

## IWD 2025: Vedanta achieves 21% women in talent pool, 28% in decision-making roles

- One of the highest representation of women in the workforce in the metals and mining industry
- Company on track to achieve 30% women representation by FY2030
- Women at the forefront - aluminium potline to be exclusively managed by women, features India's first all-women mining rescue team and all-women firefighting team,

**New Delhi, 8 March 2025:** Vedanta Group is proud to celebrate the remarkable contributions of women across its operations as they continue to break barriers and redefine the future of the industry. Today, the Group announced that with 21% gender diversity in its workforce, it is well on track to achieve its target of 30% women representation by 2030. Notably, 28% of its women representation is in decision-making roles, highest among metals and mining companies in India.

The natural resources sector has historically faced glaring under-representation of women in its workforce. As one of the world's fastest growing natural resources companies, Vedanta is bridging the talent gap by adding qualified women into its fold. Aligned with Vedanta's sustainability goals, the company has implemented progressive people policies to support its workforce, including rich job content, targeted hiring, mentorship programs, accelerated career-growth opportunities in high-growth businesses. Policies such as 'No Questions Asked' work-from-home option for women, flexible work hours, yearlong sabbatical for childcare, spouse hiring etc., support their growth during different life-stages. Vedanta also ensures financial aid for education and gender affirmation procedures, reinforcing its commitment to transgender inclusion.

**Priya Agarwal Hebbbar, Chairperson of Hindustan Zinc Limited and Non-Executive Director of Vedanta Limited,** added, *"At Vedanta, we are committed to fostering an inclusive workplace for all. Women-led development has become the centerpiece of sustainable growth in India - and we at Vedanta are dedicated to support this. Closing the gender gap will help India gain USD 770 billion with just a 10% increase in female workforce participation. This day is not just about equality - it's about unlocking a massive economic opportunity. Investing in women-led development at the grassroots level is not just a social imperative; it is the smartest economic decision. In our endeavour to Accelerate Action through progressive policies, such as flexible working hours, no-questions asked leave, upskilling initiatives and leadership pipeline development - we are ensuring that a job is not defined by gender but by capability. At Vedanta, we are not just redefining gender roles in a male-dominated industry—we are building a future where diversity drives innovation, inclusion fuels progress, and every individual has the power to create a lasting impact."*

In the early 20th century, women working in metals and mining were a common sight. However, the Indian Mining Act of 1923 restricted their entry into underground mines, and a complete ban was imposed in 1937 under the British rule. Although the restriction was briefly lifted from 1943 to 1946 - allowing nearly 70,000 women to work underground—the perception of metals & mining as an unsuitable profession for women persisted for over 80 years. It was only in 2019, after a petition by a group of seven mining engineering students, that the Indian government finally lifted the ban and Vedanta's Hindustan Zinc swiftly emerged as the first company ever to deploy women mine engineers in their underground mines.

## Key Initiatives for Gender Diversity at Vedanta

- Hindustan Zinc has commissioned India's first and second all-women underground mine rescue teams which later, secured second place against top global teams at the International Mines Rescue Competition 2024 in Colombia
- Vedanta Aluminium, India's largest aluminium producer, has announced that it will have an entire production line operated and maintained exclusively by women, at its largest plant in Jharsuguda, Odisha. The Jharsuguda aluminium smelter is the world's largest. The project will be executed in three phases, with more than 100 duty positions identified across various levels, expertise, and competencies
- The all-women security team christened Durga Vahini by Cairn Oil & Gas is pivotal to stepping up security at Vedanta's oil fields in Rajasthan, ensuring safety across 38 sites. Women from rural areas now form a Quick Response Team (QRT), enhancing emergency preparedness.

Besides, Vedanta's International Women's Day celebrations extend beyond a single day, with a host of initiatives running throughout March 2025. At Hindustan Zinc and Vedanta Sesa Goa, select women professionals will have the opportunity to shadow key leaders. Self-Defence workshops by Vedanta will be conducted across all Vedanta business units. These sessions will equip 15,000 women with essential skills in threat identification, emergency response, and practical self-defence techniques, boosting personal safety and confidence. Sakhi Utsav by Hindustan Zinc will bring together 10,000 Sakhi didis from Rajasthan and Uttarakhand. This event will highlight women's contributions in entrepreneurship, social advocacy, and talent development.

Through its industry-leading people practices, Vedanta is shaping a future where women across industries and communities have equal access to opportunities, driving progress for themselves and for India's growth.

### **About Vedanta:**

Vedanta Limited ("Vedanta"), a subsidiary of Vedanta Resources Limited, is one of the world's leading natural resources companies spanning across India, South Africa, Namibia, Liberia, UAE, Korea, Taiwan and Japan with significant operations in Oil & Gas, Zinc, Lead, Silver, Copper, Iron Ore, Steel, Nickel, Aluminium, Power & Glass Substrate and foraying into semiconductors and display glass. For two decades, Vedanta has been contributing significantly to nation building. Governance and sustainable development are at the core of Vedanta's strategy, with a strong focus on health, safety, and environment. Vedanta has put in place a comprehensive framework to be the ESG leader in the natural resources sector, is committed to reducing carbon emissions to net zero by 2050 or sooner and aims to spend \$5 billion over the next 10 years to accelerate this transition. Giving back is in the DNA of Vedanta, which is focused on enhancing the lives of local communities. Anil Agarwal Foundation, the umbrella entity for Vedanta's social initiatives, has pledged Rs 5000 crore over the next five years on various social impact programs and its flagship project, Nand Ghar is setting up model anganwadis across India. Vedanta Ltd. has been listed in Dow Jones Sustainability World Index 2022, conferred Golden Peacock Award for excellence in Corporate Governance 2022 and certified as a Great Place to Work 2023. Vedanta Limited is listed on the Bombay Stock Exchange and the National Stock Exchange.

For more information, please visit [www.vedantalimited.com](http://www.vedantalimited.com)

### **About Anil Agarwal Foundation**

The Anil Agarwal Foundation is the umbrella entity for Vedanta's community and social initiatives. The focus areas of the Foundation are Healthcare, Women and Child development, Animal Welfare Projects, and Sports Initiatives. Anil Agarwal Foundation aims to empower communities, transform lives, and facilitate nation building through sustainable and inclusive growth. For more information, visit: [https://www.vedantalimited.com/eng/social\\_impact\\_csr.php](https://www.vedantalimited.com/eng/social_impact_csr.php)

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