

# ZINC NEWS

MONTHLY HOUSE JOURNAL OF HINDUSTAN ZINC  
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## ISSUE FOCUS

**COVER STORY: 02**  
Winspire – She is the Inspiration

**FOCUS STORY: 03**  
Celebrating Major Milestones of FY24 during Special Hybrid SAMPARK Session



*Dear Colleagues,*

At Hindustan Zinc, our journey towards sustainable outcomes is marked by many intermediate milestones. The milestones that we, at Hindustan Zinc, cross year-on-year help us to move towards achieving our goal of producing 1.2 million tonne metal at \$1000 cost powered by 800 MT of silver. These goals also bring out our deep-rooted strengths that enable us to deliver on our goals. This is also the right time for all of us to jointly engage in critical self-reflection and introspection to understand our areas of improvement.

We started FY24 on the back of our historically high annual operational performance, supported by LME prices of zinc around 3000\$/T. However, we were soon confronted by another hurdle in the form of a cyclic commodity situation where global fear of an industrial slowdown brought zinc and lead LME prices to an uncertain point. Along with that, we also saw the COP balancing to 1290\$/T, and our stores and admin expenditure witnessed an increase of 13% and 10%, respectively. We also started the year in the backdrop of high fatalities in the previous year.

Faced with stresses, we once again moved deftly and intently towards the implementation of our plans through prompt and impactful initiatives of capital allocation for debottlenecking as well as growth.

However, with the help from all of you and the dedication of everyone among us, we drastically reduced our COP and claimed the spot among the first decile of the global zinc mining cost curve, preserving our cost leadership globally. We ended our financial year with the COP at 1120\$/T and have significantly reduced the cost from the levels where we had started the financial year. Uncertain LME has a compounded effect, and it is time, as we stand at the beginning of a new financial year, to take fresh resolution to continue our relentless effort in cutting the cost of production, produce metal in record numbers in every quarter of this year, and make another milestone year for Hindustan Zinc.

We must be more agile in implementing all our growth projects and debottlenecking projects, so the growth of our company continues upwards. We must fully leverage today's advanced digital technology in this growth journey.

The past financial year has seen an unwavering commitment from all of us to ensure no fatalities in all our operations. However, I must caution everyone that, in matters of safety, there is no room for complacency despite our achievements. We should remain determined on our path of ZERO HARM and set our sights on the goal of lowest possible incidents and a significant reduction in LTIFR. Safety should be the cornerstone of our work culture, where we always prioritize safety above everything and implement robust controls.

Our commitment to ESG made the entire nation proud on a global stage by ranking first in the S&P Global Corporate Sustainability Assessment, a significant accomplishment. It is the result of our determined work in the past financial year, which saw the commissioning of EVs in underground mines, ZLDs, the deployment of LNG and EVs for material movement, and fast progress in renewable power projects, all contributing to this recognition. Now is the time to take it one step further and create a value chain that imbibes sustainability in every aspect of operations and goes beyond our Sustainable Development Goals.

Our efforts in maintaining a healthy work atmosphere and ensuring a culture of inclusivity and transparency in management have been recognised by many accolades. These people-centric awards we received during the year endorse the success of our efforts while motivating us to expand the ambit of our HR vision and programmes. It also propels us towards our goal of achieving 30% diversity in an inclusive and diverse workforce. During the year, we made the entire nation proud by forming India's first all-women mine rescue team, which went on to win the Champion's Trophy in the All-India Mine Rescue Competition.

Our engagement with society in our vicinity continued with the successful implementation of several projects, such as the launch of Daichi Brand by our Sakhi Sisters, the formation of FPOs at various locations, and the engagement of marketing companies for our microenterprises. During the year, we started building India's second-largest cricket stadium in Jaipur, named after our respected chairman, Mr. Anil Agarwal. Our Zinc Football Academy received AIFF's highest accreditation of 3-Star Elite and has been acknowledged as one of the top football academies in the country.

This is also the time for us to express our gratitude to our Chairman, Vice Chairman, and Chairperson of our board for continuously guiding us and motivating us to excel in every aspect of our business. We are thankful to our federation, business partners, and numerous stakeholders for steadfastly supporting us every step of our journey.

As we accelerate towards a better and brighter tomorrow, we look back at the journey of the past year as an inspiring narrative that has augmented our confidence in our ability to aim higher and achieve bigger goals. Our strong conviction in our potential to create and deliver long-lasting value for all our stakeholders, including the communities around us, will lead us to accomplishing even bigger goals and more remarkable celebrations.

Best Wishes

**Arun Misra**  
CEO, Hindustan Zinc

Click the icon to engage with our CEO on Twitter:





## WINSPIRE - SHE IS THE INSPIRATION



This International Women's Day, Hindustan Zinc hosted over 150 Vedanta's women in leadership positions, who came together and discussed a variety of topics ranging from inclusion to leadership.

Led by our Chairperson Ms Priya Agarwal Hebbar, and graced by Mr. Arun Misra, CEO, Hindustan Zinc and Ms. Ritu Jhington, Director, Group Communication & CEO, Nandghar – Winspire celebrated the grit, grace and determination of all the women driving Vedanta's growth.



Our brand film 'Women of Valor' highlighted how Vedanta is committed to break stereotypes and ensuring every person is provided equal opportunities. Our first all-women mine rescue team is testament to our focus on gender equity. Let us celebrate our women of strength today and everyday.





## CELEBRATING MAJOR MILESTONES OF FY24 DURING SPECIAL HYBRID SAMPARK SESSION



Beginning our new financial year with zest, our employee engagement platform 'Sampark' resonated with energy as our senior leadership and emerging talents shared insights, reflections and aspirations for the journey ahead. During the packed session, Chairperson – Priya Agarwal Hebbar, CEO – Arun Misra, and other senior leaders of Zinc Parivar reflected on the past year's achievements. With a dynamic and inclusive Zinc Parivar, we are all set to achieve new milestones, setting unprecedented benchmarks as we navigate the path ahead.





## SILVER SHINES AT RECORD HIGH ALONG WITH MINED & REFINED METAL CHARTING NEWER HEIGHTS



**1079 KT  
MINED METAL  
PRODUCTION**



**1033 KT  
SALEABLE  
METAL**



**101KM MINE  
DEVELOPMENT**



**7.36%  
GRADE**



**746 TONNES  
SILVER  
PRODUCTION**

# 83%

**PRIMARY MARKET  
SHARE IN MARCH FY24**

The journey from exploration, mining, milling, and smelting to innovation and technology driving the movement of finished goods, sales, and ultimately customer satisfaction has made FY24 an exceptional achievement for our unified team, driven by a singular vision.

## VEDANTA LAUNCHES DESH KI ZAROORATON KE LIYE

From galvanising dreams to enriching lives, there's Zinc in every story. Excited to unveil our new Brand Campaign – Desh Ki Zarooraton Ke Liye. From the tiniest of needs to our greatest aspirations, the driving force of our transportation, and the powerhouse of innovation and progress – Zinc hai #DeshKiZarooratonKeLiye! Click here to watch the video – [youtube.com/watch?v=1YNkMhfbuCo](https://youtube.com/watch?v=1YNkMhfbuCo)



## ETHICS & INTEGRITY AWARENESS SESSION AT HINDUSTAN ZINC

Zawar Group of Mines and Zinc Smelter Debari hosted an awareness session focusing on the Importance of Ethics and Integrity in the workplace. The session delved into insightful case studies, emphasizing key takeaways regarding ethics and integrity. The session witnessed over 250 employees, reflecting our commitment to fostering a culture of ethical conduct within the organization.





## ZINC CITY CELEBRATES THE SPIRIT OF WOMANHOOD AT SAKHI UTSAV 2024

We orchestrated spectacular Sakhi Utsav celebrations across all our operational units resonating with the vibrant theme of #InspireInclusion. Our Sakhi didis participated in exhilarating activities like Tug of War, Matka Race, and other cultural performances. The celebrations not only highlighted the vibrancy and talent of our Sakhis but also served as a poignant platform for social advocacy, echoing a resounding voice on gender equality under the Uthori segment.

**9000+ Sakhis  
Participated**

**7 Districts  
Covered**

**Celebrating Talent &  
Promoting Social Advocacy**





## HINDUSTAN ZINC SPARKING SOCIETAL CHANGE, ONE VOICE AT A TIME THROUGH UTHORI CAMPAIGN



As part of our flagship initiative, Sakhi, we ignited change with the Uthori Campaign. The campaign reached out to more than 90,000 individuals across operational areas like Agucha, Chanderiya, Dariba, Debari, Kayad, Pantnagar, and Zawar. Through village drives, group discussions, rallies, and school sessions, we addressed pressing societal issues including Domestic Violence, Child Marriage, Female Foeticide, Unequal Education Opportunities, and Child Sexual Abuse. This initiative reaffirms our commitment to fostering positive change at the grassroots level. A pivotal aspect of this initiative has been the introduction of 'Gender Sakhis', a dedicated cadre of women empowering their communities through education and awareness.

## ZINC PARIVAR CELEBRATES WORLD POETRY DAY

On World Poetry Day, we invited our Zinc Parivar to share their verses, and joyfully discovered over 40 entries from poets within our organization. Let's continue to nurture our passions and embellish the world with the wisdom of words.

**WATCH NOW >>**

इस विश्व कविता  
दिवस पर जिन  
परिवार ने चांदी की  
खुबसूरती को दर्शाने  
के लिए 4 पंक्तियों  
पर अपनी 4  
पंक्तियों जोड़ी और  
एक नयी कविता  
को रूप दिया।  
प्रस्तुत है कुछ  
अनोखी कविताएँ।

## HINDUSTAN ZINC REVOLUTIONIZES ROAD CLEANING WITH FIRST-OF-ITS-KIND ENGINEERING SOLUTION

In a collaborative effort between Hindustan Zinc and Vaaman Engineers, a groundbreaking smart engineering solution has been introduced in our road cleaning vehicle. This innovative modification involves integrating a nozzle-based system capable of rotating 180 degrees at the vehicle's front, aimed at enhancing road cleaning efficiency.





## RAMPURA AGUCHA MINE FLAGS OFF 1st LNG-POWERED VEHICLE



Rampura Agucha Mine flagged off the 1st LNG-Powered Vehicle for Inter-Unit Concentrate Transfer. This marks as a significant step towards Green Logistics and is a testament to our commitment towards #TransformingForGood.

## CYBER SECURITY & DATA PRIVACY AWARENESS SESSION AT CHANDERIYA SMELTING COMPLEX

Over 300 employees, business partners, trainees of Zinc Kaushal program and family members of employees, both virtually and in person, attended comprehensive sessions addressing crucial topics in information security. Discussions ranged from the impact of data breaches to password guidelines and mobile device security. Separate sessions were tailored for CSR skill development center students and family members of employees, ensuring targeted insights for diverse groups.



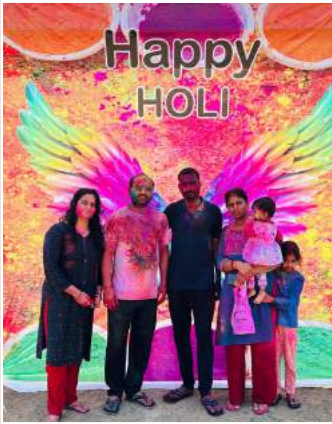
## HINDUSTAN ZINC CELEBRATES WORLD WATER DAY

On the occasion of World Water Day, Zinc Smelter Debari embarked on a week-long celebration around the theme of Leveraging Water for Peace. The event kicked off with an exciting array of activities aimed at promoting awareness of water conservation and sustainable practices. Throughout the week, employees and stakeholders enthusiastically participated in diverse events, including water-related incident reporting, drawing competitions, photography contests, storytelling sessions, brainstorming for innovative ideas, and an intriguing quiz.





## HINDUSTAN ZINC EMBRACES THE COLORFUL SPIRIT OF HOLI ACROSS UNITS





Hindustan Zinc

## WINS

Prize for Leadership in HR Excellence

at the  
14<sup>th</sup> CII National HR Excellence Awards 2023-24!

Leads in HR innovation with a 600+ score!

Strengthening our commitment to promote diversity & inclusivity, ensuring a future-ready people-first organization.



Hindustan Zinc wins Leadership in HR Excellence award at 14<sup>th</sup> CII National HR Excellence Award

Hindustan Zinc secures

## Platinum Award

at the Apex India Occupational Health & Safety Awards 2023



Hindustan Zinc secures Platinum Award at the Apex India Occupational Health & Safety Awards 2023

*Congratulations!*

Hindustan Zinc's Chief HSE & Sustainability Officer

**Pradeep Singh**

on being awarded as

**BEST SUSTAINABILITY ASSESSOR**

at

18<sup>th</sup> CII - ITC Sustainability Awards Ceremony



Hindustan Zinc's Chief HSE & Sustainability Officer Pradeep Singh awarded Best Sustainability Assessor

**Hindustan Zinc Celebrates a Momentous Feat!**

Seven Business Units Sweep Global Awards at the



International Safety Awards, 2024



Hindustan Zinc wins Leadership in HR Excellence award at 14<sup>th</sup> CII National HR Excellence Award



Hindustan Zinc's CFO Sandeep Modi identified in the prestigious list of India's top 40 CFOs



Hindustan Zinc Bags 24 Awards at the 34<sup>th</sup> Mines Environment & Mineral Conservation Week



**PRIYA AGARWAL HEBBAR**,  
Chairperson, Hindustan Zinc  
& Non-Executive Director, Vedanta

**BREAKING BARRIERS,  
SHOWING METTLE**

It's not just Priya Agarwal Hebbbar's media name for herself, and for women, in the male-dominated mining and industrial sectors. Under her leadership, not only are there more women in Hindustan Zinc's leadership, but also a focus on creating a more inclusive workplace. As the chairperson of the integrated zinc producer, she is also the vice-chairman of the board of Vedanta, where she has been the anchor for the company's ESG (environment, social, governance) transformation. With focused plans on decarbonisation, water positivity, workplace safety, community well-

ness and workforce diversity, her leadership is driving transformation at Vedanta as well. The conglomerate has remained at the forefront of its core business operations. Additionally, Vedanta's approach to its core policy for its target audience, ensuring diversity and inclusion is comprehensive.

"When I started the boardroom for the very first time, I initially saw the need for leadership, women's efforts, because without that, there would be no progress," Hebbbar said in an interview, recalling why she set diversity & inclusion as a mission. As chairperson, she has been key in leading growth for Hindustan Zinc. The company reported a record-breaking year regarding production of zinc in various forms of refined metal.

Under her leadership, Vedanta's production of zinc, the first Aggravated Foundation, started around 2018, and it is now towards zinc economic development in India. The group has produced over 5,000 tonnes of zinc (aggravated) across India.

**By Team BW**

30 AUGUST 2024 | 21 July 2024

**BW Business World**

**vedanta**  
Championing Inclusion & Equity  
WITH PRIYA AGARWAL HEBBAR

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**RED FM**

**Women's Day: How can women ensure optimum financial health?**

**Synopsis**  
With women's empowerment and financial well-being at the core, the new piece of financial advice for women is to ensure financial health.

**Popular in Panache**

**ET Panache**

**Cityphenomenal**

**SHAPING FUTURES,  
SPREADING JOY:  
INDUSTRIALIST PRIYA  
AGARWAL HEBBAR**

In the realm of nature and minerals, where industries evolve and industries prosper, Priya Agarwal Hebbbar stands as the backbone of transformation. As a woman who has paved a path in engineering, leadership, and industry, she is a role model for women in the workforce. Her journey is a testament to the power of leadership and the ability to shape the future. She is a woman who has paved a path in engineering, leadership, and industry, she is a role model for women in the workforce. Her journey is a testament to the power of leadership and the ability to shape the future.

**HT CITY**

**How Hindustan Zinc mines a path for women in leadership**

Overcoming regulations and stereotypes, the Indian mining giant shatters glass ceilings and empowers women underground

**HR KATHA**

**मोहन वीणा और सात्विक वीणा पर ऐसे विखरे सुरों के मोती कि श्रोता हुए मालामाल**

**हिन्दुस्तान जिक के सहयोग से पंडित चतुरताल स्मृति शास्त्रीय संगीत संघा**

**Udaipur Times**

**HINDUSTAN ZINC'S ZINC KAUSHAL PROGRAM EMPOWERING RURAL FUTURES**

**Udaipur Kiran**

**Hindustan Zinc clinches 'Leadership in HR Excellence' Award**

**Manufacturing Today**

**NDTV Profit**

**प्रिया अग्रवाल हेब्बर**  
चेयरपर्सन, हिंदुस्तान जिंक

**NDTV Profit**

**Hindustan Zinc aims to have 30% women across levels**

**Economic Times**

**हिंद जिक के सखी उत्सव में विभिन्न स्पर्द्धाओं का आयोजन**

**Dainik Navjyoti**

**Revamping Work Culture: A Fresh Take On Workplace Inclusivity**

**She the People**

**Vedanta's Hindustan Zinc has a powerful message of inclusion : in both words and action**

**Mad over Marketing**

**CSR: Hindustan Zinc Marks 53rd National Safety Week, Reinforcing Its Dedication to Safety Above All**

**India CSR**

**हिंदुस्तान जिक द्वारा युवाओं की नींव मजबूत बनाने की अनूठी पहल**

**Udaipurwale**

**हिंदुस्तान जिक की 8 माहस की 34वें खान पर्यावरण एवं खनिज संरक्षण सप्ताह में 24 पुरस्कार**

**India CSR**



Namaste Zinc Parivar,

As we stand on the cusp of the new financial year, let's pause to reflect on the milestones of the past year and prepare for the challenges and triumphs ahead. Throughout the year, we encountered a multitude of challenges and opportunities, each shaping our collective growth and success. I congratulate each of you for achieving a record-breaking, fatality-free year.

We set new records by surpassing the 1 million tonne mark for the 3rd consecutive time in MIC and the 2nd time for metal production. With an increasing focus on renewable energy, it is great to note that we have also achieved the highest annual production for Silver with 746MT. This is a true testament to the sheer hard work displayed by all of us, and now it is time to realign our focus to surpass our previous achievements & reach unprecedented levels in the coming year.

The month of March has been equally eventful for us, with the success of Women of Valor campaign, we also hosted 'Winspace – She is the inspiration' that celebrated over 150 women in leadership across all Vedanta units. Additionally, as FY24 came to a close, our employee engagement platform Sampark was conducted in a hybrid mode, drawing a full house to witness our leadership talk about the accomplishments of the past year and the achievements of Zinc Parivar.

We have also given our in-house monthly journal, Zinc News, a slight makeover. I hope you enjoy the new look.

As always, stay tuned for more interesting stories in the next edition of Zinc News.

Happy Reading!

Best Wishes

Maitreyee Sankhla  
Head – Corporate Communications  
Hindustan Zinc

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