

# ZINC NEWS

THE MONTHLY HOUSE JOURNAL OF HINDUSTAN ZINC

VOL 42 | ISSUE 3 | MARCH 2022



## #SheTheMetal

Hindustan Zinc breaking new grounds

### ISSUE FOCUS

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**Ama'zinc' women**

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शून्य क्षति लक्ष्य हमारा

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Celebrating Mining





## MR. ARUN MISRA

CEO, HINDUSTAN ZINC

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.

Click the icon to engage  
with our CEO on Twitter:





## #SHETHEMETAL

### Ama'ZINC' Women Ama'ZINC' Celebrations

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 –

#### DEBARI



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.



## AGUCHA



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.



## KAYAD



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.



## SK MINE



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



## CHANDERIYA



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.



## PANTNAGAR



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.



## 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.

## 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.





## CELEBRATING WOMEN, CELEBRATING SAKHI

### WOMEN EMPOWERMENT

**S**ince 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.

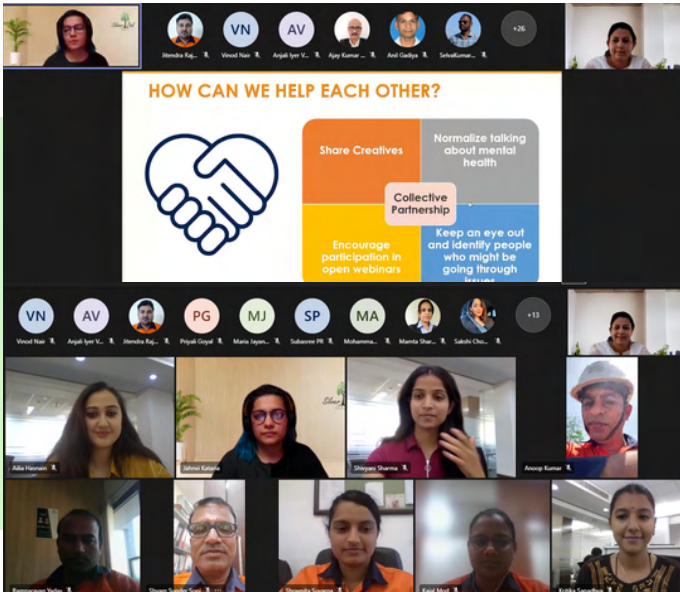


## WATER FOR OUR COMMUNITY

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.







## LAUNCH OF 1ST EVER EMPLOYEE WELLBEING PROGRAM

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.

## HINDUSTAN ZINC'S SPECIAL WEEK WITH VIJAY MICHIHITO BATRA

"Ek Udaan Aur Bharo" a motivation filled special week with Vijay Michihito Batra. ijay is a revered and trusted name as a motivational speaker and life coach known for his unique blend of Indian, Japanese and American ways of storytelling to soar high in personal and professional lives. The series witnessed participation from more than 1200 employees, families of employees and business partners through 17 power packed sessions at our units and locations. V



## NEW TALENT'S RENDEZVOUS WITH HINDUSTAN ZINC MANCOM



A first of its kind informal interaction was planned with all the new joiners 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.



## TO INFINITY AND BEYOND

### CELEBRATING INGENUOUS INNOVATIONS WITH #ZincParivar



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



#### Kaizen up to 5 Lakhs category



Crane Drip tray mounting & strengthening

CAT LPDT AD 63 AC unit modification

Modification in AWM Flattening Plate

#### Kaizen above 5 Lakhs category



Modification of Dewatering System

Inclined slot raise (60° dip in Haran Magra stopes)

Dart Valve Life cycle Increased

#### FIP Projects



Improvement in Ag recovery of RAM ore

Production of 99.99 grade Saleable lead from 72% to 90%.

Specific Power reduction of SK Mills by 1 kWh/MT of Ore treated

#### RCM Projects



To increase the Kuenz Crane MTBF from 150 hours to 300hours using the RCM Methodology

#### Infinity CI Award



CLZS Hydro Unit

#### Kaizen Champion Award



Rounak Sharma



## 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

ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा"  
"एक बार हासिल करके तो देखो, जो होता है सपनों से भी प्यारा"

सुरक्षित काम है सब करना  
काम करने से पहले दुर्घटनाओं को परखना  
परखकर उनका निवारण है करना  
सुरक्षा संकल्प ले दिल में, खड़ा यदि हर Zinc सदस्य हमारा  
"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा"

हर जगह लगे हैं सुरक्षा के मानक  
अपनाकर उनको बनाओ जीवन के साधक  
कभी नहीं करेंगे उनसे छेड़कानी,  
ये संकल्प ले दिल में, खड़ा यदि हर Zinc सदस्य हमारा  
"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा"

लापरवाही की बात ना हो, काम की बात काम से हो  
परमिट आइसोलेशन की बात हो  
आंखों पर चश्मा, सिर पर हेलमेट  
पैरों में जूता पहनकर, खड़ा यदि हर Zinc सदस्य हमारा  
"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा"

ये HZL एक परिवार ही तो है  
फिर काम करते वक्त क्यों भूलना- भटकना  
जल्दबाजी एवं शॉर्टकट का हो जाता है बोलबाला  
ये संकल्प ले दिल में, काम में कोताही का न हो सहारा  
"ये HZL है हमारा, शून्य क्षति लक्ष्य हमारा"

शून्य क्षति का मतलब अब है जानना  
शून्य दुर्घटना, शून्य अपशिष्ट, शून्य नुकसान 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 देखो  
जो होता है सपनों से भी प्यारा"

### पूरे विश्व को जगाना है

आज मानव क्यों है इतना दुःखी  
सब कुछ है पर क्यों नहीं है सुखी  
घर में गाड़ी है चाकर है  
शान है शोहरत है  
आकाश में तो उड़ता है  
पाताल में चला जाता है  
न इसे चैन है न इसे नींद है  
बड़ी लम्बी इसे बीमारी है

जानता है वह दवाई ले लेगा  
इससे कुछ आराम मिलेगा  
कर दिया इसने बहुत आविष्कार  
फैला दिया रसायन का विस्तार  
पर्यावरण को कर दिया नष्ट  
फिर भोग रहा है इतने कष्ट  
अब जाग उठा है अपना देश  
प्रदूषण के कलंक को मिटाना है  
पर्यावरण को पूरा बचाना है  
पूरे विश्व को जगाना है  
इस भयंकर रोग से बचाना है





## Rajpura Dariba's enhanced healing space

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



## ICONIC WEEK CELEBRATION OF AZADI KA AMRIT MAHOTSAV AT ZAWAR MINES

### Celebrating Mining, Celebrating Miners

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.



[Click here to watch](#)

MINING the Future of India – A journey through our nation's oldest sector







## BISinfotech

### HZL Aims to Develop Intelligent Processes that are Smart, Connected, Wired and Analytical

Digitalization helps companies to build algorithms wave to streamline efficiency, right from exploration to mines to operations.

Nilisha Dubey • February 28, 2022



India's largest and world's second-largest zinc-lead miner, Hindustan Zinc Limited (HZL) with more than 50 years of operational experience gives the highest priority to the safety of its people and conservation of scarce natural resources through technology and innovation. With a reserve base of 150.3 million MT and an average zinc-lead grade of 7.8% and mineral resources of 297.6 million MT, their mine life is over 25 years. Hindustan Zinc's fully integrated zinc operations currently hold 78% market share in India's primary zinc industry. During an email interaction with Nilisha Dubey, Arun Misra, CEO, Hindustan Zinc Limited highlights the scope of automation

**BIS INFOTECH**

## ET HRWorld

From The Economic Times

### How Hindustan Zinc is defying the notion of 'unconventional jobs'

"There are jobs that people want to do and there are jobs people don't want OTHERS to do," believes Ajay Kumar Singhroha, CHRO of Hindustan Zinc. He said it is a wrong question to ask whether women can perform in this role or if women will be successful in unconventional jobs.

Abhishek Sahu • ETHRWorld • Updated: March 08, 2022, 13:14 IST



Ajay Kumar Singhroha, CHRO, Hindustan Zinc

Amid all the conversation of efforts to employ women in "out of the ordinary jobs," Ajay Kumar Singhroha, CHRO of Hindustan Zinc, expressed to start the conversation by saying, "there are no 'unconventional jobs'".

"There are jobs that people want to do and there are jobs people don't want OTHERS to do," he said. Singhroha believes it is a wrong question to ask whether women can perform in this role or if women will be successful in unconventional jobs.

**ET HR WORLD**

## GW PRIME

### Indian Ethics. Global Startup Mindset Made us Embrace Digitalization early on: Hindustan Zinc



Manoj Soni

"We need to develop innovation and sustainable methodologies to improve efficiency and create value. High emphasis on ESG and safety. It is important to bring about a culture of continuous improvement and to be the industry to adopt digitalization and make the transition into Industry 4.0 technology." - Manoj C. Soni, Chief Operating Officer of HZL, Hyderabad, Hindustan Zinc, an integrated zinc-lead miner.

#### The Full Interview:

What is the Hindustan Zinc vision for the year 2022, and how do you foresee the slow unfolding of a post-pandemic world?

In 2022, we want to take the company to the next level by accelerating growth in sales and revenue, improving efficiency, and creating value for our stakeholders. We are also looking at the post-pandemic world for the next level to build on our base, build innovation, and build customers, as technology has enabled the transition of mining as reported in the news from the HZL team.

### 'Women more tenacious than men'

TIMES NEWS NETWORK

**Jaipur:** For women stepping into the shoes of men require a lot more. While they cannot abdicate their traditional roles and responsibilities, they need to prove they are equal to men if not better in workplaces. Women pursuing professional careers and entrepreneurship said the stacks are always stacked against them. But they feel proud because they have a better understanding of the jobs.

"I cannot go to my office because I have children to take care. Children are always attached to their mother and it is she who is always sought out. Men do not have to face the same predicament," said Neha Gupta, president of Women Wing, PORTI, who is also heading the operations at Mangalagiri Mellicity Hospital.

Sunilpa Roy, chief commercial officer of Hindustan Zinc said, "It's been 18 years for me since I joined the company as a mining engineer and I have never felt disadvantaged as a female. Rather, when I was made in-charge of a project, I felt only committed. Additionally, I was not under any pressure to deliver which could have become my being a female."

**Sakshi Gupta**, production drilling engineer and first woman LHMV driver in Hindustan Zinc's underground mines as well as first woman solo and jumbo operator said, "Women were reluctant to work in mines. Since I joined the company in 2003, the ride has been pretty good and I don't look for any office job."

**Alka Batra**, who founded Aegis Jobs Pvt Ltd, a recruitment firm 25 years ago said, "The perception of men towards women as entrepreneurs has changed. When I started, my clients had doubts. In course of dealing with men, I have come across situations where I realized the client was dealing with me because I was only a woman. A lot of professionalism is required to send the right message which I did and succeeded."

**TIMES OF INDIA**

## ele times world

22 September 2020

Anteriorly process automation, There has been a time when plant operators have to physically monitor performance values and the quality of outputs to determine the best settings on which to run the production equipment. Maintenance is carried out at set intervals. This generally results in operational inefficiency and unsafe operating conditions.

Today, automation typically decreases the need for human deliberation or exertion while performing a task. Automated actions respond immediately to an earlier action. Process automation involves using sensors, actuators, computer technology and software engineering to help power plants and factories in industries as diverse as paper, mining and cement operate more efficiently and safely. It is not only making the things go handy and accessible. It also saves a lot of expenditure which were earlier spent on wear & tear of equipment.



Manoj Soni - Vice President & Head Business Excellence, Hindustan Zinc

Process Automation and Robotics automation is the technology which is adopted by major industries. Being such an apt and debating topic, our ELE Times Sub Editor & Correspondent Sheeta Chauhan conducted 'An Industrial Case Study on Process Automation' with the assistance of Manoj Soni - Vice President & Head Business Excellence, Hindustan Zinc Limited

**ELE TIMES**

## ele times world

11 Splendid Years

### Smashing the Stereotypes with Women in Tech

Sunilpa Roy, Chief Commercial Officer, Hindustan Zinc Limited



Sunilpa Roy, Chief Commercial Officer, Hindustan Zinc Limited

#### Skill sets required for future tech leaders

I think the key skillset for technological development has to clear focus on Business outcomes and clarify what problem we are solving. We need to have design thinking capability and a customer-centric solution that is holistic and fit for purpose. It's also about agility & innovative mind-set and the ability to adapt quickly to a continuously changing landscape and manage change and drive transformation.

#### What inspires you?

I started my career as Graduate Engineer Trainee at Hindustan Zinc Limited, a group company of Vedanta. Began my journey with large capacity expansion projects Zinc for setting up new Zinc plants as part of core team for state of the art technology selection, basic engineering, construction and commissioning of the plant. Early on having done three such projects one after another, contributed to huge learning & growth and handled big responsibility as project SBU Leader. Subsequently, I moved to plant operation & then to supply Chain vertical at HZL. Then came an opportunity to work with Group CEO and I had great learning while working with the senior leadership of the organization. After this role, I also moved to our Aluminum business as Business Head of Value-added Products and market strategy. This was a very customer-centric role in new product development & service experience.

**ELE TIMES**

## ENGINEERING REVIEW

India's Leading Industrial B2B Magazine

### Women Dive Into Mining Head-On: Hindustan Zinc

Mar 16, 2022



Hindustan Zinc's gender parity policies ensure that the perspectives and viewpoints of women are heard, respected, and implemented unbiasedly

The company strives to support women in the mining industry, with a gender diversity ratio of 18.9% and 5.2 per cent in leadership positions.

Hindustan Zinc is a firm believer in the significance of diversity and equal opportunity in the success and growth of any company and has made it one of the foundational ideals of its human resource management strategy. The company acknowledges the significance of bringing the perspectives of women to the table and has implemented several policies and practices for that

**ENGINEERING REVIEW MAGAZINE**



**QUIZ TIME**

PARTICIPATE TO WIN EXCITING PRIZES!

Click Here &gt;

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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