

ZINC News

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



HINDUSTAN ZINC
Zinc & Silver of India



The 3rd International Galvanising Conference

In Association with Hindustan Zinc

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Hindustan Zinc

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WELCOME

53rd ANNUAL GENERAL MEETING

31st July 2019



Hindustan Zinc's 53rd Annual General Meeting

Hindustan Zinc held their 53rd Annual General Meeting at the Head Office in Udaipur on the 31st of July, 2019. Chairing her first Annual General Meeting as Chairman of Hindustan Zinc, Mrs. Kiran Agarwal was proud to announce of a great year for the company.

Hindustan Zinc marked a robust performance in the 18-19 reporting year. The production now is 100% through underground mining operations. We're steadily moving towards a 1.2 MTPA mining projects as well. The next phase of growth will be to target a 1.35 MTPA mining production.

Taking pride in HZL's use of technology and innovation, Mrs. Kiran Agarwal emphasised on Digitalisation to be key focus area, and how this aspect can be exploited to its utmost potential in order to boost our productivity, enhance safety protocols, and the same time reduce costs as well. Reinforcing our commitment towards environment and sustainability, Hindustan Zinc continues to be recognised as one of the best in the Dow Jones Sustainability Index.

HZL CEO, Mr. Sunil Duggal was delighted with the all-round performance of the company, especially the all-time high silver and lead production of 697 MT and 198kt respectively. Currently ranked 9th globally in silver production, our aim is to break into the top 3 silver producers in the next 2-3 years. And with our focus on silver rich deposits and enhanced recoveries, Hindustan Zinc is optimistic to achieve this feat.

Overall, these are exciting times for Hindustan Zinc to look in 2019 and beyond. Everyone associated with Hindustan Zinc should be proud and strive towards creating a more sustainable environment, for our goal to be recognised as a global sustainable company.



53rd AGM Address

Dear All,

I am delighted by the all-round improvement in performance of our underground mines, which delivered 29% growth in mined metal production to 936kt and almost made up for the loss of production from the planned closure of open-cast operations.

Once again, lead and silver production were at an all-time high of 198kt and 679 MT respectively on the back of higher lead in ore, retrofitting of pyro metallurgical smelter and better silver grades. Zinc metal production fell during the year to 696kt on account of lower availability of zinc mined metal for most part of the year.

We are the largest zinc producer in India with a 79% market share in FY 2019. We are focusing on increasing the supply of value added products from 16% in FY 2019 to 25% in FY 2020 to finally 50% of total zinc metal sales to further secure our position.

We are one of the fastest growing silver producers globally and were ranked 9th among global silver producers in 2018. We expect our ranking to improve every year with higher mine production, focus on silver rich deposits and enhanced recoveries and be among top 3 global silver producers in the next 2-3 years.

Our projects are progressing well and on track to achieve design mined metal capacity of 1.2 million tonnes per annum in the current year.

During the year, our underground mines showed tremendous growth. Rampura Agucha delivered 60% higher production, Sindesar Khurd and Rajpura Dariba delivered 20% growth while Zawar mines' production improved by 30%.

We commissioned several new projects including new mills at Sindesar Khurd and Zawar; Paste fill plants at Sindesar Khurd and Rampura Agucha; and shaft at Sindesar Khurd. Rampura Agucha started hauling material from an innovative mid-shaft loading, even as full shaft will become operational in the next 3-4 months. Most importantly, our mines are now almost liberated of ventilation issues for lifetime as new ventilation systems were commissioned. Further, we have added higher capacity equipment at mines for higher productivity.

Our businesses are being powered by a strong focus on innovation and technology.

For digital transformation of our business and to build mines of the future, we have entered into partnership with leading global players to digitise our Sindesar Khurd and Rampura Agucha mines, which will lead to improvement in overall equipment effectiveness by 20% and reduction in mining cost by 10%. We are also setting up a collaboration centre to have visibility across the value chain including mining, milling, smelting & CPPs, which will increase our ore to metal ratio by 2%. We expect both these systems to be in place by the end of current year.

Moving to financial performance:

We have delivered strong financial performance with EBITDA of Rs 10,747 Crore and have returned cash to shareholders through dividends of Rs 10,188 Crore or Rs 20 per share implying a dividend yield of 7% based on average share price during the year. The EBITDA margin was a robust 51%. Free cash flow after capex stood at Rs 6,745 crore and return of capital employed was 41%. We contributed Rs. 11,563 Crore to the Government treasury through royalties, taxes and dividends.

As a responsible natural resource company, we are committed to Zero Harm, Zero Waste and Zero Discharge.

Hindustan Zinc was ranked 5th in overall sustainability and 1st in environment category by the Dow Jones Sustainability Index 2018 among global Metal & Mining peers. Our improved performance is underpinned by technological developments towards increasing usage of waste water, continuous reduction in carbon & land footprint and minimisation of waste generation. I will highlight a few achievements for the year:

1. Our solar power capacity increased to 39 MW from 16 MW last year as we commissioned 22 MW solar plant at Rampura Agucha waste dump. In total, we have used 190 acres of waste land for solar energy. We plan to increase our solar energy footprint by another 35MW in the current year
2. We commissioned a 25 MLD sewage treatment plant (STP) at Udaipur for treating municipal sewage taking our STP capacity to 45 MLD, which will treat over half of Udaipur city's sewage. Another 15 MLD STP is in progress. This will also reduce the fresh water intake to negligible at Rajpura Dariba complex
3. We are innovatively using smelter waste to reduce waste burden. In FY 2019, over 300,000 MT of slag was used in cement manufacturing and road construction, over 13,000 MT of Jarosite was utilised in cement industry while over 70,000 MT of Jarosite and Jarofix was used in road construction project

Coming to safety performance, while we have improved our lost-time injury frequency rate (LTIFR) from 0.85 in FY2014 to 0.27 in FY 2018, LTIFR during the year spurted to 0.63. We are deeply anguished by the accidents that happened last year and are determined to eliminate such accidents and have intensified our work, amongst employees and contractors alike, to reinforce the goal of zero harm.

Our CSR initiatives are geared towards making our communities an integral part of our growth journey.

We are working in 189 villages across our operations and focusing on areas that are of national importance such as education, women empowerment, health & water, agriculture, sports and community development with an emphasis on inclusion of the marginalized and on grassroots development. Our total investment in CSR activities has increased by 42% to Rs 130 Crore for the year benefitting 500,000 beneficiaries.

These are exciting times at Hindustan Zinc and we look to 2019 and beyond with keen anticipation and optimism. And just before I close, I would like to thank you, our shareholders, our board of directors, our customers, business partners, central and state governments, local communities, our advisors, banks & financial institutions – and each one of our extended family of over 21,000 people.

Sunil Duggal

CEO, Hindustan Zinc



Safety Townhall Meeting

A Safety Townhall was conducted on 21st September, 2019 at the Head Office. Hindustan Zinc CEO Mr. Sunil Duggal shed emphasis on unsafe conditions and need to reduce the number of observations. He also reiterated on personal behaviour being a key factor to ensure safety, and urged everyone to change their approach towards safety.





Safety Townhall at DSC

A Safety Townhall, was conducted on 25th July, 2019 at Dariba Smelting Complex. Mr. Anil Gadiya- Head HR, DSC welcomed all Senior Leaders and employees. The Town-hall started with sharing of two Safety Contacts. The discussion brought out that with a pro-active approach, proper planning of resources, root cause analysis (RCA) and risk assessment, safety culture will improve upon tremendously at the shop floor level.

Mr. Manoj Soni, Location Head-Dariba Smelter Complex shared his vision for Dariba Smelter to make it a benchmarked smelter by ensuring discipline, proper maintenance and housekeeping. The new initiative “My Equipment, My Responsibility” was discussed which made employees accountable for taking care of their equipment.

Mr. Praveen Jain, Director Dariba SBU complimented DSC for the structured Townhall initiative.

Team HR utilized the platform to discuss about the conduct at the workplace, POSH Act, 2013; ICC at RDC and HZL Whistle Blower App.



“ Behaviour is a Key factor to ensure safety. Our approach towards safety should be regular. ”

CEO - HZL

Another important aspect discussed was the need benchmark our practices. Mr. Duggal suggested that we learn practices from around the world, and make our workmen visit these places so that they have a first-hand experience on various standards.

Mr. Laxman Singh Shekhawat, Ms. Kavita Singh and Mr. Arun Vijay Kumar also shared their insights on ways to enhance safety.

Indian Football Captain

Sunil Chhetri Visits

Zinc Football



It turned out to be a truly a blockbuster day for Zinc Football when Indian football's biggest superstar and captain, Sunil Chhetri, made a very special visit to our academy in Zawar. And what a huge hit it turned out to be!

The Zinc Football coaches and young footballers had a chance to interact with their hero, as the legend himself stepped onto the turf to teach our boys a trick or two. What better than learning from the very best in the country! He even spent some time at our F-Cube centre and was visibly impressed at the way in which Zinc Football is integrating technology into football coaching.

It got better when Sunil had this to say about our programme: "I have seen a football academy for the first time in Rajasthan and initiatives like Zinc Football, with the kind of world-class infrastructure,

will help uplift the cause of Indian Football in the coming years. I wish I had infrastructure and facilities like this during my growing days. Great work, Hindustan Zinc."

Sunil Chhetri's visit was followed by a media interaction, where Hindustan Zinc's CFO, Mr. Swayam Saurabh was also present. Both stressed on the fact of how sports is vital in the overall growth and development of a child, and how Hindustan Zinc is contributing immensely with Zinc Football.

The visit was an added motivation for Zinc Football boys who have been doing wonders at the moment with the academy.



At Hindustan Zinc (HZL), we are proud to have such an immense pool of talented individuals in every function. The talent philosophy at Hindustan Zinc has always been to find the best minds across all walks of life. But our job does not end here, we ensure that these talented minds are given the right path to discover themselves as leaders and professionals and this is a continuous journey.

Being a part of the Vedanta Group, our ideology has been to promote internal talent. The group provides a wide canvas of opportunities to employees to move across functions and locations to display their potential. We have a plethora of successful testimonies for these career navigations.

HZL follows a comprehensive induction process to drive their employees to not only become good managers, but thought leaders as well. Our efforts in Six-Sigma trainings and Process Excellence come a long way to unleash the potential within every individual. A good example of this process is the hiring of our Graduate Engineer Trainees. The GETs go through an extensive two-month training program, making them well equipped with skills to go ahead with their jobs and have a seamless transition from College to Corporate. The six-sigma green belt training ensures that they start their careers with a process mind-set and build a lean mind-set in their work.

Since we believe in growing from within, Learning and Development becomes a key aspect for us. We invest heavily in our employees to continuously improve their capabilities and skills. Our training offerings have increased manifold over the year, directly enhancing people's capabilities across behavioural, functional and technical domains. We use the blended learning approach for development. Our in-house SMEs along with faculties from reputed campuses and external specialists. We also provide ample opportunities for learning from the best-in-class and benchmark ourselves constantly to world class standards.

Although the mining sector has taken time to diversify and relax guidelines for equal opportunities for women, HZL is a place that provides proportionate scope to diversity. Ourselves following the policy, we encourage our Business Partners as well, to include people from diverse backgrounds to be a part of our wonderful journey. Our approach towards diversity is quite holistic, improving not only on the gender front but also a cultural, geographical and thought perspective.

I am very happy to see a change in the rules of the mining industry with a recent law that has removed the restriction of women to work in underground mines. We are capitalising on this opportunity and to drive this priority, we have appointed Mrs. Roohi Sherwani as our Chief Diversity & Inclusion Officer at Hindustan Zinc. We are in the process of re-evaluating our policies to make HZL even more inclusive.

Successful organisations thrive in an engaged, open and meritocratic work environment. Each colleague should feel empowered to work on ideas and suggestions that make their work better and improve performance. They are always free to express their opinions, ideas and suggestions without any hesitation. Leaders foster a value driven culture which encourages colleagues to be their best and impactful.

We thrive on inclusive growth and take our communities along in our success. Only when we work in tandem with our communities, can we call it true progress. HZL has played a crucial role to uplift the communities around. We work extensively in the areas of education, women empowerment & self-sustenance, water & sanitation, agriculture and creating vocational capabilities that help generate employment. Our various CSR initiatives have bridged the access to essential services in health, sports and education by our communities.

We are on an enriching journey and have got exciting times ahead of us. The path we've embarked is long, and we still have miles to go to showcase our true potential.



HR

Ms. Kavita Singh

Chief HR Officer, Hindustan Zinc

“Human Resources are like natural resources. They are the fuel that keeps a company running. And much like natural resources, the perfect human resources too, are buried deep and require an effort to find the right ones.”

“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 ”

CLZS CPP receives top Awards

CLZS CPP received 1st Prize in Technology Excellence category under Environmental excellence, Sox-Nox 2019 by Mission Energy.

CLZS CPP received received Runner-Up Award in Clean Generator of the year category under Environmental Excellence, Sox-Nox 2019 by Mission Energy under 500 MW Thermal Power Plant.



Dariba CPP received Gold award in QCFI, Rajasmand 18th Chapter Convention, held at Udaipur on 15th September 2019.

Award in QCFI Rajasmand Chapter Convention

DSC Location 5 team participated in QCFI Rajasmand Chapter Convention Kaizen competition at Udaipur on 15th September, 2019. With their smart work and full dedication, Four Teams won Gold Award and one team Silver Award.

Team Coordinators: Leenu Mittal, Tanya Singh

Team Details:

DSC Lead: Dilip Sindi, Jagdish Kumar, Sudeep Singh

DSC Lead: Shailendra, T Mohan Raj, R. Bharanisankar

DSC Zinc: Mukesh Vyas, Amit Soni & Neeraj Kumar

DSC CPP: Naresh Chippa, Chattar Singh, Deepak Kumawat

Logistics: Rajesh Divate, Amit Porwal, Vishwajit Singh



Chanderiya CPP received Platinum Award in Energy Efficiency from SEEM National Energy Management Award 2019.



Dariba CPP received Gold Award in Power Plant category at SEEM National Energy Management 2019.

European Patent CRDL



EP 3192882 : Method for Production of Potassium Antimony Tartarate by Utilizing Antimony Bearing Residues patent has been developed by ZnTech+ (formerly Central Research & Development Laboratory CRDL), Hindustan Zinc. The patent describes the process to treat Antimony-bearing by-product of Zinc-Lead smelters and convert it into a value added product, Potassium Antimony Tartarate (PAT). The R&D team is continuously working on developing HZL patent portfolio. US patent application and Indian patent application on this technology are also under processing. In addition, Hindustan Zinc has filed 4 National and 2 International Patents. The grant of

patent provides further recognition of the quality of the innovation being carried at HZL.

Best Environmental Sustainability Award



Hindustan Zinc received Best Environmental Sustainability Award in the category of National Awards for Excellence in CSR and Sustainability. The Award was presented by Zee Business and World CSR Day, on 18th September, 2019 at Taj Yeshwantpur, Bangalore. The award was adjudged by an eminent jury comprising sustainability professionals and practitioners. Hindustan Zinc received it for the unique initiatives taken by the company on Environmental fronts, setting benchmark in reducing environment footprints, transparent reporting to stakeholders and its Environment performance. The award ceremony saw participation of over 50 corporates in different categories.

FTSE for Good Membership



It was a proud moment for Hindustan Zinc as the company claimed its membership in FTSE4Good Index Series for the 3rd Consecutive year. HZL received outstanding score on Climate change, Water use, Biodiversity, and Anti-corruption practices. With the latest overall score, HZL now outperforms the Non-ferrous metal industry average and India country average across all themes – Environment, Social, and Governance.

FTSE Russell evaluations are based on performance in areas such as Corporate Governance, Health & Safety, Anti-Corruption and Climate Change. Businesses included in the FTSE4Good Index Series meet a variety of environmental, social and governance criteria.

No room for Single Use

PLASTIC

The drastic rise in Single Use Plastic has been a menace to the society. Not only does it generate a lot of waste due to its usage, but this plastic is non-biodegradable as well. Plastic being non-biodegradable appears to be a hazard for safe and clean environment. We are aware of the harmful effects of littered plastic that is accumulated over time which poses serious threat to our ecosystem. With Hindustan Zinc's commitment towards a sustainable environment, we have decided to fight against this menace.

From 2nd October, 2019 onwards, HZL has committed to reduce the use of the following plastics: -

- All plastic carry bags, with or without handles, irrespective of thickness and size
- Plastic cutlery including plates, plastic cups, straws, stirrers etc., Cutlery and other decorative items made of Styrofoam (Thermocol)
- Artificial flowers, banners, flags, flower pots
- PET plastic water bottles
- Plastic stationary items like folders, etc.
- Food packages and containers

The families in our Zinc Colony came up with an innovative way to pledge to a plastic free society, as well as spread awareness on the same. On the occasion of Dussehra, the families created a Raavan made from plastic to pass a message. It symbolised how plastic is an evil to the ecosystem and we as a society need to be Ram to overcome this evil.





An Eco-friendly Independence Day

On occasion of the 73rd Independence Day, Hindustan Zinc took a pledge to contribute towards the environment by distributing seed balls to people. This initiative was taken across all HZL locations.

At Zawar, the packets were distributed by Mr. B.S. Rathore (SBU-Director), Mrs. Rathore and Mr. Lalu Ram Meena (Union Leader) during the Independence Day ceremony to union representatives, Police, Teachers, Prize winners, Guests and School kids. The SBU-Director also gave some information about global environmental conditions and how to protect the environment with our little efforts suggesting for more and more plantation activities near mine and village area.

At Chanderiya, Mr. Pankaj Kumar Sharma (CSC SBU - Director) proceeded the Independence Day rally by releasing doves as the sign of freedom and independence. He also carried out the seed ball distribution ceremony to emphasise on environmental sustainability as part of Hindustan Zinc culture.

Similar initiatives were carried across Kayad and Rampura Agucha, where nationalistic pride was coupled with a sense of sustainable environment.

Sustainability and caring for the environment is at heart of everything we do, and HZL appeals for support in plantation to help improve the environmental condition.



हिन्दुस्तान जिंक में हर्षोल्लास से मनाया स्वतंत्रता दिवस

हिन्दुस्तान जिंक के प्रधान कार्यालय के प्रांगण में स्वतंत्रता दिवस हर्षोल्लास से मनाया गया। भारतीय गणतंत्र के 73वें स्वतंत्रता दिवस के अवसर पर समारोह के मुख्य अतिथि कंपनी सेक्रेट्री राजेन्द्र पण्डवाल ने कर्मचारियों एवं उनके परिजनों की उपस्थिति में राष्ट्रीय ध्वज फहराया एवं सभी को हार्दिक बधाई एवं शुभकामनाएं दी। इस अवसर पर हिंदजिंक परिवार के परिजनों एवं बच्चों ने कविता, संगीत एवं देश-भक्ति गीतों की प्रस्तुतियां भी दी। हिन्दुस्तान जिंक के सिक्यूरिटी कार्मिकों द्वारा मार्च पास्ट की सलामी भी दी गई। कंपनी की सभी इकाइयों में 73वां स्वतंत्रता दिवस बड़े हर्षोल्लास से मनाया गया है।

An eye in the mine

Hindustan Zinc using drones underground to dig deep

Published in Business Standard | 18th September, 2019 | Jayajit Dash | Bhubaneshwar

Sometime in 2017, drones flew through the Cannington silver and lead mine in Northwest Queensland, Australia. The drones came from Emesent, an Australian firm that pioneered the use of drone survey in underground mines, and offers a technology called Hoverman with functions such as collision avoidance, GPS-denied flight (in areas without GPS) and SLAM (Simultaneous Localisation and Mapping)-based LiDAR (Light Detection & Ranging) mapping.

What started in Australia two years ago, has now been introduced in India. In July 2019, the Vedanta Group-owned metals and mining major Hindustan Zinc Ltd (HZL) began deploying drones in its underground mines in Rajasthan to dig more value out of them. This makes it the first mining entity in Southeast Asia to use drones in underground mines, says the company, which has engaged Canada-based Clickmox, which has expertise in underground drone technology, to help it in its enterprise.

"Our aim is to equip all our operations technologically to enhance safety and productivity. The prototype of a digital mine is already operational in our Sindesar Khurd mine. Autonomous drilling and haulage, remote-controlled operations, real-time asset tracking and mine monitoring are some of the features we intend to standardise across our mines in the coming three years," says Sunil Duggal, CEO, HZL.

At present, trials are underway at HZL's flagship Sindesar Khurd (SK) zinc-lead mines in Rajasthan. The trials began as a Proof of Concept (PoC) to check the data the drones captured and the value it could add to the company's operations. Having rigorously pursued the trials and evaluated the results, the company believes the time is now ripe for a full-scale deployment and also to scale it up to its other mines.

"Based on the analysis, we can say that drones can now be applied on a larger scale. But trials will continue for many more months. SK and Agucha mines are the key, but

we will roll out trials in other mines too," says Barun Gorain, chief technology and innovation officer, HZL.

HZL is currently using line-of-sight drones while it waits to try fully autonomous drones by next year.

HZL's Ontario-based technology provider-Clickmox Solutions Inc is the first company to combine the power of 3D LiDAR scanning with the mobility of UAV (Unmanned Aerial Vehicles) technology for the underground mining environment. The company has now taken the technology a step further and is offering a complete digital mine solution.

Drones deployed in mines can perform an array of functions - stope scanning, inspection of inaccessible areas, and convergence monitoring. General stope scanning is meant for accurate excavation audits whereas convergence monitoring is to determine bulking, which can potentially lead to cave-ins. The scanner mounted on the top of a drone uses LiDAR technology to scan the stope and capture an accurate image. After reaching the surface, the collected data is sent to a cloud-based software for processing and the backend team examines the data to arrive at exact geo-coordinates.

Drones are most helpful in areas that are inaccessible or unsafe due to inadequate ventilation. "In manual survey, you cannot cross the stope since there is the danger of rocks falling. But a drone can do this without any fuss. If you take an image of a conventional survey and compare it with a drone image, you will notice a huge difference," Gorain explains.

Drone technology also helps capture more information on the recovery of ore and gives a closer look into the structural movements in mines. Their sensors can monitor temperature and humidity and record any anomalies, which is

difficult to do otherwise.

Drones also trump traditional manual survey in mines when it comes to unearthing more value from them. For example, the quantum of ore that has actually been mined is difficult to determine using conventional technology. "But if we use drone technology, we can quantify the recovery with up to 70 per cent accuracy. Based on that information, you can improve your drill and blast method. You can recover more, and thus improve productivity," says Gorain.

The conditions in underground mines are also very different from those in open pit or surface mines. At the SK and Agucha mines, digging is done at depths ranging from 500 metres to 1 km. "That means the drones have to be designed specifically for underground mines and have to be sturdy," says Gorain.

This is where MineFly, a complete drone-based 3D laser scanning and mapping system specially designed for GPS-deprived areas, comes in. Compact and lightweight, this aerial drone comes with a 3D laser scanner, LED lighting, sonar sensors, an HD camera and several low-resolution cameras. The technology is based on Clickmox's proprietary software, which generates the accurate "point (temporary) cloud", which in turn generates the 3D map either in real-time or offline.

HZL expects the benefits from drone technology to flow in straightaway. With the same or lower costs and lesser resources, the company anticipates a 20 per cent increase in its productivity once the drones are fully operational in its mines. ■■■



Monthly Sankalp Meeting

During the month of August 2019, Pantnagar Metal Plant witnessed its first Sankalp meeting, these meetings are scheduled in the first week of every month, the SBU Director and Vertical Heads addressed all the Executives and Business Partners and discussed about the Monthly Safety Theme. Themes like “Machine Guarding” and “Structure Stability” were covered over the months of August & September.



Hindustan Zinc striving towards Renewable Energy

Earlier we had set up wind power projects in Gujarat (88.8 MW) and Karnataka (34.4 MW) during FY 2007 to FY 2009. In FY 2012, we established wind power generation projects in Rajasthan (88.8MW), Maharashtra (25.5MW), Karnataka (15MW) and Tamil Nadu (21MW).

Ten such projects are registered under the United Nations Framework Convention on Climate Change Kyoto Protocol (UNFCCC) for Clean Development Mechanism (CDM) and have certified emission reduction (CER) potential of 497,209 MT of CO₂ per annum. During the current financial year 87 MW WPP projects converted to Gold standard CERs (Certified Emission Reduction), rest project conversion to gold CERs in progress and expected by March '20.

Now we have two more solar projects registered recently under CDM - Solar Power Project (Dariba and Debari) 19.2 MWp effective from August, with an emission reduction potential of 24,054 tons of CO₂-eq per annum.

“Our greatest natural resource is the minds of our children. Having spent most of my life creating material for children and observing their potential, I feel convinced that a full-time education for our youth is the best investment in the future.”
- Walter Elias Disney, Pioneer of Animated Cartoon Films
Creator of Mickey Mouse & Donald Duck

Voice on Kindness



Safety Workshop & NGO Partners Meet at Kayad



Safety Workshop & NGO Partners Meet was organized on 28th September, 2019. Training on First Aid Safety along with CPR was conducted for all the participants. A review of the CSR programs was also done and in all 5 partners participated consisting of 70 persons from the field team. The event was attended by Director Kayad Mine, Exco Members & Safety Team. Positive feedback was received and a full day dedicated workshop on safety was requested by the participants.

Installation of Wagon Wheel Clamper

Installation of Wagon Wheel Clamper in Coal Handling Plant. Wagon Tippler is used for coal unloading to reduce Man – Machine Interaction.

Installation of life line on Ash Conveying Pipe rack to increase safety while working on work at height.



SWACHH Bharat Campaign

SWACHH Bharat Campaign was launched on 25th September, 2019 to celebrate 150th anniversary of Mahatma Gandhi. Housekeeping, SPOT Quiz, Poster and Slogan competition was held during the week of 25th-30th September, 2019. Rangoli competition was also organized in colony to involve ladies on the theme of 'SWACHH BHARAT ABHIYAAN'. 17 teams participated in the competition. All the winners and participants were rewarded & motivated by the Location Head Mr. P.K. Jain & DSC Head Mr. Manoj Soni.

Shabaash at DSC

Shabaash-Coffee with the Smelter Head, for July 2019 winners was held on 10th August, 2019.

Shabaash is a platform where we recognize and reward employees of our Business Partners who show outstanding performance in terms of safety or going an extra mile beyond their area of work for making us proud. Departmental Heads/ Plant Heads nominate them, who get to meet and interact with Senior Leaders over a coffee and are given a reward, as a token of appreciation for their work.

The July month's ceremony was chaired by Unit Head, DSC Lead- Mr. Ananta Ghui and DSC HR Head- Mr. Anil Gadiya.

The winning members were congratulated for their contributions, which were discussed elaborately so that all the employees could know each other's contributions and that they could try and benefit from one another's work.

The celebration ended with distribution of Appreciation Certificates and Rewards as tokens of respect and admiration.



Sapling Plantation at Kayad Mine



Kayad Mine has taken a massive plantation program in 2019-20. They have planted 4000 Saplings within the mine lease area as a gap filling in the existing plantation and remaining

approximately 58,000 saplings planted outside mine lease area in government as well as in private land. The plan is to plant fruit and shady trees based on the type of land, soil and respective owner's demand. Mainly planted shady trees in the government & common land whereas mixed sapling of fruit and shady trees in the private land. The land owners have given the written oath to maintain them of their own by timely watering, watch and ward, and taking care of these plants.

The pits for plantation were dug by the auger fitted on the tractor. This equipment can dig 2-3 pits in minutes in the plan area.

- Native Species of Shady Trees: Neem (Azadirachta Indica), Karanj, Kachnar (Bauhinia variegata), Shisham (Delbergia sisso), Dhaak (Butea monosperma), Gulmor, Plas, Amaltas (Cassia fistula), Arjun (terminalia arjuna), Desi-Babool, Khejdi, Khirni (Manilkara hexandra), Sagaon (Tectonagrandis), Moringa oleifera (Sehjan/drumstick), Rohida (Tecomella undulate) etc.
- Fruit Trees: Ber (Ziziphus mauritiana), Jamun (Syzygium cumini), Mango (Magnifera indica), Sitafal (Annona squamosa), Amrood (Psidium guajava), Jamun, Emli (Tamarindusindica), Lemon, etc.
- Medicinal Plants: Aloe-vera, drum stick, harad, lemon grass, camphor, hinge, rudrax, harsingar, bilpatra, ashwagandha, harad, kala dhatu etc.

Road Safety Awareness at HZL SEDI Centre



Safety is of prime importance at HZL, to extend the practice and to inculcate the habit in society, Safety drive is organized in community from time to time. Session on Road Safety Awareness was organised at SEDI centre - Agucha on 28th August, 2019.

Project Ru-Ba-Ru

“Project Ru - Ba – Ru” was launched for contractor capability assessment through third party. This is to assess the competence and capability of selected business partners. As part of this project, personnel from the selected business partners underwent a skill assessment, which resulted in the design of an optimal MIP and related action plans for three contractors. Further, implementation of these plans was discussed with senior management of the three contractor agencies.

Trainings conducted across HZL (Learning and Development):

- Two days training by National Safety Council towards competency building of 24 safety and O&M professionals on examination of a lifting tools, tackles, hoist and pressure vessels
- Defensive driving training for 40 safety professionals across HZL by Institute of road safety and fleet management.
- Excavation Safety Training conducted at HO by NSC covering 20 corporate champion and all zone champions.
- Second batch of NEBOSH IGC course was conducted at HO for 30 participants by NIST including Safety Professionals and Line Management for better understanding of safety and subsequent reduction in accidents at workplace.
- Occupational Health and Industrial Hygiene workshop was conducted at HO including Senior Leaders, Doctors and Safety Professionals to discuss current challenges in reporting structure of incidents and development of standard.
- Respiratory Protective Equipment training was conducted at HO by 3M covering Safety Professionals.

हिन्दुस्तान जिंक की आधार स्तम्भ साबित हो रही है “आधी आबादी इंजीनियर”



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अनुभवी और देश के उच्च संस्थानों के इंजीनियर हिन्दुस्तान जिंक के आधार स्तंभ हैं जिसमें आधी आबादी इंजीनियर यानि महिला प्रतिभागियों के योगदान को कंपनी में उनकी उपलब्धियों के कारण खास मुकाम हासिल है। वेदांता समूह की कंपनी भारत का एकमात्र सीसा जस्ता और चांदी उत्पादक कंपनी जिसके उत्पादन में खनन और स्मेल्टर में महिला इंजीनियर कर्मचारियों की महत्वपूर्ण भूमिका है और वे कंपनी के उच्च पदों पर अपनी प्रतिभा को साबित कर रही हैं।

अपने हुनर से कंपनी को बुलंदियों तक पहुंचाने में ये महिला इंजीनियर अपने नवाचारों और उत्कृष्ट प्रबंधन को बखूबी पूरा कर रही हैं तो प्रबंधन भी इन प्रतिभाओं को पहचान दिलाने में पीछे नहीं है। कंपनी का वरिष्ठ प्रबंधन महिला कर्मचारियों को सुरक्षित वातावरण और समान अवसर दे कर उन्हें पूरा महत्व देने में विश्वास रखता है। हिन्दुस्तान जिंक की महिला कर्मचारी केमिकल, सिविल, इलेक्ट्रिकल एण्ड इंस्ट्रुमेंटेशन, मैकेनिकल और अन्य विभागों के साथ-साथ अब माइनिंग के क्षेत्र में भी जल्द ही अपनी प्रतिभा का लोहा मनवाने को तैयार है।

कुल इंजीनियर में से 8.6 प्रतिशत महिला कर्मचारी देश के जाने माने संस्थानों आईएसएम धनबाद, आईआईटी खडगपुर, कानपुर, बीएचयू और एनआईटी कुरुक्षेत्र सहित अन्य संस्थानों से इंजीनियर हिन्दुस्तान जिंक को अपने हुनर से कम्पनी को लगातार बुलंदियों तक पहुंचा रहे हैं।

हिन्दुस्तान जिंक में कार्यरत महिला इंजीनियर कर्मचारियों के अनुभव

माइनिंग और स्मेल्टर में उच्च पदों पर साबित कर रही विशेषज्ञता

रावतभाटा राजस्थान की रहने वाली स्वाति शर्मा पिछले 11 वर्षों से हिन्दुस्तान जिंक के चंदेरिया लेड जिंक स्मेल्टर में कार्यरत हैं, जिन्होंने अपने कैरियर की शुरुआत जीईटी के रूप में की थी और आज वे हाइड्रो प्लांट में लीड इंजीनियर के पद पर हैं जिन पर रॉस्टर और लीचींग की समस्त जिम्मेदारी है। हिन्दुस्तान जिंक में कार्य करने को गर्व महसूस करते हुए स्वाति कहती है कि शुरुआत में फ्रेशर होने और प्लांट का प्रेक्टिकल अनुभव नहीं होने के कारण छोटा से छोटा कार्य खुद किया ताकि स्वयं को जानकारी हो और अपने सहयोगियों से कार्य सीखा जा सके जो कि चुनौतीपूर्ण था। धीरे-धीरे उपलब्धि की ओर बढ़ कर नवाचार किया और कम्पनी को जो वेट गैस प्यूरिफायर मशीन जो कि विदेश से मंगवानी पड़ती थी उसे स्वदेशी बना दिया। यदि अवसर को सही तरीके से उपयोग में लिया जाए तो स्वयं को साबित किया जा सकता है।

हिन्दुस्तान जिंक की देवारी स्थित केंद्रीय अनुसंधान विकास और प्रयोगशाला की हेड शीबा मशरुवाला ने गेजुएट इंजीनियर के रूप में हिन्दुस्तान जिंक में कंपनी में अपनी शुरुआत की थी जब खनन में कार्यक्षेत्र को मुख्य रूप से पुरुष प्रधान ही माना जाता था। शुरुआत में शीबा शिप्ट में और अपने से अधिक अनुभवी और वरिष्ठ पुरुष सहयोगियों के साथ काम करने में सहज नहीं थी लेकिन उन्होंने स्वयं को अपने टैलेंट से आगे लाकर

असहजता को कभी अपनी जिम्मेदारियों पर हावी नहीं होने दिया। आज हिन्दुस्तान जिंक का वे महत्वपूर्ण हिस्सा हैं जो कई महत्वपूर्ण परियोजनाओं में प्रधान भूमिका निभा रही है। आज वे हिन्दुस्तान जिंक को पहले यूरोपीय पेटेंट – ईपी 3192882 की मंजूरी हासिल करने वाली टीम का हिस्सा है।

साधना वर्मा, कंपनी में लीक से हटकर अलग कार्य करने और इंजीनियरिंग क्षेत्र में परंपरागत कार्य करने की प्रथा का अनुसरण नहीं कर नवाचार की मिसाल हैं। वे कहती हैं कि मैं कुछ भी नया करने के लिए खुद को रोकने में विश्वास नहीं रखती, मैंने हमेशा यह ठाना है कि जब भी मुझे लगता है कि मैंने बहुत कुछ किया है मैं तुरंत नया सीखने का प्रयास करती हूँ। साधना वर्मा ने जीईटी से हिन्दुस्तान जिंक में अपने कैरियर की शुरुआत की थी और आज वे हेड एनवायरमेंट की भूमिका में नवाचार कर कंपनी के सफल संचालन में सहयोग दे रही हैं।

हिन्दुस्तान जिंक सीखने और अवसरों के लिए बेहतरीन कंपनी है जो कि आपको आपके विषय के अलावा भी दूसरे क्षेत्र में साबित करने की भी पहल करता है, यह कहना है रामपुरा आगूचा में इंस्ट्रुमेंटेशन में प्लानिंग इंजीनियर के रूप में कार्यरत नेहा पंचोली का जो कि बतौर इंजीनियर हिन्दुस्तान जिंक परिवार में शामिल हुई और आज एसोसिएट मैनेजर है। इन्होंने पेस्ट फील में इम्पोर्ट किए जाने वाले को स्वदेशी तरीके से बना कर न सिर्फ कंपनी में लागत को कम किया है बल्कि उसमें लगने वाले समय और माइनिंग को प्रभावित करने की कमी को भी दूर किया है। नेहा आईबीयू आगूचा की एकसको कमेटी की सदस्य की भूमिका भी प्रभावी तरीके से निभा चुकी हैं।

हिन्दुस्तान जिंक हर साल अपने खनन और प्रचालन में कर्मचारियों के रूप में गेजुएट इंजीनियर प्रशिक्षुओं को शामिल करता है जो कि 45 दिवसीय प्रशिक्षण में कंपनी की सभी प्रकार की व्यावसायिक और व्यावहारिक गतिविधियों को सीखते हैं। इसी प्रकार हिन्दुस्तान जिंक की माइनिंग अकादमी में भी युवाओं को प्रशिक्षण देकर उन्हें तकनीकी रूप से तैयार कर कंपनी के खनन में अवसर देने का कार्य किया जा रहा है।

इंजीनियर्स-डे विशेष महिला इंजीनियर्स के गहरी खाईयों में जाने लगी रोक सरकार ने हटाई, अब ले रही हैं स्पेशल ट्रेनिंग

इंजीनियर्स-डे विशेष

• केंद्रीय, राज्य, वैश्विक स्तर पर अलग-अलग कार्यक्रमों में काम कर रही महिला इंजीनियरों का एक दिन का कार्यक्रम है। इसमें देश भर की महिला इंजीनियरों का एक दिन का कार्यक्रम है। इसमें देश भर की महिला इंजीनियरों का एक दिन का कार्यक्रम है।

महिला इंजीनियर्स के गहरी खाईयों में जाने लगी रोक सरकार ने हटाई, अब ले रही हैं स्पेशल ट्रेनिंग

महिला इंजीनियरों को गहरी खाईयों में जाने लगी रोक सरकार ने हटाई, अब ले रही हैं स्पेशल ट्रेनिंग। महिला इंजीनियरों को गहरी खाईयों में जाने लगी रोक सरकार ने हटाई, अब ले रही हैं स्पेशल ट्रेनिंग।

स्वयंसेवा में महिलाएं

स्वयंसेवा में महिलाएं... स्वयंसेवा में महिलाएं... स्वयंसेवा में महिलाएं...

Important Initiatives



Commissioning of In – House 25 KW Inverter, Powering 6.9 KW floating solar @ Chanderiya CPP Raw Water Pond.

HZL's Urea based Nox Reduction Trail

HZL has completed successful trail of Urea based Nox reduction trail at Chanderiya CPP for reduction of NOx as per MoEF guidelines by GE. During trail 47% - 57% reduction has been achieved at Full Load Operation.

Projects Commissioned

HZL CPP has successfully started Automated Daily Generation report of all three CPP by HEXA. VAM chiller has been commissioned at Chanderiya CPP which results in the saving of 129KWH.

DSC Cell House achieves highest ever efficiency

The L&P team at DSC and cell house team achieved highest ever current efficiency >92%. The team has done efforts continuously and achieved this by strategic planning and execution.



Training Programs at DSC

Various online and classroom training programs were organized at Dariba Smelting Complex from July to August 2019. The faculties included external as well as in-house experts.

Classroom Sessions-Inhouse

Experts

Disciplinary Process and Domestic Enquiry, Finance for Non-Finance, Finance Liability Calculation and Cost Impact, Session on Union Budget, Awareness on Procurement Function, Project Management, Stakeholder Engagement & Community Consultation.

Classroom Sessions-External

Faculties

Professional Communication Skills, Prevention of Sexual Harassment, Advance Excel, Train the Trainer, First Aid.

Online Training Programs

Human Rights, Labour Laws, HIV/AIDS, Ergonomics, Environmental Laws.

“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 ”



Trainings and Workshops at RAM



Train the Trainer

A training program on “Train the Trainer” was conducted on 11th - 12th September, 2019 at RAM. The session was delivered by Ms. Kuku Singh – Tatva consultancy. There were around 22 participants who are subject matter expert. The main objective of this training program was to understand the training delivery techniques effectively, how to engage the audience, understand the contents, ppt skills and more.

Financial Planning Workshop

A Workshop on Financial Planning was conducted on 3rd July, 2019 by ICICI Bank.

Around 15 employees attended the workshop. The main objective of the workshop was to provide awareness on investments after retirements, and financial planning.

Training on Domestic Enquiry

A training on Domestic Enquiry was conducted on 6th July, 2019 for Executives and Business Partners. The main objective of the training program was to provide awareness on dealing the cases on Misconduct, Indiscipline and how to proceed the domestic enquiry as per ID act. Faculty of training program was Mr. Sanjay Sharma - AVP HR.

Vartalaap

Vartalaap is an engagement program with business partners in which HR department and HOD's meet them on monthly basis and discuss their issues/concerns.

Suggestions and ideas, Compliances are also discussed. A Vartalaap meeting was conducted on 13th July, 2019.

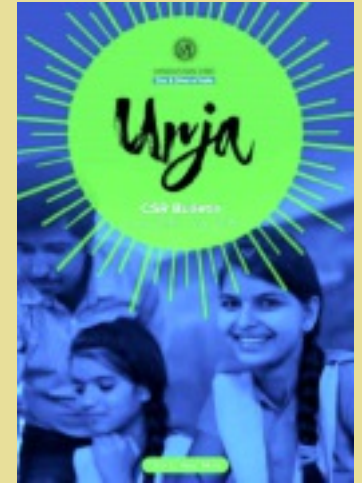
Six Sigma Champions Workshop

Six Sigma Champion workshop was conducted on 17th September, 2019 with an objective to have better understanding of six sigma methodology and selection of Projects. The workshop was attended by all Mentors and projects in charges. The session were delivered by Mr. Ciby and Mr. Kapil (ASQ Consultant). Around 21 participants attended the session.





ZINCONNECT



Knowledge is power, and it comes by sharing, not withholding. To promote employee engagement at workplace and the idea of creating a better connect by imparting information, the Corporate Communication Team has taken a new initiative called – ZinConnect. It is a concise newsletter for all

employees to be informed and be aware about key company highlights.

With new hope and aspirations, we re-branded the Yashad Kutumbh as 'URJA' that comes in a new digitized package.

More user friendly - More interactive - More vibrant - More informative.



Amazing

In this era of dynamic digital evolution and the society moving towards an electronic age, the face of communication is ever changing. Methods of communication have come a long way, from the howling of cave men to interactive digital copies. To believe in change, is to believe in growth.

With this thought, we take a new step towards our E-Journal by rebranding it as - 'AmaZinc'



Family Session by Suresh Semwal



On the evening of 9th September, 2019, the HR Team organized a Family Session by Suresh Semwal for all the Executives and their family. Suresh Semwal talked about Family Dynamics in the session which was thoroughly enjoyed by everyone. The session was followed by Dinner/Chaupati.

8 New Female Contractual Employees Inducted at PMP



Promoting diversity is one of the pivotal goals for Hindustan Zinc, therefore, we are proud to announce that on 17th September, 2019, eight new female contractual employees were inducted at PMP, summing up to a total of 16 female contractual workers and 11 female executives. We want to create an inclusive environment for all the employees wherein they can grow without any hinderances and feel empowered to achieve whatever they aspire to achieve. We intend to continue on the same line and substantially increase diversity at PMP in near future.



vedanta

#DeshKiZarooratonKeLiye



Our mother earth has a tremendous amount of natural resources, without which our very lives can't sustain. Every single thing that enriches life on earth, comes from below it. With this thought in mind, Vedanta has re-launched their brand campaign - #DeshKiZarooratonKeLiye. This campaign aims to bring the Earth's blessings to all and incite a sense of pride among all employees.

Vedanta's holistic approach towards its communities, business and sustainability is what we all are proud about.

For Hindustan Zinc, we aim to integrate our values of Safety and Sustainability in this brand campaign. All employees are requested to engage with this campaign over HZL's various social media channels, with the #DeshKiZarooratonKeLiye.



The 3rd

International Galvanising Conference

International Zinc Association (IZA), a leading industry association dedicated exclusively to the interests of zinc along with Hindustan Zinc organized the 3rd International Galvanising Conference in Delhi. The conference, inaugurated by the Shri Dharmendra Pradhan - Hon'ble Union Minister of Steel, Government of India (GoI) and Shri Faggan Singh Kulaste - Hon'ble Minister of Steel (State), Government of India (GoI), is one of India's largest galvanising conference and hears from top national and international industry experts on latest





trends, comprehensive view on the corrosion problem, the benefits of protecting steel infrastructure and opportunities for galvanising in India.

Over 100 Indian and International delegates including ministry officials, opinion leaders, the makers of zinc, galvanisers, end users of galvanised products, industry executives from Railways, highway authorities, architects and design consultants came together at the meet to deliberate on the issue of corrosion and discuss how to build sustainable infrastructure for the country. The conference highlighted the global emerging trends in corrosion free infrastructure, like galvanised steel and ZTS, for

sustainable development. The conference also saw participation from Hindustan Zinc, JSW Group, Tata Steel, PGCIL, Maruti, Essar, Surya Roshni, RR Ispat, International Lead-Zinc Development Association and IIT Mumbai.

Speaking on the occasion, Sunil Duggal, Vice Chairman, IZA and CEO, Hindustan Zinc said, "India loses around 4-5 per cent of GDP annually on account of corrosion losses. Western countries, which are far ahead of us in terms of Infrastructure, have mandated the use of galvanised steel structures in bridges, highways, public utility, airports, metro stations, railways stations and are thus able to preserve long-lasting and robust structures. As we ready ourselves for the

rapid urbanization and infrastructure boom, it is imperative to galvanise these structures and industries that will not only ensure a long-life but also the safety and security of the public using these structures daily."

The International Zinc Association (IZA) was created in 1991 by a group of leading zinc producers and is guided by the principal of undertaking actions that positively influence the market and image of zinc. The Association's primary goal is to deliver value to its Members through innovative programs in its strategic focus areas of Environment and Sustainable Development, Technology and Market Development and Communications.





Suzuki Skilling Drive at CSC

Suzuki runs an ITI training program through their CTS scheme, for which it conducts screening and written examination as well as an interview for the selected candidates. Prospects from all the HZL locations took part in the screening program. A total of 8 students from Chittorgarh district were selected in the final round and they went to Mehsana for admission into the program.

Suzuki ITI Training for Rural Youth of Debari

For the very first time, CSR team at ZSD mobilized more than 80 candidates from surrounding villages of ZSD to provide sustained livelihood opportunities for rural youth. Around 19 students got selected for Suzuki ITI Training & has been sent to appear for the written exam which was held at Udaipur, organized by Hindustan Zinc under the skilling initiatives with support IISD. These selected candidates will get into an apprentice programme by Suzuki in Mehsana where they will be provided with free ITI Training for 2 years with a stipend of Rs. 10,000 every month.



Sakhi SHG - Ganeshpura by CSC

As a part of our flagship CSR project-Sakhi, three days training conducted for Sakhi members - Ganeshpura for preparing paper bags and gift packing to make the Sakhi women self employable. Total 20 women participated in the training.

चलो आंगनवाड़ी पाठशाला अभियान

चलो आंगनवाड़ी पाठशाला अभियान के अन्तर्गत उपनिदेशक महिला एवं बाल विकास विभाग चित्तौड़गढ़ से शांता मेघवाल, सीएसआर विभाग से अरुणा चीता, केयर इंडिया के परियोजना समन्वयक गजेन्द्र सिंह शेखावत एवं फील्ड टीम ने गाँव कांटी में घर-घर सम्पर्क कर अभिभावकों को पीले चावल के साथ निमंत्रण देकर अपने बच्चों को आंगनवाड़ी पर नामांकित करने और उन्हें नियमित भेजने के लिये आग्रह किया।

Shiksha Sambal Program at Kayad

Every year for assessing the learning level of students baseline test is conducted and this year it was conducted for 700 students. On 19th September, 2019, a meeting was organized with the Dist. Education Officer, 7 Shiksha Sambal school teachers and Principals at VTC in Kayad Mines. The aim of the meeting was to share the overall results of last year SSP schools and a way forward for the current year.

Uniform Distribution at CSC

Uniforms were provided to 20 children at Roop Pura Child Care centre. Satpura – Principal Mul Singh ji Chouhan, Sarpanch – Satpura Panchayat Surendra Singh Chouhan and teacher – Child care centre Chanchal Goswami and Manager CSR - Aruna Cheeta handed over the uniform to children.

“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

हिन्दुस्तान ज़िंक द्वारा 276 जीईटी का इण्डक्शन कार्यक्रम

हिन्दुस्तान ज़िंक ने देश के प्रतिष्ठित कॉलेजों से 276 ग्रेजुएट इंजीनियर ट्रेनीज को नियुक्त किया है, गर्व की बात है कि इनमें 16 प्रतिशत महिला जीईटी है। सभी नवनियुक्त जीईटी को उदयपुर में एक प्रतिष्ठित इंस्टीट्यूट में 55 दिन का प्रशिक्षण दिया गया जिसमें 90 विषयों पर क्लासरूम ट्रेनिंग 6 मुख्य श्रेणी के तहत दी गयी। प्रशिक्षण के दौरान इन इंजीनियरों को 184 आंतरिक और 25 बाहर से आए फेकल्टी ने सभी प्रकार के व्यवहारिक और प्रायोगिक प्रशिक्षण दिया जिसमें योग, खेल एवं सांस्कृतिक गतिविधियां भी शामिल है। इस अवसर पर हिन्दुस्तान ज़िंक के डायरेक्टर कॉमर्शियल एण्ड सीइओ फर्टिलाइजर – श्री अमिताभ गुप्ता, डायरेक्टर – ऑपरेशन्स, श्री एल.एस. शेखावत, हेड-सीएसआर श्रीमती निलीमा खेतान, हेड – सेपटी श्री राजेन्द्र सिंह आहुजा, हेड – प्रोजेक्ट्स श्री अरुण विजय कुमार, हेड – टेक्निकल श्री राजेश कुण्डु, चीफ ह्यूमन रिसोर्स ऑफिसर – सुश्री कविता सिंह, मुख्य वित्त अधिकारी – श्री स्वयं सौरभ, डेप्यूटी एचआर हेड सुश्री जयिता रॉय, सहउपाध्यक्ष – श्री संजय शर्मा एवं हेड-लर्निंग एण्ड डवलपमेंट श्री रवि गुप्ता ने भी नवनियुक्त इंजीनियर्स को संबोधित कर प्रोत्साहित किया।



पर्यावरण एवं जल संरक्षण के लिए फतहसागर में टीलों पर पौधारोपण



हिन्दुस्तान ज़िंक द्वारा फतहसागर क्षमतावर्धन परियोजना के लिए बरसात से पूर्व फतहसागर के पेटे में चलाए गये क्षमतावर्धन कार्य के बाद वहां टीले बनाने और पक्षियों को आशियाना प्रदान करने के लिए हिन्दुस्तान ज़िंक और वन विभाग द्वारा यूआईटी के सहयोग से पौधारोपण किया गया। पर्यावरण दिवस के मौके पर इस परियोजना के अवलोकन के दौरान जिला कलक्टर श्रीमती आनंदी, तत्कालीन यूआईटी सचिव श्री उज्ज्वल राठौड़, निदेशक माइंस एण्ड जियोलॉजी श्री जे.के. उपाध्याय, झील संरक्षण समिति के अध्यक्ष श्री तेज राजदान, श्री अनिल मेहता, हिन्दुस्तान ज़िंक निदेशक कामर्शियल एवं मुख्य कार्यकारी अधिकारी फर्टिलाइजर श्री अमिताभ गुप्ता, डायरेक्टर ऑपरेशन्स श्री लक्ष्मण शेखावत एवं अन्य झील प्रेमियों ने झील संरक्षण के बारे में चर्चा की थी जिसमें फतहसागर में पर्यावरण संरक्षण के लिए झील में 15 से 20 फिट ऊंचे माउंट बनाने का प्रस्ताव रखा गया था। इसका उद्देश्य प्रवासी पक्षियों को आश्रय और पर्यावरण संरक्षण है।

Plantation in Communities at Kayad

As a tribute to Martyrs of Pulwama attack and also under the umbrella of Jal Shakti Abhiyan, plantation with tree guard was done at Madarpura village and awareness was spread for saving the environment.

Sustainable Livelihood at RAM

Local Advisory Committee meeting was organized at HZL SEDI centre Gulabpura on 13th August, 2019. Government officials, Industrialist, Entrepreneurs and Educationist of Gulabpura and Bhilwara region, Ambuja Cement Foundation (NGO partner) and CSR Team were involved in this. The aim is to provide guidance and right path, local advisory committee is formed where all the influential people, industrialist and educationist of the nearby area take part.



Unchi Udaan Screening at CSC

The screening test for admission to Unchi Udaan batch 5 was conducted in Putholi government senior secondary school. A total of 135 students appeared for this examination. The students selected based on this screening test will be given IIT coaching from Resonance coaching institute partnering with Vidya Bhawan school, Udaipur.



Take Off for Rising Stars of Unchi Udaan from Debari



Five students got selected from Debari for Unchi Udaan under 5th Batch for the four-year residential coaching program at Resonance, Udaipur. To cherish this auspicious & proud moment, ZSD CSR team organized a closed interaction meeting with Senior Management of Debari to congratulate these bright students along with their family members and celebrated their achievement. Our Unit head, Mr. Anil Tripathi also shared his mantra of success & stories of his academic journey with these students who aspire to be budding engineers of our nation in forth coming years. Our Exco members Mr. Vinit Garg, Sadhna Sharma & Ram Kumar Choudhary also shared their academic experiences &

further motivated these students to make the best use of this scholarship program & deliver their best in every sphere of life. Unchi Udaan is a CSR initiative of Hindustan Zinc to provide engineering exam (IIT-JEE) coaching to the rural students of its neighbourhood community. This is a residential program implemented in partnership with Resonance Academy and Vidya Bhawan Society, Udaipur. A total of 14 students has been already enrolled in previous batches of Unchi Udaan from Debari.

Unchi Udaan Batch V Update at Kayad

A total of 7 students have been selected this year for Unchi Udaan scholarship for Engineering exam coaching. Home visits, counselling and admissions have been done.

An interaction session was also done for Unchi Udaan students with the Location Head of Kayad Mine.



Unchi Udaan Batch V at CSC

To mainstream the students from rural area, HZL has been conducting screening test for Unchi Udaan project to impart IIT coaching and Sr. Secondary education to selected students from nearby villages of our operation from the past 3 years. This year too, 135 students appeared from villages situated near CSC location in IIT coaching screening test and reached to final selection. Total 10 students from 8 villages were selected from CSC location belonging to Pandoli, Nagri, Suwania Hashmatganj, Dagla Ka Kheda, Soniyana, Dhanetkala, Narpat ki Khedi. Various interactive session and home visits made to parents and students to continue residential being education and IIT coaching at Sr. Secondary school Vidya Bhawan Udaipur, completely supported by HZL.

Unchi Udaan at Zawar Mines



One student got admission in NIT Jamshedpur and one student got admission in MBM Jodhpur from first batch of Unchi Udaan project.

Community Plantation at Kayad



In all till date more than 60,000 plants were planted at Kayad Village, Gagwana Village, Ghooghra Village, Untda Village, Chachiyawas, Arvad, HRMB, Ajmer city & Rasoolpura.

Recipe Competition at Zawar Mines



A Recipe Competition was held under Khushi project at Devpura and Kewada sector. The competition was between 32 Anganwadi centres in which 55 mothers, 29 Anganwadi workers, 5 helpers and 8 ASHA workers participated to gauge the best tasting and most nutritious recipe prepared by the participants. The winners of the recipe competition were given prizes.

Health Awareness Program at RAM



To create understanding in children about the diseases which are communicable along with awareness on the same, the event was to make children know about the ways to prevent it on the first place. Another session with the women was to empower them with respect to their physical health.

Women Empowerment at Zawar Mines



Grading of Self Help Groups was done during VO meeting in July. 18 women earned a total of INR 67,913 at Sakhi stitching centre in July 2019, making an average income of INR 3,773 per woman during the month.

384 SHGs connected 4982 women members across 26 villages at Zawar location till July 2019. The total saving came upto INR 89.01 lakhs till the month of July 2019 in SHGs.

Integrated Agriculture and Livestock Development Project at CSC

Samadhaan Project - Exposure to farmers at Krishi Vigyan Kendra Chittorgarh - 30 farmers participated in exposure visit to Krishi Vigyan Kendra - Chittorgarh where our honorable Prime Minister Mr. Narendra Modi interacted through live telecast with farmers on National Gokul Mission Scheme. PM also emphasized on FMD -HS and BQ vaccination to be provided to livestock to prevent the cattle from foot and mouth diseases prevalent in rainy season. 17 female farmers took part including 13 male farmers from our core villages.

CSR Committee Visit - ZSD

The team of senior management of HZL namely - Mr. BHRS Reddy, Mr. Kapil Kumar - Senior Advisor, fertilizer- HZL, Ms. Kavita Singh - Head HR, Mr. Rajinder Singh Ahuja - Head HSE, Dr. Dinesh Kumar Goyal - Senior Advisor, CSR visited Zinc Smelter Debari to interact with nearby community & discussed on the impacts of the CSR projects & operations of business units around them. Mr. Manoj Nashine - (then) Unit Head, ZSD & Ms. Sadhana Verma - Head Environment ZSD were also present from the Senior Management.

They reviewed the progress of some of the CSR projects that are running in location and shared their feedback. The community was appreciated for the water infrastructure at Bichdi which would cater to 50% households in the village. Listening to the voices of people present, strengthening of skilling opportunities & establishing drinking water facilities were strongly perceived.



CSR Visits by PMP ExCo Members

During the month on July, PMP decided to further upgrade the CSR Initiatives and practices by introducing the concept of 'Community Leaders' in which they have identified our major target communities and allocated each community to one of the Line Managers who will be responsible for monitoring every activity that happens in their particular region and also check the effectiveness of every initiative. Based on their observation, these Leaders will suggest what are the areas in which improvement is needed and what alterations can be made to ensure that the target audience gets optimum benefit of these initiatives.

During the month of September two ExCo Members (Head – O&M & Head – Commercial) visited the communities allotted to them and interacted with the beneficiaries of the project.



Management Trainees Visit to ZSD Nandghar

As part of their induction, 45 Management Trainees visited ZSD location CSR activities. They covered the field visits of major flagships projects of CSR that HZL is currently implementing in the villages surrounding the unit. Mr. Shiv Bhagwan- Community Development Manager, Debari was present to showcase & discuss the impacts & outcomes of ongoing CSR projects on the lives of villagers living around.



Visit of CII team to Chanderiya

CII assessor's team - Mr. Amit Lele visited CSR project sites at Bordiyana, Putholi, Salera, Suwaniaya and Ajolia ka Kheda villages on 4th October, 2019. They interacted with Sakhi SHG members, engaged with Putholi production centre, Shiksha Sambal students Nandghar children and farmers covered under Samadhaan programme.

Women Empowerment- Sakhi at CSC

Meeting with United Nation's women, Manjari Foundation - HZL and villagers from Kanthariya. As a part of CSR income generation activity for Sakhi group, a meeting held at Kanthariya village between United nations women - Manjari Foundation - HZL, Sakhi and villagers. The meeting held to extract the interest of women Sakhi group towards income generation training to make them self-employable. Kantharia Sarpanch - Kalu Lal Jat, Sakhi members and villagers participated in the meeting. Chittorgarh is one of the districts in Rajasthan, selected to start the education and IG training for adolescent girls and Sakhi members.

Training to SHGs Women at Debari

Availing opportunity to women from nearby self-help groups at Sinhada village to become safety champions, CSR- ZSD team organized a one day fire safety training session on prevention of fire, kitchen safety & road safety with location Safety Team. Ms. Neetu Rathore from Safety Team oriented these rural women on different kinds of safety hazards that may occur during household cooking etc. and suggested modes of prevention against it. The Team also took sessions on road safety, use of seat belts & helmets while traveling & encouraged women to leverage government road accident insurance schemes & cover every member of their house.



Community Hall at Kayad

A Community Hall was constructed in Kayad Village. This is the first community hall constructed in the village and was handed over to the Gram Panchayat – Kayad for its further effective use and maintenance.

Inauguration & handing over of community hall was done by Director – Kayad Mine.

During the inauguration, Finance Head & Civil Head along with Sarpanch, Up-Sarpanch and other villagers were present.

Borewell Construction in Salera – CSC

Water availability is clearly an issue in our operational villages. In order to facilitate the availability of clean drinking water to the residents of Salera a borewell has been constructed for the residents for ease of access to clean water adequate for household purposes.

Khushi Project at CSC

Recipe competition on the occasion of National Nutrition Month in Chittorgarh district was held on 1st September, 2019 to 30th September, 2019. To impart the message to community on THR (Take Home Ration) made by nutritious food to be given to Anganwadi children, being given by ICDS department for

Anganwadis, HZL and the partner NGO Care India organized recipe competitions made by THR in total 85 Gram Panchayats covering 3 blocks - Gangrar, Chittorgarh and Bhadesar. 3 block level fares and 1 district level Poshan Mela were organized. Various kinds of nutritious edible items were prepared which can improve the

growth of children enrolled at Anganwadi if they can be cooked properly and provided regularly to children belonging to rural areas. Total 3547 Anganwadi workers, pregnant and lactating mother and parents participated in recipe competitions made by THR belong to 392 Anganwadi centres.



Hindustan Zinc CHAIRMAN'S Visit to Udaipur

Mrs. Kiran Agarwal

It was a wonderful time at Hindustan Zinc, as the company Chairman made her visit to Udaipur on 31st July, 2019. During her short visit, Mrs. Kiran Agarwal made sure to visit all our key CSR activities and interact with the beneficiaries.

Mrs. Agarwal attended the 53rd Annual General Meeting of Hindustan Zinc and the key message she conveyed to the shareholders was, Digitalization is a key focus area for the company and opportunities to exploit its potential to increase productivity, improve safety and reduce cost. She also conveyed her pride in the company's community initiatives which have impacted two out of three households in areas around our operating locations and we are increasing our efforts to reach out to people who need a helping hand to improve their lives and realize their dreams.

During her stay, she also visited Vedanta Limited's flagship CSR project Nand Ghar in Tila Kheda and Debari locations in Rajasthan and interacted with women entrepreneurs from HZL's Sakhi community project. On the occasion Mrs. Agarwal spoke extensively on importance of education and skill development, highlighting skills on sustainable living like trainings on 'Waste to Wealth'.





Around 30 rural women from Sakhi Project also met Mrs. Agarwal and shared their stories of empowerment through Sakhi SHGs. Ms. Agarwal congratulated each of them on their inspiring journey and appreciated their hard work which they showcased through display of myriad range of hand-crafted products. The SHG community model empowers rural women entrepreneurs by providing skill development training and micro-finance.

Subsequently she visited Vidhya Bhawan School in Udaipur and met meritorious students from government schools who benefitted from the company's CSR project "Unchi Udaan". Showing a gesture of appreciation, she also distributed books to the students. She also interacted with the teachers of Vidhya Bhawan School and Senior faculty from Resonance Institution.

Mrs. Agarwal, post chairing her first AGM of HZL as Chairperson, also visited Zawar Mines where she met the young footballers of Zinc football academy. Zinc football Academy is company's flagship sports development initiative to identify and nurture local football talent aided by progressive infrastructure and focused coaching.

Honouring Vedanta's commitment towards supporting education, Vedanta Foundation distributed 3000 laptops to students of Vedanta PG Girls College in Ringus, Rajasthan; for which Mrs. Agarwal ensured she was a part of.

Everyone at Hindustan Zinc is glad for this visit, and hope our Chairman comes again soon.



E-learning training for Nandghar Workers at Kayad

As a part of our Khushi Program for support to Anganwadi Centers an E-based learning training was conducted for Nandghar workers on 12th August, 2019; where in total 34 Anganwadi Workers were trained on the curriculum .



Lalash Nandghar handover

Lalash Nandghar's construction was completed and the Nandghar was handed over to the Anganwadi worker and helper. Khushi field coordinators were also present to facilitate the entire process.



Rashtriya Raksha Sankalp Vaahan Rally at Kayad

On 15th August, 2019 HZL supported Shaheed Bhagat Singh Nojawan Sabha in Ajmer to complete the aim of distributing 5555 helmets in Ajmer.

The occasion was graced by Director KYM, along with MLA Anita Bhadel, Vasudev Devnani and other public representatives.



Certification of Sakhi Women at RAM

In partnership with Manjari foundation, we run a stitching centre at Gulabpura and Kothiya where more than 160 women from nearby areas are trained in basic stitching skill so that they can become independent and start their own earning through microenterprises. Certificates were distributed to more than 100 women trained at Gulabpura Stitching Centre and Kothiya Stitching Centre in August.

District Level Kisan Mela

Construction of Concrete Road - Sagra Mata - Ajolia Ka Kheda

To provide basic amenities to villagers, a need-based infrastructure support was provided by constructing a retaining wall and concrete road - Sagra Mata temple situated at Ajolia ka Kheda. The 500 meter road was completed recently. Solar lights were also installed at the road side by HZL .

As part of Samadhan program, 50 farmers from 6 operational villages participated in District level Kisan Mela organized by Krishi Vigyan Kendra, Ajmer on 3rd September, 2019. They shared the project highlights with Guests, wherein Project Samadhan was highly appreciated. One farmer from Samadhan Project village Gagwana was also awarded for best practice in rain water harvesting.



Award & Recognition Ceremony at Kayad

On 6th September, 2019 an Award and Recognition ceremony was held regarding HZL's support to Shaheed Bhagat Singh Nojawan Sabha in Ajmer wherein Director Kayad Mine was honoured for the support provided by distributing helmets within the community.

As a part of employee engagement in CSR and enhancing the community connect through regular interaction with villagers, our Senior Management visited Bilia, Ajolia ka Kheda, Suwaniya, Putholi and Nagri villages. Location Head Mr. Pankaj Sharma, Mr. Rajesh



Luhadia and Unit Head Hydro Mr. C. Chandru made the visit. The interaction was to understand the community better and develop a connect with the beneficiaries.

Community Connect at CSC

Drinking Water at CSC

Laying of 450 metre pipe line work in Suwania village completed. The pipe line has been connected from drinking water source situated near the river to Suwania pond benefiting 430 households.

To develop better community connect and build strong relation with nearby community, Mr. Sujal Shah – Director SBU RAM made visits to nearby communities.



Community Connect with SBU Director – Agucha

Community Meetings at Kayad

Community Meetings were held with farmers of Kayad Village. Discussions were made on Samadhan Program and various CSR initiatives in Kayad Village.

Several Village Organization Meetings were organized in all the 6 operational villages participated by Self Help Group members. Discussion were made on savings & purpose of loan.

At Gagwana village, Take Home Ration Recipe Competition was held & around 30 mothers participated by preparing different recipes from THR.

हिन्दुस्तान ज़िंक द्वारा मेड़ता में शुद्ध पेयजल हेतु तीसरे आरओ प्लांट का शुभारंभ



महाराज की खेड़ी और दूसरें डांगियान पंचायत के बाद अब मेड़ता गांव सहित लगभग 15 हजार से अधिक लोगों को अब शुद्ध पेयजल उपलब्ध हो सकेगा। हिन्दुस्तान ज़िंक द्वारा 40 लाख की लागत से देबारी के निकट मेड़ता गांव में वाटर प्लांट एवं 5 वॉटर एटीएम का शुभारंभ चित्तौड़गढ़ सांसद श्री सी.पी. जोशी, मावली विधायक श्री धर्मनारायण जोशी, हिन्दुस्तान ज़िंक के डायरेक्टर कॉमर्शियल श्री अमिताभ गुप्ता, वेदांता हेड सीएसआर श्रीमती निलीमा खेतान, डायरेक्टर ज़िंक स्मेल्टर देबारी एवं गणमान्य लोगों ने किया। हिन्दुस्तान ज़िंक द्वारा पूर्व में सामुदायिक शुद्ध पेयजल परियोजना के तहत 70 लाख की लागत से देबारी स्मेल्टर के आस पास के क्षेत्र महाराज की खेड़ी और दूसरें डांगियान पंचायत में 2 आरओ वाटर प्लांट एवं 4 वाटर एटीएम, एक वाटर

मोबाइल एटीएम वैन संचालित किए जा रहे हैं। पेयजल प्लांट की क्षमता एक हजार लीटर प्रति घण्टा है जिन्हें गांव वाले 20 लीटर पानी 6 रुपये की दर से प्राप्त कर सकेंगे। हिन्दुस्तान ज़िंक द्वारा मेड़ता में आरओ वाटर प्लांट के साथ ही ढाणा, गाडवा, नामरी, बिछडी एवं शियाडा में एटीएम प्लांट लगाए गये हैं। इनसे प्रीपेड एटीएम कार्ड के माध्यम से 24 घण्टे जल सेवा उपलब्ध हो सकेगी। पंचायत में पेयजल उपलब्ध कराने के लिए एटीएम के अलावा 2000 लीटर क्षमता की मोबाइल एटीएम वैन की सुविधा दी जा रही है जो कि आस-पास के क्षेत्र में पेयजल उपलब्ध करा रही है।

Mindspark Project Training

CSC

The training program was conducted by the CSC Mindspark team. The school teachers, Principals of Kanthariya, Putholi, Biliya, Nagari and Ajoliya ka Kheda participated in this program. Its prime objective was to orient the teachers as well as the Principals regarding project features through app based monitoring of each student. All the lessons or the course details which are embedded in the program was explained to the teachers so that they can observe and analyze the progress of students. Presently 400 students are benefitting by the project from 5 Govt. Schools i.e. Putholi, Bilia, Nagri, Kanthariya and Ajolio ka Kheda .



Kayad

Mindspark is a technology linked, child centric program for students of class 1st to 8th providing learning support for Math & Hindi subject. A session was conducted on 29th August, 2019.

The agenda was to deepen the knowledge about Mindspark Implementation in Schools, address the difficulty of the School Stakeholders in utilizing the full Strength of Mindspark, to understand their role in implementing Mindspark and to take a step towards transferring ownership to Schools.

Safety Session for Sakhi women at Putholi

In order to create safety awareness among ladies of Sakhi, a training programme on “Emergency response” along with “General safety” was conducted on 16th October 2019, at Sakhi Production Centre in Putholi . The objective of the training was:

- ◆ Awareness on Emergency response like Toxic gas release & fire safety.
- ◆ Stitching safety like safety in use of scissor, needles, use of machine oil etc.
- ◆ Electrical safety
- ◆ Road Safety
- ◆ Other topics related to the home safety

CSC Safety Officer Usha Sharma conducted a safety Audit in the production centre as well. A total of 18 Sakhi members participated in the safety training along with CSR team member Aruna Cheeta. Sakhi project partner team members - Naresh Nayan, Amrish Kumar and Ajay Kumar from Manjari Foundation were also present.



Samadhaan – Farmer training at RAM

Farmer Trainings were conducted to motivate farmers and to make them aware about technologies which can benefit them to get increment in their production. A Salinity Treatment was conducted to understand treatment of soil. 10 Trainings to farmer groups were organized from July 2019 covering 150 farmers and another 125 farmers were supported through salinity treatment during this period.

Felicitation of Unchi Udaan student – Sanjay Jeengar

Shri Sanjay Jeengar was enrolled in our Unchi Udaan program in partnership with Resonance at Udaipur. Free coaching, lodging and boarding was provided to the student under this initiative. Sanjay cleared IIT-JEE with flying colours and got admission in IIT Patna - Chemical Engineering. He was felicitated by Hindustan Zinc - RAM and school administration for his achievement.



Khushi training Program at CSC

'Training of field staff on health and PSE' was conducted by Care India which is the implementing partner of Khushi initiative. The basic objective of the 5 days training program was to teach all the Khushi field coordinators about games, basic hygiene and other such activities that can be an effective mode to improve child involvement in anganwadis.

हिन्दुस्तान ज़िंक, विद्या भवन सोसायटी एवं शिक्षा विभाग की एक दिवसीय कार्यशाला



हिन्दुस्तान ज़िंक चंदेरिया लेड ज़िंक स्मेल्टर के ग्रामीण विकास कार्यक्रम के अंतर्गत ज़िंक नगर एक्जीक्यूटिव क्लब में जिला शिक्षा विभाग एवं विद्या भवन सोसायटी उदयपुर, द्वारा शिक्षा संबल परियोजना में चिन्हित 17 राजकीय विद्यालयों के प्राचार्यों की वार्षिक कार्यशाला आयोजित की गयी। आपसी संवाद, व्यावहारिक फीड बैक और पिछले तीन साल के परीक्षा परिणामों पर जिला शिक्षा अधिकारी के मुख्य आतिथ्य में विस्तृत चर्चा की गयी। हिन्दुस्तान ज़िंक और विद्या भवन सोसायटी उदयपुर द्वारा आजोलिया का खेड़ा, नगरी, सुवानिया, धनेत कलां, डगला का खेड़ा, कंधारिया, सुखवाड़ा, सोनियाणा, पाण्डोली, आंवलहेडा एवं कश्मोर के

पिछले तीन वर्षों के परीक्षा परिणाम को विद्या भवन सोसायटी के श्री अरुण कुमार ने पावर पाइंट प्रजेन्टेशन में उपस्थित प्राचार्यों के सम्मुख प्रस्तुत किया। जिसमें कंधारिया, सुखवाड़ा, धनेत कलां और कश्मोर के विद्यालयों का परीक्षा परिणाम शत प्रतिशत रहा। इस मौके पर जिला शिक्षा अधिकारी श्री लाल सुथार ने शिक्षा संबल परियोजना के अंतर्गत हिन्दुस्तान ज़िंक द्वारा प्रदान किये गये संबल को सराहा। उन्होंने कहा कि शिक्षा संबल परियोजना शिक्षक और शिक्षार्थियों को प्रोत्साहित करती है जिसका उद्देश्य बच्चों को गुणवत्ता पूर्ण शिक्षा प्रदान करना और विद्यार्थियों को विजयनी बनाना है। उन्होंने इस बात पर भी जोर दिया कि इन राजकीय विद्यालयों के विद्यार्थी जो प्रतिवर्ष उत्साहित होकर समर कैम्प और विंटर कैम्प में भाग लेते हैं उनका परीक्षा परिणाम 60 प्रतिशत से अधिक ही रहा है। कार्यशाला में हुए संवाद के दौरान आंवलहेडा विद्यालय के प्राचार्य श्री रमेश चंद्र पुरोहित, राजकीय विद्यालय नगरी के प्राचार्य श्री अर्जुन लाल रैगर, धनेत कलां के प्राचार्य श्री चंद्रशेखर त्रिपाठी और सुखवाड़ा विद्यालय के प्राचार्य ने अपना अपना फीडबैक दिया और वार्षिक परीक्षा परिणाम को सुधारने के लिए अपना संकल्प लिया। विद्या भवन सोसायटी उदयपुर से श्रीमती एकता पाटीदार, स्थानीय शिक्षा संबल टीम से ज्योति जोशी, रत्नेश वैष्णव ने भाग लिया। कार्यक्रम के अंत में प्रबंधक सीएसआर अरुणा चीता ने सभी का धन्यवाद ज्ञापित किया कार्यक्रम में सीएसआर एक्जीक्यूटिव स्वेतलाना साहु सहित सीएसआर टीम मौजूद रही।

ग्रामीण युवाओं को स्वरोजगार से जोड़ने हेतु ज़िंक की पहल

हिन्दुस्तान ज़िंक चित्तौड़गढ़ के ग्रामीण विकास कार्यक्रम के तहत ग्रामीण युवाओं को स्वरोजगारोन्मुख व्यवसाय हेतु प्रोत्साहित करने के उद्देश्य से आजोलिया का खेड़ा में पेवर ब्लॉक यूनिट का भूमि पूजन किया गया। हिन्दुस्तान ज़िंक की ओर से इकाई प्रधान हाइड्रो-सी चन्द्रु द्वारा और वीर तेजा एन्टरप्राइज आजोलियो का खेड़ा के गोवर्धन जाट और शंभू जाट द्वारा भूमि पूजन किया गया। जिसमें मुख्य सुरक्षा अधिकारी श्री ऋषिराज सिंह शेखावत, सीएसआर हेड श्री विशाल अग्रवाल एवं सीएसआर टीम मौजूद थे। इस यूनिट के क्रियान्वयन के लिये सम्पूर्ण आर्थिक और तकनीकी सहयोग हिन्दुस्तान ज़िंक द्वारा किया गया है जिसमें पेवर ब्लॉक उत्पादन के लिये मशीन, यूनिट का सिविल कार्य, तकनीकी सहयोग एवं प्रशिक्षण सम्मिलित है। पेवर ब्लॉक यूनिट को आजोलिया का खेड़ा के रजिस्टर्ड वीर तेजा एन्टरप्राइज के ग्रामीण युवाओं द्वारा संचालित



किया जायेगा जिससे 20 से 30 स्थानीय युवा हुनरमंद होकर लाभान्वित होंगे। भूमि पूजन के दौरान उपसरपंच श्री जगदीश जाट, जिला परिषद सदस्य श्री शंभूलाल जाट, मंजरी फाउण्डेशन के श्री अमरीश, जय सगरा मां सखी समूह की महिलाओं ने भाग लिया।

राजकीय उच्च माध्यमिक विद्यालय आजोलिया के खेड़ा में पौधरोपण

हिन्दुस्तान ज़िंक चंदेरिया लेड ज़िंक स्मेल्टर के ग्रामीण विकास कार्यक्रम के अंतर्गत राजकीय उच्च माध्यमिक विद्यालय आजोलिया के खेड़ा में पौधरोपण का श्रीगणेश किया गया। गांव के ग्रामीण विद्यार्थी और हिन्दुस्तान ज़िंक के कार्मिकों सहित 250 लोगों ने पौधरोपण किया जिसमें स्कूल के प्राचार्य श्री सोहन चौधरी, स्कूल के स्टाफ, उप सरपंच श्री जगदीश जाट, वार्ड मेम्बर श्री पर्थू जाट, जिला परिषद सदस्य श्री शंभूलाल जाट, श्री सुभाष शर्मा, श्री शंकर जाट, श्री मुकेश जाट, श्री शिव शर्मा, श्री दुर्गेश तिवारी, श्री सत्य नारायण जाट के साथ –साथ, हिन्दुस्तान ज़िंक से इकाई प्रधान हाइड्रो –2 सी वी चन्द्रु, सीएसआर हेड श्री विशाल अग्रवाल और सभी उपस्थित हुए। उल्लेखनीय है कि हिन्दुस्तान ज़िंक चंदेरिया लेड ज़िंक स्मेल्टर द्वारा आसपास के चिन्हित गांवों में 1500 पौधरोपण करने की योजना है, जिसके तहत 500 पौधे लगाए गए।

Smile on Wheels programme at CSC

As a part of awareness programme, a session organized on 30th September, 2019 under Smile on Wheels project at Panchdevla Village. This session included awareness on Govt. health schemes like Aayushmaan Bhaarat, Mahatma Gandhi Health Insurance Schemes, Rajshree Schemes and Janani Suraksha Yojna. A total of 52 women participated in this programme.

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 during 45 OPDs held in the month of August through Smile on Wheels mobile health unit at Zawar Location.

Veterinary Camp at CSC



Veterinary camps were driven in the nearby villages for cattle treatment. A significant number of cattle in these villages are part of the residing families making them an important source of livelihood apart from agriculture. Hence, such camps were conducted in 10 villages this month through which around 3395 cattle including cow, buffalo and goat were treated. Out of these, 1749 cattle were vaccinated with ETV, BQ and HS and mostly the cattle were dewormed and diagnosed with fever.

Mobile Health Clinic at PMP



Himanshu Chhabra, Head – O&M PMP visited Chhatarpur area on 25th September, 2019 and interacted with the beneficiaries of Mobile Health Clinic which is being run there. He also participated in distribution of uniforms to Anganwadi children.



PMP Head – Commercial visited the Kalinagar area. He interacted with the beneficiaries of the Mobile Health Clinic and participated in the Sakhi training which was being imparted to women of SHGs for Master Book Keeping.

Health Awareness Programme at CSC

As a part of health awareness programme under Smile on Wheels project, an awareness session held at Awalheda village about epidemic disease. Dr. Manoj Godara sensitized the community to take preventive measures for Malaria and Dengu. ORS sachets distributed to villagers for their children.

Skill Development at Zawar Mines



22 youth from Zawar were shortlisted under Maruti Suzuki ITI skill development program of which 3 were selected and 2 joined at Mehsana plant in July 2019.

Pre-School Education Material distribution at Anganwadi Centre



As a part of CSR's Khushi Project, PSE material was given to each child with start of the new session at all Anganwadis & Nandghars. Total 190 Anganwadi Centres and Nandghars covering 3684 children were benefitted.

12 Chanderiya students get Laptops from Vedanta Foundation

12 girls from CSC location are sponsored for higher education at Vedanta PG Girls' College, Ringus for pursuing graduation degree in Arts (B.A), Commerce (B.Com) and Science (B.Sc), RSCIT. All these students have been awarded laptops by Hindustan Zinc Chairman, Mrs. Kiran Agarwal, Trustee Suman Didwania and Professor B.L. Sharma, Vice Chancellor Shekhawati University. The objective for distributing laptops is to impart computer education to these Girls. These girls belong to 5 Panchayats, Anwalheda, Sukhwada, Ajoliya ka Kheda, Ganeshpura and Suwaniya.

Case Studies

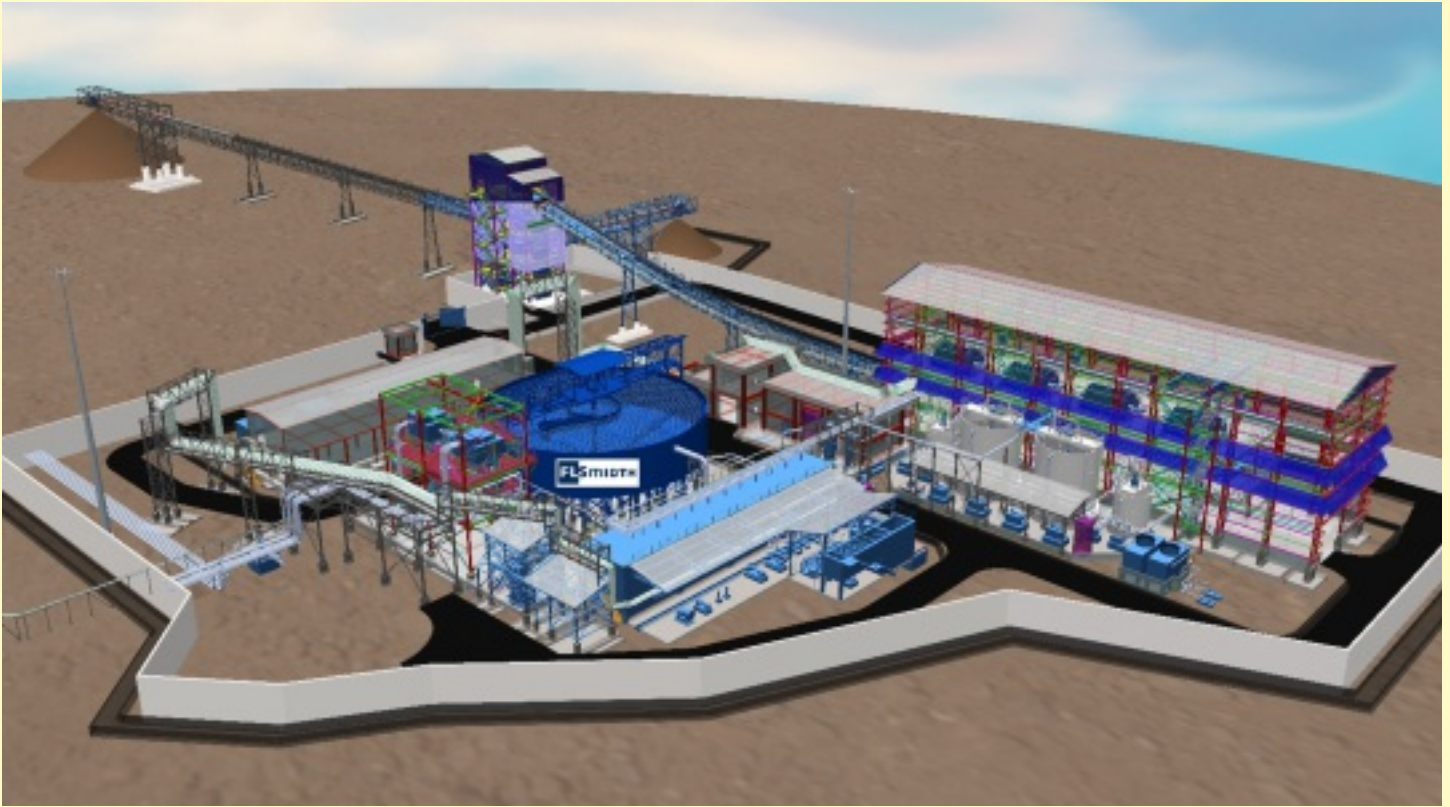
श्रीमती कमला देवी की मेहनत लाई रंग



श्रीमती कमलादेवी आंगनवाड़ी केंद्र सेक्टर केवड़ा के सुसाला में कार्यरत हैं। यह केंद्र सिंघटवाड़ा पंचायत के अंतर्गत आता है। श्रीमती कमलादेवी आंगनवाड़ी कार्यक्रम से वर्ष 2003 से जुडी हैं और इनकी शैक्षणिक योग्यता 12 वीं पास है। इस केंद्र पर 20 का नामांकन है और प्रतिदिन औसत उपस्थिति 10 से 12 बच्चों की रहती है। जब 2003 में श्रीमती कमलादेवी की नियुक्ति कार्यकर्ता पद पर हुई, तब उस समय केंद्र पर सहायिका आशा की नियुक्ति थी।

श्रीमती कमलादेवी का सबके साथ व्यवहार अच्छा था। तीनों कार्यकर्ताओं के बीच में ताल-मेल भी बहुत अच्छा बना। तीनों का ताल-मेल अच्छा होने से अपनी-अपनी जिम्मेदारियाँ समझने लगीं और केंद्र समय पर खुलना व बच्चों को समय पर केंद्र पर लाना। लेकिन आकस्मिक बीमारी की वजह से सहायिका की मृत्यु हो गई। सहायिका की मृत्यु के पश्चात कार्यकर्ता श्रीमती कमलादेवी को कार्य करने में समस्या आने लगी, जैसे कि बच्चों को लाना, छोड़ना, खाना खिलाना व बच्चों के साथ गतिविधि करवाना, विभाग की बैठकों में भाग लेना। इन सबके कारण कार्यकर्ता को कुछ परेशानी का सामना करना पड़ा, लेकिन उन्होंने हिम्मत नहीं हारी। उन्होंने कार्यकर्ता और सहायिका दोनों की जिम्मेदारी को समझा व पूरी मेहनत के साथ अपने कार्य में लगे रहे। इसका परिणाम यह हुआ कि आज केंद्र समय से खुलता है व समय पर बच्चों को लाना, बच्चों को गरम खाना देना, इस तरह से केंद्र पर गतिविधि करवाना, साथ ही बच्चों के साथ खेल खेलना। इससे बच्चे भी कार्यकर्ता के साथ घुल मिल जाते हैं यह सब करने में कार्यकर्ता को पूरे 6 माह लगे। लेकिन आज केंद्र जब देखते हैं तो यह उनकी ही मेहनत है जो इस केंद्र पर दिखाई देती है। फिर से केंद्र पुनः उसी तरह चलने लगा है जैसे पहले तीनों के प्रयास से चलता था। समुदाय में भी आपका व्यवहार बहुत अच्छा है। आप समय-समय पर माताओं के साथ मीटिंग में बच्चों के मुद्दों पर बात करती हैं। उनके स्वास्थ्य के बारे में चर्चा करती हैं और टीकाकरण के दिन भी आप बहुत अच्छे से माताओं की मदद करती हैं। समुदाय के लोग भी आपके कार्य से संतुष्ट हैं। समुदाय के लोग बच्चों को केंद्र तक छोड़ने आते हैं यह आपके ही प्रयास से सम्भव हो पाया है। आज श्रीमती कमलादेवी के अथक प्रयास से केंद्र व्यवस्थित चल रहा है। आप के सराहनीय कार्य के लिये आपको बधाई।

680 TPH Dry Tailings Disposal System at Zawar Mines



There is an increasing awareness for the need of water management in today's mining industry. Perennial challenges of water recovery, impoundment safety and environmental sustainability associated with tailings disposal system demands increasing attention in the minerals industry. The main criterion for the success of a tailings management system is to implement and operate a safe and environmentally responsible system at optimum cost.

Hindustan Zinc Limited (HZL) currently operates 4.0 MTPA beneficiation plant at Zawar location. The tailings slurry contains about 50-65% water. Installation and commissioning of dry tailing plant will bring higher water recovery, near elimination of water losses through seepage and evaporation, virtual stoppage of any probability of ground water contamination through seepage and significant safety improvement with the risk of catastrophic dam failure. It is now possible to extract excess water (recirculation for mill operation) from tailings by introduction of this filtration plants to transform solid fractions into cake containing only 16% moisture.

Basic working principle of Dry Tailing plant includes transfer of thickened slurry from Tailing thickener to filter feed tank through thickener under flow pumps. Slurry from the tank is pumped with centrifugal pumps to respective filters each having filtration area of about 198.5 m². Feed slurry is uniformly distributed over full width of the filter by a top feed arrangement. Cake travels with the filter media which is supported by the rubber drainage belt. Dewatering is accomplished by applying vacuum at bottom of drainage belt. Differential pressure draws slurry liquor through the filter cloth along channels in the support belt to drain holes centered over the vacuum pan. Filtrate and air enter the vacuum receivers where the liquid drops out and is pumped away. Air exits at the top of the receiver due to negative pressure developed by the vacuum pump. One common conveyor collects cakes from all filters to produce a stockpile for further transportation by dumpers.

Key Advantages:

- Recirculation of >90% of the process water.
- Elimination of the risks of catastrophic tailings flow when a slurry dam (TSF) fails.
- Safe stacking of tailings cakes even in areas of high seismic activity.
- Reduction of risk of ground water contamination through seepage.
- Reduction of storage foot print by 50% and enabling fast rehabilitation when approaching mine closure.

Vedanta Football President – Mr. Annanya Agarwal’s visit to HZL



To promote the growth and awareness on sports in India and particularly Rajasthan, President of Vedanta Football – Mr. Annanya Agarwal had visited HZL on 26th July, 2019. During his visit, Mr. Annanya Agarwal visited the Zinc Football academy at Zawar where he was impressed with the use of technology to promote the growth of Football in the state. As a football enthusiast himself, Mr. Agarwal made several media interactions, talking about the scenario of football in India and how Hindustan Zinc is playing a vital role to boost this.



Exposure Visits by RAM

To make trainees aware about the scenario of working in the organizations and in corporate culture a half-day workshop program for electrician trainees was conducted. They were taught about the power supply in a substation, electricity connection and transformer work. Mr. Anil Jain (Grid In charge) and Mr. Shubham (HR) gave training on Safety at the event.

“

“Overcoming poverty is not a task of charity, it is an act of justice. Like Slavery and Apartheid, poverty is not natural. It is man-made and it can be overcome and eradicated by the actions of human beings. Sometimes it falls on a generation to be great. You can be that great generation. Let your greatness blossom.”

- Nelson Mandela, Father of the Nation – South Africa Revolutionary & Philanthropist

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Mine Visit for MoRD Team



To disseminate a positive image about mining operation and showcase the standard of operations at Rampura Agucha Mine, a visit was organized for the BDO, Block Development Officer – Hurda, MoRD (Ministry of Rural Development – Govt. of India – New Delhi) team along with CSR team.



Group Induction for MT Batch 2019 at Zawar

A batch of 35 MTs from Vedanta visited Zawar as a part of their induction visit to understand the CSR activities undertaken by HZL. They visited Zinc Football academy and were given a tour of the world class facilities as well as a demo of the F-Cube technology. Few of the MTs enjoyed taking a shot at the FCube to understand the type of training and technology being given to the players.





Visit at SK Mine for Investors

Hindustan Zinc hosted a combined site visit to Udaipur (HZL) & Barmer (O&G) for Vedanta Ltd investors from the evening of 6th August to 8th August, 2019. The visit included going through the ramp and the shaft at Sindesar Khurd mine and seeing the operations at Dariba Smelter at Hindustan Zinc.

GETs Visit to CSR Sites at Zinc Smelter Debari

A newly joined batch of 97 GETs visited CSR field sites at Debari to get an orientation & firsthand experience of different CSR social investment projects undergoing currently at location. Overall, it was a great experience both for CSR location team as well as for our GETs. Such orientation was indeed very helpful as it gave our new employees an opportunity to learn together about Vedanta DNA's of CARE & TRUST, about its CSR practices & build camaraderie amongst themselves & community at whole.



GETs Visits CSR Sites

To orient the GET batch about HZL community development programme, a visit organised for 90 GETs at CSC location. The visit was made to Putholi Ganeshpura, Kanthariya, Suwaniaya, Munga ka kheda, Medikheda and Soniyana village. They visited Nandghar project, Shiksha Sambal Project, Mindspark Project, Anganwadi, Sakhi and interacted with children, students, farmers, sakhi members and panchayat members and villagers.



Mine Visit for HZL SEDI Youth

Mine visits are organized to disseminate positive image regarding our practices amongst villagers. A mine visit was organised to Rampura Agucha Mine for 60 youth from villages, the Ambuja Cement Foundation (NGO partner) and CSR Team visited on 15th July, 2019.

SESA Goa Football Academy visit Zinc Football Academy for exposure tour



The newly inducted U-16 boys of Sesa Football Academy were on a pre-season tour from 10th - 15th July, 2019 to our Zinc Football Academy. The boys were here to leverage the F-cube technology as well as play two friendly matches. This also marked the first time that Vedanta's two football academies – one with rich history and legacy and another a new initiative – were playing with each other.

The SFA U-16 boys were pitted against our U-16 and U-14 boys respectively, and you will be delighted to know that in both the matches Zinc Football team dominated. The hard work that our academy boys and the support team are putting is beginning to show results, and this indeed is a very encouraging sign, and we look forward to your continuous support and blessing.

Sports Kit distribution at Kayad



For encouraging sports, sports kit were provided to teams of Kayad & Gagwana Govt. schools for District level interschool sports competition for kabaddi and athletics. Total four teams consisting of 48 players were supported.

Support for 64th District Level Hockey Tournament at CLZS

HZL -Chittorgarh have been providing support to nurture rural sports talents to the students belong to nearby villages situated near our operations. To encourage and promote the district level and state level hockey players, HZL provided sports kits, to Girls and Boys Sr. secondary school Nagari including entire sports material to the students playing hockey representing district. Mukesh Keer, Ghanshyam Regar, Yogita Sharma and pooja Khatick forms. Secondary school Nagri have been playing for national Hockey tournament .

DAV HZL represented by Zinc Football boys win U14 Subroto Cup



Zinc Football Academy boys have won the honour to represent Rajasthan at the Under-14 Subroto Cup to be held next month. Conducted by the Indian Air Force, with support from India's Ministry of Youth Affairs & Sports, Subroto Cup Football Tournament is the most famous inter-school football tournament in India, started back in 1960.

In their quest to become Rajasthan's best, our boys competed against 11 of the best school teams from the state in the Under-14 Subroto Cup Qualifiers held from 21-23rd July at Zawar Stadium. Our boys scored a mammoth 45 goals in just 4 matches without conceding even a single goal. 13-years-old Janminthang Haokip was the player of the tournament scoring 12 goals including 4 in the final against Nirja Modi School, Jaipur.

Winter is coming

6 healthy foods to keep you warm during winters



With the temperatures dropping, so do your energy levels through the day. But don't worry, here are 6 Indian winter foods to keep you going through the winter.

1. Dry fruits and nuts

Scrap your unhealthy office time snacking with these nutritious and healthy dry fruits. Almonds, walnuts and pistachios with your breakfast and dried apricots, figs and raisins for snacks are a great alternative.

2. Pepper, Fenugreek and Hing

Known for our spices, these three ingredients are customary in almost every Indian speciality. Adding dry fenugreek to your rotis and dals for lunch or dinner, can give you not only an appetizing meal but also generate warmth in the body.

3. Tulsi and Ginger

Now who doesn't like a hot cup of tea with tulsi and ginger! Tulsi has anti-bacterial, anti-biotic and anti-viral properties that helps in keeping the body healthy.

4. Root and leafy veggies

Roots like carrots, onions and green beans with leafy veggies like palak and methi are loaded with rich sources of nutrients like beta-carotene and vitamin C. Great to be consumed during winters.

5. Whole grain cereal and pulses

Bajra, Jowar, Makkai, Jau and Ragi are some of the common whole grain cereals that are consumed locally during winters. Include this in your roti that accompanies your favourite pickle.

6. Ghee

The best thing is always at the last. Who does not love ghee! Studies show that ghee is a healthy fat that cuts the bad fat in your body to stay in shape. In limited amounts though.

तौल का तरीका

एक कस्बे में दो दुकानदार थे। दोनों की दुकाने आमने-सामने थी। एक दुकानदार की दुकान खूब चलती थी। उसका सामान बेचने का अपना एक तरीका था। यह दुकानदार दाम के अनुसार ही माल देता था। माल वजन करते समय वह पहले तराजू में कम माल रखता था। धीरे-धीरे दो-चार बार में सामान तराजू में डाल कर वजन बराबर करता था। उसका इस तरह से तौलने का तरीका ग्राहक बराबर देखते थे।

दूसरा दुकानदार ग्राहकों को माल तौलते समय शुरू में ज्यादा माल तराजू में डाल लेता था। बाट के बराबर वजन करने के लिए माल तराजू में से कई बार निकालता था। उसका यह तरीका सभी ग्राहकों के साथ चलता रहता था।

दोनों दुकानदार सही माल तौलते थे लेकिन पहले वाले दुकानदार की ग्राहकी अच्छी थी, जब कि दूसरे वाले दुकानदार की दुकान अच्छी नहीं चलती थी। उससे ग्राहक भी नाराज रहते थे।

जिसकी दुकान खूब चलती थी उससे ग्राहक भी खुश थे।

दोनों दुकानदार ग्राहकों के साथ एक जैसा व्यवहार करते थे। फिर भी दूसरे वाले की दुकान बराबर नहीं चलती थी। इसका कारण तौलने का तरीका था। पहला दुकानदार तराजू में पहले कम माल रखता था। दूसरे वाला एक ही बार में माल तराजू में रख लेता था। एक वजन बराबर करने के लिए थोड़ा-थोड़ा करके माल तराजू में डालता था। दूसरा थोड़ा-थोड़ा करके माल तराजू में से वजन बराबर करने के लिए निकालता था। इससे ग्राहकों में शक पैदा होता था। ग्राहक पहले वाले के तरीके से खुश थे। दूसरे वाले के रवैए से ग्राहक सोचते थे कि वह कम तौलता है। इसलिए ग्राहक उसकी दुकान पर कम जाते थे।

Oops !!! Ritu missed some, added some...

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

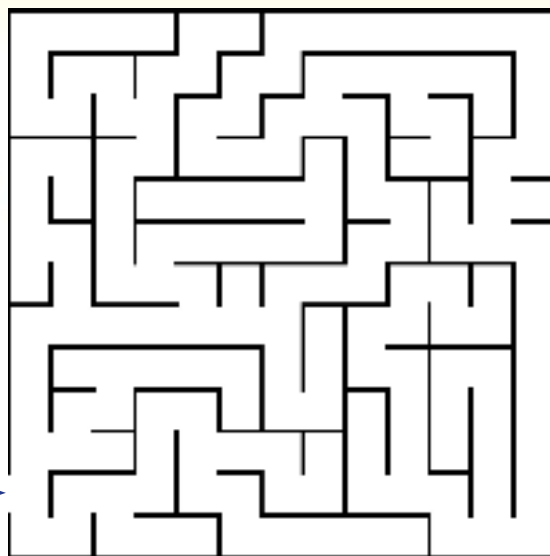


- Answers: Picture 2**
- 1) Dotted design on Curtain
 - 2) Design of Sun
 - 3) Colour of Watermelon
 - 4) Colour of Orange Juice
 - 5) Colour of Ice-Cream

Help Aarohan reach the PPEs



In →



→ Out



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