

# Hindustan Zinc Enhances Workforce Diversity with 7 New LGBTQIA+ Hires in 2025, ETHRWorld



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Online Bureau, ETHRWorld

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Since 2022, the company has been expanding its recruitment efforts to include members of the transgender community, who face challenges in securing sustainable livelihoods for a life of dignity

Hindustan Zinc, as part of the [Pride Month](#) celebrations, has announced that it has onboarded seven transgender employees in 2025.

The hiring has increased the total strength to 23 transgender employees working in core functions such as commercial, marketing, finance, supply chain, laboratory operations and security, according to a statement.

This has been possible due to providing rich job content powered by a tech-first approach through Industry 4.0, robotics and automation that have standardized work processes and eliminated manual intervention associated with this sector.

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The company has introduced workplace policies such as providing financial support of up to Rs 1 lakh for transgender employees, Rs 2 lakh for gender reaffirmation with leaves and compensation policy for employees considering gender reassignment surgery, parenthood policy for LGBTQIA+ individuals legally adopting a child, and housing policy for employees from the LGBTQIA community, as per the statement. Priya Agarwal Hebbar, Non-Executive Director, Vedanta and Chairperson, Hindustan Zinc, said, "For many individuals in the LGBTQIA+ community, the outside world and sometimes even their own homes can feel like a stage where they are constantly watched, judged and misunderstood. At Hindustan Zinc, however, we strive to create an environment where every person is valued and empowered to be their authentic selves."