

# Hindustan Zinc breaks barriers with all-women night shift at Rampura Agucha

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Hindustan Zinc Limited now includes women in night shifts at its Surface (Mill) operations in Rampura Agucha. The all-women team will work full night shifts from 10 PM to 6 AM in mining operations across the mill control room. This move is part of Hindustan Zinc's journey to transform the traditionally male-dominated sectors of metals, mining, and heavy engineering. The company pioneered industry firsts by appointing India's first female underground mine managers and forming the country's first all-women underground mine rescue team.

## Widening inclusion across mining operations

Women are also actively contributing across back shifts at key locations, such as the Dariba Smelting Complex, Zawar Mines, and Sindesar Khurd Mine. As a result, Hindustan Zinc has achieved a gender diversity ratio of over 25 per cent, one of the highest in India's metals, mining, and heavy engineering sectors.



“By integrating women into night shifts at our underground mines, we’re not just breaking barriers, but we’re also setting new benchmarks for inclusion on the ground.” said Priya Agarwal Hebbar, Chairperson – Hindustan Zinc Limited.

Hindustan Zinc is revolutionising operations by utilising technologies like Industry 4.0, digitalisation, robotics, and automation. The company’s digital mines, featuring tele-remote underground mining and real-time analytics, offer inclusive career pathways for all. In FY25, over 33 per cent of women joined the company through campus recruitment drives, making it the top choice for women in metals.

## Women leading the way

Yashika Ramnani, Graduate Trainee – Mill Operations at Rampura Agucha, said, “I’m proud to be one of the first women to be deployed on the night shift. Hindustan Zinc’s inclusive culture, strong mentorship, and opportunities have given me the confidence to push boundaries and excel in ways I never imagined.”

Subhasmita Parida, Associate Manager – Mill Operations at Rampura Agucha, said, “Being one of the first women to be a part of this team will help me gain valuable skills, making me more independent and confident. This initiative will support my professional and personal growth.”