

# Hindustan Zinc Champions Women in STEM, Driving Diversity in Science and Mining

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Hindustan Zinc Limited (NSE: HINDZINC), India's largest and the world's second-largest integrated zinc producer, marked the International Day of Women & Girls in Science by celebrating the achievements of its female workforce. With over 200 women engineers in its mining and smelting operations, the company is setting new standards for gender inclusion in the metals and mining industry.

With a gender diversity ratio of 25% and more than 700 women employed in core operations, Hindustan Zinc leads the way in fostering female talent in traditionally male-dominated sectors. The company has pioneered industry-first milestones, including India's first women mine managers in underground mining and the nation's first and second all-women underground mine rescue teams. Women professionals at Hindustan Zinc are making significant contributions in engineering, geology, research, and lab sciences, driving technological advancements across mining and metallurgy. The

company is actively transforming its operations through digitalization, automation, and Industry 4.0 technologies, eliminating the need for manual labor and creating an inclusive workplace. Its tele-remote underground mining, real-time analytics, and automation systems ensure equal opportunities for all, making mining safer and more accessible for a diverse workforce. Arun Misra, CEO of Hindustan Zinc, reaffirmed the company's commitment to gender

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diversity, stating, ***“We aim to increase female representation in our workforce to 25% by 2025 and 30% by 2030. By investing in women, particularly in science and mining, we are fostering a future where female talent is recognized, valued, and celebrated. Our focus on diversity goes beyond gender parity; it brings fresh perspectives essential for effective decision-making in complex environments.”***

Sheeba Mashruwala, Head of Research & Development at Hindustan Zinc, emphasized the company’s support for women professionals: ***“Beyond specialized technical training, Hindustan Zinc has built a strong mentorship network that helps navigate industry challenges. Our work culture prioritizes skills and performance, creating an environment where women can excel.”***

Hindustan Zinc’s impact extends beyond employment, with its Zinc Kaushal Kendra initiative training over 500 women in vocational science-related fields like nursing and electrical work, enhancing their career prospects and financial independence. The company’s progressive workplace policies, including spouse hiring, extended childcare sabbaticals, mental health support, and leadership development programs, further strengthen its commitment to gender inclusivity.

The company is also a 2.41 times Water-Positive enterprise and is on track to achieving Net Zero emissions by 2050. By championing women in STEM and redefining industry norms, Hindustan Zinc is setting new benchmarks for inclusivity, innovation, and sustainability in mining and metals.