

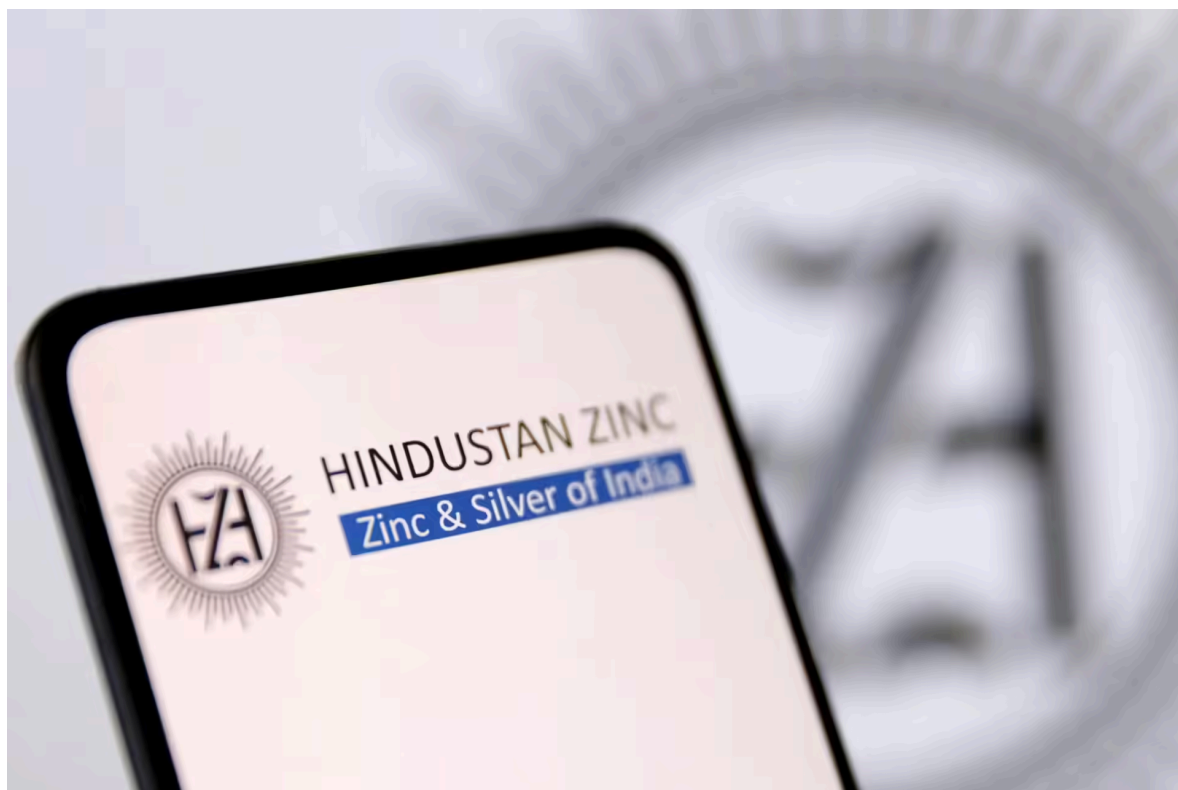
Hindustan Zinc launches guidebook to promote workplace equity, inclusive environment



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Hindustan Zinc has employed 23 LGBTQIA+ community employees across its business units

Udaipur, Hindustan Zinc, the world's largest integrated zinc producer, has launched a Guidebook to Inclusive Language to promote workplace equity and foster a [diverse and inclusive environment](#).

Unveiled on the company's Zinclusion platform, the guidebook aims to enhance sensitisation towards communities like LGBTQIA+, differently-abled individuals, and diverse ethnicities, encouraging inclusive communication and equitable practices.

"The guidebook is designed to act as a strategic framework that promotes sensitisation towards various communities, encourages inclusive communication and supports equitable practices across all levels of the organisation," a release from the company said.

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The company has also introduced pioneering workplace policies for LGBTQIA+ inclusion, including financial support of up to Rs 1 lakh for employees, Rs 2 lakh for gender reaffirmation with leave for transgender employees undergoing surgery and policies like

parenthood and housing support."We strive to create an environment where every person is valued and empowered to be their authentic selves. We are fostering a culture that values diversity and ensures equal opportunities for all," Priya Agarwal Hebbar, Chairperson of Hindustan Zinc and Director of Vedanta Limited, said.

Hindustan Zinc has employed 23 LGBTQIA+ community employees across its business units, offering significant representation in mainstream roles like finance, supply chain, marketing, quality, medical and other departments. PTI



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."

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 aims to achieve 30 percent diversity in the workforce by 2030 as per its Sustainable Development Goals and currently has a gender diversity ratio of 26 percent in the executive workforce.