

## Human Capital

### Building a Culture of Empowerment

Hindustan Zinc is committed to creating a dynamic and thriving workplace where capabilities are valued, leaders are developed, and performance is rewarded. The company recognizes that employees are the driving force behind the company's growth and hence, strives to ensure that every employee is aligned with the vision of the organization, feels engaged, and is given every opportunity possible to develop his/her skills & talents and contribute in meaningful ways.



The company has undergone a great transformation at the back of a competency and improvement-oriented work culture of people. Hindustan Zinc believes in fostering an environment of diversity and inclusion in the workplace. The company is committed to providing equal opportunities for employment, recognition, and development. The company believes inclusivity catalyses productivity, efficiency & welfare amongst employees and ensures a progressive, gender-neutral culture.



Ensuring Gender Blind, Progressive & Inclusive Organization

## Environment, Social & Governance

### Zero Harm, Zero Waste, Zero Discharge

Sustainable development is an integral part of Hindustan Zinc's business philosophy and represents the core commitment of the management and employees. The company is committed to creating sustainable values for stakeholders and accordingly, strives to strike a balance among the social, environmental, and governance aspects of the business. Hindustan Zinc has integrated the best global environment-friendly technology in its mining and smelting operations. The company has taken a holistic approach in setting the Sustainability Development Goals 2025 and, over the course of time, will focus on expanding the work towards creating positive changes. In a groundbreaking achievement, the company has become the only Indian company in Mining - Iron, Aluminum, Other Metals sector to secure validated SBTi targets, aligning with the ambitious 1.5°C global warming threshold.

The company operates Udaipur's first Sewage Treatment Plant of 60 MLD capacity under the PPP model and has installed Zero Liquid discharge plants while practicing rainwater harvesting leading to significantly contributing to reducing the dependency on freshwater. To give impetus to green energy, Hindustan Zinc will source green power up to 450 megawatts (MW) of renewable energy capacity through a special-purpose vehicle. The company's refinery at Pantnagar is the first unit of Vedanta to completely operate on green power. Hindustan Zinc is committed to following the principles of reducing waste generation at source, recovering and recycling where possible, and then disposal in an environment-friendly manner. The company monitors, controls, and reduces air emissions for regular air quality and meteorological monitoring using Continuous Ambient Air Quality Monitoring System (CAAQMS) and Online Emission Monitoring Systems. Hindustan Zinc in collaboration with International Union for Conservation of Nature (IUCN) is developing a unique and exclusive Biodiversity Management Plan to protect and enhance biodiversity around its operational areas.

Hindustan Zinc, in a pioneering move in the Indian mining sector, introduced EV, into underground mining operations. Hindustan Zinc is the first company among its peers to join the EV revolution, steadily switching to electric vehicles for underground operations. The company focuses on encouraging its business partners to induct electric vehicles in operations and as a result, electric forklifts and tow trucks have been introduced in the smelters. The company believes in prioritizing the need to ensure and enhance the social and environmental performance towards a #GreenerFuture.



## Community Development

### Care for Community

As a responsible corporate entity, Hindustan Zinc upholds the dignity of all citizens and abides by the principles of harmony and inclusive growth. The company has deepened its footprints in the areas of education, sustainable livelihood, community asset creation, environment & safety, women empowerment, health, water & sanitation, and sports & culture transforming the lives of 1.7 million people across 237 villages and 2,512 villages covered under Khushi-Nandghar project.



Mobilizing & Empowering Rural Women



Redefining Childhood

Strengthening the efficacy of the Government's Integrated Child Development Services (ICDS) programme, the company focuses on improving the health and well-being of children below 6 years of age spanning across 3,145 Anganwadis (AWCs), including 314 Nand Ghars in 5 districts of Rajasthan. Furthermore, through its Education-based programmes, Khushi-Nandghar, Shiksha Sambal, Unchi Udaan, Scholarship, and Company run schools, Hindustan Zinc benefits 2.27 lacs + children by enhancing their learning and skills.

Sakhi is one of the most unique and largest socio-economic empowerment programmes encompassing 27,000+ rural & tribal women by mobilizing them into 2,153 self-help groups (SHGs). The programme provides vocational training and aids them in building their capacities around leadership, skill development, savings, and entrepreneurship.



Promoting Grassroots Level Football

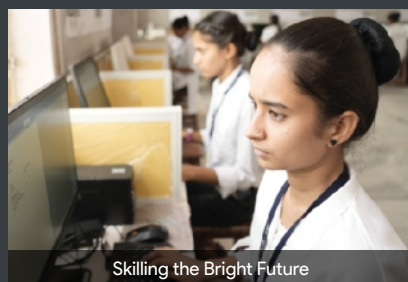


Ensuring Sustainable Living

Samadhan programme focuses on sustainable agricultural and livestock interventions through community participation and making agriculture an aspirational field. The company impacts the lives of 29,000+ farmer families in 184 villages across 7 districts in 6 locations.

Zinc Kaushal focuses on skill development of youth across 200+ villages in 6 districts through market-linked programs ensuring employability. Zinc Football is a grassroots-level football development programme with a full-fledged residential academy at Zawar, Udaipur boasting of world-class facilities. The initiative aims to contribute to the development of Indian football while leveraging the power of the world's most loved sport to impact lives.

'Swasthya Sewa' health programme, a complete package of health support initiatives across 179 villages, 7 locations, and 6 districts in 2 states benefits more than 2 lac patients.



Skilling the Bright Future



Nurturing the Future of Tomorrow

## Awards and Recognition

- Ranked 1<sup>st</sup> in the Asia-Pacific region and globally 3<sup>rd</sup> in Metals & Mining sector in S&P Global Corporate Sustainability Assessment 2023
- Included in the coveted CDP 'A/A-' Category in climate change and water security.
- Awarded the 'Industry Leadership Award Base, Precious and Specialty Metals' and 'Corporate Social Responsibility' at S&P Global Platts Global Metal Awards
- JURY Award at TIOL National Taxation Awards 2022 under the 'Non-Deemed Corporate above ₹5000 crore Turnover' category
- Integrated Annual Report FY 2021-22 ranked #40 Worldwide, bagged Gold Award at the League of American Communications Professionals
- Platinum Award at CII-EXIM Bank Awards for Business Excellence, 2022
- Ranked amongst the Top 5% in S&P Global Sustainability Yearbook 2023, featured for the 6<sup>th</sup> consecutive time.
- Certified 'Great Place to Work' for the 5<sup>th</sup> consecutive year.
- Recognised as 'Kincentric Best Employer India'
- CEO appointed as the Chairman of the Governing Council of Sustainable Mining initiative of the Federation of Indian Mineral Industries (FIMI) and elected as Vice Chairman of CII, Rajasthan Chapter
- CFO won "Leading CFO of the Year" award in Industrial & Manufacturing Sector at CII CFO Awards 2022
- Prestigious People First HR Excellence Award for leading practices in diversity, inclusion initiatives and talent management
- CII ITC Sustainability Award received by CLZS on Corporate Excellence and by ZSD on Environment Management
- Awarded in the 'Oriented Award' category at the 3rd edition of the CII Climate Action Programme (CAP) 2.0

### Hindustan Zinc Limited

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## CO-EXISTENCE

## FOR A

## BETTER TOMORROW



## About Vedanta

Vedanta Limited ('Vedanta'), a subsidiary of Vedanta Resources Limited, is one of the world's leading natural resources companies spanning across India, South Africa, Namibia, Liberia, UAE, Korea, Taiwan, and Japan with significant operations in Oil & Gas, Zinc, Lead, Silver, Copper, Iron Ore, Steel, Nickel, Aluminium, Power & Glass Substrate, and now, foraying into semiconductors and display glass. For two decades, Vedanta has been contributing significantly to nation-building. Governance and Sustainable Development are at the core of Vedanta's strategy, with a strong focus on health, safety, and the environment.

## About Hindustan Zinc

Hindustan Zinc, a Vedanta Group company, is one of the world's largest and India's only integrated producers of Zinc-Lead and Silver. The Company has its headquarters in the city of Udaipur and its Zinc-Lead mines and Smelting Complexes spanning across the state of Rajasthan. Hindustan Zinc is self-sufficient in power, with captive thermal power plants, and has ventured into green energy by setting up wind and solar power plants. As a socially responsible corporation, Hindustan Zinc has been relentlessly working to enhance the lives of rural and tribal people residing near its business locations. As a market leader, Hindustan Zinc governs approximately 75% of the growing Zinc market in India.



Yashad Bhawan

## Celebrating the Future

- India's largest Integrated Zinc-Lead & Silver Producer
- World's 2<sup>nd</sup> largest Integrated Zinc Producer and one of the lowest-cost producers of Zinc, in the first quartile of the global Zinc cost curve\*
- World's 5<sup>th</sup> largest Silver producer globally\*
- World's largest Underground Zinc mining operations at Rampura Agucha\*
- Among India's largest wind power producers with a generation capacity of 273.5 MW in 5 states
- Certified as a 2.41 times Water Positive Company
- #1 in Asia Pacific and #3 Globally at S&P Global Corporate Sustainability Assessment
- ~75% market share in India's primary Zinc market
- Crossed 1 Million Ton MIC and Refined Zinc-Lead
- Outreach of 1.7+ Million beneficiaries through sustained CSR interventions

\*(Source: Wood Mackenzie for global mine/smelter rankings for Zinc-Lead mine and cost; World Silver Institute for Silver producer rankings)

## Vision

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

## Mission

- Enhance stakeholders' value through exploration, innovation, operational excellence, and sustainability
- Be the lowest cost producer globally
- Maintain market leadership and customer delight
- Achieve net zero by 2050



## Exploration

### Journey of Mineral Resource Addition & Upgradation

Exploration has played a pivotal role in the growth and future expansions of Hindustan Zinc Limited. It thrives on replenishing every tonne of the mined metal to ensure a sustainable future. The R&R is reported under an internationally recognized JORC code. Hindustan Zinc has a strong exploration focus through a team of 19 people comprising subject matter experts (SMEs), field geologists, and geophysicists responsible for designing and executing exploration programmes with the support of outsourced service providers.

One of the cornerstones of this journey was the adoption of the latest technology in geophysical surveys, notably the Gravity Survey and Ground Magnetic Survey, at Zawar Group of Mines, Kayad Mine & RD Mines. By harnessing the power of downhole EM geophysical survey, the company optimized the placement of drill holes and systematically increased the success rate. The exploration drilling program became the backbone of this endeavour. High-speed underground drilling rigs known as MCR (mobile carrier rig) revolutionized the underground exploration drilling program, wherein FY23 team achieved 540.8 km (205.2 Km Surface + 335.6 Km Underground) of exploration drilling resulting in 27.8 Mt Resource addition and 29.9 Mt Resource upgradation.

As a result, Hindustan Zinc's mine longevity surpasses 25 years, owing to its substantial reserves and resources amounting to 460.05 million tonnes. This achievement is not only an accomplishment of precision and efficiency but also a testament to company's commitment.



Geologists at work

## Mines

### Driving Safe, Smart & Sustainable Mining Operations

Hindustan Zinc remains committed to sustainable mining backed by focused investments to enhance safety, productivity, and efficiency at its mines. Hindustan Zinc's mining operations are located at Rampura Agucha, Sindesar Khurd, Rajpura Dariba, Zawar, and Kayad in the state of Rajasthan. The current ore production capacity stands at 18.50 million tonnes per annum. The company is constantly leveraging automation and technology to make mines safer, in line with its Sustainability Goals 2025, centered on making the mines more environment-friendly to steer the decarbonization journey. Hindustan Zinc has deployed India's first-ever Battery Electric Vehicle in underground mining operations. Rampura Agucha Mine continues to scale its operations to 5 Mtpa through its underground operation. Rampura Agucha mine is the world's largest underground Zinc mining operations with the richest Lead-Zinc deposit in the country and among the world's largest with 70.0 Mt of ore reserves and resources.

Sindesar Khurd (SK) Mine is a world-class Silver-rich mine with state-of-the-art infrastructural facilities and best-in-class mechanization. The mine has undergone several phases of expansions from 0.3 Mt to its current capacity of 6.0 Mt. Sindesar Khurd is a high Silver content mine contributing to the company's integrated Silver production.

Zawar Group of Mines comprises 4 different mines with footprints of ancient mining and has a combined ore production capacity of 5 Mt. The four underground mines - Mochia, Balaria, Zawarmala, and Baroi, have scaled new levels of mechanization and digitization. The underground Rajpura Dariba (RD) Mine is one of the oldest mines, which commenced operations in 1983.

Rajpura Dariba Mine is an underground mine and currently has an ore production capacity of 2 Mt per annum. Kayad, the youngest mine started in 2011, in the district of Ajmer has been delivering a consistent 1.2 Mt of ore production backed by a high level of mechanization and digitalization.



Equal Opportunity Employer



## Smelters

### Melting Ore – Smelting More

Hindustan Zinc is one of the world's largest and India's only integrated Zinc-Lead-Silver producer. The company's smelters are located at Chanderiya, Dariba, and Debari in the state of Rajasthan, and the metal refinery at Pantnagar in the state of Uttarakhand. The company's Zinc, Lead, and Silver metal production capacities have seen a five-fold increase since disinvestment in 2002. The metal production capacity which was 204,000 tonnes per annum in the year 2002, has grown to over 1.2 million tonnes per annum. Chanderiya Smelting Complex, located in the district of Chittorgarh, is the world's second-largest single location integrated Zinc smelting complex with a Zinc production capacity of 585,000 tonnes and a Lead production capacity of 90,000 tonnes per annum. The location also boasts of captive power plants, and green power generated through waste heat recovery boilers.

Dariba Smelting Complex, located in the district of Rajsamand, has a production capacity of 240,000 tonnes of Zinc and 120,000 tonnes of Lead per annum. Dariba Smelting Complex is uniquely self-sufficient with a Zinc smelter, Lead smelter, and captive power plants, all located in the vicinity of Sindesar Khurd Mine and Rajpura Dariba Mine.

India's oldest Zinc smelter, located at Debari in the district of Udaipur, has a Zinc metal production capacity of 88,000 tonnes per annum. The Zinc-Lead, and Silver metal refinery at Pantnagar has the capacity to produce 800 tonnes of Silver per annum.

The company's total metal production capacities currently stand at 913,000 tonnes of Zinc, 210,000 tonnes per annum of Lead, and 800 tonnes of Silver, which are all being debottlenecked to achieve a smelting capacity of 1.2 million tonnes per annum.

