Dear Colleagues,

As we navigate the ever-changing business landscape, it is imperative that we stay ahead of the curve by embracing new ideas, harnessing cutting-edge technologies, and fostering a culture of innovation. In recent years, we have witnessed an exponential growth in technological advancements that have disrupted traditional industries and transformed the way we work. The mining and metals sector is no exception. To maintain our leadership position and continue delivering exceptional results, we must fully embrace the power of technology.

At Hindustan Zinc, we have always been at the forefront of innovation, constantly exploring new ways to enhance our operational efficiency, optimize our processes, and create sustainable solutions. We have successfully implemented state-of-the-art technologies to improve safety standards, reduce our environmental footprint, and maximize the value we bring to our stakeholders.

However, our journey doesn’t end here. We must remain vigilant, continuously seeking opportunities to leverage emerging technologies. Whether it’s artificial intelligence, machine learning, robotics, or Internet of Things (IoT), we must be willing to adopt these transformative technologies and integrate them seamlessly into our operations. By doing so, we can unlock new levels of productivity, improve decision-making processes, and gain a competitive edge in the market.

To foster a culture of innovation, I encourage each one of you to embrace a mindset of curiosity, creativity, and continuous learning. Be open to new ideas and perspectives, challenge the status quo, and actively seek out opportunities to experiment and collaborate. Our collective intelligence and diverse expertise are our greatest assets, and by leveraging them effectively, we can propel Hindustan Zinc into a future of unprecedented success.

As we embark on this journey, it is crucial that we prioritize sustainability and responsible technology adoption. Let us ensure that our technological advancements align with our commitment to environmental stewardship, community well-being, and ethical business practices.

Best Wishes

Arun Misra
CEO – Zinc Business, Vedanta
During her visit to Chanderiya Smelting Complex, Priya Agarwal Hebbar, Chairperson Hindustan Zinc, delved into the process by which Zinc & Lead are obtained. She also acknowledged the implementation of cutting-edge technology and expressed appreciation for the relentless pursuit of innovation, resulting in rapid digitization of numerous smelting processes, many of which is now completely automated. Chairperson also interacted with the high-potential young talent who are the driving force behind the quest for enhance efficiencies, unwavering commitment to safety and continuous expansion of production capacities. During her visit, she conveyed the vision of #TransformingForGood which resonated deeply with the Zinc Parivar and instilled a renewed sense of enthusiasm amongst them.
The Chairperson visited the premises of Zinc Football Academy, Zawar along with Akarsh Hebbar – Managing Director, Avanstrate. It was an interesting experience for athletes to interact and share their journey & aspirations. They saw the world-class academy, offering an array of exceptional facilities and amenities to the talented players.

They were enthralled by the first-of-its-kind F-Cube technology at ZFA which facilitate in monitoring and enhancing performance of the players.
Mr. Navin Agarwal, Vice Chairman Vedanta Limited shared his insights with Zinc Parivar during his visit to Chanderiya Smelting Complex. He had an interesting interaction session with young managers and #WomenInMining about optimising operations and enhancing digital transformation. The leadership and guidance provided by him brought new ideas, perspective and josh for the teams towards achieving another milestone this year. His visit offered an encouraging moment for the emerging leaders, women employees and business partners who were a part of the session with Vice Chairman and Arun Misra, CEO Hindustan Zinc.
Hindustan Zinc is infusing a digital way of working across all verticals of operations with their overarching goal of creating ‘Mines of the Future’. The key operations are mining, milling, smelting before finished goods goes to market. The company is using drones in Underground Mining operations to scan stopes and volumetry measurements of bulk material. It also uses computer vision-based technologies to detect quality defects and unsafe working conditions which helps in improving product quality & safety standards. IIOT sensors and cloud technology are helping to generate and collect data from remote assets, which is a key to strategic decision making. AI/ML-based predictive models are also helping to improve the reliability of critical assets. Additionally, the company uses IoT technologies to deploy smart sensors on HEMM equipment to monitor performance, health, reliability on a real-time basis in all our underground operations.
To ensure safe mining, Hindustan Zinc uses collision avoidance systems and personnel tracking. A collision avoidance system improves operator situational awareness in underground mining and prevents machine-to-machine and man-to-machine interactions. Personnel Tracking System facilitates the transmission of alert messages from the Control Room to the Individual Tag and vice versa.

The company is also strengthening their mining operations by including 3D simulator, Augmented/Virtual Reality tool used to teach heavy machinery operations to operators. Additionally, automated, and tele-remote drilling operations are being used during the shift-change over (smoke hours) to increase production, improve safety, visibility, and control from outside the drilling cabin. Electrical substation automation has facilitated faster troubleshooting and reduced non-working hours due to reasons like power tripping. It has also improved power quality, voltage sag, and swell events, which has helped to improve and optimize energy consumption.

Hindustan Zinc has taken a proactive step in this direction by launching its own Mining Academy. The Academy is designed to provide employees with training and education on the latest mining technologies and operations, helping employees to stay ahead of the curve in an ever-evolving industry. By investing in the skills and knowledge of its workforce, Hindustan Zinc is not only ensuring the safety and productivity of its operations but also contributing to the growth and sustainability of the mining industry.

Furthermore, the company has become the 1st mining company in India to introduce electric utility vehicles into underground mines. With few up & running, the company plans to invest USD 1 billion for converting all diesel-run 900 odd mining vehicles to battery operated ones in 5 years. With focused initiatives in the digital domain, the company is steering smart growth across all the key parameters to boost mining and operational efficiencies through better management of systems and processes.
As part of our core philosophy Safety First, Hindustan Zinc trained India’s 1st ever all women mining rescue team to ensure utmost safety maintenance in mining operations. This initiative is one-of-its kind, aligning with the company’s Sustainability Development Goals aimed at ensuring Zero Harm in operations. The rescue team comprising of seven women officers were given base training at company’s RRRT centre at Rajpura Dariba Complex and were then sent for rigorous training at Mine Rescue Station, Nagpur.

The rescue team went through preliminary tests that required members to compete in basic Mine Emergency situations. Techniques to tackle or deal in the case of surface/underground mine emergency scenarios, first aid, technician test, theory exam, self-rescuers, fire types and its extinguishing methods, mine gases and emergency response were some of the key areas covered in the training session. After the rigorous selection for the training, Kavita Khichar, Alka, Sakshi Gupta, Sandhya Singh, Nehal Solanki, Sandhya Rasakatla and Kattekola Yojitha were qualified for the initial mine rescue training. After selection, the rescue team underwent 14 days of specialized training at Mine Rescue Station, Nagpur.
HINDUSTAN ZINC AT INNOVATE UK’S TRANSFORMING FOUNDATION INDUSTRIES

Pradeep Singh, Chief HSE and Sustainability Officer represented Hindustan Zinc at Innovate UK’s Transforming Foundation Industries. The international forum brought together 15 esteemed Indian organisations to visit some key UK Foundations Industries facilities and meet UK organisations for potential collaborative partnerships. The four-day event was packed with engaging workshops, insightful pitches and productive matchmaking sessions for Indian and UK organisations to discuss future partnerships. Distinguished Leaders present at the forum provided an overview of their advanced facilities and capabilities, highlighting opportunities for effective control of energy consumption and reduction of CO2 emissions.

FIRESIDE CHAT WITH THE FOREST MAN OF TAMIL NADU

On the occasion of International Biodiversity Day, Hindustan Zinc organized a fireside chat with the Forest Man of Tamil Nadu - Mr. D. Saravanan. He discussed how protection of nature and environment is the responsibility of not just one person but every human being out there. The panel members also discussed about the harmonious co-existence of nature and culture will help to regenerate our Earth. Mother nature is the greatest artist of all and the protection of flora & fauna will enhance the bond between nature & people. Aranya, the regenerated forest creates a unique combination of ecosystem which is home to more than 240 bird species, 251 TDEF species and numerous mammals & reptiles.

Mr. D. Saravanan, Environmentalist, Expert at Eco-Restoration, Organic Farming & Watershed Management
INAUGURATION OF INTELLIGENCE COURSE

Hindustan Zinc, as a part of its capability development initiative and MAS audit requirement, conducted an online training program on Intelligence and Surveillance for all the nominated Intelligence leads of Vedanta Group Companies. The training program commenced with an inaugural session by Mr. Arun Misra, CEO- HZL. A total of 69 officers across the Vedanta Group attended the sessions, including Chief Security Officers and Intelligence Leads. The faculty for the session included Veterans from Intelligence Bureau.

1st ALL WOMEN TEAM GETS FIRST AID SAFETY TRAINING

In line with the #SafetyFirst motto practiced across Hindustan Zinc, Vedanta’s 1st ever all women batch gets trained in First Aid Safety at Rampura Agucha Mine. The trainees have been equipped with basic life support techniques along with practical training in Underground based Model Mine.
CAREER COUNSELLING FOR GRADUATE ENGINEER TRAINEES AND FOREMEN

Rampura Agucha Mine recently held an interactive session for Graduate Engineer Trainees and Foremen with Sanjay Sharma - Unit Head. The session encouraged everyone to share their ideas for business improvement plans and emphasized the importance of accepting challenges to ensure high performance and quality work. Sanjay Sharma also provided guidance on how to prepare for future managerial and leadership roles by expanding their knowledge and interpersonal skills.

ZINC PARIVAR DONATES 195 UNITS OF BLOOD

In our quest to create a positive impact and promote well-being of our community, Hindustan Zinc’s Rampura Agucha Mine came forward to donate 195 units of blood. The blood donation drive showcased our Zinc Parivar’s unwavering commitment towards making a difference in the society.
**IMMERSIVE VISIT OF ZINC PARIVAR AT DARIBA SMELTING COMPLEX**

**FAMILY VISIT**

On the occasion of Mother's Day, Rajpura Dariba Complex organised an industrial tour for all the mothers of our employees at Rajpura Dariba Complex. More than 30 mothers participated in the engagement activity and spent quality time with their children. This initiative provided a great opportunity to the mothers as they got to learn about their children's work life, functioning, and company culture.

**16 STUDENTS FROM RAMPURA AGUCHA MINE'S ZINC VIDYALAYA UNDERWENT 10-DAY NCC TRAINING**

**SKILL DEVELOPMENT**

Rampura Agucha Mine's Zinc Vidyalaya concluded its 10-day NCC training camp wherein 16 students from 6th to 12th grade were trained with a diverse set of skills under expert guidance. They delved into the fundamental techniques and principles of rifle shooting, refining their precision and marksmanship abilities. Alongside the specialized training the camp also emphasized on the aspects of discipline, teamwork, and leadership qualities, all of which plays a pivotal role in their personal growth and future endeavors.
GLIMPSES OF ARTISTIC APRIL CELEBRATED AT ZAWAR GROUP OF MINES

EMPLOYEE ENGAGEMENT

Chayanika Mech
Geology Department

Ritu Arora
Security Department

Hritambhara Patel
Electrical Department

Sumeet Dwibedy
Mine Operation Department

Srishti Ameta
Commercial Department

Papri Roy
Geology Department

Ashnita Bera, W/o Buddhadeb Bera
Electrical Department

Harshada, W/o Prashant Gupta
Mine Planning Department
MEDICAL HEALTH CAMPS BENEFITS MORE THAN 180 RURAL & TRIBAL VILLAGERS

Hindustan Zinc’s Zawar Group of Mines in collaboration with Zawar hospital organized Medical health camps in interior hamlets of Singhatwada and Tidi Panchayaths. The camp was set up at Primary School Wadi and Centre Nagela and Primary School Gareta respectively wherein the medical facilities and access to medical care such as PHCs or sub centres is very limited.

More than 183 villagers were benefitted as the doctors examined multiple patients for anaemia, vitamin deficiency, mouth ulcers and provided necessary tonics and medicinal procedures for them.

SHIKSHA SAMBAL SUMMER CAMPS KICKSTARTS - OVER 1500 RURAL & TRIBAL STUDENTS PARTICIPATED

Under our Shiksha Sambal Program, we organized 15 Summer Camps across the districts of Rajasthan for over 1500 rural & tribal students of class 8th, 10th & 12th standard. To ensure the overall development of these students, this one-month camp has begun at Udaipur and 6 business locations of Hindustan Zinc – Zawar, Debari, Chanderiya, Dariba, Agucha and Ajmer. Additionally, 17 students from Pantnagar have joined the residential camp and total around 1500 students from 66 Shiksha Sambal schools will be benefitted through these camps.
ZINC SMELTER DEBARI RENOVATES ANANDPURA SCHOOL

COMMUNITY DEVELOPMENT

An inauguration ceremony of Anandpura School was conducted by the Government Primary School Anandpura and Panchayat Tulsidasji Ki Sarai.

The event was graced by the presence of SBU Director, Zinc Smelter Debari- Mr. Manas Tyagi and Mrs. Suman Saini - Principal officer, Tulsidasji ki Sarai School, as the chief guest.

The event was attended by over 200 community members.

HINDUSTAN ZINC TRAINS ALL WOMEN BATCH AT ZINC KAUSHAL KENDRA, AGUCHA

SKILL DEVELOPMENT

Aligning with our core philosophy of 'Giving Back', Rampura Agucha Mine launched the biggest "All Women Batch" of Zinc Kaushal Kendra where 75 women are getting trained in various market led programs like retail sales & marketing, unarmed security guard and office assistant. Kishore S. - IBU-CEO, Agucha, launched the program and motivated all the participants, emphasizing the importance of gender equality and inclusivity.
COMMUNITY DEVELOPMENT

Under our Jeevan Tarang program, we organized Paint for Joy, a volunteering program to connect and strengthen the bond between Zinc Parivar and other community people with the extended family of Jeevan Tarang’s special students. Aligning with the theme of 'Earth Our Home' & Taking Care of Biodiversity, more than 400 special students and Hindustan Zinc volunteers showcased their brilliant strokes at the program, conducted across our 3 operational units.

The students through their paintings depicted their concern towards the alarming issue of pollution and further gave a strong message to protect environment. As a step to celebrate and recognize the creativity of the students, the paintings were displayed on the craft gallery in the respective schools. The entire program was conducted in three phases covering three locations: Mook Badhir Senior Secondary school of Ajmer & Bhilwara, and Abhilasha Vidyalaya, Udaipur.
We are delighted to announce two of our brilliant students from Rampura Agucha Mine’s Zinc Vidyalaya, Ms. Riddhi Sharma and Ms. Siddhi Sharma have been honored with an appreciation letter from our Hon’ble Prime Minister, Shri. Narendra Modi.

They have achieved this remarkable feat for their outstanding article on Pariksha Pe Charcha which captivated the attention and admiration of our nation’s leader.

Is your child exceptional in sports, arts, writing or community service? Submit their achievements for a chance to be featured in Zinc News. Inspire others and celebrate your child’s success.

Submit your entries to vaishnavi@vedanta.co.in nikhil.gopinath@vedanta.co.in
Hindustan Zinc Shines at PeopleFirst HR Excellence Awards 2023

Champion in Leading Practices in Talent Management

Ruchika Pathak
HR Future Leader
Lead, Leadership Development, Hindustan Zinc

Champion in Leading Practices in Employee Relations (Industrial Relations)

Alok Jain
PeopleFirst HR, Unit HR Head, Rampura Agucha Mines

SelvaKumar S
PeopleFirst HR, Unit HR Head, Sindesar Khurd Mine

Outstanding Accomplishment - Corporate Excellence
Chanderiya Smelting Complex

Excellent in Environment Management
Zinc Smelter Debari

Double Sweep for Hindustan Zinc at CII-ITC Sustainability Award 2022
Namaste Zinc Parivar,

We at Communication Department are privileged to get first-hand access and exposure to all the events, victories and celebrations of Hindustan Zinc. It is even more gratifying for us to bring that to you through all the accessible mediums. Beginning with National Technology day, it gave us the opportunity to reinforce our commitment towards running sustainable operations with the aid of technology & innovation through meaningful communication across platforms.

Furthermore, we introduced you to India’s 1st All Women Mine Rescue team trained by Hindustan Zinc. These women have made us all proud with their grit, passion & persistence. They inspire us to believe that 'Nothing is Impossible'.

In the month of May, we also welcomed Hindustan Zinc’s Chairperson, Ms. Priya Agarwal Hebbar back to the city of lakes where she interacted with the Zinc Parivar. During her visit, she interacted with the young leaders, business partners and community members at Chanderiya Smelting Complex and brought forward the vision of #TransformingForGood. She also unveiled the new jersey for our Zinc Football team and filled them with enthusiasm and zeal to strive for victory.

I am sure you are also enjoying the visual treat presented to you through plethora of flora and fauna surrounding our business units. In case you have missed it, you can click on the link here or scan the Barcode to have access to our Coffee Table Book - 'Preserving the Beauty of Biodiversity in Nature'.

All of the above and many more exciting updates, highlights & events are covered in this Zinc News as well. We would be grateful if you check out the current issue, share the feedback and write to us with your side of the story.

With this, thank you for your constant support.

Happy Reading!

Maitreyee Sankhla
Head-Corporate Communications
Hindustan Zinc

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