#SheTheMetal
Hindustan Zinc breaking new grounds
Throughout my life, I have worked & learned with some brilliant women who leave a mark wherever they go & in everything we do. They are strong, independent & inspiring making an impact through their kindness, generosity, and compassion.

As a community, we have come a long way in bringing gender balance where we have started noticing her absence and appreciating their presence. We value their contribution and collectively advocate the change.

As an organization, we are guided by the principles of diversity & inclusion and believe that equal opportunities for all truly bring out the best in us. We recognize that a diverse workforce is vital for exceptional performance, and we strive hard to achieve this aim. At all levels, we seek to enhance the presence and opportunities for everyone. From breaking grounds to breaking barriers, our #WomenInMining have proven their mettle at every surface. Shaping the world of machines, mining, and engineering, they are an inspiration for generations of women in mining to come. During our Women In Resources month, it was heartening to see so many women employees, across functions and locations, excel in their responsibilities and be such an inspiration to everyone.

Though we don’t need a specific day to celebrate all the wonderful women present in our life let us all strive to make everyone feel #EqualAtWork reaching new organizational heights in this journey.
Hindustan Zinc as an “Equal Opportunity Employer” is committed to building a culture of inclusivity & diversity and ensuring the progress of women. On International Women’s Day, the company celebrated its women employees, spouses of employees, female contract workers as well as local community women at its operational units and locations.

A series of initiatives and events were organized across operational units. From week-long celebrations to a day full of extravaganza. Some glimpses from our units -

The entire operations of the smelters were run by our existing senior women leaders in critical functions and young women talents. From SBU Director to Finance controller to enabling functions - all by women.
From a motivational session by the Additional Superintendent of Police to cake cutting & fun engagements – women employees, business partners and spouses of male employees celebrated the day with fanfair.

Our mine operations, both in the night as well as the day shifts were led by our #WomenInMining. The entire functioning including job allocations and critical decision making of the plant was driven by the women workforce.

A unique and powerful Women EXCO war room along with senior female leadership shaped the day for the entire mine & all its operations under and above the ground

The week-long celebrations were centred towards wellness, sports and breaking the bias as CLZS took a milestone step and initiated night shifts for female employees.

A high-octane self-defence session for female employees and business partners along with a plantation drive and a fun night of partying and celebrations.
**ZAWAR**

The 2-day extravagant celebrations with female employees and spouses of male employees, wherein apart from events and activities, all the women did a 'Mine Day In'.

**DARIBA SMELTING COMPLEX**

On the eve of Women's Day, the teams at DSC initiated Women Driving Training Program. This program is designed to enable women executives in learning to drive and help in getting their driving licence.

Our non-executive director *Priya Agarwal Hebbar* in conversation with noted poet & ad-man *Prasoon Joshi* (CEO-COO McCann Worldgroup, India). This was a special conversation for all the employees to enjoy and learn from which focused on various nuances of work & life, multiple initiatives across the organization to promote equal opportunities.

For us, 8th March became even more celebratory as India’s and Hindustan Zinc’s First Women UG Mine Managers, *Sandhya* and *Yogeshwari* were felicitated by the Ministry of Labour and Employment.
CELEBRATING 51ST NATIONAL SAFETY WEEK

Safety, for us at Hindustan Zinc, is not a choice it’s everyone’s responsibility. We have always kept safety first without any compromise and celebrated National Safety Week by reaffirming our safety pledge with employees. The week-long engagements and activities had participation from business partners and employees – all reiterating and working collectively towards our commitment to safety.

KAYAD SHINES AT NATIONAL SAFETY AWARD

Hindustan Zinc’s Kayad Mine received National Safety Award from Hon’ble Ministry of Labour & Employment, Govt. of India – Shri Bhupendra Yadav in two categories – Longest Accident-Free in metal mines and Lowest Injury Frequency Rate (LIFR) per lakh man shift in Metal Mines. This further strengthened our commitment to safety. This is a matter of immense honour and pride for the entire Zinc Parivar.

FIRE SAFETY & SELF-DEFENCE TRAINING

A fire safety and self-defence training was organized by the PMP team for the students at Adarsh Government Inter College. In the self-defence session, a total of 800 girls from classes VI to XII benefitted from the training. The training was conducted by the Safety and Security team of our Pantnagar plant.

SAFE & SUSTAINABLE

UNDER THE GROUND & OVER THE SURFACE, EV LEADING THE WAY AT HINDUSTAN ZINC

A proud moment for us as we launched our first batch of passenger EVs for employees. The recent additions to our EV fleet are electric scooters for security staff, passenger EVs at locations, and specialized smart underground service EV for mines.
Since the incorporation of the Sakhi project & its activities, Sakhi women celebrate themselves and their collectiveness in the name of Sakhi Utsav. At all our units, Sakhi Utsav was celebrated wholeheartedly. Thousands of women enthusiastically participated and shared their memories, journey, and experience of being community leaders.

Sakhi Utsav is now a part of the life of our rural and tribal women, who eagerly look forward to the celebrations. The festival has also become an important platform for women to express their feelings, break the stereotypes & taboos and raise their voices, for their own empowerment.

Thousands of Sakhi women participated in games like kabaddi, tug of war, football, lemon & spoon race, Matka race and in cultural programs like skit, ramp walk and singing. The Sakhi Utsav at our 7 locations witnessed a huge footfall from the community as well as from the district administration like the collector, SP, ADM and our own employees to support these women in their journey of empowerment.
MEDICATION DELIVERED TO THE LAST MILE

Understanding the need of the hour for the communities, we signed an MoU with Rabindra Nath Tagore (RNT) Medical College to offer expert doctors’ suggestions and recommendations for patients who require second-level interventions. The MoU will bring Medical care facilities at the doorstep of the rural & tribal people in 5 districts of Rajasthan through our mobile health vans.

ZAWAR’S NEW SKILLING HUB

To make the youth self-sufficient and job-ready, we introduced 2 new courses at our newly inaugurated Skilling centre at Zawar. The hub aims to provide a learning platform to the enrolled trainees to enhance their skills and knowledge in areas of technical know-how. The purpose is to make them employable as well as open roads to entrepreneurship.

WATER FOR OUR COMMUNITY

Hindustan Zinc along with our community women and local administration inaugurated the community water centre at Billiyan, Chittorgarh. Happily inaugurating the drinking water centre are local women who were thrilled to be a part of the initiative that is now providing water to the nearby 6 villages and will be a big relief to their water woes.
We launched our first Employee Well-being and Assistance Program in partnership with Silver Oak Health. This will enable our employees to opt for virtual counselling and discuss challenges related to stress in their personal and professional lives. The structured counselling program along with round the clock 24x7 engagement will help us in creating a more positive and joyful workforce.

NEW TALENT’S RENDEZVOUS WITH HINDUSTAN ZINC MANCOM

A first of its kind informal interaction was planned with all the new joinees and HZL ManCom members. The fun-filled event included team building activities that showcased their leadership traits and out of the box thinking. This was a wonderful platform to take inputs on the shortcomings and the best practices that the new joiners have observed in the organization.
We at Hindustan Zinc have always believed in celebrating the success of shop floor innovations. Our Infinity 3.0 winners are a true testament to 'Innovation from Within' where the shop floor innovations are implemented under Focused Improvement Projects. This platform appreciates the employees who have brought these ingenious innovations to the shop floor of Hindustan Zinc.

Top 34 out of 7100+ initiatives were identified through various competitions across the organisation. These 34 initiatives were presented at the Infinity 3.0 CI Convention in front of a cross-functional jury from HSE, HR, Finance, Digital, Mining and Smelters who further identified and rewarded 10 initiatives under various categories for their praiseworthy contributions.

Congratulations to all the winners of Infinity 3.0!
**ZINC NEWS**

**The Poets**

Mr. Mukesh Kumar Teli,
Process Executive
Chanderiya Smelting Complex

Mr. Madanlal Meghwal,
Assistant Foreman
Mills Division, Zawar Mines

**The Poetry**

### शून्य क्षति लक्ष्य हमारा

वेHZL है हमारा, शून्य क्षति लक्ष्य हमारा।

"एक बार हासिल करके तो देंखो, जो होता है सपनों से भी प्यार।"

शून्य, तलय हमारा।

हर जगह लगे हैं सुरक्षा के मानक।

अपना कार्य उनको बनाओ जीवन के साथक

कभी नहीं करने उनसे छूटना।

से संकल्प के दिल में, खड़ा यदि हर Zinc सदस्य हमारा।

"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा।"

लापरवाही के बाहर ना हो, काम की बात काम से हो

परिमित आइकोलॉजिक की बात हो।

आंखों पर चमा, सर पर हेलमेट

पैर में जूता पहनकर, खड़ा यदि हर Zinc सदस्य हमारा।

"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा।"

वे HZL एक परिवार ही तो है।

फिर काम करने वक् बहुत मूल्यक- भटकना

जलबाजी एवं शॉटकट का हो जाता है सोलका।

वे संकल्प के दिल में, काम में कोशिश का न हो सहारा।

"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा।"

शून्य क्षति का मतलब अब है जानना।

शून्य दुर्गंधान, शून्य आगशिश, शून्य गुणस्त्रांश है मानना,

समझकर इसको HZL के साथ, खड़ा जो हर सदस्य हमारा।

"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा।"

शून्य क्षति लक्ष्य हमारा, शून्य क्षति लक्ष्य हमारा।

एक बार हासिल करके तो देंखो,

जो होता है सपनों से भी प्यार।"
Sanjay Khator, SBU Director RDC inaugurated the newly renovated physiotherapy department. The new and fully equipped physio department with 21 different equipment caters to the needs of employees and communities in healing and resting.

A musical concert for #ZincParivar

Smritiyaan

Maharana Kumbha Sangeet Samaroh
Honouring the contribution of the Mining Industry to India and its development story, our #ZincParivar and the mining fraternity were in full spirit at the Iconic Week Celebration of Azadi Ka Amrit Mahotsav.

The celebration was held under the aegis of the Directorate General of Mines Safety (DGMS) and the core focus of the day was the safety of equipment in underground metalliferous mines.

Mining as a sector and Miners as a professional community have contributed immensely to the growth of an Independent India and continue to be the cornerstone of India’s 5 trillion economy dream.
HINDUSTAN ZINC’S ZAWAR MINES, SK MINE, DARBA SMELTING COMPLEX AND CHANHESHTYA LEAD ZINC SMELTER WINS NATIONAL AWARD FOR MANUFACTURING COMPETITIVENESS

HINDUSTAN ZINC WINS PRESTIGIOUS ’INDIRA MAHILA SHAKTI PROTSAHAN AVAM SAMMAN AWARD’

HINDUSTAN ZINC’S KAYAD MINE WINS NATIONAL SAFETY AWARD FROM GOVERNMENT OF INDIA

HINDUSTAN ZINC’S CHANDERIYA LEAD ZINC SMELTER WINS 20TH ANNUAL GREENTECH SAFETY AWARD

HINDUSTAN ZINC’S ZAWAR MINES, SK MINE, DARBA SMELTING COMPLEX AND CHANHESHTYA LEAD ZINC SMELTER WINS NATIONAL AWARD FOR MANUFACTURING COMPETITIVENESS

HINDUSTAN ZINC’S CSR INITIATIVES - SAKHI AND ZINC FOOTBALL WINS AT THE CSR JOURNAL EXCELLENCE AWARD
Dear Employees,
Hope you enjoyed reading the March 2022 edition of Zinc News.

Now it is time for some quiz around it.
The correct answers will automatically enter a lucky draw and 3 winners will each get an exciting prize!

WINNERS OF LAST MONTH’S ZINC NEWS QUIZ

ANJALI SAMOTA, CRDL
MUKESH KUMAR TELI, CHANDERIYA

Congratulations! We will contact you soon regarding your prizes!

FROM THE EDITOR’S DESK

Dear Readers,

March is the month of celebrations, breaking records and biases. This month we have witnessed some record-breaking work and milestones in our journey of One Team, One Dream.
It is not just this month but at Hindustan Zinc it is every day that our #WomenInMining continue to break new grounds and mine a culture of equal opportunity for all.

As we end the financial year, let’s take a pause to come together and strengthen our commitment to SAFE, SMART & SUSTAINABLE operations in our journey towards #TransformingForGood.

Regards,
Dipti Agrawal
Head - Corporate Communications, HZL

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