

# ZINC NEWS

THE MONTHLY HOUSE JOURNAL OF HINDUSTAN ZINC

VOL 41 | ISSUE 1 | JAN 2021

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**D**ear Colleagues,

As we welcome 2021, it is time for some reflection on the year gone by. We started the year on a high; our operations were peeking through January and February but were stopped in our track by COVID in March. The lockdown and restart of operations in April resulted in many of our new learnings and new 'normal'. Guided by our Chairman, we quickly redesigned the whole approach to managing the emerging situation of acute uncertainty caused by the pandemic. Creation of Management Committees, continuous brainstorming to cut costs and efforts to preserve cash helped us sail through the first quarter and produce best performances in subsequent quarter.

Guided by Chairman, we rebooted our management thinking in various ways. Even in this crisis time, we did not stop our growth aspirations. While we restarted our design of fertiliser plant, 1.2 million tonne metal projects in existing operations, we also signed MOU with Government of Gujarat for a coastal smelter at Doswada. In our existing operations, we could scale up development to approx. 10km a month and produce 80kt+ metal with silver production routinely crossing 60T-70T a month. We could do all these while achieving one of the best COP since the closure of opencast operations and could manage with strict control on capital expenditure.

However, as we go deeper in the mines and our metal production increases, challenges of managing safety and environment remains. We need to focus more and more to ensure better compliances both in safety and environment.

We must implement the vision of our Chairman of transforming our company into a benchmark for its quality of product, operation and people. We need to ensure all our young minds get a platform to show their talent and take leadership positions. We need to inculcate digital way of managing operations and adopt innovation in whatever we do. 2021 should see full implementation of the design for all these functions.

We must grow continuously and in that direction, 1.2MTPA metal production with 800T-1000T silver, fertiliser business, coastal smelter project will be our key deliverables. We must do all these with world class technology, safety and environmental performance.

We cannot continue our business without the active participation of the community around us. During COVID, we have reached out to communities for helping them in their hour of crisis. We need to engage even more in skill development, water management, income generation, education and health related projects in our nearby communities. Nand Ghar is our signature initiative and we need to expand it with more and more digital interventions by making it the fulcrum point for all our initiatives.

2021 brings with it the promise of COVID vaccine and I am hopeful all of us will slowly find our way back to the life we enjoyed in 2019. However, few changes that we adopted are perhaps going to stay with us and Zoom call / Teams meeting will surely be the everlasting change.

I once again thank each one of you for your dedication and sincere contribution in 2020 and wish you and your family a very Happy and Prosperous New Year 2021.

Thanks  
Arun Misra  
CEO-Hindustan Zinc

Click the icon to engage with  
our CEO on Twitter:





## 64 GIRLS SPONSORED FOR HIGHER EDUCATION

### EDUCATION

To promote higher education among girls, Hindustan Zinc has been sponsoring education for them from our operational villages since 2011 to study at Vedanta P. G. Girls College at Ringus. This year's batch saw the enrolment of 64 girls from 5 districts in Rajasthan, including over 30 rural villages. The total number of girls across arts, science and commerce studying as part of this initiative is now 449. In addition to the graduation courses, the girls are also being taught the advanced course in computer and a one-year diploma in teachers' training to make them more employable.



## TAKING HIV AWARENESS TO THE COMMUNITY DOORSTEP

### HEALTH

Our unique program 'Smile On Wheels' traveled on World HIV Awareness Day across Zawar, Agucha and Chanderiya to sensitize and create awareness amongst the communities about the symptoms, causes and prevention of HIV and its treatment.

Hindustan Zinc has been running a mobile Health Unit across locations through its CSR initiative to help provide rural and tribal communities access to primary health services at their doorstep. Additionally, awareness sessions were also held on World Arthritis Day, World Immunization day, World Pneumonia Day, and regarding First Aid.





## EMPOWERING THE LOCAL FARMERS THROUGH KNOWLEDGE

SUSTAINABLE LIVELIHOOD

**A**s part of the SAMADHAN agriculture and livestock project, awareness and sensitization sessions were held on Farmer Producer Organizations (FPOs). The session focused on benefits of the model in terms of how it empowers farmers with collective bargaining power and better market linkage. 22 farmers from 6 locations across Rajasthan were also sent on an exposure visit to Mewar Green Agro Products Co. at Jhadol to experience first-hand the workings of FPO.



## ZAWAR BPO CENTER STUDENTS PLACED

SKILLING



**A** proud moment for our BPO center and training program as students from the first batch of trainees were placed with attractive remuneration packages. Hindustan Zinc in partnership with Ambuja Cement Foundation has been running a BPO training centre at Zawar to make the youth future-ready with employability skills. It's a pioneering step towards enhancing employability & providing guidance to tribal youth of Zawar. The first batch saw 20 trainees enroll for the pilot batch of the 45 days course.



## AAP KI AAWAZ

### EMPLOYEE ENGAGEMENT

**P**antnagar in its efforts to strengthen employee engagement initiated Aap Ki Aawaz - a program designed to enhance interaction between contract workforce and senior leaders at the unit. This forum served as an opportunity for the workers to voice their concerns and share feedback on operations and initiatives.



## COVID AWARENESS SESSION

### COVID AWARENESS

**A** COVID awareness session was conducted with Sakhis near Kalinagar. Our team stressed on the importance of wearing masks whenever the villagers stepped out of their home and also to wash hands thoroughly whenever they returned home. They also spoke about continuing to maintain social distancing while going out. The community was further sensitized about the impact of COVID and its seriousness, and were informed about control measures that could be implemented to combat COVID.

## WORKING TOGETHER WITH LOCAL LEADERS

### COMMUNITY CONNECT

**I**nteractive sessions were held with the Sarpanch of Agucha, Hurda and Badla villages and Sakhi Village Organization members along with Head Community Development of Hindustan Zinc. The Sarpanch was updated on various community development activities and an open discussion was held to further enhance the benefits for the local community and women who are part of Sakhi.





## HINDUSTAN ZINC: A JEWEL IN THE CROWN

55 years of creating value for the nation and emerging as a technology driven global leader in sustainable mining

### FOUNDATION DAY

Only two companies across the world in the metals & mining sector were able to become a part of the much-coveted CDP 'A List' 2020 for tackling climate change, and we are proud to say that India's Hindustan Zinc was one of them.

Our company is also ranked number 1 in the same sector by the prestigious Dow Jones Sustainability Index 2020 in the Asia Pacific. We have truly transformed into becoming a global face of responsible mining that is successfully balancing sustainability and business excellence.



Our journey is a turnaround story of less than two decades with a legacy that started 55 years ago in January 1966. As a responsible corporate that is driven by a high performance culture, we relentlessly work towards creating value for our stakeholders. We are the 2nd largest integrated zinc - lead producer in the world and 6th largest silver producer globally.

In the past 17 years, we have invested over \$3 billion in expansion projects and achieved a mined metal capacity of 1.2 million tonnes. With operations in Rajasthan - five mines and three smelting units, we contribute around 1.8% to the GDP of the state of Rajasthan while creating thousands of direct & indirect job opportunities for people residing in & around our locations.





From innovations to scaling sustainable mining models to long-term environmental and community growth, the company's sustainability strategies are driven with the purpose of caring & growing together across the value chain.

We understand that a circular economy driven by smart operations is the way ahead for a sustainable future. We have invested heavily in the automation and innovation and have created a network of one of the most modern underground mines & smelters in the world. We have global experts working with us to bring best practices from across the world and implement digital networks, advanced technologies for automation of processes and are using state of the art equipment to reduce, recycle & reuse waste, increase resource efficiency, enhance safety and drive up productivity while harnessing renewable energy sources. Even our exploration efforts are driven by



innovation and technology to upgrade and conserve the resources to reserve and replenish every tonne of mined metal for a sustainable future.

Our industry plays an integral role in the development and prosperity of a nation and its people and we believe mining as part of the below earth economy will be an important cornerstone in realizing India's 5 trillion-dollar dream.

## Happy 55th Foundation Day to all of us!

A day to remind each one of us that we are not just part of a past legacy but also pioneers of future legacies.



## HEALTH IS WEALTH

### QUALITY OF LIFE

**W**e organized a special session on stress management in the new normal for all the employees of Hindustan Zinc. Many employees participated and shared their challenges and experiences and learned some mantras to manage stress.



## V MEET - THE LEADER'S DIALECT CONNECT

### LEADERSHIP

**S**K Mines organized V Meet - The Leader's Dialect Connect for teams across the unit with some of its senior leaders to give them an opportunity to learn and engage. This initiative is a key step towards building the connect between the top management and the middle level management, to facilitate knowledge transfer and mentor young leaders across functions.

## RAMPURA AGUCHA PREMIER LEAGUE

### EMPLOYEE CONNECT

**R**ampura Agucha Premier League Season 04 started its games at Zinc colony cricket ground from 14.12.2020 to 05.01.2021. League matches include teams of Hindustan Zinc & Business Partners for night matches.





## KNOW YOUR COLLEAGUES




## DRIVING A CULTURE OF INNOVATION

MANOJ SONI

VICE PRESIDENT,  
BUSINESS EXCELLENCE

**Q: What inspires you?**

**A:** A famous quote from the Geeta Updesh - Concentrate on Your Goal, Do Your Work and do not worry about the result.

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

**A:** Being recognized as the 1st Technical Star of the company through Act-up in 1996, followed by being awarded as the Star of business was an inspiring moment for me

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

**A:** Teamwork & collaboration

**Q: What is the goal that you have set for yourself as Vice President, Business Excellence?**

**A:** To enable us at Hindustan Zinc to reach our goal of ~200\$Million through technological innovation

**Q: What does innovation mean to you?**

**A:** A disruptive thought for the benefit of mankind

**Q: What is your mantra for success?**

**A:** Do things which make you happy

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

**A:** Reading Books and watching TV.

### THE CLICHED QUESTIONS

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

**A:** Water, an Axe as weapon & a fire tool

**Q: Favorite Movie/ actor/ song**

**A:** Jolly LLB/ Saurabh Shukla/ Pal Pal Dil ke pass

**Q: Biggest fear**

**A:** Bad Weather during plane landing

**Q: Favorite destination**

**A:** New Zealand

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

**A:** To be Robin Hood



[Click Here to participate](#)

**Q: A message for our readers**

**A:** We have conceptualized "Yashad C@fe" which can help employees with the resources to cater to their creative outlets, helping them unearth innovative solutions to business problems. Key Themes are Sustainability, Volume + Cost, Ease of doing Business, Quality of life, Asset Integrity, Energy & Water. Each idea can have the worth of an unpolished diamond, collaborating on and implementing those ideas collectively can become an invaluable resource. I urge all the employees especially our young talents to come forward and be a part of this exciting journey.



## HZL RETAINS 1ST POSITION IN DOW JONES SUSTAINABILITY INDEX

### SUSTAINABILITY

**H**industan Zinc retained its 1st ranking in the Asia Pacific region in the “Metal & Mining” sector in Dow Jones Sustainability Index 2020 for its sustained efforts towards sustainability and environmental preservation. We also ranked 2nd overall globally in Environment dimension by the index.



### HINDUSTAN ZINC

Ranked

**#1** overall in Asia Pacific

**#2** globally in Environment

by  
**THE DOW JONES  
SUSTAINABILITY INDEX 2020\***

**We are committed to Sustainable Mining**

## HINDUSTAN ZINC RECOGNIZED IN CDP 'A' LIST FOR TACKLING CLIMATE CHANGE

### SUSTAINABILITY



**CLIMATE**

**H**industan Zinc has been recognized for leadership in corporate sustainability by global environmental non-profit CDP, securing a place on its prestigious ‘A List’ for tackling climate change. We are among 5800+ high-performing companies that were scored and among the only 2 mining companies across the world who scored A. This is a matter of pride and a testament to our commitment to sustainability.

## HINDUSTAN ZINC AWARDED 'RESPONSIBLE BUSINESS OF THE YEAR'

### RESPONSIBLE BUSINESS

**H**industan Zinc has been honored with the “Responsible Business of the Year” award at GT SABERA Awards 2020 for displaying an exceptional commitment to sustainable development, engaging with all stakeholders and being an inclusive, ethical & transparent enterprise. The award was conferred in a recently held virtual conference which was presided over by Dr. Bibek Debroy, Chair Economic Advisory Council to Hon’ble Prime Minister of India.



## HZL'S IR REPORT AWARDED AT LACP AWARDS

### COMMUNICATIONS

**H**industan Zinc's First Integrated Annual Report (FY2019-20) has received inspiring recognitions in the LACP (League of American Communications Professionals) Awards, and formally included in the 100 Corporate Publication of 2020 globally, as well as in the Top 10 Indian publications. We won 'Silver' in three categories (Annual Report, Integrated Report, and Print Report) in the 2020 Spotlight Awards Global Communications Competition.



## EVOLVE BAGS 'MOST INNOVATIVE PRACTICE' AWARD



### DIGITAL INNOVATION

**H**industan Zinc has set a benchmark through Digital innovations centered around online platform for customers to procure our product through 'EVOLVE'. It is the first of its kind e-commerce platform for Non-Ferrous metal in India by a producer. It won the "Most Innovative Practice" from CII Tata Communication - Centre for Digital Transformation.

## HINDUSTAN ZINC BAGS TWO WINS AT SAP ACE AWARDS

### MARKETING

**H**industan Zinc made it big at SAP Ace Awards 2020 by winning two prestigious awards for its project EVOLVE & Confluence. While project EVOLVE won Customer Excellence - Sales, Marketing & Service award, Confluence won Sourcing Excellence - Large Enterprise. The awards were bestowed in the recently held SAP Ace Awards 2020 ceremony via virtual conference.



## ZAWAR MINES WIN AT APEX INDIA GREEN LEAF AWARDS



### ENERGY EFFICIENCY

**Z**awar Mines won the 'Gold' award in the category of 'Energy Efficiency' under the flagship Apex India Green Leaf Awards. The award for "Energy Efficiency" was received in Metal & Mining sector for outstanding performance of energy efficiency initiatives resulting in 4.52% reduction in specific power consumption and 4,604 tCO<sub>2</sub> reduction in FY 2019 for Zawar.

## DARIBA SMELTING COMPLEX'S CPP WINS AT FAME EXCELLENCE AWARDS 2020

### ENERGY EFFICIENCY

**T**hrough constant efforts of innovating and adopting technology for a sustainable future, our Dariba Smelter Complex's Captive Power Plant won two Gold Awards in the categories of 'Energy Efficiency' and 'Water Stewardship' under the flagship of FAME Excellence Awards 2020.



## SK MINE WINS CII NATIONAL AWARD FOR EXCELLENCE IN WATER MANAGEMENT

### ENERGY EFFICIENCY

**A**round 100 participants across industries were assessed for three categories: within the fence, beyond the fence and innovative product and our SK Mines won in 'Within the fence' category. The award is a reminder to us of our commitment of Responsible Stewardship towards Water Resource Conservation.







## AGUCHA'S TEAM FOURTH WAVE WINS PLATINUM FOR QUALITY CONTROL

### QUALITY CONTROL

**T**eam Fourth Wave represented Rampura Agucha Mines to present their Case Study for the project - Upgrading Line of Sight to Tele-remote production bogging and won a Platinum award for Quality Control. 280 teams from all over the world participated in the prestigious international convention on Quality Control. The team comprised Mr. Sourav Debnath, Ms. Nidhi Aggarwal and Mr. Abhishek Singh.

## PANTNAGAR QUALITY CIRCLE WINS 3 AWARDS

### QUALITY CIRCLE

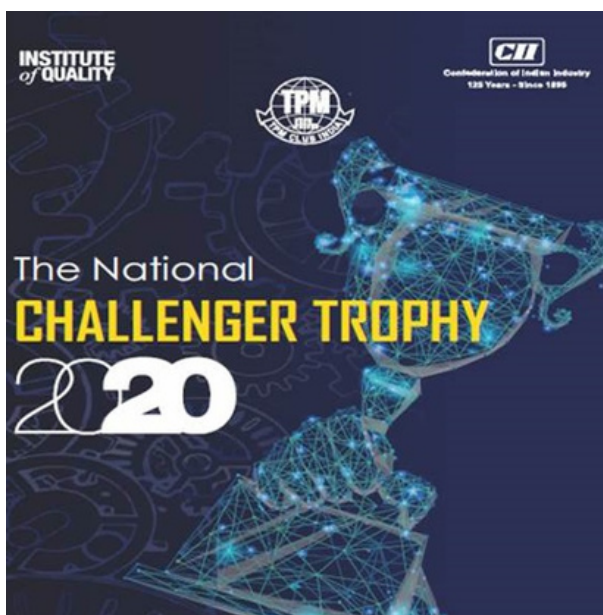
**O**ur Pantnagar plant saw 3 of its teams take part in the Haridwar QC Chapter convention (HCCQC-2020) and they received 2 Gold awards and 1 Silver Award.



## HINDUSTAN ZINC WINS PLATINUM & GOLD IN CHALLENGERS' AWARDS 2020

### ENERGY EFFICIENCY

**H**industan Zinc won Gold Award in the Breakthrough category in The Challengers' Awards 2020. The project was "In-House Design of SAHR brakes for LMVs deployed in Mine". We also won the 'Jury Award - restorative category' for our project on 'Enhancement of Roaster Boiler Rapping device push rod connecting pin life of EV-1, SH-2, SH-1 bundles'.



## ACTION IS BACK AT ZINC FOOTBALL

### THE TEAM IS BACK!

**A**s an immediate response to the coronavirus crisis, we had sent our footballers back to their respective homes in March. But after getting due permissions and maintaining strict safety protocols, football has finally kicked-on at our Zinc Football Academy turfs after a break of over five months. The boys are extremely delighted to come back to Zawar and get their competitive mindset back on track. 16-year-old midfielder Aman Khan from Hanumangarh District expressed: "My time at home was filled with mixed emotions. While I was happy to spend quality time with my family, I also missed being on the ground playing football with my mates."



## CAPTAIN ADNAN EXCELS AT NATIONAL LEVEL

### PERFORMANCE

**T**he Subroto Cup Committee, after witnessing Adnan's influential performances at the Under-17 Subroto Cup International Football Tournament awarded him a prestigious spot in the Top 25 future players of the country. Adnan also received a cheque for scholarship amounting to Rs. 25,000/- from the Subroto Mukherjee Sports Education Society. Adnan led the team from the front against heavyweights like Goa, Tamil Nadu, Chandigarh and Afghanistan.

## TALENT HUNT

### SCOUTING

**A** lot of 15 year old footballers from Rajasthan, Maharashtra, Gujarat and Haryana were called for trials at Zinc Football Academy as our scouts look to solidify the squad before moving into the hectic footballing season ahead. The budding footballers got an opportunity to understand the culture at Zawar, wherein they stayed and trained with the Zinc Football squad for six days.





## ZINC FOOTBALL ACADEMY WINS NATIONAL FUTSAL CHAMPIONSHIP

### WINNERS

**F**ootballing action began with our boys winning some silverware.

Our Under-17 Zinc Football team participated in the Under-19 National Futsal Championship held in Jaipur. In the two-day event, our boys convincingly defeated six teams who were representing Assam, Madhya Pradesh Rajasthan Telangana, Gujarat and Uttar Pradesh.



## ZINC FOOTBALL WILL LEAD RAJASTHAN AND INDIAN FOOTBALL TO GREATER HEIGHTS



### SPORTS MINISTER

**M**r. Ashok Chandna MoS - Minister of Sports and Youth Affairs Government of Rajasthan visited our Zinc Football Academy in Zawar.

During the visit the Minister took a tour of the facilities, participated in a lively discussion with our budding footballers and shared his valuable inputs and feedback on our sports development initiative. The Minister who is also a keen football enthusiast emphasized on the importance of setting a goal in life in order to become successful. He also played a friendly game with the team.

“ I am delighted to see the state-of-the-art infrastructure here. Initiatives like Zinc Football will help uplift not only the communities but also Rajasthan and Indian Football as a whole in the coming years. With the right guidance, I am sure these kids will go a long way. I wish everyone here all the best. ”

- Mr Ashok Chandna, Minister of State - Sports & Youth Affairs,  
Government of Rajasthan





Hope you enjoyed reading this 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

## FROM THE EDITOR'S DESK

Happy New Year!

Wishing that 2021 is kind to all of us and we in return are more compassionate to others around us.

Our House Journal, Zinc News is a legacy that has been a part of Hindustan Zinc for over 40 years, chronicling the journey of our organisation, people, achievements, milestones and our transformation to becoming one of the leaders in global mining. The look, feel and the platform is constantly evolving but we hope to keep the essence intact.

We would like to urge all our colleagues to share their thoughts, stories and ideas with us and we at Corporate Communication will be more than excited to include it in Zinc News.

We had shared a poll, few weeks ago, asking you to choose a name for our upcoming project in Gujarat and are happy to share that the name that has emerged as the winner is Doswada Zinc Plant (DZP).

2021 will see many more such opportunities for all of us to be partners in decision making through Zinc News.

Warm Regards,  
Dipti Agrawal  
Head - Corporate Communications

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