



Responsible Operations for Sustainable Future

SUSTAINABILITY REPORT 2020-21





Responsible Operations for Sustainable Future

Over a decade ago we embarked on the sustainability journey with a vision of Zero harm, zero waste and zero discharge. We are committed to not only being the lowest cost producer but to do so in the most sustainable manner. To achieve our vision, we have established a robust sustainability framework, we have aligned our practices to international guidelines, employed best in class technology and we are constantly challenging ourselves to get ahead. This year our focus was to ensure we highlight our efforts of responsible operations towards our environment, communities, employees and business partners – a report of our efforts towards a sustainable future.



ABOUT THIS REPORT

This is our 13th Sustainable Development Report developed in line with the Global Reporting Initiative framework - Sustainability Reporting Standards (GRI Standards). It is mapped to the United Nations Global Compact (UNGC) and aligns to Sustainable Development Goals (SDGs). It reports our approach and disclosure towards triple bottom line principles - people, planet, and profit. This report covers the period of financial year 2021 unless otherwise specified and includes all businesses under our operational control. The report is our endeavour to articulate approach towards responsible operations for a sustainable future. Our report covers ESG topics relevant to our business as well as our stakeholders in line with principles of stakeholder inclusiveness and materiality. It outlines our actions over the past year to achieve our mission to be a world-class diversified natural resource company.

Data presented in this report is sourced from respective corporate functions at business units. All calculations and underlying assumptions involved have been explained throughout the report wherever applicable. The GRI content index has been presented at the end of the report. This report has been prepared in accordance with the GRI Standards: Core option.

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Business Overview

- Vedanta Limited is India's largest natural resources conglomerate with leading positions in seven key business segments. The group produces aluminium, copper, zinc, lead, silver, iron ore, oil & gas and commercial energy, with operations in India, South Africa, Ireland and Australia.



Contribution to National Ex-chequer

INR ~345 Billion

Contributed to the Ex-chequer in last 10 years

INR 2,740 Billion



Net Revenue

INR 868.63 Billion



Community Lives Impacted

~42,000,000*



Number of employees
and business partners

70,000 +



**Ranked #2 by
DJSI in Asia
Pacific in the
metals and
mining sector**

*Out of 42 million 39 million are from the e-shiksha program



Our Core Purpose

Our goal is to create long-term value for all our stakeholders through research, discovery, acquisition, sustainable development and utilisation of diversified natural resources. For accomplishing that, we empower our people to drive excellence and innovation. We demonstrate world-class standards of governance, safety, sustainability and social responsibility.



Our Core Values

Our Core Values guide us and help us achieve our purpose. They are:

- TRUST
- ENTREPRENEURSHIP
- INNOVATION
- EXCELLENCE
- INTEGRITY
- CARE
- RESPECT



Our Value Chain

Vedanta Resources supplies natural resources that help the world grow.

We have a portfolio of top-notch, low-cost, scalable assets that consistently generate strong profitability with robust cash flows, contributing to industry-leading market shares across our core divisions.

We have undertaken several Greenfield and Brownfield expansion projects throughout the world, successfully completed capital expansions involving complex technologies and large investments, in record time and at significantly lower costs.

Our value chain consists of...

EXPLORATION

We have consistently added more to our Reserves and Resources ('R&R') through brownfield and greenfield activities. This helps us to extend the lives of our existing mines and oilfields.

ASSET DEVELOPMENT

We have a strong track record of executing projects on time and within budget. We take special care to develop the resource base to optimise production and increase the life of the resource. We also strategically develop processing facilities.

VALUE ADDITION

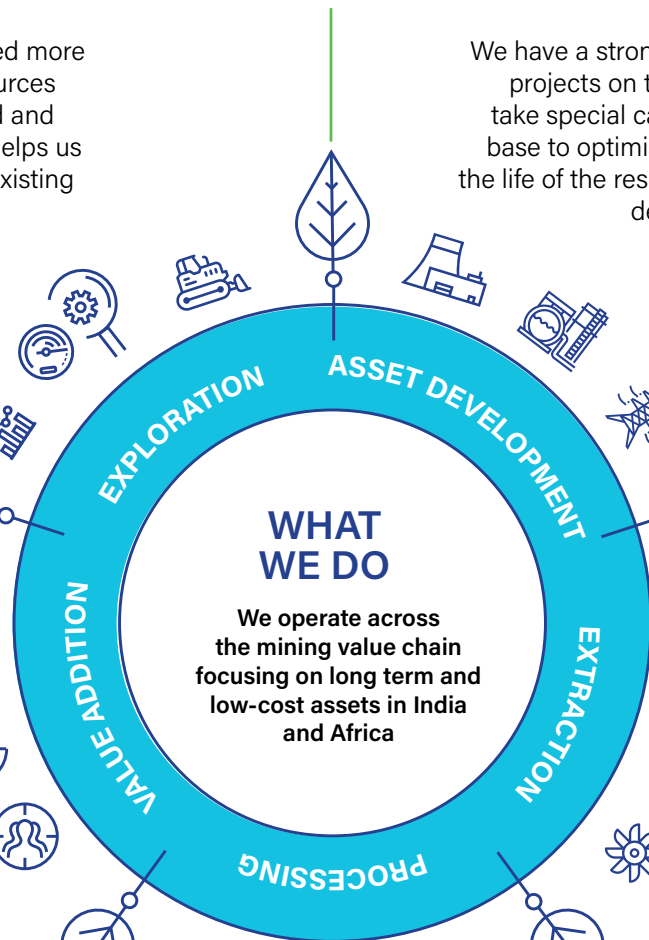
We meet market requirements by converting the primary metals produced into value-added products such as sheets, rods, bars, rolled products, at our zinc, aluminium and copper businesses.

EXTRACTION

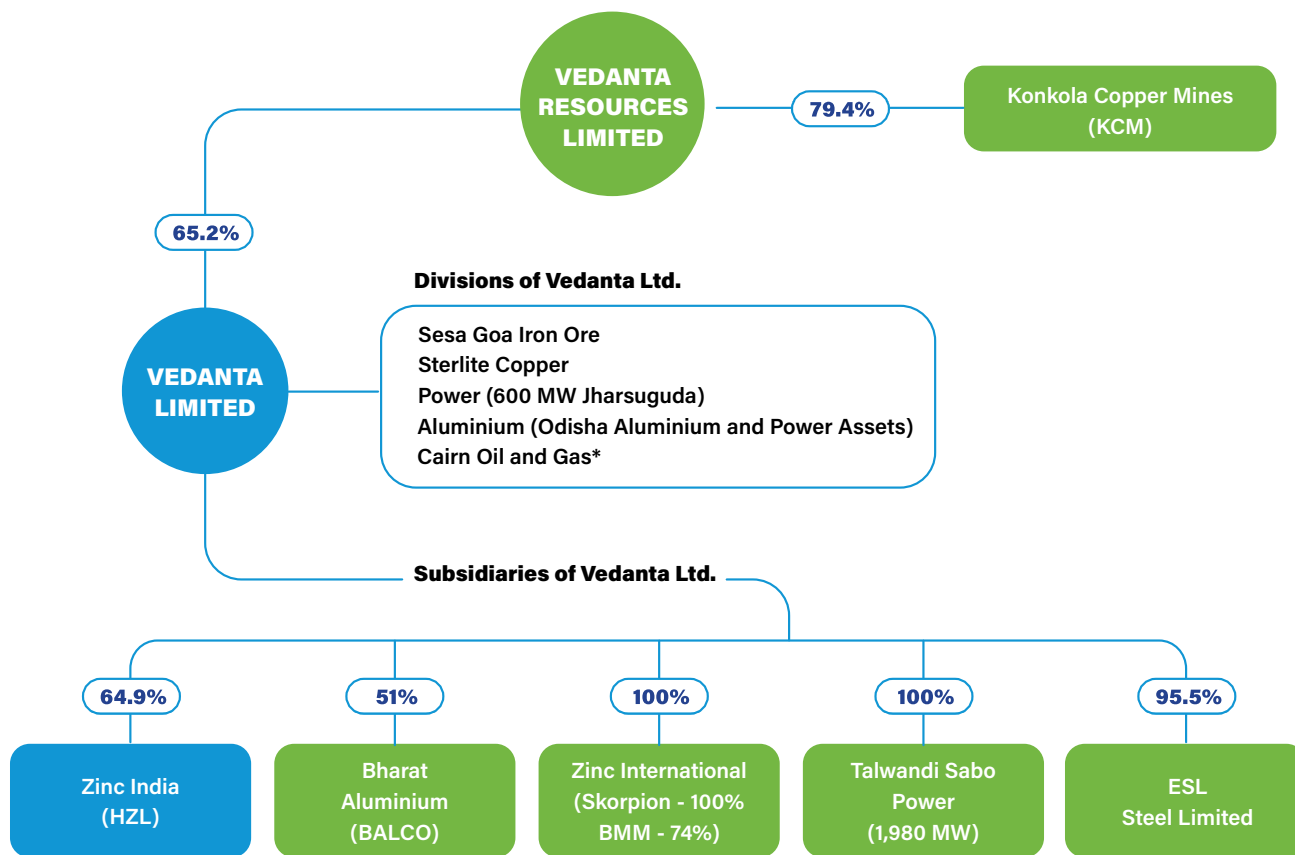
Our operations are focussed on exploring and producing metals, extracting oil & gas and generating power. We extract zinc-lead-silver, iron ore, steel, copper and aluminium.

PROCESSING

We produce refined metals by processing and smelting extracted minerals at our zinc, lead, silver, copper, and aluminium smelters, and other processing facilities. For this purpose, we generate captive power as a best practice measure and sell the surplus power to the grid.



The group's structure



● LISTED ENTITY ● UNLISTED ENTITY

Note: Shareholding as on May 01, 2021
*50% of the share in the RJ Block is held by a subsidiary of Vedanta Ltd.




Our production and products

Zinc **79%**
market share in India's primary zinc market

PRODUCTION IN FY2021

715 kt **203 kt**
Zinc India (HZL) Zinc International

Application Areas: Automobile | Rubber | Construction | Shipbuilding | Pharmaceutical | Paint




Oil & Gas Operates **25%**
of India's crude oil production

PRODUCTION IN FY2021

162 kboepd

Application Areas: Energy | Chemical | Textile | Plastic | Fertiliser | Pesticide | Paint | Dye



Silver **9th**
largest silver producer in the world

PRODUCTION IN FY2021

706 mt

Application Areas: Jewellery | Electrical | Solar | Telecommunication | Pharmaceutical




Aluminium **37%**
market share in India

PRODUCTION IN FY2021

1,969 kt **1,841 kt**
Aluminium Alumina

2.3 mpta total capacity

Application Areas: Transportation | Building & construction | Electronics | Aerospace



Lead **World's Largest**
fully integrated zinc-lead producer

PRODUCTION IN FY2021

204 kt

Application Areas: Automobile | Glass | Aerospace | Shipbuilding | Transportation | Paint



Power One of the largest private sector power generators in India


PRODUCTION IN FY2021

9 GW of diversified power portfolio

11,261 million units

Leading producers of wind power in India

Application Areas: Energy (captive as well as commercial)



Iron Ore & Steel One of the Largest iron ore miners in India

PRODUCTION IN FY2021

5mt **596 kt** **1,187 kt**
Iron Ore Pig Iron Other Steel Products

Application Areas: Automobile | Locomotive | Shipping | Building & Construction | Engineering



Copper One of India's Largest copper producers

PRODUCTION IN FY2021

101 kt*

Application Areas: Electric Power Transmission | Renewable Energy



*Note: The copper plant at Tuticorin has not been operational since March 2018



From the Chairman's Desk

Anil Agarwal, Chairman, Vedanta Limited

Dear Stakeholders

Vedanta has had a long-standing commitment to sustainability and ESG. We have been guided by our philosophy of 'Zero Harm, Zero Waste, Zero Discharge' and over the years our teams have collaborated with international partners to bring in new practices, technologies and innovation in all dimensions of Environmental Stewardship, Social Responsibility, and Good Governance.

Today, Vedanta stands committed to play its part in helping the planet heal from unchecked exploitation of its natural resources. Top of the list is our commitment to help prevent an acceleration of the climate crisis. Our Energy and Carbon Management Policy and Performance Standard commit our operations to global best practices. In FY2020, we had revised our Energy & Carbon policy to include a commitment to substantially decarbonize the business by 2050 and voluntarily pledged to move towards carbon neutrality. As it stands today, we are committed to reducing our GHG emissions intensity by 20% by FY2025 from a 2012 baseline. By Q3 of this year, we will be announcing significant plans that will enable us to meet this commitment. We have already taken

several steps that will help us get there.

Earlier this year, we created a position for Director - Carbon to drive Vedanta's decarbonization journey. Along with the Chief Operating Officers of our businesses, we have created a Carbon Forum to drive this agenda across the group companies. This year we also fine-tuned our KPIs to ensure that delivery on carbon reduction becomes part of the performance pay evaluation for ESOP eligibility. Your company has also signed the "Declaration of the Private Sector on Climate Change" - an initiative by the MoEF&CC to pledge our commitment. Vedanta joins 24 other leading Indian corporates in this endeavor - signaling corporate India's commitment to decarbonize. I am happy to note that earlier this month, the Aluminium business became the largest purchaser of green power in India, having bought 354 million units of renewable energy from the India Energy Exchange (IEX) Green-Team Ahead market. This amounts to more than 35% of total green power traded by the exchange in Q1 of FY2022.

We are also committing resources across all our business verticals to get ready for the emerging demand for metals like aluminium, copper, zinc, and steel to meet the requirements of the green/renewable economy.

Vedanta released the first Climate Change Report in line with the Taskforce on Climate-related Financial Disclosures (TCFD), becoming the first Indian metals and mining company to do so. This report joins the suite of our other ESG disclosures like the Sustainability Report, Integrated Annual Report, Business Responsibility & Sustainability Report, and Tax Transparency Report and will bring in greater transparency in our disclosure standards.

We also continue to drive efforts to reduce our overall environmental footprint. Hindustan Zinc became the first company in the Group to become water positive. This is a culmination of a journey more than 5 years in making. In similar vein, we are looking at multiple avenues to reduce and recycle our waste stream. For a third year in a row, we recycled more than 100% of our fly-ash. We also have plans to create value-added products from wastes such as aluminium dross and jarosite, thereby completely eliminating these waste streams.

There have also been gains in improving our social and societal programs.

We have put significant resources to

ensure that our workforce, their families and the communities we operate in have adequate support to protect themselves from Covid-19. We pledged INR 1.5 billion to help the country in its fight against the second wave of COVID-19 along with setting up 1,000 specialty beds in 10 locations across India. Sterlite Copper, which has a capacity to produce 1,000 tonnes of oxygen at Tuticorin, is catering to the needs of COVID-19 patients in the region. By August, the Tuticorin plant had cumulatively dispatched 2,000 MT of liquid oxygen - a strong indicator of our commitment to serve those in need.

Our CSR programs touch the lives of more than 42 million people around our operational areas. Nandghar, our flagship program of child-day-care centers, is now operational across 11 states and its 2,300+ locations have enhanced the lives of 65,000 children and 52,000 women. This year the Anil Agarwal Foundation also announced a partnership with the Bill and Melinda Gates Foundation to support the Government of India's Ministry of Women and Child Development (MoWCD) in its endeavor to end all forms of hunger and malnutrition.

Your company also has an industry-leading program to ensure gender diversity in its workforce. In FY2021, 11.3% of our employees and 30% of new hires were women. At Hindustan Zinc, we appointed

Sandhya Rasakatla as India's first woman underground-mine manager and along with her colleague Yogeshwari Rane, she has become the first woman in the Indian Mining Industry to receive the 'First Class Mines Manager' certificate of competency in the "Unrestricted" category. Women managers such as Sandhya and Yogeshwari add tremendous value to the business and we are over-joyed to play our role in making this a more equal society for both genders.

Vedanta's goal is to become the developer of choice and towards this we are undertaking a significant change management program to overhaul our stakeholder engagement practices. We term this Social Performance and are currently piloting this at our Lanjigarh and Rajpura Dariba Complex operations. We are also embarking on a program to transform how we embed ESG management principles across our business. Efforts such as these are under-stated and will take time to mature, but I am confident that they will play a central role in making Vedanta a natural resources company with leading ESG practices.

Lastly, Vedanta's ESG focus is being recognised globally. The company's ranking in the Dow Jones Sustainability Indices (DJSI) in the metals and mining sector globally has risen to #12 in 2020, as against #24 in 2018. Hindustan Zinc

was ranked Number 1 and Vedanta Number 2 in the DJSI rankings for the Asia Pacific region, which bears testimony to our best-in-class sustainability practices. We have also significantly improved our CDP rating from D to B-. While still a long way to go, these results indicate that we are on the right track and rapidly making progress.

Despite these positive gains, the Vedanta family lost eight of our own to work-related injuries. This is a sobering fact and I have asked our management teams to re-double their efforts to ensure that we have a zero-fatality year. I am confident that the company will soon eliminate fatal risks from our operations.

As I look forward, I see huge opportunity ahead of us. Our economy has regained its growth momentum and we are operating in an industry that complements this growth curve. At Vedanta, we are cognisant of the immense growth potential and the ESG risks and opportunities. We will continue to operate in a manner that generates maximum value for our stakeholders. As an industry leader, we stand in solidarity with India, in its ambition of being Aatmanirbhar.

Anil Agarwal
Chairman



We touched lives of more than 40 million people through our CSR programmes



Dear Stakeholders

I am pleased to present to you our thirteenth sustainability report "Responsible operations for sustainable future" which highlights our ESG performance in the past year. To say that the year was tough is not enough, but at Vedanta we kept our eyes on our vision and maintained business continuity. The pandemic impacted our supply chain, productivity and business practices but we were determined to ensure we conducted operations responsibly while creating profits.

Our business is deeply intertwined with ESG concerns and we understand the value that sustainability practices create. And therefore, this year we have had increased focus on environmental, social and governance risks and their impacts. Our environmental approach is based on improving our existing processes and systems and proactively adopting more efficient processes. We achieved 30% water recycling and 94% utilization of high-volume low toxicity waste generated. For second year in a row we were able to achieve over 100% utilization of fly ash by usage of legacy waste. Despite production growth, our GHG emissions held steady at ~59 million TCO₂e, and till FY21 our efforts have resulted in ~14 million TCO₂e in avoided GHG emissions. Our Energy and Carbon policy commits

us to substantially decarbonize our operations by 2050 and we have embarked on a journey to meet this ambition. We are currently committed to reduce our GHG emissions intensity by 20% by 2025 from a 2012 baseline. In Q3 FY2022, we will be detailing our roadmap to get to net-zero carbon and I anticipate that this will transform the way we do business in the future.

It is a matter of deep regret and concern for us that we lost eight lives during the financial year. Safety is our core value and our vision is everyone goes home safe at the end of the day. Each fatality for us is a personal loss, and in order to ensure we do not have repeat incidents we have initiated a group wide fatality learning program with a third-party consultant. We have deployed resources in place to review all our critical risks and have launched an intensive critical risk management program. We believe safety is everyone's responsibility and we launched a "Right to refuse" program to empower our employees and business partners, alike, to refuse any activity they see unsafe for themselves or others. We are also focussed on ensuring that our employees and business partners understand that leadership is dedicated towards safety and wellbeing, and hence we have increased leadership presence on site through increased visible leadership and personal safety action plan.

Vedanta is also a strong believer to become a developer of choice in the areas of operation. This year we benefitted over 40 million people through our CSR outreach programs. We have launched initiatives in seven thematic areas and our COVID outreach has further augmented the metric. While our CSR program have been a strong area for us, we understand that community engagement goes beyond philanthropy and to this spirit we have undertaken a change management program for social performance to enhance our social license to operate.

To conclude, I would like to reiterate our commitment towards responsible operation, low cost sustainable development of assets, inclusive growth and environment responsibility. I would like to take this opportunity to express my gratitude to all our stakeholders for contributing and collaborating with us on our sustainability journey.

In future, we will continue to uphold our promise to make this world a better, safer, richer and happier place to live.

Sunil Duggal
CEO, Vedanta Limited



We have deployed resources in place to review all our critical risks and have launched an intensive critical risk management program. We believe safety is everyone's responsibility and we launched a "Right to refuse" program to empower our employees

Vedanta's ESG Landscape

Vedanta has been on sustainability journey for over a decade. Our business is now moving towards incorporating the larger ESG vision into its key business practices and we are proposing major changes at board level to ensure commitment from the highest level. Evaluating the risks and mitigative actions are core responsibilities of the risk committee, in addition to which we undertake an exhaustive materiality assessment in order to meet the stakeholder expectation. During FY2019, we completed the assessment and identified **high** (areas that require our immediate

attention and intervention), **medium** (areas that can be managed using our existing frameworks and protocols) and **low** (areas that need continuous monitoring to prevent them from becoming critical for the organisation over time) priority areas.

The materiality assessment process is in line with Global Reporting Initiative (GRI) standards. The materiality matrix is reviewed and ratified by the Executive Committee (ExCO).

HIGH	MEDIUM	LOW
Energy & Climate Change	Noise & Vibration	Land Acquisition & Rehabilitation
Water Management	Tailings Dam Management	
Solid Waste Management	Human Rights	
Air Emissions	Resource Efficiency	
Biodiversity	Transparent Disclosure	
Health & Safety	Materials Management	
Community Development	Learning & Development	
Supply Chain Sustainability	Use of Recycled Material	
Grievance Management	Brand Salience	
Compliance to Government Regulations	Innovation	
Upholding Rights of Indigenous People	Governance for Sustainability	
Ethical Business Practices		
Diversity & Equal Opportunity		



Strategic ESG priorities framework

HIGH PRIORITY ISSUE	SDG ALIGNMENT	FY2021 PERFORMANCE	VISION 2025
Health and safety	SDG 8.8 Protect labour rights and provide safe working conditions	8 fatalities TRIFR- 1.48	<ul style="list-style-type: none"> Zero fatalities Reduce TRIFR by 30% from 2021 baseline Health performance standards implemented and part of VSAP Employee and community exposure monitoring to be completed Mental health program implemented
Water management	SDG 6.4: Increase water use efficiency and ensure sustainable withdrawals	<ul style="list-style-type: none"> Water recycling 30.71% (GRI calculation) HZL a water positive BUs and implementation plan for other BUs 	<p>We continue to:</p> <ul style="list-style-type: none"> Review our water targets in alignment with global best practices For water stressed areas: have a sustainable sourcing model by 2025
Energy and climate change	SDG 12.2: Achieve sustainable management and efficient use of natural resources		<ul style="list-style-type: none"> Achieve energy savings of 10 million GJ
	SSDG 13.2: Integrate climate change measures into strategies, policies, and planning		<ul style="list-style-type: none"> 20% reduction in GHG emission intensity from a 2012 baseline
Solid waste management	SDG 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none"> Fly ash utilization of 110% Slag utilisation of 114% Total waste utilization of 94% 	<ul style="list-style-type: none"> Sustain the fly ash utilization at 100% Zero net waste from all our facilities
Tailing dam management	<p>SDG 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.4: achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment (regarding trailing dams and waste water treatment and reuse)</p>	<ul style="list-style-type: none"> 3rd party assessment in progress for all tailing facilities and real time monitoring initiated Dry tailing disposal facility initiated at HZL and Lanjigarh 	<ul style="list-style-type: none"> All tailing facilities audited and actions closed with real-time monitoring
Biodiversity	SDG 15.9: Introduce biodiversity management and planning into development processes		<ul style="list-style-type: none"> Review of site-biodiversity risk across all our locations

Continued...

Vedanta’s ESG Landscape

Continued...

Strategic ESG priorities framework

HIGH PRIORITY ISSUE	SDG ALIGNMENT	FY2021 PERFORMANCE	VISION 2025
Community development	SDG 11 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services (SHG’s)	<ul style="list-style-type: none"> • Social performance self-assessment completed across all BUs • Social performance pilot launched 	<ul style="list-style-type: none"> • Zero social incidents category 4 and above. • Signatories and participants on VPSHR. • Set up an external SP advisory body.
	SDG 4.4: Increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	<ul style="list-style-type: none"> • Number of youths given skill training 	<ul style="list-style-type: none"> • Skilling & employability creation for 60,000 youths by 2025
	SDG 2.1: End hunger and ensure access to safe, nutritious, and sufficient food, all year round SDG 2.2: End all forms of malnutrition	<ul style="list-style-type: none"> • 2,300 number of Nand Ghars established 	<ul style="list-style-type: none"> • 4,000 Nand Ghars constructed by 2025
Supply chain sustainability	SDG 8.7: Eliminate worst forms of child labour, all forced labour	<ul style="list-style-type: none"> • Flagship business partner program “Rubaru” introduced at HZL for sustainability management with focus on HSE, AO, MIP, skill development 	<ul style="list-style-type: none"> • Rubaru to be introduced at all Business Units across Vedanta • LME responsible sourcing implemented at applicable units. • Business Partner Excellence program rolled out for transparent performance driven engagement and partnership
Ethical business practices	SDG 16.5, 16.6, 16.7	<ul style="list-style-type: none"> • Completed 100% code of business conduct training 	<ul style="list-style-type: none"> • Continue to cover 100% employees in code of conduct training
Diversity and equal opportunity	SDG 5.5: Ensure full & equal participation of women in all decision-making in the political, economic, & public life	<ul style="list-style-type: none"> • Gender Diversity of 25% females on the boardImproved on-campus female recruitment to 37.3% 	<ul style="list-style-type: none"> • 20% women in workforce • Equal Opportunity for everyone • Equal representation in decision making bodies
	SDG 5.9: Adopt and enforce policies and legislation on gender equality	<ul style="list-style-type: none"> • Achieved 16% focussed on campus hiring from minority states and communities 	



Vedanta has been on sustainability journey for over a decade. Our business is now moving towards incorporating the larger ESG vision into its key business practices.

Our Sustainability Journey

The concept of Sustainability is embedded with our core business operations viz. power generation, Oil & Gas, Metals and Mining. Vedanta, as a responsible corporate citizen, has been taking up sustainability and CSR interventions since its inception, much before mandated by the regulatory authorities and now the Companies Act, 2013.

This is our 13th Sustainability report and each year we aim for most transparent disclosures, for our stakeholders., this edition of the report is our attempt to showcase our theme of Responsible Operations for Sustainable Future.

Sustainability Reports

2009-2021



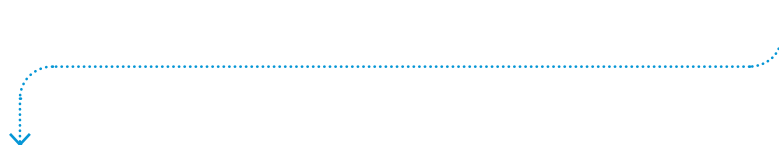
2009 | GRI G3
No Application Level
No Assurance



2010 | GRI G3 + MM
Application Level: A+
Assurance: ISAE3000



2011 | GRI G3 + MM
Application Level: B+
Assurance: VeriSustain



2012 | GRI G3.1 + MM
Application Level: A+
Assurance: VeriSustain

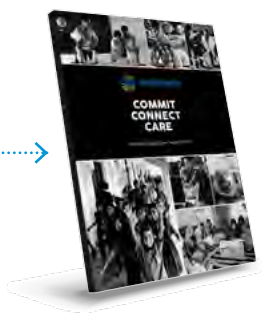
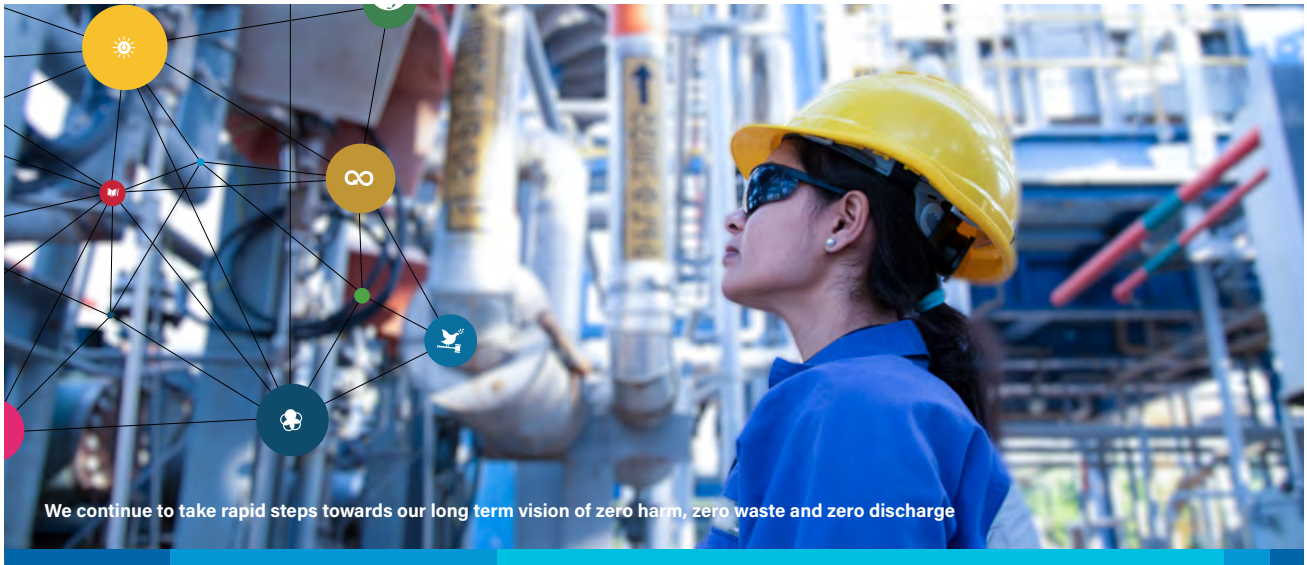


2013 | GRI G3.1 + MM
Application Level: A+
Assurance: VeriSustain



2014 | GRI G3.1 + MM
Application Level: A+
Assurance: VeriSustain

Our Sustainability Journey



2015 | GRI G4 + MM
Core Report
Assurance: VeriSustain



2016 | GRI G4 + MM
Core Report
Assurance: ISAE3000



2017 | GRI G4 + MM
Core Report
Assurance: ISAE3000



2018 | GRI Standards + OG
Core Report
Assurance: ISAE3000



2019 | GRI Standards + MM
Core Report
Assurance: ISAE3000



2020 | GRI Standards + MM + OG
Core Report
Assurance: ISAE3000



2021 | GRI Standards + MM + OG
Core Report
Assurance: ISAE3000

Supporting the Nation during COVID-19

For this generation there is very little that will compare to the last 1 year we have experienced due to the COVID pandemic. We had to reimagine how we work and live our lives. Through these rapid changes at Vedanta we maintained business continuity. We were supported by our highly skilled and agile workforce. We sought to respond quickly to protect the health of our employees, business partners and communities. These steps are in response to (and often ahead of) emergency measures and lockdowns implemented by government to control the spread of the pandemic.

A Group Level covid taskforce has been formalized under the strong leadership of Pankaj Kumar (Sterlite Copper CEO),

Rajinder Singh Ahuja (Group HSE head), the taskforce also has members from the business units and corporate HSES team. This Covid taskforce ensures strong compliance of SOPs/protocols and business continuity at respective units to prevent the spread of the infection and is also responsible to monitor and report the proceedings to the business leaders.

Our business units across the country have joined the hands with the central and local administration to provide support to secure livelihood opportunities, basic human needs, medial needs of the marginalized communities.

Around 20 Million employee contributions made

Over 40 Million lives community lives impacted

INR 1.33 Billion direct contributions made to PM and CM relief funds

Some of the key initiatives across the business units are listed below:

ODISHA

- **200 oxygen flow meter, 20 ventilator, 20 ICU beds** handed over to Govt Covid Hospital, Jharsuguda.
- **110 Oxygen cylinders** handed over to district administration.

- Meal for All Program: **Total 3,385 dry ration kits** have been provided to needy & poor families.
- Starting of **30 bedded Covid Care** at our Apollo Clinic to treat the

moderate symptomatic cases.

- N95 mask is distributed in community and plant locations & Around **164 thousand reusable mask prepared by Subhalaxmi members and SHG** and distributed.

RAJASTHAN

- Distribution of more than **130,000 cloth masks**.
- Distribution of more than **100,000 dry ration**. And more than **150,000**

ready to eat meals.

- Grain Bank initiative - collection & distribution of **16.72 tonne** collection of grains & pulses by Sakhi Women & Samadhan Farmers.
- Doorstep healthcare -MHVs: Tele counselling; **336+ OPDs**. Reached **144 villages**.
- **24*7 telemedicine tie-up** with Apollo hospital for employees & their families.





- **100 bed quarantine centres** developed at living quarters to facilitate crew travel & isolation of the infected employees in Barmer.
- Sensitization drives and awareness sessions across living quarters, office premises & business partners camps.

ANDHRA PRADESH

- Supporting with **5 oxygen concentrators** and **50 oxygen cylinders** to area Hospitals.
- Supporting community by providing medical infrastructure at S'Yanma PHC upgrade as Covid Care Centre.

PUNJAB AND JHARKHAND

- Liquid Medical Oxygen Supply (1.5.2021 - 10.6.2021)
Total - 485.26 T
Uttar Pradesh-18T, Bihar - 205.96T,

Jharkhand - 91.22T, Punjab-156.06T, Gujarat-14.02T

- Distribution of Kits during 45 above vaccination drive for Community.
- Supply of **300 sets of Covid Medicine**.
- Supply of oxygen concentrator.
- **1,500 Regulators** provided to Govt. Health Department
- **5,000 Antigen Kits** for Employees & Business Partners
- Oxygen cylinders procured for plant isolation centre - **20 oxygen cylinder - 47 meter cube each**

THOOTHUKUDI

- Has been supplying medical oxygen free of cost to the hospital in Tamil Nadu. Supplied **771.54 MT of liquid oxygen** & **3276 M³ of**

gaseous oxygen as on 16.06.2021

- Supplied provisions and **Covid safety supplies** worth **Rs. 8.5 million** to the communities during the COVID Crisis
- **64% of employees** and **54% of business partner** employees are **vaccinated** as on 31st May'21
- Distributed PPE kits to health care workers.
- Donated **Rs. 800 thousand (for 1,000 vials)** to Govt. Hospital for the purchase of Remdesivir Drug.
- Supplied **81 oxygenated beds** with infrastructure facilities to Thoothukudi Govt. Medical College Hospital, **25 oxygenated beds** to Kayalpattinam Govt. Hospital.



Supporting the Nation during COVID-19

CASE STUDY

Ensuring business continuity during pandemic



Our aluminium operations in Jharsuguda has been a front runner in ensuring safety, well-being and support during the pandemic. There were many proactive steps undertaken under the leadership team to ensure operations continued. Approximately 400+ patients were treated at the COVID care facility and were successfully recovered. During the pandemic the site ensured all personnel were undergoing thermal screening by cameras and scanners and over 15000 people were checked at the entry

gate. Dedicated medical staff was appointed at the entry to check the symptomatic cases of associate partners & logistics partners. The Jharsuguda team set up a COVID helpdesk which was available 24X7 to assist the employees and their families. Security team was deployed to check the status of the COVID guidelines. And slots for entry at the gate of any vehicles/ personnel were booked online through an application developed for the same to eliminate over-crowding and long waiting periods.

These proactive steps helped to successfully manage the pandemic on site and zero cases of post COVID complication was reported with a recovery rate of 99.5%



●
SDG 2
Zero Hunger

●
SDG 8
Decent Work and Economic Growth



Our business units across the country have joined hands to provide support to secure livelihood opportunities and basic needs.



Governance

GROWING RESPONSIBLY
Our operations are primarily located in the developing economies of India and Africa, and we have a responsibility to ensure that we play our role in development of these countries and their communities. We are focussed on constant growth, innovation, value creation and improving our operations.



Our products are building blocks for the nation



Ensuring inclusivity and transparency



Continuous stakeholder engagement



Supply chain across all 5 areas of metals and mining business

Economic Benefit to the Host Country

Our continued success depends on our ability to establish and maintain positive relationships not only with our customers and shareholders but also with our business partners, suppliers, and the communities across our value chain. Our business strategy is focused on delivering sustainable, long-term returns to our shareholders and creating value for our wider stakeholder fraternity.

Vedanta has a critical role in shaping people's well-being, generating employment opportunities and enhancing the economic prosperity of regions. We ensure this through the choice of products and services we offer to the society, our investment decisions, the contribution to public finances, direct & indirect employment opportunities and through

our community projects. Our industry, deals with natural resources that represent an important component of the growth engine for the economy given the Government's continued focus on infrastructure, urbanization, and affordable housing etc.

We strive for all-round operational excellence to achieve benchmark performance across our business, by debottlenecking our assets to enhance production, supported by improved digital and technology solutions. Our efforts are focused on enhancing profitability by optimizing our cost and improving realizations through prudent marketing strategies. We are working towards eliminating inefficiencies across every aspect of our operations by:

Leveraging advanced technologies to roll out a wide range of innovation

Rationalizing the cost structure to build a leaner operating model

Ensuring sustainable operations and delivering a positive result for all our stakeholders and society

PARAMETERS	FY 20-21 (INR MILLION)
Economic Value Generated (A)	940,900
Revenue	868,630
Economic Value Distributed (B)	688,557
Operating cost	546,250
Employee wages & benefits	28,610
Payments to providers of capital	88,670
Payment to Governments	21,800
Community investments	3,227
Economic Value Retained (A-B)	252,343

As a part of responsible and meaningful engagement with the community we ensure we source local material and services. This makes good business sense and it also has a pronounced positive impact on the local economy with regard to the employment opportunities and avenues

for business. It also enhances the demand of associated materials resulting in increased upstream and downstream investment and employment opportunities, thereby, creating an economic multiplier effect.



During FY 2021, we spent over INR 3.22 Billion on social development activities, spread across our core impact areas. As we stand today, our flagship CSR initiative for women and children has touched a new milestone, with the setting up of 2,300+ Nand Ghars in 11 states.

Governance and Ethics

We believe that transparency, business conduct and upholding the highest ethical standards are our abilities that directly translate into lasting trust among our stakeholders. Our governance philosophy stems from our core values of

trust, respect and integrity. We have put in place a robust governance structure, sound policies and monitoring mechanisms to ensure that we grow responsibly and keep this trust intact.

Composition of the board

In pursuance of our commitment towards growing our business responsibly in compliance with the applicable regulations and provisions of Companies Act, 2013 and SEBI Listing Regulations including the amendments

thereof, our Board represents an appropriate balance between Executive, Non-Executive, and Independent Directors to distinct its functions of management and governance; to promote shareholder interests; and to

govern Vedanta effectively. With 50% independent directors and 25% women directors, our Board composition is consciously prudent and enables the protection of all stakeholder interests.

As on May 6, 2021, the Board comprises of eight members as listed below.

S.N.	Name	Designation	Gender	Age
1	Mr. Anil Agarwal	Non-Executive Chairman	Male	68
2	Mr. Navin Agarwal	Executive Vice Chairman	Male	60
3	Ms. Padmini Somani⁽¹⁾	Non-Executive Independent Director	Female	45
4	Mr. Dindayal Jalan⁽²⁾	Non-Executive Independent Director	Male	64
5	Mr. Upendra Kumar Sinha	Non-Executive Independent Director	Male	69
6	Mr. Mahendra Kumar Sharma	Non-Executive Independent Director	Male	73
7	Mr. Sunil Duggal⁽³⁾	Whole-Time Director & Chief Executive Officer	Male	58
8	Ms. Priya Agarwal	Non-Executive Director	Female	31

(1) Ms. Padmini Somani has been appointed as an Additional Director designated as the Non-Executive Independent Director of the Company effective from February 05, 2021.

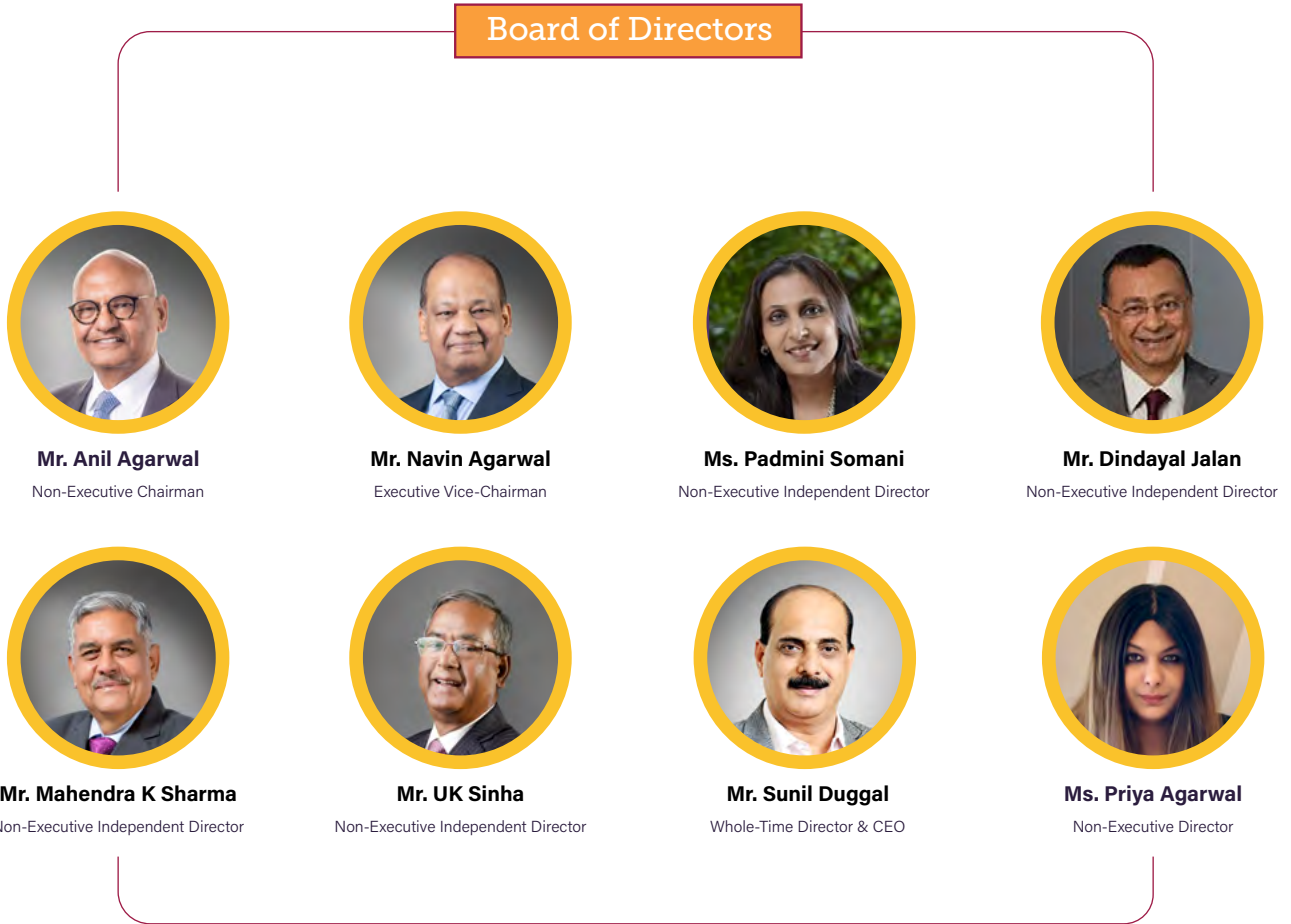
(2) Mr. Dindayal Jalan has been appointed as an Additional Director designated as the Non-Executive Independent Director of the Company effective from April 01, 2021.

(3) Mr. Sunil Duggal has been appointed as an Additional Director designated as the Whole-Time Director & Chief Executive Officer of the Company effective from April 25, 2021.

(4) Mr. K Venkataramanan ceased to be the Non-Executive Independent Director of the Company effective from close of business hours on March 31, 2021 pursuant to completion of term.

(5) Mr. GR Arun resigned from the position of Whole-Time Director & Chief Financial Officer of the Company and was relieved effective from close of business hours on April 24, 2021.

Governance and Ethics



Vedanta is committed to the highest standards of corporate governance while maintaining its rapid growth and performance excellence. Being a listed company in the stock exchanges, we must keep setting global benchmarks of all-round excellence in its sustainability performance. The strong financial footing on which the company stands today is largely built on the system orientation ingrained in our departments and business units.

Sustainability at Vedanta is being driven by making fundamental changes in the way we operate our businesses to transform ourselves as a responsible metals and mining company and also to become more transparent in the timely disclosure of our social, environmental, and economic

performances. To achieve these objectives, we have identified Energy and Climate change management, Water and Waste management, Health and Safety, Supply Chain sustainability, tailing dams, biodiversity and Compliance as priority sustainability focus areas and we continue strategizing on them to ensure our business sustainability. We have been developing short-term and long-term measurable goals and objectives pertaining to these areas which is also aligned to our Corporate Plan 2025. We also continue to undertake benchmarking of our systems and practices with peers and identify best practices across industries.

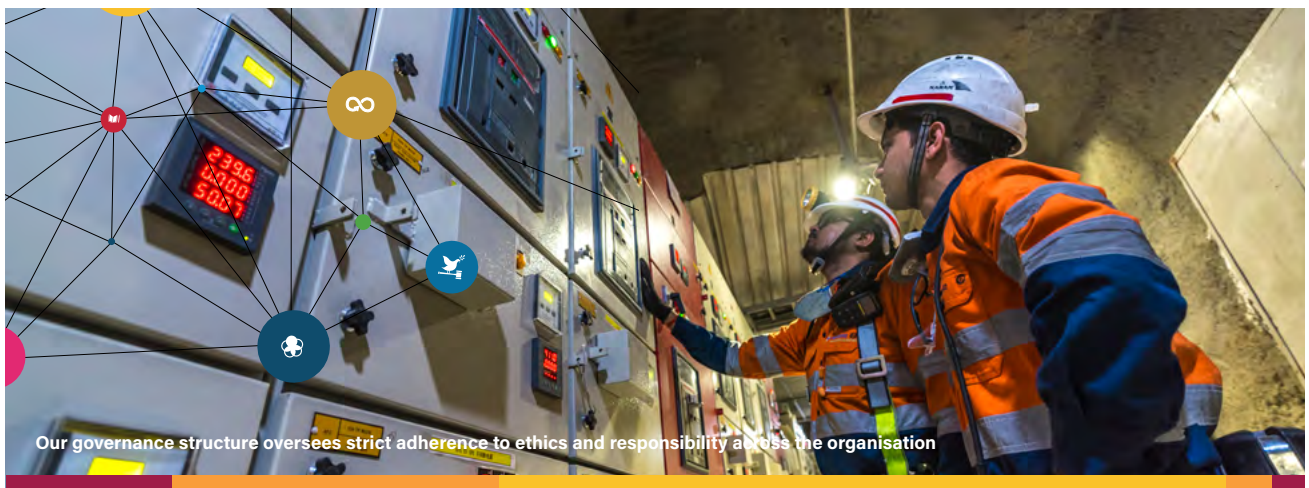
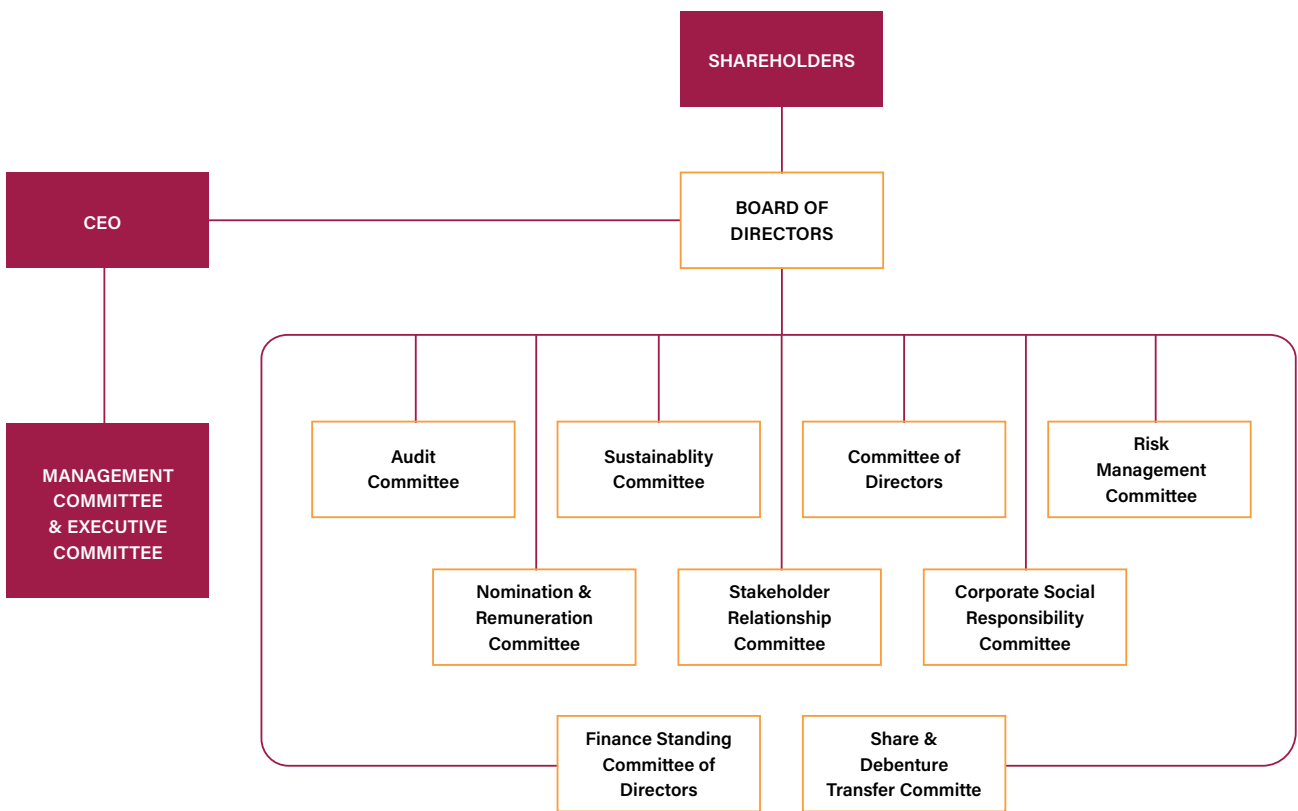
Our Board provides entrepreneurial leadership for the Group and strategic direction to the management. It is

collectively responsible for promoting the long-term success of the Group through the creation and delivery of sustainable shareholder value. The reporting structure, as shown below, between the Board, Board Committees and Management Executive Committees, forms the backbone of the Group's Corporate Governance framework. As part of its decision-making processes, the Board considers the long-term consequences of its decisions, the interests of various stakeholders including employees, the impact of the Group's operations on the environment and the need to conduct its business ethically. This is achieved through a prudent and robust risk management framework, internal controls and strong governance processes.

Governance and Ethics

Sustainability governance structure

By overseeing the conduct of business with strict adherence to ethics and responsibility, the structure enhances the prosperity and long-term viability of the Company.

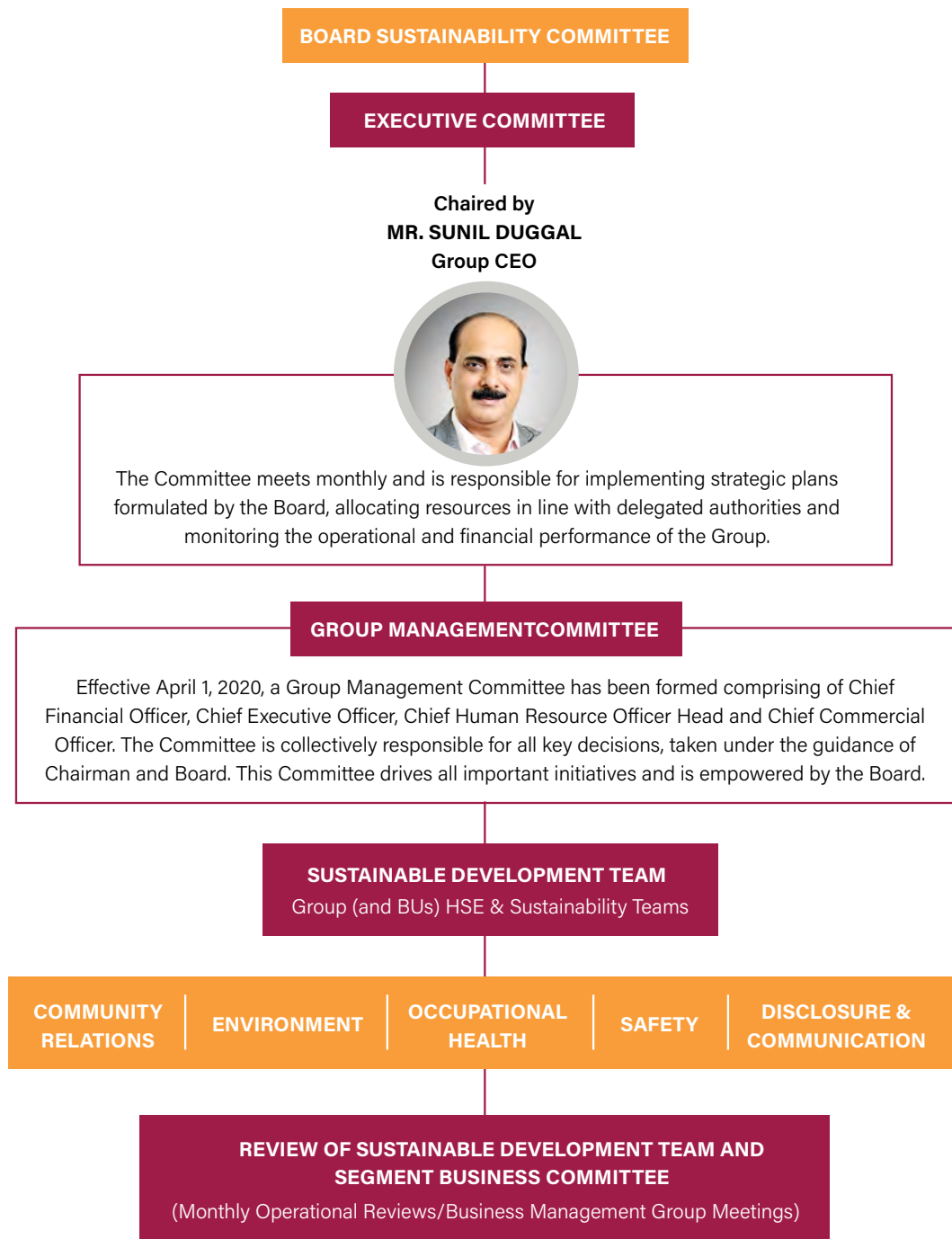


Our governance structure oversees strict adherence to ethics and responsibility across the organisation

Governance and Ethics

Our Board provides strategic perspective and steers the business in line with the commitments made to various stakeholders and sustainable growth. The sustainability committee board meets twice each year. They are supported by:

- **Established committees;**
- **Sustainable development team;**
- **Vedanta Sustainability Framework and Vedanta Sustainability Assurance Process (VSAP); and**
- **Code of Business Conduct and Ethics and varied other policies & practices adopted by the Group.**



Note: With effect from July 2021, our Board Sustainability Committee has an oversight to the company's ESG vision and is renamed as Board ESG Committee.

Governance and Ethics

Letter from the board ESG committee



Mr. UK Sinha

Non-Executive Independent Director

We, at Vedanta, believe in creating long term value for our stakeholders, which is driven by our philosophy of zero harm, zero waste and zero discharge and we continued to make progress on this vision over the year.

We strongly believe that efficient governance at all levels is necessary to drive change, towards a more resilient and responsible future. In order to continue to sustain as a progressive company balancing financial return to investors with unwavering focus on being socially responsible, there is a need to constantly reinvent and upgrade our governance models in synchronization with the demands of the contemporary times.

With the integration of Environmental, Social and Governance (ESG) parameters into the decision-making of investors and increasing focus of regulatory bodies on ESG reporting

and disclosures round the globe, we are constantly aiming at carving our niche as an industry leader in ESG matters. With our diligence and focus, we continue to identify risk and strategize its mitigation, led by the duly designated leadership of our ESG Director. In line with upholding our core commitment to ESG, the Board of Directors of the Company has also approved the enhancement of the scope of the existing Board Sustainability Committee and upgraded it to Board ESG Committee with effect from July 26, 2021 to strengthen Board level rigor and advice into all aspects of ESG.

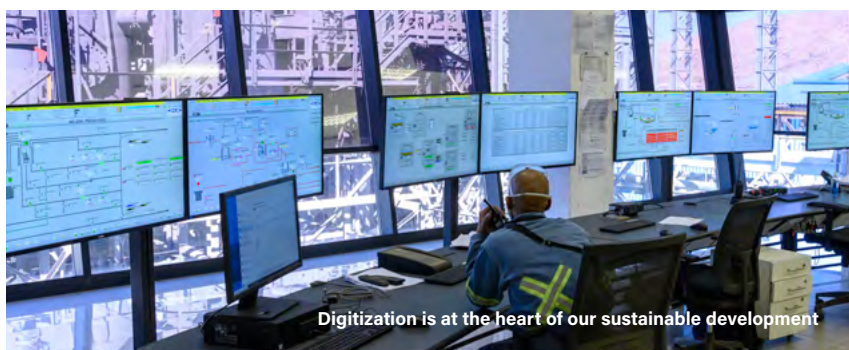
The past year has been challenging, but as an organisation we have been taking the challenges head-on as we strive for a better future, while making strides in innovation for the business growth. We continue to stand with the communities in these tough times and have been

reaching out to them with community driven CSR initiatives and actively contributing to meet the COVID-19 challenge through infrastructure and proactive development of medical facilities to aid communities in need.

Ours is a resource intensive industry and to strive for safe and healthy workplace, we continue to improve our safety performance by monitoring and identifying risks and addressing them. Despite our strong focus on safety, the Group experienced 8 fatal incidents. We continue to stand with the families of the deceased. These incidents have led to a re-doubling of our efforts to identify the root cause of the lapses. Our Executive Committee (ExCo) has been actively involved in monitoring the implementation of key safety issues. Active monitoring of safety has become the norm at our monthly ExCo and half-yearly Board level Committee meetings.



Ensuring no net loss to biodiversity



Digitization is at the heart of our sustainable development

Governance and Ethics



Standing up to the latest safety standards, our management team has made its visibility & leadership felt on the shop floor to ensure that unsafe acts are eliminated in time and safety hazards are avoided. A strong part of this focus has been on the engagement and management of business partners (or contractors) who account for a major chunk of our workforce. The safety culture across the business has been tested during the COVID-19 pandemic. With plants operating with reduced staff to ensure adequate social distancing, teams have worked even harder to ensure safety and worker's wellbeing at workplace. The safety managers of Vedanta have been diligently on shop ensuring safety while keeping a close eye.

We continue to work towards achieving net zero emissions and in line with the

same we have partnered with a third part vendor to account for our Scope 3 emissions. The Carbon forum has been actively envisaging steps for GHG reduction and setting of targets for the same. With special focus on creating awareness and imbibing emission reduction into the organisation's culture, while continuous evaluation of various disruptive technologies that can substantially reduce our GHG emissions.

We made significant progress on tailings dam management and have improved management systems across all our operations. The Group ExCo and the Board have been kept informed of the key risks that remain and the actions being taken to mitigate their impact. We continue to implement the recommendations from the third-party audit undertaken in previous years and are focused on ensuring that

adequate preparations are made for the monsoon season. The Committee has kept the Board informed about the developments arising from the HSE & Sustainability aspects of the business.

The Committee also welcomes Mr. Rajinder Singh as the new Head of Group HSE & Sustainability. We also take this opportunity to thank Mr. Andrew Lewin for his contributions towards driving the Group's HSE & Sustainability agenda for the last 2 years.

U.K. Sinha

Non-Executive Independent Director
Chairperson of ESG Committee

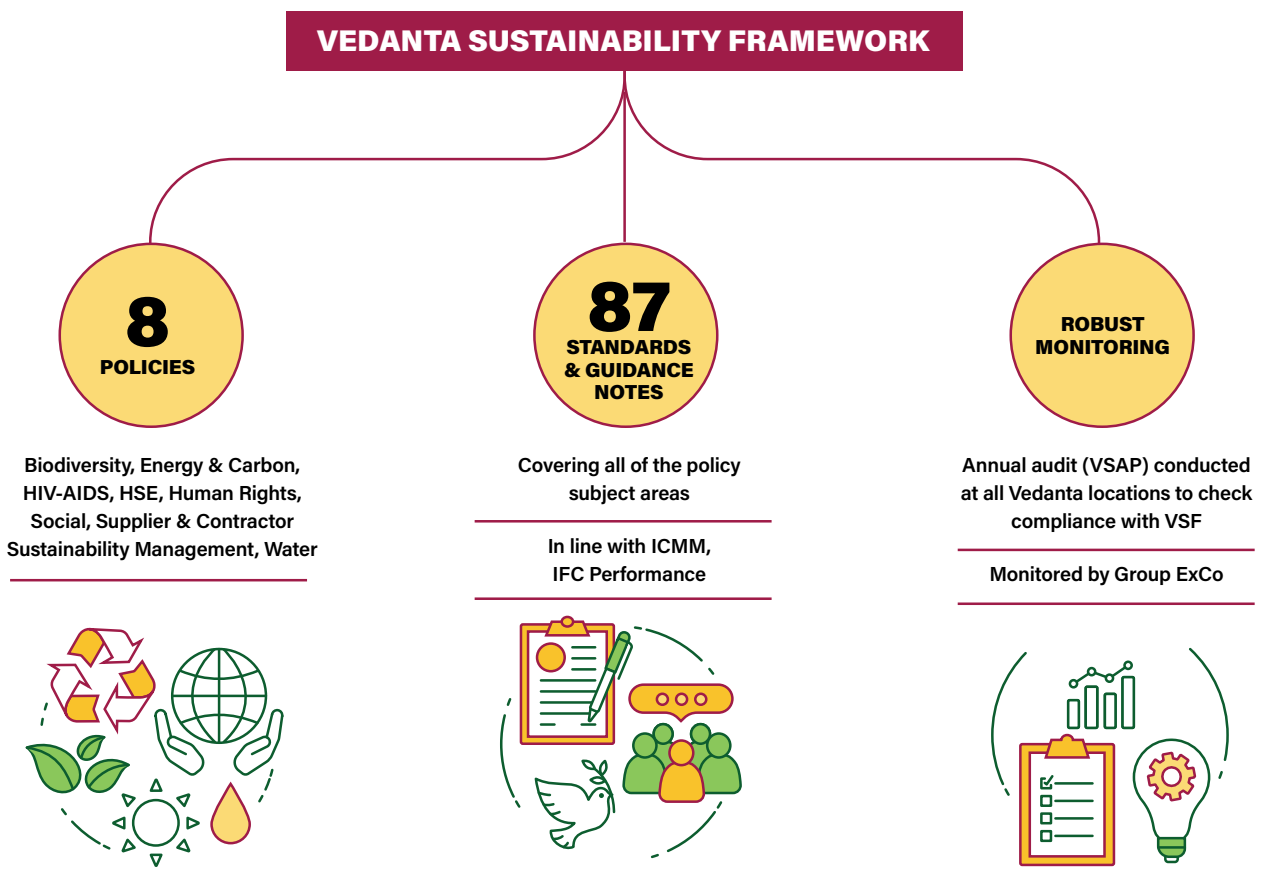


Governance and Ethics

Our sustainability framework

Vedanta Sustainability Framework (VSF) is developed in alignment with various global standards like Global Reporting Initiative (GRI), United Nations Global Compact (UNGC) Principles, IFC Performance Standards. The Framework

comprises of policies, standards, and guidance notes, which help us in its effective implementation. The framework defines our approach to avoid and minimize potential environmental and social impacts, and to engage with key stakeholders.



Risk governance framework

Vedanta has a robust governance framework to manage risk, helping us balance the risk-reward equation expected by stakeholders.

The board reviews the internal control system to ensure

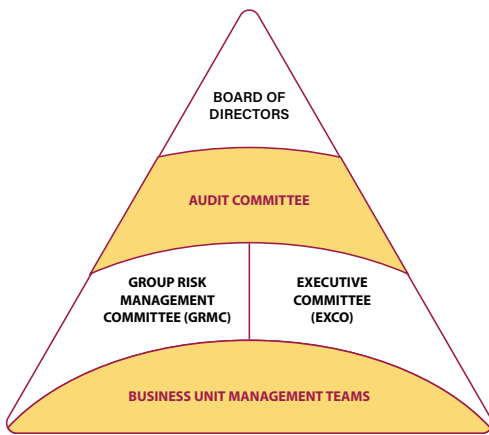
the effectiveness. The review includes reports on risk matrix, significant risks and actions put in place to mitigate these risks presented by the audit committee. The audit committee is supported by the Group-level Risk Management Committee (GRMC), which assists them in evaluating the

Governance and Ethics

design and operating effectiveness of the risk mitigation programme and the control systems. The Group has a consistently applied methodology for identifying risks at the individual business level for existing operations and for ongoing projects.

Sustainability risks are a part of the corporate risk register

and include: Health, Safety, Environment, Climate Change, Managing relationship with stakeholders, and Tailings dam Stability. We view the emerging water crisis as a risk to our business. And additionally, retaining our social license to operate and associated social risks continue to be a prime focus. We ensure to keep a check on the pulse on ground.



RISK GOVERNANCE FRAMEWORK



GROUP RISK MANAGEMENT FRAMEWORK

Vedanta Sustainability Assurance Process (VSAP)

VSAP is our sustainability risk assurance tool, used to assess the compliance of all our businesses with the Vedanta Sustainability Framework. It has been instrumental in helping us embed sustainable development into every activity that

we undertake. VSAP is an annual process with clear tracking of results by the Sustainability Committee and the Executive Committee, which in turn report to the Board.



Governance and Ethics

Our Code of Business Conduct and Ethics (CBCE)

Our Code of Conduct serves as a guiding tool to align organizational culture with individual conduct and integrates our values into the day-to-day business conduct. The Code contains general guidelines for conducting the business

of the Company, consistent with the highest standards of business ethics. This Code requires a higher standard than required by commercial practice or applicable laws, rules, or regulations.

Our reporting requirements in the UK covers various governance aspects such as:

- **Human rights**
- **Conflicts of interests**
- **Insider training**
- **Confidentiality**
- **Political contributions**
- **Fraud, bribery and corruption**


Implementation of CBCE

The implementation of CBCE is supported by the following additional policies and guidance notes:

- **The Insider Trading Prohibition Policy**
- **Anti-trust Guidance Notes**
- **The Whistle-blower Policy**
- **The Supplier Code of Conduct**

All these policies, notes and codes are publicly available on our website and are incorporated into contracts, where relevant, in order to ensure transparent and easy access to our policies in the public domain. Vedanta's Whistle blower

Policy currently communicates our commitment to a 'policy against retaliation', and commitment to maintaining confidentiality, in case of a company employee.

Open Complaints on April 1 st 2021	04	
Number of whistle-blower cases opened in FY 2020-21	102	
Number of whistle-blower cases upheld and found correct in FY 2020-21	32	
Number of whistle-blower cases closed in FY 2020-21	100	

Transparency

We believe in engaging actively with our stakeholders to ensure trust and mutual respect. Transparent disclosures

are a key element to reporting. Our disclosures include the following:

- **Integrated report**
- **Annual sustainability report**
- **Press releases**
- **Investor presentations**
- **Interviews**
- **News articles**

All these along with our participation in CDP, DJSI and other similar indices assist the stakeholders in keeping updated on

all activities of the organisation.



OUR REPORTING IS TRANSPARENT, CREDIBLE AND RIGOROUS. IT COVERS THE FULL SCOPE OF OUR OPERATIONS, COMPLIES WITH ALL FINANCIAL AND REPORTING REGULATIONS IN INDIA AND UK. ALL OUR REPORTS ARE EXTERNALLY VERIFIED.

Governance and Ethics

Engaging with our stakeholders

Continuous engagement with our stakeholders allows us to remain responsive to their expectations, foresee emerging risks and identify opportunities. Our social performance standards help ensure effective engagement with relevant stakeholders across multiple industries and geographies; provide adequate grievance mechanisms to help resolve situations of potential conflict; and develop specialized strategies for potentially vulnerable communities such as

indigenous people. We aim to maintain effective two-way communication with our stakeholders, which allow us to create sustainable relationships with all of them.

The table below represents an overview of the ongoing engagement with our stakeholders and the manner in which Vedanta responds to their expectations.

STAKEHOLDER GROUPS	TYPES OF ENGAGEMENT	KEY EXPECTATIONS	INITIATIVES IN FY2021
Local Community	<ul style="list-style-type: none"> Community group meetings Village council meetings, Community needs/social impact assessments Public hearings Grievance mechanisms Cultural events Engaging with communities via various community initiatives of Vedanta Foundation 	<ul style="list-style-type: none"> Developing and undertaking need-based community projects Increasing community outreach through our programs Improving grievance mechanism for community 	<ul style="list-style-type: none"> 175 number of initiatives undertaken through our 7 thematic areas. Tirelessly worked with the communities during COVID*. Initiated a group wide social performance program to redefine community engagement. Covered self-assessment across all business units.
Employees	<ul style="list-style-type: none"> Chairman’s workshops Chairman’s/CEO’s town hall meetings Feedback sessions Performance management systems Various meetings at plant level V-Connect mentor program, Event management committee and welfare committee Women’s club 	<ul style="list-style-type: none"> Improving training on HSES and other pertinent material issues for the organization Providing increased opportunities for career growth through internal talent recognition Increasing the gender diversity of the workforce 	<ul style="list-style-type: none"> A group wide CHES module launched to engage with employees on sustainability practices. 10 numbers of Vice Chairman’s workshops conducted to identify internal talent. Launched a group wide program to promote women in leadership. 60 women leaders engaged.
Shareholders, Investors, & Lenders	<ul style="list-style-type: none"> Regular updates Investor meetings Site visits (put on hold in the last year due to COVID), AGM and conference Quarterly result calls Dedicated contact channel – Vedantaltd.ir@vedanta.co.in and sustainability@vedanta.co.in 	<ul style="list-style-type: none"> Consistent disclosure on economic, social, and environmental performance 	<ul style="list-style-type: none"> Actively engaged with risk rating agencies to improve disclosures. Participated in international webinars to improve Vedanta’s presence on international forums.

Governance and Ethics

Engaging with our stakeholders

STAKEHOLDER GROUPS	TYPES OF ENGAGEMENT	KEY EXPECTATIONS	INITIATIVES IN FY2021
Civil Societies	<ul style="list-style-type: none"> Partnerships with, and membership of international organizations Working relationships with organizations on specific projects Engagement with international, national, and local NGOs Conferences and workshops Dedicated contact channel – sustainability@vedanta.co.in 	<ul style="list-style-type: none"> Expectation of being aligned with the global sustainability agenda Commitment to ensuring human rights for all 	<ul style="list-style-type: none"> Engaged with RMI. Initiated engagement with intended membership to VPSHR Partnered with 91 NGOs for our various programs. Engaged with global business partners for various sustainability improvement programs.
Industry (Suppliers, Customers, Peers, Media)	<ul style="list-style-type: none"> Customer satisfaction surveys Vendor scorecards In-person visits to customers, suppliers, and vendor meetings (put on hold during COVID) 	<ul style="list-style-type: none"> Consistent implementation of the Code of Business Conduct and Ethics Ensuring contractual integrity 	<ul style="list-style-type: none"> 100% coverage through CoC training.
Governments	<ul style="list-style-type: none"> Participation in government consultation programs, Engagement with national, state, and regional government bodies at business and operational level 	<ul style="list-style-type: none"> Compliance with laws Contributing towards the economic development of the nation 	



Governance and Ethics

Supply chain management

Vedanta supplies natural resources that help the world grow. We take pride in being the lowest cost producer and aim to do so in the most sustainable manner. We have a portfolio of top-notch, low-cost, scalable assets that consistently generate strong profitability with robust cash flows, contributing to industry leading market shares across our core divisions.

Vedanta's supply chain spans all five areas of the metals & mining business - exploration, asset development, extraction, processing, and value addition. We work with over 8,000 Tier 1 suppliers from 30+ countries, and given the nature of our business, our supply chain consists of vendors who provide us with the workforce who help us operate our extractive and processing businesses as well as operators who supply us with high-end technologies that help us conduct our operations in the most efficient, responsible, and cost-effective manner possible.

We are also committed to ensuring that we encourage local vendors become part of our supply chain so that the presence of our businesses benefits the local economies and communities.

We have undertaken several Greenfield and Brownfield expansion projects throughout the world, successfully completed capital expansions involving complex technologies and large investments, in record time and at significantly lower costs.

Our Suppliers' Code of Conduct communicates our requirement for our suppliers to operate in compliance with all relevant and applicable regulations, provisions in the law, and align to our policies while executing work for, or on behalf of Vedanta or on our sites, and adopt ethical practices. Vedanta also encourages suppliers to adopt principles and practices comparable to our own, including the supplier code of conduct, supplier and contractor management policies and supplier screening checklist. We also encourage our suppliers and business partners to ensure prevention of environmental, social, human rights, and governance related violations in the business operations.

The supplier and contractor technical standard further include a supplier screening checklist to evaluate contractor compliance relating to key issues, e.g. legal compliance, HSE management, labour management, human rights, and child labour.

As leaders in the natural resource industry, we uphold the principles of human rights in our circle of influence. Our Suppliers Code of Conduct is implemented as part of the terms and conditions of supplier contracts across the Group and all new suppliers are required to sign, endorse and practice this Code.

SUPPLIER DILIGENCE

Our Suppliers Code of Conduct is implemented as part of the terms and conditions of supplier contracts across the Group and all new suppliers are required to sign, endorse and practice this Code.

We also have in place a Supplier & Contractor Sustainability Management Policy to implement human rights practices across the supply chain. Both the Code and the Policy clearly communicate our expectations from our suppliers: to operate in compliance with all relevant legislation and follow

our policies while executing work for or on our behalf. These include labour and human rights laws, Vedanta's HSE & sustainability policies, and a commitment to conduct business in an ethical manner.

THE SUPPLIER AND CONTRACTOR TECHNICAL STANDARD FURTHER INCLUDES A SUPPLIER SCREENING CHECKLIST TO EVALUATE CONTRACTOR COMPLIANCE RELATING TO KEY ISSUES, E.G. LEGAL COMPLIANCE, HSE MANAGEMENT, LABOUR MANAGEMENT, HUMAN RIGHTS AND CHILD LABOUR.

CASE STUDY

Responsibly managing our business partners: RuBaRu



In FY2019 a business partner engagement program was launched in HZL with an aim to establish a safe and productive environment at our job sites by improving the execution capability of our business partners. The project focuses on four key areas, namely:

- **Health, Safety and Environment (HSE) commitment for safe operations and strengthening our safety culture**
- **Skill enhancement for continuous performance improvement**
- **Management-in-Place to ensure business partners have right organisation structure complete with right talent in right position**
- **Asset optimisation to maximize all aspects of our critical equipment's**

The program was initiated with Accenture as our consulting agency and a selected business partners from key locations at - Chanderiya, Debari, Rajpura Dariba Complex, Rampura Agucha, Sindesar Khurd, Kayad, and Zawar.

Our approach to improvement in these four areas entail a rigorous capability assessment of our 4800+ business partners' workforce by technically trained supervisors. Following the assessment, a tailored training programme was implemented to bridge identified skill gaps. We have partnered with training experts CRISP, NTTF and OEMs –

Sandvik, Epiroc, Gainwell and GHH to upskill business partner workforce.

In FY21 we have completed over 30,000 hours of manhour trainings to enhance business partner manpower skills. The training program includes a holistic training methodology combining aspects of execution capabilities and behavioural skills through on job trainings, pre-& post trainings assessments and select classroom sessions to ensure a comprehensive, practical learning experience. iSkill tool has been deployed digitally to track business partner manpower skill improvement.

More than 170+ Gemba walks have been completed across business partners during FY 2020-21 with Improvement initiatives identified and addressed diligently by business partners. HSE CAPA portal has been deployed to track business partner improvement initiatives.

Management in Place strengthened across Business Partner Organization by adding various new roles and strengthening existing roles by appointing competent candidates wrt. skill, qualification, and experience

Simultaneously, an online dashboard has been deployed to track and review performance across key leading & lagging metrics of Preventive Maintenance, Condition Based Maintenance and Productivity against leading targets. We aim to ensure implementation of this program throughout our other business units as well.



SDG 8
Decent Work and Economic Growth

TARGET 8.8
Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



Environment

RESPONSIBLY MANAGING OUR ENVIRONMENTAL IMPACT

Vedanta has a long standing zero waste and zero discharge vision. Through our environmental initiatives we aim to do no harm and achieve zero net impact on our environment by 2025. We fully recognise the environmental footprint of our operations and have put in place systems, procedures and technologies to minimize the adverse effects.



Total % waste recycled

94% High volume low toxicity waste utilised



Total avoided GHG emissions

~14 MMT Co₂



Total % water recycled

30.71%



Total % fly ash utilization

110%

Carbon and Energy

Vedanta is committed towards taking carbon reduction targets in alignment with the Nationally Determined Contributions (NDC) of the Government of India. We recognise climate change science as set out by the United Nations Intergovernmental Panel on Climate Change. We believe that the global response to climate change should pursue twin objectives: both limiting temperatures in line with the goals of the Paris Agreement; and supporting the United Nations Sustainable Development Goals, which include universal access to affordable and clean energy. In

keeping with this goal, the group has introduced measures to decrease its GHG emissions. In FY21, the company has revised its GHG emissions intensity targets, which is to reduce our GHG emissions intensity by 20% by FY2025 from a 2012 baseline. Our vision is to produce some of the most low-impact metals and minerals on the planet in keeping with our overall vision of Zero Harm, Zero Waste, Zero Discharge. Addressing our GHG emissions is going to be a critical part of this vision

Governance structure of Carbon and energy management

Tech-led innovations have not just propelled operational efficiency but played a vital role in improving carbon footprints. Our Energy and Carbon Management Policy and Performance Standard commit our operations to adopt and maintain global best practices in carbon and

energy management and minimise greenhouse gas (GHG) emissions. In FY2020, we revised our Energy & Carbon policy to include a commitment to substantially decarbonize the business by 2050.



Carbon and Energy

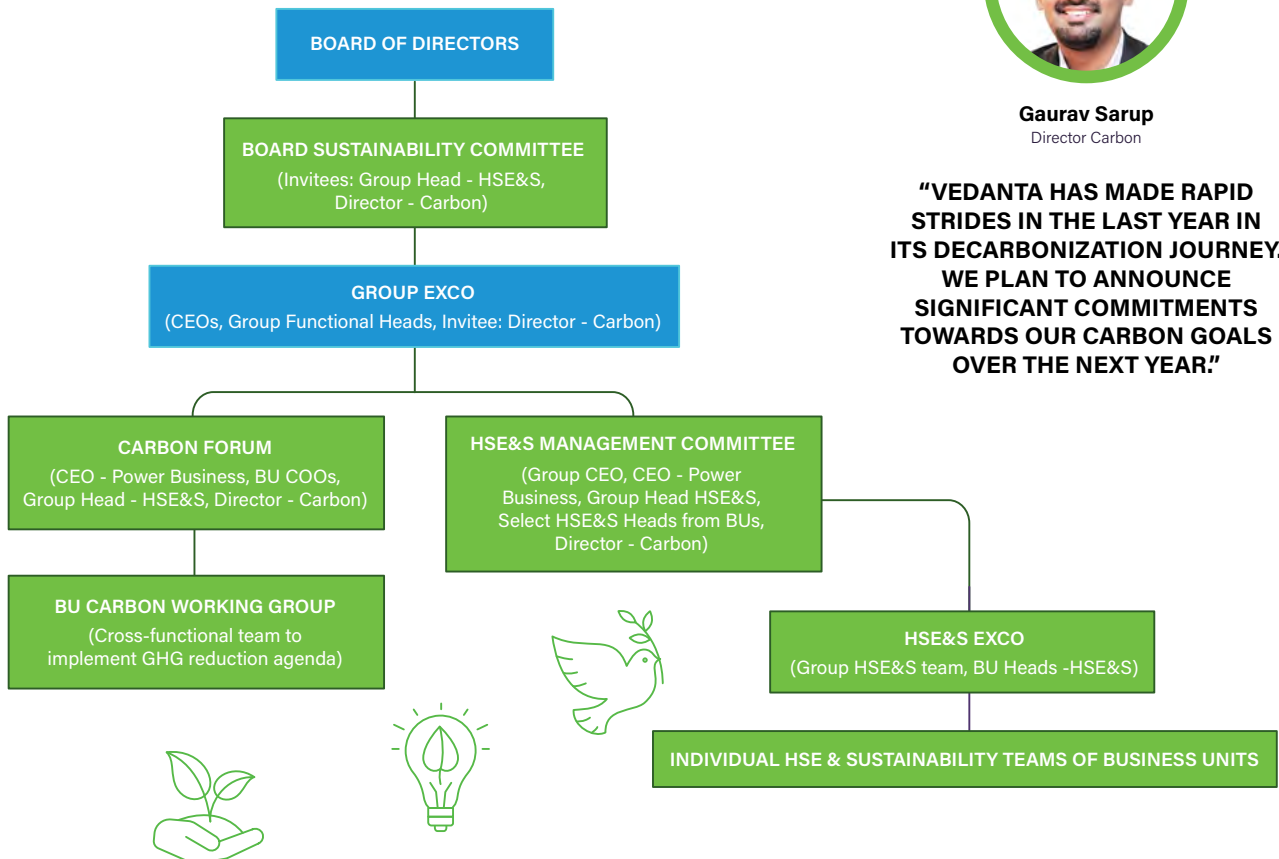
Carbon Forum at Vedanta: #Race2Zero

We also reconstituted and revised the Terms of Reference for the 'Carbon Forum' – a body of Chief Operating Officers (COOs) of our businesses chaired by the CEO of one of our businesses. The Carbon Forum has been tasked with developing and overseeing the implementation of Vedanta's carbon mitigation and adaptation approach. Apart from this Carbon Forum is also responsible for guiding individual businesses in setting their internal targets, draft and amend policies and standards related to energy and carbon management and provide oversight and advice on the issue, serving as a subject-matter expert to the Board and the ExCo. Included in the forum's work are discussions related to approving Vedanta's carbon management strategy, long-term greenhouse gas (GHG) emissions intensity reduction targets, alignment with investor requirements, emerging regulatory

risks and carbon pricing. The carbon forum also informs the Group ExCo, risk management committee, and the Board Sustainability Committee on the best way to manage our carbon footprint.

Our executive compensation is linked to VSAP performance, which means management of our carbon footprint is also indirectly included in the compensation structure. We agree with the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD) in line with the same we released our 1st TCFD report in the FY 21. With the formation of the Carbon Forum, we have begun the work to align our carbon management and disclosure practices to those recommended by the framework. Vedanta Group Appointed Director - Carbon to oversee Group decarbonization strategy and released a group-wide Carbon Vision.

CARBON MANAGEMENT IS EMBEDDED ACROSS ALL LEVELS OF THE ORGANIZATION



Gaurav Sarup
Director Carbon

“VEDANTA HAS MADE RAPID STRIDES IN THE LAST YEAR IN ITS DECARBONIZATION JOURNEY. WE PLAN TO ANNOUNCE SIGNIFICANT COMMITMENTS TOWARDS OUR CARBON GOALS OVER THE NEXT YEAR.”

Carbon and Energy

...Governance structure of Carbon and energy management

At the group level, the climate related matters are managed by Group HSE & Sustainability team. The role of the Group HSE & Sustainability is to ensure that:

- **Group-level targets on carbon management integrated into corporate planning and target setting.**
- **The company aligns its carbon management strategy to emerging global best practices such as the framework suggested by TCFD, setting of carbon prices and scenario planning**

Vedanta also provides incentives for the management of climate-related issues, including the attainment of targets. Each year, all of our business units and site locations are audited to evaluate their maturity levels against the Vedanta Sustainability Framework (VSF), which is a set of policies, standards, and guidance notes related to sustainability management practices. Energy and carbon management is one of the areas that is covered during the audit evaluation. The performance in the audit is part of the performance bonus given to executives and they are thus incentivized to manage proactively on carbon management.



Climate related risks and opportunities

Risk management is critical to overall profitability, competitive market positioning and long-term financial viability, to meet the commitments to our clients and other stakeholders. Vedanta constantly innovates and develops technologies to mitigate risks and challenges involved with providing reliable products and services. Risk Register is monitored by Risk Management Committee on a quarterly basis which

is a structured, consistent and continuous process for identification, assessment, monitoring and management of risks. The significant business processes/risks are monitored and controlled through various Key Performance Indicators (KPIs). A brief description of our Carbon related risks is given below.

POLICY AND LEGAL RISKS



Compliance with applicable laws and regulations, is both our responsibility and commitment to environmental stewardship. Our teams recognize that a material breach of any law or regulation could result in costly liabilities. We adhere to

the highest standards of corporate governance practices which ensure compliance to all applicable laws and regulations. Our approach of prevention, accountability, engagement and continuous improvement allows us to stay on top of the legal and statutory requirements. Regulatory changes for limiting or reducing GHG emissions could potentially impact the company's

operations with increased costs for fossil fuels, levies for emissions in excess of certain permitted levels, and increased administrative costs for monitoring and reporting. With the present scenario of Vedanta's almost 90% energy being sourced from captive coal-based thermal powerplants, any regulation to reduce our GHG or other air emissions can significantly impact


Carbon and Energy

..Climate related risks and opportunities

our operating expenses due to stringent penalties for non-compliance or in the form of increased capital expenditures.


Our Compliance Management System aims to ensure adherence to legal regulations and the Company's internal guidelines.

REPUTATIONAL RISK

 In the current business scenario climate change has become a risk of concern for all our investors. All financial institutes across the globe are looking to decarbonise their portfolios to minimize climate related risks. A decline in the company's ESG risk rating – on account of carbon emissions will

impact the ability of organization to access the finance due to inability for meeting investor expectations and can result in a loss of reputation. Vedanta is consistently reviewing investor expectations and the required response at various forums such as Group ExCo, Carbon Forum, HSE ExCo and Risk Committee. These are incorporated in our governance and business strategy to achieve success in our overall business performance.

PHYSICAL RISK

 Physical impact of extreme weather events may cause temporary disruption to our operations as well as may affect the value of our assets. Depletion of natural

resources might impact the cost of acquisition of resources such as water and energy. Vedanta anticipate physical risks related to extreme weather events and changes in the availability of water due to climate change. With changes in the mean precipitation our operations are at risk in water stressed area, as the availability of water could become a challenge. A water risk assessment is carried out to evaluate the risks at 25 of our locations to understand and address these risks. Operations are always at risk due to erratic weather conditions of famines and flood. Moreover, increased intensity and frequency of cyclones poses risk on offshore oil & gas assets at the coastal regions.



Carbon management strategy is aligned to global best practices

Carbon and Energy

...Climate related risks and opportunities



OPPORTUNITIES

With respect to the opportunities, we are expecting to benefit from the increasing demand of metals like copper, aluminium, zinc in the growing economies. To utilise resource at hand we explored various opportunities to improve our recycling capabilities, backed by significant investment. Along with aluminium, copper, iron, lead and zinc production also forms a major part of our operations and we have taken measures for recycling the residues.

Vedanta has initiated climate scenario planning and stress-testing of the

company's projects based on internal carbon prices. We will be inventorying our Scope 3 emissions and where relevant - develop a roadmap to reduce them. We plan to engage long-term, essential Tier-1 suppliers to submit their GHG reduction strategies by 2025. They also have to align their strategies with Vedanta's decarbonization strategy by 2030. While our last set of targets were aligned to India's NDCs, we are deliberating if Science Based Targets (SBT) should be adopted for the entire group, or if we should continue to be aligned to India's emissions reduction goals.

We will be strictly following our carbon management philosophy and we will be initiating carbon due diligence activities at the time of the acquisition process and appropriate budgets will be allocated to ensure that the transition is completed in the allocated time-period. All of our projects are supposed to have a carbon price attached to them by 2025. All of the BUs will be building a roadmap & commit financial resources for infrastructure upgrade to address climate impacts. We are also working with Innovation cells at all BUs to include GHG reduction as a key area of activity.

GHG EMISSIONS PERFORMANCE



YEAR	GHG emissions (million TCO ₂ e)		TOTAL
FY2021	58.93	1.31	60.24
FY2020	57.48	1.86	59.34
FY2019	55.12	3.51	58.63

Scope 1 (direct) Scope 2 (indirect)

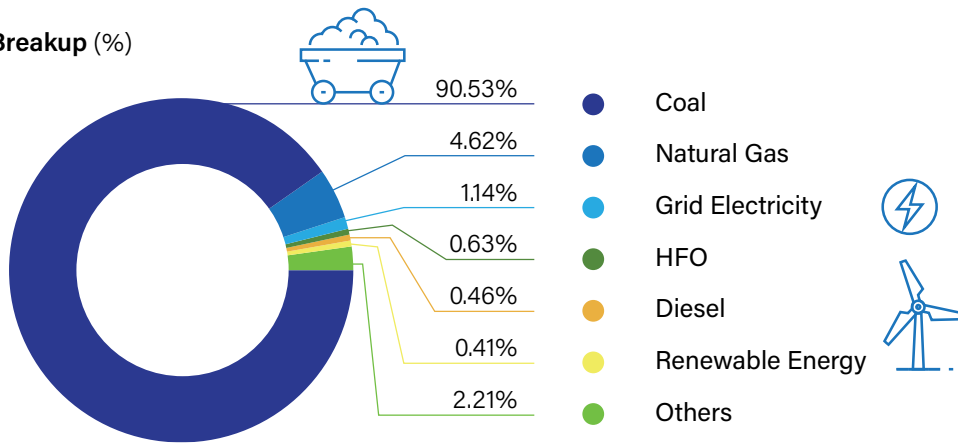
Responsible energy management

Energy conservation is central to our operational strategies. We understand the exhaustive nature of non-renewable resources and constantly strive to meet our needs through renewable sources throughout our operations. We stay committed with our efforts towards reduction in overall energy consumption, improvement through energy efficiency and integration of clean energy sources. We have adopted a well-formulated strategy to meet our goals of energy

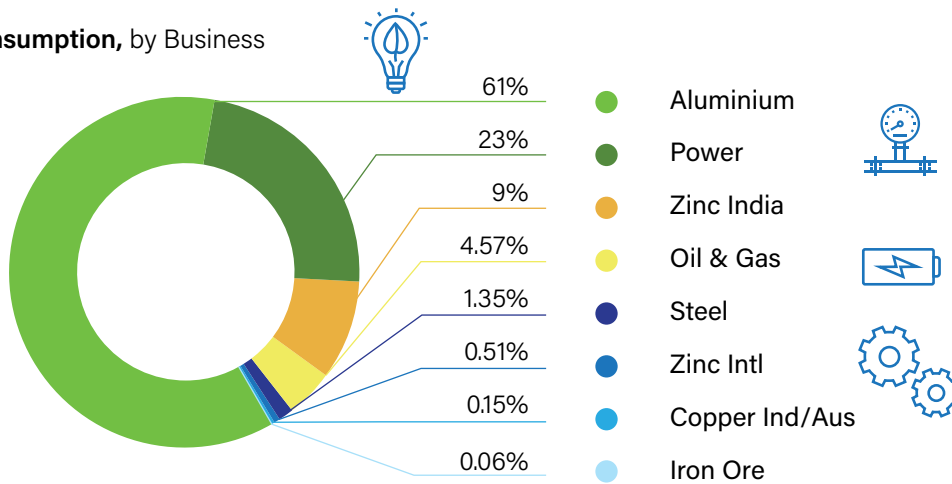
management. At our business units, we have well-structured energy and carbon management plans in place.

Vedanta meets nearly 90% of its energy requirement from its captive power plants (CPP). Coal and natural gas are the dominant fuels for our CPPs and the company makes significant effort to ensure that we optimize their performance efficiency.

Fuel Type Breakup (%)



Energy Consumption, by Business



Carbon and Energy

...Responsible energy management

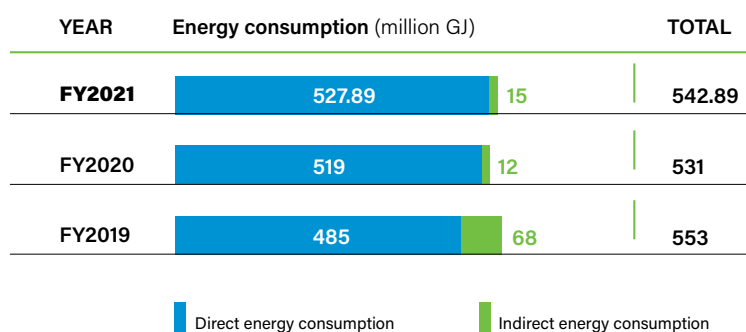
We have adopted a well-formulated strategy to meet our goals of energy management. To reach these goals, we set well-defined targets for energy efficiency, which is followed by regular performance reviews by the top management.

As part of our sustainable mining programme various

initiatives are taken to reduce the energy consumption. In FY 2021, the organization undertook energy conservation projects. Energy efficiency holds a significant place in our energy management program. We are constantly taking efforts to enhance our energy efficiency by exploring various methods to integrate in our operational activities.

BUSINESS UNIT	TOP 10 ENERGY/GHG SAVINGS INITIATIVES	ENERGY SAVINGS (GJ)
Jharsuguda	U#3 condenser cleaning & air ingress rectification	315,427
BALCO	120 (PL 1 : 45 pots & PL 2 :75 pots,) 100% graphitized pots installation & Normalization	284,794
HINDUSTAN ZINC LIMITED	Turbine revamping	252,661
BALCO	One CW Pump Operation	218,608
Jharsuguda	Addition of pots with 100% graphitized cathode	148,268
Jharsuguda	U#3 APH, Duct, ESP & FF leakage arresting work to be done to reduce ID fan loading	110,501
TSPL	Final feed water tem & HP heater performance	108,577
BALCO	One CW Pump Operation	88,553
Jharsuguda	Reduction of cooling hoses by process optimization	52,154
Jharsuguda	"Potline Voltage reduction 1. Bolt drop reduction 2. Operational reduction"	36,631
Total		1,616,173

ENERGY CONSUMPTION



CASE STUDY

Solar energy deployment at our operations



Hindustan Zinc commissioned 12MW solar plant in Debari, 4MW solar plant in Dariba and 22 MW solar plant in Agucha. All the solar power projects have been installed on waste land/ dump yard at Dariba mine, Debari Zinc smelter and Agucha mine,

reducing our land use. In addition, a 1 MW solar power project has been commissioned at Kayad mine, under the net-metering scheme. Rooftop solar projects were also completed taking the total to 40.6MW for captive use.

SOLAR PROJECTS	GEN (KWHRS) FY 21-22
Debari Roof top	94,806
DSC roof top	235,124
SK mine roof top	151,276
CLZD roof top	1,016,807
Zawar roof top	244,276
RAM roof top solar	87,537
Udaipur Head Office	119,480
Total Roof top	1,949,307
Dariba 04 MW	7,622,975
Debari 12 MW	22,780,319
Agucha 22 MW	49,882,938
Kayad 1 MW	1,196,993
Jharsuguda	Mill Loading improvement



SDG 7
Affordable and Clean Energy

SDG 7.2
Increase global percentage of renewable energy

Water and Tailings Dam Management

We have a long standing zero waste and zero discharge vision. We understand the role we play as an organisation in ensuring that we do not have any negative impact on the environment.

Water management: #Race2Zero

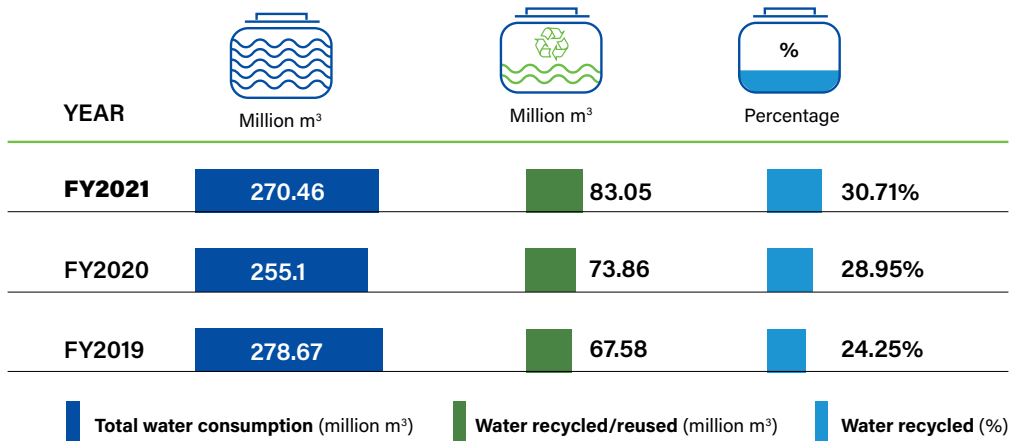
Water is a key resource, which plays a pivotal role in all the metal and mining companies. We often operate in water stressed areas and hence, water security is one of our key focus. We have a comprehensive water management strategy in our operations to ensure that fair allocation of water is maintained for key municipal, agricultural and industrial users in the regions where we operate in.

Our group water management standards drive the interventions for improved water management practices

across our business operations. We have in place water screening assessment to identify sensitive resources for water bodies, aquatic life, and any known or suspected resource constraints in proximity of our operations. We have made these assessments mandatory by all our business units.

These policies, standards, and SOPs ensure that our operations have built-in measures to evade, curtail, or where required, compensate its effect on water in their respective regions.

WATER PERFORMANCE DASHBOARD



Water and Tailings Dam Management



We have many positive water initiatives across our business units like Jharsuguda plant has improved its specific water consumption by nearly 90%, this significant improvement is due to the consistent focus on optimal usage of all the natural resource in the region, responsibly. This plant has been recognized as one of the most water-efficient operated business unit in our group.

A robust planning was undertaken to ensure we get the desired results.

- **Waste water elimination throughout the process**
- **100% recycling of effluent water at sites**
- **Strict adherence to 3R principle (Reduce, Reuse and Recycle)**
- **Awareness campaigns around efficient water utilization, was organised by utility team across the shop floor**
- **Promoting water leakage reporting, to undertake preventive steps**
- **Increasing number of water audits with strict compliance closure to findings**

We also observed additional benefits from improved water management including the decline in energy and chemical consumption due to lower operating hours of the pumps, which were no longer processing 'wasted' water for an extended duration. The decreased energy consumption has also lowered the carbon footprint of the operations.

Water and Tailings Dam Management

CASE STUDY

Water positive at Hindustan Zinc Limited



As one of the leaders in the Mining industry our group company Hindustan Zinc - has been certified a 2.41 times Water Positive Company based on assurance carried out by DNV GL, a globally renowned risk management and quality assurance company. Operating in a water scarce state like Rajasthan, the significance of water is all the more important. And being the economic engine for Rajasthan, Hindustan Zinc puts a lot of emphasis on conserving water, with strategies focusing on reduction of water at source, recycling of water, exploring alternative sources of water and replenishing water through various structures. Hindustan Zinc has put persistent efforts into water sustainability. Initiatives such as rainwater harvesting, recharge to groundwater and the use of treated sewage water have enabled us to achieve this distinction. The company has State-of-the-Art Effluent Treatment Plants & Recycling Facilities, Sewage Treatment Plant, increased water efficiency and rain water harvesting structures; advancements in which have significantly contributed to this water stewardship drive. This reinforces

our commitment to the journey of water stewardship.

The company has prepared a roadmap to further reduce the water footprint while implementing strategies and structures in the coming years. Our sustainability goal 2025 is to become a 5 times water-positive company and achieve 25% reduction in freshwater consumption. We will contribute to positive water impact in the vicinity of our operations through various efforts to enable long-term, sustainable water security for our business and others who depend on water availability. Our focus areas include:

- **Increasing efficiency in water usage and exploring less water-intensive technologies**
- **Using alternative water sources to reduce dependencies on freshwater**
- **Replenish water within local watersheds and rainwater harvesting**



SDG 6
Clean water and sanitation

TARGET 6.4
Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

Water and Tailings Dam Management

Throughout our operations we have also implemented initiatives to reduce our water footprint, a snapshot of the initiatives is captured below.

BU	WATER SAVINGS INITIATIVES	WATER SAVING (CUBIC METER)
HZL	11 lac m ³ quantity of tailing dam reclaim water is used for mill operation as a substitute of fresh water.	1,158,639
ESL	Connecting Pipeline with ETP	444,000
HZL	To make the paste fill running hrs to 9000 hours from 6715 hours	290,000
VAB (Value Added Business)	Rainwater Harvesting in existing settling ponds.	282,706
Vedanta Limited, Jharsuguda	100% utilisation of recycled water in AHP	273,225
BALCO	Clarified blowdown water recycle	227,500
Cairn Oil & Gas	ETP Phase-2 for treatment of reject stream and recycled water will be utilized for reinjection	211,156
TSPL	Reuse of treated wastewater in Fire fighting	166,028
Gamsberg	Convert freshwater intake and replace with process water	114,538
HZL	Reduction of freshwater consumption in Stream-4 dewatering area by 100 m ³ /day.	106,517
TOTAL SAVING		3,274,308



Water and Tailings Dam Management

Management of high-volume low volume waste (HVLV): #Race2zero

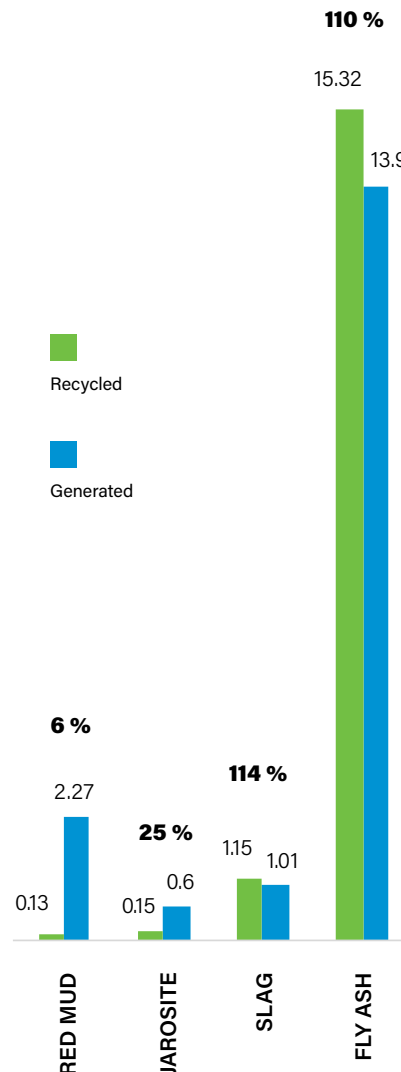
Vedanta's waste management system is built to handle waste in an efficient and responsible manner. The company is guided by 'The resource use and waste management' Technical Standard and supporting guidance notes, which are part of the Vedanta Sustainability Framework. We follow the principle of first reducing the waste, quantitatively as well as qualitatively (reducing the toxicity), and then performing the recovery and recycle (either ourselves or by authorized recyclers). we want to minimize disposal through landfill or by incineration.

The wastes of greatest concern are those categorized as hazardous wastes and those that are present in large quantities – categorized as high-volume-low-effect wastes. The hazardous wastes are sent to government authorized handlers or recyclers. High volume- low-toxicity wastes are stored in tailings dams/ash-dykes or other secure-landfill structures before being sent to other industries as raw materials – thereby recycling the waste stream. Other non-hazardous wastes are sent for recycling, disposed, or incinerated. We are currently focused on developing "waste to wealth" projects to minimize our waste-stream.

WASTE PERFORMANCE DASHBOARD



High-Volume-Low-Effect Waste (million MT)



CASE STUDY

Industrial symbiosis towards responsible waste utilization



Vedanta alumina Ltd (VLL), has a capacity of 2 MTPA metallurgical grade alumina production from its world class facility at Kalahandi district Odisha, since 2009. The refinery feeds Vedanta's Aluminium smelters at Jharsuguda in Odisha and Balco in Korba, Chhattisgarh. VLL produces approximately 3.0 MTPA of red mud (Bauxite Residue) which is extremely rich in iron oxide and alumina. The residual caustic makes disposal of red mud tough, with limited option to stock it in storage facilities. The storage facility needs to be designed to ensure no environmental contamination, which however are not a permanent solution to the increasing quantity with increased production.

In order to ensure responsible utilization of the residue, we undertook studies to further examine the properties of red mud and find alternate modes of utilization. Red

mud being rich in additional material after alumina extraction, has a high potential to be utilized in the clinkers in the cement manufacturing industry as a replace for laterite. Also, the residual caustic, which actually made disposal tough, is useful in controlling the emission of sulphur during the cement manufacturing process. The primary substance used in cement manufacturing is limestone which is used in combination with laterite and red mud is a very effective replacement during this process.

Industrial symbiosis is put in place to ensure sustainable utilization of waste, red mud was sent to cement industries. Some latest numbers are available. We have so far dispatched over 18 Kt of Red mud to different companies in Andhra Pradesh and Rajasthan, starting February '21.

SDG 9
Industry, innovation and infrastructure

TARGET 9.2
Promote inclusive and sustainable industrialization

COMPANY	QUANTITY OF RED MUD
Wonder Cement	10,884.6
Ultratech	7,504.4

Water and Tailings Dam Management

Tailings dam management

Tailing dams and ash ponds are integral to Vedanta's mining operations. Effective management of tailing dams is part of our sustainability commitment: Zero Harm, Zero Waste and Zero Discharge. Vedanta remains vigilant to the risks posed by tailing dams.

Vedanta oversees 21 active and one closed tailing management facilities (TMFs). Our principle concern is to ensure the safety of the people who live downstream from our dams. To improve the management of our tailing dams and ash ponds, we have taken some significant measures over the last 24 months.

All our Tailing Dams are lined, hence the contamination of ground water due to seepage of bottom ash is low. We apply stringent steps to comply with all local environmental standards, ensuring that the water contained in this waste is treated and made safe before it can be discharged into local drainage systems.

In FY2019-20, we have hired independent industry experts to audit our tailing management system and advice on the safe design, construction and operation of all our tailings facilities. These audits were the start of an annual audit program that will be put in place from FY2021. The interim period has been used by the business to address the gaps and recommendations that emerged from the audit. Till date we have closed ~84% of the findings and the remaining are work-in-progress.

Additional oversight mechanisms have been put in place, including a monthly sign-off from the CEOs of our BUs, verifying the activities related to audit recommendation closure, monthly monitoring of the structures, monsoon preparedness and other actions to de-risk the facilities are being undertaken.



CASE STUDY

Digitization for responsible tailing dam management



Safe and responsible management of tailing storage facilities is an integral part of mining. We recognize the potential impact of these facilities on the environment, nearby communities and other stakeholders. During construction, operation, maintenance and closure of the tailing's facilities, we take extensive measures to mitigate the risk of tailings dam failures and incorporate the best available technology to minimize the environmental impact. An exemplary case of utilization of digital technology available is at tailing dams in HZL. Continuous operational and stability monitoring plays a major role in ensuring the safety of tailings dam storage facilities, and we are employing best in class technology. Monitoring involves:

1. Regular physical inspections of the structural integrity of the dams, tailings placement compliance with plan and environmental impact.

2. Regular instrumental monitoring:

- **Geodetic surveys of pillar-prisms placed on the tailings dams to measure surface displacements**
- **Measurements of pore water**

pressure within the dam using piezometers

- **Measurements of sub-surface deformations within the dam using inclinometers**

The monitoring involves both qualitative and quantitative analysis of actual vs. expected performance. Regular reviews of monitoring information provide an early indication of performance trends that, although within specification, may warrant further evaluation or risk mitigation actions. In 2021 Hindustan Zinc has introduced a novel, satellite based InSAR (Interferometric Synthetic Aperture Radar) monitoring technique to provide early warning of surface ground movements. This technique allows mapping deformation using radar images of the ground surface that are collected from orbiting satellites. It enables high precision surface displacement monitoring at a mine scale. InSAR monitoring is carried out at 13 sites, including Rampura Agucha open pit, all tailings dams and selected waste dumps. InSAR monitoring augments existing stability monitoring systems and provides greater safety and management assurance.

● **SDG 9**
Industry, innovation and infrastructure

TARGET 9.2
Promote inclusive and sustainable industrialization

● **SDG 12**
Responsible production and consumption

TARGET 12.5
Substantially reduce waste generation through prevention, reduction, recycling and reuse

Runaya: Waste to wealth initiative at Vedanta

The world produces ~65 million tonnes aluminium annually, but nearly 1 million tonne of the material is lost in the form of a by-product, aluminium dross. In India alone, about 60,000 tonnes of dross is produced every year. A classified hazardous waste, unscientific disposal of dross can have detrimental impacts on people and the environment. Currently, aluminium manufacturers send the waste to authorised recyclers who process the waste as per the CPCB guidelines, most of which end up in landfills.

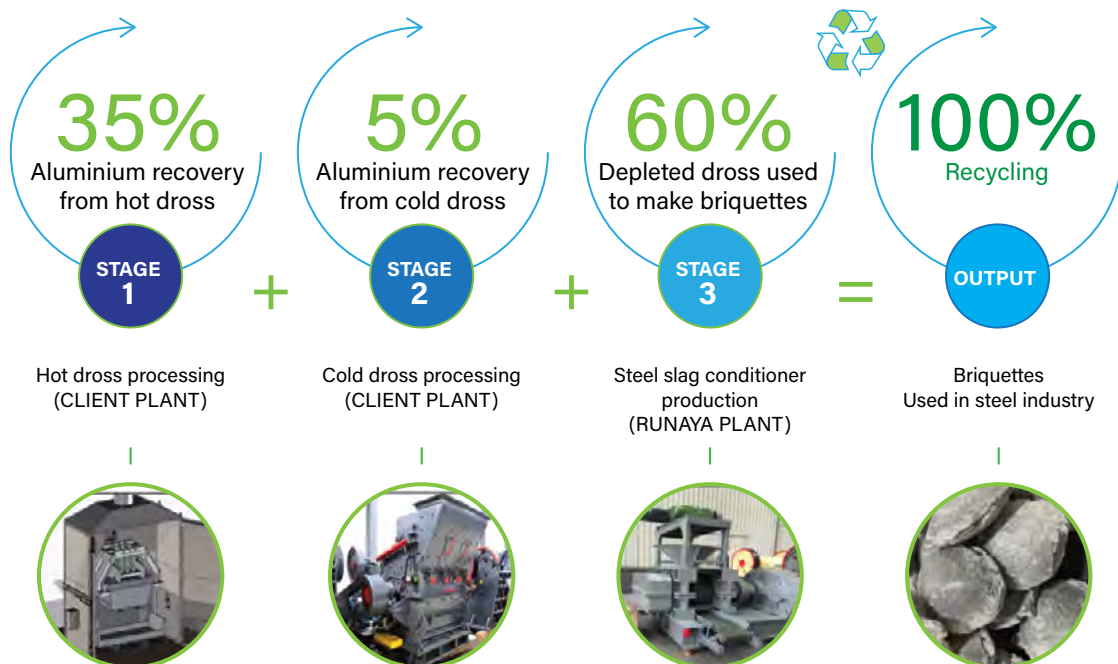
A key aspect of dross is that it contains valuable material and compounds such as aluminium, aluminium nitrides and

oxides, spinel, dimagnesium silicate, gupeite, and sodium titanate. However, traditional recyclers were only able to recover limited amount of material from cold dross, with about 10% recovery rate being the industry benchmark.

At Vedanta's facility in Jharsuguda, where India's largest aluminium smelter is housed, we have turned this around in partnership with Runaya, who are licensed to use Taha's patented dross technology. This ensures a significantly higher recovery rate, while also creating energy savings to the tune of 800,000 GJ and reducing CO₂ emissions in excess of 260,000 tonnes, annually.

The advanced technological process presents four-fold benefits in the form of:

- **Enhanced recovery of aluminium from the dross, to the extent of 90% of the available metal;**
- **Utilizing existing energy in freshly skimmed dross leads to significant savings in energy consumption;**
- **Environmental and people safety due to avoidance of direct disposal of dross in landfills;**
- **Depleted dross is used to manufacture value added products for the steel industry, which reduce carbon footprint of steel manufacturing**



Depleted dross is used to manufacture briquettes that are used in secondary refining of steel, with significant reduction in power consumption and increased refractory life, thus improving sustainability. This circular, end-to-end approach to manufacturing and waste management aligns with our philosophy of 'zero waste, zero discharge,' preventing landfills

and ensuring better utilisation of waste material. Vedanta Jharsuguda is now a zero hazardous waste smelter, and with BALCO also announcing a partnership with Runaya, Vedanta is well on track to become the first zero hazardous waste company by FY'22.



"Circularity in business is the need of the hour, and I'm proud of the 'zero waste, zero discharge smelter' feat our Jharsuguda team has achieved with Runaya's support. Furthermore, Runaya has broken the mould in manufacturing with a highly diverse workforce, with nearly 50% women running the facility."

- C N Singh, CEO, Vedanta Ltd., Jharsuguda



"Runaya is firmly committed to disrupting the linear economy model currently existing in the industry and ushering in a circular economy model by deploying cutting edge technology and innovation in the resources sector with focus on sustainability solutions. We are extremely proud to partner Vedanta Jharsuguda, India's largest aluminium smelter, on their journey towards becoming a zero hazardous waste smelter."

- Annanya Agarwal, CEO & Co-Founder, Runaya



"Vedanta's ethos of 'Zero Harm, Zero Waste and Zero Discharge' continues to guide our environmental and social performance. We at BALCO are aligning our energies to stand tall towards ecosystem restoration and nurturing environment conservation efforts across all our areas of operations."

- Abhijit Pati, CEO & Director, BALCO

Air Quality and Emissions Control

Managing our Air Quality Impact and Emissions: #Race2zero

Air quality management issues for the mining industry are centred around particulate impacts and Vedanta is no different, the complexity of the potential source further hinders the management of emissions.

We closely monitor the impact of our operations on the air

quality and its impacts on our workforce and communities. As part of our ambient air quality monitoring process, we monitor Suspended Particulate Matter (SPM), SOx and NOx. We also keep in check lead emissions in our zinc operations, fluoride emissions in our copper and aluminium operations, and Polycyclic Aromatic Hydrocarbons (PAHs) in our aluminium operations as per our Environmental Management Standard.



YEAR	Stack emissions (in MT)		
FY2021	19,427	210,241	66,305
FY2020	11,215	257,676	67,317
FY2019	8,871	242,236	67,278

■ Particulate matter

■ SOx

■ NOx



CASE STUDY

Asset Transformation



Development of the Lisheen Mine began in 1997, with production commencing in 1999. Over the life of the mine an annual average of 165,000 MT in zinc metal concentrates and 22,000 MT in lead metal in concentrates were produced within the processing plant on the mine site and transported to various smelters across the world from the Port of Cork. Final operations ceased at the end of 2015.

Globally mine closure has been a challenge for the industry and there are many examples around the world of very poor mine closure, where environmental impact continues to be caused long after an operation has ceased. In many instances the mining companies do not plan or provide for mine closure and operate up until the point where the company is no longer making money, or the resource has been depleted.


Lisheen Mine sought its closure permitting in the mid 1990's and the Regulatory




Authorities were careful to ensure that adequate conditions were included in all permits to ensure that mine closure was properly catered for.

Over the years the plan was reviewed and revised following consultations and workshops that considered substantial environmental and geochemical information that developed a closure framework for directing activities towards successful closure of the mine that became the Closure, Restoration and Aftercare Management Plan, the CRAMP. The mine entered into the Active Closure stage in March of 2014 with the development of the Lisheen Mine Closure Team. Test data and observations were carried out to assess its performance following establishment, which allowed for the implementation of progressive rehabilitation works to commence in advance of the cessation of mining operations. During the Active Closure quarterly reports were submitted to the Regulatory Authorities to provide evidence of closure works completed.

On the 22nd of June 2021 the EPA wrote to Lisheen to confirm that they were 'satisfied that the installation has been closed, decommissioned and rehabilitated in accordance with the approved Mine Closure Plan and that the Aftercare Plan may be put into effect.'

 **SDG 9**
Industry, Innovation and Infrastructure

 **SDG 15**
Life on Land

Biodiversity Management

Given the impact that metals and mining industry has on environment, addressing the biodiversity concerns become crucial. Our operations majorly rely on healthy ecosystems like water supplies, protection from storm surges in the coastal regions and others. A poor management of addressing these biodiversity concerns in its business operations can create an irreparable damage to the ecosystems, and hence have a negative impact on climate change concerns and natural disaster impacts.

At Vedanta we have committed to “Do No Harm” and extend our hands to the surrounding environment to protect the biodiversity impacts. We follow the International Council on Mining and Metals mitigation hierarchy - an internationally recognized approach designed to help limit, as far as possible, the impacts of development projects on biodiversity and ecosystem services.

Our biodiversity policy and standard advise us on how disruption to the local ecology should be avoided, minimized and compensated for, from project scoping to site closure and beyond. Our businesses seek consultation from domain experts in identifying biodiversity related business risk and its management. This is an integral part of our commitment to sustainable development.

We are members of the India Business & Biodiversity Initiative. Additionally, HZL is part of IUCN’s – Leaders for Nature program and Zinc International has worked extensively with IUCN to ensure that we meet our No Net Loss principles at Gamsberg, which is located in the Karoo Biosphere Reserve

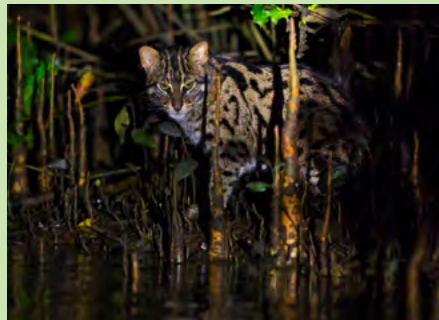
WE STRIVE TO ATTAIN A NO NET LOSS (NNL) OF BIODIVERSITY AT ALL OUR OPERATIONS.

We take appropriate measures to responsibly restore and rehabilitate closed mining areas.

BALCO	IRON ORE BUSINESS	VZI	VZI
<p>Chotia coal mines, nearly 332 hectares of land has been biologically restored as part of the progressive mine closure plan. The work was overseen by experts from IIT Kharagpur.</p>	<p>Chitradurga, ~5 hectares of land belonging to a dumping site has been partially reclaimed using geo-textiles and the plantation of native grasses and trees. The work is overseen by the Indian Bureau of Mines.</p>	<p>In selberg mining area of Skorpion Zinc, work is underway to demarcate and restrict access to areas that have instance of high biodiversity – in keeping with our mitigation hierarchy for biodiversity.</p>	<p>At Gamsberg, work is underway to manage the no-go areas as per the conservation management plan for the Gamsberg Nature Reserve. The long-term activity is being overseen by IUCN.</p>
			

CASE STUDY

Enhancing biodiversity value by conservation of threatened species



Ravva offshore block of Cairn has been producing Crude Oil & Natural Gas for over two and half decades serving the energy demands of the country. The block is located on the Krishna Godavari basin and Cairn ensures to responsibly protect the nature by taking environmental initiatives. Ravva is a hotspot for Mangrove plantation which provides excellent roosting site to many avifaunal species and refuge to the smooth coated otter. A total of 16 species of trees, 1 climber, 1 Shrub and 4 herbaceous mangrove associates were enumerated from the mangrove habitats. A total of 33 species have been identified in entire green belt area situated at Ravva.

Recognizing the significance of its diversity, Cairn has developed a detailed Wildlife management plan. Among various wildlife conservation measures, fishing cat is one of the flagship biodiversity initiative to study the Ecology and Conservation prospectus for Fishing Cat. Fishing cats are small wild cats with discontinuous distribution across mangroves, wetlands, rivers, and swamps in parts of South and Southeast Asia. The species was classified as globally endangered in 2008, based on steep population declines (especially in Southeast Asia) over the past several decades (IUCN 2008).

Fishing cats are good swimmers with semi-webbed paws and a relatively short but muscular tail that can be used as a rudder in the water. This is the first study to understand the movement, space use and diet of the fishing cat. These cats spend time in terrestrial and aquatic habitats. The study will be first ever-comprehensive study to understand the species.

The specific outcome of the study will be:

- **Information on diet of fishing cat and seasonal variation**
- **Home range, movement, and space use of the fishing cat**
- **Threats faced by the species**
- **Conservation planning for the species in Coringa Wildlife Sanctuary**
- **Facilitation of the 'National Conservation breeding Centre of Fishing cats at EGREE**

Cairn has entered MoU with Andhra Pradesh Forest Department to implement project through Wildlife Institute of India for three years. Total project cost of INR 74 Lakhs for the period of three years started from 2020.



SDG 15
Life on Land

TARGET 15.5
Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect & prevent the extinction of threatened species



Our People

EMPOWERING OUR PEOPLE

We believe that our employees and business partners are our biggest assets. Our workforce plays a monumental role in helping the organisation its target. It is the spirit of our workforce that allows Vedanta to become one of the largest, diversified metals and mining company.



Total workforce
70,000+



TRIFR
1.48



Diversity ratio
11.3%



Retention of females*
92%



Attrition rate
6.53%

* Retention percentage of women who resumed work after maternity leave.

Safety and Wellbeing of Our Employees

Safety is – and will always remain – our highest priority. All lives are precious, and as a responsible organisation we owe it to each other, and to all our communities and stakeholders, to always choose the safest way. Those who have suffered a fatality at a plant know just how devastating it is, and that nothing is more important than safety of life. Therefore, we are determined to embed a safety-first culture throughout all our operations. A safe work environment is a business

imperative, and an essential element in building a high-performing organisation. We want to ensure that all of our 70000+ diverse workforce goes back home every day.

We routinely assess our safety performance – by benchmarking our practices with peers, with an eye to build a best-in-class safe workplace for our employees and contract workers.

Culture of care

A culture of care is the one where every decision is taken keeping in mind the wellbeing, safety and health of all involved. We are committed to protecting human health and ensuring a safe working environment for all our employees and business partner workers. A comprehensive Group-

level HSE policy is in place to ensure health and safety are embedded as a value across our operations. Our safety efforts also contribute in meeting the UN Sustainable Development Goal (SDG) of Decent Work and Economic Growth.

CASE STUDY

India's first underground ambulance and first aid station



During the financial year Rampura Agucha Mine developed India's first underground first aid room & underground ambulance station. This occupational health & medical facility has been established in underground mine at a depth of 600 meters from surface.

This first aid room is equipped with air conditioning to maintain ambient environment and has all the necessary medical & rescue equipment like A.E.D

(Automatic External Defibrillators), ECG machine, Oxygen Cylinders, blood pressure monitor, saline facility with a stretcher bed. The mine will also use this facility emergency situations like fire & flooding. The management has provided rescue trained persons at this underground centre in every shift with advanced ambulance with oxygen facilities and AED's for providing CPR.

SDG 8
Decent Work and Economic Growth

TARGET 8.8
Protect labour rights and provide safe work conditions for all

Safety as a value

The health and safety is our top priority, and we believe all fatalities, injuries and occupational diseases are preventable. Through strong safety leadership, we can create and maintain safe workplaces for all our people. Our safety culture empowers every individual, to take responsibility for their own safety as well as for the safety of their colleagues and

the communities in which they work. We at Vedanta believe that Safety is a value that is paramount and in line with our safety related ethos, initiatives like right to refuse, driver management center etc. have been undertaken keeping in mind the needs & necessity of all workers.

CASE STUDY

Safety booster program at Jharsuguda



The safety culture of an organization cannot be created or changed overnight; it develops over time as a result of history, work environment, workforce, health and safety practices, and management leadership. With this thought the safety booster program has been developed to change the approach of shop floor team from reactive to generative.

In FY2020-21, total 15 batches of safety booster program have been

conducted, and more than 250 employees benefited from this program.

We employed a nine-step process of analysing, monitoring and changing culture

- Pre-test
- Psychometric Questionnaire
- Employee Counselling Sheet
- Self-Declaration
- Peer to Peet Engagement
- Post Test
- Training Feedback

- Manager Feedback
- Safety Prescription Report

The program was launched in 2020 to bring a change in the behaviour of supervisors and frontline leaders. It is aimed at reducing the potential accidents by inculcating behaviour-based safety culture at work. The program highlights Vedanta's vision of ensuring everyone goes home safe.



SDG 8
Decent Work and Economic Growth

TARGET 8.8
Protect labour rights and provide safe work conditions for all

SAFETY BOOSTER PROGRAM

No. of Trainees 2020-21



Safety and Wellbeing of Our Employees

Our journey towards industrial hygiene

Industrial Hygiene is a science that involves hazard anticipation, recognition, evaluation and controlling the risks. In Mining and smelting industry various physical / chemical work stressors are present as a part of day to day operations and exposure to those can result in various occupational diseases and illnesses. To address the issue in a structured manner our biggest site, HZL embarked upon an industrial Hygiene improvement journey in 2020 with following objectives:

1. **Identify health hazards to chemical and physical agents**
2. **Determine degree of exposures**
3. **Implement exposure controls to reduce potential health risk**



Mitigating potential health risks through regular intervention programmes

This initiative/drive was taken in consultation with M/s International Safety systems a globally recognised US based industrial Hygiene consulting firm. As a part of engagement one mine and 2 smelters were selected for pilot. Following activities were carried out:

1. **Hazard characterization:** *This step is at the foundation of health risk controls. A Chemical inventory of more than 300 chemicals was obtained along with related health hazards.*
2. **Qualitative exposure assessment:** *understanding that just presence of hazard is not risk; exposure determines degree of risk and hence ISS senior industrial hygienist conducted QLEA for over 100 Similar Exposure Groups (SEGs) and a final ranking (low, medium, high) was determined.*
3. **Quantitative exposure assessment:** *ISS industrial hygienists conducted most reliable, representative and reproducible exposure monitoring, which was undertaken.*

4. Industrial hygiene standard development: *The following standards specific for HZL operations and activities were developed based on best practices and regulatory requirements*

- **Framework Standard on Industrial Hygiene**
- **Lead Management Program**
- **Respiratory Protection Program**
- **Hearing Conservation Program**
- **Heat Stress Management**
- **Asbestos Inspection and Abatement**

5. Training and capability: *15 sets of Training workshop already been carried out involving senior and middle management & executives. As of now more than 300 people have been fully trained on Industrial Hygiene and OH.*

KEY BENEFITS AND FUTURE

HZL is in the process of developing sustainable industrial hygiene program. Exposures are now identified and mitigation process for protection of

workers from exposures has already been initiated based on the work done. Through the training workshops, more than 300 employees now know principles of industrial hygiene and how to reduce exposures. Medical team and biological monitoring team is more aware of finer aspects of audiometric examinations and biological monitoring sample analysis. Potential health risks can be reduced on site.

HZL is currently exploring options to further reduce exposure at source and to take IH journey to next level. Success of the IH program depends on exposure reduction through exposure controls. The detailed work carried out at 3 locations selected initially can be extended to other Vedanta locations to carry out detailed SEG formation / Exposure assessment at other sites.

Safety and Wellbeing of Our Employees

Safety policies and framework

Our safety culture is guided by a robust health and safety framework encompassing all activities across the organisation. A definite structure helps in implementing the framework. Vedanta Sustainability Framework (VSF) puts significant emphasis on Safety & Occupational Health.

We have 16 safety performance standards and over 20 health and safety technical and management standards. We are proud that all our operational facilities are certified with ISO

45001 and align to ICMM guidelines and other applicable international occupational health and safety management systems. The robust framework, guided by our commitment to ensuring a reliable workplace, equips us to deal with setbacks that we face. Our safety standards portfolio has gradually expanded to incorporate additional critical risks identified because of our incident investigations. We aim to continually learn from our past and look out to a safer future.



Monitoring, evaluation and leadership accountability

Being aware of the safety-related risks associated with our operations, capacity-building of our employees is one of the key priorities for us. Trainings, being a key factor of these controls, are provided to all our employees and contractual staff in order to increase the competency in identifying and preventing the H&S risks.

In all our operations we have implemented a mandatory safety and health module in our induction program. Through various trainings we have achieved a continuous improvement in performance standard compliance. Our target now is to draw from our learning of these trainings through various high-performing regions throughout our operations.

Training programs include programs to help employees make better risk decisions, understand our safety standards and

share learnings & best practices across the organization. Assurance Protocol.

In FY2021 we imparted over 1 Million hours of safety & occupational health trainings to our employees, contract workers, and business partners. 938,364 hours were dedicated to training our contract workers and business partners.

Training Initiatives like CHES module have been pivotal in incorporating Occupational health and safety throughout our organization. The objectives of CHES module are to impart learnings related to importance of occupational health and its impact on workplace productivity. It also enhances knowledge related to common workplace hazards and their prevention.

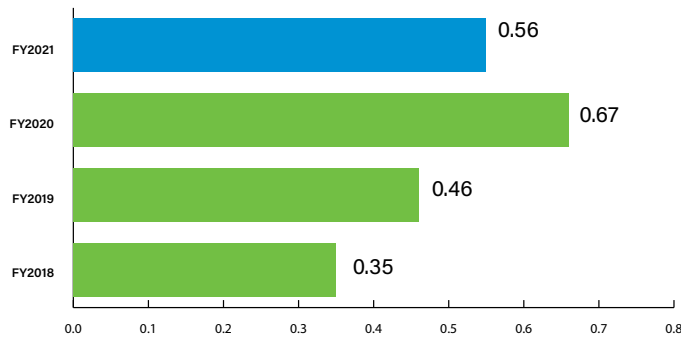
Safety and Wellbeing of Our Employees

Safety performance

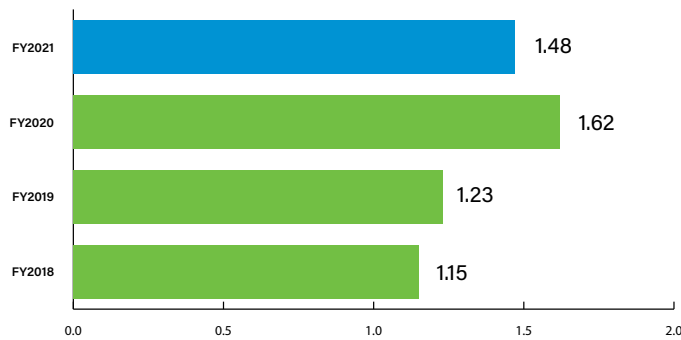
We are determined towards an ambitious goal of zero fatalities. Unfortunately, there have been 8 fatalities in the reporting period. We share the pain of their loved ones and convey our deepest condolences to them. Their loss is a tragic reminder for us to continuously work to strengthen and improve our safety management systems.

We have undertaken various initiatives for fatality learning and investigation, we have formulated taskforces to undertake detailed analysis of high-risk activities, and have increased our focus on visible felt leadership.

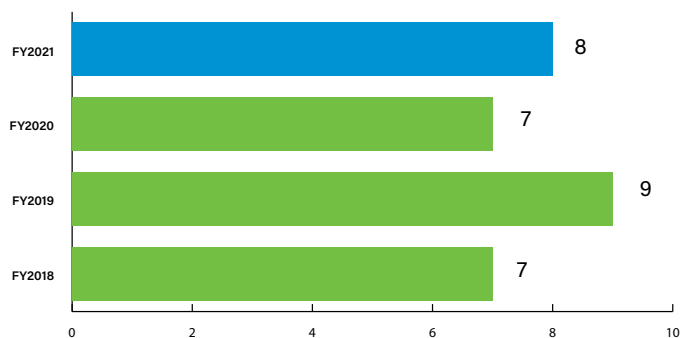
LTIFR (per million man-hours)

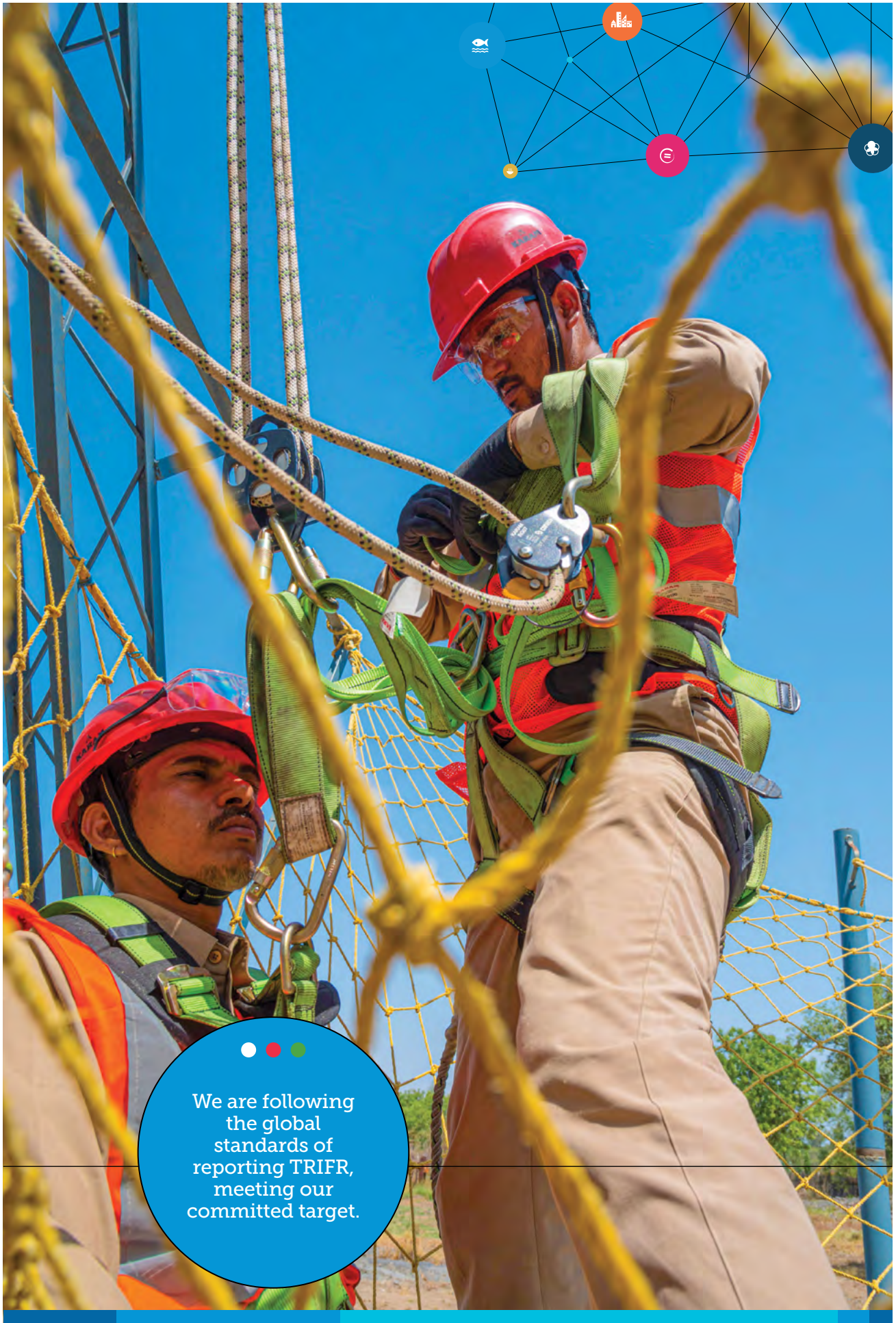


TRIFR (per million man-hours)



FATALITIES





• • •
We are following the global standards of reporting TRIFR, meeting our committed target.

Human Resource and Talent Development



People are our most valuable asset and we are committed to providing all our employees with a safe and healthy work environment. Our people have a result-oriented bent and we endeavour to continuously build capacities of our workforce to effectively deliver on the group's business objectives. It is due to our investment in our people that has enabled us to become one of the largest, diversified metals and mining companies in the World. Our culture exemplifies our core values and nurtures innovation, creativity and diversity. We align our business goals with individual goals and enable our employees to grow on a personal as well as professional front.

Our Human Resources (HR) priorities provide a consistent set of key people management priorities across the group. It ensures that we have the right personnel in place to meet our business objectives as well as a talent pipeline for the future. We report on our performance against these priorities as presented in the chart below.

Given the nature of our business, workplace safety and health are key material aspects for us. We routinely assess our safety performance by undertaking peer benchmarking exercise to incorporate a best-in-class safe workplace for our employees and business partners.

WORKFORCE SNAPSHOT

BUSINESS	LOCATION	FULL-TIME EMPLOYEES		CONTRACT EMPLOYEES		RETAINERS		TOTAL WORKFORCE		
		Male	Female	Male	Female	Male	Female	Male	Female	TOTAL
ALUMINIUM	India	4,991	668	15,442	631	6	0	20,439	1,299	21,738
COPPER	CMT, Australia	21	2	0	0	0	0	21	2	23
	Sterlite, India	567	82	584	68	2	0	1,153	150	1,303
	KCM, Zambia	0	0	0	0	0	0	0	0	0
IRON ORE & STEEL (includes ports)	India	4,103	261	5,509	76	4	0	9,616	337	9,953
OIL & GAS	India	1,170	235	8,845	109	142	8	10,157	352	10,509
POWER	India	75	13	1,214	31	0	0	1,289	44	1,333
ZINC, LEAD & SILVER	India	3,312	399	18,154	132	6	2	21,472	533	22,005
	Namibia	37	7	0	0	0	0	37	7	44
	South Africa	741	154	1,698	195	32	18	2,471	367	2,838
CORPORATE OFFICES	India	61	82	21	15	17	5	99	102	201
	UK	4	5	0	0	1	0	5	5	10
GOLD	India	55	3	21	0	0	0	76	3	79
	TOTAL	15,137	1,911	51,488	1,257	210	33	66,835	3,201	70,036



Organisational growth

Our HR function provides the governance framework and promotes synergies across the group through collaboration and the sharing of best practices. Last year 87 positions were filled through IJP at Group Corporate level, promoting internal

growth. The group HR philosophy encompasses an all-inclusive approach that guides us in achieving our ambition of becoming the employer of choice by enabling:



- **A culture based on meritocracy and performance.**



- **Commitment to ensuring that all our workplaces are free from all forms of discrimination or any kind of harassment.**



- **Complying with all applicable laws of the area where we operate.**



- **Meeting all our responsibilities and HR obligations, as both a direct and indirect employer, and ensuring human rights are not violated.**



- **Having effective internal systems and processes in place for talent management and engagement.**



- **Striving to drive and achieve industry best practices in our social stewardship.**



- **Engaging with employees to encourage feedback and address concerns.**



- **Ensuring smooth integration in terms of mergers and acquisitions, upholding and honouring all ongoing commitments and sharing best practices with the aim of achieving internal alignment of processes and systems.**

Human Resource and Talent Development

Talent development

Talent is key to our success and at Vedanta, we focus on hiring employees considering our business growth plans. We take a multi-pronged approach to recruit, retain, and grow individuals, thereby helping Vedanta maintain its competitive edge. We constantly evolve at all phases of the talent management cycle, from recruitment to development, and engagement to retention. Through digitisation and user-friendly technology, we continuously upgrade and introduce best-in-class people practices.

campus hiring from esteemed institutions, we inducted 1000+ young professionals in India with focus on diversity. We have put special focus to induct talent from North-East, J&K region and minority communities. As a proactive measure, the Vedanta Leadership Development Program is introduced for rank holders in few categories, and they will be offered front-line decision-making roles and fast track growth. We are also inducting specialized talent from new age programmes such as digital, data science & analytics, quality, R&D and sustainability.

As part of our overarching initiative to onboard talent through

V-REACH: GRADUATE DEVELOPMENT PROGRAM

At Vedanta, we have a strong and unwavering focus on identifying and developing internal talent. We have a 5,000+ strong talent pool who joined us as graduates, who form the backbone of our businesses. To identify top 100 talent from this graduate talent pool and provide them elevated roles and opportunities, we launched V-Reach, which will fast track their career growth within the Group. The project will be carried out in two steps. First ~300 potential leaders will be identified via desktop analysis based on objective parameters. Next, all the selected candidates will go through a structured Chairman's Workshop to identify the Top 100 leaders.



Developing leaders from within has multiple advantages. For the employees, it ensures growth with stability. For the organisation, it facilitates a talent pipeline with the same imbibed culture. At Vedanta, we nurture and groom talent through a gamut of development programmes that include training, job rotations, additional projects and responsibilities, and mentoring programmes.

LEADERSHIP SUCCESSION PLANNING

We concluded the largest ever exercise of Leadership Succession Planning. The initiative aims to create a three-level succession slate for the COOs for key businesses in the Group. The objective was to identify 10 COOs and 30 three level successors for each COO through IJP and handpicking high quality leaders. This is a continuous process, as we continue to identify successors for other CXO positions such as deputy for CHRO and CFO positions for each business.

Human Resource and Talent Development

VEDANTA LEADERSHIP DEVELOPMENT PROGRAMME

Continuing our practice of hiring young talent and developing them to take up higher roles and responsibilities in the organisation, we started the Vedanta Leadership Development Programme (VLDP) for hiring from top IITs and IIMs. Over the preceding four years, we have hired 100+ management trainees from top three IIMs and XLRI and graduate engineer trainees from top six IITs.



Our high-potential talent is provided with high-impact frontline roles. At the end of these workshops, we rotated them into elevated cross-functional roles to provide them with maximum exposure and train them to take up CXO roles at our businesses within the next six-eight years.

As part of Vedanta's DNA, we focus on continuous identification and talent development. Over 1000 leaders were identified through workshops, V-Reach, IJP and Act-Up programmes.

Vedanta has embarked on an aspirational digital transformation journey and our vision is to become technology-driven company. With this vision, Digital Act-up was conducted to identify young high potentials leaders

across various units & functions through the structured ACTUP Workshop model and give them significantly elevated roles and responsibilities and thereby induct the required skillset to provide digital steer to our organisation.

V-TECH 1.0

To identify talented engineers and elevate them to significantly higher roles, V Tech 1.0 was launched. Over 550 employees spanning the group with focus on ensuring diversity will undergo online psychometric assessment to result in shortlisting of top 300 basis the assessment and 360 DF. These leaders will drive high-impact projects and innovations, take up leadership roles across the organisation, leverage their potential and become brand ambassadors of Vedanta.



EMPLOYEE TRAINING

MAN-HOURS

	Male	Female
Total Training Hours - Full-time Employees (FTE)	351,610.2	66,632.8
Average Training Hours for FTEs	23.23	34.87



Human Resource and Talent Development

Employee engagement

We endeavour to develop a unified culture that exemplifies our core values and nurtures safety, excellence, creativity and diversity. We value the significance of our people and it is our responsibility to keep them motivated. We achieve this by providing career growth & leadership opportunities across all levels, with an emphasis on promoting gender diversity across roles. Moreover, we provide an array of benefits to

our full-time employees which are comparable with industry standards in the respective geographies. These benefits typically include - life-insurance scheme, health-insurance scheme, disability coverage, parental leave, retirement benefits and management grades are covered under stock options scheme of Vedanta.

VICE-CHAIRMAN'S SBU ENGAGEMENT WORKSHOPS

The key idea behind this transformational initiative was to connect with SBU Heads / EXCOs to engage, energise and generate ideas / suggestions around key themes such as Management in Place and Business Vision, Volume & Cost, HSE, CSR and Community Relations, People Development, Technology & Digitalization, Innovation & Benchmarking, Quality, Security & Housekeeping etc. Through this structured initiative, we have covered 16 SBUs and have engaged with 1200+ executives. The businesses have acknowledged that the Vice Chairman's Engagement helped them in: a) moving in the right direction; (b) each SBU has already started working on the key action points which emerged from the engagement; (c) since the workshops happened during the current COVID times it helped build employees morale and performance focus; (d) engagement with business partners helped in quality assessment.



YOUNG LEADERS' TASKFORCE

At Vedanta, young leaders are given a wide plethora of growth opportunities. We have created a team of livewire professionals hailing from diverse backgrounds with focus on innovation. Their innovative ideas help us steadily grow volumes, optimise costs and identify other key drivers to make the organisation more agile to protect our margins, despite market variations



Human Resource and Talent Development

Communication and feedback

We value our workforce and have a very robust mechanism to exchange feedback for improvement. Employees are our internal customers and their voice is heard, in line with our inclusivity culture.

The various internal channels of communication, including Chairman's workshops, town hall meetings, daily leadership update forums, HSE Leadership and Sustainability Steering Committee meetings, site-level risk sub-committees, employee engagement surveys, and the various engagement forums at site - both formal and informal, allow us to engage with and provide feedback to our employees consistently.

At Vedanta we promote growth and nurturing of our internal

talent pool by encouraging internal dialogue between senior leaders and their young mentees and peers. For this reason, we have launched 360 feedback for our ExCo leaders in collaboration with an external partner. We believe that this will help to fast-track the assessment and development of leaders and we aim to extend this to cover all our professionals in due course.

We have seen a decline in our attrition rate from last year at 6.5%, and we believe it is a result of our efforts towards introducing employee friendly policies like the ESOPs. This is a conditional share plan for rewarding performance on a pre-determined criteria and continued employment with the company.



The various internal channels of communication lead to nurturing our talent pool

Diversity and Inclusion

Diversity and inclusion for us is not merely limited to compliance to statutory norms but it is a business imperative that offers strategic advantage in terms of diversity of ideas & perspectives that drives creativity and innovation across our group companies. Added with cultural sensitivity, insight and local knowledge, it is the bedrock for our long-term sustainability.

Vedanta is committed to the cause of promoting diversity and inclusion within the organization and in larger communities who we partner with. Our objective is to achieve gender parity across all levels starting from our Board. The Group's diversity policy helps to define, strategize as we work on different

facets that have a bearing on achieving diversity goals. This policy is forward looking and sets a vision for diversity and inclusion for businesses across the Vedanta group.

The group's commitment to diversity and inclusion extends to all areas of our business. We track the number of people with disabilities and this year we have 0% FTEs with disabilities. Promoting it will need a balanced concerted effort across company's internal values, processes, policies. Going beyond, we will need to work with communities, government, special interest groups. The diversity policy shall help us layout guiding principles, strategy and execution plans with defined milestones towards achieving gender parity.

The Vedanta Group proposes to employ the Global Diversity and Inclusion Benchmarks Model ©O Mara and Richter 2014. The Group's Diversity and Inclusion initiatives focus on a holistic approach involving the following three areas:

FOUNDATION	EXTERNAL PARTNERSHIPS	BRIDGING
<ul style="list-style-type: none"> • Diversity and Inclusion vision, strategy and business case • Leadership and accountability • Employee competence and diversity intelligence • Infrastructure and execution principle • Internal processes and policies around recruitment, development and advancement, workplace conduct, benefits and flexibility 	<ul style="list-style-type: none"> • Community, government relations and social responsibility • Industry bodies partnership 	<ul style="list-style-type: none"> • Assessment • Communication • Sustainability
		



Women in workforce

At Vedanta, our vision is to ultimately create a workplace culture where teams of mixed gender, ethnicity, regional affiliations, physical ability, age and orientation are representative of a variety of perspectives and experiences. We believe inclusion is about ensuring everybody, irrespective of gender, nationality or any other background, has an equal opportunity and is not treated differently or discriminated against because of these characteristics.

We proactively reinforce a culture where everyone feels included and respected- an environment where we value

differences by providing equal opportunities to one and all. While we recognize and promote diversity in all forms, we are prioritizing to focus on gender diversity initiatives.

% WOMEN IN WORKFORCE	
Total women workforce	11.30%
Women in all management positions	11.80%
Women in junior management positions	16.06%
Women in senior management	7.70%
Women in STEM related positions	11.90%

	FY2020-21		FY2019-20	
	Male	Female	Male	Female
Number of employees who have taken parental leave in FY2018-19	545	102	600	103
Number of employees who were in continuous service for the next 12 months after returning from parental leave	492	94	551	88
Retention* %	90%	92%	91.83%	85.44%

*Retention % is calculated based on the number of employees who returned and were in continuous service for the next 12 months /number of people who went on parental leave.

Diversity and Inclusion

Women on board

Mining is traditionally has been a male-dominated sector, but Vedanta is among a few global natural resources companies that enjoy a healthy gender diversity ratio across all levels. With varied perspectives, the women across our group companies are driving strategic initiatives and are instrumental in addressing some of key business issues.

As of 31st March 2021, we have two women on our Board,

representing 25% of the Board, and Hindustan Zinc Limited, has three female directors representing 43% of the Board. Our Group Executive Committee has a gender diversity of 14.2%. We have 14% female representation in aggregate on the executive committees of our businesses and 16.6% female representation on the subsidiary business unit executive committees.

Inclusion

We embrace inclusion in our workforce, empower and advocate for Indigenous peoples and encourage business across our supply chain to adopt a similar commitment to sustainability.

To fulfil our purpose, we have evolved our thinking about our partnerships with the communities where we operate and our contribution to society and the environment more broadly. We at

Vedanta strongly believe that in the idea of giving back to communities and people.



We embrace inclusion in our workforce

CASE STUDY

Breaking caste barriers to achieve inclusivity



Vedanta believes in inclusivity throughout its operations and extends programs towards community engagement which are aligned to the same philosophy. Cairn oil and gas in partnership with SURE (the NGO partner), helped Mr Dinesh Kumar, 50 years from a small village Dewra in Rajasthan, to enhance his livelihood income through improved ways of livestock management. Mr Dinesh was suffering a caste bias in his native village and this program offered a platform to him for a better life.

The program entails doorstep delivery of medical care for livestock, regular awareness and capacity building sessions on cattle-upkeep, skill development on

allied activities, linkage with government initiatives as well as on forming institutions for better market avenues. Knowledge on green fodder production, animal husbandry, and other livelihood allied activities has helped his family earn INR 18,000 per month. His wife too is a part of the women group undertaking tailoring activities for additional income.

Through this initiative Mr Dinesh is provided with a better outlook on life filled with opportunities. He is capable of sending his children to English medium school for an educated future. They today live in a pakka house with a tubewell and plans to expand further in farming.



SDG 1
No poverty

TARGET 1.4
Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance



SDG 10
Reduced Inequalities

TARGET 10.2
Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



Enabling Our Communities

● **Building trust, being transparent and to do no harm is central to our relationship with communities and for our ability to do business. In the areas where we operate often, we are drivers of economic growth and development for the communities and it is this position, which drives us to ensure that we are the developer of choice in our operation areas.**



Total social investments
INR 3.22 Billion*



Contribution to the ex-chequer
INR ~345 Billion



Community lives impacted
42 Million**



Villages outreach
900+

*Social spends value is misprinted in the Integrated Annual Report. INR 3.22 Billion represents the correct value.

**Number of community lives impacted include both our direct and indirect beneficiaries through e-shiksha program.

Human Rights

Protecting and respecting human dignity is central to our everyday business operations. Moreover, as a global company working across developing countries, we believe we have an important contribution to make through the example we set through our practices. Enhancing our human rights management systems & processes is a continuous task and therefore, we regularly benchmark our performances and management systems to global best practices.

The relevance of Human Rights related issues is paramount given the nature of our business. Our core value of 'RESPECT' lays consistent emphasis on Human Rights, respect the principle of free, prior, informed consent, and our engagements with stakeholders give local communities the opportunity to voice their opinions and concerns.

PARAMETERS	SECURITY PERSONNEL	TRAINING IMPARTED TO	%
Security personnel trained in human rights policies or procedures	3,546	3182	89.73%

We draw upon these global guidelines for developing our Human Rights Policy that prohibits engaging child or forced labour across our supply chain. Moreover, our Code of Business Conduct and Ethics (Code) commits us to comply with all relevant National laws and regulations, underpinning our approach to protecting the fundamental rights of all our direct and indirect employees. We have a group-wide human

rights policy which requires us to promote fair and working conditions to avoid any human rights impact, we aim to be an equal opportunity employer and we preserve and respect the culture and heritage of our local communities. All our businesses are compliant with applicable regulations and during the reporting period no human rights complaints were registered.

Addressing human rights concerns among local communities

Human rights training is an integral part of our Sustainable Development Framework implementation, with periodic training in Code of Business Conduct and Ethics that includes the Human Rights aspects is provided to our

employees and contractual workforce. These range from our on-site security guards - who are required to work in compliance with International Finance Corporation (IFC) and International Council on Mining and Metals (ICMM) guidelines - to our transport workforce, where we have previously identified some risks of child labour. We also undertake periodic reviews and risk assessments in all our group companies to identify potential human rights, child and forced labour-related risks within our boundary, communities and supply chain. We committed to FPIC and engage with local vulnerable communities to include them in the decision-making process, our intent is always to preserve indigenous cultural heritage. Keeping the spirit of the philosophy we have launched a group wide social performance program and a major aspect of the program is become the developer of choice and respect.

We undertake periodic reviews and risk assessments in all our operations.



UPDATE ON STERLITE COPPER: Medical supply of oxygen in supporting the nation

Sterlite copper filed application before the Hon'ble Supreme Court to allow the operation of its oxygen plants having a capacity of 1050 tons per day to supply medical oxygen to meet the increasing oxygen demand during the CoVID-19 crisis and to undertake essential care and maintenance of the plant.

Hon'ble Supreme Court by order allowed the plea and after inspection by a government appointed committee the plant is now operational for the production of medical oxygen on standalone basis. The unit has received all the necessary approvals and the oxygen plant was successfully overhauled within the short duration and commenced the production on 7th May'21. It was due to timely intervention of Hon'ble Supreme Court, Sterlite Copper was able to supply medical oxygen to the tune of



consumption for treating covid patients, the medical oxygen supplied is estimated to have saved 14000 lives.

The oxygen distribution was overseen by Nodal officer & District Collector and Chairperson of the State government-appointed monitoring committee. Sterlite Copper has supplied medical oxygen

In addition to the supply of medical oxygen, Sterlite Copper has been at the forefront of COVID mitigation in multiple forms. One of his key commitments has been to provide 1,000 critical care beds in 10 locations across India to support COVID-19 patients through the VEDANTA CARES initiative. Under the aegis of this project, we have recently provided 142 oxygen beds to the Thoothukudi, Kayalpatinam and Thiruchendur Government Hospitals along with various emergency care equipment ranging from Nebulizers, Oximeters and Laryngoscopes to ECGs, Defibrillators and Bipap machines. Overall, 3 Government Hospitals, 3 Primary Health Centres and 7 Urban Health Centres have received support in the form of medical infrastructure worth INR 2 crores to ensure access to all sections of the community.



1797.12 Mt of Liquid Oxygen and 7518 M3 of gaseous oxygen of medical grade as on 13th July'21. This has significantly augmented the efforts of state and central governments in handling the pandemic. Considering the average medical oxygen

to 12 Medical College Hospitals, 8 Government Hospitals, 12 oxygen gas bottling plants/agencies across 22 districts in Tamil Nadu through the Tamil Nadu Medical Service Corporation.

About 50000 masks were also distributed to 5200 households in Thoothukudi, and to truck drivers operating in the district. In addition, 1300 liters of liquid handwash, 13000 bars of soap and 1000 bottles of hand sanitizer have been provided as well. The unit is also ensuring that the staff and business partners get vaccinated, and have been able to vaccinate 509 employees, 397 family members and 1185 partners so far.

Human Rights

Addressing human rights concerns in our supply chain

Human rights-related risks may occur in our supply chain. Therefore, although all our significant suppliers have adequate systems to safeguard the human rights of their workforce, we continue to engage these businesses diligently.

To this end all our new suppliers and contractors are provided with an induction to our Code of Business Conduct and Ethics, sustainability policies, standards and systems. Further now all our new suppliers and contractors undergo sustainability screening on human rights and child labour, environment and labour aspects etc. Inspections and audits of all key suppliers and contractors are undertaken and any issues identified are recorded and communicated to the contractor.

A supplier relationship management e-learning module ensures transparency and provides a communication mechanism for all registered suppliers to voice their concerns.

As leaders in the natural resources industry, we uphold the principles of human rights within our circle of influence. Our Suppliers Code of Conduct is implemented as part of the terms and conditions of supplier contracts across the Group and all new suppliers are required to sign, endorse and practice this Code. We also have in place a Supplier & Contractor Sustainability Management Policy to implement human rights practices across the supply chain. Both the Code and the Policy clearly communicate our expectations

from our suppliers i.e. to operate in compliance with all relevant legislation and follow our policies while executing work for or on our behalf. These include labour and human rights laws, Vedanta's HSE & sustainability policies, and a commitment to conduct business in an ethical manner.

We continue to enhance adherence by conducting inductions, screenings, inspections and audits. Any concerns raised by interested parties on any of our key suppliers is promptly addressed by undertaking an independent assessment.

The supplier and contractor technical standards further include a supplier screening checklist to evaluate contractor compliance relating to key issues like legal compliances, HSE management, labour management, human rights and child labour. Any violation from the standard requires corrective action to be taken and reported back to the organisation.

The presence of child and forced/compulsory labour is a non-negotiable offence at Vedanta - be it direct or through a contractor. We strictly enforce this policy at all our operations. Furthermore, we carry out periodic inspections of our remote mine locations and require proof of age for all contract workers. At some locations, we also use a fool-proof radiological age identification process to assess child labour violations.



Human Rights

Alignment to modern slavery act

Since 2016, Vedanta has complied with the Modern Slavery Act (UK). The result is that over time, the systems to ensure that our vendors and supply chain are slave labour free, have matured. We have robust audit mechanisms throughout the supply chain; we have audited 53 out of 154 high-risk vendors so far. The remaining audits will be conducted once the situation with the COVID-19 pandemic normalizes. We have also begun the practice of seeking an MSA self-declaration from each of our vendors. Some key initiatives are:

- Inclusion of an MSA Clause in vendor contracts, supplier code of conduct and recruitment procedures
- Development of MSA awareness packs and training programs for vendors
- Audits for high-risk vendors
- Annual declarations from vendors
- MSA compliance confirmation for the onboarding of new vendors
- Regular internal training of supply chain managers on Vedanta Code of Business Conduct & Ethics, Vedanta Supplier Code of Conduct and Human Rights Policy



Direct and indirect workforce

For us, there is no difference between our direct and indirect workforce when it comes Human Rights aspects. Comprehensive systems for employee well-being and contractual labour management are in place across all our locations to ensure that fundamental aspects of human rights are upheld for all. We endorse the right to freedom of association. Where present, collective bargaining

agreements are formed based on transparent and fair discussions between management and union representatives. Remuneration, allowances, working conditions, incentives and bonuses, health and safety, manpower productivity are part of the arrangement.

Total Full time	17,048	ON AVERAGE, 52% OF OUR FULL-TIME EMPLOYEES AT BALCO, HZL, IRON ORE BUSINESS, AND ZINC INTERNATIONAL & CMT AUSTRALIA ARE COVERED BY COLLECTIVE BARGAINING AGREEMENTS
Covered by Collective Bargaining Agreements	4,739	
% of Workforce Covered by Collective Bargaining Agreements- FTE	28%	

Community Interventions

Community provides us the critical support to grow sustainably with all stakeholders. We have evolved one of the most elaborate community empowerment initiatives in our industry, and we regularly garner inputs and insights from stakeholders to improve our programmes.




Enabling local communities is central to our vision and we believe we can be instrumental in creating opportunities for inclusive socio-economic development. We endeavour to improve the quality of life of local communities through our community development programmes in a manner that upholds the dignity of all our stakeholders. Our community development programmes focus on poverty alleviation programs, especially integrated development, that impacts the overall socio-economic growth and empowerment of people, in line with the national and international development agendas.

All our community development programmes are governed by the Vedanta CSR policy and corporate technical standards

that are part of the Vedanta Sustainability Framework (VSF). We have four key elements for our community development programs: equitable, inclusive, respectful and dignified.

We have a CSR council which is led by a senior business leader, and including CSR Heads and CSR Executives from all business units, meets every month and reviews the performance, spends and outcome of CSR programmes across units. Governed by our in-house CSR Policy and Sustainability Framework, the Council is responsible for governance, synergy and cross-learning across the group's CSR efforts. The Board CSR Committee comprises senior Independent Directors; and apart from providing strategic direction for CSR activities, it also approves plans and budgets, and reviews progress of initiatives.

In FY2021, ~INR 3.22 Billion were spent to help communities elevate their quality of life through various interventions. An overview of these programmes is provided below.

<p>Children's well-being and education</p>	<p>KEY FEATURES</p> <ul style="list-style-type: none"> 90+ initiatives across our Group companies Nearly 39 Million children benefit from these programmes 	<p>TYPES OF INTERVENTIONS</p> <p>Anganwadis and child-care centres; public school infrastructure support (including sanitation); scholarships teacher training; digital classrooms & computer aided learning centres; libraries; vedanta-run schools; exam preparation counselling; career counselling science fairs</p>	
<p>Healthcare</p>	<p>KEY FEATURES</p> <ul style="list-style-type: none"> 60+ initiatives across our Group companies Nearly 2.4 million people benefit from these programmes 	<p>TYPES OF INTERVENTIONS</p> <p>Support to primary health centres; hiv/ aids awareness programs; health camps; mobile health vans; specialist doctor support; nutrition programs; vedanta-run hospitals; health awareness drives</p>	
<p>Women's empowerment</p>	<p>KEY FEATURES</p> <ul style="list-style-type: none"> 15+ initiatives across our Group companies 32,000+ women benefit from these programmes 3,300+ SHGs and 300+ micro-enterprises formed 	<p>TYPES OF INTERVENTIONS</p> <p>Self Help Groups; Women's co-operatives; Micro-enterprises</p>	

Community Interventions

Drinking water & sanitation	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 45+ initiatives across our Group companies Nearly 250,000 people benefit from these programmes 	Provision of drinking water; construction of toilets; RO plant set up; digging of borewells; handpump repair/installation; sanitation drives	
Community infrastructure	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 40+ initiatives across our Group companies 360,000+ people and 3,000+ families benefit from these programmes 	Tube-wells/open-wells/borewells; check-dams; roads; parks; public education infrastructure; community centres; health centres; village walls & gates; renovation of sports complexes; temples irrigation channels; drains; bus stands; streetlights; ponds; public cctv installations	
Upskilling youth	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 20 initiatives across our Group companies 2,000+ youth trained 	Sewing centres; Vocational training centres; Technical & computer literacy programmes; Traditional crafts and painting training	
Agriculture & Animal husbandry	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 50+ initiatives across our Group companies 62,000+ farmers benefited 	Climate change adaptation; Wadi-based agriculture; water-shed rejuvenation; agriculture-based natural resource management; dairy and livestock development; farmer training; self-help groups; co-operatives; veterinary care; irrigation channel maintenance	
Sports & culture	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 30+ initiatives across our Group companies 43,000+ sportspersons and culture enthusiasts benefited 	Rural sports; Sponsorship for: para-athletes; Marathons; Sports tournaments; Music festivals; Football and archery training academies	
Environmental restoration & protection	KEY FEATURES	TYPES OF INTERVENTIONS	
	<ul style="list-style-type: none"> 96,000+ saplings planted and are under maintenance 	Sapling plantation & greenbelt management; Water conservation structures; Pond desilting	

Community Interventions

Protecting the rights of indigenous communities

As a mining and related operations company, we have a wide range of issues associated with land acquisition, resettlement and indigenous people. We have an Indigenous Rights Policy along with Cultural Heritage Land Acquisition and Resettlement Standards that includes a Guidance Note for

all our operations to better understand the standards. Our resettlement compensations include: provision of alternate homestead lands, home-building assistance, employment opportunities, and cash payments.

CASE STUDY

Resettlement in Lanjigarh story of responsible development



Our operations in Lanjigarh are in the process of voluntary resettlement for the three villages in the vicinity of the plant. Individuals and families are being compensated as directed by the government-guided process. These three villages collectively have 235 families which will be impacted by the resettlement activity and we are ensuring to go beyond sustenance for the affected.

Of the 235 families, 100 are already in the process of completion to be shifted to rehabilitation colony and the remaining will be completed by December 2021. As a part of the resettlement and rehabilitation (R&R) policy of the Government of Odisha, 99 youth are entitled to employment. The company is providing them skill development training to ensure their gainful employment, through KIIT University, which is an internationally acclaimed university in Bhubaneswar. The duration of the training is from 6 months to 3 years. Due to COVID, the training classes were conducted online, but will resume in August depending on

COVID restrictions in the state. Out of the 99 youth, 26 will be employed at Vedanta in September and the remaining 73 will continue with two and half years of training since their qualification does not match the required criteria of high school degree.

Our aim is to secure rights of people in the community, so each household is provided with details of the R&R entitlements in the local language to ensure clarity and uphold their right to information. We understand that we need to listen to the community to ensure we receive continuous feedback from the ground, for which we have set up a grievance redressal desk at a central location in the villages that is operational between 3 to 5 PM on all days (except Sunday). Through the cell we encourage the community to constantly engage with us in the form of grievances and critique.

We are aiming to be the developer of choice in areas of our operations and it is not possible without the support of the communities.



SDG 1
No poverty

TARGET 1.1
Eradicate extreme poverty, 1.2 Reduce by half people living in poverty



SDG 2
Zero hunger

TARGET 2.1
End hunger and ensure access to safe, nutritious, and sufficient food



SDG 6
Clean water and sanitation

TARGET 6.1
Universal and equitable access to safe & affordable drinking water for all



SDG 8
Promote economic growth and decent work for all

TARGET 8.3
Promote policies that encourage the growth of small and medium-sized industries

Community Interventions

Local hiring

We understand the requirement of the local communities for employment, and our initiatives include creating opportunities for employment and local hiring, using local vendors for services while implementing focussed CSR and community development programs. This creates a positive impact on the community and helps us engage with them.



Community Interventions

Nand Ghar Initiative

Our Nand Ghar, novel program aimed at women and child empowerment has helped in creating a significant impact in communities around our impact zones. These are model

“Anganwadis” aimed at eradicating child malnutrition, providing education, healthcare and providing women with skill development.

PARAMETERS	NUMBERS
Number of Nand Ghars built	2300+
States impacted	11
Number of operational Nand Ghars	1800
Number of women benefitted through Nand Ghar	50,000+
Number of children benefitted through Nand Ghar	~65,000



CASE STUDY

Stitching breaks the chains of poverty



A typical day for rural women in Meghwalo ki Basti in the Barmer district of Rajasthan begins early morning when they have to clean the house, cook the food, fetch fodder for the cattle, help in the fields and look after the children. Despite this packed schedule, Pavani a young married woman with three children, found the time to attend Vedanta's women's empowerment programme that was held on alternate days a week for a period of three months.

Determined to supplement her husband's meagre income of Rs 9,000 a month, this young woman learnt how to build on her entrepreneurial abilities and became

proficient in tailoring. With the help of a loan of Rs 10,000 to be paid back in monthly instalments, Pavani bought a sewing machine and related materials. She learnt how to build on her entrepreneurial abilities through the programme and became proficient in tailoring.

Since hers is the only shop of its kind in the village, her average monthly income is Rs 4,500. Today, Pavani's success has inspired her sister Dhaneshwari who also wants to start a tailoring business in her village. Being a role model for her community, Pavani was featured at WeTheWomen Asia series as a successful Nand Ghar Change agent.

SDG 1
No poverty

TARGET 1.1
Eradicate extreme poverty, 1.2 Reduce by half people living in poverty

SDG 2
Zero hunger

TARGET 2.1
End hunger and ensure access to safe, nutritious, and sufficient food, 2.2 End all forms of malnutrition

SDG 4
Quality education

TARGET 4.2
Ensure all children have access to quality pre-primary education & development

SDG 6
Clean water and sanitation

TARGET 6.1
Universal and equitable access to safe & affordable drinking water for all

SDG 8
Promote economic growth and decent work for all

TARGET 8.3
Promote policies that encourage the growth of small and medium-sized industries

Responsible Social Performance at Vedanta

Over the years, there has been a paradigm shift in the industry and profit is no longer the only benchmark to define success. Global sensitivity towards society is not just legal compliance but more a responsibility for every individual. Need of the time demands economic progress and social development to move in tandem for a sustainable and reliable business ecosystem. Environment, Social and Governance: A concept that was practically missing till last decade has today become the face value for an organization's global competitiveness. Today industries are putting up substantial efforts, innovations and investment within the ESG framework to support the holistic growth of the society and environment.

At Vedanta we recognize this change and our purpose with our communities is for us to be recognized as a developer of choice in the areas of our operations.

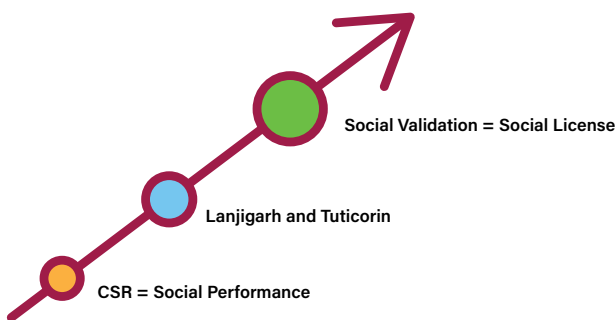
Despite our efforts to recognize the importance of society and environment, our journey took a significant turn due

to the past events of Lanjigarh and Tuticorin. These events shaped our narrative to engage and focus on responsible operations across our value chain.

Though our CSR initiatives were lauded for the positive impact they brought, we needed validation from the stakeholder that mattered the most: the local communities. The incidents did put a dent in the overall growth of the company, but they also shaped our journey towards our social performance.

Our economic operations play a vital role in reshaping the local community. Our activities generate employment, impact the environment, create opportunities, affect socio-economic conditions etc. All these have an impact on the local communities.

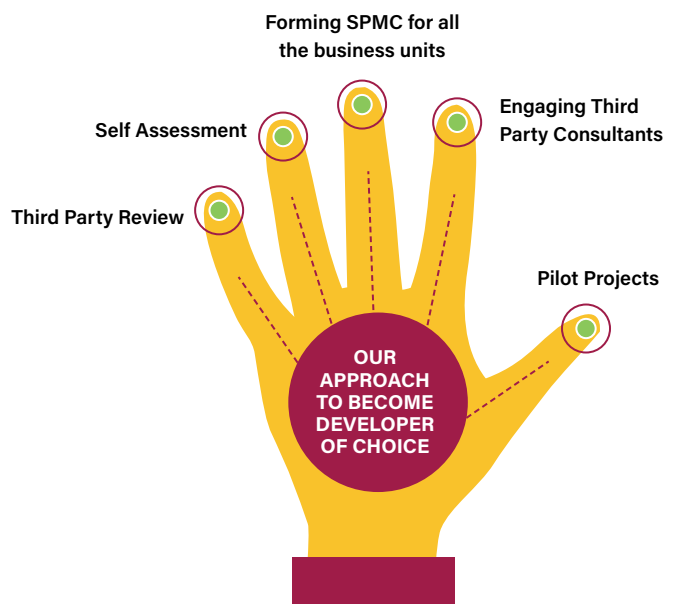
Our predominant belief system equated our CSR initiatives with our Social Performance. The events at Lanjigarh and Tuticorin however taught us the value of retaining the trust of the communities and going beyond CSR then became our prime motive. Since then, inclusive development has been the centre of all our business and social operations. We have been readily upholding the dignity of all our community members through direct consultation and involving them in designing the activities best suited to the site.



Our approach

Economic profitability is not our only mantra to thrive but we aim to be the first choice of the people and position ourselves as a responsible corporate citizen. We understand that the involvement of all the stakeholders is essential to sail through the complexity of social license to operate.

After the unwarranted incidents like Tuticorin, our senior leadership took major steps reviewing our social performance initiatives through a third party in 2019. We partnered with triple R alliance and Synergy and undertook a completed review across 4 sites which helped Vedanta dive deep into



Responsible Social Performance at Vedanta

the requirements of social performance covering the aspects of ESG.

The third-party review in 2019 and its subsequent report to Executive Committee prompted us to take self-assessment across our business units in FY 2021. We created dedicated social performance site teams with cross-functional

participations whose major intent was to define the boundary between CSR activities and Social Performance & License to operate to the organization. We were able to form social performance management committees (SPMC) at each unit which guided our business to garner the trust of the local communities thereby enhancing our goodwill and acceptance of our social activities.

SOCIAL PERFORMANCE PILOT STRATEGY

- Risk identification
- Risk management and planning
- Setting up systems and procedures
- Training and capacity building

EXTERNAL STAKEHOLDER ENGAGEMENT



We have been continuously engaging with consultants to conduct pilot projects at our 2 business units of Lanjigarh and HZL and a complete pilot project is currently in progress

which includes social risk assessment, grievance mechanism tracking, social KPIs, governance framework, monitoring and others.

Our understanding

Over the period we have developed dynamic policies and frameworks to ensure that our social license to operate is acceptable and applaudable in the area of operation. These policies and procedures are guided through our stakeholder engagement and grievance management system throughout the lifecycle of an engagement.

Our policies and standards are complemented with our human right, social, supplier and contractor policies which are regularly updated as per the need and demand of the time. These policies were last updated in 2020 and are in alignment with the international good practices including ICMM and IFC standards. We have mandated that all our businesses must adhere to the local legal and social compliances about its culture, human rights, land & resettlement management, security, biodiversity etc. For areas that have indigenous/vulnerable tribal groups their principles, beliefs and consent is highly regarded to garner our social license to operate.

ELEMENTS OF SOCIAL PERFORMANCE

DO NO HARM

- HSES
- Operational management
- Regulatory compliance

FAIR & TRANSPARENT

- Local employment
- Local Livelihood
- Livelihood considerations

TRUSTING RELATIONSHIPS

- Stakeholder engagement
- Grievance management
- Public relations



Annexures





Awards and Recognition

Our performance across the domains of sustainable development have been recognized by several eminent platforms. While we work with spirit of continuous improvement these accolades reinforce our determination to work harder going forward.

During the reporting period, our group companies received more than 60 awards in the sustainability, safety, sustainable development/CSR and HR categories. We present a few select awards below.

SUSTAINABLE DEVELOPMENT & CSR



Hindustan Zinc Limited (HZL)

- Hindustan Zinc wins **CII-ITC Corporate Excellence Sustainability Award 2020**
- Hindustan Zinc recognized as **“Responsible Business of the Year”** at **GT SABERA Awards 2020** by Grand Thornton Bharat
- Hindustan Zinc's integrated Annual Report – **“Smart Mining for a Sustainable Future”** has received inspiring recognitions in the prestigious **LACP Awards** along with formally being part of the top 100 list globally

ESL

- ESL received **'ASSOCHAM National CSR Awards – 2020'** for three sectors namely Education, Skill Development and Healthcare by The Associated Chambers of Commerce and Industry of India.

Sesa IOB, Goa

- Sesa IOB, Goa received **'ICC Social Impact Award 2021'** by Indian Chamber of Commerce under the category “Empowering the rural population”.

Cairn Oil & Gas

- Cairn Corporate received **CII-ITC Sustainability**

Award 2020 for the 'Excellence in Corporate Social Responsibility' by CII-ITC

- India's biggest virtual run - Cairn Pink City Half Marathon 5th Edition'- 2020 by Cairn Corporate was recognised by **World Book of Records, UK under the category of Corporate Social Responsibility.**
- Cairn Corporate received **'COVID Warriors for Barmer'** in 2021 by the District Administration, Barmer.
- CII-ITC awarded Cairn Corporate with **'CII National Award for Excellence in Water Management 2020 (Beyond the Fence)'** under the category 'Water Management Practices (Beyond the Fence)'
- Cairn corporate was awarded **'Leaders Award of Sustainability 4.0 Award 2020'** under 'Mega large Business Category' by Frost & Sullivan and TERI.

Vedanta Limited Lanjigarh

- Vedanta Limited Lanjigarh got recognized as **'Noteworthy Water Efficient Unit'** - in 14th National Award for Excellence in Water Management 2020 organized by CII.

TSPL

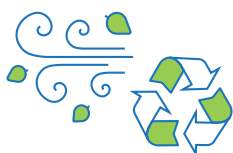
- TSPL was awarded **Apex India CSR Excellence Award** by Apex India under the category Community Development Program.
- TSPL received **7th CSR India Award 2020** under the category Sustainable Agriculture by Greentech Foundation.

Awards and Recognition

BALCO

- BALCO received **Golden Peacock Award** which recognizes the organization which create a balance between financial profit and social goods and was awarded by Institute of Directorates.
- BALCO received **Green CSR Award for Project Unnati** empowering women and making women financially independent by Green Tech Foundation.
- Balco wins commendation **certificate for significant achievement at CII-ITC Sustainability Award 2020.**
- Balco won prestigious **Mahatma Award 2020** for CSR.
- Balco won **Golden Peacock Award for Sustainability 2020** awarded by Institute of Directorates.

ENVIRONMENT



Hindustan Zinc Limited (HZL)

- Hindustan Zinc ranked **1st in Asia – Pacific region, 2nd in the environment dimension** and globally overall **7th in Metal and Mining Sector** by the **Dow Jones Sustainability Index 2020**
- Hindustan Zinc recognized with the **prestigious 'A' score** for climate change and leadership in environment transparency by global environmental non-profit CDP
- Hindustan Zinc's Zawar Mines awarded **'Gold' in the 'Energy Efficiency'** category at the flagship Apex India Green Leaf Awards
- Hindustan Zinc's SK Mine received **"CII National Award for Excellence in Water Management 2020"**
- Dariba CPP and Chanderiya CPP awarded First & Second in **"Water Optimization 2020 Awards"** under the category of Best Water Efficient Plant ≤ 500 MW & Best Zero Liquid Discharge Plant

Cairn Oil & Gas

- Rajasthan Oil was awarded the 1st runner up of **Jury special mention Award** for the case study presented on **"Recycling of Produced Water for injection purpose in RJON Block"** by Frost & Sullivan and TERI.

- CII-ITC awarded Rajasthan Oil **'CII National Awards for Excellence in Water Management 2020'**, within the Fence category.

TSPL

- TSPL was awarded **20th Annual Greentech Environment Award 2020** under the category of Environment Protection by Greentech Foundation.
- TSPL was **recognized as Efficient management of Fly ash ≥ 500 MW** under the category of FLY Ash Utilisation by Mission Energy Foundation.

VZI

- VZI received **Safety management system awarded by BERAU VERITAS** under the category ISO 14001: 2019.

BALCO

- BALCO received **Energy Efficient Unit and most innovative project Award** by CII Energy Efficiency awards.
- Balco won **Best Thermal power Plant award** in Thermal Power O&M 2021 (Conference + Expo + Awards), by **Mission Energy Foundation**
- Project from Bakeoven **"Reduction in Sp HFO Consp"** participated in the event organized by Qimpro and won **Runner-Up Position**

IOB

- IOB awarded in the field of **HSE by Green Triangle Society.**

Awards and Recognition

HEALTH & SAFETY



ESL

- ESL bagged the **Greentech Safety Award 2020** under the category **"Industry Sector Safety Excellence"**
- ESL under the category **"Industry Sector Safety Excellence"** was awarded **CII HSE Excellence Award 2020** (Certificate of Appreciation) by CII

Cairn Oil & Gas

- Cairn Oil & Gas Pipeline Ops (Midstream) was awarded as Winner of the prestigious **"Sword of Honor 2020"** by the **British Safety Council** under the category of Health and Safety.
- Government of Rajasthan awarded Cairn Oil & Gas RJON **"Outstanding contribution towards road safety in Barmer 32nd Road Safety Month"** in 2021 under the category "Road Safety".
- Cairn Oil & Gas Ravva received **CII EHS Star Rating - 5 Star** under the Environment by CII-ITC in the year 2021.

Vedanta Limited Jharsuguda

- Vedanta Limited, Jharsuguda won **"16th CII EHS Awards"** for best practices in environment, health & safety (EHS), 2020.
- Vedanta Limited, Jharsuguda won **20th Annual Greentech Sustainability Award** for **"Good Health and wellbeing"** category.
- Vedanta Limited, Jharsuguda won **19th Annual Greentech Safety award** for **"Industry Sector Safety Excellence"** category.

- Vedanta Limited, Jharsuguda won **"Gold Award"** in Metals & Mining category in Occupational Health & Safety by Apex India foundation.
- Vedanta Limited, Jharsuguda won **"Gold Award"** for **JH-129 at Kalinga Safety Excellence Award**.
- Vedanta Limited, Jharsuguda won **"Bronze Award"** for **JH-121 at Kalinga Safety Excellence Award**.

Vedanta Limited Lanjigarh

- Vedanta Limited Lanjigarh was awarded **SHE Excellence Award Winner 2020 - CII Eastern Region**.

VZI

- VZI received **Safety management system awarded by BERAU VERITAS** under the category ISO 45001: 2018.

BALCO

- BALCO received **Safety Fortnight Award** by **Directorate of Mines Safety**.
- 1st position in mines survey & plan category.**
 - 2nd position in Health of contract worker & safety in Mining** sector is won by Mr. Mohan Sharma in the trade test category.
- Balco won **First Prize in CII Chattisgarh Excellence Award in HSE 20-21**

IOB

- IOB awarded **business excellence award by FIRE & SECURITY ASSOCIATION OF INDIA (FSAI)**.

Awards and Recognition

HUMAN RESOURCES



Hindustan Zinc Limited (HZL)

- Hindustan Zinc has bagged the top award as 'Winner' in '**People First HR Excellence Award 2020**' under the category - "**Leading Practices in Technology Deployment in HR**"

TSPL

- TSPL received Significant Achievement in **HR Excellence award by CII** under the category of HR Excellence.

- TSPL recognized as **Best Governed Company by ICSI, India.**
- TSPL received **Best HR Practices Award FY21** under the category **HR practices by FAME, India.**
- TSPL received the **Best HR Response to pandemic** by **FAME, India** under the category of COVID response.

Vedanta Aluminium & Power Business BALCO

- Aluminium & Power Business wins **ET NOW National Best Employer of the Year Award.**
- BALCO wins **Great Managers Award 2020.**



We incorporate global best practices and align ourselves to international standards

Partnerships and Associations

Industry Associations	Thinktanks & Subject-Matter Expert Organizations	Academic Institutions	NGOs and Civil Society Organizations	
Aluminium Association of India	Quality Circle Forum of India	IIT - Madras	Wockhardt Foundation	Charbhujia Filling Station
Federation of Indian Mineral Industries (FIMI)	National Safety Council	IIM – Sambalpur	Action for Food Production.	MECC
Confederation of Indian Industry (CII)	UN Global Compact	ISB - Hyderabad	Drishtee Foundation.	Barmer Jan Sewa Samiti
FICCI	UN Women’s Empowerment Principles	IISC – Bengaluru	Sarthak Jan Vikas Sansthan.	IPE Global
ASSOCHAM	IUCN – Leaders for Nature	BITS-Pilani	Learnet Skills limited	Paralympic Committee of India
Indian Steel Association	British Safety Council	IIM-Raipur	BAIF Development Research Foundation	GT Healthcare Trust
Federation of Indian Petroleum Industry	Indian Green Building Council		Sheghal Foundation	CHETNA Foundation
The Federation of Indian Chambers of Commerce and Industry.	Mine Ventilation Society of South Africa (MVSSA)		Swajal Pvt. Ltd.	Navrachna Mahila Vikas Trust
International Zinc Association	Recycling and Environment Industry Association of India		Waterlife	CEDRA
Minerals Council South Africa			Fontus	BODH Siksha Samiti
Mine Health & Safety Council (MHSC)			Rural Development Organisation (RDO)	HelpAge India
Association of Mine Managers (AMMSA)			Vodalife	
Recycling and Environment Industry Association of India			SEEDS	

* Institutional member

Member of Executive Board

CC Committee Chair

External Indices

Aspect	UNGC Principle	Report Reference
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Human Rights
	Principle 2: Make sure that they are not complicit in human rights abuses	Human Rights
Labour Rights	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Rights
Child and Forced Labour	Principle 4: The elimination of all forms of forced and compulsory labour	Human Rights
	Principle 5: The effective abolition of child labour	Human Rights
	Principle 6: The elimination of discrimination in respect of employment and occupation	Diversity and Equal Opportunity
Environment	Principle 7: Business should support a precautionary approach to environmental challenges	GRI Content Index
	Principle 8: Undertake initiatives to promote greater environmental sustainability	Environment
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	Environment
Anti-Corruption	Principle 10: Business should work against corruption in all its forms, including extortion and bribery	Code of Business Ethics

Assurance Statement



INDEPENDENT ASSURANCE STATEMENT OF VEDANTA LIMITED FOR SUSTAINABILITY REPORT FY 2020-21

To
The Management of Vedanta Limited
Core-6, 3rd Floor, Scope Complex
7, Lodhi Road, New Delhi, 110003

Introduction and objective of engagement

Vedanta Limited ('Vedanta' or the 'Company') has developed its Sustainability Report 2020-21 titled 'Responsible Operations for Sustainable Future' (the 'Report') in accordance with GRI Standards: Core Option. Thinkthrough Consulting Private Limited (TTC) was engaged by the Company to provide an independent assurance to the Report covering the Company's sustainability performance during the period 1st April 2020 to 31st March 2021.

Intended Users of this Assurance Statement

This Assurance Statement is intended to be part of Vedanta's Sustainability Report for the Financial Year 2020-21.

Respective responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

TTC's responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Assurance scope' and 'Methodology' sections below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance scope

The Assurance has been provided for sustainability performance disclosures presented by Vedanta in the Report. The reporting boundary included data and information for the period 1st April 2020 to 31st March 2021 for global operations in accordance with GRI Standards: Core Option. Our Scope of assurance included verification of data and information on selected material topics reported as summarized in the table below:

Environmental disclosures

- Energy (302-1, 302-3, OG3)
- Water (303-1, 303-3)
- Biodiversity (304-1)
- Emissions (305-1, 305-2, 305-4, 305-7)
- Effluents and Waste (306-1, 306-2, OG5, OG6, OG7, MM3)

Social disclosures

- Employment (401-1, 401-2, 401-3)
- Occupational Health and Safety (403-2)
- Training and Education (404-1, 404-2)
- Diversity and Equal Opportunity (405-1)
- Non-Discrimination (406-1)
- Security personnel trained in human rights policies or procedures (410-1)
- Employee training on human rights policies or procedures (412-2)
- Local Communities (413-1)

Assurance Statement



Assurance criteria

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard v3 (2020). We applied Type 2¹ moderate² level of assurance.

Methodology

Our assurance processes involved performing procedures to obtain evidence about the reliability of sustainability performance information. The nature, timing and extent of procedures selected were based on our professional judgment, including the assessment of the risks of material misstatement of the performance indicators.

The steps we followed are outlined below:

- Assessment of Vedanta's reporting procedures for sustainability reporting regarding their consistency with the reporting criteria;
- Verification of systems and procedures used for quantification, collation, and analysis of sustainability performance data that are included in the Report;
- Understanding the appropriateness of various assumptions and methodologies for estimations used by Vedanta for data analysis;
- Discussions with the key personnel responsible for data compilation on site;
- Discussions with the key personnel at Company's head office and at select sites to understand the risk and opportunities from the sustainability context and the strategy Vedanta is implementing to manage the same.

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence was shown to us but could not be retained by us on account of confidentiality or other reason, we recorded our observations appropriately after review of such evidence.

We conducted audit trails, reviews, discussions with officials of the Company, and gathering of evidences on sample basis, at the following sites of the Company:

- Debari Zinc Smelter, Rajasthan
- Rajpura Dariba Mine, Rajasthan
- Dariba Smelting Complex, Rajasthan
- Zawar Mines, Rajasthan
- Hindustan Zinc Limited Corporate Office, Udaipur, Rajasthan
- Black Mountain Mines (BMM), South Africa
- Sesa Iron Ore Business (IOK), Karnataka
- Sesa Value Added Business (VAB), Goa
- Lanjigarh Refinery, Odisha
- Jharsuguda Smelter and Power Plant, Odisha
- Korba Smelter and Power Plant (BALCO), Chhattisgarh
- Talawandi Sabo Power Limited (TSPL), Punjab
- Electrosteel Limited (ESL), Jharkhand
- MBA Fields, Rajasthan
- Suvali, Gujarat
- Vedanta Limited Head Office, Haryana

¹ Type 2 Assurance: An engagement in which the assurance provider gives findings and conclusions on the principles of Inclusivity, Materiality, Impact and Responsiveness, and verifies the reliability of specified sustainability performance information AA1000ASv3 Standard.

² Moderate level of assurance: Implies assurance provided based on the 'limited' evidence which are compiled from internal sources and parties.

Assurance Statement



Limitations

We conducted our review to express a moderate assurance conclusion. A moderate level assurance engagement relies on a risk-based chosen sample of the selected information and the associated limitations that this entails. Our review was limited to the sample sites mentioned above.

Due to the outbreak of the COVID-19 pandemic, and the resultant travel and meeting restrictions, data assurance, including audit trails on sample basis, and discussions with Company's officials were done remotely using appropriate web enabled tools. We did not conduct any physical verification at locations or offices of the Company.

Following are specifically excluded from our assurance scope:

- Vedanta's disclosures on financial performance;
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention;
- Data and information outside the defined reporting period, i.e., 1st April 2020 to 31st March 2021.

Our observations and opportunities for improvement

While the sustainability disclosures of the Company, other than specifically excluded, are fairly reliable, the Company has an opportunity to augment the robustness of its data management system, including internal review mechanism, to further enhance the accuracy of reporting. Specifically, the Company may improve the auditability of data trail up to the first level of data entry into the system for all indicators, and also improve on efficiency of retrieval of documentary evidence in a timely manner.

Our conclusion

Based on the scope of our review, our conclusions are outlined below:

- **Inclusivity:**
We are not aware of any matter that would lead us to conclude that the Company has not applied the principle of inclusivity in engaging with key stakeholder groups. The company transparently disclosed its stakeholder engagement approach and activities in the Report.
- **Materiality:**
We noted that the Company has listed the material topics in the Report. Nothing has come to our attention that causes us to believe that any material topic has been excluded from the Report of the Company.
- **Responsiveness:**
We are not aware of any matter that would lead us to believe that the Company has not applied the responsiveness principle for dealing with stakeholders (such as customers, suppliers, and local communities) on material topics covering its sustainability performance.
- **Impact:**
We are not aware of any matter that would lead us to believe that the Company does not monitor and measures and is not accountable for how their actions affect their broader ecosystem.

Our assurance and independence

TTC is a professional services firm that specialises in accountability on sustainability issues. The assurance was performed by our multi-disciplinary competent team of experts in non-financial assurance, specifically AA1000AS v3, who have extensive experience in conducting independent assurances of environmental, GHG, health, safety, social, economic, and ethical data, systems, and processes. We have implemented measures to ensure that we follow the applicable independence procedures.

For Thinkthrough Consulting Pvt. Ltd.

Dipankar Ghosh, Partner
New Delhi
20th September 2021



AA1000
Licensed Report
000-223/V3-FORRS



● ● ●
Enabling local communities is central to our vision and we believe we can be instrumental in creating opportunities for inclusive socio-economic development.

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 101: Foundation 2016 [GRI 101 does not include any disclosures]		
UNIVERSAL STANDARDS		
GRI 102 - GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Vedanta Limited
102-2	Activities, brands, products, and services	Vedanta Sustainability Report 2020-21: Page 09 (Our Production & Products)
102-3	Location of headquarters	Vedanta Sustainability Report 2020-21: Back Cover
102-4	Location of operations	Australia, India (Andhra Pradesh, Chhattisgarh, Goa, Gujarat, Jharkhand, Karnataka, Odisha, Rajasthan, Tamil Nadu), Namibia, South Africa
102-5	Ownership and legal form	Vedanta Annual Report 2020-21: Pages 251-252 (Shareholding distribution)
102-6	Markets served	Vedanta Sustainability Report 2020-21: Pages 9 (Our Production & Products)
102-7	Scale of the organization	Vedanta Sustainability Report 2020-21: Page:04-07(Business Overview) Page 09 (Our Production & Products) Page 26 (Economic value generated) Page 74 (Workforce Snapshot)
102-8	Information on employees and other workers	Vedanta Sustainability Report 2020-21: Page 74 Human Resource and Talent Development
102-9	Supply chain	Vedanta Sustainability Report 2020-21: Pages 6-7 Our value Chain Pages 40-41 Supply chain management Vedanta's supply chain spans all five areas of the metals & mining business exploration, asset development, extraction, processing, and value addition. We work with over 8,000 Tier 1 suppliers from 30+ countries, and given the nature of our business, our supply chain consists of vendors who provide us with the workforce who help us operate our extractive and processing businesses as well as operators who supply us with high-end technologies that help us conduct our operations in the most efficient, responsible, and cost-effective manner possible. We are also committed to ensuring that we encourage local vendors become part of our supply chain so that the presence of our businesses benefits the local economies and communities.
102-10	Significant changes to the organization and its supply chain	No significant change to our supply chain or our organization in FY2020-21
102-11	Precautionary Principle or approach	Vedanta seeks to ensure that all of our operations follow a stringent application of environmental and social principles. All of our businesses undergo an Environmental and Social Impact Assessment before beginning operations. Any findings from the ESIA are considered and a mitigation plan developed. We are also committed to ensuring that we follow the principles of Free, Prior, Informed Consent (FPIC) in communities that consist of populations of indigenous peoples.
102-12	External initiatives	Vedanta aligns itself with the following external charters & principles: UN Global Compact, UN Sustainable Development Goals, ICMM, IOGP, IFC Performance Standards, GHG Greenhouse Gas Protocol Page 37 Transparency
102-13	Membership of associations	Vedanta Sustainability Report 2020-21: Page 104 Partnerships and Associations

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
STRATEGY AND ANALYSIS		
102-14	Statement from senior decision-maker	Vedanta Sustainability Report 2020-21: Pages 10-13 (Message from the Leadership – Chairman and CEO)
102-15	Key impacts, risks, and opportunities	Vedanta Annual Report 2020-21: Pages 50-59(Risk Management Framework) The Board, with the assistance of the management, conducts periodic and robust assessments of principal risks and uncertainties of the Group, and tests the financial plans for each risk and uncertainty. Vedanta Annual Report 2020-21, Impact Assessment: Page 171
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behaviour	Vedanta Sustainability Report 2020-21: Page 6 Our Core Purpose & Values
102-17	Mechanisms for advice and concerns about ethics	Vedanta Code of Conduct & Business ethics Policy: Seeking Help and Information - If the supervisor cannot answer your question or if you do not feel comfortable contacting your supervisor, contact the Secretarial/ Legal Department. One may also seek help from or submit information to the Company by writing to the Company at the email address sgl.whistleblower@vedanta.co.in . You may remain anonymous and will not be required to reveal your identity in your communication to the Company. Vedanta Annual Report 2020-21: Page 175;257 Vigil Mechanism/Whistle-Blower Policy
GOVERNANCE		
102-18	Governance structure	Vedanta Sustainability Report 2020-21: Pages 30-31 Sustainability governance structure
102-19	Delegating authority	In line with upholding our core commitment to Environmental, Social and Governance (ESG) priorities, the Board of Directors of the Company has approved the enhancement of the scope of the existing Board Sustainability Committee and upgraded it to Board ESG Committee with effect from July 26, 2021, to strengthen Board level rigor and advice into all aspects of ESG. The board of ESG committee like the erstwhile sustainability committee will report to highest governance body.
102-20	Executive-level responsibility for economic, environmental, and social topics	As per updated Terms of Reference of the Board level ESG Committee, the Group HSE Head and ESG Director are permanent invitees to the Committee meetings. The Committee comprises of Mr. Upendra Kumar Sinha as the Chairperson; Mr. Dindayal Jalan, Mr. Akhilesh Joshi and Mr. Sunil Duggal as the Members.
102-22	Composition of the highest governance body and its committees	The group Structure & The sustainability governance structure, Pages: Page 30-31 Sustainability governance structure
102-23	Chair of the highest governance body	The Chairperson of the Board of Directors is a Non-Executive Director. Vedanta Annual Report 2020-21, Page: 219 (Separate role of Chairman & CEO) There is clear demarcation of the roles and responsibilities of the Chairman of the Board and the CEO as the positions are held by separate individuals
102-24	Nominating and selecting the highest governance body	Vedanta Annual Report 2020-21, Page: 227 (Process for Board and Senior Management Appointments) Vedanta Annual Report 2020-21, Page: 179 (Policy on Directors' Appointment & Remuneration)

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
102-25	Conflict of interests	Vedanta Annual Report 2020-21 , Page: 228 (Directors'/ KMPs/ SMPs conflicts of interest) Vedanta Annual Report 2020-21 , Page: 238 (Nomination & Remuneration Committee) The Committee fulfils the composition requirement as required under the provisions of the Companies Act, 2013 and Listing Regulations. In the event of a conflict of interest, the Chairman of the Board abstains from the discussions and other members of the NRC participate and vote. Other Directors, members of the senior management team, representatives from Human Resource department and external advisers may attend meetings at the invitation of the Committee, as appropriate. In respect of each of its meetings, the Chairman of the NRC provides an update to the Board.
102-26	Role of highest governance body in setting purpose, values, and strategy	Vedanta Annual Report 2020-21 , Page: 177 (Directorate, Key Managerial Personnel and Senior Management Personnel) The Board of Directors of the Company provide entrepreneurial leadership and plays a crucial role in providing strategic supervision, overseeing the management performance, and long-term success of the Company while ensuring sustainable shareholder value. Driven by its guiding principles of Corporate Governance, the Board's actions endeavour to work in best interest of the Company. The Directors hold a fiduciary position, exercises independent judgement, and plays a vital role in the oversight of the Company's affairs. Our Board represents a tapestry of complementary skills, attributes, perspectives and includes individuals with financial experience and a diverse background.
102-27	Collective knowledge of highest governance body	Vedanta Annual Report 2020-21 , Page: 217 (Corporate Governance Framework of which ESG forms an integral part) Vedanta Annual report, Page: 221, Process of providing ESG training by third party to highest executives is underway. The Company assesses the key qualifications, skills and attributes of Directors which are taken into consideration while nominating them to serve on the Board. Familiarity with ESG issues associated with workplace health and safety, asset integrity, environment and social responsibility, and communities forms a part of the assessment criteria in the skill matrix.
102-28	Evaluating the highest governance body's performance	Vedanta Annual report , Page: 229 (Performance Evaluation)
102-29	Identifying and managing economic, environmental, and social impacts	In line with upholding our core commitment to Environmental, Social and Governance (ESG) priorities, the Board of Directors of the Company has approved the enhancement of the scope of the existing Board Sustainability Committee and upgraded it to Board ESG Committee with effect from July 26, 2021 to strengthen Board level rigor and advice into all aspects of ESG. https://vedantalimited.com/InvestorReports/VEDLOutcomeofBoardMeeting26July2021.pdf
102-30	Effectiveness of risk management processes	Vedanta Annual report , Pages: 50-59 (Risk Management Framework) The Board, with the assistance of the management, conducts periodic and robust assessments of principal risks and uncertainties of the Group, and tests the financial plans for each risk and uncertainty.
102-31	Review of economic, environmental, and social topics	As per updated Terms of Reference of the Board level ESG Committee, the Committee shall meet twice every year for discussions and deliberations.
102-32	Highest governance body's role in sustainability reporting	There is an internal approval system in the Company for appointment of external assurance provider for the sustainability report. SDR Pages for Assurance provider: 108-109
102-33	Process for communicating critical concerns to the highest governance body.	Vedanta Annual Report , Pages: 76 (VSAP) VSAP is our sustainability risk assurance tool, which is used to assess the compliance of all our businesses with the Vedanta Sustainability Framework. This meticulously developed assurance process helps embed sustainable development into every activity that we undertake. VSAP is an annual process with clear tracking of results by the Board level Committee, and the Executive Committee, which in turn reports to the Board. The Board level Committee keeps the Board informed about the developments arising from the HSE & Sustainability aspects of the business. Vedanta Annual report , Pages: 242 (Sustainability committee)

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
102-35	Remuneration policies	Vedanta Annual report , Pages: 172 Compensation Governance Practices at Vedanta Vedanta Annual report , Pages: 172 Managerial Remuneration, Employee Information and Related Disclosures. Vedanta Annual report , Pages: 179 Policy on Directors' Appointment & Remuneration Vedanta Annual report , Pages: 232 Board & Executive Leadership Remuneration Policy
102-36	Process for determining remuneration	Vedanta Annual report , Pages: 172 Compensation Governance Practices at Vedanta Vedanta Annual report , Pages: 172 Managerial Remuneration, Employee Information and Related Disclosures.
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Vedanta Limited Annual Report 2020-21 : Pages 38-39 Engaging with our stakeholders
102-41	Collective bargaining agreements	Vedanta Sustainability Report 2020-21 : Page 89 Direct and indirect workforce Collective bargaining agreements are governed by and in accordance with the respective regulations of the countries where we operate.
102-42	Identifying and selecting stakeholders	Vedanta Limited Annual Report 2020-21 : Page 2 APPROACH TO STAKEHOLDER ENGAGEMENT
102-43	Approach to stakeholder engagement	Vedanta Limited Annual Report 2020-21 : Pages 38-39 Engaging with our stakeholders
102-44	Key topics and concerns raised	Vedanta Limited Annual Report 2020-21 : Pages 68-71
IDENTIFIED ASPECTS AND BOUNDARIES		
102-45	Entities included in the consolidated financial statements	Vedanta Limited Annual Report 2020-21 : Pages 02 (About the Report - Scope & Boundary)
102-46	Defining report content and topic Boundaries	Vedanta Sustainability Report 2020-21 : Page 2 (About this report)
102-47	List of material topics	Vedanta Sustainability Report 2020-21 : Page 14 (Vedanta's ESG Landscape)
102-48	Restatements of information	Long term vision of zero harm, zero waste and zero discharge continues to form the basis of our ESG practices.
102-49	Changes in reporting	No significant Changes.
102-50	Reporting period	The reporting period for this report is FY2020-21
102-51	Date of most recent report	Vedanta's previous sustainability report was released in FY 2019-20
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Questions can be directed to: sustainability@vedanta.co.in
102-54	Claims of reporting in accordance with the GRI Standards	Vedanta Sustainability Report 2020-21 : Pages 02 (About this report)
102-55	GRI content index	Vedanta Sustainability Report 2020-21 : Page 110- (GRI Standards Index)
102-56	External assurance	Vedanta Sustainability Report 2020-21 : Pages 108 (Assurance Statement)

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE										
GRI 103 - MANAGEMENT APPROACH												
103-1	Explanation of the material topic and its Boundary	Boundary: Entire organization Page:02										
103-2	The management approach and its components	Vedanta Sustainability Report 2020-21: Page 26 (Economic benefit to the host country)										
103-3	Evaluation of the management approach	Vedanta Sustainability Report 2020-21: Page 26 (Economic benefit to the host country)										
GRI 200 - ECONOMIC												
201-1	Direct economic value generated and distributed	Vedanta Sustainability Report 2020-21: Pages 26 (Economic Benefit to the Host Country)										
201-3	Defined benefit plan obligations and other retirement plans	<table border="1"> <thead> <tr> <th>COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS (INR MILLION)</th> <th>FY2020-21</th> </tr> </thead> <tbody> <tr> <td>Defined contribution pension scheme cost</td> <td>1,190</td> </tr> <tr> <td>Defined benefit pension scheme costs</td> <td>890</td> </tr> <tr> <td>Share based payment charge</td> <td>-</td> </tr> <tr> <td>Total</td> <td>2080</td> </tr> </tbody> </table>	COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS (INR MILLION)	FY2020-21	Defined contribution pension scheme cost	1,190	Defined benefit pension scheme costs	890	Share based payment charge	-	Total	2080
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201-4	Financial assistance received from government	<table border="1"> <thead> <tr> <th></th> <th>FY 2020-21</th> <th>FY2019-20</th> <th>FY2018-19</th> </tr> </thead> <tbody> <tr> <td>Financial assistance received from government (INR million)</td> <td>-</td> <td>-</td> <td>116</td> </tr> </tbody> </table>		FY 2020-21	FY2019-20	FY2018-19	Financial assistance received from government (INR million)	-	-	116		
	FY 2020-21	FY2019-20	FY2018-19									
Financial assistance received from government (INR million)	-	-	116									
MARKET PRESENCE												
103	Management Approach 2016	Vedanta strives to create long term value for its shareholders.										
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	At all our significant locations, we ensure that the ratios of entry level wages meet or exceeds the legal requirements and complies with all applicable laws. With regards to gender, the ratio is 1:1 and we don't discriminate in any way in terms of standard entry level wages.										
202-2	Proportion of senior management hired from the local community	Vedanta Sustainability Report 2020-21: Pages 93 (Local Hiring)										
INDIRECT ECONOMIC IMPACTS												
103	Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 90 (Community Interventions)										
203-1	Infrastructure investments and services supported	Vedanta Sustainability Report 2020-21: Pages 94 (Nand Ghar Initiative), Page 90 (Healthcare), Page 91 (Drinking Water & Sanitation), Page 91 (Community Infrastructure) Vedanta Limited Annual Report 2020-21: Pages 189-193 (Annexure A)										
ANTI-CORRUPTION												
103	Management Approach 2016	Our organisational values and principles are made applicable to all our employees through our Code of Business Conduct and Ethics.										
205-1	Operations assessed for risks related to corruption	Our operations are assessed for risks related to corruption. The assessments are conducted by the Management Assurance Services (MAS) team. More details can be found in the annual report. Framework for monitoring performance against anti-bribery and corruption guidelines is also in place. Vedanta Limited Annual Report 2020-21: Pages 102 (Conduct, Governance, Ethics, Transparency and Accountability)										
205-2	Communication and training about anti-corruption policies and procedures	Vedanta Sustainability Report 2020-21: Pages 36 (Code of business conduct and Ethics) Vedanta Annual Report FY2020-21, Page 218 (Governance Framework)										
205-3	Confirmed incidents of corruption and actions taken	Vedanta Sustainability Report 2020-21: Pages 36 (Implementation of CBCE)										

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE																																												
ANTI-COMPETITIVE BEHAVIOUR																																														
103	Management Approach 2016	From of Code of Business Conduct and Ethics: Vedanta is committed to free and open competition in the marketplace. Employees should avoid actions that would be contrary to laws governing competitive practices in the marketplace, including federal and state anti-trust laws. Such actions include misappropriation and/or misuse of a competitor's confidential information or making false statements about the competitor's business and business practices. The Group and its employees shall under no circumstances engage in any anti-competitive practices such as illegal fixing of prices, sharing of markets or other actions which prevent, restrict, or distort competition in violation of applicable anti-trust laws.																																												
OG1	Material Aspects: Oil Reserve Volume and type of estimated proved reserves and production	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">PROVED & PROBABLE RESERVE</th> <th colspan="2">PROVED & PROBABLE RESERVES (DEVELOPED)</th> </tr> <tr> <th>Oil (mmstb)</th> <th>Gas (bscf)</th> <th>Oil (mmstb)</th> <th>Gas (bscf)</th> </tr> </thead> <tbody> <tr> <td>Reserves as of 31st March 2019</td> <td>164</td> <td>140</td> <td>94</td> <td>71</td> </tr> <tr> <td>Additions/revision during the year</td> <td>12</td> <td>30</td> <td>12</td> <td>20</td> </tr> <tr> <td>Production during the year</td> <td>-20</td> <td>-13</td> <td>-20</td> <td>-13</td> </tr> <tr> <td>Reserves as of 31st March 2020</td> <td>156</td> <td>157</td> <td>86</td> <td>78</td> </tr> <tr> <td>Additions/revision during the year</td> <td>6</td> <td>8</td> <td>15</td> <td>25</td> </tr> <tr> <td>Production during the year</td> <td>-18</td> <td>-16</td> <td>-18</td> <td>-16</td> </tr> <tr> <td>Reserves as of 31st March 2021</td> <td>132</td> <td>143</td> <td>83</td> <td>87</td> </tr> </tbody> </table>		PROVED & PROBABLE RESERVE		PROVED & PROBABLE RESERVES (DEVELOPED)		Oil (mmstb)	Gas (bscf)	Oil (mmstb)	Gas (bscf)	Reserves as of 31st March 2019	164	140	94	71	Additions/revision during the year	12	30	12	20	Production during the year	-20	-13	-20	-13	Reserves as of 31st March 2020	156	157	86	78	Additions/revision during the year	6	8	15	25	Production during the year	-18	-16	-18	-16	Reserves as of 31st March 2021	132	143	83	87
	PROVED & PROBABLE RESERVE			PROVED & PROBABLE RESERVES (DEVELOPED)																																										
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Reserves as of 31st March 2021	132	143	83	87																																										
103	Management Approach 2016	We have a long standing commitment to transparency and are proud of the value we generate and how this contributes to building trust with the communities in which we operate. Vedanta has been working incessantly towards excellence in conjunction with the various stakeholders and with a vision to deliver value, while operating sustainably. The same is demonstrated in our vision, objectives, actions and achievements. Operating responsibly and ethically is an integral part of Vedanta's core values. We are fully committed to working with integrity and have upheld 'uncompromising business ethics.'																																												
207-1	Approach to tax	Vedanta Tax Transparency report 2020-21 , Pages: 10-12 (TAX GOVERNANCE AND STRATEGY) We also have a tax strategy document; Vedanta has also formed an internal 'Tax Council' which acts as an overarching governing body to the tax function as a whole. The Tax Council operates with a mix of experienced professionals internally drawn from Tax and Finance, and externally drawing on senior lawyers, retired Bureaucrats and independent tax practitioners. The Council addresses issues relating to both direct and indirect tax. The body plays a vital role in ensuring that all the businesses across the group duly comply with the risk governance framework and tax strategy of the group.																																												
207-2	Tax governance, control, and risk management	Vedanta Tax Transparency report 2020-21 , Pages: 10; 21-23 All dispute resolution mechanisms including arbitration, conciliation and mechanisms available under various Double Taxation Avoidance Agreements are appropriately evaluated including resolution by engaging with the Government through industry groups or forums. Our Code of Business Conduct and Ethics, which applies to all employees, sets out our zero tolerance on corruption and bribery. Vedanta requires its employees, tax advisors and suppliers of tax services to act with integrity and maintain high ethical standards in all tax activities.																																												
207-3	Stakeholder engagement and management of concerns	Vedanta Tax Transparency report 2020-21 , Page: 10 (Relationship with Tax Authorities and dispute resolution)																																												

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE																																																			
GRI 300 - ENVIRONMENT																																																					
ENERGY																																																					
103	GRI 103: Management Approach 2016	As a large consumer of fossil-fuel based power, we recognise the climate-related risks associated with our business activities. We understand the implications of our energy consumption, both in terms of its cost to the natural environment as well as cost to the operations; and are committed to meet our energy demands, while limiting our carbon emissions. We remain fully supportive of the outcomes of the Paris Agreement and have taken on carbon reduction targets in alignment with the Nationally Determined Contributions (NDC) of the Government of India.																																																			
302-1	Energy consumption within the organization	<p>Vedanta Sustainability Report 2020-21: Page 49-50 (Responsible energy management)</p> <p>Unit wise breakup of total energy consumption (GJ) within organisation is as below:</p> <table border="1"> <thead> <tr> <th rowspan="2">BUSINESS</th> <th colspan="3">TOTAL ENERGY (GJ)</th> </tr> <tr> <th>FY2020-21</th> <th>FY2019-20</th> <th>FY2018-19</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>393,930,079</td> <td>321,507,053</td> <td>311,669,874</td> </tr> <tr> <td>Copper Australia</td> <td>75,181</td> <td>84,731</td> <td>87,985</td> </tr> <tr> <td>Copper India</td> <td>883,749</td> <td>712,411</td> <td>715,028</td> </tr> <tr> <td>Iron Ore Business</td> <td>304,290</td> <td>1,056,605</td> <td>891,674</td> </tr> <tr> <td>Oil and Gas Business</td> <td>25,375,726</td> <td>24,091,852</td> <td>23,692,722</td> </tr> <tr> <td>Port Business</td> <td>0</td> <td>46,494</td> <td>42,132</td> </tr> <tr> <td>Power Business</td> <td>66,411,360</td> <td>122,855,935</td> <td>110,565,128</td> </tr> <tr> <td>Steel</td> <td>6,543,335</td> <td>10,115,364</td> <td>-</td> </tr> <tr> <td>Zinc India</td> <td>45,680,638</td> <td>46,565,687</td> <td>47,091,020</td> </tr> <tr> <td>Zinc International</td> <td>2,061,983</td> <td>3,540,375</td> <td>51,918,842</td> </tr> <tr> <td>TOTAL</td> <td>542,887,883</td> <td>530,576,507</td> <td>546,674,405</td> </tr> </tbody> </table> <p>+ Increase due to ramp up in production in our Aluminium India Business # Decrease due to the shut-down of our operations in Tuticorin and mines in Goa * Increase in total energy consumption is due to the addition and ramp-up of operations in Gamsberg</p>	BUSINESS	TOTAL ENERGY (GJ)			FY2020-21	FY2019-20	FY2018-19	Aluminum	393,930,079	321,507,053	311,669,874	Copper Australia	75,181	84,731	87,985	Copper India	883,749	712,411	715,028	Iron Ore Business	304,290	1,056,605	891,674	Oil and Gas Business	25,375,726	24,091,852	23,692,722	Port Business	0	46,494	42,132	Power Business	66,411,360	122,855,935	110,565,128	Steel	6,543,335	10,115,364	-	Zinc India	45,680,638	46,565,687	47,091,020	Zinc International	2,061,983	3,540,375	51,918,842	TOTAL	542,887,883	530,576,507	546,674,405
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GRI Standards Index

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302-4	Reduction of energy consumption	<p>Vedanta Sustainability Report 2020-21 : Page 50 (Energy & GHG Saving Initiatives)</p> <p>Disclaimer: Productions numbers used to calculate intensity figures may vary from those presented on page 10 of this report. Those numbers represent volumes sold, whereas the numbers used in the calculation below represent total ores/metals processed.</p>																																																																																																		
WATER AND EFFLUENTS																																																																																																				
103	Management Approach 2016	<p>Our Group water policy administered through our water management standard is in place and our approach is to keep it as a core factor while making decisions, either for a new project or an existing one. Water-screening assessment to identify sensitive water resources, aquatic habitats and any known or suspected water resource constraints in proximity to each operation, is a must and has been conducted by all our businesses. We have steadily increased our water recycling rate in the last three years</p>																																																																																																		

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303-1	Water withdrawal by source	<p>Vedanta Sustainability Report 2020-21: Page 52 (Water and Tailings Dam Management)</p> <p>During the reporting period, we withdrew over 176.8 million cubic meters of water. The water was sourced from: 12.71% - ground water, 80.72% - surface water, 4.56% - wastewater from another organisation, 1.38% - water from tankers and 0.63% - rainwater harvesting. The total water withdrawal has marginally decreased in comparison to FY2018-19, when we withdrew 155.60 million cubic meters of water.</p> <table border="1"> <thead> <tr> <th>BUSINESS</th> <th colspan="6">(M³)</th> </tr> <tr> <th></th> <th colspan="2">FY2020-21</th> <th colspan="2">FY2019-20</th> <th colspan="2">FY2018-19</th> </tr> <tr> <th></th> <th>Groundwater</th> <th>Surface water</th> <th>Groundwater</th> <th>Surface water</th> <th>Groundwater</th> <th>Surface water</th> </tr> </thead> <tbody> <tr> <td>Aluminium</td> <td>0</td> <td>109,417,273</td> <td></td> <td>51,961,258</td> <td>59,940</td> <td>51,359,992</td> </tr> <tr> <td>Copper India & Australia</td> <td>2,592,358</td> <td>1,121,511</td> <td>3,104,189</td> <td></td> <td>4,085,282</td> <td>2,606,353</td> </tr> <tr> <td>Iron Ore Business</td> <td>205,962</td> <td>3,536,086</td> <td>192,342</td> <td>2,632,878</td> <td>253,539</td> <td>3,395,598</td> </tr> <tr> <td>Oil and Gas Business</td> <td>10,619,818</td> <td>49,878</td> <td>10,984,227</td> <td></td> <td>10,612,957</td> <td>-</td> </tr> <tr> <td>Port Business</td> <td>0</td> <td>3,732</td> <td>-</td> <td>4,349</td> <td>-</td> <td>2,557</td> </tr> <tr> <td>Power Business</td> <td>0</td> <td>14,416,415</td> <td>-</td> <td>42,319,740</td> <td>-</td> <td>46,498,898</td> </tr> <tr> <td>Steel</td> <td>0</td> <td>5,462,817</td> <td>-</td> <td>5,448,267</td> <td>-</td> <td>NA</td> </tr> <tr> <td>Zinc India</td> <td>2,909,537</td> <td>17,490,359</td> <td>3,114,616</td> <td>16,749,889</td> <td>2,876,756</td> <td>19,664,380</td> </tr> <tr> <td>Zinc International</td> <td>226,450</td> <td>3,691,630</td> <td>2,210,172</td> <td>3,939,967</td> <td>2,717,883</td> <td>2,817,135</td> </tr> <tr> <td>Total</td> <td>16,554,124</td> <td>155,189,701</td> <td>19,605,546</td> <td>124,482,015</td> <td>17,717,351</td> <td>126,344,913</td> </tr> </tbody> </table>	BUSINESS	(M ³)							FY2020-21		FY2019-20		FY2018-19			Groundwater	Surface water	Groundwater	Surface water	Groundwater	Surface water	Aluminium	0	109,417,273		51,961,258	59,940	51,359,992	Copper India & Australia	2,592,358	1,121,511	3,104,189		4,085,282	2,606,353	Iron Ore Business	205,962	3,536,086	192,342	2,632,878	253,539	3,395,598	Oil and Gas Business	10,619,818	49,878	10,984,227		10,612,957	-	Port Business	0	3,732	-	4,349	-	2,557	Power Business	0	14,416,415	-	42,319,740	-	46,498,898	Steel	0	5,462,817	-	5,448,267	-	NA	Zinc India	2,909,537	17,490,359	3,114,616	16,749,889	2,876,756	19,664,380	Zinc International	226,450	3,691,630	2,210,172	3,939,967	2,717,883	2,817,135	Total	16,554,124	155,189,701	19,605,546	124,482,015	17,717,351	126,344,913
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303-2	Management of water discharge-related impacts	In about two locations, our water withdrawals are greater than or equal to 5% of the water body's annual average volume. However, none of these withdrawals can be considered sensitive as it does not threaten the biodiversity of the area. At all our locations, we carefully monitor our water withdrawals and usage and where feasible, make efforts to recharge the water sources.																																																																																											
303-3	Water recycled & Reused	<p>Vedanta Sustainability Report 2020-21: Page 52 (Water and Tailings Dam Management)</p> <p>Vedanta has historically reported water recycling rates based on our total water consumption volumes. This amounts to 30.71% of water recycled. However, as per GRI requirements, the recycle rate of water is to be taken on water withdrawal volumes. The corresponding recycle rate becomes 47.89% in FY 2020-21</p>																																																																																											
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103	Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 64 (Biodiversity Management)																																																																																											
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The following sites are located adjacent to areas of high biodiversity value or protected areas:</p> <table border="1"> <thead> <tr> <th>BUSINESS UNIT</th> <th>SITE</th> <th>LOCATION</th> <th>AREA OF BIODIVERSITY VALUE</th> </tr> </thead> <tbody> <tr> <td>Aluminium</td> <td>Vedanta Lanjigarh</td> <td>Lanjigarh, India</td> <td>Niyamgiri, Khambesi and nine</td> </tr> <tr> <td>Zinc International</td> <td>Skorpan Zinc</td> <td>Rosh Pinah, Namibia</td> <td>Sperrgebiet National Park</td> </tr> <tr> <td>Iron Ore Business</td> <td>Black Mountain Mines</td> <td>Gamsberg, South Africa</td> <td>Succulent Karoo Biodiversity Hotspot</td> </tr> </tbody> </table>	BUSINESS UNIT	SITE	LOCATION	AREA OF BIODIVERSITY VALUE	Aluminium	Vedanta Lanjigarh	Lanjigarh, India	Niyamgiri, Khambesi and nine	Zinc International	Skorpan Zinc	Rosh Pinah, Namibia	Sperrgebiet National Park	Iron Ore Business	Black Mountain Mines	Gamsberg, South Africa	Succulent Karoo Biodiversity Hotspot																																																																											
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304-3	Habitats protected or restored	<p>Vedanta Sustainability Report 2020-21: Page 64 & 65</p> <p>Our biodiversity policy and standard advise us on how disruption to the local ecology should be avoided, minimized and compensated for, from project scoping to site closure and beyond. Our businesses seek consultation from domain experts in identifying biodiversity related business risk and its management. This is an integral part of our commitment to sustainable development.</p>																																												
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<table border="1"> <thead> <tr> <th>IUCN CLASSIFICATION</th> <th>AFRICA</th> <th>ASIA</th> <th>AUSTRALIA</th> </tr> </thead> <tbody> <tr> <td>Critically Endangered</td> <td></td> <td>7</td> <td></td> </tr> <tr> <td>Endangered</td> <td>3</td> <td>17</td> <td>8</td> </tr> <tr> <td>Vulnerable</td> <td>10</td> <td>41</td> <td>7</td> </tr> <tr> <td>Near Threatened</td> <td>4</td> <td>15</td> <td>0</td> </tr> <tr> <td>Least Concern</td> <td>55</td> <td>280</td> <td>NA</td> </tr> </tbody> </table>	IUCN CLASSIFICATION	AFRICA	ASIA	AUSTRALIA	Critically Endangered		7		Endangered	3	17	8	Vulnerable	10	41	7	Near Threatened	4	15	0	Least Concern	55	280	NA																				
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MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Vedanta Sustainability Report 2020-21: Page 64 & 65 (Biodiversity Management).																																												
OG3	Total amount of renewable energy generated by source	<table border="1"> <thead> <tr> <th>SOURCE</th> <th>AMOUNT GENERATED (KWH)</th> </tr> </thead> <tbody> <tr> <td>Solar</td> <td>651683.01</td> </tr> <tr> <td>Wind</td> <td>2064</td> </tr> <tr> <td>Total</td> <td>653747.01</td> </tr> </tbody> </table>	SOURCE	AMOUNT GENERATED (KWH)	Solar	651683.01	Wind	2064	Total	653747.01																																				
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OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	100% of Cairn's sites have conducted a biodiversity risk assessment and have a biodiversity management plan to mitigate their impact on the local ecology.																																												
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103	Management Approach 2016	The impact of emissions on employees, communities and the natural surroundings are closely observed, evaluated and documented for corrective actions and future reference. We use best-in-class technologies to reduce to the minimum any particulate release.																																												
305-1	Direct (Scope 1) GHG emissions	<p>Vedanta Sustainability Report 2020-21: Page 48 (GHG Emissions Performance)</p> <p>Our business-wise Scope I emissions are (in Scope I Emission (TCO₂e):</p> <table border="1"> <thead> <tr> <th>BUSINESS</th> <th>FY2020-21</th> <th>FY2019-20</th> <th>FY2018-19</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>41,364,189</td> <td>34,664,758</td> <td>33,166,782</td> </tr> <tr> <td>Copper India & Australia</td> <td>41,284</td> <td>35,037</td> <td>30,571</td> </tr> <tr> <td>Iron Ore Business</td> <td>1,689,317</td> <td>1,750,789</td> <td>1,951,258</td> </tr> <tr> <td>Oil & Gas Business</td> <td>1,970,766</td> <td>1,841,600</td> <td>1,658,183</td> </tr> <tr> <td>Port Business</td> <td>1,750</td> <td>0</td> <td>376</td> </tr> <tr> <td>Power Business</td> <td>6,376,205</td> <td>11,804,420</td> <td></td> </tr> <tr> <td>Steel</td> <td>2,856,311</td> <td>2,719,295</td> <td>13,342,185</td> </tr> <tr> <td>Zinc India</td> <td>4,582,808</td> <td>4,480,887</td> <td>4,668,533</td> </tr> <tr> <td>Zinc International</td> <td>53,629</td> <td>186,082</td> <td>146,548</td> </tr> <tr> <td>Total</td> <td>58,936,259</td> <td>57,482,868</td> <td>54,964,436</td> </tr> </tbody> </table>	BUSINESS	FY2020-21	FY2019-20	FY2018-19	Aluminum	41,364,189	34,664,758	33,166,782	Copper India & Australia	41,284	35,037	30,571	Iron Ore Business	1,689,317	1,750,789	1,951,258	Oil & Gas Business	1,970,766	1,841,600	1,658,183	Port Business	1,750	0	376	Power Business	6,376,205	11,804,420		Steel	2,856,311	2,719,295	13,342,185	Zinc India	4,582,808	4,480,887	4,668,533	Zinc International	53,629	186,082	146,548	Total	58,936,259	57,482,868	54,964,436
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GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE																																																																																																																							
305-2	Energy indirect (Scope 2) GHG emissions	<p>Vedanta Sustainability Report 2020-21: Page 48(GHG Emissions Performance)</p> <p>Our business-wise Scope 2 Emission (TCO_{2e}):</p> <table border="1"> <thead> <tr> <th>BUSINESS</th> <th>FY2020-21</th> <th>FY2019-20</th> <th>FY2018-19</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>519,576</td> <td>804,257</td> <td>2,655,128</td> </tr> <tr> <td>Copper India & Australia</td> <td>65,227</td> <td>48,314</td> <td>48,600</td> </tr> <tr> <td>Iron Ore Business</td> <td>1,536</td> <td>762</td> <td>265</td> </tr> <tr> <td>Oil & Gas Business</td> <td>142,325</td> <td>134,987</td> <td>118,000</td> </tr> <tr> <td>Port Business</td> <td>8,318</td> <td>10,601</td> <td>6,248</td> </tr> <tr> <td>Power Business</td> <td>8,128</td> <td>2,775</td> <td>777</td> </tr> <tr> <td>Steel</td> <td>95,963</td> <td>113,155</td> <td></td> </tr> <tr> <td>Zinc India</td> <td>307,059</td> <td>253,756</td> <td>168,248</td> </tr> <tr> <td>Zinc International</td> <td>164,686</td> <td>496,104</td> <td>508,921</td> </tr> <tr> <td>Total</td> <td>1,314,932</td> <td>1,864,711</td> <td>3,506,187</td> </tr> </tbody> </table>	BUSINESS	FY2020-21	FY2019-20	FY2018-19	Aluminum	519,576	804,257	2,655,128	Copper India & Australia	65,227	48,314	48,600	Iron Ore Business	1,536	762	265	Oil & Gas Business	142,325	134,987	118,000	Port Business	8,318	10,601	6,248	Power Business	8,128	2,775	777	Steel	95,963	113,155		Zinc India	307,059	253,756	168,248	Zinc International	164,686	496,104	508,921	Total	1,314,932	1,864,711	3,506,187																																																																											
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305-5	Reduction of GHG emissions	Vedanta Sustainability Report 2020-21: Page 50 (TOP 10 ENERGY/GHG SAVINGS INITIATIVES)																																																																																																																							

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GRI STANDARD	DISCLOSURE	RESPONSE
305-5	Reduction of GHG emissions	Vedanta Sustainability Report 2020-21: Page 50 (TOP 10 ENERGY/GHG SAVINGS INITIATIVES)
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	The release of Suspended Particulate Matter (SPM), SOx and NOx are monitored as a part of our consistent efforts to keep the ambient air quality safe

BUSINESS	FY2020-21			FY2019-20			FY2018-19		
	PM Emissions	SOx Emissions	NOx Emissions	PM Emissions	SOx Emissions	NOx Emissions	PM Emissions	SOx Emissions	NOx Emissions
Aluminium	2,611	63,704	25,130	2,908	70,278	21,714	2,850	56,031	17,547
Copper India & Australia	0	0	0	0			19	6	2
Iron Ore Business	478	95	59	324	100	73	426	112	88
Oil and Gas Business	0	0	0	0			-	-	-
Port Business	0	0	0	0			-	-	-
Power Business	4,846	134,165	32,733	4,634	160,876	32,131	4,421	155,782	41,000
Steel	10,653	4,156	1,364	2,322	3,272	1,486		-	-
Zinc India	1,105	17,619	7,020	1,027	23,069	8,913	1,155	30,235	8,641
Zinc International	0	5	0	0	81		0	70	-
Total	19,693	219,745	66,305	11,215	257,676	67,317	8,871	242,236	67,278

EFFLUENTS AND WASTE

103	Management Approach 2016	Waste management in a safe and responsible manner is a crucial priority for our businesses. The hazardous wastes comprise used/spent oil, waste refractories, spent pot lining and residual sludge from smelters. On the other hand, high-volume and low-toxicity wastes constitute the non-hazardous wastes. These are fly ash (from captive and merchant power plants), red mud (aluminium refinery waste), jarofix (from zinc smelting), slag, lime grit (process residues from smelters and aluminium refineries) and phosphogypsum (phosphoric acid plant).																																												
306-1	Water discharge by quality and destination	<p>Vedanta Sustainability Report 2020-21</p> <p>Our operating philosophy is of 'zero discharge', where the generated wastewater is treated and completely recycled back into process areas such as slag granulation, lime preparation and gas cleaning plants. In addition to these initiatives, effluent and sewage treatment plants are installed at many locations for reusing water at primary locations. Waste water discharge complies with applicable regulatory limits and, at all sites waste water is treated in effluent treatment plants. Metals are precipitated by addition of lime and flocculants with the use of sediment ponds.</p> <p>Wastewater Discharged (m³):</p> <table border="1"> <thead> <tr> <th>BUSINESS</th> <th>FY2020-21</th> <th>FY2019-20</th> <th>FY2018-19</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>120,037</td> <td>105,304</td> <td>117,142</td> </tr> <tr> <td>Copper India & Australia</td> <td>2,581,167</td> <td>2,994,846</td> <td>4,073,032</td> </tr> <tr> <td>Iron Ore Business</td> <td>61,571</td> <td>3,639,459</td> <td>168,054</td> </tr> <tr> <td>Oil & Gas Business</td> <td>1,896,530</td> <td>1,946,503</td> <td>1,925,225</td> </tr> <tr> <td>Port Business</td> <td>-</td> <td>-</td> <td>25</td> </tr> <tr> <td>Power Business</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Steel</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Zinc India</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Zinc International</td> <td>4,330</td> <td>119,271</td> <td>67,227</td> </tr> <tr> <td>Total</td> <td>4,663,635</td> <td>8,805,383</td> <td>6,350,705</td> </tr> </tbody> </table>	BUSINESS	FY2020-21	FY2019-20	FY2018-19	Aluminum	120,037	105,304	117,142	Copper India & Australia	2,581,167	2,994,846	4,073,032	Iron Ore Business	61,571	3,639,459	168,054	Oil & Gas Business	1,896,530	1,946,503	1,925,225	Port Business	-	-	25	Power Business	-	-	-	Steel	-	-	-	Zinc India	-	-	-	Zinc International	4,330	119,271	67,227	Total	4,663,635	8,805,383	6,350,705
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GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE																																																																																																																																																										
306-2	Waste by type and disposal method	Vedanta Sustainability Report 2020-21: Page 56 (Waste & Tailings Management)																																																																																																																																																										
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MM3	Total amounts of overburden, rock, tailings, and sludge's and their associated risks.	<p>Total amounts of overburden, rock, tailings, and sludge's and their associated risks.</p> <table border="1"> <thead> <tr> <th></th> <th>GENERATED</th> <th>UNIT</th> <th>FY 2020-21</th> <th>FY 2019-20</th> <th>FY 2018-19</th> </tr> </thead> <tbody> <tr> <td>Overburdened</td> <td></td> <td>MT</td> <td>32,795,553</td> <td>34,936,738</td> <td>42,253,662</td> </tr> <tr> <td>Tailings</td> <td></td> <td>MT</td> <td>18,710,338</td> <td>15,059,116</td> <td>30,691,989</td> </tr> <tr> <td>Waste Rocks</td> <td></td> <td>MT</td> <td>2,251,677</td> <td>14,135,872</td> <td>27,730,316</td> </tr> </tbody> </table> <p>Total amounts of overburden, rock, tailings, and sludge's and their associated risks.</p>		GENERATED	UNIT	FY 2020-21	FY 2019-20	FY 2018-19	Overburdened		MT	32,795,553	34,936,738	42,253,662	Tailings		MT	18,710,338	15,059,116	30,691,989	Waste Rocks		MT	2,251,677	14,135,872	27,730,316																																																																																																																																		
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OG6	Volume of flared and vented hydrocarbon.	<p>Volume of flared and vented hydrocarbon.</p> <table border="1"> <thead> <tr> <th></th> <th>UNIT</th> <th>FY 2020-21</th> <th>FY 2019-20</th> <th>FY 2018-19</th> </tr> </thead> <tbody> <tr> <td>Volume of Flared Hydrocarbon</td> <td>SCM</td> <td>222,305,769</td> <td>174,725,509</td> <td>95,346,945</td> </tr> <tr> <td>Volume of Vented Hydrocarbon</td> <td>SCM</td> <td>760,472.3</td> <td>743,709</td> <td>783,948</td> </tr> </tbody> </table>		UNIT	FY 2020-21	FY 2019-20	FY 2018-19	Volume of Flared Hydrocarbon	SCM	222,305,769	174,725,509	95,346,945	Volume of Vented Hydrocarbon	SCM	760,472.3	743,709	783,948																																																																																																																																											
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OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.																																										
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G4- OG4	Benzene, lead and sulphur content in fuels.	Benzene, lead and sulphur content in fuels.																																										
SUPPLIER ENVIRONMENTAL ASSESSMENT																																												
103	Management Approach 2016	At each of our businesses, the vendor on-boarding process requires vendor disclosure of their HSE & Sustainability systems. In addition, project specific requirement may require additional screening of vendors for the environmental management systems.																																										
308-1	New suppliers that were screened using environmental criteria	All new tier 1 suppliers undergo sustainability screening checklist and scoring system before getting registered with us.																																										
GRI 400 - SOCIAL																																												
EMPLOYMENT																																												
103	GRI 103: Management Approach 2016	Vedanta has a critical role in shaping people's well-being, generating employment opportunities and enhancing the economic prosperity of regions. We ensure this through the choice of products and services we offer to the society, our investment decisions, the contribution to public finances, direct & indirect employment opportunities and through our community projects.																																										
401-1	New employee hires and employee turnover	<p>Vedanta Sustainability Report 2020-21: Page 56 (Waste & Tailings Management)</p> <table border="1"> <thead> <tr> <th></th> <th>FY 2020-21</th> <th>FY 2019-20</th> <th>FY 2018-19</th> </tr> </thead> <tbody> <tr> <td>Employee turnover including retirements and including VRS</td> <td>13.58%</td> <td>11%</td> <td>8.65%</td> </tr> <tr> <td>Total Attrition (Refers to Employee initiated separation)</td> <td>6.53%</td> <td>7.46%</td> <td>5.19%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>EMPLOYEE TURNOVER & ATTRITION BY REGION (FY2020-21)</th> <th>AUSTRALIA</th> <th>NAMIBIA</th> <th>SOUTH AFRICA</th> <th>INDIA</th> <th>FUJAIH GOLD</th> </tr> </thead> <tbody> <tr> <td>Employee turnover including retirements and including VRS- NUMBER</td> <td>2</td> <td>5</td> <td>59</td> <td>2283</td> <td>6</td> </tr> <tr> <td>Employee turnover including retirements and including VRS- RATE</td> <td>9%</td> <td>11%</td> <td>6.59%</td> <td>14.03%</td> <td>10%</td> </tr> <tr> <td>Total Attrition (Refers to Employee initiated separation)- MALE</td> <td>10%</td> <td>11%</td> <td>2.43%</td> <td>5.00%</td> <td>0.02%</td> </tr> <tr> <td>Total Attrition (Refers to Employee initiated separation)- FEMALE</td> <td>0%</td> <td>0%</td> <td>9.74%</td> <td>15.00%</td> <td>0%</td> </tr> </tbody> </table>		FY 2020-21	FY 2019-20	FY 2018-19	Employee turnover including retirements and including VRS	13.58%	11%	8.65%	Total Attrition (Refers to Employee initiated separation)	6.53%	7.46%	5.19%	EMPLOYEE TURNOVER & ATTRITION BY REGION (FY2020-21)	AUSTRALIA	NAMIBIA	SOUTH AFRICA	INDIA	FUJAIH GOLD	Employee turnover including retirements and including VRS- NUMBER	2	5	59	2283	6	Employee turnover including retirements and including VRS- RATE	9%	11%	6.59%	14.03%	10%	Total Attrition (Refers to Employee initiated separation)- MALE	10%	11%	2.43%	5.00%	0.02%	Total Attrition (Refers to Employee initiated separation)- FEMALE	0%	0%	9.74%	15.00%	0%
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide an array of benefits to our employees that are not provided to temporary or part time employees. The benefits include life-insurance scheme, health-insurance scheme, disability coverage, parental leave, retirement benefits and management grades are covered under stock options scheme of Vedanta.																																										
401-3	Parental leave	Vedanta Sustainability Report 2020-21: Page 81																																										

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GRI STANDARD	DISCLOSURE	RESPONSE																																							
LABOUR/MANAGEMENT RELATIONS																																									
103	GRI 103: Management Approach 2016	Vedanta supplies natural resources and the supply chain spans across all the five area of metals and mining, we work with over 8000 tier1 suppliers across various geographies and aim to have a responsible relationship with our business partners which is driven by supplier code of conduct.																																							
402-1	Minimum notice periods regarding operational changes	Mechanism to bring awareness to all employees on any significant operational change like restructuring, mergers, acquisitions, expansions etc. is in place. Notice period(s) regarding significant operational changes is indicated in collective bargaining agreements and certified standing order of respective entities. For example, in India it is minimum 21 days, Zambia Minimum Notice Period is One Year; Namibia One Month and South Africa One Month																																							
OCCUPATIONAL HEALTH AND SAFETY																																									
103	GRI 103: Management Approach 2016	We continue to strengthen the 'Visible Felt Leadership' through the on-ground presence of senior management, improvement in reporting across all risk and verification of on-ground critical controls.																																							
403-1	Occupational health and safety management system	100% of total workforce represented in formal joint management –worker health and safety committee. All units are having safety committee, having representation from the management and unionized workers, which covers entire workforce working at site. The total workforce varies significantly based on the operations and are generally specified in collective contractual agreements. The committee meets on regular basis to advice on occupational health and safety improvement. In case of operations without a worker union, the principle contractor along with sub-contractors is invited to the monthly meetings to discuss specific HSE issues.																																							
403-2	Hazard identification, risk assessment, and incident investigation	Vedanta Sustainability Report 2020-21: Pages 72-73(Safety Performance) All definitions as per ICMM guidelines <table border="1"> <thead> <tr> <th></th> <th>UNIT</th> <th>FY 2020-21</th> <th>FY 2019-20</th> <th>FY 2018-19</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Employees</td> <td>Total Injuries</td> <td>42</td> <td>42</td> <td>51</td> </tr> <tr> <td>Injury Rates (Total Recordable Injury FR)</td> <td>1.08</td> <td>0.99</td> <td>1.22</td> </tr> <tr> <td>Lost Day Rate</td> <td>11.79</td> <td>25.39</td> <td>24.98</td> </tr> <tr> <td>Work-Related Fatalities</td> <td>0.00</td> <td>1</td> <td>2</td> </tr> <tr> <td rowspan="4">Contract Workers + Third Party</td> <td>Total Injuries</td> <td>253</td> <td>330</td> <td>191</td> </tr> <tr> <td>Injury Rates (Total Recordable Injury FR)</td> <td>1.57</td> <td>1.76</td> <td>1.18</td> </tr> <tr> <td>Lost Day Rate</td> <td>146.32</td> <td>70.93</td> <td>17.66</td> </tr> <tr> <td>Work-Related Fatalities</td> <td>8</td> <td>6</td> <td>7</td> </tr> </tbody> </table>		UNIT	FY 2020-21	FY 2019-20	FY 2018-19	Employees	Total Injuries	42	42	51	Injury Rates (Total Recordable Injury FR)	1.08	0.99	1.22	Lost Day Rate	11.79	25.39	24.98	Work-Related Fatalities	0.00	1	2	Contract Workers + Third Party	Total Injuries	253	330	191	Injury Rates (Total Recordable Injury FR)	1.57	1.76	1.18	Lost Day Rate	146.32	70.93	17.66	Work-Related Fatalities	8	6	7
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403-3	Occupational health services	Health and safety topics are covered in the formal agreements with trade union. It is clearly stated in the agreement that the workmen / Recognized Union / Federation will support in all the measures / initiatives to be taken by the Company for improving production / productivity, work culture, quality & safety. Beside this, certified Standing Orders of units also cover these topics.																																							
TRAINING AND EDUCATION																																									
103	GRI 103: Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 77																																							
404-1	Average hours of training per year per employee	Vedanta Sustainability Report 2020-21: Page 77 (Employee Training)																																							
404-2	Programs for upgrading employee skills and transition assistance programs	In line with our philosophy, continuous learning & capability building is imperative for an organization to grow. To cater to this need, our business entities provide internal and external training on technical skill building. Vedanta sustainability development report Page 71 &77.																																							

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GRI STANDARD	DISCLOSURE	RESPONSE																								
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our employees receive regular performance reviews																								
DIVERSITY AND EQUAL OPPORTUNITY																										
103	GRI 103: Management Approach 2016	We have employees drawn from across the world, and their diverse skills and experience contribute to our operations. The mining and plant operations require specialised skills for which we employ qualified technical, engineering and geology experts. In addition, we create a culture which nurtures safety, innovation, creativity and diversity, which helps us to meet our business goals while also enabling our employees to grow personally and professionally.																								
405-1	Diversity of governance bodies and employees	Vedanta Sustainability Report 2020-21: Page 77 (Employee Training)																								
		<table border="1"> <thead> <tr> <th></th> <th colspan="3">AGE GROUP</th> <th colspan="2">GENDER</th> </tr> <tr> <th></th> <th>Less than 30 years</th> <th>Between 30-50 years</th> <th>Above 50 Years</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>0</td> <td>3</td> <td>5</td> <td>6</td> <td>2</td> </tr> <tr> <td>Employees</td> <td>38.4%</td> <td>48.8%</td> <td>4.4%</td> <td>88.79</td> <td>11.3</td> </tr> </tbody> </table>		AGE GROUP			GENDER			Less than 30 years	Between 30-50 years	Above 50 Years	Male	Female	Board of Directors	0	3	5	6	2	Employees	38.4%	48.8%	4.4%	88.79	11.3
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Board of Directors	0	3	5	6	2																					
Employees	38.4%	48.8%	4.4%	88.79	11.3																					
405-2	Ratio of basic salary and remuneration of women to men	We are an equal opportunity employer. Across Vedanta Group we recruit both men & women on equal salary ratio. Our remuneration is linked to performance of the individual, business entity and overall growth.																								
NON-DISCRIMINATION																										
103	GRI 103: Management Approach 2016	Vedanta strives for work environment that is free from discrimination. This includes discrimination on any basis, including gender, as well as any form of sexual harassment. During the period under review, three complaints were received and resolved																								
406-1	Incidents of discrimination and corrective actions taken	<p>Vedanta is an equal opportunity employer and does not discriminate based on race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic.</p> <p>We see sexual harassment at the workplace as one form of discriminatory behaviour. We have formal procedures for mediating cases of sexual harassment brought to the committee. The committee includes external members on the panel to ensure independence and provide balance.</p> <table border="1"> <tbody> <tr> <td>Incidents of discrimination and corrective actions taken</td> <td>We at Vedanta believe in inclusive growth and that there has been no incident of discrimination reported.</td> </tr> <tr> <td>Injury Rates (Total Recordable Injury FR)</td> <td>1.08</td> </tr> </tbody> </table>	Incidents of discrimination and corrective actions taken	We at Vedanta believe in inclusive growth and that there has been no incident of discrimination reported.	Injury Rates (Total Recordable Injury FR)	1.08																				
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FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING																										
103	GRI 103: Management Approach 2016	Vedanta's Human Rights Policy recognizes the right to associate freely and to collective bargaining.																								
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Vedanta Sustainability Report 2020-21: Page 89 (Collective Bargaining) We have collective bargaining agreements with our workmen at HZL, BALCO, Sesa and Zinc International Operations. The agreements are negotiated and agreed by both management and union representatives. The agreements include clauses relating to remuneration, allowances, working conditions, incentives and bonuses, health and safety, manpower productivity. All the significant policy and operational changes affecting the unionized employees are intimated to them through union representatives. Our units at BALCO, HZL, SESA GOA, & Zinc International have recognized unions while other locations have adequate systems and processes for employee development, appraisal, remuneration and grievance redressal. Similarly, our significant suppliers are generally the big & well reputed industry organizations like Coal India, SAIL and L&T with whom we engage directly for the bulk of material for further processing or as raw material. All these organizations have adequate mechanisms for employee representation.																								

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE								
CHILD LABOUR										
103	GRI 103: Management Approach 2016	Vedanta's Human Rights Policy states that the company has zero tolerance for child labour – directly or through contracted labour.								
408-1	Operations and suppliers at significant risk for incidents of child labour.	Vedanta Sustainability Report 2020-21: Page 40 (Ensuring right age for the right job).								
FORCED OR COMPULSORY LABOUR										
103	GRI 103: Management Approach 2016	Vedanta's Human Rights Policy states that the company has zero tolerance for forced or compulsory labour – directly or through contracted labour.								
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour.	Vedanta Sustainability Report 2020-21: Page 89 (Alignment to modern slavery act)								
SECURITY PRACTICES										
103	GRI 103: Management Approach 2016									
410-1	Security personnel trained in human rights policies or procedures.	<p>Vedanta Sustainability Report 2020-21: Page 86 (Human Rights)</p> <table border="1"> <thead> <tr> <th></th> <th>SECURITY PERSONNEL</th> <th>TRAINING IMPARTED TO</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Security personnel trained in human rights policies or procedures</td> <td>3,546</td> <td>3,182</td> <td>89.73%</td> </tr> </tbody> </table>		SECURITY PERSONNEL	TRAINING IMPARTED TO	%	Security personnel trained in human rights policies or procedures	3,546	3,182	89.73%
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RIGHTS OF INDIGENOUS PEOPLES										
103	GRI 103: Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 92 (Management Approach).								
411-1	Incidents of violations involving rights of indigenous peoples.	<p>Vedanta Sustainability Report 2020-21: Page 92 (Management Approach).</p> <table border="1"> <thead> <tr> <th>INCIDENTS</th> <th>VIOLETIONS REPORTED</th> <th>BU</th> </tr> </thead> <tbody> <tr> <td>Incidents of violations involving rights of indigenous peoples</td> <td>4</td> <td>Lanjigarh</td> </tr> </tbody> </table>	INCIDENTS	VIOLETIONS REPORTED	BU	Incidents of violations involving rights of indigenous peoples	4	Lanjigarh		
INCIDENTS	VIOLETIONS REPORTED	BU								
Incidents of violations involving rights of indigenous peoples	4	Lanjigarh								
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	The Lanjigarh refinery operates in an area where there is a population of indigenous peoples. There are several programs underway to engage positively with the communities. Details on these initiatives can be found here: Vedanta Sustainability Report 2020-21: Page 96-97 Responsible Social Performance at Vedanta								
G4-OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	None of our operating mines for the oil & gas business are operating in or adjacent to indigenous people territory.								
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	No significant disputes relating to land use, customary rights of local communities and indigenous peoples was brought to our notice during the reporting year.								
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	No significant disputes relating to land use, customary rights of local communities and indigenous peoples was brought to our notice during the reporting year.								

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
G4-OG10	Number and description of significant disputes with local communities and indigenous peoples.	None
HUMAN RIGHTS ASSESSMENT		
103	GRI 103: Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 86 (Management Approach). Vedanta's Human Rights policy is the guiding document for our human rights practices.
412-1	Operations that have been subject to human rights reviews or impact assessments	Each year, all of our operational sites undergo the Vedanta Sustainability Assurance Program (VSAP) audit. This audit is conducted by an external 3rd party overseen by our Management Assurance Services (MAS) team. As part of the audit, sites are evaluated on their human rights management related to supplier and vendor management.
412-2	Employee training on human rights policies or procedures	Vedanta Sustainability Report 2020-21: Page 86 (Human Rights)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Vedanta Sustainability Report 2020-21: Page 89 (Alignment to modern slavery act) Through our Human Rights policy – which has been implemented across all Group businesses - Vedanta is committed to ensuring that the processes that it has in place, and continues to develop, follow the UN Guiding Principles. The company also abides by the principles of the Modern Slavery Act (MSA) and has introduced measures to evaluate MSA adherence by our Tier 1 vendors.
LOCAL COMMUNITIES		
103	GRI 103: Management Approach 2016	Vedanta Sustainability Report 2020-21: Page 90 (Community development programs).
413-1	Operations with local community engagement, impact assessments, and development programs	Vedanta Sustainability Report 2020-21: Pages 83; 90-91 (Community Interventions) All of our operations have on-going local community engagements. These engagements are driving by a structured stakeholder engagement plan for all of the mapped stakeholders. In this fiscal year, we completed the process of conducting a needs and impact assessment for all of our CSR projects. Prior to starting operations, all of our sites conduct an Environmental Impact Assessment and Social Impact Assessment. These assessments are updated in case the sites undergo significant expansion programs. Public disclosure is a mandated part of the EIAs and SIAs.
SUPPLIER SOCIAL ASSESSMENT		
103	GRI 103: Management Approach 2016	Vedanta's Supplier Code of Conduct (SCOC) serves at the guiding document for all our interactions with suppliers and vendors. It is mandatory for all our suppliers to abide by the Code. The SCOC covers aspects related to: Labour & human rights, Health, Safety, Environment & Sustainability, Ethics & business integrity, Intellectual property, and Prohibition on insider trading.
414-1	New suppliers that were screened using social criteria	The company abides by the principles of the Modern Slavery Act (MSA) and has introduced measures to evaluate MSA adherence by our Tier 1 vendors. Details on vendors who were screened using MSA principles can be found here: Vedanta Sustainability Report 2020-21: Pages: 40; 89 (Alignment to modern slavery act) Our Suppliers Code of Conduct is implemented as part of the terms and conditions of supplier contracts across the Group and all new suppliers are required to sign, endorse and practice this Code.

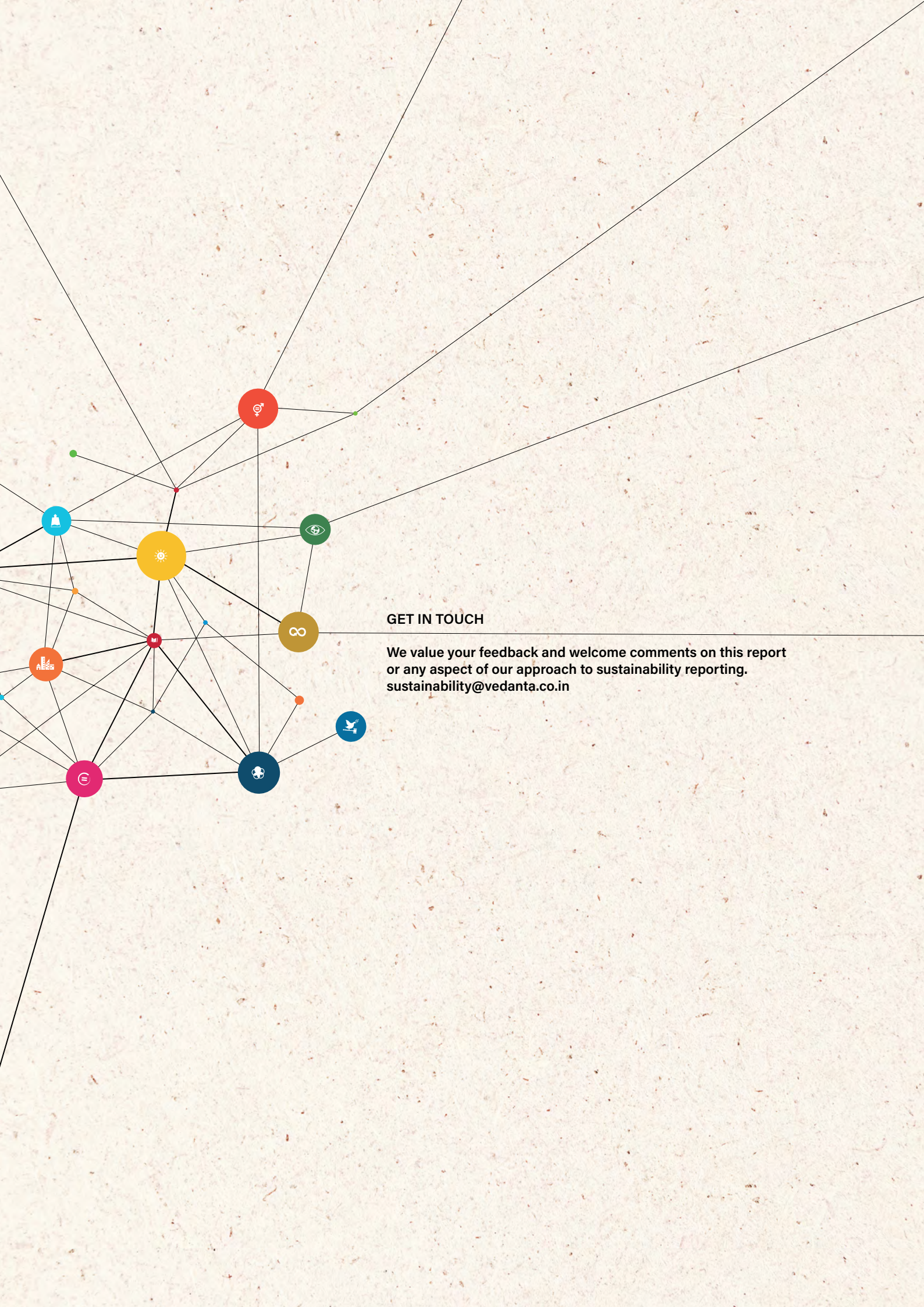
GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE																
PUBLIC POLICY																		
103	GRI 103: Management Approach 2016	Vedanta's Code of Business Conduct and Ethics is the guiding document on our interactions with the government and political parties.																
415-1	Political contributions	It is the Board's policy that neither Vedanta nor any of its subsidiary companies outside India may, under any circumstances, make donations or contributions to political organisations. Subsidiaries in India may make political donations or contributions as this is customary in India and permitted under local legislation. Any political donations made in India are disclosed in the Company's Annual Report and Accounts. Vedanta Limited Annual Report 2020-21: Page 352																
G4 - MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	We do not track this information.																
G4 - MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Our operations in VAL-Lanjigarh are in the processes of implementing a voluntary resettlement exercise for three villages located in the vicinity of the plant. By the end of the exercise 235 families will be resettled. Individuals and families are being compensated as directed by the government-guided process. Compensation elements include: provision for homestead land, house building assistance, provision of employment or cash in lieu of employment, skill upgradation training, assistance for self-relocation, avenues for generating self-employment, maintenance allowance, and transportation allowance.																
G4 - MM10	Number and percentage of operations with the closure plans.	As a part of statutory clearance all our mines operations have a closure plan.																
G4 - OG11	Numbers of sites that have been decommissioned and sites those are in the process of being decommissioned.	No site has been decommissioned or are in the process of decommissioning in the oil & gas business																
G4 - OG13	Number of process safety events, by business activity.	<table border="1"> <thead> <tr> <th></th> <th>FY 2020-21</th> <th>FY 2019-20</th> <th>FY 2018-19</th> </tr> </thead> <tbody> <tr> <td>Tier 1</td> <td>2</td> <td>2</td> <td>0</td> </tr> <tr> <td>Tier 2</td> <td>5</td> <td>5</td> <td>3</td> </tr> <tr> <td>Total</td> <td>7</td> <td>7</td> <td>3</td> </tr> </tbody> </table>		FY 2020-21	FY 2019-20	FY 2018-19	Tier 1	2	2	0	Tier 2	5	5	3	Total	7	7	3
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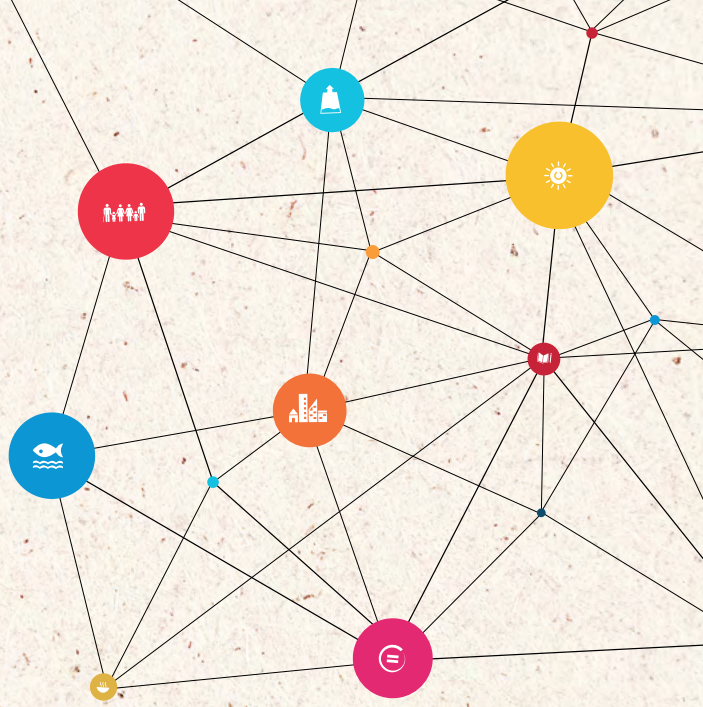
Notes

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GET IN TOUCH

We value your feedback and welcome comments on this report or any aspect of our approach to sustainability reporting.
sustainability@vedanta.co.in



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