

HINDUSTAN ZINC

Supplier and Business Partner Sustainability Management Policy

Hindustan Zinc aims to observe and audit the activities of business partners like suppliers, contractors, and their employees. The objective is to improve the welfare, health and safety of themselves, their employees & society and adhere to our policies in relation to a sustainable way of doing business with the protection of the environment.

Hindustan Zinc will:

- ❖ minimise risks associated with Occupational hazards/ Occupational health and prevent injury to Business partner's employees working on Hindustan Zinc sites;
- ❖ zero tolerance for any form of forced or compulsory child labour, slavery and human trafficking directly or through contracted labour at the supplier's site.
- ❖ proactively influence and encourage our suppliers and Business partners to adopt principles and support practices which are in line with our own policies, procedures and Code of Conduct and ensure they comply with applicable legal obligations;
- ❖ carry out appropriate risk assessments and due diligence on the supply chain to promote ethical business practices and policies that protect workers from being abused and exploited at the supplier's site.
- ❖ encourage and train suppliers and Business partners on skill enhancement, risk assessment & mitigation for sustainability management;
- ❖ ensure appropriate and relevant information and instruction are made available to suppliers and Business partners on sustainability matters;
- ❖ ensure that we have effective business partner management systems in place and we conduct the evaluation of competency and sustainability performance prior to contract approval and throughout contract duration;
- ❖ ensure that our supplier and business partners' relationships are maintained in a fair, proper and transparent manner;
- ❖ promote suitable local suppliers and business partners, wherever applicable

This policy is part of the Vedanta Sustainability Framework and Hindustan Zinc shall implement this policy. Business leaders will be held accountable for the policy's associated performance and line managers are responsible for the full implementation of the related supplier and business partner management standards. We will measure and report performance on a periodic basis to ensure ongoing management of suppliers' and business partners' compliance including the sharing of good practices throughout the organisation. The content and implementation of this policy will be reviewed periodically.

Date: 05th July, 2022

Arun Misra

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CEO & Whole Time Director, HZL



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