is independent of operating management and business. The Head-Management Assurance ensures investigation of complaints and submits regular reports on any complaints received to the Company's Audit Committee for review.

**Hotline Number:**

000-800-100-1681

**Email:**

[hzlwhistle.blower@vedanta.co.in](mailto:hzlwhistle.blower@vedanta.co.in)

**Web based reporting platform:**

[www.vedanta.ethicspoint.com](http://www.vedanta.ethicspoint.com)

[whistleblower.hzlmets.com/](http://whistleblower.hzlmets.com/)

### **Slavery and Human Trafficking**

At Hindustan Zinc Limited, we are committed in our approach to tackling modern slavery in our business and supply chain, consistent with the disclosure obligations under the UK Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and other business partners. We are committed to ensuring that there is no use of forced, compulsory or trafficked Labor or anyone held in slavery or servitude in any part of our business and we expect that our suppliers will apply the same high standards to their own organization and supply chain.

Information that addresses this principle can be found in:

- Code of Conduct and Business Ethics- <http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf>

- Supplier Code of Conduct <http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf>
- Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)
- Corporate Governance Chapter Annual report 2018-19 page (100-118)

## Category 1: Human Rights (UNGC Principles 1-2)

**Principle 1-** Business should support and respect the protection of internationally proclaimed Human Rights.

**Principle 2-** Business should ensure that they are not complicit in human right abuses.

### Management Systems:

- HZL follows the principles of the International Declaration of Human Rights. As a model employer in the country owing allegiance to the Constitution of India, we support and respect the protection of human rights and is actively demonstrating commitment to human rights through efforts to address the human right of access to health and fair working conditions.
- We have an Internal Complaint Committee which takes care of the rights of the women employees and ensures their protection at work place. All the complaints related to sexual harassment of women employees, if any are dealt by this committee.
- HZL strongly adheres to UK Bribery Act 2010. Under this we ensure no employee is involved in the action of bribery. Both receiver and payer of the bribe will be prosecuted.
- Ethical behaviour is promoted through regular communication and commitment to the HZL Code of Conduct. HZL has a well-documented Business Code of Ethics and Principles and adheres to it with zero tolerance principle.
- We have whistle blower policy under which Employees have the opportunity to submit / report 'Complaints' pertaining to the following areas such as: a) fraud against investors, securities fraud, mail or wire fraud, bank fraud, or fraudulent statements b) violations of any rules and regulations applicable to the Company and related to accounting and auditing matters c) intentional error or fraud in the preparation, review or audit of any financial statement of the Company d) any violations to the Company's ethical business practices as specified in the Company's Code of Conduct

policy. The policy explicitly mentioned the pre-requisites to ensure that the identity of whistle blower is kept confidential. All employees of the company are eligible to make Protected Disclosure under the policy.

- All operating sites are certified under different management systems like ISO 9001, ISO 14001, OSHAS 18001, and SA-8000 and retaining the certification standard after the audits.

### **Actions:**

HZL in keeping its commitment to codes and articulated policy incorporates the following as central to its social responsibility:

- Regular meetings with business partners justifies our commitment which was also shared with all our vendors to ensure collective ownership towards the business and stakeholders' relations.
- Most of the units of the company have developed respective newsletters for sharing information about the business best practices and added to the learning curve by incorporating best global practices.
- Internal awareness-raising and training on human rights for management and employees
- Trade Unions are engaged in decision making at all levels from top management to shop floor.
- Audits are conducted periodically to ascertain the effect of our products/processes and services on society followed by corrective actions.
- Strengthening and supporting the people in a number of ways like maintaining the local areas, providing free medical treatment to employees and at nominal cost to non-employees at HZL Dispensaries, Environment conservation, organizing eye camps, family planning, immunization and other camps, encouraging sports and youth development and participating in social programs in the villages.
- We have adopted the UK Modern Slavery Act, 2015 to achieve high standard of ethical business practices from all our contractors, suppliers and other business partners
- We adopt the Vedanta Sustainability Framework for all the sustainability practices of our company. Also, we have the Code of Conduct and Human Rights policy at the company level. We regularly review the human rights management system of the company and in addition, human rights are embedded in the Vedanta Sustainability Assurance Program (VSAP) model which is an integral part of the Vedanta Sustainability Framework. Through VSAP yearly we map the compliance against the Human rights. Along with this, we are following Indigenous People and Vulnerable Tribe Group Standard, Land Settlement and Management Standard and guidance note on Human Rights which is part of Vedanta Sustainability Framework, details of Vedanta Sustainability Framework is available

### **Performance:**

- Not a single case of violation of human rights abuses reported by any agency against the company, however during the year Sexual harassment grievances: 4 cases reported and closed
- Most of the business units are 5S Certified.
- All operating sites are certified under different management systems likes ISO 9001, ISO 14001, OSHAS 18001, and SA-8000 and retaining the certification standard after the audits.
- We have always believed in maintaining cordial relationship with our employees. Long Term Settlement was signed with the Employees' Federation, for a period of five years effective from July 2017.
- We continue our focus on learning and development to build an enhanced and effective knowledge base, to provide a vibrant working environment to enable employees to innovate, discover potential and realize professional dreams. It uses appropriate and modern methods for training encompassing simulator-based trainings, workshops & conferences and learning clubs. The Company also encourages visits to best practice companies in India and abroad, institutional training, knowledge sharing meetings and learning implementation projects, which help to bridge the identified gaps. During the year over 0.81 million man-hours of training on Safety was imparted to employees.
- In FY 2015-16, Vedanta Resources underwent an internal assessment of Human Rights practices against Unguiding Principle to identify gaps, best practices and recommended improvement opportunities for the Vedanta group companies. Hindustan Zinc was also a participant of this internal assessment. Methodology used was “Human Rights Compliance Assessment (HRCOA)” self-assessment tool, customized from Danish Institute of Human Rights (DIHR) tool aligned to UN Guiding Principles on Human Rights. The tool evaluated HR practices related to Employment Practices, Community impact Environment Health & Safety, Security, Supply Chain. This was further divided into 11 functional groups and 63 questions from same were asked across the group. None of our operational site has indigenous people in surroundings.

**In continuation of the above Modern Slavery Act - Human rights due diligence of our suppliers-** During the year we conducted Human Rights audit for our vendors in two phases. In the first phase, we have conducted an online testing which they have filled all the details which are explained and validated by KPMG through call. In the second phase, we have circulated a training module to all the high risk and moderate risk vendors. For high risk vendors, we have conducted an on-site audit by a third-party where they have verified and submitted a report. For vendors with moderate

risk, we have taken an undertaking that they have gone through the training module and following it in their business model.

<b>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights</b>	
<b>Best practices</b>	<b>Reference</b>
Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (eg the Universal Declaration of Human Rights, Guiding Principles on Human Rights)	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> </ul>
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of</li> </ul>



	<p>Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
<p>Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>

**Criterion 4: The COP describes effective management systems to integrate the human rights principles**

<b>Best practices</b>	<b>Reference</b>
<p>Process to ensure that internationally recognised human rights are respected</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
<p>On-going due diligence process that includes an assessment of actual and potential human rights impacts</p>	<ul style="list-style-type: none"> <li>• Internal assessment of Human Rights practices against UN Guiding Principle to identify gaps, best practices and recommended improvement opportunities for the Vedanta group companies</li> <li>• <b>Modern Slavery Act - Human rights due diligence of our suppliers</b> We conducted Human Rights audit for our vendors in two phases. In the first phase, we have conducted an online testing which they have filled all the details which are explained and validated by KPMG through call. In the second phase, we have circulated a training module to all the high risk and moderate risk vendors. For high risk vendors, we have conducted an on-site audit by a third-party where they have verified and submitted a report. For vendors with</li> </ul>

	<p>moderate risk, we have taken an undertaking that they have gone through the training module and following it in their business model.</p> <ul style="list-style-type: none"> <li>• Assessing impacts of interventions; Environment and Social Impact Assessment for new project- Sustainability report 2018-19 page (113)</li> <li>• Material Issue Identification- Sustainability report 2018-19 pages (38-39,46,62,68,78,88and 108)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> </ul>
<p>Internal awareness-raising and training on human rights for management and employees impacts</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Approach on Human Rights - - <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
<p>Operational-level grievance mechanisms for those potentially impacted by the company's activities</p>	<ul style="list-style-type: none"> <li>• Material Issue Identification- Sustainability report 2018-19 pages (38-39,46,62,68,78,88and 108)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• Assessing impacts of interventions; Environment and Social Impact Assessment for new project- Sustainability report 2018-19 page (113)</li> </ul>
<p>Allocation of responsibilities and accountability for addressing human rights impacts</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> </ul>

	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
<p>Internal decision-making, budget and oversight for effective responses to human rights impacts</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> </ul>
<p>Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed</p>	<ul style="list-style-type: none"> <li>• Material Issue Identification- Sustainability report 2018-19 pages (38,39,40,46,62,68,78,88and 108)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• Assessing impacts of interventions; Environment and Social Impact Assessment for new project- Sustainability report 2018-19 page (113)</li> </ul>
<p>Process and programmes in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-">http://www.hzlindia.com/wp-</a></li> </ul>

	<p><a href="#">content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></p> <ul style="list-style-type: none"> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> <li>• Material Issue Identification - Materiality SD Report 2018-19 page (38-39)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement– Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• CSR Section chapter- Sustainability Report 2018-19 page (108-143)</li> </ul>
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<b>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</b>	
<b>Best practices</b>	<b>Reference</b>
<p>System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> <li>• Sustainability Assurance SD Report 2018-19 page (30 and 111) (sustainability governance and CSR governance)</li> <li>• Sustainability Report 2018-19 on Progress Submitted to the Voluntary Principles (FIMI(page147) GRI-Standard (page 148-153),</li> </ul>

	<p>UNGC( page 147))</p> <ul style="list-style-type: none"> <li>• Vedanta Sustainability Assurance programme</li> <li>• Supply Chain Management Strategy- <a href="http://www.hzllndia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzllndia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• Internal assessment of Human Rights practices against UN Guiding Principle to identify gaps, best practices and recommended improvement opportunities for the Vedanta group companies</li> </ul>
<p>Monitoring drawn from internal and external feedback, including affected stakeholders</p>	<ul style="list-style-type: none"> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• Public Hearing- stakeholder engagement section- SD Report 2018-19 page (36)</li> <li>• Materiality section (Topics we care for)Issue Identification- Materiality Exercise SD Report 2018-19 page (38-39)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement– Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• ‘Sustainability’ embedded in HZL’s growth section- Sustainability Report 2018-19 page (28-31)</li> </ul>
<p>Leadership review of monitoring and improvement results</p>	<ul style="list-style-type: none"> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• ‘Sustainability’ embedded in HZL’s growth section- Sustainability Report 2018-19 page (28-31)</li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Exercise (Management and Stakeholder priorities) Stakeholder identification and prioritisation process section SD Report 2018-19 page (33)</li> <li>• Board Level Stakeholder Relationship Committee and CSR Committee review regularly</li> </ul>
<p>Process to deal with incidents the</p>	<ul style="list-style-type: none"> <li>• Material Issue Identification SD Report 2018-</li> </ul>

<p>company has caused or contributed to for internal and external stakeholders</p>	<p>19 page (38-39)</p> <ul style="list-style-type: none"> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• Community Need Analysis, Base Line Assessment</li> <li>• Public Hearing-communities section SD Report 2018-19 page (36)</li> <li>• Following Incident Management Standard- Vedanta Sustainability Framework</li> </ul>
<p>Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Environment and Social Impact Assessment for new project- Sustainability report 2018-19 page (113)</li> <li>• Assessing impacts of interventions; Community Need Analysis, Base Line Assessment (page 113-114)</li> <li>• Public Hearing-communities section SD Report 2018-19 page (36)</li> <li>• Material Issue Identification Materiality SD Report 2018-19 page (38-39)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• ‘Sustainability’ embedded in HZL’s growth section- Sustainability Report 2018-19 page (28-31)</li> </ul>
<p>Outcomes of integration of the human rights principles</p>	<ul style="list-style-type: none"> <li>• Material Issue Identification (Stakeholder and Management material issue prioritization page</li> </ul>

	<p>38-39 SD report 2018-19</p> <ul style="list-style-type: none"> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 (page 32- 37)</li> <li>• Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113),</li> <li>• Assessing impacts of interventions; Community Need Analysis, Base Line Assessment (page 113-114)</li> <li>• CSR section- Sustainability Report 2018-19 page (108-141)</li> </ul>
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## Category 2: Labour (UNGC Principles 3-6)

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** The elimination of all forms of forced and compulsory labour;

**Principle 5:** The effective abolition of child labour; and

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

For addressing the issue of Labour standard in comprehensive manner, HZL has adopted international standards like ISO 9001, ISO 14001, SA-8000 and OHSAS-18001. We have an explicit anti-discrimination or diversity policy in recruiting, promoting, and training. We abide by the Indian Factory Act and all other Indian Labour and mining Laws; these laws are in conformance to the ILO and international laws. Different units of the company have recognized trade union and staff union for bargain able category of workmen and supervisory staff. Company also constitutes various committees and councils having equal participation from management as well as elected workmen representatives to discuss and resolve various issues related to operations.

Company has periodic dialogues and negotiations with the recognized union to discuss and settle the charter of demand amicably.

- HZL has a well-documented Business Code of Ethics and Principles and adheres to it with zero tolerance principle <https://www.hzlindia.com/about-hzl/code-of-conduct/>
- All operating units are accredited with International Organization for Standardization ISO 9001, ISO 14001, SA-8000 and OHSAS-18001 and 5S certifications



- We strongly adhere to Vedanta Sustainability Framework under which cover Labour & Working Conditions and ensures prevention of unacceptable form of labour. It also ensures full respect for the human rights, dignity, aspirations, culture, and natural resource-based livelihoods of Indigenous Peoples.

#### **Actions:**

- **Promoting collective bargaining:**

In keeping with the spirit of the constitution of India wherein Right of Association is fundamental right, we respect the right for association of its employees and have constructive relationships with trade unions at all locations. Employees are encouraged to join labour union, as we believe that forum like these are effective in resolving the individual and collective grievances. Long term settlement agreement is made.

In our trust to create an engaging work environment, we encourage employee associations. Our non-executives are covered under collective bargaining agreements and they are a part of unions affiliated to the Indian National Trade Union Congress (INTUC), which is recognized by the management across various locations. At the corporate level, Hindustan Zinc Workers' Federation (HZWF) represents all the unions working in various units. They deal with matters pertaining to service conditions, wages and benefits, and strategic policies with respect to workmen. On issues pertaining to production/productivity, health, safety, we engage with the union in a bipartite forum like Joint Consultative Committee with and seek their suggestions for effective implementation. Health and safety topics are also included in formal agreements with trade unions. Moving forward, we want to continue fostering harmonious industrial relations, and work towards achieving win-win outcomes in all our dealings with the union. For all significant changes, the minimum notice periods are decided mutually in agreement with our employee associations. During the reporting period, there were no strikes or lockouts.

- **In-house forum:** Canteen management committee, Joint consultative committees, Operation review meetings, Cost review meetings, BMG meetings, quality circles meetings, House allotment committee, sports, cultural committees, CEO Townhall, Welfare committee and Grievance Redressal committee are different forums where employees can express their concerns and suggestions.

- **Contractor Safety Management:**

Contractor Safety Management is one of the critical work streams undertaken by HZL in Aarohan journey. As one-time nature of such activities is executed by Business Partners by deploying transient nature of workforce who have very limited exposure to best safety practices; monitoring work right from providing them initial safety training, daily tool box talks, work permit system, independent assessment of their

tools & tackles along with CSM audits have given remarkable improvement in the area of Contractor Safety Management. Out of the 6 steps involved in CSM process, the key lies with continual monitoring of safe execution of contractual work being carried out by our Business Partners. Under the step of ‘Managing the Work’, routine Contractor Audits are conducted by trained personal which helps in identifying activities of different severity nature; there are enabling management to focus on ‘lead Indicators’. Tracking of business partner-wise site Severity Index along with severity 4 & 5 nature of violations (serious / fatal injury) helps for timely initiating corrective and preventive measures; thereby ensuring timely safe execution of assigned work.

<b>CSM Steps</b>	<b>Monitoring Parameter</b>
<b>Contractor Selection</b>	<b>Pre-Qualification</b>
<b>Contractor Preparation</b>	<ul style="list-style-type: none"> <li>• <b>Model Contract,</b></li> <li>• <b>Safety conditions of contract</b></li> <li>• <b>Pre-Award Meeting</b></li> <li>• <b>Understanding of SHE requirements- Certificate</b></li> <li>• <b>Contract award</b></li> </ul>
<b>Contract award</b>	
<b>Training &amp; Orientation</b>	<ul style="list-style-type: none"> <li>• <b>Safety Induction</b></li> <li>• <b>Job Specific training</b></li> </ul>
<b>Managing the Work</b>	<ul style="list-style-type: none"> <li>• <b>Contractor field Safety Audit</b></li> <li>• <b>Score Cards</b></li> <li>• <b>Other Audits</b></li> </ul>
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>• <b>Injuries/ MTI/LTI</b></li> <li>• <b>Score card improvement</b></li> <li>• <b>Reporting</b></li> </ul>

Supervisors of business partners are encouraged for timely reporting of Near Miss and resources are provided along with facilitation of technical support to bridge the ‘systemic’ gaps for improving workplace safety. Periodic evaluation of business partners by monthly tracking their PQ score and Safety Improvement Plan using transparent and structured laid down process are few of the important initiatives. This also helps us in selection process of right business partners for scientific evaluation and allocation of new contracts. They are evaluated based on Contractor safety score

card criteria and retrained to ensure that their knowledge and skill levels are up to date; Contractor Field Safety Audit is being conducted regularly by trained executives in existing contractor's field to improve their safety standards at par with HZL standards. Introduced Employee Safety passport which is having records of safety related trainings and other skill development trainings undertaken by contract employee.



Business Partners are rewarded with incentives based on their safety performance during the contract execution period. While Corporate CSM Sub-committee provides strategic guidelines / directions on CSM and new initiatives (viz. Safety Passport for all employees, Drivers Passport etc.); zonal sub-committee (line managers) drive the on-going process through Unit Implementation Committees. Overall, this CSM process is helping in strengthening our partnership with Business Partners for working towards ‘Target Zero’

- **Aarohan Journey:** We are committed to provide safe working conditions and have effective management systems in place to ensure the well-being of all our employees. For transforming and enhancing the safety culture that exists at Hindustan Zinc, we initiated a new programme – ‘Aarohan’ with an external consultant DuPont. Aarohan implies step- up or step change. The Aarohan programme took off by identifying five prioritized work streams to bring about safety cultural transformation by involving the line managers and shop floor workers, the prioritized work streams were executed under the active guidance of the five subcommittees. The roles and responsibility of these subcommittees are as follows:

Committee	Roles and responsibilities
Safety Interaction and Audit Subcommittee	<ul style="list-style-type: none"> <li>• Deploy, monitor and review unit Safety Observation and Audit process at HZL for achieving world-class safety performance</li> <li>• Ensure that all unit employees have adequate standard and procedures to define and implement a process to improve behavioural safety using safety interaction system</li> <li>• Implement, deploy and continually review safety interaction processes at zones for achieving world-class safety performance</li> </ul>
Incident Management Subcommittee	<ul style="list-style-type: none"> <li>• Effective communication to make all employees aware about the incident management &amp; investigation process that supports the objective of reporting, investigating and communicating all incidents. The principle that underlies this is 'the only reason an investigation is undertaken is to prevent a recurrence' and focusses only on finding 'fact' and not 'fault'</li> <li>• Develop, deploy and continually improve incident reporting and investigation process uniformly across all businesses of HZL</li> </ul>
Contractor Safety Management Subcommittee	<ul style="list-style-type: none"> <li>• Deploy, monitor and review a rigorous Contractor Safety Management System to allow HZL to partner with contractors who share HZL's values for safety and operational excellence</li> <li>• Implement and improve Contractor Safety Management (CSM) system in our operational units</li> <li>• Standardise contractor management cycle for contractor awareness, involvement and improvement</li> </ul>
Process Safety Management Subcommittee	<ul style="list-style-type: none"> <li>• Implement and maintain risk management systems &amp; processes in order to eliminate process safety incident and injuries</li> </ul>
Standards, Rules and Procedures Subcommittee	<ul style="list-style-type: none"> <li>• Ensure that adequate rules and procedures are available for all employees and contractors at HZL to work safely and effectively</li> <li>• Implement a process to identify, develop, train and implement the high risk standard and procedure</li> </ul>

## Achievements of Aarohan Journey

Aarohan allowed us to see positive results achieved mainly on account of our dedication, commitment and hard work towards becoming the safest organisation and offering a supportive workplace. This programme enabled employees to develop a personal sense of ownership and accountability, through continuous dialogue related to safety issues. One of our primary focus areas was to energise the senior management into participating in the programme and thus leveraging more involvement to direct the team towards fulfilling the objective of 'care' and 'zero harm'. The journey of Aarohan has succeeded in demonstrating 'Visible Felt Leadership' with the Line Management proactively taking accountability and responsibility for safety and fostering a belief that all incidents are preventable. Since the implementation of this programme, we have realised better reporting of leading indicators; an improvement in the quality of incident investigation; increased active employee participation in safety-related activities; and an improvement in the standardisation of systems as well as the overall development of skills.

## Safety Whistle Blower

We have launched the safety whistle blower program to foster safety across our operations. This is a portal designed for employees to reach out to senior management when they observe any serious safety violation during operations. The portal allows employees to report on serious concerns at the site. It also has an escalation mechanism to higher authorities for immediate action regarding the serious nature of violation observed. This portal is accessible to all employees, including contractual employees, and from any network. The reported cases can be analysed and communicated to other operational sites, and proactive steps can be taken to

avoid such incidents. It is not compulsory for the employees to reveal their identity; however, disclosing their identity will help the organisation in identifying employees who have imbibed safety as an ideal, and can be rewarded for the same. [whistleblower.hzlmets.com/](http://whistleblower.hzlmets.com/)

**Stake-holders feedback system:**

Hindustan Zinc, a socially responsible company, effectively engages with all relevant stakeholders through "stakeholder engagement plan developed at each unit" in line with requirements of Vedanta Sustainability Framework.

Stakeholders identified includes internal stakeholders mainly employees, contract employees & contractors and external stakeholders mainly regulatory bodies, communities, transporter, vendors etc. They are engaged through identified responsible managers, records are maintained, and points emerged are tracked and addressed.

Stakeholder engagement is supplemented with "Grievance Redressal mechanism" developed at each units mainly driven in three verticals I.e. Employees & contract employees, supplier & contractor and external communities. Grievances are recorded in grievance registers. There are designated responsible managers who ensure effective Redressal of grievances. There is a Sustainability Business meeting group which reviews and monitors its effective implementation at corporate and unit.

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour	
Best practices	Reference
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	<ul style="list-style-type: none"> <li>Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> </ul>
Reflection on the relevance of the labour principles for the company	<ul style="list-style-type: none"> <li>Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>People Section- Sustainability Report 2018-19 page (78-87)</li> <li>Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-</a></li> </ul>

	<p><a href="#">Conduct.pdf</a></p> <ul style="list-style-type: none"> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>
<p>Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (International, Sectoral, National).</p>	<ul style="list-style-type: none"> <li>• Human Rights Policy- <a href="https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf">https://www.hzlindia.com/wp-content/uploads/human-rights-policy.pdf</a></li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Diversity and Inclusion Policy- <a href="http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf">http://www.hzlindia.com/wp-content/uploads/6.-Diversity-Inclusion-Policy.pdf</a></li> <li>• Human right approach- <a href="http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf">http://www.hzlindia.com/wp-content/uploads/3.-Human-Rights-approach-at-HZL.pdf</a></li> </ul>

<p>Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners</p>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report 2018-19 page (68-77)</li> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> <li>• Supplier chain management strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> </ul>
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<p>Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation</p>	<ul style="list-style-type: none"> <li>• People section- Sustainability Report 2018-19 page (78-87)</li> <li>• Vedanta Diversity Policy, <a href="https://www.vedantaresources.com/InvestorRelationDoc/diversity-inclusion-policy-final.pdf">https://www.vedantaresources.com/InvestorRelationDoc/diversity-inclusion-policy-final.pdf</a> This is Vedanta's commitment for women empowerment and gender equality. As a subsidiary unit we are also following the same.</li> </ul>
<p>Participation and leadership by employers' organisations (international and national) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).</p>	<ul style="list-style-type: none"> <li>• People section- Sustainability Report 2018-19 page (78-87)</li> </ul>
<p>Structural engagement with a global union, possibly via a Global Framework Agreement</p>	<p>No such Engagement</p>

**Criterion 7: The COP describes effective management systems to integrate the labour principles**

<b>Best practices</b>	<b>Reference</b>
Risk and impact assessments in the area of labour	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> <li>• Risk Management-Annual report 2018-19 page (72-76)</li> </ul>
Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	<ul style="list-style-type: none"> <li>• People section- Sustainability Report 2018-19 page (78-87)</li> <li>• Safety Section- Sustainability Report 2018-19 page(46-61)</li> <li>• Material Issue Identification- Sustainability report 2018-19 pages (38, 39, 46,62,68,78,88 and 108)</li> </ul>
Allocation of responsibilities and accountability within the organisation	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> <li>• Risk Management-Annual report 2018-19 page (72-76)</li> <li>• Vedanta Sustainability Framework- SD Report 2018-19 page (28)</li> </ul>
Internal awareness-raising and training on the labour principles for management and employees	<ul style="list-style-type: none"> <li>• People section- Sustainability Report 2018-19 page (78-87)</li> <li>• Safety Section- Sustainability Report 2018-19 (page 46- 61)</li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> </ul>
Active engagement with suppliers to address labour-related challenges	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report 2018 -19 page( 68-77)</li> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> </ul>



<ul style="list-style-type: none"> <li>• Grievance mechanisms, communication channels and other procedures (e.g., whistle-blower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the</li> <li>• representative organisation of workers</li> </ul>	<ul style="list-style-type: none"> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• Public Hearing-communities section SD Report 2018-19 page (36)</li> <li>• Material Issue Identification- Materiality Exercise- Sustainability report 2018-19 pages (38-39,40,46,62,68,78,88 and 108)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50), Sustainability report 2018-19 page (32-37)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> </ul>
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**Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration**

<b>Best practices</b>	<b>Reference</b>
System to track and measure performance based on standardised performance metrics	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> <li>• Sustainability journey through FY 2019- Sustainability Report 2018 -19 page (4-5)</li> <li>• Road Map 2019-20- Sustainability Report 2018 - 19 (page 142-143)</li> </ul>
Dialogues with the representative organisation of workers to regularly review progress made and jointly identify priorities for the future	<ul style="list-style-type: none"> <li>• People section- Sustainability Report 2018-19 page (78-87)</li> <li>• Sustainability journey through FY 2019- Sustainability Report 2018 -19 page (4-5)</li> <li>• Road Map 2019-20- Sustainability Report 2018 - 19 (page 142-143)</li> </ul>
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report 2018 -19 page (68-77)</li> <li>• Supplier and Contractor Sustainability Management Policy<a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> <li>• Supplier chain management strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• Vedanta Sustainability Assurance Programme ( page 30 Sustainability report)</li> </ul>
Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report 2018 -19 page (68-77)</li> <li>• Supplier and Contractor Sustainability Management Policy<a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> <li>• Supplier chain management strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• Supplier Day Case Study- <a href="http://www.hzlindia.com/common/pdf/clr_letter/Supplier-Day-1-Feb-2017.pdf">http://www.hzlindia.com/common/pdf/clr_letter/Supplier-Day-1-Feb-2017.pdf</a></li> <li>• Buyer Training Case Study-</li> </ul>

	<a href="http://www.hzlindia.com/common/pdf/clr_letter/Buyer-Training-&amp;-Competence-Building-3-4-Mar-17.pdf">http://www.hzlindia.com/common/pdf/clr_letter/Buyer-Training-&amp;-Competence-Building-3-4-Mar-17.pdf</a>
Outcomes of integration of the Labour principles	<ul style="list-style-type: none"> <li>• Supplier Day Case Study- <a href="http://www.hzlindia.com/wp-content/uploads/Supplier-Day-1-Feb-2017.pdf">http://www.hzlindia.com/wp-content/uploads/Supplier-Day-1-Feb-2017.pdf</a></li> <li>• Buyer Training Case Study- <a href="http://www.hzlindia.com/wp-content/uploads/Buyer-Training-Competence-Building-3-4-Mar-17.pdf">http://www.hzlindia.com/wp-content/uploads/Buyer-Training-Competence-Building-3-4-Mar-17.pdf</a></li> <li>• Road Map 2019-20- Sustainability Report 2018-19 (page 142-143)</li> <li>• Supply Chain Section Sustainability Report 2018-19 page (68-77)</li> </ul>

### Category 3: Environment (UNGC Principles 7-9)

**Principle -7-** Business Should Support precautionary approach to Environmental challenges

**Principle -8-** Business should undertake initiative to promote greater environmental responsibility

**Principle -9-** Business should encourage the development and diffusion of environmentally friendly technology.

We understand that the nature of our operations has implications on the environment in different ways – through the emission of particulates & gases from mining, refining and smelting processes, water consumption and changes in land use due to wastes and process residues.

We are guided by three basic principles: Responsibility towards our Resources; Sensitivity to Environmental Issues and Zero Harm to the Environment. Our business strategy is about ensuring that growth is maximized in a way that is both sustainable and responsible. Our sustainability framework provides robust structure for driving our future growth, supporting four pillars - Responsible Stewardship, Building Strong Relationships, Adding & Sharing Value and Strategic Communication.



Hindustan Zinc is committed to conduct all business activities in a responsible manner and to reinforce the same commitment we have reframed our HSE policy as ‘HSE Principles and Policy’ to ensure the health and safety of our stakeholders and the environment.

Driven by our policies, we emphasize on “**Prevention**” than “**Control**” in every decision making process. Demonstration of Responsibility & Stewardship for all the assets we manage is our primary goal. To achieve this aim, we are constantly improving our processes, systems and operations. Most of our operations maintain formal environment management systems aligned to the international standards & ISO 14001.

Environmental risks are regularly identified and assessed through the following:

- Environment & Social Impact Assessment (ESIA) studies carried out by recognized and approved third parties to identify risks and based on that mitigation plan is prepared in the form of Environmental & Social Management Plan, which is integral part of ESIA document.
- Environmental risks are being identified and assessed as part of Integrated Management system ISO: 14001.
- Risk register is being maintained by all units under the guidance of Risk Management policy and major risk is being reviewed periodically at corporate level.
- Hazard Identification and Risk assessment are also conducted as part of safety management system to identify potential environmental hazards and risks. Also Process safety management is driven to ensure all hazards are identified and control measures in place.
- Environment incidents are being captured through online module. Root cause analysis is being done and learnings are being shared to all units to avoid the recurrence.

### **Reducing Water Footprint**

Our operations in Rajasthan, a water scarce region, makes it important that every drop is treated as a critical resource and its consumption has to minimize.

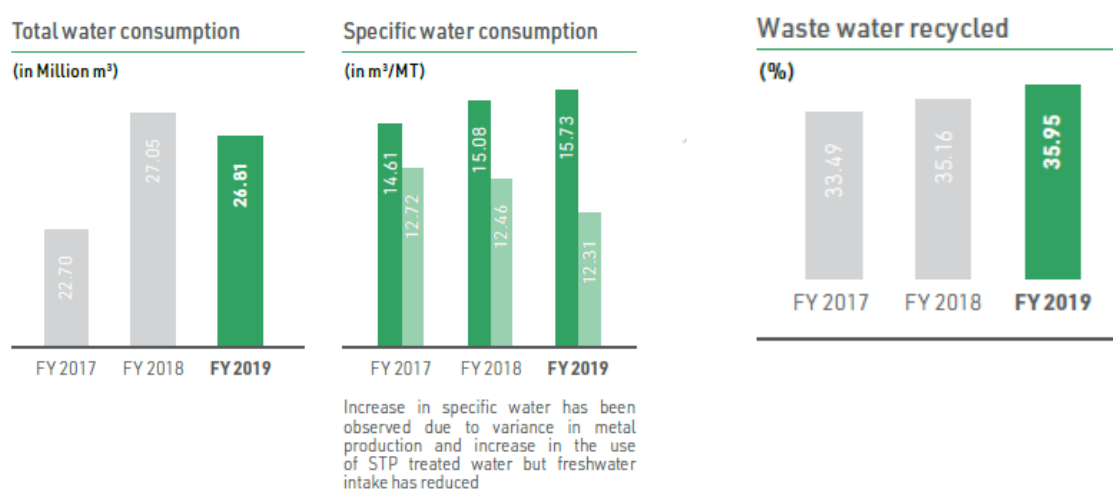
We are continuously identifying opportunities for water access, reuse, efficient use and responsible waste water management. Our operational locations are zero discharge compliant and there is increased use of recycling water so as to reduce dependency on water; to address this we installed integrated effluent treatment plants along with reverse osmosis (RO) plant and multiple effect evaporator.

We proactively manage water usage and promote sustainable use of water in agriculture practices in the nearby communities.

Cloud seeding, multiple effective evaporator, Deep cone thickener, Air Cooled Condensers, Sewage treatment, Pond Deepening Project and rainwater harvesting are some of the key initiatives by Hindustan Zinc towards managing precious water resources.

Continuing with our efforts on sourcing sustainable water, In 2014, we set up Udaipur’s first Sewage Treatment Plant (STP) with a capacity of 20 MLD, with the twin objective of preventing untreated sewage from entering the city’s lakes, and to reduce the freshwater consumption for industrial purposes. Given the huge success of this intervention, this financial year we were invited by the city administration to enhance the capacity to more than double. Hence, during FY 2019, another STP with capacity of 25 MLD was completed and another STP of 15 MLD STP is in progress. We are currently in process of tripling the capacity to 60 MLD treating half of Udaipur’s sewage helping fresh water usage reduction. These STPs will further replace fresh water intake at our facility with treated sewage water. Thus, the STP ratifies our commitment towards conservation of water, care for environment and ensuring zero discharge to the beautiful lakes of Udaipur and maintaining the aesthetic look of these lakes.

During the reporting year, the water recycling rate was 35.95% (FY2018: 35%) and (FY2017: 33%). However, due to continuous expansion of our operations and increased use of treated water, specific water consumption increased during the year by 4.3% to 15.73 cum/MT of metal. Our fresh water intake has reduced from (12.46 m<sup>3</sup>/MT) in FY2018 to (12.31 m<sup>3</sup>/MT) in FY2019.



## Energy Conservation

At HZL, we believe in optimization and efficient use of energy, which is one of the most critical resources in the world today. Utilizing energy effectively has the two-fold benefit of reducing operating costs and also reducing direct and indirect greenhouse gas emissions.

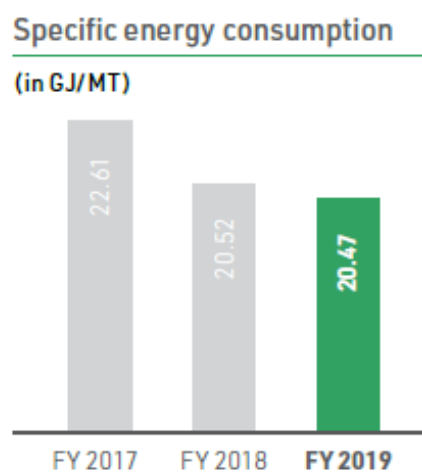
The production of Lead and Zinc are energy intensive processes and that brings a responsibility for us to use it efficiently. Reducing energy consumption in all forms is an integral part of our business strategy that focuses on reducing carbon foot print. While we focus on adopting the best available technology in terms of resource and energy utilization,

we constantly focus on energy consumption reduction through various in-process innovations and adopting best practices. We also largely focus on machine productivity and accordingly focus on improving the throughput that largely contributes to reduction in specific energy consumption.

To improve the throughput and reduce specific energy consumption, we focus on machine productivity. Major initiatives undertaken are:

- Installation of variable frequency drives across operations
- Use of energy-efficient motors, right capacity motors, lighting savers etc.
- Replacement of Fibre Reinforced Plastic blades with aerodynamic energy efficient blades of cooling towers.
- Replacement of conventional tube lights with energy efficient LED tube lights
- Energy audits and implementation of their recommendations
- LPG heaters replaced by electrical burners at Pantnagar Metal Plant, to reduce LPG consumption during Jumbo Casting
- Installation of Vacuum Fluorescent Display (VFD) in sinter crusher ID fan, at Chanderia Lead Zinc Smelter (CLZS)
- Replacement of existing street lights and metal halide lamps with LED lights
- Use of Roaster Air Blower for providing secondary air by stopping circulating air fan
- Cooling tower fan operation automation based on water temperature at Debari Zinc Smelter
- Installation of variable frequency drives to reduce auxiliary power consumption
- VFD installed in thickener underflow pump at Rampura Agucha Mine milling unit
- Occupancy Sensor installation at various offices and conference halls
- Switching from open-cast to underground mine at Agucha resulted in reduction of diesel consumption
- Switching from high speed diesel to pipe natural gas in Pantnagar

During the reporting period, our direct and indirect energy consumption was 47.44 million GJ. This equated to a total carbon emission of 4.87 million tCO<sub>2</sub>e, covering both direct and indirect emissions.



## **Climate Change**

Minimizing our contribution in global Climate Change is an important aspect of our sustainability program.

We have 273.5 MW wind farms, in Gujarat, Karnataka, Rajasthan, Maharashtra and Tamil Nadu which are registered under Clean Development Mechanism (CDM) program by United Nations Framework Convention on Climate Change (UNFCCC) and Verified Carbon Standard programme, VERRA. Significant investments in green energy have been made (346.82 MW) to reduce greenhouse gas emission and carbon footprint. The green power generated has reduced carbon footprint by 66,049 MT of CO<sub>2</sub> emission per annum. In addition, there is 34.4 MW of power capacity through waste heat recovery from roasters and steam turbo generator of which 9.4 MW/Waste Heat Recovery Boiler project is registered under Clean Development Mechanism, along with 21 TPH Low Calorific Value boilers for steam generation project.

We are planning to further enhance our solar energy footprint by another 35 MW in the coming year. This includes a 1 MW floating solar power project at a captive dam near Chanderia, which will not only eliminate 5 acres of land usage, but also reduce water evaporation in a water stressed region. After completion of Fumer Project, it will generate 21 MW through waste heat recovery boiler, out of which 11 MW will be used in running the Fumer project and rest will be utilised for other operations or will be available for state grid. We produced solar power of 49.5 Million units, waste heat energy of 114 Million units and wind power of 465 Million units leading to a reduction of 602,120 MT of CO<sub>2</sub> through green power.

We continue investing in solar energy projects and have a 4 MW solar power project installed at Rajpura Dariba Mine, a 12 MW project installed at Debari Zinc Smelter and for our captive use, we commissioned a 22 MW solar power project at Rampura Agucha which the largest solar energy project in the district of Bhilwara is also taking the total to 38.9 MW.

. All the projects are installed on waste land, where no other activity could be done.

### **PROJECTS IN PIPELINE**

- 30 MW solar power project at Dariba
- 1 MW floating solar power project at Ghosunda Dam which will also help in the reduction of evaporation loss
- 3 MW roof top solar power project (0.75 MW already commissioned)
- Commissioning of waste heat recovery boiler at Fumer project
- Additional 50 MW wind power plant
- Installation of 2.3 MW solar roof top projects
- Installation of 2 MW solar power project with storage at Kayad mine
- Commissioning of 8 MW Waste Heat Recovery Boiler (WHRB) at Fumer project
- Installation of 5 MW WHRB at Dariba
- Conversion of Chanderia 9.4 MW WHRB from backpressure type to condensing type
- Switching from open-cast to underground mine at Rampura Agucha to reduce diesel consumption
- Switching from high speed diesel to pipe natural gas in Pantnagar Metal Plant
- Installation of variable frequency drives to reduce auxiliary power consumption

The 10 UNFCCC registered projects reduce the Company's carbon footprint by 583,685 MT of CO<sub>2</sub> emission per annum while unregistered projects provide reduction of 147,270 tonnes CO<sub>2</sub> emissions per annum.

We participate in the Carbon Disclosure Programme (CDP), which calculates and reports Greenhouse Gas (GHG) inventory within a threefold scope as defined under the World Business Council for Sustainable Development and World Resource Institute GHG protocols. We are also committed to a science-based target initiative to set GHG emission reduction benchmarks, which are in harmony with climate science. Hindustan Zinc Limited commits to reduce absolute Scope 1 and Scope 2 GHG emissions by 14% till 2026 from a base year of 2016-17 and scope 3 by 20 % by 2030 committed to SBT targets.

### Solid Waste Management

All our major units are certified for ISO: 14001 Environment Management Standard. Through this management system approach we undertake continual improvement projects to optimize our waste efficiency by reducing the waste generation and maximizing waste recycling/ reuse. All our plants have defined waste segregation practices for hazardous and non-hazardous waste.



**42%**  
Reduction in waste generation



**28%**  
Waste reused/  
recycled



**54%**  
Reduction in waste disposal

Our adoption of the '4R' waste strategy - Reduce, Recycle, Reuse and Reclaim and 'eco-friendly' disposal of process residues has been fairly effective.



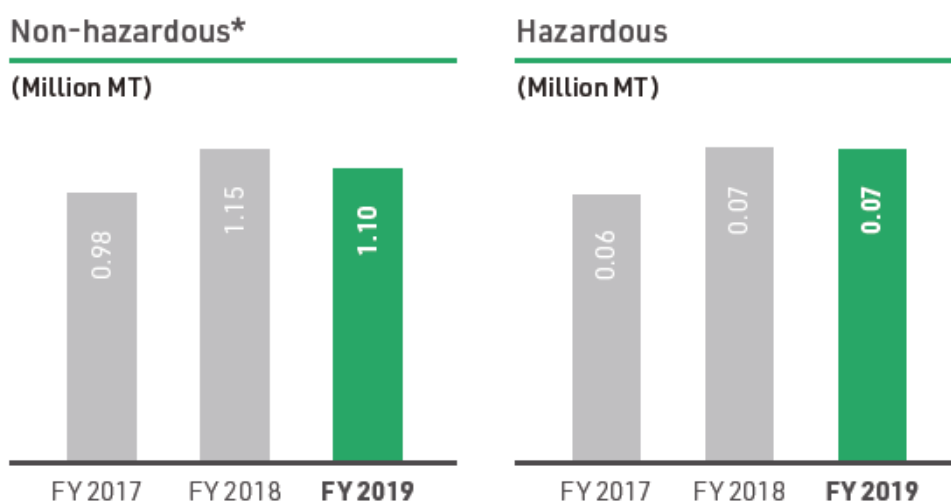


We have clearly defined waste segregation practices for recycling hazardous and non-hazardous waste. We do have a system of recycling of our waste resulting from our operations. Our waste such as bottom ash, Anode mud, ETP Sludge, HGP dust and cobalt cake are recycled back into the process. We follow the principle of reducing waste generation at source and recovering and recycling wherever possible and have rigorous waste management systems in line with our waste management guidelines to dispose hazardous and non-hazardous waste while preventing environmental contamination. All wastes are being stored at earmarked places and timely disposed through the approved registered recyclers as per the Hazardous Waste Rule. The Company has laid down comprehensive guidelines on waste management for all its units, which cover hazardous as well as non-hazardous waste and monitoring of performance for each unit is carried out on a regular basis. The Company has measures across units to ensure waste minimization, segregation at source and recycling.

We have a ‘Waste to Wealth’ committee that explores opportunities to generate wealth from waste and achieve primary objectives of reduction of waste generation, conversion of residue material to saleable product and reduction of waste to landfills. During FY 2019, 3,14,776 MT of waste from smelters was utilised in road construction and 77,608 MT was utilised in cement industry

We have been constantly enhancing technical capabilities for better recoveries of main products and by-products. We are also working to introduce a Fumer technology in our existing leaching circuit of Hydrometallurgical process. This will eliminate generation of hazardous waste and help us to eliminate the use of land for storing this waste. We have also commissioned Paste Fill Plants at Sindesar Khurd Mine and Rampura Agucha mine as an environmentally sustainable global practice.

### Waste generated



\* Jarosite is now included in non-hazardous waste  
 Non-hazardous is not including tailing and overburden

### **Casting Paver Blocks from waste**

Our Central R&D Laboratory (CRDL) has worked with wastes generated from Pyro-smelting, Hydro-smelting and Captive Power Plant respectively and established a suitable raw mix design to cast paver blocks using these waste materials

### **Paste fill Plant**

One of the contemporary alternative to this is the 'Paste fill' technology which combines the backfilling process with the tailings management. The tailings are modified into a semisolid paste which is used to fill the empty underground voids after completion of ore excavation.

### **Fumer Project**

HZL's first zinc Fumer project with a waste processing capacity of 160,000 MT per annum is expected to commission in FY 2020. This initiative will help move towards the goal of zero solid waste to landfill and saving one hectare of land per annum

### **Ancillary Plant**

Ancillary facility for recovering value from waste in Dariba Smelting Complex to manufacture copper sulphate, which is required for ore beneficiation at mines. A second ancillary unit is under construction at CLZS

### **Gainful Utilization of Waste**

- In order to reduce the waste footprint of the organization, various studies were carried out in relation to slag and its utility in cement and road construction.
- ISF (Imperial Smelting Furnace) and FF (Fuming Furnace) slags, Waelz Kiln (WK) Slag which were previously generated and stored at plant causing a risk to Environment found their way in the road and cement industry.
- Similar studies were also carried out in relation to Jarosite, which resulted in a positive turn and was approved by Bureau of Indian Standards (BIS) for 1% utilization in the cement industry and as per approvals from Rajasthan State Pollution Control Board Indian Road Congress (IRC), jarofix is being utilized in highway construction projects.
- These efforts have been instrumental in rationalizing the waste footprint of HZL, creating more space within the previously occupied areas.

### **Tailing Dam Management**

At HZL we have three active tailing storage facilities and all sites have a dedicated Tailing Safety manager and Tailing Safety committee consisting of a design engineer, operations, construction and environmental staff. All TSFs, as well as associated pipeline and pumping infrastructure, are subject to regular audit as well as regular inspection. In addition to tailing

management policy, we also have organization wide tailing management standard, which provides approach, methodology and guidance on tailings management.

1. Structured TSF organogram at each mine site and periodic review
2. Replacement of wet tailing disposal system with dry tailing disposal system. Dry tailing disposal would reduce the water content in tailings which will help in improving the stability of dam
3. Creation of secretariat at each location for ensuring availability of tailing dam related documents at single desk
4. Dam break assessment
5. Initiation of online monitoring of health of tailing dam embankment through vibrating wire type piezometers and in place inclinometer

### **Air Quality Management**

We are committed to measuring, controlling and reducing air emissions at each of our site and are implementing systems & procedures to address the concerns of local communities as well as to comply with the environmental license conditions. Through advanced mitigation, measurement and management strategies, we continue to identify, reduce and wherever possible, eliminate any potential impacts to air quality caused by our operational activities. We have installed online monitoring systems for emissions and effluents to transmit data directly to central and state pollution control boards.

### **Biodiversity Management**

The Company has separate policy on Biodiversity and stays committed to prevent risk on biodiversity throughout its business by conserving rare and endangered species and high priority conservation areas.

In order to promote a best practice management approach to biodiversity, we have reviewed all operations through the mapping tool –Integrated Biodiversity Assessment Tool (IBAT) to identify which of our sites are operating within close proximity of protected International Union for Conservation of Nature (IUCN) areas, important bird areas and key biodiversity hot spots. The results of the biodiversity risk screening programme have led us to prioritise the subsequent biodiversity management processes. All our Sites have biodiversity management plans (BMP) in place. Intensive plantation has been carried out in last five years across all HZL operations and as on date total plantation is more than 1.6 million. During the year, 155,000 saplings were planted to increase flora density in the areas around our operations.

**Business should encourage the development and diffusion of environmentally friendly technology.**

HZL R&D centre serves as a core technical arm providing solutions in the areas of mineral processing and metal smelting. It aims to provide cost effective environment friendly ready to implement alternatives that are well tested at fully operational pilot plants.

**A) SPECIFIC AREAS IN WHICH R&D HAS BEEN CARRIED OUT BY THE COMPANY IN FY 2018-19 ARE**

- Feasibility testing of new technologies like Stage Flotation Reactor (SFR), flash floatation, graphite pre-float and lead re-grinding for suitability in our operations to address ore variability and improve recovery
- Modification in floatation circuit configuration for increase in metal recovery in mills
- Testing of new floatation reagents for improved metallurgical performance and cost benefits
- Plant surveys of grinding and floatation circuit across all mines for optimised plant performance
- Pilot scale testing initiated for high grade cobalt cake generation from purification waste cake. The operating parameters have been optimised at lab and bench scale to generate purified cobalt cake of about 20% purity
- Process for recovery of vanadium as ammonium meta vandate from spent acid catalyst validated at lab scale. Replacement of sodium peroxide is being explored
- Benchmarking of beneficiation plant performance and modelling and simulation studies to strengthen metallurgical accounting at Zawar
- Process development for tailing re-processing to recover metal from tailings
- Conversion of pre-graphite concentrate into saleable graphite product and to recover metal values from pre-graphite concentrate
- Pilot scale testing for 18.75 MT antimony slag was successfully completed. About 3 MT of antimony trioxide of purity >96% and 17 MT of enriched lead residue suitable for internal consumption were generated
- Cold bricks are being prepared with 3-5% cement and 80% of different wastes used in various composition. Enhancing of brick strength is in progress.
- Process feasibility for magnesium bleeding through zinc dross treatment has done. Bench scale closed loop testing is in progress

**B) BENEFITS DERIVED AS RESULT OF ABOVE R&D**

- Testing of new technologies suggest that its implementation will increase recovery of lead and silver in case of flash floatation and lead re-grinding and improve concentrate grade by using SFR and pre-graphite floatation
- Circuit modification in zinc floatation circuit suggests that it will increase zinc recovery by 2%
- Regular plant surveys across all mines gives an idea of plant operating status and any opportunity for improvement thereof
- Metallurgical accounting will help in bridging gap between theoretical and actual recovery
- Tailing re-processing at Rampura Agucha mine will give an extra 3% increase in overall metal recoveries
- 18.75 MT antimony slag treated and total realization of ₹ 25.5 lacs is achieved from pilot plant operation. Expected realization is ₹ 11.5 Crore per annum
- Drosrite process suggests the Improvement in 1<sup>st</sup> pass metal recovery by 0.35%. Also the final dross can be directly treated at leaching plant
- The spent vanadium catalyst can be reused and disposal cost can be saved
- Successful dross leaching signify zero dross to roaster
- High grade cobalt cake serve the purpose of cost generation from waste



**C) FUTURE PROJECTS FOR R&D IN FY 2019-20**

- Modification in floatation circuit configuration for increase in metal recoveries
- Plant optimisation through cell hydrodynamic and mineralogical characterization
- Implementation of tailing recovery project
- Process flowsheet validation for cobalt recovery at pilot scale
- Exploration of solvent extraction to get high grade cobalt cake
- Antimony slag treatment plant setup at Chanderiya ancillary plant
- Establishment of vanadium recovery process to bench and pilot scale
- Raw mix design and generation of high strength bricks & paver blocks
- Zinc dross treatment for magnesium bleeding at pilot scale
- Lab & bench scale testing and parameter optimisation of mercury stripper water
- Recovery of manganese from manganese sulphate solution

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	
Best practices	Reference
Reference to relevant international conventions and other international instruments (eg Rio Declaration on Environment and Development)	<ul style="list-style-type: none"> <li>• All our policies are aligned with relevant national and International standards and best practices- <a href="http://www.hzlindia.com/sustainability/sustainability-policies/">http://www.hzlindia.com/sustainability/sustainability-policies/</a></li> <li>• Chairman Statement and CEO message- Annual Report 2018-19 page(10-13) and Sustainability Report 2018-19 page (08-11)</li> <li>• Mapping with Sustainable Development Goals -- Sustainability Report 2018-19 page(page 38-39)</li> <li>• Environment Section – Sustainability Report 2018-19 (page 88-107)</li> </ul>
Reflection on the relevance of environmental stewardship for the company	<ul style="list-style-type: none"> <li>• Chairman Statement and CEO message- Annual Report 2018-19 page(10-13) and Sustainability Report 2018-19 page (08-11)</li> <li>• Environment Section – Sustainability Report 2018-19 (page 88-107)</li> <li>• Climate Change- Carbon Disclosure Project (CDP) 2019 <a href="https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf</a></li> <li>• Water- Carbon Disclosure Project (CDP) 2019 - <a href="https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf</a></li> <li>• STP Case Study- Sustainability Report 2018 - 19 ( page 92</li> </ul>

	<ul style="list-style-type: none"> <li>• Solar Power - Sustainability Report 2018 -19 ( page 91)</li> <li>• Waste management – Sustainability report 18-19 ( 100-101)</li> <li>• Tailing dam management- Sustainability report 18-19 (104-105)</li> <li>• Udaipur Sewage Treatment Plant Case Study- <a href="https://www.waterscarcitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/">https://www.waterscarcitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/</a></li> </ul>
<p>Written company policy on environmental Stewardship</p>	<ul style="list-style-type: none"> <li>• HSE Principles and Policy- <a href="https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf">https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf</a></li> <li>• Water Management Policy- <a href="https://www.hzlindia.com/wp-content/uploads/water-management-policy.pdf">https://www.hzlindia.com/wp-content/uploads/water-management-policy.pdf</a></li> <li>• Energy and Climate Change Management Policy- <a href="https://www.hzlindia.com/wp-content/uploads/energy-climate-policy.pdf">https://www.hzlindia.com/wp-content/uploads/energy-climate-policy.pdf</a></li> <li>• Biodiversity Policy- <a href="https://www.hzlindia.com/wp-content/uploads/bio-diversity-policy.pdf">https://www.hzlindia.com/wp-content/uploads/bio-diversity-policy.pdf</a></li> <li>• Tailing Dam policy- <a href="https://www.hzlindia.com/wp-content/uploads/tailing-management-policy.pdf">https://www.hzlindia.com/wp-content/uploads/tailing-management-policy.pdf</a></li> <li>• E waste Management Policy- <a href="https://www.hzlindia.com/wp-content/uploads/e-waste-management-policy.pdf">https://www.hzlindia.com/wp-content/uploads/e-waste-management-policy.pdf</a></li> </ul>
<p>Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners</p>	<ul style="list-style-type: none"> <li>• HSE Principles and Policy- - <a href="https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf">https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf</a></li> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report</li> </ul>

	<p>18-19 (page 68-77)</p> <ul style="list-style-type: none"> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> </ul>
Specific commitments and goals for specified years	<ul style="list-style-type: none"> <li>• Environment Section- Sustainability Report 2018-19 (page 88-107)</li> <li>• Climate Change- Carbon Disclosure Project (CDP) 2019- <a href="https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf</a></li> <li>• Water- Carbon Disclosure Project (CDP) 2019- <a href="https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf</a></li> <li>• Sustainability journey through FY 2019 Sustainability Report 2018 -19 (page 4-5)</li> <li>• Road Map 2019-20- Sustainability Report 2018 -19 (page 142-143)</li> </ul>

**Criterion10: The COP describes effective management systems to integrate the environmental principles**

<b>Best practices</b>	<b>Reference</b>
Environmental risk and impact assessments	<ul style="list-style-type: none"> <li>• Risk Management-Annual report 2018-19 page (72-76)</li> <li>• Sustainability risk management sustainability report page (page 31)</li> <li>• Business Responsibility Report - Annual Report 2018-19 page (119- 127)</li> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> </ul>
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	<ul style="list-style-type: none"> <li>• Our Product and application- Sustainability Report 2018-19 ( 15-16)</li> </ul>

<p>Allocation of responsibilities and accountability within the organisation</p>	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> <li>• Environment Section- Sustainability report 2018-19 (page 88-107)</li> <li>• Vedanta Sustainability Framework SD Report 2018-19 page (28)</li> <li>• HSE Principles and Policy- <a href="https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf">https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf</a></li> </ul>
<p>Internal awareness-raising and training on environmental stewardship for management and employees</p>	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> <li>• Environment Section- Sustainability Report 2018-19 (page 88-107)</li> </ul>
<p>Grievance mechanisms, communication channels and other procedures (eg whistle-blower mechanisms) for reporting concerns or seeking advice regarding environmental impacts</p>	<ul style="list-style-type: none"> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• Public Hearing -communities section SD Report 2018-19 page (36)</li> <li>• Material Issue Identification- Sustainability report 2018-19 pages(38, 39,40,46,62,68,78,88and 108)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement– Annual report 2018-19 page (50), Stakeholder engagement section Sustainability report ( 32-37)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> </ul>



**Criterion11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship**

<b>Best practices</b>	<b>Reference</b>
System to track and measure performance based on standardised performance metrics	<ul style="list-style-type: none"> <li>• Approach to Sustainability and Sustainability Governance Sustainability Report 2018-19 page (28-31)</li> <li>• Strategy, Approach and key actions for Key priority areas - Sustainability Report 2018 -19 page (28-30, 38-39, Safety – 47, Economic page – 63, Supply chain -69, People- 79, Environment- 89, Community -109)</li> <li>• Sustainability journey through FY 2019 Sustainability Report 2018 -19 (page 4-5)</li> <li>• Road Map 2019-20- Sustainability Report 2018 -19 (page 147-143)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> <li>• Sustainability Assurance SD Report 2018-19 page (154-157)</li> <li>• Annual Report on Progress Submitted to the Voluntary Principles (FIMI, GRI Standard, UNGC) SD report ( page 146- 153)</li> <li>• Vedanta Sustainability Assurance programme-SDR-2018-19-Risk Management section- page (30)</li> <li>• ISO 14001 certification and audit-SD Report 2018-19 page(21)</li> <li>• GRI Indicator Report – Sustainability Report-2018-19 page (148-153)</li> <li>• HSE Principles and Policy- <a href="https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf">https://www.hzlindia.com/wp-content/uploads/health-safety-environment-policy.pdf</a></li> </ul>
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> <li>• Material Issue Identification- Materiality Exercise (Management and Stakeholder priorities) Sustainability report 2018-19 pages (38-39,40,46,62,68,78,88 and 108)</li> </ul>
Process to deal with incidents	<ul style="list-style-type: none"> <li>• Material Issue Identification- Sustainability report 2018-19 pages (38,39, 40,46,62,68,78,88and 108)</li> <li>• Grievance Redressal Mechanism and</li> </ul>

	<p>Stakeholder Engagement – Annual report 2018-19 page (50), Stakeholder section SD report ( 32-37)</p> <ul style="list-style-type: none"> <li>• Assessing impacts of interventions section- Environment and Social Impact Assessment for new project -SD Report 2018-19 page (113)</li> <li>• Public Hearing-communities section SD Report 2018-19 page (36)</li> <li>• Following Incident Management Standard- Vedanta Sustainability Framework- SD Report 2018-19 page (28)</li> </ul>
<p>Audits or other steps to monitor and improve the environmental performance of companies in the supply chain</p>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Supply Chain Section Sustainability Report 2018-19 page (68-77)</li> <li>• Supplier and Contractor Sustainability Management Policy <a href="https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf">https://www.hzlindia.com/wp-content/uploads/supplier-contractor-policy.pdf</a></li> <li>• Supplier chain management strategy- <a href="http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf">http://www.hzlindia.com/wp-content/uploads/supply-chain-management-strategy.pdf</a></li> <li>• Vedanta Sustainability Assurance Programme-SDR-risk management section- page 30</li> </ul>
<p>Outcomes of integration of the environmental principles</p>	<ul style="list-style-type: none"> <li>• Sustainability journey through FY 2019 - Sustainability Report 2018 -19 page (4-5)</li> <li>• Road Map 2019-20- Sustainability Report 2018 -19 (page 142-143)</li> <li>• Environment Section – Sustainability Report 2018-19 (page 88-107)</li> <li>• Sustainability highlights- Sustainability Report 2018-19 page (2)</li> <li>• Climate Change- Carbon Disclosure Project (CDP) 2019 <a href="https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Climate-CDP-2019.pdf</a></li> <li>• Water- Carbon Disclosure Project (CDP) 2019- <a href="https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf">https://www.hzlindia.com/wp-content/uploads/Water-CDP-2019.pdf</a></li> <li>• STP Case Study- Sustainability Report 2018 - 19 ( page 92</li> <li>• Solar Power - Sustainability Report 2018 -19 (</li> </ul>

	<p>page 91)</p> <ul style="list-style-type: none"><li>• Waste management – Sustainability report 18-19 ( 100-101)</li><li>• Tailing dam management- Sustainability report 18-19 (104-105)</li><li>• Udaipur Sewage Treatment Plant Case Study- <a href="https://www.waterscarcitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/">https://www.waterscarcitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/</a></li></ul>
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## Category 4: Anti-Corruption (UNGC Principles 10)

**Principle 10**-Business Should Work against corruption in all its forms including extortion and bribery:

### **Management Systems:**

HZL has ‘Business Ethics and Code of Conduct’ under which we are committed for elimination of corruption of any form, bribery, extortion, and fraud. HZL has an elaborate system and processes on the management of business ethics and all employees sign the ‘Code of Conduct’.

The Business Ethics and Code of Conduct serves as the guiding philosophy for all employees, suppliers, customers, NGOs and others who have dealings with the Company. All stakeholders are expected to comply with the Business Ethics and Code of Conduct. A separate Vendor’s Code of Conduct specifically covers our vendors and partners. Both the codes are available on the Company’s website.

### **Actions:**

In case of any complains under this policy should be reported to the Group Head-Management Assurance who is independent of operating management and business. Complains can also be sent to designate E-mail ID: [hzlwhistle.blower@vedanta.co.in](mailto:hzlwhistle.blower@vedanta.co.in). Group Head Management Assurance reviews the complaints, conduct enquiry and initiate appropriate actions.

### **Internal Controls**

We have effective and adequate internal audit and control systems, commensurate with our business size. Regular audits of our operations are undertaken to ensure that high standards of internal controls are maintained at each level. These consist of comprehensive internal and statutory audits, which are conducted by internationally reputed audit firms. Independence of the audit and compliance function is ensured by the auditors reporting directly to the Audit Committee.

**Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption**

<b>Best practices</b>	<b>Reference</b>
Publicly stated formal policy of zero-tolerance of corruption	<ul style="list-style-type: none"> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43) <ul style="list-style-type: none"> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul> </li> </ul>
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes	<ul style="list-style-type: none"> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul>
Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption	<ul style="list-style-type: none"> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul>

Detailed policies for high-risk areas of corruption	<ul style="list-style-type: none"> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul>
Policy on anti-corruption regarding business partners	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> </ul>

<b>Criterion13: The COP describes effective management systems to integrate the anti-corruption principle</b>	
<b>Best practices</b>	<b>Reference</b>
Support by the organization's leadership for anti-corruption	<ul style="list-style-type: none"> <li>• Risk Management-Annual report 2018-19 page (72-76)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul>
Carrying out risk assessment of potential areas of corruption	<ul style="list-style-type: none"> <li>• Risk Management-Annual report 2018-19 page (72-76)</li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> </ul>
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)
Internal checks and balances to ensure consistency with the anti-corruption commitment	<ul style="list-style-type: none"> <li>• Corporate Governance Annual Report 2018-19 page (100-118)</li> <li>• Group Head Management Assurance</li> <li>• Internal Controls ( page 76 Annual report)</li> </ul>

Actions taken to encourage business partners to implement anti-corruption commitments	<ul style="list-style-type: none"> <li>• Corporate Governance Annual Report 2018-19 page (100-118)</li> <li>• Supplier Code of Conduct- <a href="http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf">http://www.hzlindia.com/wp-content/uploads/4.-Supplier-Code-of-Conduct.pdf</a></li> </ul>
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	<ul style="list-style-type: none"> <li>• Corporate Governance Annual Report 2018-19 page (100-118)</li> <li>• Internal Control through Group Head Management Assurance</li> </ul>
Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	<ul style="list-style-type: none"> <li>• Corporate Governance Annual Report 2018-19 page (100-118)</li> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> </ul>
Internal accounting and auditing procedures related to anticorruption	<ul style="list-style-type: none"> <li>• Corporate Governance Annual Report 2018-19 page (100-118)</li> <li>• Internal Control through Group Head Management Assurance</li> </ul>

**Criterion14: The COP describes effective monitoring and evaluation mechanisms for integration of anti-corruption**

<b>Best practices</b>	<b>Reference</b>
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> <li>• Code of Conduct and Business Ethics- <a href="http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf">http://www.hzlindia.com/wp-content/uploads/HZL-BUSINESS-ETHICS-and-CODE-OF-CONDUCT-10-02-2017.pdf</a></li> </ul>
Process to deal with incidents	<ul style="list-style-type: none"> <li>• Following Incident Management Standard</li> <li>• Vedanta Sustainability Framework- SD Report 2018-19 page (28)</li> </ul>
Public legal cases relating to corruption	No such Cases
Use of independent external assurance of anti- corruption programmes	<ul style="list-style-type: none"> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> </ul>

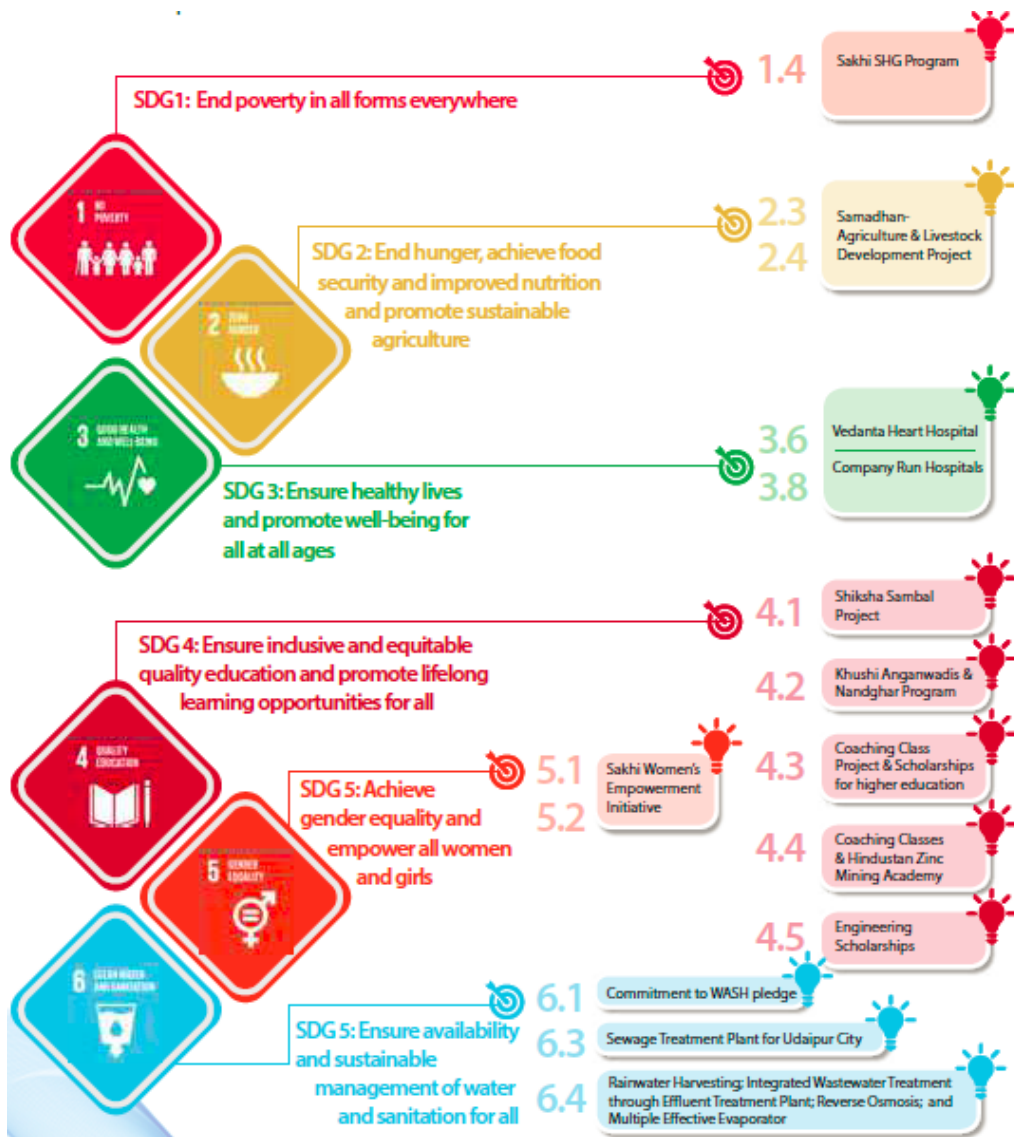
	<ul style="list-style-type: none"> <li>• Group Head Management Assurance</li> <li>• Internal Controls</li> </ul>
Outcomes of integration of the anti-corruption principle	<ul style="list-style-type: none"> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Corporate Governance Chapter Annual report 2018-19 page (100-118)</li> <li>• GRI Indicator reporting Sustainability Report 2018-19 page (148-153)</li> </ul>

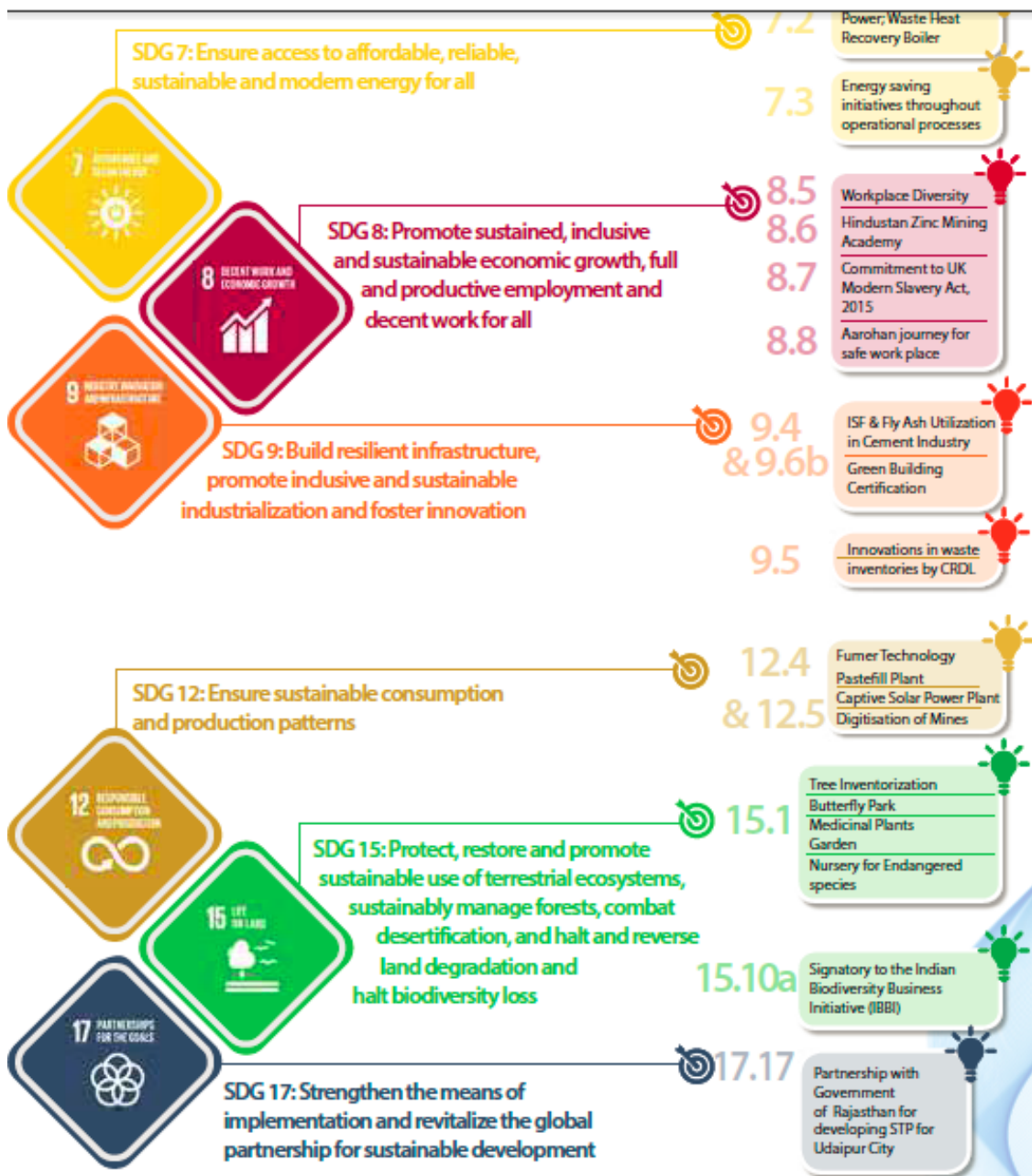
## Taking action in support of broader UN goals and issues

Criterion 15: The COP describes core business contributions to UN goals and issues	
Best practices	Reference
Align core business strategy with one or more relevant UN goals/issues	<ul style="list-style-type: none"> <li>• Mapping of Sustainability Initiatives with applicable UN Sustainable Development Goals- Sustainability Report 2018-19- (page 38-39)</li> <li>• SDGs integration in Business Strategies in progress</li> </ul>
Develop relevant products and services or design business models that contribute to UN goals/issues	<ul style="list-style-type: none"> <li>• Mapping of Sustainability Initiatives with applicable UN Sustainable Development Goals- Sustainability Report 2018-19- (page 38-39)</li> <li>• SDGs integration in Business Strategies in progress</li> </ul>
Adopt and modify operating procedures to maximise contribution to UN goals/issues	<ul style="list-style-type: none"> <li>• Mapping of Sustainability Initiatives with applicable UN Sustainable Development Goals- Sustainability Report 2018-19- (page 38-39)</li> <li>• SDGs integration in Business Strategies in progress</li> </ul>

As a responsible organization, we align our sustainability interventions with the UN Sustainable Development Goals (SDGs) universal framework to achieve meaningful impacts and results. We prioritize the UN SDGs on the basis of our material issues and devise action plan in collaboration with our business partners to mitigate future risks, meet stakeholder expectations and enhance our reputation







**Criterion 16: The COP describes strategic social investments and philanthropy**

Best practices	Reference
<p>Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy</p>	<ul style="list-style-type: none"> <li>• CSR Policy- <a href="http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf">http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf</a></li> <li>• CSR section- Sustainability Report 2018-19 page (108-141)</li> <li>• Sustainability Section- Annual report 2018-19 (page 48-71)</li> </ul>

	<ul style="list-style-type: none"> <li>• Materiality exercise-SDR-2018-19- (page 38-39)</li> </ul>
Coordinate efforts with other organisations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors	<ul style="list-style-type: none"> <li>• CSR Policy- <a href="http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf">http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf</a></li> <li>• CSR section- Sustainability Report 2018-19 page (108-141)</li> <li>• Sustainability Section- Annual report 2018-19 (page 48-71)</li> <li>• Materiality exercise</li> </ul>
Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	<ul style="list-style-type: none"> <li>• CSR Policy- <a href="http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf">http://www.hzlindia.com/wp-content/uploads/CSR-Policy-Final-April2018.pdf</a></li> <li>• CSR section- Sustainability Report 2018-19 page (108-141)</li> <li>• Sustainability Section- Annual report 2018-19 (page 48-71)</li> <li>• Materiality exercise-SDR-2018-19- (page 38-39)</li> </ul>

## Corporate Social Responsibility

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### **Ambition**

Enhance the quality of life and economic well-being of communities

### **Approach**

Our corporate sustainability strategy is driven by the board's CSR committee and the CSR function in our company

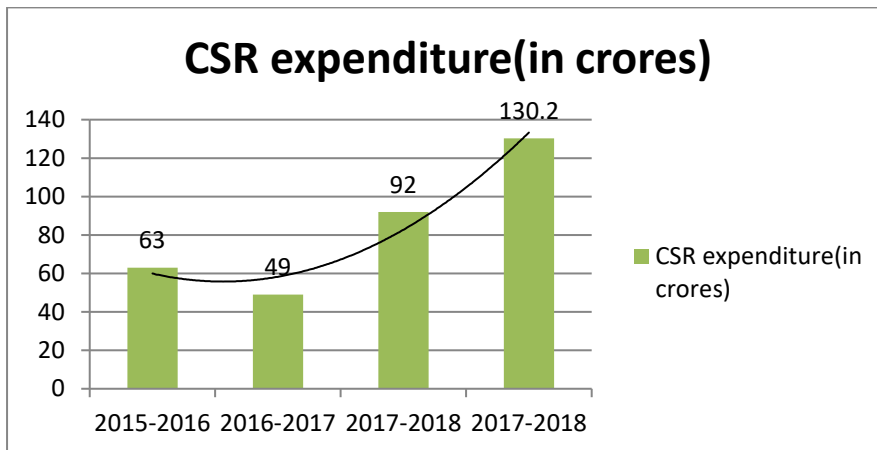
### **CSR GOVERNANCE**

At Hindustan Zinc, transparency and accountability are the cornerstones of governance that are achieved through strong systems/processes and multi-tiered reviews.

The overall responsibility of shaping CSR engagements rests with the Board CSR sub-committee while the Executive Committee and the Implementation Monitoring Committee (IMC) play a leading role in ensuring the translation of that vision into action. The dedicated CSR professionals in the Company are responsible for project design, quality execution,

monitoring and reporting. There are Project Advisory Committees consisting of respected external experts on relevant thematic areas who provide guidance and thought leadership to ensure high quality design and effective implementation of the projects.

The large flagship projects also have project steering committees (PSCs) that meet every month for checking the stock of the progress as per plan.



Accountability and transparency around the implementation of all CSR projects are constantly ensured through audits conducted at three levels mentioned below:

**Vedanta sustainability assurance programme**

- Annual audit of sustainability practices and processes, conducted across Vedanta.
- Covers a review of CSR practices within the Social Sustainability and Stakeholders Engagement module.

**Management assurance system audit**

- This is an independent process audit conducted annually across Vedanta, and it highlights any discrepancy in processes vis-à-vis laid down policies, commitments and laws

**CSR Internal audits**

- This audits cover both, a financial audit, as well as a physical audit of activities carried out on the ground. These internal audit reports are reviewed by the IMC, senior management and the Board CSR Sub Committee



**Our areas of community interventions**

**During the year 2018-19 we conducted the third party impact assessment**

**Excerpts from our impact assessment study for FY 2019 - for our programmes on education**  
Khushi

<b>Increase</b> in enrolment	<b>Focus</b> on cognitive development	<b>65%</b> about reported medium to high impact
<b>Nutritious</b> food	<b>99%</b> desired continuation of the project	

<b>Unchi Udaan</b>	<b>Shiksha Sambal</b>	<b>Jeevan Tarang</b>
<b>By providing free education</b> the students especially girls are continuing their higher education	<b>78%</b> Improvement in grades (HHS)	<b>Impressive</b> change observed in deaf schools
	<b>81%</b> Interest in going to schools (HHS)	<b>Children</b> are becoming confident
	<b>78%</b> Improved quality of education (HHS)	

**Recommendations from the impact and baseline studies**

- Vocational Training Programmes for the illiterate to help them gain secure livelihoods

### Excerpts from our need assessment and impact assessment study for FY 2019 – for our programmes on sustainable livelihoods

**~24%**

households impacted through Project Samadhan

**~33%**

households reported increase in yield by using improved seed varieties

**~74%**

reported medium to high impact

#### Recommendations from the impact and baseline studies

- Identify progressive farmers and facilitate links with banks for low-cost loans and online marketing portals
- Camps to address bovine fertility and gynaecological issues, treatment of such animals, and raise awareness about best practices in dairy business

### Excerpts from our need assessment and impact assessment study for FY 2019 – for our programmes on women's empowerment

**73%**

coverage for the Sakhi programme

**30%**

availed loans for starting their business

**67%**

households reported income enhancement

**Strong**

bearing on thought process and behaviour of community

#### Recommendations from the impact and baseline studies

- Initiatives from skill-based vocational trainings and facilitation of business development
- Linking women to appropriate vocational training centres or skill development centre

### Excerpts from our need assessment and impact assessment study for FY 2019 – for our programmes on health, water and sanitation

**34%**

coverage

**48%**

people received medium impact from the programme

#### Recommendations from the impact and baseline studies

- Aquifer mapping and plotting of hand pumps, open well other sources. Conduct audit to replenish existing sources
- Introduce rain water harvesting and recharge in all possible location
- Improve safe drinking water

### Excerpts from our need assessment and impact assessment study for FY 2019 – for our programmes on sports

**81%**

received high-medium impact from the football programme

## Details of Our Programs are:

### EDUCATION :-

Education offers access to better opportunities; it is the key that unlocks the door to a better life. It is universally acknowledged as the strongest driver of empowerment and well-being. At HZL, we deliver several projects related to educating diverse members of the community.

### OBJECTIVE: -

To enhance the quality of education accessible to children and youth of up to 18 years; giving wings to dreams of a future that each child wants to create for themselves.

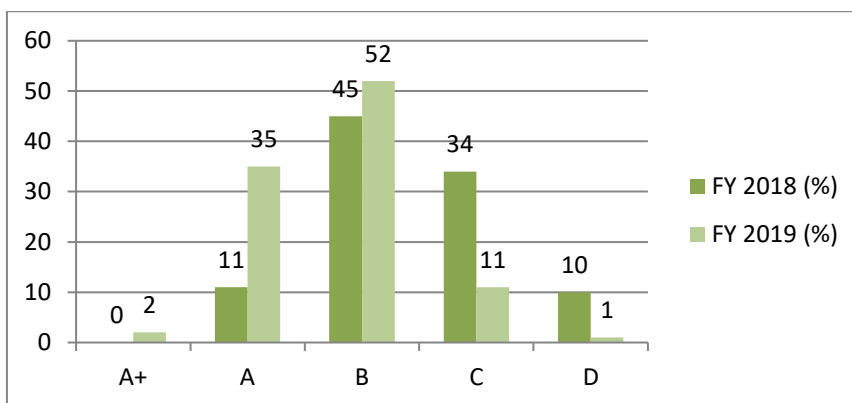
### REACH

During FY 2019, we spent 51.41 Crores (39% of total CSR expenditure) on education programmes benefitting~75000 students.

### Key Initiatives: -

#### KHUSHI

Project khushi is in its fourth year and directly reaches 60,000 children in 3089 Anganwadi Centres (AWCs). The AWCs are very important grassroots level institutions that caters to the health, nutrition and pre- school needs of children in the formative 0-6 years age group.



#### SHIKSHA SAMBAL

Siksha Sambal, aimed at providing education in Science, English, and Maths (SEM), impacts over 78000 students across 60 government schools.



Subjects	FY 2018-% Schools With> 70% Pass Rate	FY 2019-% Schools With> 70% Pass Rate
Science	76	99
English	86	100
Maths	62	72

### NANDGHAR

Project Nandghar provides children with a safe and friendly learning environment with amenities like safe drinking water, uninterrupted supply of solar power, digital learning facilities and more. Many Nandghars are also used post AWC hours for providing entrepreneurial skills training to women through another flagship project, 'Sakhi'.

In FY 2019, 264 Nandghars were constructed, taking the total count to 314.



### UNCHI UDAAN

This project creates an opportunity for high performing students from the project schools to enter engineering institutions of national repute. It provides residential and non-residential schooling and coaching support to selected students.

In FY 2019, the first batch of 24 residential and six non-residential students is prepared to take the joint entrance examinations for engineering colleges.



## JEEVAN TARANG

This programme reaches over 800 differently-abled children who have special needs (hearing/vision/intellectual). The project's primary objective is to make the children self-reliant through improved education opportunities, including technology-based learning.

In FY 2019, over 800 differently-abled children reached by the programme.



## SCHOLARSHIP SUPPORT FOR HIGHER EDUCATION

We provide merit-cum-means scholarships called 'yashad sumedha' for youth pursuing engineering education. The Company also provides full scholarship for girls from surrounding villages around its operations to pursue higher education at Vedanta Post-Graduate Girl's College, Ringus.

In FY 2019, 111 students received Yashad Sumedha Scholarship; 8 top ranking students of various streams from College of Technology and Agriculture, Udaipur were awarded scholarships and 51 new girls were supported for higher education, taking the total number to 98 girls, currently being supported by us at Vedanta Post-Graduate Girl's college, Ringus.



## OTHER ENGAGEMENTS IN EDUCATION

We have five schools (with one in Vizag as well) that directly provide education to 1737 children from communities in their vicinity. We also provide need-based furniture and infrastructure support to government schools in our immediate neighbourhood.

## **SUSTAINABLE LIVELIHOODS:**

Sustainable livelihoods empower communities and drive financial growth for them, as well as the nation. Our livelihood programmes include on-farm and off-farm interventions comprising innovative and effective solutions, especially for improving employability of local youth.

### **OBJECTIVE:**

To enable families to reach financial security and stability; striving to create thriving communities.

### **REACH:**

During FY2019 we spent 16.32 crores (13% of our CSR expenditure) on sustainable livelihoods projects, benefitting 13,277 families directly.

Key Initiatives: -

## SAMADHAN

Project Samadhan focuses on ‘delivering solutions’ for collective challenges, by bringing together members of various Farmer Interest Groups (FIGs), formed according to their unique circumstances such as types of landholding. The FIGs help their members in overcoming issues related to market access and product pricing, among others.

This is our flagship programme for on-farm sustainable livelihood. We extended our support to 8,174 farmers through agriculture-based interventions and 4,295 families through livestock-based programmes during FY 2019.

In FY 2019, we focused on improving soil health, quality of agriculture seeds, horticulture plants and improving breeds of livestock, along with improving farming practices and technology.



## SKILL DEVELOPMENT

Our skill development project trains local youth for appropriate job-related skills based on their aptitude and education, to improve their employability. In FY 2019, six projects mentioned below were initiated exclusively for youth living around our operating sites

- Hzl mining academy:  
Incorporated in FY 2016, the academy continues to grow with three centres that are currently training~172 students with a lucrative career in underground mining.
- HZL skilling and entrepreneurship centres:  
During FY 2019, we started skill development centres at DARIBA and AGUCHA where a total of 350 youth per year will be trained per year.
- ITI training at Maruti Suzuki,Gurgaon:  
We encourage youth from the villages near us to be selected for this two-year course offered by Maruti Suzuki, which offers job training at automotive industry with a handsome stipend.
- National Employability Enhancement Mission:  
Under this project, qualified graduates are placed as apprentices in various business units of our company for a period of three years for receiving on-the-job training. During FY 2019, 134 youth were absorbed as apprentices under this scheme.
- BPO training:  
This course began in FY 2019 at Dariba and Agucha where training was imparted to 48 youth including 26 girls and 22 boys.



- Other training courses:  
Training programmes for employment as security guards and drivers, as well as a 45 day training on micro entrepreneurship was introduced during FY 2019 which benefitted 21 youth.

## **WOMEN EMPOWERMENT:**

Women empowerment sets a direct course towards gender equality, poverty eradication and inclusive economic growth. It broadens access to economic assets and enhances women's participation in shaping a country's economy.

At HZL, we are geared towards mobilizing rural women towards economic independence and find their collective voice for setting developmental priorities in their families and villages.

### **OBJECTIVE:-**

To unlock the full potential of all women in villages by helping them experience economic self-reliance and find their collective voice for setting developmental priorities in their families and villages

### **REACH:**

During FY 2019, 5.40 Crore (4% of CSR expenditure) was allocated for women empowerment programmes that directly impacted the lives of over 23,000 families

### **Key Initiatives:-**

#### **SAKHI**

Sakhi marshals rural women into self-help groups (SHGs) and helps develop their capacities in leadership, skill development, finance management and entrepreneurship.

In FY 2019, 1,922 SHGs were formed with~23,954 members and total savings of 6.2 crores and cumulative loans of 17.13 crores, including credit of 2.7 Crore leveraged from banks. Overall,

18,053 women availed loans from SHGs; 492 women initiated or expanded their micro-enterprises.



Other developments during FY 2019 were ‘Formation of five federations of 23000 women’ and Collaboration between our largest projects~ Khushi and Sakhi’.

### **COMMUNITY ASSET CREATION:**

The creation of community assets enhances the quality of living and is fundamental to defining development of any region.

At HZL, we focus on creating appropriate common property resources like community halls drains and roads, among others for the families living in our neighbourhood villages.

#### **OBJECTIVE: -**

To support creation of appropriate common property resources in villages thereby Enhancing the quality of life in community.

#### **REACH:**

During FY 2019, we invested 9.44 Crore (7% of CSR expenditure) on building community assets.

#### **Key Initiatives:**

### **AMENITIES FOR COMMUNITIES**

At HZL we help in the construction of community assets after close consultation with the concerned villagers.

In FY 2019, we initiated several projects, including construction of community halls, classrooms in schools, CC and bitumen roads, bus stands, cremation centers, culverts, drains, and open air public spaces in villages according to community requirements. In addition, water projects like



Installation of pipelines, providing water connections, construction of water tanks, supplying drinking water through tankers and others were also undertaken.



### **HEALTH WATER AND SANITATION:**

Health, water and sanitation are essential amenities that any community that any community is dependent on. Our focus is on ensuring that communities around us receive safe potable water and access to proper health care and sanitation facilities. Our programmes are directed towards facilitation infrastructure development in these areas.

#### **OBJECTIVE**

To ensure improved and quality access to healthcare and drinking water, especially for the most vulnerable populations

#### **REACH:**

During FY 2019, 11.65 Crore (9% of CSR expenditure) was spent on health and water related initiatives benefitting the community directly.

#### **Key Initiatives:**

#### **HEALTH**

We consistently strive to provide high quality healthcare facility to the communities in our vicinity.

#### **MOBILE HEALTH VANS(MHVs):**

During FY 2019, Mobile Health Vans (MHVs) were re-launched around four locations to provide accessible and affordable medical care to our neighbouring communities. The project is set to positively touch lives of~1.42 lakh people over the next three years, especially that of women and children.

42000 patients received healthcare out of which 26000 were women and children through overall 832 OPD sessions. 1,419 rapid tests were conducted, along with 293 antenatal check-ups.



#### ANGDAAN MAHADAAN CAMPAIGN:

This was a joint initiative of Hindustan Zinc and Dainik bhaskar with Mohan Foundation Jaipur Citizen Forum as the technical partners. The campaign reached more than 12000 people through awareness seminars in 15 towns of Rajasthan.

#### OTHER HEALTH INITIATIVES:

Our six company run hospitals treated over 1,07,500 external patients during FY 2019. Our support has also been extended to a Homeopathic medicine camp at Gulabpura, where over 22000 patients were treated.

#### WATER

At HZL, we have always supported people in receiving access to adequate drinking water.

During FY 2019, we began to activate a long term water security strategy for areas near us including both water replenishment/recharge and access to clean drinking water. In FY 2019, 34 water harvesting structures were built /repaired with a capacity to hold 4,675 cubic meters of rainwater.

#### SPORTS AND CULTURE:

Sports and culture are an integral part of community life and both help in enhancing the quality of life. While sports instill the spirit of leadership, teamwork and other important life lessons, culture embellishes life in general. Our significant investments in sports during the year reflect our commitment towards promoting education outside of classrooms. We also continued sporting culture events to make them accessible for all.

## OBJECTIVE:

To support young talent in achieving excellence; making sports and culture accessible for everyone.

## REACH

During FY 2019, we spent 19.89 crores (15% of CSR expenditure) on sports and culture projects benefitting 45000 persons directly.

Key Initiatives: -

### ZINC FOOTBALL ACADEMY

This is an umbrella initiative that encompasses several broad-level interventions, which are geared to serve the objective of identifying high-performing young talent and nurturing them into skilled sports professionals, while also ensuring they receive formal education off the field.

We organized 43 scouting camps across 23 districts in Rajasthan to shortlist the 32 students to be enrolled here.

Additionally, four Talent Hunt initiatives also took place at major regional, state and national tournaments.

In FY 2019, Zinc Football team made its debut at the national level annual sports meet conducted by SGFI (School Games Federation of India) where they reached the quarter finals and Skill improvement initiative for coaches was conducted in collaboration with coaches from US and UK, from the award-winning non-profit organization 'Coaches Across Continents'





## CULTURE

We are the CSR partner under the government of India's Swachh Iconic Places initiatives as a part of Swachh Bharat Mission. During FY 2019, a tripartite MoU was signed between the Ajmer Dargah Committee, Municipal Corporation of Ajmer and HZL along with Anjuman Committees.



1. In FY 2019, We Deployed a rose petal manure making machine and 17 high-tech cleaning machines to ensure cleanliness of the Dargah premises.
2. Conducted trainings in risk management, fire\_safety and crowd management for the Dargah functionaries, along with mock drills to ensure full preparedness among stakeholders to deal with any unforeseen eventualities.
3. Prepared a detailed disaster management plan for the Dargah in association with the Ajmer District Disaster.

## **ENVIROMENT AND SAFETY:**

Healthy and safe community environment means having clean air and water, security of person and property, and supportive infrastructure. At HZL we consistently endeavour to provide communities around us with a safe and clean environment.

### **OBJECTIVE:**

To be an active partner with communities living around our operations in caring for the environment and embedding culture of safety.

### **REACH:**

During FY 2019, our total expenditure on environment and safety initiatives was 10.98 crores (8% of CSR expenditure).

Key Initiatives:

### SEWAGE TREATMENT PLANT

In 2014, we set up Udaipur's first Sewage Treatment Plant (STP) with a capacity of 20 MLD, with the twin objective of preventing untreated sewage from entering the city's lakes, and to reduce the freshwater consumption for industrial purposes. Given the huge success of this intervention, this financial year we were invited by the city administration to enhance the capacity to more than double. Hence, during FY 2019, another STP with capacity of 25 MLD was completed and two other plants with capacity of 15 and 5 MLD are currently under construction.

### COMMUNITY SOLAR LIGHTS

We installed solar street lights in villages to improve safety and conveniences of villagers.

During FY 2019, 396 solar powered street lights were installed in 23 core villages.



### SAFETY IN COMMUNITIES

To create a culture of safety in communities, we conduct several awareness activities ranging from fire safety among school children to road safety sessions in communities.

The campaigns on road safety encourage the use of helmets by two-wheeler users and seat belts for four-wheeled or larger vehicles; promote the utilization of safety features like reflector stickers; create awareness on the Good Samaritan Charter guidelines and other such features.

In FY 2019, 51,954 community members were covered through 569 road safety awareness sessions 24,157 school children participated in various activities like essay writing, poster making, debates, slogan writing, street theatre and others across all operating locations to raise awareness on road safety.

<b>Criterion 17: The COP describes advocacy and public policy engagement</b>	
<b>Best practices</b>	<b>Reference</b>
Publicly advocate the importance of action in relation to one or more UN goals/issues	<ul style="list-style-type: none"> <li>Chairman’s statement and Chief Executive’s Statement – Sustainability Report 2018-19 page (08-11)</li> <li>Business Responsibility Report – Annual report 2018-19 page (119)</li> <li>Udaipur Sewage Treatment Plant Case Study- sustainability report 2018-19(page 92)<a href="https://www.waterscacitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/">https://www.waterscacitysolutions.org/new-innovative-public-private-partnership-to-improve-water-quality-and-availability/</a></li> </ul>
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	<p>Company is a member of the following organisation and participating in their public policy interaction and conferences</p> <ol style="list-style-type: none"> <li>Federation of Indian Mineral Industries</li> <li>Confederation of Indian Industry</li> <li>Federation of Indian Chambers of Commerce &amp; Industry</li> <li>Indian Chamber of Commerce</li> <li>Associated Chambers of Commerce and Industry of India</li> <li>India Lead Zinc Development Association</li> </ol> <ul style="list-style-type: none"> <li>Membership and association section – SD report 2018-19 page (23)</li> <li>Advocacy story on Zinc Application in Steel World Magazine- <a href="http://steelworld.com/newsletter/2019/july19/sw-july-19.pdf">http://steelworld.com/newsletter/2019/july19/sw-july-19.pdf</a></li> <li>Page 35 SD report – association with IZA</li> </ul>
<b>Criterion 18: The COP describes partnerships and collective action</b>	
<b>Best practices</b>	<b>Reference</b>
Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy	As stated below

<p>Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain</p>	<p>As stated below</p>
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**Alliance Building and Partnership with NGOs, Industry Associations/ Organizations:**

Table below illustrates some of our ongoing partnership projects in collaboration with NGO's, Industry Associations and National/ International advocacy organizations:

## Our partners

 <b>Education</b>	<p>Ministry of Women and Child Development – Government of India, Department of Women and Child Development – Government of Rajasthan, Care India, Seva Mandir, Jatan Sansthan, Gramin Evam Samajik Vikas Sanstha, Vidya Bhawan Society, Resonance, Sumedha, Educational Initiatives Private Limited, Avanti Learning Centers Private Limited, Noida Deaf Society, V-Shesh, Vedanta PG Girls College</p>
 <b>Sustainable Livelihood</b>	<p>BAIF Institute of Sustainable Livelihood Development (BISLD), Skill Council for Mining Sector, Indian Institute of Skill Development, Maruti Suzuki, Ambuja Cement Foundation, Team Lease</p>
 <b>Women's Empowerment</b>	<p>Manjari Foundation and Saheli Samiti, Center for Study of Values (COS-V)</p>
 <b>Community Asset Creation</b>	<p>Local Panchayats and Government</p>
 <b>Health, Water and Sanitation</b>	<p>Mukhyamantri Jal Swavlamban Yojana (MJSY) – Government of Rajasthan, Swachh Bharat Abhiyaan, Smile Foundation, Jimmedari Foundation, Dainik Bhaskar</p>
 <b>Sports and Culture</b>	<p>Football Link, Seher, Government of India</p>
 <b>Environment and Safety</b>	<p>Urban Improvement Trust, Forest Department</p>

## Our memberships and associations

### Industry associations



### Mining industry bodies



### Other national and international bodies



**₹ 17,99,950**  
Total membership fees  
paid during reporting  
period

Mr. Duggal (CEO – HZL and CEO – Base Metals) is additionally serving as Vice Chairman-International Zinc Association; President – Indian Lead Zinc Development Association; Co-Chair-CII National Committee on Mining; Co-Chair – FICCI Non-Ferrous Metals Committee and President – Federation of Indian Mineral Industries (FIMI). Recently, he has been appointed as Chairman of the Skill Council for Mining Sector, India. He is actively participating in various workshops and conferences which are leading towards development of sustainable mining in India.

Criterion 19: The COP describes CEO commitment and leadership	
Best practices	Reference
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	<ul style="list-style-type: none"> <li>Chairman’s statement and Chief Executive’s Statement – Sustainability Report 2018-19 page (08-11)</li> <li>CEO Support Statement- UNGC COP yearly</li> </ul>
CEO promotes initiatives to enhance sustainability of the company’s sector and leads development of industry standards	<ul style="list-style-type: none"> <li>Sustainability Report 2018-19 contains initiatives which are directly reviewed by CEO and are linked to enhance sustainability of the company.</li> </ul>

CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	<ul style="list-style-type: none"> <li>• Vision statements in Sustainability Report 2018-19 page (12)</li> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> </ul>
Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	<ul style="list-style-type: none"> <li>• Our CEO and executive management team have KRA which are directly linked with VSAP (Vedanta Sustainability Assurance Programme) Scores and Safety performance of the company which is aligned with UNGC principles.</li> </ul>

<b>Criterion 20: The COP describes Board adoption and oversight</b>	
<b>Best practices</b>	<b>Reference</b>
Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> </ul>
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> </ul>
Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> </ul>

<b>Criterion 21: The COP describes stakeholder engagement</b>	
<b>Best practices</b>	<b>Reference</b>
Publicly recognise responsibility for the company's impacts on internal and external stakeholders	<ul style="list-style-type: none"> <li>• Chairman's statement and Chief Executive's Statement – Sustainability Report 2018-19 page(08-11)</li> <li>• Materiality assessment SDR-2018-19 page (38-39)</li> <li>• Board level Stakeholder Relationship Committee- Corporate Governance Annual report 2018-19 page (100-118)</li> <li>• HZL's Vision , Mission and values Statement SD Report 2018-19 page (12)</li> </ul>

<p>Define sustainability strategies, goals and policies in consultation with key stakeholders</p>	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> <li>• Materiality assessment SDR-2018-19 page (38-39)</li> <li>• Strategy, Approach and key actions for Key priority areas - Sustainability Report 2018-19 page (28-31)</li> </ul>
<p>Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance</p>	<ul style="list-style-type: none"> <li>• Sustainability Governance and Strategy- Sustainability Report 2018-19 page (28-31)</li> <li>• Materiality assessment SDR-2018-19 page (38-39)</li> </ul>
<p>Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect ‘whistle- blowers’</p>	<ul style="list-style-type: none"> <li>• Ethics and Corporate Governance Chapter Sustainability Report 2018-19 page (40-43)</li> <li>• Assessing impacts of interventions; Environment and Social Impact Assessment for new project- Sustainability report 2018-19 page (113)</li> <li>• Public Hearing-communities section SD Report 2018-19 page (36)</li> <li>• Materiality assessment SDR-2018-19 page (38-39)</li> <li>• Grievance Redressal Mechanism and Stakeholder Engagement – Annual report 2018-19 page (50)</li> <li>• Our Sustainability approach and strategy in Sustainability Report 2018-19 page (28-31)</li> </ul>

## **Awards & Recognitions 2018-19**

### **Business**

- Hindustan Zinc receives 1st Edition of CNBC- Awaaz Rajasthan Ratna Award
- Hindustan Zinc receives Best Award for Risk Management-Sustainability
- Hindustan Zinc receives Transformance Procurement Leadership Awards 2019
- Hindustan Zinc adjudged as ‘Significant Achievement in HR Excellence’
- Hindustan Zinc receives Project Development Innovation of the Year Award
- CSC receives Fly Ash Utilization Award 2019



- Hindustan Zinc received the ‘Non-Ferrous Best Performance Award 2018’ by Indian Institute of Metals, under the category of Non-Ferrous Large Integrated Manufacturing Plants
- Hindustan Zinc was awarded at Indywood Built in India Excellence Awards 2018 under the Metals and Minerals category by Indywood and Govt. of Telangana State as part of Project Indywood
- HZL secured 1st position in 49th All India Mines Rescue Competition 2018 by Director General Mines Safety (DGMS)
- Hindustan Zinc received ‘Dun & Bradstreet Corporate Award 2018’ in ‘Non Ferrous & Precious Metals’ category for their role as ‘Champions of Change’ in transformation of the Country
- Hindustan Zinc’s Chanderiya Smelting Complex won Gold in ‘SEEM National Energy Management Award 2017’ under the category ‘Industries Captive Power Plant’ for improving Energy Efficiency
- Hindustan Zinc’s Chanderiya Smelting Complex has been awarded with ‘Leaders Award in Mega Large Business – Metals Sector’ by ‘Frost & Sullivan TERI – Sustainability 4.0’ for its Sustainable Business Practices
- Dariba Smelting Complex won Gold award in Fame Excellence Award 2018, under the category ‘Energy Efficient Power Plant’.
- Hindustan Zinc awarded for Best Performance in GST at district level by Government of Rajasthan.

### **Sustainable Development & CSR**

- Hindustan Zinc Tops Metal & Mining Sector Globally in the ‘Environment Category’ in Dow Jones Sustainability Index – 2018
- Smt. Maneka Sanjay Gandhi confers National Awards to Anganwadi Workers for Exceptional Achievements under ICDS Scheme
- Hindustan Zinc featured in Sustainability Year Book 2019
- Vedanta receives CSR Leadership Awards
- Hindustan Zinc receives Golden Peacock Award
- Rajasthan Government recognizes Hindustan Zinc as Best Organization working for Persons with Disabilities
- Hindustan Zinc receives Dainik Jagaran CSR Award 2019



- Hindustan Zinc received CII-ITC Sustainability Awards 2018 for Corporate Excellence – Outstanding Accomplishment Award, Commendation for Significant Achievement in CSR and Excellence in Environment Management Award
- Hindustan Zinc received ‘National Award for Excellence in Water Management 2018’ at the 4th Water Innovation Summit 2018 by CII – Triveni Water Institute
- Hindustan Zinc awarded with 5-S JUSE (Union of Japanese Scientists and Engineers) Certificate during 32nd National Convention on Quality Concepts – 2018
- Hindustan Zinc Included in FTSE4Good Emerging Index Series for sectorial leadership in Environmental, Social and Governance (ESG) performance
- Hindustan Zinc received India Sustainability Leadership Award 2018 in two categories - Sustainable Business of the Year Award & Sustainability Disclosure Leadership Award
- India CSR Leadership Summit awarded Hindustan Zinc with ‘Best CSR Collective Action Leadership Award’ during ‘India CSR – Leadership Summit & Awards’ for its contribution in the field of Community Development Programs
- Hindustan Zinc’s Chanderiya Smelting Complex received ‘Safety Excellence Award 2018’ by ‘Frost & Sullivan TERI – Sustainability 4.0’ for its Safety Initiatives
- Hindustan Zinc’s Central Research & Development Laboratory (CRDL) received ‘5th CII Environmental Best Practices Award 2018’ for Best Environmental Practices 2018 under category ‘Innovative Environmental Project’
- Hindustan Zinc’s 4 Units – Rampura Agucha Mine, Rajpura Dariba Mine, Zawar Mines and Zinc Smelter Debari received ‘24th Bhamashah Award’ for their contribution in the field of Education under its Community Development Programs 2017-18
- Hindustan Zinc as 1st Indian company registered with CII IGBC for Net Zero Green Building Initiatives.
- Chanderiya Smelting Complex receives 5S Certification Award from Quality Circle Forum of India (QCFI).
- Sindesar Khurd Mine received Bala Gulshan Tandon Excellence Award from Federation of Indian Mineral Industries (FIMI) for ‘Best Overall Performance in Sustainable Development’.
- Rajpura Dariba Complex received Responsible Business Award – 2018 in ‘Best CSR Practices’ Category by World CSR Day and World Federation of CSR Professionals.

## Our Commitment

Hindustan Zinc Limited is committed towards advocating and implementing the UNGC Principles and we are always looking for new ways of using our opinion to influence policy decisions on social, environmental and quality front at national and state level.

We have incorporated the triple bottom line principle of doing business in our over-all business strategy and regularly we are communicating it with our stakeholders and feedback is incorporated. More details about company's performance on social, economic and environmental front may be accessed from our Annual Report and Sustainability Report 2018-19 which are available on our website i.e. <http://www.hzlindia.com/>