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# ZINC NEWS

हिन्दुस्तान जिंक का मुख पत्र

THE HOUSE JOURNAL OF HINDUSTAN ZINC



**HINDUSTAN ZINC**  
Zinc & Silver of India



## Vedanta combats COVID-19 with 201 crores PM-CAREs Fund

Hindustan Zinc contributes 5 crores to Rajasthan CMRF COVID-19 Mitigation Fund

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Hindustan Zinc celebrates a unique e-Women's Day



**Hindustan Zinc**

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# CEO Message



Dear All,

As you might be aware, we are currently facing an unprecedented crisis like no other. As India and the world get together to tackle the situation and spread of the COVID-19, we at Hindustan Zinc are continuously doing our bit to minimise every risk of this spread.

Let me start by assuring you that the Health and Safety of all employees and contractors is imperative at Hindustan Zinc. As an organisation, we have taken several pro-active measures across locations to assess the situation at hand. We have taken a cautious approach and extensive steps to curb the spread of the COVID-19 while keeping our operations in the safest manner possible. We continue to assess the situation and devise strategies to keep both our employees and operations free from any risk.

As a law-abiding company, Hindustan Zinc is in complete solidarity with the steps taken by the state government and local governing bodies. We have communicated all necessary approaches and are working closely with the authorities to curb the spread of this virus.

While we take all the important decisions as an organisation, I would like to appeal to all employees of Hindustan Zinc to be a responsible and vigilant citizen. In such a state of pandemic, panic mongering and mass hysteria spread much faster than the pandemic itself. It is important to be aware of the crisis, but at the same time make an informed decision while doing anything. It is indeed very uncertain of how long this will continue, but I urge you all to stay calm and show a socially responsible behaviour to get through this challenging time.

We have already leveraged facilities like work from home, enhanced hygiene maintenance in our office, and upgraded the use of virtual and digital platforms. Work travel and major events are suspended, and we are actively deploying other ways to make mission progress during such uncertain times. Complacency is one of the biggest risks to arise, and we should be wary to not be complacent at any time.

Even though most of us will be distanced from our colleagues and loved ones, Hindustan Zinc is a huge family. And now is the time for us to stay connected and offer necessary support to one another. We remain a close-knit family whether we are in the same office or not.

To end this on a lighter note, I'd like to quote two inspiring dialogues from the movie – The Dark Knight.

“For times to get better, they need to be worst first”

Let us take this situation in a positive way by looking in the future and seeing the opportunities to learn and grow when all this is over.

“The night is darkest before the dawn”

Let us consider that the new day will be a great morning with a lot to look upon after this crisis is averted.

**Sunil Duggal**

CEO, Hindustan Zinc

## Dy. CEO Message



Dear All,

“Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow”

As rightly mentioned in the quote, gratitude does bring peace for the day especially in such testing and resilient times. I would take this opportunity and urge everyone to take a moment from their daily life to remember the doctors, nurses, ward boys, police and administrators who are risking their lives to battle the pandemic created by COVID-19 virus and feel a sense of gratitude for them.

Along with them, many of our colleagues in Hindustan Zinc are attending our call for essential duty and are managing mines and factories every day to keep our production assets safe so that we can restart without much difficulty when the current lockdown period is over. While most of us are working from home, we must convey our special thanks to all our employees who are out there on the shop floor.

I sincerely hope that all of you and your family members are safe and doing well.

As a glimmer of hope, you might know that we have restarted some parts of our operations while following the recent guidelines from both the state and central government. However, we have to ensure absolute compliance to guidelines regarding social standards and health & hygiene when we let people into our mines and factories.

Many of our units have engaged the SHG women in our communities to stitch and distribute cloth masks among the villagers, police and administration officials. Our teams are working shoulder to shoulder with civil administration to ensure food grains reach people who are vulnerable in this difficult time. Let us spend a minute to thank them as well for their commendable work. We have decided to contribute one-day salary to the COVID-19 relief work and I will encourage all of you to go beyond and contribute to the fight against this pandemic in whichever way you can.

As you are aware, we have reorganised a committee COVID-19 Response 'War Room', with an objective of identifying and implementing urgent business decisions.

We have to stay positive, strong and motivate each other to generate more and more disruptive ideas to deliver extraordinary results in spite of the difficult circumstances.

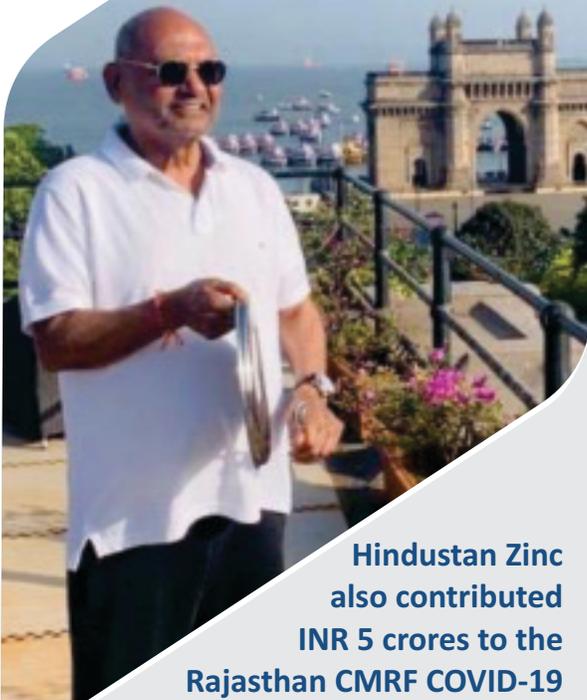
I wish you all good health and promising you that we will come out together on the other side of COVID-19 - Fitter, Stronger and Safer.

Regards,

**Arun Misra**

Dy. CEO, Hindustan Zinc

# Vedanta takes charge of COVID-19 relief with funding of Rs. 201 crores



**Hindustan Zinc also contributed INR 5 crores to the Rajasthan CMRF COVID-19 Mitigation Fund**

As people and organisations from all walks of life continue to contribute in fight against the COVID-19 pandemic, Hindustan Zinc have made their bit of contribution by extending INR 5 crores to the Rajasthan CMRF COVID-19 Mitigation Fund. Apart from this contribution of 5 crores, Hindustan Zinc has already taken extensive and expansive measures to ramp up our existing community outreach with an added contribution of around 4 crores in the operational areas.

Proactive measures have been taken and a definitive plan of COVID-19 Response Measures has been set up by Hindustan Zinc to minimise the ill-effect of this pandemic on the communities. The relief was extended to the community in form of dry ration support to 30,000+ families, supply of food grains through District Administration and stitching & distribution of masks within these communities. With critical emphasis towards on ground delivery of essentials directly to the communities, Hindustan Zinc has engaged their SHG Women and Partners to stitch & distribute over 1.25 Lac masks. This is coupled with distribution of more than 1.5 lakh cooked meals being served to daily wage earners & communities.

In the fight against COVID-19, Vedanta has done our small bit of contribution by pledging a sum of 201 crores to the PM CAREs Fund. This contribution to PM-CAREs fund will complement Vedanta's earlier commitment of creating a 100-crore corpus which is catering to three specific areas – Livelihood of the daily wage workers across the nation, preventive health care, support to all our employees and contract partners across our plant locations.

Vedanta Chairman Anil Agarwal said: "It is our responsibility to make sure that no one dies of hunger. My appeal to the Government is to provide migrant labourer at least Rs 8,000 every month for the next three months. Govt. has allowed transportation of essential products; it is also important that dhabas & food stalls on the highways remain open for the truck drivers. We are more than willing to support any initiative in this regard."

The Chairman added, "It is also important for SMEs and critical industries which contribute to sustain the nation's economy, to work with 25 per cent workforce, as they are essential services and are in the continuous process category and they adhere to all norms of safety and hygiene, as prescribed by the World Health Organisation."



# Community at the core as **Hindustan Zinc** ramps up **COVID-19** combat



**A**s doctors, nurses, paramedics and several other frontline runners continue to help out people in this COVID-19 pandemic, there are certain communities facing a different problem in the state of a lockdown. Lack of food, amenities and essentials have made the situation adverse for daily wage earners, labourers and several other vulnerable communities. Hindustan Zinc is doing their bit to support and protect these communities. With an already extensive community outreach, HZL has ramped up the initiatives across 189 villages and 6 districts in Rajasthan and Uttarakhand in a strategic plan of action with the District Administration and our Partners.

Proactive measures have been taken and a definitive plan of COVID-19 Response Measures has been set up by Hindustan Zinc to minimise the ill-effect of this pandemic on the communities. Engaging their extensive network of stakeholders,

including District Officials, Local Community Representatives, SHG Members, Union Members, etc to carry out these substantial response measures. The multi-fold plan involves support at district level, mainly in Udaipur, Bhilwara, Rajsamand, Ajmer and Chittorgarh trickling down to operational village areas.

Hindustan Zinc is extending relief measures to the community in the form of dry rations to more than 30,000 families. The company is facilitating supply of food grains through the District Administration. Aligning with the Prime Minister's vision of becoming self-reliant, the aim isn't just to engage the communities, but to make them independent for the future. With this thought, they have mobilised about 20,000 SHG women to contribute grains within the community under The Grain Bank initiative. Nearly 10,000 Kg grains have been collected. The Sakhi Rasoi initiative HZL has enabled communities to cook food through where the SHG women have set up kitchens to prepare meals for their communities among themselves. More than 1.5 lakh cooked meals have been served to daily-wage earners and communities.

Hindustan Zinc has so far supplied more than 80,000 masks (including N95 masks, 3-ply masks and cloth masks), 10,000 PPE Kits and 10,000 goggles, 2,000 disposable thermometers, 5,000 face shields, 3000 disposable gloves and nearly 450 thermal scanners for strengthening medical facilities. The company is also provisioning full body suits – stitched by SHG women, to health department along with 25,000 litres of Sodium Hypochlorite solution being procured for sanitization purposes.



The company has also engaged women from Self Help Groups (SHG) and non-profit partners to stitch and distribute more than 1.25 lakh masks in the first phase, which in turn, has generated a large-scale livelihood of INR 7.5 lakh for these SHG women. Employee family and spouses are voluntarily contributing by stitching mask for distribution in community. More than 2,000 masks have been stitched thus far.

Despite the lockdown, Hindustan Zinc has taken it as a responsibility to help out the community in this unprecedented time. HZL continues to amplify our relief projects to daily wage earners, children, SHG Women and communities by actively engaging with all necessary authorities and abiding to all current state laws.



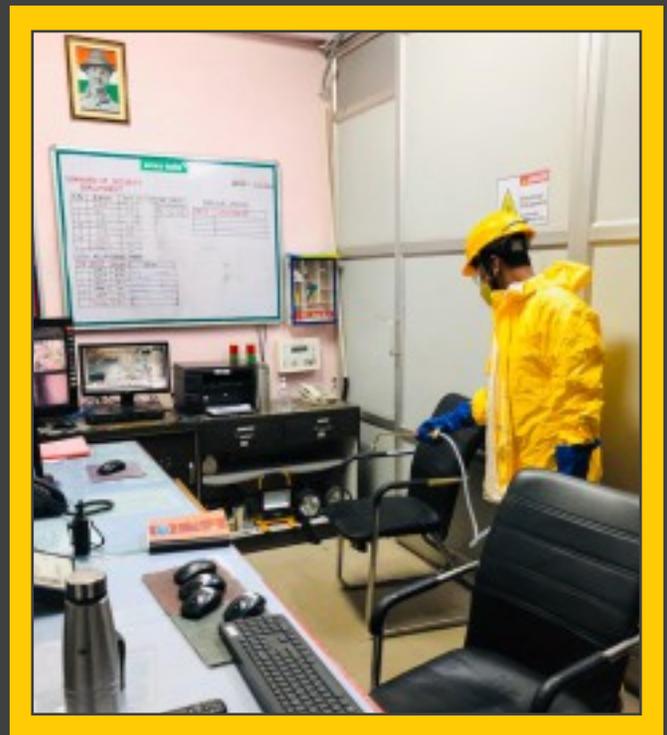
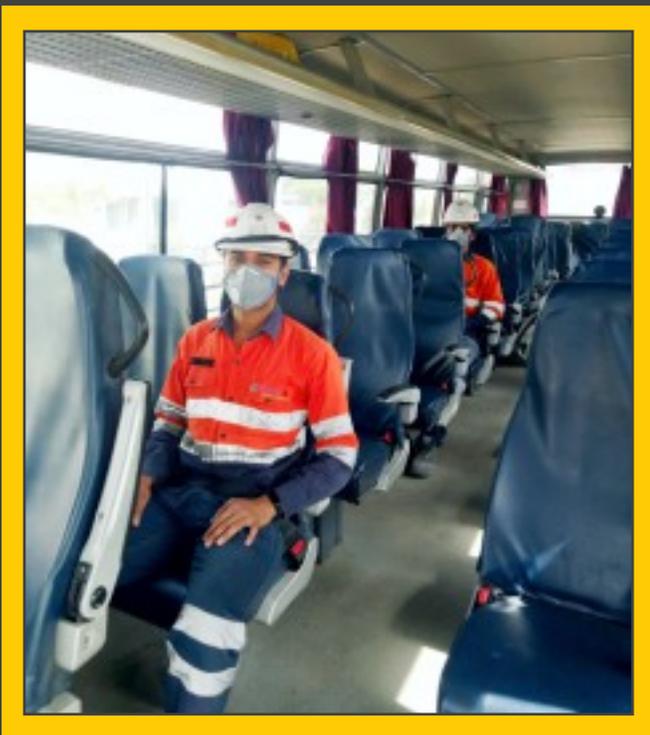
# Hindustan Zinc making operations safer, smarter and better

**T**here is no compromise on safety and hygiene of employees, as Hindustan Zinc steadily begins operations. The transition from lockdown has indeed been very smooth for due to the persistent efforts on safety and digitalization. The employees have regularly followed the highest standards of safety & hygiene, showcasing great resilience.

Amidst these unprecedented times of COVID-19 pandemic, organizations all over the world are being tested on their readiness to operate while adhering to the various mandated norms and regulations. Hindustan Zinc has always been at the forefront of every change and adoption of technology in these extraordinary circumstances is no exception. The automation and digitalization efforts at Hindustan Zinc have equipped it to better withstand these testing times while ensuring quick revival to a normal level

of operations. The company has also introduced, as a reaction to the pandemic, various measures to change the way of working to ensure a safer working environment for the employees. A few interventions introduced by Hindustan Zinc that have enabled it to operate efficiently to establish a new normal include – Contact-less attendance system, Remote meeting and conferences using collaborative technologies, Digital Training and Learning, AI technology to ensure adherence to safety rules.

As Hindustan Zinc's motto goes – My Safety, My Responsibility – it is the self-discipline of the employees that keeps the company growing. Whatever be the situation, they show no compromise when it comes to following rules and guidelines, some of which are seen in these photos.



# Chairman VISITS Hindustan Zinc



It was a Monday filled with Motivation for the employees at Hindustan Zinc, as our Chairman – Anil Agarwal made a visit to the Head Office in Udaipur on 2nd March, 2020. For this visit, we hosted a special Chairman Townhall Meeting in the Head Office Auditorium, where more than 300 employees were attendance, and remaining employees connected through TP/VC.

Chairman lauded HZL's efforts towards digitization, safety, and sustainability while giving valuable insights on ways to enhance these key aspects. He also interacted with the employees for a long while, taking suggestions on how our operations could be enhanced further.

It was an enriching Townhall that lasted for more than three hours. We thank the Chairman for his visit and wish he keeps coming more often.



## Emergency Response and Preparedness at RAM



Under the Monthly Safety Theme, “Emergency Response & Preparedness- Fire Emergency” was the theme in focus. All new GETs posted at Agucha were trained in firefighting and CPR.



## Plantation Drive at RDC

To promote sustainability and environment conservation, a massive plantation drive with assurance of survival of samplings was conducted at Rajpura Dariba Complex. 4000 saplings were planted in public institutions such as schools, government offices, panchayat bhavan, etc.

## Run for Health and Safety at CSC

Under the 49th National Safety Week, employees and family members took charge of our motto – 'Meri Suraksha, Meri Zimmedari' by arranging a 'Run for Health and Safety' campaign to raise awareness at Chanderiya Smelting Complex.





### Practical Safety Demonstration at RAM

A Practical Demonstration of CPR, AED and First Aid Training was conducted at Mill and Mine area and Rampura Agucha Area. Safety Trainings are imperative to every individual working in mines and it is a commitment of the Rescue Team to train every individual.

### PMP Sanrakshak Initiative

PMP Sanrakshak is a monthly environment initiative driven by the HSE department. Pantnagar Metal Plant is situated in the district of Udham Singh Nagar of Uttarakhand state surrounded by diversified species. Biodiversity is a modern term which simply means 'the variety of life



on earth'. In order to develop bond with mother nature, a Photography competition was organised for biodiversity at Pantnagar Metal Plant and entries were received from employees reflecting multiple variety of species at PMP.

## Hindustan Zinc hosts

## Vedanta Udaipur World Music Festival

After 4 successful years and association with Vedanta Resources & Hindustan Zinc, the Udaipur World Music Festival tied up with Hindustan Zinc for the fifth edition of the Vedanta Udaipur World Music Festival.

In a press conference held at the Head Office, CEO – Mr. Sunil Duggal said, “With the Vedanta Udaipur World Music Festival, we want Udaipur to be identified as the cultural capital of India. Hindustan Zinc has always been a frontrunner to promote such diverse forms of art and culture, and this makes a great setting for the theme of this edition as well – Unity in Diversity. Hindustan Zinc aims to promote the culture and a plethora of art forms, while making this edition of the Vedanta Udaipur World Music Festival an even bigger success than the previous editions.”



# Unleashing Rural Renaissance

*Sakhi, a project run by Hindustan Zinc Limited, a Vedanta Group company, has successfully lived up to the idea that empowerment of rural women leads to socio-economic independence of the family, thereby energizing the whole village and ultimately contributing towards the growth and development of the nation*

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Investing in women's economic empowerment is directly correlated to gender equality and progressive steps towards economic growth. It is imperative to bring women in the mainstream of development to eradicate poverty and contribute towards a nation's economy. For this to happen, women empowerment should not be limited to urban areas but also those living in remote towns and villages of India.

However, rural areas of the country are yet to grant women an equal say in the matters of their education, marriage, dress-code, profession, and social interactions. In light of these ground realities, governments have implemented various programmes to help women lead purposeful and meaningful lives. At the same time, corporates are

coming forward with a range of women-empowerment initiatives as part of their Corporate Social Responsibility (CSR) activities.

Moreover, women's empowerment is a crucial factor in the overall development of family and community. Diversified natural resources company, Hindustan Zinc Limited, a subsidiary of Vedanta, has committed to aligning its CSR activities to the welfare of neighbourhood communities and also the attainment of the Sustainable Development Goals (SDGs).

A leading producer of zinc, lead, silver, and cadmium, Hindustan Zinc Ltd. all the way, through various CSR project, seeks to contribute to women's socio-economic empowerment. The organisation has been successfully running a women empowerment project called Sakhi in the states of Rajasthan and Uttarakhand through the formation of a three-tier structure comprising Self Help Groups (SHGs), Village Organizations (VOs) and Federations.

The programme encourages women to organize themselves into SHGs, as well as to take up leadership roles at the village level.

The project has empowered rural and tribal women and their families in the areas of education, health & sanitation, agriculture, debt redemption, thrift savings, etc. Hindustan Zinc's guiding philosophy for CSR is driven by the desire to enhance the quality of life and the economic well-being of the communities around its operations. The company has been running this programme in partnership with a leading federation Saheli Samiti along with technical support from Manjari Foundation at various locations such as Zawar, Debari, Dariba, Chanderiya, Agucha,

Kayad, and Pantnagar. These institutions provide the technical support required to help the organisation to bring scale and sustainability to this programme.

*"Sakhi" is a platform that provides vocational training and empowers the rural and tribal women socially and economically. The project ensures women's full and effective participation and equal opportunities for leadership of decision making and involvement in socio-economic development.*

*-Sunil Duggal CEO, Hindustan Zinc Ltd*

## Sowing the seeds of empowerment

It was in 2006 when Hindustan Zinc Ltd. started the formation of SHGs to give social and economic stability to rural and tribal women residing near its business locations spread over Rajasthan and Uttarakhand. The SHGs, each a collective of 10-15 women from a specific locality, soon emerged as the source of significant social, economic, and psychological support for women. It was for the first time that they stepped out of their houses, met as a collective, and found their voice. They were first engaged in thrift savings and then linked with banks. Once they were through with the process, they were encouraged to receive training in their areas of interest, such as tailoring, embroidery, beautician, papad and masala making, etc.

As a result of Sakhi's activities, rural women are now empowered to start or expand their own enterprises. Loans are given to women primarily based on each group determining the urgency of a woman's requirement. The maintenance accounts of all SHGs are opened, operated by women themselves via computerized mode.

## Awards and Accolades

Hindustan Zinc Ltd. has received several honours in recognition of its contribution to women empowerment at prestigious forums. Recently, it became the first runners up in the category 'Women Empowerment' for the project Sakhi at a glittering function held in New Delhi. The Award was bestowed on Sakhi by G. Kishan Reddy, Union Minister of State for Home Affairs. Also Grand Thornton Sabera Award under Women Empowerment Category; Assocham Award – Best CSR Initiative for Women awarded by Smriti Irani, Union Minister for Women and Child Development and Secretary Ms. Rashmi Singh, IAS, NMDC.

## Breaking the Shackles of Gender

The project **Sakhi**, since its inception, has always promoted integrated development. Kanta Meena, a resident of Paduna village in the Udaipur district, is a beneficiary of an integrated approach which made a positive impact on her life. She is married to Nathulal Meena and is a mother of two sons Babulal and Kantilal, who work as drivers and are married.

"Owing to early marriage, I couldn't even obtain proper education, which left me in a state where my awareness level was confined. So, my involvement earlier was limited to mere household work and assisting my husband in farming," says Kanta. She had to face several instances when her family needed money, and she was left with the only recourse to approach money lenders. These lenders would keep her ornaments in mortgage till her husband could repay the principal along with a high rate of interest. Also, owing to financial constraints, her children couldn't continue with their education.

### ***A Turning point***

It was in September 2017 when project **Sakhi** made inroads into Paduna village with Community Resource Persons (CRPs) from Dholpur urging women of the area to join SHGs. Finally, in November 2017, Kanta joined Chetna SHG that had a transformative effect on her life. Besides, interacting with other women members, she understood the importance of savings. She was also exposed to several training programmes, such as Group Management Training (GMT), SHG Vision Building, and Micro Enterprises Training. Also, field visits of professionals from Manjari Foundation educated her about the ways to derive benefits of the integrated approach. She took loans from her SHG, which helped her to purchase goats, poultry birds, and start a grocery store. The loan also helped her purchase water motor and pipes for better irrigation.

She started growing seasonal vegetables, fruits, and food grains, namely wheat, gram, etc. The vegetables were not only used for self-consumption but were also sold in the market. While the grocery shop ensured regular income to the family, poultry and goat rearing further enhanced the inflow of cash to her kitty.

### ***The positive impact of Sakhi***

"The integrated approach has reduced my family's dependence on a single activity for livelihood. It has not only ensured sustainability but also led to regular income to me", shares Kanta. She is now able to positively influence other women of the village and community to undertake the journey towards self-dependence akin to her. Further, her family has a plan to install drip irrigation facilities in their field to ensure higher productivity.



The SHGs, once functional, effectively impact the process of the formation of the Village Organizations (VOs). This enables women to mobilize themselves and take up issues of common concerns affecting them. Linkages are created to ensure their greater access to government schemes and programmes. Exposure visits for the women to other successful women's movements elsewhere are also facilitated. Women from the community are trained to audit the accounts of SHGs and VOs, adding another level of transparency in the project. The VOs once they start functioning effectively, come together to form women's Federations to achieve scale in developing women's capacities for livelihood, savings, skill development, leadership, governance, fiscal management and entrepreneurship.

The project aims to ensure that the needs of all women in the villages, primarily the most vulnerable and marginalized, are addressed. In terms of impact, as of December 2019, **Sakhi** has facilitated the creation of 2149 SHGs bringing together 26424 women living near the organisation's operations. The total savings accumulated as of now through **Sakhi** are Rs 8.96 crore, and the loans disbursed amount to Rs 24.37 crore, besides credit of Rs 5.77 crore leveraged from banks.

### **Impact of the Project**

**Sakhi** has been successful in addressing the challenges faced by women. For example, the lack of economic independence, limited social interface, the invisibility of women's issues in communities, unavailability of low-rate credit, dependency on men to access government schemes and services, etc. have been addressed.

The project's main objective is to provide

platforms for facilitating rural women's meaningful involvement in socio-economic activities. It has an inbuilt component of capacity building, convergence with government schemes, and channelizing women in the direction of self-reliance. In particular, the project is geared towards meeting at the community level, SDG target 5.5 of '*ensuring women's full and effective participation and equal opportunities for leadership of decision-making in political, economic and public life.*'

### **Summing up**

Hindustan Zinc Ltd. has immensely contributed to empowering the rural women community through its project "**Sakhi**." The rural women have emerged as successful micro-entrepreneurs and are being acknowledged as financial contributors of their families. The corpus generated through viable credit facility and leadership that the women are already manifesting by being change-makers in their communities.

The **Sakhi** project, which is to be completed by 2021, validates the core investment, which is to build viable, transparent, and vibrant grassroots women's institutions.



## 10th CII National HR Excellence Award 2019-20

Hindustan Zinc received recognition in the category of 'Significant Achievement in HR Excellence Award' in the 10th CII National HR Excellence Award Confluence 2019-20 held in Mumbai. The award is a testament to our HR Practices which helps in developing a High Performance Culture.

On behalf of Hindustan Zinc, Ms. Karuna Dusane, Ms. Sreelakshmi Ramesh and Ms. Harshveen Kalra received the award.



## Hindustan Zinc featured in Sustainability Year Book 2020

Hindustan Zinc, the only Indian Metal & Mining company featured in The Sustainability Yearbook 2020 by S & P Global in association with RobecoSAM for 3rd consecutive year as Sustainability Leaders (as Member) out of 79 Metal and Mining companies globally.

Sustainability Yearbook is annual publication by S & P Global in association with RobecoSAM that benchmarks the sustainability performance of the world's largest companies and includes 15% of companies in each industry category.

## Zee Hindustan Award

The Zinc Football academy was felicitated by Zee Hindustan for their remarkable contribution in the promotion of sporting activities at Zawar Mines. Zinc Football's effort towards sports were recognised at a conference – Hindustan ki Baat (Udaipur Se): A discussion and deliberation Conclave – 2020 by Zee Hindustan.

Mr. Vishal Agarwal – Head CSR received the award on behalf of Zinc Football and Hindustan Zinc.





**Certificate of Appreciation  
by Rajsamand Collector**

On the eve of 71st Republic Day Celebration, HZLs contribution in the area of Women Empowerment, Community Asset Creation, Education, Skill Development, Agriculture and Livestock was recognized and appreciated at the district level. Head CSR- RDC Abhay Gautam was awarded with the Certificate of Appreciation by Rajsamand Collector- Mr. Arvind Kumar Poswal.

**News 18 Award for  
Road Safety Awareness**



Reinforcing Safety as a priority, News 18 Rajasthan felicitated Hindustan Zinc for efforts taken towards enhancing Road Safety awareness. Hindustan Zinc has taken proactive steps within the community to enhance road safety culture with unique initiatives like 'Baaz' and 'Roko Toko' campaigns.

On behalf of Hindustan Zinc, Mr. RS Ahuja – Head HSE, received the award at a ceremony in Jaipur.

**'Woman Procurement Leader' at 2nd India  
Procurement Leadership Forum & Awards 2020**



Ms. Amrita Singh, Head Domestic Marketing – HZL, was conferred with 'Woman Procurement Leader' at 2nd India Procurement Leadership Forum & Awards 2020. SCM pro is a thought leadership knowledge portal of the Institute of Supply Chain & Management Pvt Ltd (ISCM). The One Lakshya corporate team set up for commercial and marketing initiatives was also awarded in the innovation category.

**Dariba Smelting Complex receives four awards  
at NCQC 2019**

Four teams from Dariba Smelting Complex teams from Dariba Smelting Complex (DSC) participated in 33rd National Convention on Quality Concepts (2019) organised by QCFI at Varanasi (IIT BHU) from 26th - 29th December, 2019.

All four teams received award & recognition for their efforts in various categories. Team Zinc won the “Par Excellence” award which makes them eligible to compete in International convention on Quality Control Circles (ICQCC) 2020.





**Pantnagar Metal Plant awarded with 5S JUSE certification**

Pantnagar Metal Plant has been awarded with 5S JUSE certification in the 33rd National Convention on Quality Concepts (NCQC) held on 27th December, 2019 in Varanasi. The Award received by Mr. Ambrish Kumar, Mr. Mahesh Nagle, and Sailaja. Award has been given by the Director of IIT BHU Varanasi Shri P.K. Jain and Executive Director of QCFI Shri D.K. Srivastava.

**Corporate Communication receives Udaipur Media Awards 2020**

Hindustan Zinc's Corporate Communication Team received the Udaipur Media Awards 2020. The Team was recognised for their efforts as a corporate towards local and regional media of Rajasthan.

One member of the Corporate Communication Team, Mr. Mukesh Mundra also received an individual award for his contribution in Rajasthan State Media.

On behalf of Hindustan Zinc, Mrs. Maitreyee Sankhla, Mr. Mukesh Mundra, Mr. Shiv Maurya and Mr. Sumedh Sengaonkar received the award.



**'Excellent Renewable Initiative' award for Solar Plant at Rampura Agucha Mine**

Hindustan Zinc received the 'Excellent Renewable Initiative under Platinum Category' at Green Maple Foundation Annual Award 2019 for 22 MW Rampura Agucha Solar Project in a glittering function held in Goa on 29th December, 2019. The award was presented by Capt. Premlal Sirsaiker - Deputy captain of Ports Goa, Mrs. Asmita Kerkar - Deputy Mayer of North Goa, Mr. Ashutosh Verma - CEO of Green Maple Foundation.

The award was received by Mr. Praful Kumar Patel - Head E & I and Mr. Vinod Kumar Jaroli - Deputy Manager, Renewable Power Projects.





## 'Embrace Change & Grow'

As the proverb goes, 'Change is the only constant thing, and we should accept & embrace change.' Pujya Swami Brahmagavihari Das from the BAPS Swaminarayan Sanstha delivered a motivational talk on how to 'Embrace change & grow' at the Head Office of Hindustan Zinc on 1st February 2020.

Pujya Swami Brahmagavihari Das is an accomplished, thought-provoking, international scholar from BAPS Swaminarayan Sanstha and has delivered lectures at national and global levels, including conferences, renowned management schools, associations, and spiritual seminars with global leaders.

Speaking on the topic, an insight that Swami Brahmagavihari Das gave was how to be a good person and become a great leader. He said that if all people follow three simple advises, we can be better in our lives.

"First is to be people-centric and not self-centric. We should look for the collective gain of people rather than personal gain. The second is to speak from your heart. Only when you

speak from your heart, will you be true to your words. And the third is to always keep the promises you give. No matter how small the promise is, once you make it, the promise needs to be followed diligently," he said.

Speaking on the occasion, Sunil Duggal – CEO, Hindustan Zinc was humbled to invite Pujya Swami Brahmagavihari Das to Udaipur.

"It is a privilege to invite Swami Ji to Udaipur, and I'm grateful that he is sharing his wisdom with the employees of Hindustan Zinc. Our love and friendship have never been challenged due to time or distance, and I wish to have more of such enlightening sessions in the future," said Mr. Duggal.

It was a great learning experience for all the employees of Hindustan Zinc who were enlightened by the wise words from Swami Brahmagavihari Das.

BAPS Swaminarayan Sanstha is a Spiritual Volunteer Driven Organisation, dedicated to improving society through individual growth by fostering idea of faith, unity and selfless service.



**“The harder you work for something, the greater you feel when you achieve it.”**



Anjum Mirza is a 28-year-old strong & fearless lady from Railmagra. Happily married for 10 years, she also has a daughter. Things felt apart in 2017, when she came to know about her husband's extra marital affair. They mutually separated and Anjum was left alone with her little daughter. It takes enormous strength to walk out of a marriage, even when you know that your husband has wronged you. The choice is even more stark when you know that you will be a single parent, responsible for raising your 6-year-old daughter. Yet Anjum had the courage to do so. She took up a teaching job in a private school, but her childhood dream was to join a corporate job. She came to know about Hindustan Zinc's skilling initiatives and joined the Micro-finance Trade Executive course in Hindustan Zinc - Skill and Entrepreneurship Institute. She performed very well and got placed with Axis Bank in Bhilwara, earning a salary of Rs 12,500/- per month. Her life also changed when her husband also realized his mistake and asked Anjum to accept him. Now both are living happily along with the kid.

**“When there is a will, there is a way!”**



Mohsin Mohammad belongs to Sansera Village near Dariba mine. His father is a tailor in the village and the only bread winner for the family of five.

In 2016, Mohsin cleared his 12th grade from the village school, however, due to poor financial condition of the family he decided to take up a job. It was when he found about Hindustan Zinc- Skills and Entrepreneurship Institute in Railmagra offering training and job placements for the trainees. He enrolled in Microfinance Executive trade and completed his training with dedication.

After successfully completing the training, he appeared for the interview in IDFC Bank through SEDI placements and was placed with a salary of Rs. 15000/-. After the completion of one month he got salary of Rs 23463/- with incentive.

Mohsin says that once he used to wander in search of a job which would offer him Rs. 5000/- per month, but now he's happy and financially supporting his family.

“We saw real disconnect between our country's founding and our values. This was living in me, so when we dug in it was clear we wanted to try our best to address the systemic narrative of oppression, domination, and exploitation. And in that process it was clear that the first start with girls and women and give them agencies over their own lives. Girls and women were the first stop for us and we expanded from there.”

- Warren Buffett, Oracle of Omaha, A Billionaire Philanthropist ”

## Technical ACT-UP at Dariba



Employees are the biggest assets at Hindustan Zinc, and the company takes several are being taken to build and grow their skill set. Technical ACTUP for HZL took place for the first time at Dariba from the 31st January - 8th February, 2020.

## Retro Reflective Tape for CSC Vehicles

Safety enhancement has always been our goal and the smallest development in safety can go a long way. Retro Reflective tapes were put on vehicles in the CSC area for better visibility during night hours.

## Inauguration of Jumbo Operator Simlog Training Centre at RDC



A Simulator Based Operator Training Centre was inaugurated in collaboration with Sandvik CSR at Rajpura Dariba Complex. The learning curriculum structure is designed separately for beginners, professionals and drillmaster. The centre is equipped with all the necessary facilities which will provide hands on practical training experience for the trainees. This is an initiative to further provide skilled knowledge on Jumbo operation used in underground mining to the youth, to curb unemployment which is the foremost economic and social problem faced in our communities. Also, will help in fine tuning the skills of existing operators at both SK and RD mines.

## Women self-defence workshop at CSC

On 27th January 2020 a training session on “Women Safety and Self Defence” for awareness on their rights, legal protection against victimization, self-defence techniques, tips for reducing vulnerabilities, recourse to help lines /women safety related phone applications was held at Chanderiya.



### Training session at RAM

With focus on improving employee skills by providing them with optimal trainings, the following training modules were conducted at Rampura Agucha Mine in Quarter 4 :-

Training on Mine Hoisting system; Training session on HR Policies; Training session on Block-chain technology; Training program on Pastefill Operation; Training program on Managerial Effectiveness; Session on DGMS requirement of Diesel equipment; Training program on Hot Work; Training program on Isolation; Training on Mine De-watering; Training on Water In rush Mines; Six Sigma Project Identification workshop; Training on Domestic enquiry and Standing orders for business partners.



### Women's Week Initiative at PMP

Promoting gender diversity is of great importance to our organization and in line with it, Pantnagar Metal Plant decided to up its game this time and stretch the International Women's Day celebration over one week.

Over the period of one-week, various events were planned:

- Session on Women Health & Hygiene by Dr. Anshul Tandon who also inaugurated the event.
- 'Know Your Female Employee' initiative
- One-day HOD initiative wherein all female employees were encouraged to take up a managerial position for a day. They even led the OR-CR of the location that day.
- Motivational speech by SDM Mukta Mishra followed by a 'Hear from your Manager' session in which a small snippet of all the Managers were taken wherein they talked about the female employees in their respective team.
- A session on Safety was also organized by the Women Council for all the female executives, Business Partners and Spouse.



“I feel that there should be three fundamental things in every village. One is a village panchayat, the second is a village cooperative and the third is a village school. The panchayat is meant for political work, the cooperative is the economic pillar of rural life, and the school is for imparting education. I have not mentioned other essential things like hospitals. But these three things are most important and we must establish them in each village without much pomp and show, and with simplicity. Classes can be held under the trees and teachers should be well paid and respected in the villages. After all, it is the teachers who mould the children and are the most important individuals in society. They are bound to have an influence on the children and if you want that the children should grow well, the teachers must certainly be good.”

- Pandit Jawaharlal Nehru, Chacha Nehru, First Prime Minister of India



## Felicitation of Trainees at BPO Training centre in RDC



30 trainees from surrounding communities of Rajpura Dariba Complex completed their 6-month training at Hindustan Zinc's BPO centre BPO centre. Felicitation ceremony was organised at Railmagra which was graced by Block Development Officer Mr. B.L. Bisnoi. The trainees were placed in ICICI Bank, Tata Sky, AU bank, etc. with starting salary of 8k per month to about 25K per month.

During the training the trainees became well-versed with various skills such as communication, team building, professional etiquettes, marketing, Spoken English, MS office etc. External guest faculties were also invited to take sessions on grooming, advance excel training, etc.

## Pneumatic Lifting Type Jumbo Mould Electric Top heaters



During Jumbo casting there is requirement of mould heaters for proper physical quality finish of Jumbo Jumbo ingots. For that, Push-Pull type Electric mould top heaters. New electric top heaters with pneumatic lifting mechanism have been installed to reduce the Electrical & ergonomic hazard in Jumbo casting area as compared to Push-Pull type Mould top heaters.

## Barcode and Biometric based lab sampling at PMP

Towards the journey of digitalization and in view of enhancing the data integrity PMP have completed barcode and biometric based lab sampling process automation at Pantnagar Metal Plant for Silver. This is 1st ever activity done among all the labs at HZL.

### Highlights:

- From now onwards each sample will have a barcode tag associated with it.
- Sample tracking report to track the sample right from time of dispatch to lab to time of return back to source plant.
- Authentication of person doing the silver sample weightment will now be done using biometric reader and weight will be captured automatically without manual intervention.



# The Journey of Rampura Agucha Shaft

Year 2011 witnessed Hindustan Zinc (HZL), expanding its Mining and Smelting capacities. Rampura Agucha Mine had already expanded its Open cast Mine Production to 6.5MTPA and same time, initiated its transition phase from Open pit mining to Underground mining. For this smooth transition and to sustain the Ore production from underground mine, RAM UG Mining Project was conceptualized based on pre-feasibility study by M/s AMC Australia which included Decline development to the first Production level at -13mRL and further levels, Shaft Sinking of One Production Shaft, Two Ventilation Shafts and related Crusher and conveying system.

Design and Engineering Order was awarded to M/s METS - Shaft Sinkers Pvt Ltd South Africa in February 2011. Production Shaft was designed for rock hoisting capacity of 3.75mTPA, 2 skips 20MT capacity, double-deck man cage carrying capacity of 60 persons, driven by two separate ground mounted Koepe Winders. Based on design, construction Contract was awarded to M/s Shaft Sinkers Ltd SA, who had extensive shaft sinking experience across the world. Shaft Sinkers mobilized site and ground work started in June 2012.

Major Mile stone was achieved in October 2012 with First Ore Production from RAM underground Mine and this was flagged off by CEO HZL.



## Project Milestones-

S.N.	Milestones	Completion Date
1.	Design & Engineering Order to METS	February 2011
2.	Shaft Sinking & Construction Order to ShaftSinkers Mauritius	May 2012
3.	Pre Sinking Completion of main Shaft	November 2012
4.	Main Sinking start from -110 level and Head Gear Installation	November 2013
5.	North Ventilation Shaft Completion	March 2015
6.	Sinking Completion and last blast	November 2016
7.	Start of Main Shaft Equipping	December 2016
8.	Commissioning and trial of Hoisting system and man Cage.	October 2017
9.	South Ventilation Shaft completion	June 2016
10.	Mid Shaft Loading system commissioning	September 2018
11.	Commissioning of Crusher#1	February-2020

- Pre Sinking activities were initiated in September 2012 and Main Shaft was sunk up to 120m with the help of A-Frame. It was followed by installation of Head Gear of 72m height, which was manufactured in China and installation was done in modules. Head Gear installation was completed in November 2013 and main sinking started.
- Sinking was further resumed from 120m towards final depth of 955m and intermittently 3 insets were opened at 432m, 858m and 900m depths of the shaft respectively. After completion of excavation for 900 level station and associated drive, excavation of loading box was done following rigorous ground



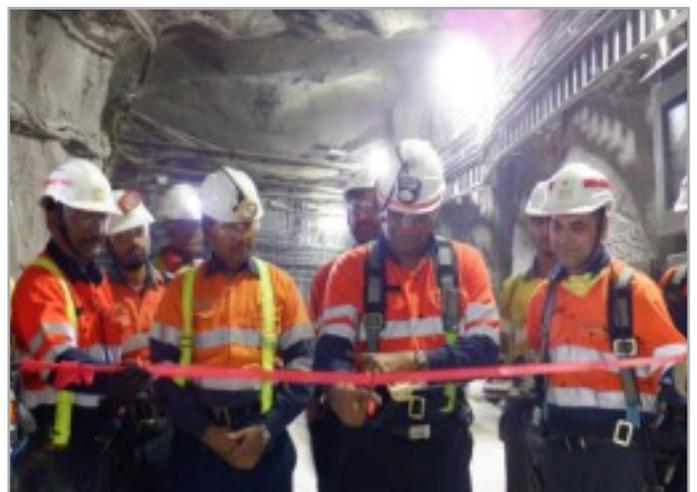
support. Sinking of Main Shaft was completed in November 2016 and thereby Equipping of the Shaft was carried out. Equipping of the Shaft was done by Bottom Up method and included installation of HT Cables, steel structure for stations, Buntons and Guides within the shaft, surface conveyors and installation of Permanent Koepe Winding System for both Rock and man Winding. The Equipping of shaft body with guide and bunton was continued till surface at bank Level. After completion of major headgear changeover, the Rope Up of service Koepe was taken up and subsequently the rope-up of production winder was completed with which the Equipping Phase of Main Shaft was completed and hoisting system was commissioned in October 2017.

- Commissioning of RA Crushing & Conveying System with the commissioning of Koepe Winding system, the complete hoisting system fulfilled the intended purpose of generating the designed hoisting capacity of Main Shaft and Off-Shaft development of 2.8km for Crusher and 1.7km for Shaft Infrastructure started. After leaping various hurdles on the way, this quantum of development was completed on October 2019 and installation works for Crushing & Conveying system was initiated. The installation activity included 350T of Steel Structure, 70T of Equipment and 50km of Cables & installation of 2 nos. of Underground Sub-Station. Apart from these 1 number of Ore Pass from -255mRL of RA Mine was successfully constructed and fulfilled the purpose of delivering the Ore from Mine Level to Shaft Section.

With all these in line the RA Shaft was finally commissioned on 20th February, 2020 and imparted the facility of delivering Ore from Mine Level to surface through Shaft System.



**Completion of Crusher Installation**



**Inauguration of RA Crushing & Conveying System**

# Hindustan Zinc celebrates a unique e-Women's Day

**G**ender Diversity is no more a buzzword in the industry in contemporary times. It is rather a necessity and a well-accepted fact. Several studies have proven that a workplace comprising of a gender diverse and inclusive population tend to be more equitable, innovative and profitable in their operations. This is not just because of the employment of more women that creates an impact, rather the unison of complimenting working style of men and women.

In a recent ground-breaking event, Hindustan Zinc held a unique

**e-Women's Day celebration**, mobilising over 300 of their women employees through video conferencing. The event was attended by Inspector General of Police (Udaipur) – Ms. Binita Thakur, who herself is an icon for women empowerment. Digitisation is a key focus area for Hindustan Zinc, and Ms. Binita was impressed with how a simple concept of celebrating Women's Day could be digitally integrated to amplify the reach. Through this event, Ms. Binita shared her insights with more than 300 female employees of Hindustan Zinc across their operating areas of Udaipur, Ajmer, Bhilwara, Chittorgarh and Rajsamand in Rajasthan and Pantnagar in Uttarakhand.





While women empowerment remained the central theme at this event, issues like women health and safety were also pivotal. Integrating digitisation and safety, the company came up with an application called the V-Safe app, to promote safety among employees. Conceptualised to ensure safety of all employees, the V-Safe application uses state of the art technology and alerts the kin and colleagues of the user of any emergency situation they might be in. Along with this, a safety kit especially for the women employees was also distributed, promoting the company's values of 'Meri Suraksha, Meri Zimmedari'.

Promoting young women leaders acts as an added motivation for the aspiring workforce, for which Mrs. Priya Agarwal Hebbler was a great

example. Currently the Non-Executive Director of Vedanta Resources, the holding company of Hindustan Zinc, Mrs. Priya shared her insights and visions to drive gender inclusivity at this event, along with inputs from the Executive Committee of Hindustan Zinc.

**It is imperative to cultivate gender diversity at workplace which goes beyond equal representation of males and females.** Hindustan Zinc currently drives a diversity rate of 14% steadily increasing this rate from a significant enhancement in women workforce by 6% in FY2019 and now at 2% in FY2020. *Within 2 years, the women workforce has grown from a mere 20 employees to almost 600 women across functions at the operational sites.*



# Community Connect Initiatives

## Hindustan Zinc felicitates students for academic excellence



In collaboration with Vidya Bhawan Society, Zinc Smelter Debari CSR team organized a felicitation ceremony to honour students from 15 Siksha Sambal schools who've performed exemplary in last year's board examination.

- Three top performers from Sikhsha Sambal project schools received cash prizes worth Rs. 10,000, Rs. 7,500 & Rs. 5,000 with Ms. Hemlata Kunwar (from Debari Girls Govt. School) scoring ever highest marks of 92.5% in Rajasthan state boards.
- 6 students rewarded for winning national and state level school tournaments.
- All the top performers from each school were also awarded in presence of their parents.

## Inauguration of Thuriya Mangri School & Sinhada Community Centre by Debari



To support with basic educational amenities to students and teachers, Thuriya Mangri school was repaired & renovated through CSR civil job into a safe and secure school premise with sufficient number of classrooms and toilets built for community. It is the only primary school located in the village. It was inaugurated by Mr. Anil Tripathi - Director ZSD, School Head master, Sarpanch and Ward Sarpanch members of Bichdi panchayat.



### Training to women farmers at RAM

With an aim to sensitize women for their health, information on Agricultural know how, and to make them aware about the use of the application & different machinery for farming, a training session was arranged by Rampura Agucha Team at BAIF office including visit to "Jatan Seva Sansthan". Eight women farmers were benefitted from this session.

### V-Return- Reminiscing & Recognizing Retired Employees at ZSD



An innovative CSR Initiative to engage retired employees from nearby Community was launched at Debari. The team planned this initiative for a group of 13 retired employees from Bichdi & Udaisagar for a plant visit on 25th January, 2020 with the thought to engage retired employees and creating them as our 'Zinc Brand-ambassadors' in the community for positive perception building and setting clear message about safety, belongingness and that these people are the key stakeholders in nearby community.

### Calf Rally at RAM

Through calf rally, it is an effort by Rampura Agucha Mine to get the health condition of animals in check and also to develop a healthy competition between farmers, motivating them to take care of their animals. Guests such as doctors and other government officials are also involved to get useful information & updates to the farmers regarding Schemes, Animal husbandry & Agriculture.



“Dear brothers and sisters, we want schools and education for every child’s bright future. We will continue our journey to our destination of peace and education for everyone. No one can stop us. We will speak for our rights and we will bring change through our voice. We must believe in the power and the strength of our words. Our words can change the world. We call upon all governments to ensure free compulsory education for every child all over the world. We call upon the developed nations to support the expansion of educational opportunities for girls in the developing world...”

- Malala Yousafzai, Children’s Activist, Women’s Rights Activist, Nobel Prize Laureate

### Improving The Lives of Senior Citizens at Debari

Keeping efforts towards healthier ageing and bringing services at the doorsteps of the elderly, few eye check-up camps were organised by CSR Team, Debari in collaboration with Alakh Nayan Eye Institute in villages like Bichdi and Bhallo ka Guda recently. A team of ophthalmologists have examined more than 250 + patients till now where 35 of them so far were referred for eye surgery that got done successfully without bearing any expense to beneficiaries.



### Breast Cancer awareness session at RAM

An innovative Aam Sabha was held at Hurda on 23rd January 2020. Along with electing new leaders for the self-help groups, this session also saw a Breast Cancer awareness session held by Dr. Aprajita from Zinc hospital in RAM.

### Happy teeth for happy smiles at Debari

With an aim to establish and promote the importance of good oral care habits, an oral dental checkup camp was organized on 16th January 2020 at Govt. Senior Secondary School, Bichdi. The camp was initiated with dental awareness talk, educating students about common dental ailments, especially stressing on tooth decay and gum diseases and measures to prevent them. The students were briefed about the eating patterns and food choices which cause tooth decay.



“A quality education has the power to transform societies in a single generation, provide children with the protection they need from the hazards of poverty, labour exploitation and disease and given them the knowledge, skills and confidence to reach their full potential...”  
 - Audery Hepbrun, Hindu Monk, Spiritual Leader & Prolific Thinker ”

## WISH KITE CAMPAIGN



### Rampura Agucha Mine

On the occasion of kite festival and under the 'Wish Kite Campaign', employees of HZL picked cards described by children with their wish in order to fulfil it. Distribution of collected Gifts to children according to their wishes was held in the villages of Devpura, Kalyanpura and Munji ka kheda.

### Rajpura Dariba Complex

The beginning of new year was truly a commendable one. With the aim to engage employees with CSR projects, an employee volunteerism initiative- Wish Kite was implemented. The participation of senior management, employees, contract employees was highly seen and encouraged. Gifts were offered to the kids on the pious day of Makar Sankranti. Wishes were collected from children from Aanganwadi Centres, Child Care Programme (CCP) Centres, deprived communities etc, A total of 249 wishes were collected, employees pledged to bring joy to the children this Makar Sankranti. Employees showed their love and gratitude towards fulfilling the wish of a child.



### Zinc Smelter Debari



CSR team Debari created & launched one of the most innovative employee engagement initiatives for the year 2019-20. Looking at the tremendous support & enthusiasm of employees seen in continuation to the 'Wish Kite' campaign at Debari, it was decided to take the campaign to all the locations of HZL.

We set up 'Wish Kite' that had 100 wishes from the children and other people from nearby areas of our location. More than half of our executive workforce & few business partners also participated & contributed their bit in fulfilling these wishes and became a source of happiness for the people in need.



### Community Visit to SEDI Centre by RAM

HZL SEDI centres are doing an immense job to improve skills of the community youth. To spread awareness and to showcase the type of skills that are being imparted to the community youth, a visit was organised for the community members.

### Community Connect and Inauguration of Community Centre by RDC

Dariba Smelter Complex (DSC) Head Manoj Soni inaugurated the community centre constructed at Banjaro Ka Kheda village of Mahenduriya GP. The infrastructure will facilitate the villagers to organize social and common programs and meetings pertaining to the village.



### Paint for Joy event at RAM

Under Jeevan Tarang initiative, students from Bhilwara Deaf School and Zinc School were given a surprise with Paint to Joy competition. The purpose was to engage the specially abled children for a more inclusive atmosphere.



“Those who are acquainted with the literature of India will remember a beautiful old story about this extreme charity, how a whole family, as related in the Mahabharata, starved themselves to death and gave their last meal to a beggar. This is not an exaggeration, for such things still happen. Love and charity for the whole human race, that is the test of true religiousness. Give the last bit of bread you have even if you are starving. You will be free in a moment if you starve yourself to death by giving to another. Immediately you will be perfect, you will become God...”  
 - Swami Vivekananda, Hindu Monk, Spiritual Leader & Prolific Thinker

## Football Tournament at RAM



With the objective of fitness and to involve community children along with their parents, a football tournament was organised at Rampura Agucha Mine. This was conducted in order to make parents realise the importance of sports and how the children can make a career in sports.

## Cricket Tournament at Dariba

Dariba Premier League is no less than the Indian Premier League for the employees. This one month cricket tournament held in January saw the highest number of team nominations with 23 teams and over 400 participants. The tournament ended with a finale between DSC Legends and Zinc Samrat as the DSC Legends took home the trophy.



“Education is free. Freedom of education shall be enjoyed under the condition fixed by law and under the supreme control of the state. The education of all children, from the moment that they can get along without a mother's care, shall be in state institutions and free education for all children in public schools. There should be abolition of children's factory labour in its present form...”  
- Karl Marx, Historian, Economist & Philosopher, Revolutionary Socialist ”

## अंतरराष्ट्रीय स्ट्रेंथ लिफ्टिंग प्रतियोगिता में चयन व राष्ट्रीय स्तर पर नया कीर्तिमान स्थापित



29 वीं राष्ट्रीय स्ट्रेंथ लिफ्टिंग महिला व पुरुष प्रतियोगिता दिनांक 25 दिसंबर से 29 दिसंबर, 2020 तक राजकीय गुरु गोविंद सिंह स्कूल उदयपुर के सम्भाग में हुई। इस राष्ट्रीय प्रतियोगिता में 17 राज्यों के लगभग 500 खिलाड़ियों ने भाग लिया जिसमें कई राष्ट्रीय व अंतरराष्ट्रीय स्तर के खिलाड़ी भी थे। उदयपुर संभाग में संपन्न हुई इस प्रतियोगिता में जिम फिटनेस क्लब से कोमल राठौड़ व शिवकन्या राठौड़ ने भाग लिया व शानदार प्रदर्शन करते हुए पदक प्राप्त किए।

जिंक फिटनेस क्लब के ट्रेनर व फिटनेस कोच शेखर शर्मा ने प्रशिक्षित किया। राष्ट्रीय स्तर की प्रतियोगिता में कोमल राठौड़ ने मास्टर 2 में 60 किलोग्राम भार वजन वर्ग में इन्क्लाइन बेंच प्रेस में 105 किलोग्राम वजन उठाकर रजत पदक प्राप्त किया तथा महिला वर्ग में उदयपुर की मात्र एक खिलाड़ी शिवकन्या राठौड़ ने मास्टर 1 में 68 किलोग्राम भार वर्ग में इन्क्लाइन बेंच प्रेस 55 किलो वजन उठाकर रजत पदक एवं स्ट्रेंथ लिफ्टिंग में 195 किलोग्राम वजन उठाकर स्वर्ण पदक प्राप्त किया।

शिवकन्या राठौड़ ने हेक लिफ्ट में नया कीर्तिमान स्थापित किया। राठौड़ ने छत्तीसगढ़ की खिलाड़ी द्वारा बनाए गए 75 किलो लिफ्ट के रिकॉर्ड को तोड़कर नया रिकॉर्ड दूसरे ही प्रयास में 80 किलो लगाकर बनाया। दोनों ही खिलाड़ियों का चयन अंतरराष्ट्रीय स्तर पर प्रतियोगिता के लिए हो गया।

### Bhawna Jat from Kabra village wins Gold Medal

Pride of Nation, Ms. Bhawna Jat from Rajpura Dariba Complex operational village Kabra, won Gold Medal in 20 kms fast walk at the 7th National Open Race-Walking Championships in Ranchi and qualified for 2020 Tokyo Olympics Games after setting a new national record. She was invited to HZL-DAV school where she addressed the students and shared her journey while expressing gratitude for the support extended by HZL.



## Inter Zinc Championship at CSC

Mr. Pankaj Kumar Sharma - SBU Director-CLZS, Mr. G.S. Ranawat - General Secretary-INTUC and Team Chanderiya hosted Ms. Kavita Singh - CHRO-HZL as Chief Guest for The Finals of Inter Zinc Championship – Badminton & Table Tennis tournament. Sports play a pivotal role in employee well-being and better work-life integration. This maiden initiative was towards building camaraderie and ensuring seamless participation (70+ nominations) from all units.



## Zinc Football Youth Tournament at RDC



Second zonal event of Zinc Football Youth Tournament for U15 boys and girls at Rajsamand was organized on 22nd January, 2020. 20 teams registered for the tournament. Football Club Rajsamand won the tournament defeating Orange County Team, Rajsamand.

## Proud Parent – Bring in your Parent at RDC



The first batch of PROUD PARENTS was open and inaugurated specially for the female employees in order to break the hindrances and bridge a connection with the parents. With this initiative, employees bring their parents at the workplace to connect with life at Hindustan Zinc. It was a two-day program where the parents experienced the entire location.

## Yoga and Meditation at CSC



Chanderiya Smelting Complex organized a Yoga and Surya Namaskar session with Mr. Sarvar Khan. He explained 12 powerful yoga poses of Surya Namaskar in the attendance of the security personnel of the location.

## Mine Visit for Parents at SK Mine

Under the Bring in your Parent program, family members of executives at SK Mine were given a visit to one of India's most mechanised mine – the Sindesar Khurd Mine. Parents were overwhelmed to be inside a mine for the first time.

## Deeds to Emulate

### Kanhaiya Lal

Technician, Epiroc (Rampura Agucha Mine)

Kanhaiya residing at a rented accommodation in Gulabpura heard some voice as he was reading a newspaper in the morning. A lady was shouting for help as he immediately rushed for assistance. He noticed that an old woman was almost in an unconscious stage. Instantly, Kanhaiya asked for vehicle assistance to his landlord and meanwhile checked her vitals. After diagnosing very feeble vitals he cleared the crowd and started giving respiratory breath and compressions (CPR) to the lady till the lady reached the hospital. On the way to the hospital Kanhaiya had given four sets of CPR due to which her vitals (pulse and breathing) came back and the lady revived. Kanhaiya was trained in CPR and AED techniques by the rescue team of Rampura Agucha Mine at rescue room, due to which the lady survived. Mr. Vedant Krishna Tiwari has ensured to provide training to all employees of RAM and till now 240 employees are being trained.



## Investor Visit at RAM



Delegation of eight foreign expats visited Rampura Agucha Mine on 2nd March 2020. They discussed about various projects and understood the technology and mining opportunities.

## GET Induction Visit

As part of GETs location induction, GETs were taken on CSR visit to Government School Rajpura to showcase Mindspark project. They also attended Women Empowerment project under Sakhi Village Organization of Dariba. The concept of Self-Help Groups was explained to them practically by the women. Our GETs also visited Nandghar where they helped team CSR in collecting the wishes for the Wish Kite Campaign.



## Princess Diya Kumari Visit to Railmagra

Member of Parliament, Princess Diya Kumari on her visit to Railmagra, visited Hindustan Zinc - Skills and Entrepreneurship Institute. She commended the efforts that Hindustan has been putting to skill the youth of the nation.



Restore and replenish your skin and physical health as we suggest some amazing healthy diet tips to survive the sweltering summer this year.

### 1) Eat seasonal fruits and vegetables

Always picks freshly harvested foods to extract best benefits they have to offer. Load up on mangoes, tomatoes, berries, watermelon, oranges etc. Seasonal veggies have their own health benefits.

### 2) Keep yourself hydrated

Make sure to drink 8-10 glasses of water. Avoid drinking chilled water straight from the fridge. Hydration is key to maintain your health.

### 3) Reduce your meal size

Help your stomach digest food easily by downsizing your meals. It is good to have lighter meals rather than having heavy ones, especially at night.

### 4) Eat more cooling foods

Eat more watermelon, sesame, coconut water, cucumber, mint, fennel seeds to keep you going in the hot weather.

### 5) Opt for fresh juices over cold drinks

Cold drinks are packed with sugars which are very tempting temporarily but can have ill-effect in the long run. Instead, drink fresh fruit juices which have natural sugars that can give you that energy kick.

### 6) Binge on light snacks

Move over fried snacks that you enjoyed during winters; it is time to load up on lighter snack options like nuts, trail mixes, seeds, fruits, etc.

### 7) Maintain hygiene

Especially in a pandemic we're going through, we need to be extra careful to maintain our hygiene. Always wash what you eat and ensure your hands are clean when you eat.

## किसका राज्य अच्छा

एक राजा को सिंहासन पर बैठे थोड़े ही दिन हुए थे। एक दिन उसने सभासदों की सभा बुलाई। सभा में सभी सभासद हाजिर हुए। सभासद आश्चर्यचकित थे। उसमें से कई सभासद पुरानी पीढ़ी के थे। पहली बार किसी राजा ने सभा बुलाई थी।

राजा सभा में आया। सभी ने खड़े होकर राजा का स्वागत किया। राजा ने सिर हिलाकर सभी का अभिवादन किया। इसके बाद सभा शुरू हुई।

राजा ने सभा में उपस्थित सभासदों से पूछा "हमारे बुजुर्गों और मेरी राज्य व्यवस्था में क्या अंतर है?"

प्रश्न सुनकर सभी एक-दूसरे को देखने लगे। चूंकि इस प्रश्न का जवाब देना ही था, इसलिए सभी सजग थे। उन्हें डर था कि राजा उनके जवाब से नाराज न हो जाए।

सभी सभासदों ने एक-एक करके मौजूदा राजा का ही राज्य अच्छा बताया। अंत में सबसे बूढ़े सभासद की बारी आई। उसने राजा से कहा— "हुजूर! मैं यह नहीं बता सकता कि आपका राज्य अच्छा है या आपके बुजुर्गों का राज्य अच्छा था। मैं, इस राज्य में घटी घटना का उल्लेख आपके दरबार में करता हूँ। उसी से आप स्वयं निर्णय लें कि किस राज्य की व्यवस्था ठीक है?"

बुजुर्ग सभासद का जवाब सुनकर सभी चापलूस सभासद खुसुर-फूसुर करने लगे। राजा की आज्ञा पाकर बूढ़े सभासद ने कहानी सुनाई— "आपके पितामह ने एक किसान को मुफ्त में जमीन जोतने के लिए दी थी। किसान एक दिन खेत में हल चला रहा था। खेत में उसे सोने का एक घड़ा मिला। किसान घड़ा लेकर आपके पितामह के पास गया। किसान ने उनसे कहा— "महाराज! यह घड़ा हल जोतते समय आपकी जमीन में मिला है। इसे स्वीकार करें।"

महाराज ने कहा— "तुम्हें जमीन दी गई। उसके मालिक तुम्हीं हो। उसमें से जो कुछ निकले वह तुम्हारा है। यदि सोने के घड़े के बदले सांप निकलता और तुम्हें काट लेता तो इससे तुम्हारी हानि होती, इसलिए यह घड़ा मैं स्वीकार नहीं करूंगा।"

किसान ने वह घड़ा ले जाकर चुपचाप जमीन में गाड़ दिया। राजा—किसान दोनों मर गए। इसके बाद आपके दादा जी ने राज्य संभाला।

किसान का लड़का उसी खेत में काम करने लगा। एक दिन किसान का लड़का खेत में फावड़ा चला रहा था। वही घड़ा लड़के को वापस मिल गया जिसे उसके पिता ने खेत में गाड़ दिया था। किसान के लड़के ने राजा के यहाँ सूचना भिजवाई कि उसे खेत में सोने का घड़ा मिला है। वह खेत राजा के पिताजी ने दिया था इसलिए घड़े पर उनका हक है।

राजा ने किसान के लड़के को बुलाकर कहा— "जमीन मेरे पिताजी ने दी थी इसलिए मैं सोने के घड़े के बारे में कोई निर्णय नहीं दे सकता। इसके हकदार तुम हो। तुम्ही स्वयं निर्णय लो कि सोने के घड़े का क्या किया जाए?"

किसान वापस आ गया। राजा भी घड़े को भूल गया।

तीसरी पीढ़ी सत्तासीन हुई। फिर वही घटना घटी। किसान के नाती को घड़ा मिला। किसान के नाती ने यह सोचकर घड़ा अपने पास रख लिया कि इससे राजा का क्या लेना-देना?

राजा को इस घटना का पता चला। उसने किसान के नाती को बुलाया, कहा— "घड़े पर राजा का अधिकार है। उसे मुझे सौंप दो।"

किसान के नाती ने कहा कि जमीन आपके दादा ने मेरे दादा को दी थी। इसलिए आपका हक जायज नहीं है। उसने घड़ा देने से इंकार कर दिया।

राजा ने सिपाही भेजकर बलपूर्वक घड़ा छीन लिया। बूढ़े सभासद ने कहा— "राजन! आप ही फैसला करें कि कौन सी राज्य व्यवस्था अच्छी थी।"

राजा को बूढ़े सभासद की बात समझ में आ गई।

# Oops !!! Sohan missed some, added some...

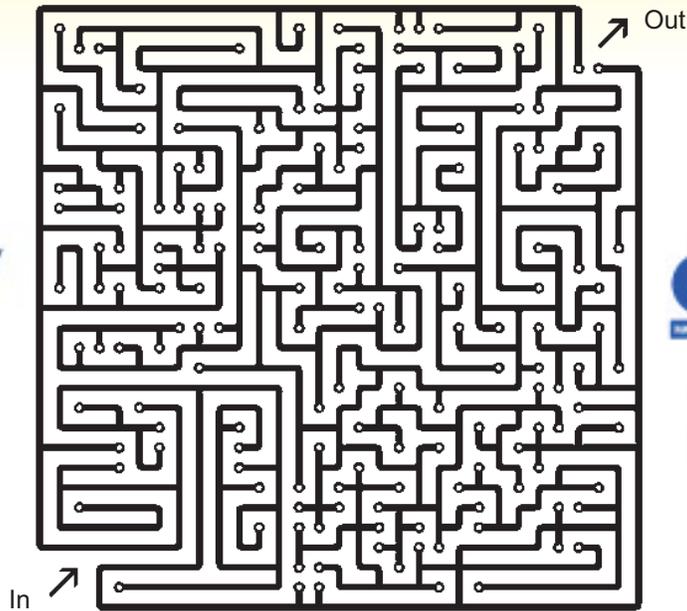
**Kid's Column !!**

Naughty Sohan made 7 differences while copying the Picture - 1, he missed some and added some in the new Picture - 2. Let's find those 7 differences in Picture - 2.



- Answers: Picture 2**
1. The Sun in the window pane
  2. The Sticker on chair
  3. The color of Apples on table
  4. The and Bow of green person
  5. The colour of books on the table
  6. The colour of red person Collar
  7. Position of paper on the floor

## Help Aarohan reach the PPEs



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