

ZINC NEWS

THE MONTHLY HOUSE JOURNAL OF HINDUSTAN ZINC

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ISSUE FOCUS

COVER STORY • 08

Women of Mettle

SPECIAL FOCUS • 11

Leading the Way for
Sustainable Mining

ZINC CONNECT • 14

Balancing Work, Life
& Numbers



Dear Colleagues,

We are about to come to the end of FY 20-21 and while we are all busy preparing the business plan for FY 21-22, let's take a pause and look back on how we have handled this year that saw the whole world grapple with the pandemic COVID-19. Though we started amidst prolonged lockdown in the month of April 2020 with modest production we could quickly ramp up in the very next month because of your hard work, dedication and passion.

Quarter after quarter we produced unprecedented business performance and we are all set to finish the year with about 925KT metal production and 690T of silver both being higher than that of last year. We could achieve this at a cost lower than that of last year and with a good safety record.

Our efforts were recognised by various institutions in India and abroad and being declared 1st in Asia Pacific by Dow Jones sustainability Index 2020 makes us stand tall with our head held high. Our efforts in conservation of water by use of modern technology for effluent treatment, reuse and recycle saw us being declared 2.41 times water positive.

FY 21-22 will pose newer challenges to us. The threat of pandemic is still not over and I urge all of you to get vaccinated when your turn comes. We have to demonstrate our capability to produce 1.2MnT metal and 800T silver at a cost less than 900\$/T. We should achieve all these with no injury to any of our colleagues and remaining compliant to all environmental norms. We also have to work towards our Sustainable Development Goals 2025. We have to execute new smelter project in Doswada. We must also work more aggressively with the communities around us.

I am sure with teamwork based on trust, collaboration and empathy, we will continue to set new milestones and create long term value for our stakeholders.

Wish you all the best.
Regards,

Arun Misra
CEO-HZL

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प्रि य साथियों,

वित्त वर्ष 2020-21 समाप्ती की ओर है, और हम सभी 2021-22 के लिए व्यवसायिक योजना तैयार करने में व्यस्त हैं। विगत वर्ष की यात्रा को मुड कर देखने पर हम पाते हैं कि किस प्रकार पूरे विश्व में कोविड 19 की महामारी के बीच इस अप्रत्याशित वर्ष को हमने पूरी जिम्मेदारी, सावधानी से दृढ़तापूर्वक नियंत्रित किया है। यद्यपि हमने माह अप्रैल 2020 में लंबी अवधी तक लॉकडाउन के दौरान कम उत्पादन से शुरुआत की, लेकिन आप सभी की कड़ी मेहनत, समर्पण और उत्साह से अगले माह ही गति प्रदान की। प्रत्येक तिमाही के बाद हमने अभूतपूर्व व्यावसायिक प्रदर्शन करते हुए विगत वर्ष की तुलना में 925 हजार टन धातु एवं 690 टन अधिक मात्रा में चांदी के लक्ष्य को पूरा करते हुए उपलब्धि हांसिल की है। हमने पिछले वर्ष की तुलना में कम लागत और सुरक्षित किर्तिमान से सफलता प्राप्त की है। हमारे प्रयासों को देश और विदेशों में विभिन्न संस्थानों द्वारा मान्यता प्रदान की गयी जिनमें डॉव जोन्स सस्टेनेबिलिटी इंडेक्स 2020 द्वारा एशिया पेसिफिक में प्रथम स्थान प्रमुख है। अपशिष्ट उपचार, पुनरुपयोग और पुनर्चक्रण के लिए आधुनिक तकनीक के उपयोग से जल संरक्षण में हमारे प्रयासों ने हमें 2.41 गुना वॉटर पॉजीटीव कंपनी घोषित किया है।

वित्त वर्ष 21-22 हमारे लिए नई चुनौतियां लेकर आएगा। महामारी का खतरा अभी भी खत्म नहीं हुआ है और मैं आप सभी से आग्रह करता हूं कि आपका अवसर आने पर आप सभी टीकाकरण करवाएं। हमें 900डॉलर प्रति टन से कम लागत पर 1.2 मिलियन टन धातु और 800 टन चांदी का उत्पादन करने की अपनी क्षमता का प्रदर्शन करना होगा। जिसे हमें अपने सभी सहयोगियों की सुरक्षा सुनिश्चित करते हुए एवं सभी पर्यावरणीय मानदंडों का अनुपालन करते हुए प्राप्त करना है। हमें अपने सतत विकास लक्ष्यों को 2025 की ओर अग्रसर करना है। हमें दोसवाड़ा में नई स्मेल्टर परियोजना को निष्पादित करना है। हमें अपने आसपास के समुदायों के साथ भी अधिक उत्साह से कार्य करने हैं।

मुझे पूर्ण विश्वास है कि हमारे संयुक्त प्रयासों से, हम नए मील के पत्थर स्थापित करना जारी रखेंगे और अपने हितधारकों के लिए दीर्घकालिक स्थायी मूल्य बनाएंगे।

शुभकामनाएं,

सादर,

अरुण मिश्रा

मुख्य कार्यकारी अधिकारी- हिंदुस्तान जिंक

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BUILDING A CULTURE OF SAFETY AT HINDUSTAN ZINC

TRAINING

Every month, the safety teams at Hindustan Zinc roll out key safety initiatives across all the operations and units to raise awareness amongst employees and contract workers. Multiple on-ground events and workshops were initiated under the awareness theme of 'PPE and permit to work' for Smelters and '5S and Prevention of hand and foot injuries' for the Mines. During the training 4350 contract workers were trained, 52 JCC done, 33 SOPs reviewed and Mass Communication was done at all the sites.



Demo Session at Dariba



Reward Ceremony at Pantnagar



Safety Choupal at Chanderiya



Tool Box Talk at Kayad



Demo Session at Zawar Mines



Housekeeping Drive at Dariba



Gate Meeting at Debari



Shramdaan at Agucha

PRIMARY HEALTH SERVICES AT THE DOORSTEP

HEALTH

Hindustan Zinc in partnership with Smile Foundation runs Mobile Health Vans across 3 locations - Zawar, Chanderiya and Agucha, to provide primary health care and referral services at people's doorsteps in its operational villages.

Rural and tribal people from 108 villages availed the services of Mobile Health Vans in the month of February. Awareness sessions were conducted on importance of balanced diet, respiratory system and national girls day covering 2715 participants. Point of care tests majorly for RBS and HB were conducted for 1315 people. Subham Seva Sansthan, the Homeopathy center supported by HZL also catered to 1641 patients through its services.



HINDUSTAN ZINC CELEBRATES SAKHI AAM SABHA

WOMEN EMPOWERMENT

Sakhi is Hindustan Zinc's flagship CSR programme under the women empowerment vertical; mobilizing 27500 rural women in 2248 Self Help Groups and 207 Village Organisations into 6 Federations across 6 Locations in partnership with Manjari Foundation. SHGs federation is an apex level institution that draws support from SHG members and Village Organizations, playing a vital role in strengthening the activities that benefit the women across communities. Hindustan Zinc organized Aam Sabhas to recognize the efforts of these women to drive financial inclusion and socio-economic empowerment. Sakhi Samridhi at Dariba, Sakhi Udaan at Agucha, Sakhi Shakti at Zawar and Sakhi Prerna at Debari did these Aam Sabhas in which more than 400 rural and tribal women participated and celebrated their achievements.



SHIKSHA SAMBAL WINTER CAMP

EDUCATION

As a part of Hindustan Zinc's Shiksha Sambal education program in partnership with Vidya Bhawan, a series of alternate winter camps were organized across locations. Professional trainers were part of the camp to support and guide students in class IX, X, XI and XII to improve board results. 63% of the class X students and 56% of the class IX



students from Shiksha Sambal schools were covered through the initiative. As a part of the camp, Physics, Chemistry and Mathematics classes were especially held for students in classes XI and XII at two locations - Dariba and Zawar.

NEW MICROFINANCE COURSE AT SEDI CENTRE OF KAYAD

SKILL DEVELOPMENT

Kayad mine launched a microfinance course as part of skill development initiative for youth in the area. The first microfinance batch started from 1st February 2021 at the Skill and Entrepreneurship Development Institute (SEDI) with 20 students enthusiastically joining the program from the local villages. Before starting the batch, a dedicated counselling session focused on motivating the trainees to give their 100% in their work so as to enhance their employability quotient to get better results in job placement.



CONNECTING FARMERS TO AGRICULTURE INSTITUTE

SUSTAINABLE LIVELIHOOD

Hindustan Zinc under SAMADHAN project organized an exposure visit for 6 farmers from Debari & 4 farmers from Zawar for 15 days at the Mushroom Cultivation training unit in MPUAT Udaipur, under Rashtriya Krishi Vikas Yojana. Through this technical skilling program, the farmers got an opportunity to get certified & also receive guidance on the process of mushroom production in farms. The objective was to develop an entrepreneurial mindset to help them improve their income & commercial benefits.



DEVELOPING WATER INFRASTRUCTURE AT DEBARI

WATER INFRASTRUCTURE

To ensure safe drinking water at Debari, Hindustan Zinc inaugurated 2 water RO hub plants at Gudli and Sakroda panchayat, and 1 water ATM at Palakhadri village. 3 RO plants were also installed at Merta, Mahaj ki Khedi and Mandesar villages. A huge number of local village leaders & representatives, community members & employees were part of this social initiative. 11 water ATMs are already successfully running on self-sustainable mode in some villages. This water project is estimated to benefit more than 3000 local families around them.



DARIBA EMPLOYEES HELP COMMUNITY FIGHT MALNUTRITION

ENGAGEMENT



A sensitization session on malnutrition was organized in nearby areas by the employees of Dariba wherein importance of including right ingredients to create a balanced diet for children was shared. Further, employees participated in these sessions with the community and provided them with the raw materials required to prepare nutritious food for malnourished children and lactating mothers. This is part of the employee engagement initiative 'Let's Pledge to eradicate Malnutrition in our community'. They also interacted with the caregivers and nutritionists who demonstrated recipes that can be cooked to tackle malnutrition.

VOCAL FOR LOCAL

VOLUNTEERING

To strengthen the connect between employees and local communities, a Sakhi stall was set up for 3 days at Kayad Mine for the employees. A variety of products were available at the stall including pickles, masks, candles, *ghee*, honey, pulses and spices made by the rural women of the Sakhi groups. The event was inaugurated by Mr. KC Meena, Director - Kayad Mine and along with him more than 100 employees actively participated, leading to a total sales of around 20K in 3 days.



HINDUSTAN ZINC CELEBRATES ITS WOMEN OF METTLE

#CHOOSETOCHALLENGE

Hindustan Zinc as an “Equal Opportunity Employer” is committed towards building a culture of inclusivity & diversity and ensuring the progress of women. On International Women’s Day, the company celebrated its women employees, spouses of employees, female contract workers as well as local community women.

Both, the Chairman of Vedanta Group, Shri Anil Agarwal along with his daughter, Priya Agarwal Hebbar, the Non-Executive Director of Vedanta Group started the international women's day celebrations through a live, interactive session. They shared various nuances on the importance of work life balance, multiple initiatives across the company to promote equal opportunities and also appreciated the milestones achieved by women across functions and walks of life.



8th March saw a special and motivational talk for women employees by Smt Smriti Zubin Irani, Minister for Women and Child Development and Textiles. She emphasized, "Grassroot challenges that seek immediate solutions have become the mainstay of the Vedanta philosophy, and this is an inspiration to many in the corporate sector. The fact that it is ably led by a gentleman who has supported women in the Vedanta family gives us enough cause for celebration as I believe that if we truly want to empower women, it is important to enable them towards a better future."

Vedanta Chairman Anil Agarwal said: “Once women are convinced that they are doing the right thing, they can bring about phenomenal productivity. Nand Ghar is focusing a lot on technology and innovation. I am sure that with your support, we will be able to bring 2 crore women to the mainstream.”



In addition to this, there was also an interactive session where Mrs. Kiran Agarwal, Chairperson of Hindustan Zinc virtually engaged hundreds of rural Sakhi women and had a freewheeling conversation with them.

She shared her views about how women empowerment is the key to ensure the overall development of not just families but also communities. She congratulated each of the Sakhi women for their immense contribution and hard work especially during challenging times. The Chairperson also spoke of how each woman's inspiring journey and efforts have taken the Sakhi program to the next level. During the session, the community women members shared their stories of transformation and empowerment through the Sakhi program by Hindustan Zinc.

In addition to these sessions throughout the day, series of initiatives were organized across operational units. An awareness program on Women Wellness was conducted by Mr. Hemant Pareek, celebrity fitness trainer, for all women employees of Hindustan Zinc. Activities such as showcasing a movie on the life of a woman leader, inauguration of an open office workplace by women leaders were organized at Kayad unit. Special changing rooms for women were inaugurated at Agucha. The team at Chanderiya organized a self-defence training session for women. Zumba Fitness sessions were held for women at Dariba. Debari and CRDL team organized a motivational session with Ms Sabira Hita. LMV driving classes were inaugurated at Zawar for the women miners. Pantnagar team shared e-newsletters to celebrate women business partners. Sakhi women from local communities celebrated Sakhi Utsav at respective villages across all locations by organizing various games like archery, matka daud, jalebi race, tug of war and musical chairs as well as through dance and skits.



OPTIMINE ANALYTICS MODULE FOR LOADERS AND TRUCKERS AT SINDESAR KHURD MINE

TECHNOLOGY

Hindustan Zinc has been relentlessly working to achieve excellence through digitalization and that has been a possibility through the persistent efforts of the employees and business partners.

Sindesar Khurd Mine takes the stride with their usage of the OptiMine analytics module. This analytics module will predict failures of machine components such as engine, brake, transmission, retarder, and engine cooling system. It will help in carrying out shift-wise maintenance activities based on these predictions. It improves the availability of LHDs and LPDTs by reducing breakdown hours.

HINDUSTAN ZINC SETS UP INDIA'S FIRST UNDERGROUND AMBULANCE & FIRST AID STATION

PIONEERS

Rampura Agucha Mine has developed India's first underground First Aid Station & Ambulance centre equipped with a fresh airbase dedicated to the underground mine. A rescue team along with a medical practitioner under the charge of a qualified Medical Professional & Rescue Head is a part of the centre.

This first-of-its-kind below the ground rescue and aid system is functional 24 hours at the underground station along with its dedicated rescue and paramedical staff.

The underground mine station also has a dedicated emergency vehicle, equipped with AED, ECG and Reviving Apparatus. The facility is also installed with a resting Air-Conditioned facility armed with portable Oxygen Cylinders & Saline bottles, BP Monitoring Instrument, Dehydration measuring instrument & Pulse oximeter which can be used in case of any emergencies.



HINDUSTAN ZINC LEADS THE WAY FOR REDUCING CARBON EMISSION IN UNDERGROUND MINING

Hindustan Zinc & Epiroc Rock Drills AB sign an MoU for Zero Emission and Sustainable Mining by introduction of Battery Electric Vehicle (BEV) in underground mining

CARBON NEUTRALITY

A pioneer in adopting innovative solutions and smart technologies for responsible mining, Hindustan Zinc sets a new benchmark as the company leads the way for introduction of Battery Electric Vehicles (BEVs) in underground mining.

Taking a step closer to achieving carbon neutrality, Hindustan Zinc signed a Memorandum of Understanding with Epiroc for 'Zero Emission and Sustainable Mining by introduction of Battery Electric Vehicle (BEV) in underground mining'. These battery-operated vehicles will help reduce carbon emissions, enabling the mine operations to become more environment friendly. With this partnership, Hindustan Zinc will become India's first mining company to introduce Electric Vehicles in underground mines.

Industrial activities around the globe are fast moving towards building sustainable partnerships that bring efficiency and expertise to business. It's imperative for any partnership to share same values to be successful, and both Hindustan Zinc as well as Epiroc India share the values of safety, sustainability, innovation and technology in running operations.





“At Hindustan Zinc, we are committed to Smart, Safe and Sustainable operations and we believe that as a leader it is incumbent on us to be catalysts for transformation towards adopting sustainability driven business solutions. This partnership with Epiroc fortifies our commitment to green and responsible mining and takes us further in the right direction to achieve carbon neutrality, in line with our emission reduction Sustainability Development Goal for 2025.

– **Mr. Arun Misra, CEO, Hindustan Zinc**

The future is electric, and technologies such as these will be at the forefront of smart operations. This partnership will in future allow a fleet of highly efficient electric powered equipment that at one end will reduce carbon emission by replacing diesel-fuelled equipment and on the other hand will increase productivity with its evolved design.

Sustainability across operations is part of the core business philosophy at Hindustan Zinc. As a COP26 business leader, the company has been consistently working towards achieving science-based targets (SBT) to curb carbon footprint. It is part of the prestigious CDP “A List” for all its initiatives towards tackling climate change and is also ranked 1st in Asia Pacific & 7th Globally by The Dow Jones Sustainability Index 2020.

With this, Hindustan Zinc will become the first mining company in India to introduce electric vehicles in underground mines.

“A safer and cleaner mining starts only if someone takes the first step. Epiroc wants to be an enabler in this aspect and this memorandum with Hindustan Zinc Limited is a first step on our mutual journey for a safer and more sustainable mining operation to come.”

– **Mr Jerry Andersson, Managing Director, Epiroc India**



V-BUILD WORKSHOP TO GROW IN-HOUSE TALENT

DEVELOPMENT

Employees are at the heart of Hindustan Zinc and the company makes a conscious effort to constantly build and grow employees as professionals through the multiple programs within the organization. V-Build is an initiative to engage the high potential - high performance employees and give them an opportunity to take up high value and high impact projects that can empower the individual as well as boost the progress of the company.

Employees who have shown exemplary performance with high business acumen, leadership orientation and have an innovative mindset are given an opportunity to take up projects on Safety-Environment-Sustainability, Community Development, Volume, Cost, R&R, Governance & Compliance, People Development to create further value for all internal and external stakeholders. The program focusses on embracing newer technologies, digitalization & innovation and global benchmarking practices as a key to create a forward thinking, motivated organization. Through this leadership succession planning exercise, 84+ employees have been covered across functions with a scope to identify more future leaders of change.

WOMEN COUNCIL OF PMP CELEBRATES ROAD SAFETY MONTH

ROAD SAFETY

Women Council of Pantnagar Metal Plant organized a special rally in their residential area during Road Safety Month to create awareness. Also participated in these activities were the women employees of PMP along with all the business partners and their family members.

Mr. Mohan Fartade - Unit Safety Head briefed participants about the road safety rules and regulations and steps to be followed while driving. During the event, various activities like general quiz on road safety, skit performance by women council team, drawing competition on the theme 'Road Safety' for kids were conducted to engage participants.



KNOW YOUR COLLEAGUES




BALANCING WORK, LIFE & NUMBERS

KAJAL SARDA

CORPORATE FINANCE CONTROLLER

Q: What inspires you?

A: Respect for my profession, the pride in the eyes of my family and having high expectations from myself inspires me to continuously perform better

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

A: Being a part of VC growth workshop enabled me to take up a completely new role in 2017 at HZL. This became an opportunity for me to step out of my comfort zone and unleash my potential in a completely different way.

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

A: Continue to have no gender bias and promote equality & team spirit at workplace

Q: What is the goal that you have set for yourself as Corporate Finance Controller?

A: To add value to my work and also have a work life balance

Q: What is your mantra for success?

A: Take risks. If you don't try, you'll never fly.

Q: What does innovation mean to you?

A: Doing something which is different from the normal

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

A: To catch up with my family and be there for them. I ensure to make quality time for them.

THE CLICHED QUESTIONS

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

A: Chocolates, Mobile, Music

Q: Favorite Movie/ actor/ song

A: Queen/ Kangana Ranaut/ London Thumakda

Q: Biggest fear

A: Getting stuck in a lift without electricity backup

Q: Favorite destination

A: Switzerland

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

A: To never fall sick



Q: A message for our readers

A: Vedanta group recognizes talent and gives lots of equal opportunities to every employee. If we are hardworking, sky is the limit here. I would recommend everyone to emerge as a budding star and take up higher responsibilities and opportunities that come your way.

FOR THE FOURTH CONSECUTIVE YEAR

MATTER OF PRIDE

Commitment towards Environment, Social and Corporate Governance (ESG) is one of the core principles that drive business operations at Hindustan Zinc. The company proactively works towards ensuring sustainable practices are an integral part of operations, and a testimony to this is the inclusion of Hindustan Zinc in the globally acclaimed Sustainability Yearbook 2021 by S&P Global for the 4th consecutive year.



THE TECHIE WALKATHONER WINS

FITNESS

Mrs. Ramadevi Sangu, a senior manager in the IT team at Udaipur, is a health and fitness enthusiast. She successfully completed a 15km walkathon held by Radio City Udaipur and was awarded a medal by the organizers. We are really proud of her and congratulate her on this feat.



KHEL KUMBH- PROMOTING SPORTS AT GRASSROOTS

SPORTS EVENT

Khel Kumbh 2021 started with great pomp and splendor and was spread over 3 days at Dariba. It witnessed a huge gathering of more than 10,000 people including 2000 participants from 29 Gram Panchayats of the region. The Chief Guests Mr. C.P Joshi – Speaker of Rajasthan Legislative Assembly, Mr. Harish Choudhary – Revenue Minister, Mr. Ashok Chandna – Sports Minister of Rajasthan, and Mr. Arvind Kumar Poswal – Collector Rajsamand actively participated in this sports festival. During the inaugural session, Rajasthan Sports Minister affirmed that ‘The Government is leaving no stone unturned to promote sports across the state’.



Multiple games including Tug of War, Volleyball, Kabbadi, and Football were organized. Khel Kumbh was a huge success with support from Hindustan Zinc & District Administration leaving behind a trail of great memories and achievements for the people of Railmagra Tehsil.



ZINC FOOTBALL'S EXPOSURE TOUR TO GOA

FUN MATCH

The under-18 team of Zinc Football Academy travelled to Goa for an exposure tour where they played matches against SESA Football Academy and FC Goa. The travelling squad also took a tour of the excellent facilities at SESA Football Academy. In the first match, Zinc Football Academy went down to SFA 3-1. But in the second match against the Under-18 team of ISL heavyweights FC Goa, they exhibited intense hunger and dominated ball possession throughout the match. They ended this friendly tour by comfortably winning the match 3-0.



DEBARI BATS A SUCCESSFUL INNING

TEAMWORK

Hind Zinc cricket tournament was organized in Debari with 8 teams comprising employees, business partners and their families competing for the trophy. The level of enthusiasm and excitement shown at the game by the teams proves that age is just a number; you must have the willingness to do something. The event started with a friendly match between the Management and the Union, and the final match was between Zinc Panthers - Cell House and CRDL Stallions,. After a nail biting finale, Zinc Panthers won the match and took home the trophy.





Dear Employees,
Hope you enjoyed reading the March 2021 edition of Zinc News.

Now it is time for some quiz around it.

The correct answers will automatically enter a lucky draw and 3 winners will each get an exciting prize!

WINNERS OF FEBRUARY 2021 ZINC NEWS QUIZ



ABHIRAM MENON, PROJECTS, ZAWAR

PAVAN SINGRAUL, GAP - PLANT 1, JHARSUGUDA

VINOD JAROLI, POWER, CHANDERIYA

Congratulations! We will contact you soon regarding your prizes!

FROM THE EDITOR'S DESK

Dear Readers,

March is a month of many; be it emotions, celebrations, pledges or just plain numbers as it calendarizes a wide spectrum of occasions including International Women’s Day, Global Recycling Day, World Water Conservation Day, Holi and of course the end of the the financial year.

It is also an opportunity for all of us to strengthen our connect with each other and so we are putting extra efforts this month to engage and interact with you.

For women around the world, this month is a reminder of the journey so far and what more needs to be done. The path has now progressed from empowerment to equality and it is incumbent on all of us to ensure that we continue to imbibe in body and spirit our motto at Hindustan Zinc of being ‘an equal opportunity’ employer.

Regards,
Dipti Agrawal
Head - Corporate Communication

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