

# ZINC News

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हिन्दुस्तान जिंक का मुख पत्र | THE HOUSE JOURNAL OF HINDUSTAN ZINC



**HINDUSTAN ZINC**  
Zinc & Silver of India



**पंकज कुमर**

डिप्टी  
मैनेजर, इन्फ्रस्ट्रक्चर डेव्लपमेंट, एच.जे.एच. कार्पोरेशन

**दीपकल बट**

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मैनेजर, इन्फ्रस्ट्रक्चर डेव्लपमेंट, एच.जे.एच. कार्पोरेशन

**अशोक शर्मा**

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डिप्टी  
मैनेजर, एच.जे.एच. कार्पोरेशन

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**समसेन सिंह रावत**

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**बीरमल शर्मा**

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Fatehsagar Lake  
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The Wings  
to success –  
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Celebrations



**Hindustan Zinc**

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# हर कदम सुरक्षा की ओर

अपने हर एक कर्मचारी के हित में उनकी सेहत एवं सुरक्षा को सुनिश्चित करना हिंदुस्तान जिंक के लिए सर्वोपरि है। सुरक्षा अनिवार्य है और हिंदुस्तान जिंक इसे महत्वपूर्ण स्थान देता है। चाहे वो सुरक्षा को सुनिश्चित करने के लिए हो या उत्पादन बढ़ाने के लिए, हिंदुस्तान जिंक ने इनोवेशन एवं टेक्नोलॉजी को इन दो बिंदुओं पर केंद्रित किया है। हिंदुस्तान जिंक का लक्ष्य 'जीरो हार्म' संस्कृति का निर्माण करना है, और इसे ही कंपनी ने 'विज़न 2020' बना लिया है। इसी को ध्यान में रखते हुए कंपनी ने विभिन्न उपक्रम लिए हैं, इसी कड़ी में पिछले साल करीब 0.6 मिलियन घंटे सिर्फ कर्मचारियों की सुरक्षा प्रशिक्षण में निवेश किये गए थे।

इन्हीं प्रयासों को देखते हुए हिंदुस्तान जिंक को कई पुरस्कारों से सम्मानित किया गया है। 'मेरी सुरक्षा मेरी जिम्मेदारी' के नारे पर जोर देते हुए कंपनी ने सेफटी विस्सल ब्लोअर पोर्टल का प्रावधान दिया है। इस ऑनलाइन पोर्टल के सहारे कोई भी कर्मचारी अज्ञातकृत रहकर किसी भी असुरक्षित कार्य प्रणाली एवं परिस्थिति की सूचना दे सकते हैं। इसे इस्तेमाल करने के लिए – <https://web.hzlmetals.com/safetywb/AddNewRecord.aspx> – लिंक पर जाएं। इस माध्यम से वह कार्यस्थल एवं अपने साथियों की सुरक्षा सुनिश्चित कर सकते हैं।

'जीरो हार्म' को हासिल करना कंपनी के साथ-साथ सभी कर्मचारियों का भी लक्ष्य होना आवश्यक है। यह सफलता कंपनी से ज्यादा कर्मचारियों के हित में है। कंपनी का उद्देश्य है सड़क हो, घर हो या कार्यस्थल हो, हर स्थान पर सुरक्षा परिस्थिति के प्रति जागरूक करना है। सुरक्षा नियम सभी की सुरक्षा के लिए बनाये गए हैं, और हमें इनका पालन करना चाहिए।

हिन्दुस्तान जिंक का मिशन है – हितधारकों का मान एक्सप्लोरेशन, इनोवेशन, ऑपरेशनल एक्सीलेंस, सुरक्षा एवं स्थिरता से बढ़ाना।

- वर्क परमिट लें।
- सीट बेल्ट जरूरी है।

हिन्दुस्तान जिंक का प्रत्येक श्रमिक और कर्मचारी सुरक्षा का ब्राण्ड एम्बेसेडर है जो कि अपने आस-पास के सभी लोगों को कार्यस्थल एवं कार्य स्थल के बाहर सुरक्षा के प्रति जागरूक करता है।

## हीरालाल जाट



नशे का  
सेवन कर  
कार्यस्थल पर  
नहीं आएँ।

वेल्डर, मोनोमार्क इंजीनियरिंग इंडिया प्रा. लि.  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

## गंगाराम कुमावत



फिटर, मोनोमार्क इंजीनियरिंग इंडिया प्रा. लि.  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

“

“काम पर सुरक्षित आयेँ एवं सुरक्षित जाएँ,  
कोई लापरवाही नहीं।”

हिंदुस्तान जिंक में आने से पहले, सुरक्षा की अहमियत हीरालाल के लिए एक साधारण बात थी। सुरक्षा की भी उन्हें अधिक समझ नहीं थी।

हिंदुस्तान जिंक में दस वर्षों से कार्य करते हुए, कपासन के निवासी हीरालाल के लिए, सुरक्षा एवं सतर्कता इनके काम में महत्वपूर्ण बन चुकी है। सुरक्षा की तरफ इनका दृष्टिकोण केवल प्लांट परिसर में नहीं वरन् जिंदगी के हर पहलु में आ गया है और यह दृष्टिकोण सिर्फ अपनी सुरक्षा के लिये ही नहीं, वरन् उनके साथियों की सुरक्षा के लिये भी है।

हीरालाल अब मानते हैं कि साथ में काम कर रहे कर्मचारियों के साथ सुरक्षा को लेकर संवाद रखना प्रभावी है। हीरालाल का एक महत्वपूर्ण योगदान, लेड प्लांट में उपयोग किये जाने वाले हॉट मेटल सिस्टम के विकास में था। इसी सफलता के कारण, हॉट मेटल सिस्टम की बेहतर सुरक्षा अधिकतम सुनिश्चित हो गयी है। इस सफलता को लेकर हीरालाल पुरस्कृत भी किये गये हैं।”

“

“सुरक्षा हमेशा सबसे पहले, हर जगह पर हो, एवं कर्मचारियों के लिए प्राथमिक हो। भले ही काम में थोड़ी देरी हो जाये, सुरक्षा में कोई समझौता नहीं।”

फतेहनगर के निवासी गंगाराम कुमावत सुरक्षा की एक मिसाल के साथ-साथ लेड प्लांट के 'मैकेनिकल किंग' भी कहे जाते हैं। सुरक्षा एवं सतर्कता पर ध्यान रखने में इनके योगदान के कारण ही आज लेड प्लांट में हर कोई उन्हें लेड किंग के नाम से जानता है।

भले ही गंगाराम कुमावत का स्कूली शिक्षण अधिक ना हो, सुरक्षा को लेकर इनकी सतर्कता प्रशंसनीय है। सुरक्षा की ओर इनका दृष्टिकोण तब बदला, जब 2006 में अपनी लापरवाही के कारण वह गाँव के एक कुएं में गिर गए थे। इस घटना के बाद गंगाराम ने ठान लिया कि सुरक्षा को लेकर वह कभी लापरवाही नहीं करेंगे।

गंगाराम कुमावत जिंक में लेड प्रोजेक्ट में पिछले दस साल से कार्यरत हैं। इनका प्रमुख योगदान कन्वेयर बेल्ट एलाइनमेंट में रहा है, जिसके विकास में इनको पुरस्कार दिया गया है। हिंदुस्तान जिंक की ही तरह, गंगाराम भी 'मेरी सुरक्षा मेरी जिम्मेदारी' में विश्वास रखते हैं। इनका मानना है कि कंपनी भले ही उन्हें सारा प्रशिक्षण एवं उपकरण दे, सुरक्षा की जिम्मेदारी स्वयं की होती है।”

## कमलेन्द्र सिंह राणावत



इंस्ट्रुमेंट तकनीशियन, एसएस कंपनी  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

नियमों का  
उल्लंघन  
ना करें।

## मोहम्मद सलीम



लीचिंग प्रोसेस, एसएस कंपनी  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

“

“अगर सुरक्षा को लेकर 1 प्रतिशत भी संदेह हो,  
तो उस कार्य को ना करें।”

ऐसा कमलेन्द्र सिंह का मानना है। मगर कमलेन्द्र सिर्फ यहीं पर नहीं रुकते। वह सुनिश्चित करते हैं कि रुके हुए कार्य में सुरक्षा पूरे तरीके से बराबर की जाए और फिर वह कार्य पूरा किया जाए। इस प्रकार से ना ही सुरक्षा में कोई समझौता होता है, ना ही काम और उत्पादन में कोई बाधा उत्पन्न होती है।

परिवार जिंदगी का अहम हिस्सा होता है और कमलेन्द्र का परिवार ही उन्हें सुरक्षा की ओर प्रेरित करता है। खास करके उनकी 5 साल की बेटी, जो अपने पिताजी को सुरक्षा पर ध्यान देने के लिये प्रेरित करती है। कमलेन्द्र उत्तमता में विश्वास रखते हैं और यह सिर्फ अपने काम के प्रति नहीं, मगर सुरक्षा के प्रति भी लागू होती है।

कमलेन्द्र ने सुरक्षा के साथ एक बहुत ही निजी नाता जोड़ लिया है। इन्होंने एक मॉडल बाइक डिजाइन का निर्माण किया है, जिसमें बाइक चालक बिना हेलमेट पहने बाइक शुरू ही नहीं कर पाते, जिससे बाइक चालक की सुरक्षा सुनिश्चित रहती है।

इस मॉडल के लिए कमलेन्द्र को पुरस्कार भी दिया गया है एवं उनकी डिजाइन का उपयोग बाकी प्लांट्स में भी हो रहा है। उन्होंने इन सब की तैयारी में सभी पहलू पर ध्यान दिया है, भले ही वो तकनीकी विवरण हो या सुरक्षा के मुद्दे। ”

“

“जीरो हार्म का विज़न साथियों के लिए भी  
एवं पर्यावरण के लिए भी”

लीचिंग प्रोसेस के कर्मचारी मोहम्मद सलीम, रचनात्मक संचार को सुरक्षा के प्रति एक जरूरी हिस्सा समझते हैं। जब पूरी टीम में सुरक्षा की ओर एहमियत एवं संवाद हो, तो काम करना सरल होता है।

मोहम्मद सलीम सिर्फ अपनी ही नहीं, वरन् अपने साथियों की सुरक्षा का भी ध्यान रखते हैं। दूसरों को उपकरणों के इस्तेमाल को लेकर जागरूक रखना एवं किसी को उलझी हुई स्थिति में मदद करना अपना कर्तव्य मानते हैं।

लेड प्लांट में पाइप क्लीनिंग की एक प्रक्रिया में नयी तकनीक लाने के लिए मोहम्मद सलीम को पुरस्कार भी दिया गया है। इस कारण यह काम अब एक बेहतर तरीके और कम समय में हो पाता है।

सुरक्षा के महत्व के साथ-साथ, मोहम्मद सलीम ‘जीरो हार्म’ पालिसी का समर्थन करते हैं। ‘जीरो हार्म’ सिर्फ अपने साथियों के लिए नहीं, बल्कि पर्यावरण की ओर भी। वह आस-पास के पर्यावरण की परवाह करते हैं और तदनुसार काम करते हैं। ”

## अभिषेक भंडारी



इंस्ट्रुमेंटेशन, वार्टसिला  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

सुरक्षा  
उपकरणों का  
उपयोग करें।

## नरेश छिपा



इलेक्ट्रिकल सी.पी.पी., वार्टसिला  
दरीबा स्मेल्टिंग कॉम्प्लेक्स

“

“ सुरक्षा नियमों का पालन करना  
अनिवार्य है”

सुरक्षा के अलावा, हिंदुस्तान जिंक, अपने शिक्षा संबल और ऊँची उड़ान प्रोग्राम के अंतर्गत बच्चों की पढ़ाई पर ध्यान रखता है। इसी तरह, सुरक्षा पर फोकस बरकरार रखते हुए, अभिषेक भंडारी हिंदुस्तान जिंक के इस पहलू में भी योगदान करते हैं।

चित्तौड़गढ़ के निवासी अभिषेक ने 70 बालिकाओं की पढ़ाई में योगदान दिया है। इनका यह प्रयास प्रशंसनीय है। सुरक्षा के क्षेत्र में भी इनका योगदान शीर्ष पर है। जिसमें विशेष नजर इनके पुरस्कार विजेती हॉट फायर रिप्लेसमेंट मॉडिफिकेशन पर है। इस तकनीक से उपकरण का खतरा खत्म हो गया है जिससे किसी प्रकार की जोखिम नहीं रही है।

अभिषेक ने ऐसे विभिन्न तकनीकी विकासों का हिस्सा बन कर, न सिर्फ सुरक्षा के प्रति अमूल्य योगदान किया है, बल्कि उस प्रक्रिया को समय कुशल बनाया है।

सुरक्षा के अलावा, अभिषेक ने अपना देहदान का संकल्प पत्र भर कर मानवता का कार्य किया है।

”

“

“सावधानी से काम करना एवं  
सावधानी और सुरक्षा को सुनिश्चित रखना।”

नरेश छिपा सिर्फ सुरक्षा का पालन ही नहीं उसके कार्यान्वयन करने को अपना मूल मंत्र मानते हैं।

हिंदुस्तान जिंक में दस वर्षों से कार्यरत नरेश इस कंपनी की सुरक्षा पद्धति की सराहना करते हैं। उनके जीवन में सुरक्षा की महत्ता लाने में हिंदुस्तान जिंक का योगदान है।

अब नरेश सुरक्षा के मुद्दे पर कोई पुनर्विचार नहीं करते हैं। दरीबा सी.पी.पी. के एक बैकडोर इंटरलॉकिंग सिस्टम के विकास में इनकी टीम ने सहयोग दिया है।

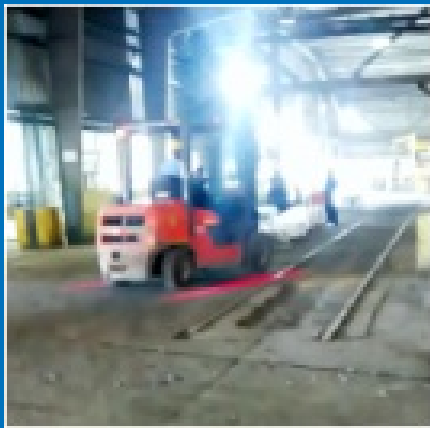
इनका कहना है कि मैनेजमेंट भी सदैव सुरक्षा पर जोर देता है जिसका पालन करना हम अपना कर्तव्य ही नहीं, अनिवार्य भी मानते हैं।

अग्निशमन उपकरणों को उचित स्थानों पर लगाने के लिए इन्हें पुरस्कृत किया गया है। भले ही कोई कार्य काफी समय ले रहा हो, उसमें सुरक्षा के महत्वपूर्ण से समझौता नहीं होगा। इसी मूल मंत्र पर अमल करने के लिये अपने सहयोगी कर्मचारियों को भी प्रोत्साहित करते हैं। ”

With an aim of Zero Harm culture and keeping it as 'Vision 2020', Hindustan Zinc always strives towards ensuring best standards of safety. We appreciate every effort taken towards implementing safety at workplaces, some of which are listed below: -

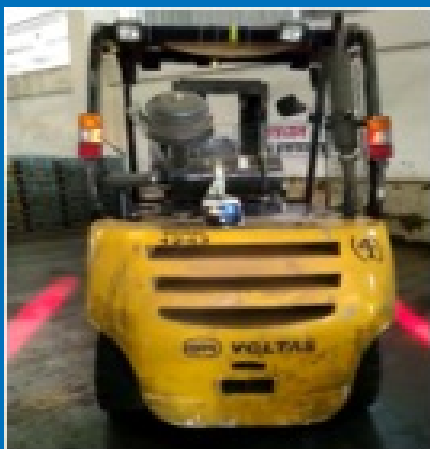
## Red Zone Light in Forklift

Red light installation in forklift to provide visual alertness to operator as well as pedestrian. This will not only guide the operator, but also help predict a safe zone. This was implemented by Mr. Rajesh Sharma and Mr. Aniruddh in CSC (Pyro, Hydro) and Pantnagar.



## Reverse Sensor in forklift

Reverse sensor in forklift helps in getting a visual and sound alarm in case of any obstruction behind the forklift, provided it is within specified range and colour of display. Sound frequency also changes with decrease in obstruction distance from forklift. This was implemented by Mr. Ravi Sachdeva and Mr. SD Mishra in CSC (Pyro, Hydro) and Pantnagar.



## Fabrication of portable platform on south end of condenser floor

Winch operated platform provision for resting to box up the condenser to replace practice of bricks being placed on the hot dross for the condenser box up. This resulted in reduction of condenser box up time as well as improvement in safety. The implementation was carried out by Mr. HR Sharma, Mr. Kamlesh, Mr. Suresh, Mr. Amogh and Mr. Vijay in CSC Pyro (ISF).



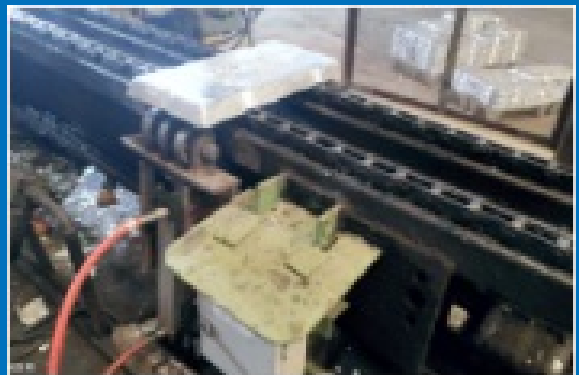
## Reverse Camera in dumpers and loaders

Reverse camera is now mandatory in SOP of dumpers and loaders. It is to be switched ON before starting the vehicle to help get a clear view behind the vehicle and prevent a man machine intervention. This was implemented by Mr. Badri Lal Teli, Mr. Roshan Lal Sharma and Mr. Yogesh Kumar in CSC RMH.



## Automatic removal of rejected ingots from conveyor

Ingot Rejecter was installed on the feed conveyor before turn-over. Now the rejected ingots are being removed from the moving feed conveyor automatically. This has eliminated the manual intervention for the removal of ingots from a running conveyor. The system was implemented by Mr. Maheep Mathur, Mr. Vijit Vinayaka, Mr. Atul Talukdar and Mr. Krishan Chandra in CSC Hydro-2 (Melting & Casting).



## Explosion proof blowers / exhaust for confined space

An Explosion proof '2 in 1 blower/exhaust' has been set, which can extract hazardous air from CSE as well as provide fresh air to CSE through proper ventilation. This was implemented by Mr. Praful Patel in RAM Mill.



## Solar Powered side light in Dumpers

Solar Powered side light in dumpers were installed. This helps save energy by utilizing sun energy and eliminate human error of not turning ON side lights during night or dim conditions. This system ensures light is switched ON in auto with respect to LUX level. Implemented by Mr. Badri Lal Teli, Mr. Roshan Lal Sharma and Mr. Yogesh Kumar in CSC CPP Coal Yard.



1. Solar powered side light, glow automatically after evening w.r.t LUX level intensity.



## Eliminating Man-Machine interaction in UG mines

The system provides an early warning to operators to prevent man-machine or machine-machine

collision. Implemented by Mr. Praveen Sidhraj, Mr. Sandeep Gupta, Mr. Komal Choudhary and Mr. Mithilesh Kumar in Balaria Mine.



## Horizontal Unloading

This system provides fast & efficient unloading, reduction in TAT, conveys a wide variety of material, elimination of toppling, safe & fast unloading and a good impact resistance. This is implemented in RDC.



## Strata PDS for eliminating Man-Machine and Machine-Machine interaction in UG mines

The system generates electromagnetic marker zones around machinery using system generators. Each Individual wears a Personal Alarm Device (PAD) which detects these zones. It detects and gives an audio-visual alarm when a person enters the 'warning zone' around operating machinery, or when machinery blindly approaches a pedestrian in its path. The system has provision for autonomous braking when integrated with parking/emergency brakes or engine shut-down. The system is implemented at SK Mine.





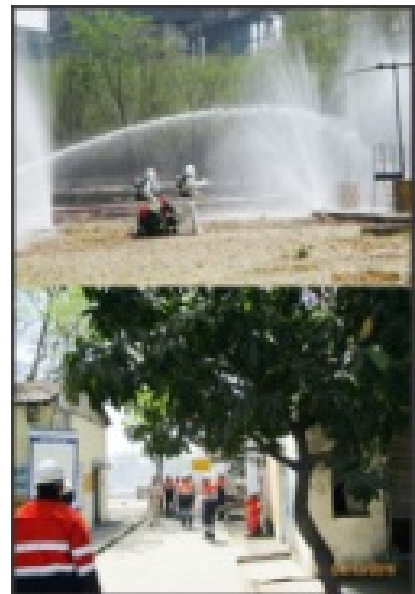
## Gate Meeting at CSC

A Gate Meeting was conducted on 1st April, 2019 in every unit including project site. Monthly gate meetings are being conducted at each unit to bring more focus on safety and sustainability at CSC.



## Offsite Mock Drill at Propane storage

An offsite Mock Drill was conducted at Propane Storage yard. The purpose of this mandatory drill was to check the reaction of employees and to know the workability of firefighting / detection system installed in the area so that deficiencies may be removed and further improvement plan may be executed to avoid life and property loss.



## Fire Safety Awareness session for Zinc Colony ladies



## Fire Safety Awareness at HZL



## Fire Safety Training and Drill Competition at CPP



## Fire Safety Training and Drill Competition at Pyro



## Fire Safety Awareness session at Zinc School, CSC



## Fire Safety Training and Drill Competition at Fumer Plant

## Fire Safety Awareness at HZL



## OEM R&R - RAM

In line with the CEO Office Directive; the AO Team launched a new initiative for the Rewards and Recognition of our Maintenance Service Provider/OEMs at the HEMM. The winners for the month of April 2019 were felicitated in an award ceremony held on 22nd May, 2019 at HEMM.

1. Rolling Trophy Award as the winner for April
  - A. Best OEM (Performance): M/s Normet
  - B. Best OEM (Safety, 5-S, AO): M/s Normet
2. 15 Winners (5 Engineers & 10 Technicians) from OEMs were also



At HZL, we believe that Safety starts with ourselves. Our Safety Mascot - 'Aarohan' - is testimony to HZL's safety pledge, "My safety, My responsibility".

However, the Leadership too plays a key role for building a safety culture at site. It's always leadership driven and mature leaders use this as an opportunity to create connect, improve engagement and care for the employees.

We are fortunate that our CEO personally demonstrates safety as his core value. He recently declared himself as Chief Safety Officer of HZL and has taken ownership to build a safety culture at HZL. He committed to spend 30% of his time on safety and is also meeting safety professionals across sites regularly with objective to empower them for implementation of Safety Standards at HZL.

I remember that during our Aarohan journey with DuPont in 2013, we have made huge progress in terms of our behaviour, safety knowledge, risk management, and safety systems and practices. Our Safety indicators i.e. LTIFR also improved a lot. After DuPont contract ended, we saw dip in our safety performance.

We have a potential within us to create a difference in our safety performance, without any dependence. We only need to demonstrate ownership and start looking at our strengths of line function in improving Safety. We have safety standard champions, safety trainers, subject matter experts, mentors and leaders in our line function who have exceptional knowledge of safety and implementation strength. These experts need to be empowered and motivated to bring a step change in safety performance of our units. We don't need to look outside for any help and ensure that Safety is integrated in jobs planning.

Management has always considered HSE as an important performance evaluation criterion for individuals and teams. I am happy to share that many leaders were provided growth opportunities based on their overall HSE Performance in company.

To improve HSE performance we need to drive a culture of care. Our first responsibility as a leader must be to ensure that every employee under us is working in a safe and healthy environment. We cannot risk anyone's life to expedite job or increasing volume.

We are the change agent and the biggest contribution we all can make as an individual is to ensure that we don't walk past on any unsafe behaviour or condition and act on it before we move on.

Hindustan Zinc is a big brand in the mining industry and a market leader. We are an example for many industries and people look up to us to lead a sustainable business. We have strong policy and framework in place for doing business. We work very closely with community around us and are sensitive to the impact we make to nearby communities.

Our Exco Members and Units teams visit these communities regularly to create connect and ideate on how to better to support them in their development. To my knowledge, no other metal and mining company of our stature in India has made such plans and commitments to mitigate sustainability risks. Our willingness to take core responsibility for what goes on within the total value chain from downstream to upstream is unique. We are sourcing our raw material from sustainable sources, modifying our operations and process to reduce dependencies on fresh water and to produce less waste, using captive renewable energy sources, and delivering product with minimum environment impact.

Moreover, these initiatives drive HZL as a sustainable business brand and it's our efforts that we achieved 5th rank globally in metal and mining sector in Dow Jones Sustainability index. Our commitment and focus towards sustainability ensures long term business and interlinks various functions of the company to achieve common goals. All members are key in this journey of HZL and with our collective zeal, efforts and commitment we can make a difference to achieve the goal of Zero harm in coming time.

*"It's only after you've stepped outside your comfort zone that you begin to change, grow, and transform."*  
 — Roy T. Bennett



**H S E**  
**Mr. Rajinder Singh Ahuja**  
 Chief HSE Officer, Hindustan Zinc Limited

*"You must be the change you want to see in the world." - Mahatma Gandhi*

*"It was time for a nutrition revolution in India and it is important to work to achieve that to end malnutrition. India was a country with the largest number of people with malnutrition in the world, this is despite adequate food production and availability of cereals. This is a nutrition enigma and this calls for a multi-sectoral approach involving areas, including agriculture, health and rural development to ensure nutrition for people across the social spectrum..."*  
 - M.S. Swaminathan, Indian Father of Green Revolution - Indian Geneticist



# Vedanta Ltd. Chairman visits

## Hindustan Zinc

It was a memorable time for the employees of Hindustan Zinc when Mr. Navin Agarwal – Chairman, Vedanta Limited - visited their locations and addressed them during his stay from 17th – 18th May, 2019.

During his interaction, he motivated the youth with his knowledge, energy and passion where he spoke about the vision of Hindustan Zinc and way forward to achieve the same. He also attended the Town Hall meeting at units with the employees. The Chairman laid emphasis on gender diversity not only at Leadership level but also in various other functions.

He also appreciated Digitization/ Innovation projects taken up by the company. He visited the Zinc Football Academy at Zawar Mines on 18th May, where he met the residential academy players and witnessed the latest F-Cube technology, installed at the academy for technical evaluations.





At Zinc Football, the visit was very interactive. Led by the academy boys, the Chairman was keen to know about the initiative. The visit started with a welcome from the Captain and Vice-Captain of the team, followed by meeting with the residential academy players. Post that, they were acquainted with the latest F-Cube technology, installed at the academy for technical evaluations. Besides, a 5-minute Q&A session took place for the process of scouting players, how this initiative is helping develop grassroots football, and the procedure for being a part of this initiative. The Chairman was thoroughly impressed, and the feedback received was something which provides more motivation for the Team Zinc Football. Like every visit of The Chairman, this visit also inspired all of us.



# FATEHSAGAR LAKE DEEPENING PROJECT by HINDUSTAN ZINC

*A water  
sustainability  
initiative in  
association with  
Urban Improvement  
Trust (UIT) for our  
City of Lakes...*

**S**ustainability has always been a core value of Hindustan Zinc and water preservation has always been a priority considering that we are in the water stressed state of Rajasthan.

Continuing its efforts towards conserving environment and as part of its community service initiatives, the company in association with Urban Development Trust (UIT) has taken up the project of deepening the Fatehsagar Lake by desilting when it is dry. In this regard, an event was organized on 4th June 2019 at Fatehsagar Lake, Rani Road, Udaipur. Mrs. Anandhi - Collector & District Magistrate, Udaipur was Chief Guest of the program.

The desilting process will deepen the lake by increasing the catchment area that will allow trapping of more water in the rainy season, helping preserve water longer in years of weak monsoons. The company will be doing 2 – 2.5 lakh cubic meter of Desilting of Fatehsagar lake.

During the event, Mrs. Anandhi - Collector & District Magistrate said “We commend that Hindustan Zinc has come forward for this initiative that aims at increasing the catchment area of the Fatehsagar lake in short time. It would enable to upsurge the water level of the lake. Saving water has always been a focus area for both Government and Hindustan Zinc and we as a team have been able to turn this situation into an opportunity.

Desilting refers to the removal of earthy materials, fine sand, etc. carried by running water and deposited as a sediment. It refers to major





intervention for enhancing the capacity of the reservoir. The company is ensuring use of appropriate equipment with good safety practices.

Mr. Amitabh Gupta - Director Commercial & CEO Fertilizer said “Hindustan Zinc has always been conscious of environment and has pioneered in adopting clean green technology in running its operations. We as a company are committed towards Sustainable Development and with many such initiatives, we are always in forefront in resonating the efforts of environment conservation.”

Hindustan Zinc has already engaged an expert team to support this effort for long term preservation of water for the city residents. This month long initiative in conjunction with UIT has commenced and will be completed before the onset of monsoon.

Mr. Laxman Shekhawat - Director Operations HZL mentioned “Since Fatehsagar Lake is the lifeline of Udaipur city tourism and also being a major source of drinking water for the residents, it becomes imperative to contribute to its sustainable management. Such initiatives definitely helps in preserving water for longer years.”

Also present were Mr. Ujjwal Rathore - Secretary UIT, Mr. J.K. Upadhyay (IAS) - Director DMG, Mr. Tej Rajdan - President The Jheel Sanrakshan Samiti, Mr. Anil Mehta - The Jheel Sanrakshan Samiti, Mr. K.C. Meena - Head Business Development & Corporate Affairs, Mrs. Kavita Singh – Chief Human Resources Officer, Mr. Sawayam Saurabh – Dy. CFO and Head Corporate Communication – Mr. Pradhuman Solanki during the event.

The city of Udaipur was struggling to keep its world-famous lakes clean due to dumping of raw sewage into them over decades. Hindustan Zinc, while understanding the gravity of the problem took the initiative of setting-up Udaipur's first 20 million litres per day (MLD) Sewage Treatment Plant (STP) under public-private partnership model in conjunction with UIT. This initiative keep the lakes clean and conserving fresh water.

Now Company is trebling its capacity to 60 MLD by adding more STPs which will treat more than half of the sewage generated by the entire city.



# Hindustan Zinc Riding the Digitisation Wave

*Digitisation has helped the firms enhance safety and recovery, besides paring costs and improving logistics*



Published in Business Standard | 16th May, 2019 | Jayajit Dash | Bhubanswar

Leading players such as Vedanta Group-controlled Hindustan Zinc Ltd (HZL) and Tata Steel are riding the digital wave to streamline efficiency and shore up productivity at their mines.

HZL has implemented digitisation in its mining operations, aiding in developing intelligent mines that are smart, connected, wired and analytical. Digitisation of mines has helped the company to build algorithms that has further enhanced accuracy in the mining operations and has made mining for HZL more efficient- right from exploration to metal production.

“We are into the first phase of our digitisation which we hope to complete this time by next year. Our digital initiatives are centred on enhancing our production and safety so that we can take our operations to the next generation of mining. We have engaged various partners across the world and we are bringing in the best of technologies”, said Barun Gorain, chief technology and innovation officer, HZL.

The outcomes of digitisation are already showing up in the key performance indicators of the company's mining operations. Thanks to a suite of digital interventions, there has been 10-15 per cent increase in availability in crushing performance. Going ahead, HZL is eyeing 20 per cent increase in operational expenditure improvement over the next six months.

Productivity and recovery are also poised to take a significant leap in the near future.

## Hindustan Zinc, Tata Steel push digitisation of mines



“Our aim is to ramp up productivity from 0.6 tonne per man hour to two tonne per man hour. We also expect to improve our metal recovery performance to 95-96 per cent. Our recovery has stabilised now. Before digital interventions were ringed in, instability was a big factor”, Gorain said.

Also, HZL has planned to implement an automated core scanning technology

in India, a highly sensitive technology, which can project rock and terrain properties along with the content of the ore. Further, it plans to adopt augmented reality and virtual reality (AR and VR) wearables and ore body intelligence along with 3D laser scanning, introduction of high speed Wi-Fi networks in the underground mines, high bandwidth optical fibre, Voice over Internet Protocol (VoIP) and other IP based devices.

Further, the company is developing an integrated analytics centre in Udaipur in the next two to three years where data on production from mines, mills, smelters, power plants will be analyzed in one place and results and feedback will be sent to the operations department where planning would be done to optimize future operations.

For Tata Steel, the digital journey has set off for both iron ore and chromite assets.

“We have this concept of connected mines where all our mines and assets are connected digitally. From geological mine planning to operations, digitisation is helping us to produce mineral of the desired quality. We have a very controlled operation in terms of the quality of the product. Through our digital tools, we also ensure that the people who are engaged in the plant remain safe in the entire duty cycle”, said Arun Misra, vice president (raw materials), Tata Steel.

Tata Steel has introduced the Fleet Management System at its flagship Noamundi iron ore mines feeding its Jamshedpur steel mill. All dumpers at Noamundi mines are connected to this system.

“Fleet Management System is under implementation at Joda. Next, we will extend it to West Bokaro mines. We are also looking at autonomous operations of drills so that life is safer and drilling accuracy improves”, Misra added.

The Fleet Management System at Noamundi mines is a state-of-the-art technology for IOT (Internet of Things) based smart mining. This has enabled the use of advanced analytics on the data being generated by the system on a real-time basis capturing health and performance of heavy earth moving machineries, thereby reducing operational costs and improving the productivity.

## Vedanta Ltd. and Hindustan Zinc conferred with Dun and Bradstreet Award



Vedanta Limited and Hindustan Zinc were conferred with the Dun & Bradstreet Corporate Awards 2019. Vedanta has been bestowed the prestigious award under the Mining – Metals & Minerals category and Hindustan Zinc under the Non-Ferrous Metals category. The Corporate Awards were presented at an event held in Mumbai to the sectoral leaders among India's top companies on May 29, 2019. The event was attended by dignitaries from the Government of India, ministries and allied agencies, and leaders of leading Indian corporates. Dun & Bradstreet Awards recognizes and felicitates India's top companies who are the driving force of the Indian economy for their exemplary performance in the corporate world.

## Hindustan Zinc receives Bhamashah Award

For its continued efforts in the field of education, Hindustan Zinc bagged the state level 25th Bhamashah Award on 28th June, 2019 at a ceremony held in Birla Auditorium, Jaipur. Five units of Hindustan Zinc; Chanderiya Lead Zinc Smelter, Rajpura Dariba Complex, Zawar Mines, Rampura Agucha Mine and Zinc Smelter Debari; were presented with the Bhamashah Award for outstanding contribution in the field of education.



## Hindustan Zinc receives Water Optimization Conference & Award 2019

Dariba Captive Power Plant (CPP) is a proud recipient of 1st Prize in 'Water Optimization Conference & Award 2019' under the category of Best Water Efficient Plan <=500 MW (CPP). The award was presented by Mr. Alok Perti - Former Secretary of Coal, Government of India and Mr. Anil Razdan - Former Secretary of Power, Government of India on 3rd May, 2019 at New Delhi. Hindustan Zinc has emerged as the winner in CPPs amongst 25 companies who submitted their applications for this Award.

Hindustan Zinc Dariba CPP is the only CPP being operated 100% through STP water thus saving fresh water intake from near-by dams.

On behalf of Hindustan Zinc, the award was received by Mr. Naman Kamboj from Dariba CPP Operation Department.



CLZS CPP received award in 'Gold Category' in 'Golden Bird Awards – 2019' for 'Safety Excellence' & 'Energy Efficiency'



Zawar CPP received award in 'Gold Category' in 'Golden Bird Awards – 2019' for 'Safety Excellence' & 'Energy Efficiency'



Dariba CPP received award in 'Platinum Category' in 'Golden Bird Awards – 2019' for 'Safety Excellence' & 'Energy Efficiency'

## Chanderiya Smelting Complex receives 1st Water Conservation Award



Chanderiya Smelting Complex received 1st Water Conservation Award 2019 by Shri DB Gupta, Chief Secretary, Govt. of Rajasthan in presence of Mr. V Suresh, Chairman, IGBC and Mr. KS Venkatagiri, Executive Director- CII.

This award was given for Contribution in Green Building under Office Category for Environment Office and Central Laboratory (EOCL) and was received by Mr. Deepak Jain and Mr. Mangilal Sharma at an award ceremony on 15 March, 2019 at Jai Mahal Palace Jaipur.

## Hindustan Zinc receives 1st edition of the CNBC-AWAAZ Rajasthan Ratna Awards

Hindustan Zinc received 1st edition of the CNBC-AWAAZ Rajasthan Ratna Awards under the category 'The Best Company in Mining Sector' in the state of Rajasthan, in a glittering ceremony held in Jaipur.

The award was presented by Hon'ble Industrial Minister - Shri Prasadi Lal Meena and Shri Alok Joshi - Managing Editor, CNBC-AWAAZ.

On behalf of Hindustan Zinc, Mr. Sourav Dinda received the award.



CNBC-AWAAZ team with their in-depth research identified the outstanding contributors from the state. The award recognizes individuals and organizations who are instrumental in creating a positive image and glory for the state with their exemplary work across different sectors.



## Hindustan Zinc receives CSR Health Impact Award

Hindustan Zinc received the CSR Health Impact Award under Women & Child Health Initiative and was conferred with the title of 'Game Changer' for its Khushi Anganwadi Program during the 3rd CSR Health Impact Awards held at Hyatt Regency in Delhi by IHW Council on 27th June, 2019. On behalf of Hindustan Zinc, Mr. Dalpat Singh Chouhan and Ms. Anu Anmol from the CSR team received the Award from Dr. Shiv Kumar Sarin - Director, Institute of Liver & biliary Sciences and Mr. Sudhir Mishra - Founding & Managing partner, Trust Legal who is amongst one of the top most Media Broadcasting, Healthcare & environmental lawyers in India.

## Hindustan Zinc receives Par Excellence Award 2019

Chanderiya Smelting Complex has been conferred with following Awards during 6th National Conclave on '5S' by Quality Circle Forum of India at Surat on 21st May, 2019.

- PAR Excellence Award for location
- PAR Excellence Award for KAIZEN competition
- Best 5S Coordinator Award





The company has been Great Place to Work-Certified™ by Great Place to Work Institute...

HINDUSTAN  
ZINC  
A GREAT  
PLACE  
TO WORK  
WITH...

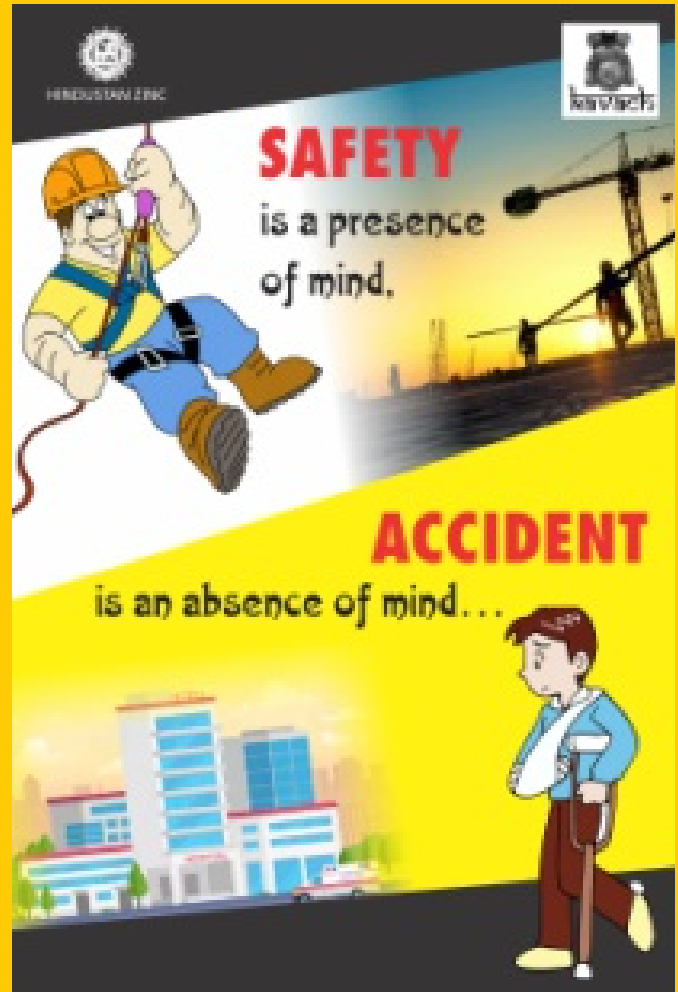
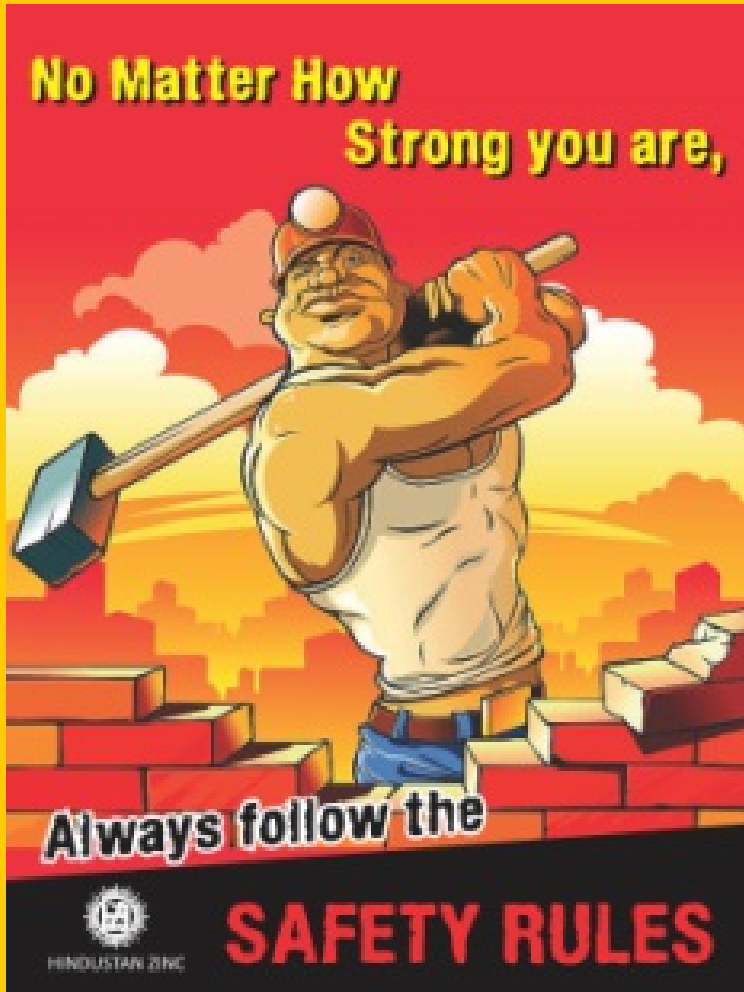
**H**industan Zinc has been deemed a Great Place to Work-Certified™ by Great Place to Work Institute for building a high-trust, high-performance culture within the organization. The company has been certified from April 2019 - March 2020.

Hindustan Zinc's sustainability framework is supported by three pillars – Responsible Stewardship, Building Strong Relationships and Adding & Sharing Value. The company is committed to create a dynamic and thriving workplace where capabilities are valued, leaders are developed and performance is rewarded. Hindustan Zinc provides a vibrant working environment, enabling employees to empower and grow, develop and hone their skills in a high performance and talent based environment. With talent pool of about 17,000 employees including contract workers, spread across all its locations, the Company is proud to have about 19% women employees in fresh hires.

Great Place to Work® Institute is a global management research & consulting firm dedicated towards enabling organizations achieve business objectives by building better workplaces. They work with over 7000 organizations globally every year to identify & recognize great workplaces across the globe through their best workplaces list. They represent the definitive employer-of-choice and workplace quality recognition any organization can receive.



We Care for You



Safety is an integral part of any business. Safety is a behaviour that goes beyond compliances. At Hindustan Zinc, Safety is indispensable part of our business and we believe it is vital not only at the workplace, but also beyond the boundaries of the business. For us every employee is important and as part of our responsibility as Communication Professionals, we are initiating a visual campaign – **KAVACH – WE CARE FOR YOU.**

The objective of this campaign is to engrave the philosophy of '**Safety Culture**' to ensure '**Safe Life**' for all in the minds of all employees through an informal communication – Comic adaptations. With this, we are aiming towards making our Company the safest place to work with and we would be happy to receive your eccentric ideas (credit will be given ) for the campaign that could motivate you fellow colleagues.



**E**ducation is liberating, and knowledge is power. These are the ideals on which the 'Unchi Udaan' project was initiated by Hindustan Zinc. A pilot project built on the base created by the Shiksha Sambal, 'Unchi Udaan' gives wings to children's dreams, of studying in IITs and other institutions of national repute. And it has borne sweet fruits as four of our students cracked the IIT and the NIT. Rani Khatik, Laxman Khateek and Sanjay Jeengar have made it to the IIT, while Reshma Meena has made it to the NIT. Despite adverse economic and social backgrounds, these four have shown the power of persistence, dedication and commitment through Hindustan Zinc's 'Unchi Udaan' initiative.

The pilot project provided free coaching to select students from six districts – Udaipur, Bhilwara, Chittorgarh,

Rajsamand & Ajmer in Rajasthan and Pantnagar in Uttarakhand. The technical partner, Resonance Eduventures Pvt. Ltd provided coaching to these students for IIT entrance exam and was also responsible for teaching Physics, Chemistry & Maths of 10th, 11th & 12th. For schooling, boarding & lodging facilities, Hindustan Zinc partnered with Vidya Bhawan, Udaipur where these select students got admitted as per regular course for class 10th RBSE.

However, there is no taking away the effort and hard work these formidable four have put in, to get such incredible results. Rani Khatik will be proud of her journey in such a short time. Rani's father left her and her mother to fend for themselves at a very young age. With almost no financial security, Rani started jobs like sewing and stitching while keeping her eyes on the ultimate

prize. Under 'Unchi Udaan', Rani was rightly identified as a bright girl and was given the opportunity to shine. Beating all odds, Rani is now ready to be enrolled with the IIT. Not only is she an example for women empowerment but will also act as a role model for her community back home.

Coming from a tribal area, Reshma Meena seemingly didn't have any future in her battle with financial and social conditions, let alone her academic aspirations. The girl from Zawar is now an icon and inspiration in her village as she will pursue her further education with the National Institute of Technology.

Sanjay Jeengar was a boy on mission. His brother too was an IIT aspirant but was unable to crack the exam. Sanjay was sure to achieve his dream and also of his brother as he will soon join a premier IIT.





Laxman Khateek was another inspiring student from 'Unchi Udaan'. With his father suffering from a disability and his mother being a housewife, it was a huge challenge for him on the financial and social outlook. Laxman proved that these factors shouldn't be roadblock between him and his bright future.

# Unchi Udaan

Hindustan Zinc's emphasis on community development is huge, and this batch of students are just another example of how the company strives for strengthening communities. Along with their academic progress, these students have developed their personality and confidence equal to that of any urban child. 'Unchi Udaan' is proud to have played a part in the success of these four and strives to create further opportunities for our next batch.



**The wings to success**



## Environment Day Celebrations at HZL

On the account of Environment Day on 5th June, 2019, all HZL locations participated actively to take a positive step towards conserving environment. Plantation of saplings were carried across every location along with engaging activities like poster-making, slogan-making and photography contest. Additionally, plants also carried out PUC Checking and Certification of vehicles.



### Mass Plantations at CSC

The Chanderiya Smelting Complex arranged a mass plantation drive with a target of 20,000 plantations for FY 2019-20.



### Plantation Drive at RDC

On account of the World Environment Day, the team at Rajpura Dariba Complex conducted a plantation drive of 100 saplings.



### Sapling Distribution at Zawar Mines

Along with various activities for employee engagement, saplings were distributed to executives and contractors at Zawar Mines.

### Rally & Plantation Program at ZSD

An environment rally “ प्रकृति प्रहरी”  
Walk For Environment was  
conducted at Zinc Smelter Debari  
Colony.



### PMP Cares for the Wildlife

Indoor plants, wooden bird nests,  
bird water feeders were placed in  
the Pantnagar Metal Plant  
premises.



### Competition for Siksha Sambal Students at RAM

Drawing and Speech competition  
for arranged for Zinc school and 130  
shiksha sambal students at  
Rampura Agucha Mine.



### Cloth Bag Distribution at Kayad Mine

Distribution of Cloth bags/Jute bags  
to all employees as an emphasis on  
importance of reduction of plastic.



### ERCP – Emergency Response and Control Procedure standard rolled out

Emergency Response and control procedure is an element of PSM which deals with actions to be taken by HZL in case of unwanted release of hazardous chemicals and any other emergency out of process upset. It is the third line of defence which is to control the release of chemicals. Control releases and Emergency preparedness will take place when the first line of defence that will be relied on along with second line of defence to operate and maintain the process and contain the chemicals fails to stop the release .

HZL PSM committee has developed the detailed ERCP Procedure that mandates each zone to have its ERCP Apex structure in place to deal with any process upset having potential for any emergency.

### Farm base livelihood at Zawar Mines

- Wheat Production Data was collected for 463 Rainfed Farmers
- 40 Soil samples were collected for 3rd Batch of Rainfed Farmers
- New Rainfed Farmers (Batch 3rd) 110 Selection Complete & Selection Process work in Progress

### HZL Mobile Usages, Ban & Communication audit & analysis

HZL Mobile Usages, Ban & Communication audit & analysis was conducted by safety Innovation cell and recommendations have been discussed with all the Zones for effective and uniform deployment of mobile ban.

### Online Permit to Work- pilot

A Pilot Project has been conducted to introduce the online permit to work system with following initiated outcomes

- Permit initiation by respective authorized user/approver only.
- Exact timing of approval will be tracked as well as no possibilities in manipulation of approval timings.
- List of isolations which are in various permits but its (active and inactive) status.
- Auto/ system generated mail communication to each specific approver for respective authorized user entry only.
- Each e-permit will be linked with specific notification/ order for better asset optimization.
- Creation of permit in easy, accurate way which also helps in job completion in fast track thus aid to reduction in MTTR.

### OP - Operating Procedure rolled out

Operating procedure in PSM describes tasks to be performed, data to be recorded, operating conditions to be maintained, samples to be collected & finally safety and health precautions to be taken. The procedures need to be technically accurate and understandable to employees, and revised periodically to ensure that they reflect current operations. To bring synergy in our operating procedures, PSM committee has initiated development of OP Procedure for business level application.

**Launch of  
“I Support Aarohan”  
initiative**

We have launched “I Support Aarohan” initiative; in which every employee of HZL shall take one Safety FIP project in each quarter to improve safety performance of organization. Across HZL almost 100% employees have participated in this initiative and a total 1334 safety FIP project identified across HZL. This short term safety KPI will impact overall safety performance of organization and will help us to achieve zero harm vision.

## National Fire Service Week – 2019



National Fire Service Week – 2019 was celebrated across HZL and various events were organized where winners were awarded with attractive prizes. Onsite Fire Fighting Training, Demonstration & Onsite Quiz Competition were held.

## Monthly Safety Theme - Rigging/Lifting/Material handling

The safety theme for the month of April was taken as 'Rigging / Lifting / Material handling'. During the month long activities at all units, trainings were conducted on Lifting & shifting awareness by the trainers. Onsite quiz competitions were conducted at all SBU's and the winners are rewarded. Safety choupal was conducted at various SBUs and discussed about the lifting tools condition, lifting plan and unsafe use of lifting tools and tackles. Lifting tools audit has been conducted in coordination with business partners and Lifting & shifting standard coordinators. Various tools such as chain pulley blocks, D-shackles, Bow shackles, sheave pulley blocks and Lifting belts are visually inspected and discarded in which damage is found.

## Safety Chaupal at Pyro, CPP, Hydro Plant

A Suraksha Chaupal on safety theme- 'Slip, trip & fall' was conducted on 12th April, 2019, in KPS –Mechanical Workshop.

Objective of the Chaupal was as follows:

- Awareness on type of Slip, trip & fall Hazard
- To share common mistakes / wrong practices/ case studies related to Slip, trip & fall and learning from them.
- Safe Practices while working at shopfloor.
- Importance of Housekeeping & 5s etc.



## Improving safety of Bike Riders and Pillion by Innovation

In present scenario, wearing a head protective gear, i.e. a Helmet, is compulsory while riding a two-wheeler vehicle. Failing to do so may attract a monetary fine, jail-time or combination of both. Moreover, a helmet prevents the rider from accidental injuries. However, riders still find numerous ways to avert wearing helmet.



A System and Method for Compulsive Wearing of Helmet Interlocked with Two-wheeler Vehicles is developed.

The system is configured to disable the ignition system of a two-wheeler vehicle if rider does not wear helmet at an instance of starting or riding the vehicle.

If the Pillion does not wear the Helmet and sits, an irritating sound starts (Alarm) until they wear one or move down from Bike.

## Monthly Safety Theme - Vehicle & Defensive driving and Man Machine Interaction

Opening ceremony of the monthly theme for May was held on 1st May, 2019 at Fire station, DSC. It was presided by Mr. Manoj Soni-Head Smelter, Dariba.

Mr. Vijay Goyal-Head HSE welcomed all and as a part and culture of HZL program started by sharing Safety Contact of Vehicle and Driving Incident that happened at RAM in 2013. In addition to that, major incidents happened across HZL in recent past were also discussed and emphasized on the fact that unsafe vehicle and driving practices, Horseplay, Use of mobile etc. are the major cause of number of mortality in India. He also described briefly about the month long programs scheduled to conduct as part of monthly theme and announced everyone to actively participate in the events to enhance the knowledge on the theme and take it up into our behavior. He also described the No-Go Criteria for vehicle as well as for driver inside the plant premises and explained about the importance of Emergency Information panel displayed on hazardous chemical transport vehicles, hazard triangle and the importance of reflective tapes on vehicles. Few of the business partners shared their knowledge on the concept of "LINE OF FIRE" and "FSIPP".

Mr. Manoj Soni-Head Smelter, DSC accentuated on maintaining discipline at workplace. He rightly explained the fact that discipline is the biggest bridge between goals and accomplishment. He stressed that the vision of Zero Harm can only be achieved by Zero Tolerance to unsafe practices and unsafe environment with stringent following of SOP's.

Mr. Praveen Jain-Director IBU presented at the site and rewarded the Business Partner for the good suggestion and enlightened others to come up with suggestions for improvement.

Visit

### Mine Visit at RAM

20 students of Security Guard Batch of HZL SEDI center visited Mines & Colony on 13th April, 2019. The visit was organized for the students to get a better exposure of various security measures adopted in industries. Nine BDOs and the CEO of Bhilwara district visited underground mine, open cast mine and solar plant on 6th May, 2019.

The visit for the government officials was organized to make them familiar with mine operations and our safety standards with zero environment harm processes.



### Visit of The Secretary, (Rajasthan State Sports Council) to Zinc Football

The Secretary, Rajasthan State Sports Council and Ex-Officio Joint Secretary to Government, Sports and Youth Affairs Department, Jaipur - Mr. Arun Kumar Hasija visited Zinc Football Academy. He witnessed the scouting procedures, use of technology at Football Performance Analysis Center - that leads to overall development of future football players from Rajasthan.

Deeds to Emulate



#### Mr. V.V. Nandawat

Former Head Indirect Tax, completed his LLB Degree with 60% marks from Mohanlal Sukhadia University, Udaipur. Aged 58, Mr. Nandawat has been a part of Hindustan Zinc from nearly three decades and superannuated in July.

# Safety Town Hall



HZL conducted Safety Town Hall on 24th April, 2019 where around 3500 employees were connected through TP, VC and Webcast and a message was delivered to each and every employee that safety is core value for us and a commitment was taken from everyone to support in Zero Harm journey of HZL.

All site leaders were advised to review recommendations of past incidents and implement the same in time bound manner and also it was clearly communicated to everyone

that there is no budget restriction for Safety and Environment projects and everyone is empowered to implement recommendations even by stopping the operation. The safety function of HZL will now directly report to CEO and this will definitely bring more focus at sites.

Similarly at sites safety town hall was conducted by respective site presidents to sensitize all the employees, cont. employees and business partners on learnings from recent incidents.

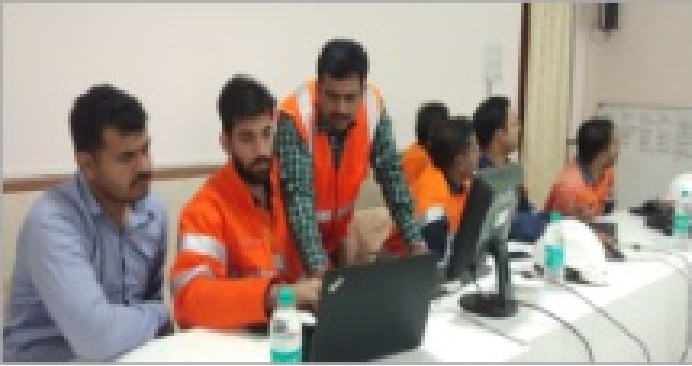
Safety Town Hall meeting was conducted on 4th May, 2019 in Satkar Canteen, DSC in the presence of senior leadership. The meeting was organized with the intention to pour light on safety awareness and to proclaim that we have to abide with the safety rules and procedures. The root causes and unsafe practices in the plant area were highlighted by the senior leadership and they listened to the words of audience. The meeting started with a safety oath followed by some words by leaders and then an open suggestions forum.

A Town Hall was conducted on 8th April, 2019, and the following points were discussed -

- NM Reporting improvement
- Daily mails about critical activities for SI
- 1 Environment Project shall be taken by all in KRA
- Identification and implementing control measures for Acid spillage and leakage
- Theme based Safety Town-hall meetings to begin
- Improvement in SI quality. Theme based 1 SI per week to be made mandatory
- 5S awareness program conducted for improvement

Safety Town Hall was conducted at CSC on 27th April, 2019. Presided by Mr. Pankaj Kumar Sharma Location Head, around 1800 employees of HZL and business partners employees participated in the Town Hall. The Location Head shared the Fumer project incident and its learning to move forward. He also asked for suggestions from audience which

are recorded and appreciated by team. Mr. GS Ranawat (Union General Secretary) addressed the audience and asked employees to follow safety rules and don't bypass the system. Mr. Aditya Singh – Location Safety Head had a brief discussion on how we can maintain safety standards across locations.



## BOW-TIE Training at ZSD

A training was conducted in February at Zinc Smelter Debari regarding the BOW-TIE software. Mr. Krutisunder Mahopatra, an executive from Jharsuguda Plant of Vedanta conducted the training with 28 participants from all units of HZL.

## E-Waste Policy

E-waste is growing, and with that surge comes the need for effective electronics recycling programs. According to a January 2019 report from the World Economic Forum, E-waste is now the fastest-growing waste stream in the world, with an estimated waste stream of 48.5 million tonnes in 2018. The safe recycling of electronics is receiving increased attention from policymakers, industry, and consumers alike.

E-waste and E-scrap, includes items such as dated computer equipment, PLC/DCS, televisions, Electronic circuit and mobile phones. Such things can often be refurbished or recycled, yet a significant amount still finds its way to the landfill.

HZL always takes lead in matters concerning environment and in line with this we have released E-waste management policy.

HZL has completed successful trial of Aqueous Ammonia based SNCR (Selective Non – Catalytic Reduction) at Zawar CPP for reduction of NOx as per MoEF guidelines as a pilot project by FL Smidth. This is the first trial conducted by FL Smidth for power plant in India.

## Projects Commissioned at Dariba CPP

Dariba CPP has successfully commissioned the Variable Frequency Drive in Induced Draft Fan results in saving of 2500 Kwh per day with a payback of 18 months.

## Exploring usages for Jarosite - CRDL

IIT Roorkee submitted a detailed study report on 'Development of Sustainable Construction Products Incorporating Zinc Waste (Jarosite)'. The study suggests - Usage of Jarosite upto 15% partial replacement of cement in construction products like concrete, mortar & paver blocks is found to be positive & acceptable.

To propagate these findings, an HZL team comprising of Ms Sheeba Mashruwala (R&D), Mr. Vishal Singh (Environment, CSC) and Rishabh Gupta (Civil, CSC) attended the Concrete Show India (CSI) 2019, a three day (16th - 18th May, 2019) trade show in Mumbai. Discussions are initiated with various ready mix concrete manufacturers and as a way forward, Jarosite samples will be sent for trials.

## Induction Module for Smelters at RAM

A workshop was conducted involving safety professionals & safety champions from HZL Smelter community & common employee's orientation cum induction module had been developed.

## Awareness sessions on AECT, Man-Machine interaction and Fire Safety at Zawar Mines

To make Zawar as a safe workplace, a Nukkad (Skit) was organized and performed at Zawarmala by team members of HZL, MAPL, BGEL, GHH in presence of all employees. This was to increase awareness on AECT, Near miss reporting, water management, housekeeping & Man-Machine interaction. The mine management team motivated the workforce to follow all the safe practices, ensure proper upkeep of areas, report all the unsafe conditions and help each other. The event was concluded by all taking pledge of 'अब हम सुधरेंगे.'

“Education is something which ought to be brought within the reach of everyone. The policy therefore ought to be to make higher education as cheap to the lower classes as it can possibly be made. If all these communities are to be brought to the level of equality, then the only remedy is to adopt the principle of equality and to give favoured treatment to those who are below level.”

- Dr. B.R. Ambedkar, Baba Saheb Economist and Social Reformer





## स्व. श्रीमान् बी. चौधरी को भावभीनी श्रद्धांजलि

“स्व. श्री बी. चौधरी ने श्रम जगत के उत्थान के साथ-साथ उद्योगों को बढ़ावा देने में भी पहल की थी। राजस्थान में जोइंट मैनेजमेंट की प्रथा को उन्होंने ही आरंभ की थी, जिसके परिणामस्वरूप आज उद्योग पनप रहे हैं। राजस्थान के श्रम आन्दोलन का इतिहास जब लिखा जाएगा उसमें चौधरी का नाम स्वर्ण अक्षरों में अंकित होगा। स्व. चौधरी का राजस्थान ही नहीं, देशभर में श्रमिक हितैषी के रूप में श्रद्धा के साथ नाम लिया जाता है। स्व. चौधरी ने जो सिद्धांत बनाए, उसकी बदौलत हिन्दुस्तान जिंक वर्कर्स फेडरेशन का देश में उच्च स्थान है।” ये विचार हिन्दुस्तान जिंक लिमिटेड के केन्द्रीय कार्यालय श्रमिक संघ द्वारा यशद भवन में श्रमिक संरक्षक, कर्तव्यनिष्ठ, श्रमसंघ की प्रतिमूर्ति, श्रमिकों के मसीहा एवं विख्यात मजदूर नेता स्व. बी. चौधरी की 24वीं पुण्यतिथि पर भावभीनी श्रद्धांजलि अर्पित करते हुए श्रमिक संघ के महामंत्री श्री एम.के. लोढ़ा ने 22 मई, 2019 को गोष्ठी को सम्बोधित करते हुए व्यक्त किये।



इस अवसर पर उन्होंने बताया कि स्व. श्री बी. चौधरी ने अपना सम्पूर्ण जीवन श्रमिकों के हितों के लिए समर्पित कर दिया और स्व. श्री चौधरी हिन्दुस्तान जिंक लिमिटेड ही नहीं वरन् सम्पूर्ण राजस्थान एवं इस क्षेत्र के विभिन्न उद्योगों के विकास में अग्रणी रहे और उन्होंने श्रमिक हितों के लिए जीवनपर्यन्त कार्य किया एवं प्रतिभागी प्रबन्धन की एक अनूठी मिसाल कायम की है जिसे कभी नहीं भुलाया जा सकता है और आज भी स्व. श्री बी. चौधरी के मार्गदर्शन, श्रमदर्शन, औद्योगिक संबंधों में एक महत्वपूर्ण भूमिका अदा कर रहा है। स्व. श्री. बी. चौधरी ने मजदूर हितों की रक्षा के अलावा क्षेत्र में सामाजिक कार्य भी किये जिसमें अस्पताल एवं बधिर विद्यालय आदि के उत्थान में तन, मन एवं धन से सहयोग प्रदान किया। गोष्ठी में उनके द्वारा किये गये कार्यों की सराहना की गई तथा उपरोक्त परम्परा को जारी रखने का सर्वसम्मति से आह्वान किया।

हिन्दुस्तान जिंक के मुख्य कार्यकारी अधिकारी—श्री सुनील दुग्गल, निदेशक (ऑपरेशन्स) श्री एल.एस. शेखावत, चीफ पीपुल ऑफिसर—सुश्री कविता सिंह, एसोसिएट वाइस प्रेसीडेंट (वित्त) श्री एस.एम. शर्मा एवं कम्पनी सचिव—श्रीआर. पण्डवाल ने श्रमिक नेता स्व. बी. चौधरी को श्रद्धांजलि अर्पित की। इस अवसर पर केन्द्रीय कार्यालय श्रमिक संघ के पदाधिकारी सर्वश्री एम.के. लोढ़ा, पंकज कुमार शर्मा, नारायणलाल शर्मा, नरेन्द्र भादविया, चन्द्र प्रकाश गन्धर्व, हर्षवर्धन औदित्य, शांतिलाल भागावत, नारायणलाल मेघवाल, सुनील अमलाजिया, चैनराम डांगी एवं सभी वर्तमान में कार्यरत एवं सेवानिवृत्त कर्मचारी नन्दलाल अग्रवाल, भंवर भारती एवं अधिकारियों ने भी श्रद्धासुमन अर्पित किये।



## Awareness Workshop on Environment

A general awareness workshop as a part of World Environment Day-2019 was conducted in HO and CRDL by Ms. Divya Agarwal from CII. The agenda of session was to sensitize people about Air Pollution, Indoor Air pollution, Waste segregation and management.

## Mineralogy Training by Dr. Aparup from IPMINS-CRDL

A one-day Mineralogy Training programme was organized by CRDL for each mining unit in 1st week of April, 2019. The trainer, Dr. Aparup Chattopadhyaya is a Lead Mineralogist at Integrated Process Mineralogy Solutions Inc. He has more than twenty years of experience in Process Mineralogy & Development and application of quantitative mineral analysis for metallurgy diagnostics. He has authored more than 25 technical papers in reputed journals and international conferences and Practicing Member for Association of Professional Geoscientist of Ontario since 2006.

The purpose of this training was to provide exposure to ores and mineral characterization which serves as a tool for ore processing. On the basis of mineralogical composition of valuable minerals and associated gangue, the best methods of concentration can be chosen. The participants got an opportunity to visualize ores mineralogical structure at CRDL facility and have better



## Minerals Resource & Reserve Estimates for FY 2019 - SRK Consulting

Mineral Reserve & Resource (R&R) governance is a comprehensive and overarching management process. It provides the Board of Directors of a company and investors with assurance on the integrity of the reported Mineral Resource and Mineral Reserve, which is the primary asset of the company and upon which investment decisions are based.

The framework for R&R estimation and reporting used by a company must be compliant with country regulatory codes as well as internal company policies and procedures. In the case of HZL, the company has adopted the internationally accepted Joint Ore Reporting Committee (JORC) code of the Australasian Institute of Mining & Metallurgy (AusIMM) which is in line with Vedanta's group policy. R&R governance must also ensure that all components in the estimation (from exploration to processing) are auditable and defensible as there are a wide range of factors which can impact an estimation including drilling density, quality control & quality assurance on sample analyses, mining recoveries, processing recoveries and metal prices.

HZL is acutely aware that its primary asset is its Mineral Resource and Mineral Reserve. It has therefore established a formal R&R governance process which is structured to ensure that the Executive Committee and the Board has line of sight to the annual Mineral Resource and Mineral Reserve public reporting as well as the review findings from a stringent internal and external review programmed through SRK, UK, our R&R review partner.

HZL Exploration has a strong track record of adding to HZL's Mineral Resource inventory which can then be upgraded to mineable Reserves by the mine geology and mine planning teams. In FY19, a total of 34.0 Mt (gross) of in-situ Resource containing 1.9 Mt of zinc +lead metal before depletion and losses was added. The majority of this metal addition came from Bamniya Kalan and Zawar.

Following the completion of the R&R estimation process for FY19, HZL's Reserves stand at 92.8 million tonnes (Mt) containing 9.3Mt of zinc+lead metal plus additional Resources of 310.3Mt containing 25.3 Mt of zinc+lead.

## Exhibition on Electrical Safety Awareness at Zawar Mines

An Exhibition on Electrical safety awareness was conducted at central Mochia. In this exhibition, employees showed great interest in the learning they received. Operation head observed all arts on electrical safety. Posters, tools and PPE's were available in the awareness art gallery.

### Fire Safety Awareness session at Zawar Mines

A Fire Safety Awareness session was conducted at Zawar Mill. During this training session, a class room training was organised followed by a live demonstration. The topics covered were, Operation & Maintenance of Fire Fighting, PASS (Pull, Aim, Squeeze, Sweep), RACE (Rescue Alarm Contain Extinguish), Do's & Don'ts and response during emergency. This training was covered for the Operation & Maintenance team.

### News Digest...

- ◆ With an aim of increasing awareness on Man-Machine interaction, a Nukkad (skit) was organized & performed at Balaria Mine. The skit was performed by team members of TCL in presence of all workers and HZL employees. They described awareness on man-machine interaction via the skit.
- ◆ Another Nukkad (skit) was organized & performed at 2 MTPA Project mill site to increase awareness on Electrical safety & Electrocutation. The skit was performed by team members of Vedansh electrical in presence of all workers and HZL employees. They described consequences of electrical hazards & showed electrical safety awareness via the skit.



“The problem indicates that our emphasis must be two-fold. We must create full employment or we must create incomes. People must be made consumers by one method or the other. Once they are placed in this position, we need to be concerned that the potential of the individual is not wasted. New forms of work that enhance the social good will have to be devised for those for whom traditional jobs are not available.”

- Martin Luther King Jr., Social Activist - Nobel Peace Prize Winner



## IZA-HZL organise in-house seminar at NBCC

IZA-HZL organized an in-house seminar at NBCC-Kolkata on 30th March, 2019, with former IIT Bombay professor, Dr. Anand Khanna. National Building Construction Company (NBCC) is responsible for some of the major projects in India like Smart City Mission, Redevelopment of Railway Stations, Building of new World-Class Stations, Building of new Airports under the UDAN scheme. The focus area of this session was inclusion of Galvanized Steel in the tenders and SoR of NBCC projects. The seminar was attended by the core engineering team of NBCC. Around 20 delegates were present in this session.

### Technical Sessions with Dr. Frank Goodwin

As its part of Technical Marketing Program & delivering Customer Service, HZL organized Technical sessions & engagements with Dr. Frank Goodwin, Director TMD, International Zinc Association. The sessions and engagements were held in April 2019 for eight of our valued customers. Agenda was to provide galvanizers a platform to understand and get solutions to the problems faced in the process, improvements by using different grades of zinc and employing any upcoming technologies. Each of the session saw a participation of 20-25 key plant personnel.



## HZL attends awareness building seminar at Sabarmati Riverfront Development Corporation

HZL attended the seminar on 17th March, 2019 in Ahmedabad. Sabarmati Riverfront Development Corporation has planned for 2 bridges on the current Phase 1 construction. Phase 2 will commence development of more 10 to 12 KM of the river line. They have done galvanization for exposed steel structures in the Phase 1 construction. For the Phase 2 HZL proposed to use galvanized rebar in concrete structures for which we presented our proposal to Mr. Bimal Patel (HCP consultants), a key person in designing Ahmedabad City.



### Presentation on Galvanized Rebar to Godrej properties by HZL

The seminar was delivered with IZA and former IIT-Mumbai professor at Godrej properties head office in Mumbai on 18th May, 2019. The seminar highlighted the recent collapses of various structures in Mumbai mainly due to corrosion which was further linked to the importance of Galvanization.

HDG Rebar was introduced to them for the first time (they were aware about epoxy coated rebar).

We discussed the cost benefit analysis and the life cycle cost for HDG Rebar and also discussed the possibility of Godrej launching a project which could be marketed as the first ever residential building in Mumbai to give corrosion protection/ structural life warranty by using galvanized rebar and using it as the USP while sale of flats.



## दरीबा में हेलमेट एडवोकेसी कार्यशाला का आयोजन

सड़क परिवहन एवं राजमार्ग मंत्रालय की सड़क सुरक्षा एडवोकेसी योजना के अन्तर्गत ऑल इण्डिया फेडरेशन ऑफ मोटर व्हीकल डिपार्टमेन्ट द्वारा हिन्दुस्तान ज़िंक एवं राजस्थान सड़क सुरक्षा सोसायटी के सहयोग से डी.ए.वी. हिन्दुस्तान ज़िंक लिमिटेड सी. सै. स्कूल, दरीबा में दिनांक 20 अप्रैल, 2019 को आयोजित दो पहिया हेलमेट सड़क सुरक्षा अग्रदूतों की कार्यशाला का आयोजन किया गया जिसमें मुख्य अतिथि श्री नरेन्द्र गहलोत, अतिरिक्त जिला एवं सत्र न्यायाधीश एवं सचिव, जिला विधिक सेवा प्राधिकरण राजसमंद ने हेलमेट एडवोकेसी अभियान को ग्रामीण क्षेत्र के दोपहिया चालकों को प्रशिक्षण के साथ रियायती दर पर हेलमेट वितरण, सड़क सुरक्षा अग्रदूतों के रूप में शपथ के बाद देने की सराहना करते हुए युवा समिति सदस्यों को मेरा



गांव-मेरी पहल थीम के इस नवाचार पर समर्पण भाव से सड़क सुरक्षा पर कार्य करने का आवहान किया तथा कहा कि अच्छी क्वालिटी का हेलमेट, अच्छे तरीके से पहनकर, सड़क सुरक्षा नियमों की शत-प्रतिशत पालना करने पर दुर्घटनाओं से बचा जा सकता है।

राजस्थान सड़क सुरक्षा शिक्षा एवं जागृति मिशन के तहत गठित सड़क सुरक्षा युवा समिति के 225 से अधिक सदस्यों को 'मेरा गांव – मेरी पहल' के तहत स्वयं की सुरक्षा के साथ दूसरों की सुरक्षा के लिए सड़क सुरक्षा अग्रदूत बने सभी युवा सड़क सुरक्षा अग्रदूत जिन्होंने यहां प्रशिक्षण प्राप्त कर हेलमेट प्राप्त किया सभी सड़क दुर्घटनाओं को रोकने में कारगर सिद्ध होंगे। दरीबा क्षेत्र की ग्राम पंचायतों जिसमें सिन्देसर कलां, खढ़बामनिया, रेलमगरा, काबरा, कोटड़ी, राजपुरा, मेहन्दूरीया, गवारड़ी, धनेरियागढ़ के मिशन से जुड़े 25 – 25 सड़क सुरक्षा युवा समिति के 225 सदस्यों को हेलमेट की आवश्यकता एवं उपयोगिता तथा दोपहिया वाहनों की सुरक्षा हेतु सड़क सुरक्षा पर अपने अनुभव साझा किए।

## Helmet Advocacy Campaign at Zawar Mines

In a pledge to maintain safety at workplace and while driving on road, a helmet distribution and advocacy program was organised through NGO Advocacy scheme project sanctioned by Ministry of Road Transport and Highways and All India Federation of Motor Vehicle Department. This was supported by HZL CSR, GLL Steel Bird and Rajasthan Sadak Suraksha Society and was organized at DAV School, Zawar Mines. 225 youth participated from 11 core villages of Zawar and were given helmets of Steelbird company with contribution of INR 150. A pledge was taken by all the members towards maintaining the road safety rules while driving, always wearing helmets while riding a two-wheeler, encouragement of pillion riders to wear helmets while riding a two-wheeler and to maintain the culture of road safety in and around the communities of Zawar to ensure safe life on road.

300 Helmets were distributed among rural youth of 12 Gram Panchayats of nearby area of Chanderiya Plant. These youths were named as Road Safety Ambassador and they will spread the message of Road Safety to the whole community. The program was organized at Executive Club, Zinc Colony on 19th April, 2019 in collaboration with Rajasthan Road Safety Society.

## Skill Development initiative at Zawar Mines

A Baseline Survey was held for starting skill development centre at Zawar Mines with CSR team and TATA Strive team. Engaging youth from 6 villages and sarpanch of 3 panchayats, the survey was held to identify interest areas, need of community and scope of work.

## Social Performance Review at Zawar Mines

A team of HSE and Consultant from London visited CLZS for review social performance. Meeting with all key Stakeholders and Consultant from London was held for the same. Local community leaders, PRI members, women groups, employees, workers, local vendors etc. were called for interaction at CSC. The agenda of this visit was to review the present performance and submit plan to improve it further. This will be done across Vedanta Group of Companies.

## Hindustan Zinc initiates HZL SEDI centre at RAM

The Security Guard batch of 20 students passed out of the centre with jobs offered to all students. The Electrician batch passed out too, with placements offered to these students as well. Basic health check-ups were conducted for these students, and this has been adopted as a practice for every new batch joining the SEDI centre. The pressure of unemployment was huge amongst the communities, following which this initiative was taken. Hindustan Zinc in partnership with Ambuja Cement Foundation initiated the HZL SEDI centre to train 10th and 12th pass students in – Unarmed Security Guard, Domestic Data Entry Operator, Retail Sales and Electrician.

### Smile on Wheels at Zawar Mines



As a part of CSR health initiative Zawar Mines, Smile on Wheels Mobile health van visits 12 core villages twice a month and remaining 16 peripheral villages once in every 45 days to impart primary health care services at doorsteps of the villages. Community members from across 28 villages have accessed primary healthcare facilities through Smile on Wheels Mobile Health Unit.

45 beneficiaries were also engaged and given awareness talk on ANC, Health & Hygiene, Anemia, Immunization, Janani Suraksha Yojana and Safe Drinking Water during community meetings.

### Introductory Meeting with Sarpanch at Zawar Mines

Introductory meeting was held on 22nd May, 2019 between Location Head Mr. Balwant Singh Rathore, Head Admin and External Affairs Col. KJK Choudhary and CSR team with Sarpanch of Zawar Panchayat, Amarpura Panchayat, Tidi Panchayat, Bhaladiya Panchayat, Singhatwada Panchayat. Focus was development of surrounding villages in cordial coordination with panchayat and surrounding community, skilling of youth, and development of income generation activity was the key agenda of discussion during the meeting.



### Village Development Planning Workshop at Zawar Mines

A workshop was conducted at Zawar Mines to draw a road map for a village development plan. NGO partners' field staff and local field workers were called to prepare this village development plan that will include projects for five villages. All domains like Education, Health, Water and Sanitation, Infrastructure, etc. were covered. Further work will be divided in two phases, and a government convergence will be planned to execute the development plans.

### Eye Camp at Zawar Mines

Eye camp was organised in Suwaniya village by partnering with Alakh Nayan Mandir Eye Hospital, Udaipur. A total of 94 OPDs were registered out of which 16 patients were diagnosed with cataract. They were taken to Udaipur and cataract surgery was conducted.

### Veterinary Clinic at Biliya by Zawar Mines

A veterinary clinic was set up at Biliya village in partnership with BISLD NGO on 1st May, 2019. This clinic will provide OPD and Outdoor services to all animals near the village. The community had requested for a veterinary clinic as government veterinary services were not available in the village. A Veterinary Doctor and one LSA is appointed to provide 24x7 services.

### Health, Water & Sanitation at Zawar Mines

Permanent water solution through water tank structures at Kanpur completed. 500 Community members started availing benefit of the same.

### CSR Coach Visit to CSC, ZSD & RAM

A team of senior management of HZL visited CLZS villages as CSR Coach. The main agenda was to increase community connect with Senior Management and review the effects/impact of company on the community living nearby. The team included HR Head, Project Head, Location Head, CSR Head, Sr. Advisory- External Affair & Community Development, HSE Head of HZL visited 2 villages near CSC.

As a recently started initiative, HZL Exco members were to connect with the community through Unit CSR projects. Mr. Barun Gorain visited some of the CSR projects at Debari Location. He visited Mindspark lab school, Nandghars, Sakhi and Samadhan projects. During his interactions with the community, he had in-depth conversations with specific beneficiaries. The discussions helped him gauge the impact of these initiatives on the communities.

One issue that kept coming from various interactions during his visit was on how to develop a sustainable solution to the ongoing water issue. Mr. Barun affirmed the site team that he will also think through some technology solutions that could be of help for the communities.

Under CSR coach and Committee initiative, Mr. BHRS Reddy visited Rampura village on 11th April, 2019.

The CSR Committee comprising of the Senior Management attended Ratri Choupal at Agucha and village meeting at Bherukheda-I village on 20th and 21st May, 2019.

Mr. BHRS Reddy, CSR team and 30 villagers of Rampura village along with Ms. Neelima Khetan, Mr. Sujal Shah, Mr. Kapil Mehan, Dr. Dinesh Goyal, Mr. Navin Jaju, Mr. Nishanth N., Mr. Dinesh Kumar Paliwal, CSR Team & CSR Coordinators were part of the visiting committee. The objective was for the Senior Management to take initiative and attend the meetings in villages to develop a better connect with the communities around the operational areas.



### Zinc Football wins Subroto Cup U17 Qualifiers at Zawar Mines

Subroto Cup Football Tournament, the famous inter-school football tournament in India was conducted from 2nd May, 2019. The tournament was conducted by Indian Air Force where Zinc Football Academy boys, representing DAV HZL School in Zawar participated. The aim was to clinch the top spot in the Under-17 Subroto Cup 2019-20 qualifiers to have the honour of representing Rajasthan at the national level.

Zinc Football Academy created history as our young team (all of whom are under 15 years of age) have not only claimed the Under-17 Subroto Cup Qualifier but dominated their opponents throughout; scoring 19 goals in 5 matches, and conceding only 1 goal.

To celebrate the Subroto Cup Qualifiers victory, Hindustan Zinc announced a 2-day excursion trip to Mount Abu for all 33 boys, including the staff for DAV.

### Benchmarking visit by Chambal Fertilisers central CSR Team

With Vedanta's core values of care, excellence and innovation being a strong thread of all CSR practices, Chambal Fertilisers CSR Team visited HZL's Zinc Smelter in Debari. The motive behind this visit was to study the CSR/ Social Investment Projects for their benchmarking visit to Zinc Smelter Debari. Visiting almost all of our flagship projects, the team had special appreciation for our educational initiatives like Mindspark and Siksha Sambal. Mainly for extending innovative interventions in improving learning levels of children via leveraging technology based personalised learning and providing through teaching support for 9th/10th standard students. Apart from these, the Nandghar initiative was applauded for its impact in health and pre-school education for children between ages of 3 to 6 years.

## Village Meetings at RAM

Village meetings were organized at Agucha, Rampura and Bherukheda II on 16th, 17th and 18th April, 2019 respectively. These village meetings were organized to build a better community connect and understand their issues and problems. Around 25 villagers from Agucha, 50 villagers from Rampura and 75 villagers from Bherukheda II participated. Dr. Dinesh Goyal, CSR team and coordinators were present in the meeting.



## Infrastructure Development by Zawar Mines

- As per the need of nearby community, women washrooms have been constructed in 4 nearby villages i.e. Putholi, Ajoliya ka kheda, Nagri and Biliya. It was requested by all women of nearby villages.
- Construction work of classroom at Sec. School, Biliya and Sr. Sec. School Putholi have been completed. Total 2 classrooms have been constructed at Biliya School and 3 classrooms have been constructed in Putholi School.
- Community center extension work and Ladies Bathroom construction work at Ajoliya ka kheda village has been completed.
- Installation of remaining pipeline in Biliya village has been completed. Through this pipeline network, all villagers will get drinking water facility at their doorstep.
- Construction of Open Verandah at 5 villages i.e. Sarlai, Soniyana, Peepalwas, Panchdeola and Anwalheda have been completed. All the structures will be used to organize common function of the villagers.
- Construction work of Segwa Running Track has been completed at Sports Ground of Segwa Secondary School. The ground will be used to organize sports activities/tournaments for village youth and school students.

## राजकीय अधिकारियों द्वारा दरीबा में ग्रीष्मकालीन शिविर का अवलोकन



हिन्दुस्तान ज़िंक राजपुरा दरीबा कॉम्प्लेक्स एवं विद्याभवन सोसायटी के संयुक्त तत्वावधान में आयोजित शिक्षा सम्बल ग्रीष्म कालीन शिविर जो कि इकाई के आस-पास के 7 राजकीय उच्च माध्यमिक विद्यालयों के 112 छात्र-छात्राओं के लिए आयोजित किया गया ताकि उनको अंग्रेजी, गणित व विज्ञान विषयों में अतिरिक्त अध्यापन के साथ-साथ उनकी विशेष तैयारी करवायी जा सके। यह छात्र-छात्राएँ जो कि कक्षा नवीं पास करके कक्षा 10 वीं में प्रवेश लिया ताकि कक्षा 10 वीं बोर्ड परीक्षा में इन कठिन विषयों की विशेष तैयारी करके परीक्षा परिणाम को अच्छा बनाया जा सके। इसी उद्देश्य को लेकर इन ग्रीष्मकालीन व शीतकालीन शिविरों का आयोजन किया जाता है। डी.ए.वी. सीनियर सैकेण्डरी स्कूल में इस शिविर का आयोजन किया गया, जिसमें 9 विषय विशेषज्ञों के साथ दिल्ली विश्वविद्यालयों में अध्ययनरत वालंटियर ने अपनी सेवाएँ दीं। मुख्य

जिला शिक्षा अधिकारी राजसमन्द श्री मधूसूदन व्यास, जिला शिक्षा अधिकारी प्रारंभिक श्री नरेश जी डांगी, मुख्य ब्लॉक शिक्षा अधिकारी – रेलमगरा श्री डालचन्द मेनारिया ने 27 मई, 2019 को शिविर का अवलोकन किया व बच्चों से जानकारी प्राप्त की। बच्चों ने बताया इस शिविर के माध्यम से उनके गणित, अंग्रेजी व विज्ञान विषयों में जो भी कठिनाई थी उनका निराकरण हुआ व उनको इन विषयों के अध्ययन में विशेष रुचि जागृत हुई है जो उनके बोर्ड परीक्षामों में सहायक सिद्ध होगी। आंगुन्तक अतिथियों ने हिन्दुस्तान ज़िंक द्वारा चलाये जा रहे शिविरों के साथ-साथ शिक्षा के क्षेत्र में किये जा रहे उल्लेखनीय कार्यों की सराहना की व बताया कि जब से हिन्दुस्तान ज़िंक द्वारा शिक्षा सम्बल कार्यक्रम चलाया गया है, बोर्ड परीक्षा परिणामों में आशातीत सफलता मिली है व परीक्षा परिणामों में बहुत अधिक सुधार हुआ है। ज़िंक प्रबन्धन का धन्यवाद ज्ञापित किया।

## Case Studies

## फील्ड मोनिटर के प्रयास से बच्ची की जान बची



जाग्रति मीणा की उम्र 9 माह है जो कि आंगनवाड़ी पाठशाला के वड़ा खुर्द 1 पर नामांकित है। इनके पिता का नाम लालु राम तथा माता का नाम कमला है। इनका एक बड़ा भाई राहुल है वह भी आंगनवाड़ी पर नामांकित है। पिता दैनिक मजदूरी हेतु उदयपुर जाते हैं, माता घरेलु कार्य करती है। भूमि के नाम पर एक बीघा असिंचित भूमि है। परिवार की आर्थिक स्थिति काफी कमजोर है।

कार्यकर्ता व आशा ने बताया कि राहुल की बहिन कमजोर व बीमार है उसके माता-पिता को काफी समझाने का प्रयास किया, पर मान नहीं रहे हैं। गाँव के गणमान्य लोगों ने भी काफी समझाया। उसके बाद घरेलु उपचार व भोपे के पास लेकर गये। फिर भी बच्ची की स्थिति में सुधार नहीं हो रहा था।

माह मार्च 2019 में जनसम्पर्क के दौरान खुशी सीनियर फील्ड मोनिटर ने बच्ची का मुआक 9.3 व वजन 3.4 किलो पाया गया। फील्ड मोनिटर ने बहुत समझाया व अपने साथ उदयपुर चलने के लिए प्रेरित किया। परिवार की स्थिति ऐसी थी कि उनके पास उदयपुर जाने के लिए किराये की राशि भी नहीं थी। फील्ड मोनिटर अपने किराये से उस बच्ची व परिवार को उदयपुर लाया। बच्ची की स्थिति देखते हुए डाक्टर ने भर्ती करने से मना कर दिया था क्योंकि बच्ची की स्थिति बहुत गम्भीर हो चुकी थी। काफी प्रयास के बाद डॉक्टर को समझाने पर उसे आई.सी.यू में भर्ती किया। सारी जांच के बाद बच्ची को खून चढ़ाने के लिए कहा गया। परिवार खून देने में असमर्थ था। फील्ड मोनिटर ने प्रयास कर ब्लड बैंक से ब्लड उपलब्ध करवा कर उस बच्ची को ब्लड चढ़वाया गया।

कुछ ही दिनों में बच्ची की स्थिति में सुधार होने लगा। परन्तु परिवार पूरा ईलाज करवाये बिना ही बच्ची को घर ले आया। फील्ड मोनिटर लगातार परिवार से सम्पर्क में रहा। समय-समय पर मुआक भी लेता रहा। आज बच्ची का वजन 4.68 किलो वजन हो गया है। मुआक 9.8 हो गया है।

## Ek Mutthi Annaaj



Vasu Devi 30 year old woman lives in Singatwada village with her three children. She was widowed at a very young age and raised her children alone. After her husband's untimely death, Vasu Devi struggled to make the ends meet for survival of her family. Although she did everything she could for her children by running a small general store & working as laborer in other's farm yet with increasing expenditure she struggled to earn for day to day lives requirements, sometimes she couldn't even manage one time meal for her children. Despite her life struggle, fear and doubts, She became the member of SHG and Jannat Gram Sangathan. In SHG & VO meetings, its members discuss about various social and economic issues and even family issues. When Vasu Devi's situation came to her Sakhis (other SHG & VO members) they decided to help her. After a lot of discussions, the members come out with the solution. They decided to donate ek mutthi annaj for Vasu and her family. On 1st May, 2019, in Jannat Village Organization meeting every VO member first time collected the food grains which will be used to feed Vasu and her children.

"Life has been hard and challenging for me and family since my husband's demise, but SHGs & VOs have evolved as a true availing hand for all the needy people like me. Now financial, social & economical needs of my family do not bother me anymore." - Vasu Devi

## News Digest...

- ♦ 33 out of 38 field visits completed for Vaadis under SAMADHAN project at Zawar Mines.



## Women Empowerment at Zawar Mines

There were 367 SHGs connecting 4722 women members across 24 villages at Zawar location in March 2019. Total saving of INR 73.172 lakhs till the month of April 2019 in SHGs. Total income of INR 37,456 generated by 18 women linked to stitching center during the month.

There were 379 SHGs connecting 4861 women members across 26 villages at Zawar location in March 2019. Total saving of INR 76.10 lakhs till the month of May 2019 in SHGs.

## Mothers' Day Celebration at RAM

Mother's Day was celebrated at BPO training and HZL-SEDI center where parents of the students were invited to visit the center with some events organized.

The IISD team, Ambuja Cement Foundation Team and CSR Team along with the parents of students were in attendance.

To maintain and develop a better connect with their parents is important for these students, for which the initiative was important.

## Zinc Cup at Zawar Mines

The match between the boys from ZFA vs the men from HZL promised to throw up some interesting surprises, and sure enough it did! The score line speaks for itself: 23 goals by ZFA versus a solitary goal by HZL. The under-14 kids from ZFA proved to be more than a handful for HZL. ZFA



midfielder Jhangminthang Haokip was the top scorer of the competition with four goals, including one hat-trick, while Aman Khan and Subhash Damor scored two apiece. No matter the score, the Cup stays within the Hindustan Zinc family. This is only the beginning of what we hope will be a long and successful tradition within HZL. Next year, we aim to make it bigger and better.

## Ratri Chaupal at Zawar Mines

In continuation to engage and establish strong connect with farmers, CSR team Zawar initiated Ratri Chaupal, in village Chanawada with 53 farmers on 3rd May, 2019 under Samadhan project. Mr. Swarn Singh Jathav, a Government agriculture educator provided tips to the farmers about schemes of organic farming, field levelling, 'Apna Khet Apna Kaam' and other Govt. schemes to enhance their annual income through farm-based livelihood.

A Ratri Chaupal was also organized at Amarpura village on 24th May, 2019 with 78 farmers including female farmers. Information on various topics like livestock rearing, best agri-practices, as well as new techniques to improve income generation by SAMADHAN team. Community members were also informed about various government schemes in organic farming, field levelling, vermicompost, etc.

## Stakeholder Engagement at RAM



Class Xth students who secured more than 75% in Xth boards were honoured. These students are from our 7 Shiksha Sambal schools who are also enrolled in our Unchi Udaan program. BEO Hurda, Avanti team, CSR team were in attendance. The program was organized to encourage and honour the hardwork of meritorious students who secured good percentage in class Xth boards.

# Summer Camps

## Shiksha Sambal

Summer camp is the major attraction for all 10 government school children covered under Zawar Mines Shiksha Sambal program started at 2 schools for students belong to 10 villages at Zawar Mines. More than 281 students enrolled and an average of 210 students attending on a regular basis.

Four children were shortlisted and counseled under Unchi Udaan scholarship program at Zawar Location from Newatallai, Padla and Tidi village. Home visits were made to sensitize the parents and children to motivate them to qualify the exam and continue their study with higher aspiration.

Siksha Sambal Project is running in 17 Government Sec. and Sr. Sec. Schools of nearby villages in partnership with Vidya Bhawan Society Udaipur. Under this project, a 30 day Summer camp started on 15th May. More than 250 students of class 10th are regularly coming from nearby villages. During the camp subject classes of Science, Maths and English are being taught. Fun games, brainstorming classes, marshal art training, dance drama music and many more are also the part of this camp. In this order, 45 students from Chittorgarh location moved to Udaipur for residential summer camp. They will stay at Vidya Bhawan Campus till 15th June, 2019.

Summer camp is being organized for the 9th pass students to give them an early start for preparation of board exams in 10th class in subjects of Science, English Mathematics. Summer camp is organized for students from 14th to 15th May, 2019. 30 students from Shiksha Sambal schools of Agucha participated.

Fire Fighting session was organized in which 120 students of 7 Shiksha Sambal Schools participated. This was to increase awareness among staff and students on methods to extinguish fire in case of emergencies.



Environment Day was celebrated in which various activities were organized for students. Senior Management and union leaders along with students planted trees. This was to raise awareness on environment deterioration and measures to be adopted for its conservation.

Employees of Hindustan Zinc taught students of summer camp on various topics like environment, mathematics, motivational classes etc.

# Summer Camps

## Shiksha Sambal

A Summer Camp was organised at Zinc Smelter School, Debari from 14th May to 15th June, 2019. A total of 209 students from 15 of 'Siksha Sambal Project' schools readily registered themselves for the camp with 105 boys and 104 girls. The camp comprised of extra teaching classes based on inculcating social competency amongst students through peer learning on the subjects - Maths, English and Science. Extra-curricular activities like indoor games and other science & math lab activities were also conducted with facilitation of proper arrangement of meals & transportation facility for students by location team.



This camp got great response and was successfully implemented by Vidya Bhawan Society with its 12 field instructors & 13 volunteers who came from top premiere teaching institutions of India to teach our students.

The Summer Camp arranged in Rajpura Dariba Complex proved to be a great experience for 146 children who actively participated in the event. Although the focus was on educating the children on subjects of Science, Maths and English; the overall holistic development was an integral part. The summer camp was arranged from 15th May to 15th June, 2019 in Vidhya Bhavan Society, Udaipur. 34 students of class 10th and 12th participated from Dariba for this month long activity. For those who could not join the camp in Udaipur, another camp was organised in DAV School in the Dariba where 112 students took part.



Hindustan Zinc has always been the front-runner in ensuring education for tribal children with our Siksha Sambal project. With the initiative of summer camps across locations, education has been coupled with holistic development of these students. This was done by conducting physical activities, sessions on mental well-being and cultural inclusion to enhance the sense of a community among the children.

## मेरा वोट मेरा अधिकार - जागरूकता पर पोस्टर प्रतियोगिता

लोकसभा चुनावों में अधिक से अधिक मतदान हो, मतदान जागरूकता को मध्यनजर रखते हुए जिला प्रशासन के साथ मिलकर हिन्दुस्तान जिक द्वारा डी.ए.वी. सीनियर सैकेण्डरी स्कूल में पोस्टर प्रतियोगिता का आयोजन किया गया, जिसमें करीब 500 बच्चों ने भाग लिया। उक्त प्रतियोगिता का मुख्य उद्देश्य यह था कि रेलमगरा ब्लॉक का वोटिंग प्रतिशत सिर्फ 28 प्रतिशत होने मतदान का प्रयोग अधिक से अधिक लोगों द्वारा हो। कार्यक्रम में मुख्य कार्यकारी अधिकारी जिला परिषद राजसमन्द, श्रीमती निमिषा गुप्ता, उपखण्ड अधिकारी - रेलमगरा श्री चन्द्र शेखर भण्डारी, विकास अधिकारी रेलमगरा श्री बी.एल. विश्णोई, हिन्दुस्तान जिक, राजपुरा दरीबा के मुख्य सुरक्षा अधिकारी श्री गौरव शर्मा, हेड सीएसआर आरडीसी श्री अभय गौतम थे।



डी.ए.वी. स्कूल के बच्चों द्वारा पोस्टर प्रतियोगिता के माध्यम से लोक

सभा चुनाव में अधिक से अधिक मतदान हेतु अभियान चलाया। इस अवसर पर मुख्य कार्यकारी अधिकारी श्री निमिषा गुप्ता ने बताया कि ये बच्चे राष्ट्र की धरोहर हैं व भविष्य में राष्ट्र को प्रगति के पथ पर यही लेकर जायेंगे। मतदान एक आमजन का मौलिक अधिकार है जिसका प्रयोग सभी को करना चाहिए। उपखण्ड अधिकारी श्री चन्द्र शेखर भण्डारी ने मौजूद सभी प्रतिभागियों से आग्रह किया कि वे अपने परिजनों को मतदान करने के लिए प्रेरित करें तथा अपने घरों में ज्यादा से ज्यादा जागरूकता फैलायें ताकि रेलमगरा तहसील का वोटिंग प्रतिशत में भारी ईजाफा हो।

## एपेक्स लेवल कमेटी की समुदाय के साथ मीटिंग एवं वार्ता एक नई पहल - दरीबा

हिन्दुस्तान जिक के वरिष्ठ अधिकारियों द्वारा एक नई पहल का शुभारम्भ किया गया है जिसके माध्यम से वे स्वयं इकाई के आस-पास के गाँवों में जाकर समुदाय के साथ मीटिंग एवं वार्ता करते हैं, समुदाय की समस्याओं का विश्लेषण तथा उनकी जरूरतों को कैसे पूरा किया जाये, ताकि उनके जीवन स्तर में प्रगति हो, वो सामाजिक, आर्थिक रूप से सशक्त हों, स्वावलम्बी हों और आत्मनिर्भर बन सकें। इसी थीम के साथ प्रधान कार्यालय की टीम ने हिन्दुस्तान जिक राजपुरा दरीबा कॉम्प्लेक्स के आस-पास के गाँवों दरीबा, नया दरीबा, भीलों की कुई, माली खेड़ा इत्यादि गाँवों में विजिट की और समुदाय के साथ मीटिंग की तथा चलाई जा रही परियोजनाओं की समीक्षा की, साथ ही पर्यावरण, पानी तथा अन्य मूलभूत सुविधाओं की जानकारी प्राप्त की। टीम में श्रीमती नीलिमा खेतान, हेड सीएसआर, श्री राजेन्द्र सिंह आहूजा, हेड एचएससी, डॉ दिनेश कुमार गोयल - एडवाईजर सीएसआर, श्री कपील कुमार मेहान, स्कोट - हेड एक्सप्लोरेशन एवं दरीबा आई.बी.यू. के डाइरेक्टर श्री प्रवीण कुमार जैन थे। इसके साथ-साथ टीम द्वारा अन्य परियोजनाओं जैसे बायफ के साथ कृषि परियोजना, सखी परियोजना, कौशल एवं उद्यमिता विकास केन्द्र रेलमगरा की विजिट की एवं वहाँ पर विभिन्न ट्रेड में प्रशिक्षण ले रहे स्थानीय नवयुवकों से वार्ता कर कार्यक्रम की जानकारी प्राप्त की।

## रेलमगरा में कौशल एवं उद्यमिता संस्थान प्रारम्भ

हिन्दुस्तान जिक, राजपुरा दरीबा कॉम्प्लेक्स द्वारा अपने सामाजिक उत्तरदायित्व के तहत अम्बुजा फाउण्डेशन के साथ मिलकर कौशल एवं उद्यमिता संस्थान की शुरुआत की है जिसके अन्तर्गत स्थानीय युवकों को रोजगार से जोड़ने हेतु कौशल प्रशिक्षण कार्यक्रम की शुरुआत की है। जिसके तहत अम्बुजा फाउण्डेशन के साथ अनुबन्ध कर 1 मार्च, 2019 से विभिन्न व्यावसायिक / रोजगारपरक कौशल प्रशिक्षण जैसे जनरल ड्यूटी असिस्टेन्ट; नर्सिंग असिस्टेन्ट, इलेक्ट्रीकल माईक्रो फाईनेन्स, सिक्यूरिटी गार्ड आदि ट्रेड में प्रशिक्षण प्रारम्भ किया गया है। संस्थान द्वारा अब तक 80 अभ्यर्थियों को प्रशिक्षित कर रोजगार से जोड़ा जा चुका है। यहाँ से प्रशिक्षित नवयुवकों को गीतांजली हॉस्पिटल उदयपुर, फोर्टिस हॉस्पिटल, अडानी इन्फ्रास्ट्रक्चर, एक्सिस बैंक, आरबीएल बैंक आदि में रोजगार प्राप्त कर अपनी सेवाएँ दे रहे हैं।



## Sakhi Utsav Celebrations



Sakhi Utsav was celebrated on 3rd April, 2019 in the Zinc Colony RDC. More than 3000 Self Help Group women along with Additional SP. Mrs. Anukriti Ujjainiya and BDO- Seema Gaur attended the celebrations. Among others, NGO partners, Ladies Club members, female executives, CSR team and CSR coordinators also participated. The objective was to bring all the ladies together and provide them an opportunity to enjoy and gain valuable life experiences.



With an aim to 'Balance for Better' at location, Sakhi Utsav celebration was held at Zawar on 2nd April, 2019. Sakhi women turned up in uniform saris of respective villages to show their unity, while employees and CSR partners showed support by wearing t-shirts with the theme as women empowerment. Sakhi Utsav 2019 was celebrated through various cultural activities and games like Matki fod, Matki daud, Spoon race, Kabaddi, Rassa Kassi, Rangoli, Archery, and Football. Apart from these, there was an awareness fashion show, a street play on road safety by community women emphasizing the usage of helmets and monitoring helmet usage by helmet usage monitoring committee, and a short skit on how Sakhi project functions. Various stalls were set up by CSR Project partners showcasing the work being done in communities. Dr. Lalit Joshi – Director Animal Husbandry Udaipur Zone, Dr. Sharad Arora - Deputy Director Polyclinic Udaipur and Mr. Binod Raj Dahal – Integrator at PRADAN, Rajasthan, participated as a chief guest in Sakhi Utsav. Mr. Rajesh Kundu - Director Zawar IBU, Mr. Laluram Meena – General Secretary Zawar Mines Labour Union, Mr. Sanjay Sharma – Director Manjari Foundation, Col. Vinay Sharma - Head Administrations and External Affairs Zawar along with Ladies Club members Zawar Mines, Male and Female Executives, female workers and community women celebrated the event enthusiastically. Around 2450 Sakhi SHG members from 24 surrounding villages participated in the event.

# Monsoon in Udaipur

## 7 places to feast your eyes



With monsoon just around the corner, the city of Udaipur turns into a more beautiful place. So wear your tourist hats and explore these 7 best places to visit during monsoon.

### 1) Panna Boat Museum

Situated on the outskirts of Udaipur this is a well maintained museum shaped like a boat. The view of Goverdhan Sagar Lake is beautiful during monsoon.

### 2) Kumbhalgarh fort

The Kumbhalgarh fort is a world heritage site which contains the second longest wall of the world after 'The Great Wall of China'.

### 3) Monsoon Palace

More renowned as Sajjangarh, the main reason of this fort was to gaze monsoon clouds from close and enjoy the mesmerizing aerial view of the city from a height.

### 4) Chandni Village

Take a bike ride to the Chandani village and enjoy peace like never before. The scenery with several mountains on the top and a water stream gushing through the hilly region is straight from a movie.

### 5) Badi Lake

Although very famous among locals, this place is a must visit to witness enchanting rains. And if lucky, the beautiful sunrise and sunset.

### 6) Tidi Dam

Constructed by Hindustan Zinc in 1976 as the main water supply source for Zawar Mines, the dam is an architectural marvel and a scene of beauty.

### 7) Karni Mata Ropeway

Nothing like an enthralling experience of riding a ropeway during monsoon. Fitness freaks can take a short hike through the valley as well.

## सिकंदर की पराजय

सिकंदर एक महान् सम्राट था। यूरोपीय देशों को जीतने के बाद वह विश्व विजय के लिए निकला। लड़ाई लड़ते-लड़ते भारत पहुँचा। यहाँ के राजाओं से उसका युद्ध हुआ। भारत के एक हिस्से पर उसका शासन भी कामय हो गया। भारत आने से पहले ही सिकंदर यहाँ के संत-महात्माओं के चमत्कार के बारे में सुन चुका था।

भारत में लड़ाई जीतने के बाद उसके मन में संतों से मिलने की इच्छा पैदा हुई। उन दिनों एक संत बहुत प्रसिद्ध थे। उनका नाम सुनकर सिकंदर उनसे मिलने गया। सिकंदर संत के आश्रम में पहुँचा। संत आसन पर विराजमान थे। भास्कर की सीधी किरणें संत के शरीर पर पड़ रही थी। संत आंखें बंद करके धूप स्नान कर रहे थे।

सिकंदर संत के सामने जाकर हाथ जोड़कर खड़ा हुआ और पूछा-“महाराज! आपकी क्या सेवा करूँ?”

सिकंदर के संत के सामने खड़े होते ही, संत ने कहा- “यहाँ से चले जाओ। भास्कर की सीधी धूप आ रही है। उसमें बाधा मत डालो।” संत ने सिकंदर को बिना देखे यह सब कह दिया। सिकंदर संत के यहाँ से बिना भेंट के वापस आ गया।

सिकंदर दुबारा संत से मिलने गया। इस बार वह एक सेठ बनकर गया। वहाँ जाकर, सिकंदर ने संत से कहा-“मैं निर्धन का धन स्वीकार नहीं करता।”

सिकंदर ने पूछा, “मैं निर्धन कैसे?” संत ने कहा कि तुमको धन की इच्छा है या नहीं? सिकंदर ने ईमानदारी से जवाब दिया- ‘महाराज धन की इच्छा सबको रहती है।’ संत ने सिकंदर का उत्तर सुनकर कहा-“जिसको धन की कामना है वह किसी भी प्रकार से, बुरे कर्म करके भी धन कमाने की लालसा रखता है। वह दरिद्र से भी गया गुजरा होता है।” संत की व्याख्या सुनकर सिकंदर ने पराजय मान ली।

— पुस्तक 'वट वृक्ष की छांव' में

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

Naughty Sohan made 5 differences while copying the Picture - 1, he missed some and added some in the new Picture - 2. Let's find those 5 differences in Picture - 2.

Master Picture : Picture - 1



Copied Picture : Picture - 2



- Answers: Picture 2**
- 1) Scarf / Collar colour in man's neck
  - 2) Hairband colour on woman's head
  - 3) Sock colour in little girls, foot
  - 4) Man's arm below Scooby Doo
  - 5) Black patches on Scooby Doo's body

## KNOW YOUR PPE's

J V H C S D H E L M E T  
 F F C G I S G L O V E S  
 D L F L P V B U T D R I  
 S A F E T Y S H O E S X  
 L S A F E T Y V E S T Y  
 F H E O M G C S X H U J  
 L L Z E Y E W E A R H B  
 I I R E F L E C T O R M  
 L G O O D U S T M A S K  
 V H H Z W P T Z W S I A  
 W T F H I B B G M A R T  
 Y J D E A R P L U G S B

- Answers: Puzzle**
- HELMET
  - EYEWEAR
  - SAFETYSHOES
  - DUSTMASK
  - REFLECTOR
  - EARPLUGS
  - FLASHLIGHT
  - SAFETYVEST

### DIGITAL PRESENCE

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# हिन्दुस्तान जिंक पर्यावरण के क्षेत्र में विश्व की #1 कंपनी

— डाउ जोन्स सस्टेनेबिलिटी इंडेक्स 2018\*

\*मेटल्स एवं माइनिंग सेक्टर

यूके FTSE4GOOD इमरजिंग इंडेक्स में शामिल  
विश्व की 9वीं सबसे बड़ी चांदी उत्पादक कंपनी  
सरकारी कोष में ₹11563 करोड़ का योगदान (राजस्व का 52%)  
रॉयल्टी, कर और लाभांश के माध्यम से



**HINDUSTAN ZINC**  
Zinc & Silver of India



**Hindustan Zinc Limited**

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