

ZINC NEWS

THE MONTHLY HOUSE JOURNAL OF HINDUSTAN ZINC

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प्रिय साथियो,

मेरा हमेशा से यह मानना रहा है कि उद्योग में उत्कृष्टता किसी एक व्यक्ति पर निर्भर ना होकर समर्पित सहयोगियों के एक साथ मिलकर काम करने से मिलती है।

वित्तीय वर्ष 2020-21 की तीसरी तिमाही के परिणाम हमारे अथक प्रयासों और शानदार टीमवर्क को दर्शाते हैं। आगे भी हम मिलकर ऐसे ही एक टीम के तौर पर काम करते रहें और उत्कृष्ट परिणाम दें। आपसी समन्वय से अपने ध्येय को हासिल करें तथा अपने तय लक्ष्य की ओर अग्रसर हों।

2021 संभावनाओं से भरपूर है & और हिन्दुस्तान ज़िंक के लिए यह और भी ज्यादा खास है क्योंकि हमने 10 जनवरी 2021 को अपनी विरासत के 55 वर्ष पूरे किए हैं। मुझे विश्वास है कि हम अपने अनुभवों, सीखों एवं उत्साह से और अधिक मजबूत बनेंगे व आगामी महीनों में नए आयाम तय करेंगे।

धन्यवाद
अरुण मिश्रा
सीईओ-हिन्दुस्तान ज़िंक

Dear Colleagues,

I have always believed that excellence in business is not just a one-person job but can be realized only with a team of people committed to the cause.

Our stellar Q3 FY 2020-21 numbers are a result of relentless effort and great teamwork. Together, let us continue further towards delivering targets, working more closely, reaching our vision and embarking towards greater milestones.

2021 is full of promises - and for Hindustan Zinc it is even more special as we all celebrated 55 years of our legacy on 10th January. I am confident that we will continue to be fortified by our experience, learnings and enthusiasm to craft our own path in the coming months.

Thanks,
Arun Misra
CEO-Hindustan Zinc

Click the icon to engage with
our CEO on Twitter:



BUILDING A CULTURE OF SAFETY

TRAINING

Safety theme for the month of February 2021 is "Permit To Work & PPEs" for Smelters and "5S & Prevention of Hand and Foot Injuries" for Mines. A series of programs around this will be done across units in the entire month.

Over 4000 employees were trained across all sites on the theme "Machine Guarding and Conveyor Safety" for Smelters and "Explosive Handling" for Mines in December 2020 while January 2021 saw sessions around "Lifting & Shifting and Material Handling" for Smelters and "Man-Machine & Machine-machine Interaction" for Mines.



TACKLING CLIMATE CHANGE COLLECTIVELY

RESPONSIBLE BUSINESS

Hindustan Zinc conducted a 2-hour webinar for Business Partners to discuss and spread awareness on tackling climate change. Experts from CII were invited as speakers who spoke on how collectively the entire value chain can contribute to meet Sustainability Development Goals and address climate change matters.



“SUPPORT AN ANGANWADI” CAMPAIGN AT DEBARI

EMPLOYEE ENGAGEMENT

Debari launched a new CSR campaign “Support an Anganwadi” to build an environment of care and connect between the employees and the communities. Through the initiative, employees get an opportunity to do volunteer work in the Anganwadis around them under the guidance and assistance of the CSR team. The participants get a chance to design and deliver intervention solutions along with the community members and Anganwadi workers for engaging children on a continuous basis. In addition to building a long-term relationship, the campaign will also annually recognize employees for their significant efforts & contribution towards community building.

The first batch of 14 employees including the Unit Head, Mr. Leeladhar Patidar engaged with over 60 children at two of the anganwadis and also distributed woolen apparels, fruits and other sweets.



ENABLING SCIENTIFIC FARMING IN LOCAL COMMUNITIES

SUSTAINABLE LIVELIHOOD

Under the SAMADHAN project, Hindustan Zinc celebrated Farmer's Day across all its locations to appreciate hard-work and resilience demonstrated by local farmers during these unprecedented times by adopting technology and scientific techniques. Some of these progressive thinking farmers were also awarded with farm equipment to further motivate them. Additionally, during the event, the farmers got an opportunity to interact with scientists and agricultural experts on best practices in farming.



FINANCIAL LITERACY - A MUST FOR WOMEN



FINANCIAL LITERACY

Kayad team conducted a session on financial literacy and awareness on government schemes for SHG women as part of making women financially independent. The entire programme was designed to give an in-depth understanding of profitable options that are available for rural women to invest and grow their savings.

Finance team of Kayad led this entire activity of explaining benefits of savings, types of bank accounts, and all other related matters.

COMMUNITY - BASED MANAGEMENT OF ACUTE MALNUTRITION TRAINING AT KAYAD

NUTRITION

Kayad team initiated an important sector-wise training programme for ASHA workers at ICDS office, Ajmer to impart theoretical as well as practical knowledge about Malnutrition, its types and how ASHA workers can contribute effectively in curbing it by measuring every minute detail like weight, height and arm circumference accurately. 182 ASHA workers were covered under this training of practical demonstrations to aide better understanding and fight malnutrition.



VEDANTA COMMITTED TO RAJASTHAN'S DEVELOPMENT

PARTNERS IN GROWTH

With a shared vision to develop the state to its full potential, leverage its strength in natural resources and benefit the people, the Honorable Chief Minister of Rajasthan, Shri Ashok Gehlot and the Chairman of Vedanta, Shri Anil Agarwal met in Jaipur for a constructive dialogue and deliberations with key ministers, senior government officials, Vedanta CEO and Hindustan Zinc CEO & Senior Management.



The discussions were focused around the different opportunities that are inherently in abundance in the state and the initiatives that the government can drive to realize this huge potential in sectors like Mining and Oil & Gas to create large-scale employment as well as contribute to the state's economic growth.



“We have already constituted a Mineral Exploration Trust. The government is working on a mining policy, which will be announced soon. The policy will provide a conducive climate to the investors.”

– **Shri Ashok Gehlot, Chief Minister, Rajasthan**



While sharing his thoughts, Shri Anil Agarwal highlighted that the State can be a Global Silver Hub that makes in India for the world and that it can also earn 63% of the money that India spends on mineral imports as Rajasthan is rich in natural resources. He encouraged the government to do roadshows and facilitate bank loans to attract start-ups and entrepreneurs from IITs and IIMs to take-up the 2000 plus minor mineral blocks that are already identified and for which exploration work has been done. Each of these blocks have a potential to create over 1,000 jobs.

Applauding Vedanta’s commitment to being an ever ready partner for the development of Rajasthan, Honorable CM of Rajasthan shared the vision of his government that is centered around transparency, efficiency and value to global investors as part of the state’s development. The government’s thrust will be towards fast-tracking exploration activities where the state will provide mineral estimates of mining blocks and offer it to companies in transparent e-auctions.

Both, the state of Rajasthan and Vedanta, a global company dedicated to working for #DeshKiZarooratoKeLiye are committed towards a collaboration that aims to fuel India’s ambition of becoming self-reliant in natural resources.



“When we got Hindustan Zinc, people did not have great expectations. Now everybody knows how it has come up. Let us invite companies and auction the mines in a transparent way. The yield would be much more than what we think today. Since it’s a revenue sharing model, the state government is not going to lose anything. It will only gain.”

– **Shri Anil Agarwal, Chairman, Vedanta**

Shri Agarwal further expressed his desire to convert Anganwadi centres across 33 districts in Rajasthan into Nand Ghars. Vedanta's flagship social impact project, Nand Ghar, has been transforming the Anganwadi ecosystem in India by modernizing infrastructure and focusing on services for eradicating child malnutrition, providing interactive education, access to quality healthcare, and empowering women by providing skill development. Currently, Vedanta runs 1100 Nand Ghar centres in Rajasthan.



The Chairman shared his vision: "Through Nand Ghars we foresee an India where no child goes without a meal,"



A STRAWBERRY STORY

From the tribal farms of Zawar to the Chief Minister’s house, the journey of some unique strawberries

IMPACTING LIVES

Narmada Meena, Chanda Meena and Sonia Meena had no limit to their happiness when these tribal women came to know that strawberries grown on their farms had reached the residence of the Hon’ble Chief Minister of Rajasthan - Shri Ashok Gehlot. These women farmers are associated with Hindustan Zinc's SAMADHAN project under which they cultivated a premium variety of strawberry named “winter down” for the first time in the Zawar region of Udaipur district. Besides their traditional farming methods, the women adopted newer techniques of farming to grow exotic and high-value produce such as strawberries.

Hindustan Zinc has been a frontrunner in adopting innovative techniques and introducing the benefits of technology to their communities as well.

The Chief Minister appreciated Hindustan Zinc's SAMADHAN initiative as an exemplary programme and said that the farmers of the state should increase their livelihood with the cultivation of cash crops along with the use of latest technology in traditional farming.



Chairman of Vedanta, Shri Anil Agarwal on presenting the strawberries said, “I am thrilled & amazed to see how technology & innovation intervention by us can bring smiles on the faces of our farmers. Giving back has always been the core philosophy of Vedanta and I believe that as one grows in life, his responsibility towards the community grows. I feel proud to see these rural & tribal women exploring high value crops like strawberry and taking charge of enhancing their life.”

POWERING CAPTIVE POWER PLANTS IN HZL WITH TECHNOLOGY & INNOVATION

SUCCESS STORY



Chanderiya CPP team with their consistent effort has reduced power consumption of Electro-static Precipitators and Ash handling Plants by 11.2 %. Cycle of Concentration (COC) improvement project was also implemented successfully to improve COC from 7 to 11 that has helped in water saving of 800M³/day and additionally, Single Cooling water pump operation has saved 9000 Kwh/day.

Zawar Captive Power Plant (CPP) team had initiated a project to revamp its turbine to improve its rating capacity. The team now has successfully completed the project, resulting in reduction of specific coal consumption of upto 25 Gms/Kwh and change in its rating capacity to 91.5 MW from 80 MW. A pilot project was commissioned on flue gas desulphurization by Gore technology to reduce Sox emission.

Dariba CPP, installed an energy efficient fan was in the cooling tower, which resulted in 400 Kwh/day. A new unloading facility of STP water was also installed to ensure 100% Safety Compliance at Site.

WORK INTEGRATED LEARNING PROGRAM BY HINDUSTAN ZINC

DEVELOPMENT

Work Integrated Learning Program (WILP) is an extension of the professional degree courses that Hindustan Zinc offers to its employees through collaboration with premium institutes like IIM-Udaipur and BITs Pilani. These rigorous programs are designed to enable employees to continue their learning journey and earn valuable professional skills while they are on the job.



Out of 118 executives engaged in HZL WILP, 37 of them are pursuing Post Graduate Diploma in Business Administration (PGDBA) at IIM Udaipur; 26 executives are studying MBA Finance and 55 executives are in MBA Business Analytics at BITs Pilani.

DO NOT LET YOUR GUARD DOWN

The Vaccination drive across the country has started and many restrictions are now removed but we must not get complacent and must continue adhering to the hygiene and safety measures that have kept us healthy and safe. Do not let your guard down - follow the protocol.

Here is an awareness video created by the Covid Task force to help and guide us. Do share it with others too.



LESS LIKE A BUSINESS PARTNER, MORE LIKE A FAMILY

PARTNER STORIES

Industrial activities around the globe are fast moving towards building sustainable partnerships that bring efficiency and expertise to business. It's imperative for any partnership to share same values in order to be successful, and both Hindustan Zinc as well as Epiroc India share the values of safety, sustainability, innovation and technology in running operations. Together, we believe that safety is not only an integral part of our operations but extends beyond it to the entire workforce. This commitment was further reiterated at Zawar Mines, where a special 'Engineers Accommodation' was set-up by Epiroc India for the staff working onsite with Hindustan Zinc.



This complex is capable of accommodating around 52 people at a time and is built across 2 floors, well equipped with fully furnished rooms, a dining area, a small kitchen and washrooms. A well fenced property with security staff, housekeeping, secured fire safety, and well thought emergency exits equipped with CCTV cameras, make this a world class facility. The 'Engineers Accommodation' was inaugurated in presence Mr Balwant Rathore, SBU Director - Zawar Mines, Epiroc team, the employees and the residents of the complex.



KNOW YOUR COLLEAGUES




SHINING LIKE SILVER

RUCHIKA JHA

GROUP CMO & CEO SILVER BUSINESS

Q: What inspires you?

A: Connecting with people and being a catalyst for transformation

Q: An incident that you feel was a turning point in your life

A: My taking on the role as the Head of International Sales at Hindustan Zinc in just 5 years of joining as a management trainee helped transform me into a leader with entrepreneurial spirit and made me a more responsible leader

Q: A habit/culture that you would like to foster around you?

A: Positivity, collaboration and solution orientation

Q: What is your mantra for success?

A: Keep going relentlessly towards your goal and think about how to make things happen, the solution will strike.

Q: A message for our readers

A: Believe that Hindustan Zinc is a very strong brand; a world class company with world class assets and people. Our mines have a huge potential to unlock value from Silver recoveries and value added products. Silver has the potential to transform not just Hindustan Zinc's valuation and profitability but also make India and Indian MSME's a design excellence hub for Silver Jewellery and Silver ware exports from India. With our deep rooted cultural heritage, it is the vision of our Chairman to empower our artisans, women entrepreneurs to Make in India for the World.

Q: What is the goal that you have set for yourself as CEO, Silver Business?

A: To improve the mine to metal recovery by 10 to 15 pct over the next 12 to 18 months taking us to 1000 tons+ and making us third largest Silver producer in the world. My goal is to make Hindustan Zinc a super brand for Silver

Q: What does innovation mean to you?

A: Reset the means to achieve the same or better outcome. Innovation can be simple but are yet powerful if scalable.

Q: Which is your favorite leisure activity and how do you keep abreast with it?

A: Cooking. I like preparing fusion food and constantly innovate on flavours and textures

THE CLICHED QUESTIONS

Q: If you were stranded on an island what 3 things will you want with you?

A: Water, Fire and Salt

Q: Favorite Movie/ actor/ song

A: Dor/ Aamir Khan/ I have a dream

Q: Biggest fear

A: Having to stay away from my daughters for more than 5/6 days

Q: Favorite destination

A: Austria

Q: If you could have any superpower, what would it be?

A: Reading people's minds

HINDUSTAN ZINC RECEIVED CII SUSTAINABILITY AWARD



SUSTAINABILITY

Hindustan Zinc received CII - ITC Corporate Excellence Sustainability Award 2020 - Commendation for Significant Achievement on 23rd December 2020 in virtual ceremony. The award was presented by Anurag Singh Thakur- Minister of State for Finance and Corporate Affairs.

HINDUSTAN ZINC PARTICIPATES IN CAIRN PINK CITY HALF MARATHON

WORLD RECORD

Cairn Pink City Half Marathon was organised across all locations of Vedanta including Hindustan Zinc between 14th - 20th December 2020. Around 855 employees and their family members participated with full enthusiasm. Cairn Pink City Half Marathon - 5th Edition - Virtual Run held on 13 - 20 December 2020 has been included in the World Book of Records - United Kingdom as a "Biggest Virtual Marathon Run in India" involving 40172 participants from 23 countries of the world.



ZINC SMELTER DEBARI RECEIVES 14TH ICC ENVIRONMENT EXCELLENCE AWARD 2020

EXCELLENCE

Zinc Smelter Debari received 14th ICC Environment Excellence Award (2020) from Indian Chamber of Commerce in Large Enterprise category during the 14th Environment Partnership e-Summit held on 9th January 2020.

REPUBLIC DAY CELEBRATED ACROSS HINDUSTAN ZINC



UDAIPUR



DARIBA



DEBARI



ZAWAR

REPUBLIC DAY CELEBRATED ACROSS HINDUSTAN ZINC



CHANDERIYA



KAYAD



AGUCHA



PANTNAGAR

RAMPURA AGUCHA PREMIER LEAGUE

CRICKET

Rampura Agucha Premier League Season 04 was a key highlight for the unit and a great sporting event that saw participation of many employees across multiple matches. The league comprised teams of employees and business partners. The matches started on 14th December 2020 and ended on 6th January 2021 with a final between Mill Team & UG-2 Team, where Mill team lifted the winning trophy of RAPL-04. Mr. Vinod Kumar, SBU Director was the Chief Guest for the finale and presented the awards while applauding all the teams who participated to make RAPL-04 a great success.



VOLLEYBALL TOURNAMENT AT ZAWAR

VOLLEYBALL

Zawar organized a volleyball tournament for employees in the month of January 2021 where 9 different teams participated. The final match was between Pratap Warriors (Zawarmala) and Silver stars (Baroi) in the men's tournament and similarly was between Hoplites and Trail Blazers in the women's tournament. In a tough fight and close finish, Pratap Warriors in the men's category and Trail Blazers in the wome's category emerged victorious. Mr. Balwant Singh Rathore, Director, Zawar SBU awarded and applauded all the participants for their true sportsmanship.



Vantage Point

HOW DO YOU SEE THE CURRENT EVOLUTION OF INDUSTRIAL MINING IN THE ERA OF INDUSTRY 4.0? HOW IS THE ADOPTION OF NEW TECHNOLOGIES DRIVING THE OPERATIONAL EFFICIENCY OF MINING COMPANIES?

Traditionally mining industries have been slow in adopting newer technologies, however depleting resources and increased complexities in mining has become a driving force to adopt and utilize the newer technologies. The adoption under industry 4.0 has significantly increased because of its ease of implementation, computing efficiency with enhanced data flow & coverage. Now mining industries are having much smarter & connected machineries which yield more at lower cost, enable higher safety standards and better transparency of operations which directly lead

to operational efficiency. At Hindustan Zinc, we believe in a High-Performance culture which I feel can be achieved through Digital Transformation. Digital transformation and adoption of technologies will provide a foundation for us to support our next phase of growth.

WHAT ARE THE MAJOR CHALLENGES FACED BY MINING COMPANIES IN IMPLEMENTING DIGITAL TECHNOLOGIES IN THEIR OPERATIONS? HOW CAN THEY ADDRESS THESE CHALLENGES?

Implementation of digital technologies in the mining industry is slightly difficult just because of the complexities and intricacies of our operations. Some challenges faced by the industry are the availability of communication network - both in underground mines and remote sites, lack of

DIGITALIZATION CAN BUTTRESS FUTURE GROWTH OF MINING

In an interaction with Industry Outlook, Arun Misra, Chief Executive Officer, Hindustan Zinc Limited, shares his views on adoption of new technologies in mining industry and how mining companies can address the challenges involved.

INDUSTRY OUTLOOK

Hindustan Zinc to increase earnings via diversification

ADITI DIVEKAR
Mumbai, 28 January

With marketing plan for every new minor metal being chalked out, Hindustan Zinc, the country's only integrated zinc producer, will have its cadmium metal unit up and running by the first quarter of FY22.

"We have strong plans in the minor metal space, which will not just help the company in diversification, but also yield incremental earnings amid converting the waste into wealth," Arun Misra, chief executive officer at Hindustan Zinc, told *Business Standard*.

The company is seeing ample scope for backward integration and, hence, is planning to utilise byproducts such as slugs or residues that the smelters produce into ancillary products.

"There are teams dedicated to creating technologies, which can help bring into the portfolio products such as cobalt, nickel, copper, and also sulphuric acid needed for fertilisers. There is an in-house R&D that continuously looks into this aspect," said Misra. Currently, Hindustan Zinc

produces refined silver, recovered as a by-product of its zinc-lead facility.

"The cost of setting up the planned cadmium unit will pay back in five months. Similarly, other minor metals that are being planned to get added to the portfolio will have different payback timelines. Eventually, the minor metal vertical alone is expected to create \$200-\$250 million (₹1,462-1,827 crore) incremental value to the company's existing Ebitda (earnings before, taxes, depreciation, and amortisation)," Misra said.

In the December quarter, the company's Ebitda stood at ₹3,314 crore, up 45 per cent on year-on-year (YoY) basis and up 12 per cent sequentially on account of higher revenue and well managed operating costs. While the company remains engaged in chalking out marketing plans for its minor metals, it is open to both domestic as well as export markets to sell its ancillary products.

Meanwhile, the company will also continue to lay thrust on reducing its cost of production further, in a bid to enhance its overall Ebitda.

THE COMPANY WILL HAVE ITS CADMIUM METAL UNIT UP AND RUNNING BY THE FIRST QUARTER OF FY22

BUSINESS STANDARD

नतीजों पर हिंदुस्तान जिंक का मनेजमेंट

हिंदुस्तान जिंक: दिसंबर तिमाही YoY

| मुनाफा (₹Cr) | आय (₹Cr) |
|--------------|----------|
| 2200 | 6033 |
| ▲ 36% | ▲ 29% |
| 1620 | 4672 |

Hindustan Zinc ▼ 2.95%

BUZZING STOCKS

| | |
|-----------|--------------|
| Nifty 50 | 14732.10 |
| 670.50 | ▼ 9.45 |
| TVS Motor | 1.0m 515.00 |
| Organics | 1.1k 1440.25 |
| Walch | 3.85 |

ZEE BUSINESS

HZL Q3FY21 SMALL BEAT

HIND ZINC 292.00 ▼ 4.40 [1.48%]

BAJAJ FINSERV Q3

Gross Premium Up 17.6% QoQ

BAJAJ FINSERV 9283.95

345.70 ↑

Buzzing Stock

Ashok Leyland 123.00 ▲ 1.07%

Vs \$ 1.2130 ▲ 0.0026 Vs \$ EURO 0.8243 ▼ 0.01

SatinCare 79.80 ▲ 0.40 SdEnod

CNBC TV18

(TO READ MORE CLICK ON THE STORY)

QUIZ TIME

PARTICIPATE TO WIN EXCITING PRIZES!

[Click Here](#)

Hope you enjoyed reading the February 2021 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 JANUARY 2021 ZINC NEWS QUIZ



SHAMA JAIN, HSE, DEBARI

KAMLESH SAHU, R & S - PLANT 2, JHARSUGUDA

MALAY GORADIYA, AO, CHANDERIYA

Congratulations! We will contact you soon regarding your prizes!

FROM THE EDITOR'S DESK

Dear Readers,

February is known as the month of love – so let's take this opportunity to share pictures of things that we love and that bring a smile to our face – be it food, flowers, machines, birds, gadgets or even ingots!

To make it special, we will use some of these unique pictures with your Instagram handle on our newly launched HZL Instagram. Additionally, the ones that get maximum likes on their image will get an exciting surprise from our end.

Share the snaps, the caption for it and your Instagram handle to sumedh.sengaonkar@vedanta.co.in

Let's get clicking!

Regards,
Dipti Agrawal
Head – Corporate Communication

Follow HZL on Social Media by clicking these icons:

