Transforming Together
for a sustainable future

Table of Contents

FY2023 Sustainability highlights

Transforming the Communities

Local Procurement

40%
Spent on local procurement

Skill Training

Skill based training imparted to
8,354
individuals

Nand Ghars

4,533
Nand Ghar established catering to 0.32 million women and children annually

Transforming the Planet

Renewable Energy

1,636 MW
(installed capacity)

GHG Intensity

6.25 TCO_2e
per tonne of metal produced

Biodiversity

1 mn approx
trees Planted

Transforming the Workplace

Gender Diversity

14%
Women in workforce

Health & Safety

0.52 LTIFR
1.20 TRIFR

Board Diversity

25%
gender diversity at Board level

Sustainability disclosure milestones

Our efforts have yielded significant improvements in our ESG performance across key external rating systems such as the Dow Jones Sustainability Indexes, Sustainalytics, MSCI, and CDP. As per the Dow Jones Sustainability Index, Vedanta now ranks sixth among the top 10 diversified metal and mining peers.

MSCI

- No significant votes against directors
- Incentivisation of sustainability performance in executive pay policies

Dow Jones Sustainability Indexes Member 2011/12

- Included in the DJSI World Index
- Top 98th percentile of Metals & Mining sector

SUSTAINALYTICS

- Improvement from severe to high risk owing to improved management of ESG risks

CDP

- B-rating for CDP Climate & CDP Water

In conversation with the Chairman - Vedanta Limited

> ❝ **Vedanta is committed to working with all stakeholders to enable a just transition to a low-carbon economy and transforming to a more sustainable tomorrow.** ❞

Anil Agarwal
Chairman

At Vedanta, our unwavering commitment has always been to generate value and enhance the well-being of individuals through sustainable and responsible mining practices. Over the past year, we have conducted an extensive analysis of our role in the nation's growth story and tackling global challenges. We have identified the necessary steps to fulfil our obligations to the planet, our workforce, our communities, and our nation.

The FY2023 Report demonstrates our longstanding commitment to creating all-round value and covers the length and breadth of benefits our business activities bring to our stakeholders. I am proud of the continued progress on our journey of sustainability reporting, built on already strong foundations.

On behalf of the Board, I would like to thank every shareholder for supporting our journey in transforming together to support the national and global growth story, which will put us a position to keep creating sustainable value in the years ahead. Despite a hard period of persistent pandemic disruption, global supply chain issues, and cost constraints, we have collectively managed to produce good operational and financial success this year. We intend to build on and strengthen the trust by working together and transforming for good – for the planet, the economy, and society at large.

▪ Vedanta's vision is "Transforming for Good". What does it mean to you?

Vedanta aspires to uphold the highest principles of quality and integrity, while achieving sustainable growth in collaboration with all stakeholders. This dedication is embodied in our vision, "Transforming for Good," which encourages group efforts to achieve inclusive, responsible, and value-added growth. To provide real advantages to all stakeholders, these efforts will be supported by environmental stewardship, social equality, and impact, in addition to strong governance.

Vedanta's strategic investments and careful financial management plan are designed to provide steady shareholder returns and long-term sustainable growth. To achieve this strategic goal, we are investing in a number of initiatives for volume expansion, backward integration, value-added goods, as well as quickly expanding digitalization. Our growth is backed by strong governance practises supported by meticulous guidelines and regulations for their execution. In recognition, Vedanta received the coveted "Golden Peacock Global Award for Excellence in Corporate Governance 2022" in appreciation of its governance practises. This is in addition to the overall improvement we have seen in the Group's ESG ratings in the last two years – a strong, independent, recognition of our efforts.

▪ In your opinion, what is Vedanta's role in helping India achieve its net-zero goal 2070?

A major turning point in the global effort to combat climate change has been India's commitment that it plans to achieve net zero emissions by 2070. India is setting the bar for a novel approach to economic growth that might sidestep the carbon-intensive strategies many nations have previously adopted and serve as a model for other emerging markets. India's improved outlook in many ways is attributable to the government's quest for self-reliance in manufacturing minerals and resources. While several countries have found themselves precariously positioned, given their dependence on others for key resources, India finds itself in an advantageous position, particularly in creating a resilient supply chain and indigenous manufacturing.

Vedanta has a portfolio of 9 metals & minerals that play a significant role for us in the development of the country and in achieving India's energy and mineral independence. We envision playing an even greater role in the nation's growth narrative and in enabling India to become self-reliant in minerals and energy. This is crucial considering the expanding population and the rise in industrial activities. Vedanta is already expanding its capacities in the aluminum and zinc sectors. To strengthen our assets and boost production, we have invested USD 1.2 billion in growth capital expenditures in FY 2023. Promoting further investment in the mining of these metals and minerals can support the transition to a just society and to combat climate change. These opportunities open avenues for fruitful collaboration with the government and stakeholders at large to create a sustainable future.

Additionally, Vedanta has been taking several initiatives to support the transformation to a greener future. In FY23, we have made significant progress towards our goal of net zero carbon. With a commitment to plant 7 million trees by 2030, we made history by joining the World Economic Forum's 1 trillion trees programme and joined other leading companies around the world in a program that will help conserve, restore the planet's natural spaces. Further, by 2030, we hope to have 2.5 GW of continuously operating renewable energy (RE RTC) capacity. We have also implemented an innovative, market-leading EV policy to encourage staff to transition to EVs, and we are

on schedule to completely decarbonize our fleet of light motor vehicles by 2030.

India's objectives for climate adaptation and mitigation are revolutionary not only for India but for the entire world because it is a significant emerging economy with over 1.3 billion people. In order to help India develop, industrialise, and improve the quality of life for its people, Vedanta is committed to working with all stakeholders to enable a just transition to a low-carbon economy and transforming to a more sustainable tomorrow.

- *Going forward, what are some of the core areas of focus for Vedanta in the next decade?*

We will continue to place high emphasis on safety, sustainable business performance, and meeting the highest social and environmental safeguards to honour the trust and relationship with our stakeholders. Through consistent efforts across the three pillars – community, planet, and workforce, we aim to consolidate our leadership position in ESG performance to maximise our positive impacts.

Transforming Communities

We have a vision in enhancing the well-being of communities across India by uplifting 100 million women and children through education, healthcare and welfare programs. At Vedanta, we promote equal access to education, healthcare, nutrition, sanitation, and so on to create opportunities for people to improve their lives.

I am proud to say that in FY23, we have made remarkable strides in our efforts to combat malnutrition and attain zero hunger. This year, Nand Ghar has expanded to 4,500+ locations across 14 states, significantly increasing its

reach. Furthermore, our targeted social impact interventions continue to positively transform the lives of our communities. I am delighted to share that this year, we have touched the lives of 44 million community members in India and abroad, bringing about positive change.

Nand Ghar also introduced a multi-millet nutribar to ensure comprehensive nourishment for every child in alignment with the International Year of Millets and the Poshan 2.0 initiative to enhance nutritional security.

Transforming Planet

Aligned with the national and global action on climate change, Vedanta has committed to achieve Net Zero Carbon by 2050 or sooner. In support of our planet's goals, various performance indicators are set for our energy, waste, and water. We understand that fossil fuels

This year, Nand Ghar has expanded to
4,533
locations across 14 states

have been the largest source of our emissions and renewable energy is the solution in reducing our footprints. As we continue our progress towards achieving 'net zero,' we have recently finalized renewable energy power delivery agreements (PDAs) in accordance with the Group's captive requirements during the fiscal

year 2023. These agreements will go a long way in helping us meet our goal of using 2.5 GW of RE RTC (equivalent) power by 2030.

We also aim to achieve 100% water positivity through the enhancement of our water recycling facilities and water system design. Lastly, we aim to address our waste legacy and continue to improve our waste recycling initiatives. Through these interventions we aim to demonstrate our commitment to environmental sustainability and strengthen the global actions on climate change and nature.

Transforming Workplace

In addition to our environmental commitments, we understand the significance of our social responsibilities. We prioritize local employment, capacity-building initiatives, and support for education and healthcare. In support of diversity, we have already begun deploying women in our underground mining operations. I am proud of our success in initiatives to improve women's representation in leadership roles, including CXO positions, while also fostering a diverse and inclusive workplace by attracting talent from various regions and promoting an LGBTQ+ friendly environment. These endeavors to enhance employee well-being have been recognized through prestigious accolades such as the Great Place to Work® accreditation and the esteemed Kincentric Best Employer Award for India in 2022. Through transparent and open dialogue, we seek to listen to and address the concerns and aspirations of the workforce. By embracing diversity and inclusion, we aim to create a harmonious and respectful working environment for all our employees.

We are fully aware that ESG considerations are not

just a moral imperative but also crucial for the long-term success and sustainability of our business. Therefore, we are committed to continuously improving our ESG practices and performance. We embrace the evolving industry standards and actively engage with relevant stakeholders, including regulators, investors, NGOs, and local communities, to gain insights, share knowledge, and collaborate on meaningful initiatives.

I encourage all our employees, partners, and stakeholders to embrace our shared responsibility toward environmental stewardship, social progress, and good governance. Together, we can ensure that our mining operations contribute positively to society while minimizing any adverse impacts. Thank you for your ongoing support and trust in our company. We remain dedicated to making a positive difference through responsible mining and metals practices.

Vedanta has committed to achieve
Net Zero Carbon
by 2050 or sooner.

In conversation with the Group CEO - Vedanta Limited

> **"** Our ESG journey has helped us uphold the utmost levels of excellence and integrity, aiming to attain sustainable and responsible growth in collaboration with all stakeholders. **"**
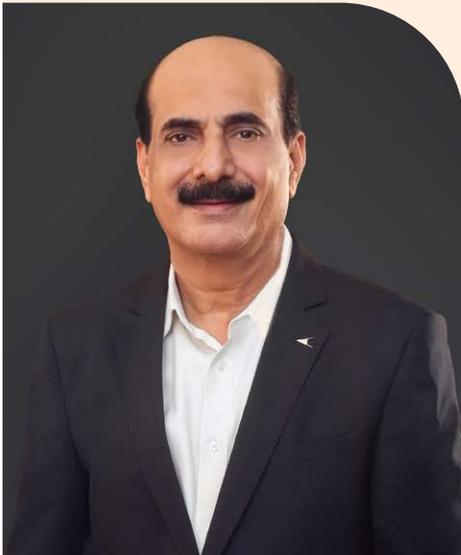
Sunil Duggal
Group CEO & Chief Safety Officer

I am pleased to take this opportunity to share my thoughts and express gratitude for your continued .trust in Vedanta. Our journey of growth and shared value creation continued unabated during FY 2023 despite market volatility.

Driven by healthy macroeconomic fundamentals and domestic consumption, FY2023 has been an incredible year for India. The country repositioned itself amongst the world's fastest-growing economies, even as most developed nations faced slower growth amidst high inflation, India posted an impressive 6.8% GDP growth, after delivering 9.1% growth in the previous fiscal year. Commodity prices, however, moderated, were weighed down by global macroeconomic challenges.

Amid this backdrop, Vedanta took a leap to demonstrate resilience and commitment to excellence, emerging stronger in the process. We owe this success to our team whose agility in pursuing opportunities through leadership and decisive action brought us closer to achieving our ambitious goals. Our team executed strategies to ensure steady operational performance and strong cost control, resulting in a commendable financial performance.

The FY2023 Sustainability Report demonstrates our well-established commitment of fostering collective actions to achieve inclusive, responsible and value-accretive growth. Our approach means we can readily set out the enduring and broad-based nature of our contribution to stakeholders, with numeric data and examples of initiatives and best practices, which exemplify how Vedanta operates in accordance with our values. By working together, the mining industry, the governments and stakeholders can help solve some of the most pressing challenges facing many jurisdictions, most notably in emerging economies

• *How would you describe the transformation of Vedanta's ESG journey?*

At Vedanta we have always taken great pleasure in our steadfast dedication to sustainability and responsible mining practices. We acknowledge the significant impact our operations can have on local communities, ecosystems, and the global climate. To address this, we have implemented a comprehensive sustainability framework that serves as a guiding force in our decision-making processes, ensuring the harmonization of economic prosperity with environmental, social, and governance (ESG) considerations.

Our ESG program has helped us uphold the utmost levels of excellence and integrity, aiming to attain sustainable and responsible growth in collaboration with all stakeholders. Our guiding principle, 'Transforming for Good,' encapsulates this dedication by encouraging collective actions to foster inclusive, responsible, and value-enhancing growth.

• *How has the sustainability agenda supported in the overall performance of Vedanta?*

As India's largest diversified natural resources company and one of the global giants in metals, mining, and energy, Vedanta holds a unique advantage in India's pursuit of self-reliance. With our exceptional mining expertise, bolstered by cutting-edge technology and a talented workforce, combined with a robust value-added portfolio, we are well-positioned to seize the evolving growth opportunities.

To tackle the topmost business risks arising from environmental crises, Vedanta has taken strategic goals to act on climate change and nature loss. Our ambitious targets for environmental stewardship via decarbonization, the circular economy, and water positively are in line with the UN's Sustainable Development Goals, and we continue to align our performance with the sectoral and global best practices.

Our ESG efforts have helped us achieve positive results for the company while ensuring strong environmental and social performance. As part of our ongoing "net zero" effort, we have signed renewable energy power delivery agreements (PDAs) that will bring 788 MW of Round-the-Clock equivalent renewable power to our businesses. Our goal of lowering our ecological impact has also been advanced by the designation of three more of our company locations as water positive.

Vedanta is committed to expanding responsibly by making sure that the communities in which we work prosper and expand with us. With best-in-class services, our flagship initiative, Nand Ghar, has been actively striving to improve the Aanganwadi ecosystem in India and close the urban-rural divide. We currently have Nand Ghars in 14 states, and they have helped 0.32 million women and children by providing them with healthcare, food, and education.

Our performance on important external rating systems including the Dow Jones Sustainability Indexes, Sustainalytics, MSCI, and CDP has significantly improved as a result of our ESG

supported

0.32

million women and children by providing them with healthcare, food, and education.

activities. According to the Dow Jones Sustainability Index, Vedanta is now placed sixth among the top 10 diversified metal and mining peers. Additionally, Vedanta and the many firms in its group won several prizes on reputable platforms in the areas of finance, operational efficiency, CSR, and human resources. This overall achievement reflects our impressive portfolio and capable leadership team.

Finally, we take great pride in meeting the expectations of our community members and stakeholders while establishing a position of leadership in addressing environmental and social challenges. To achieve this goal, our vision of "Transforming for Good," has been crucial. This year's theme of "Transforming Together" captures our collective vigour and passion to generate value for everyone and have a greater positive impact on our stakeholders and society at large.

- *How has ESG been integrated in the governance and business administration in Vedanta?*

We place a strong emphasis on upholding good governance practices, supported by rigorous

policies and frameworks for effective implementation. We have continued to build on our vision of "Transforming for Good" to aim for integrated growth and become an ESG leader. Every business unit within Vedanta is intricately linked to this shared vision. The integration of the entire organization into a common goal has replaced the previous practice of focusing on yearly reporting and showcasing isolated positive developments within different units of Vedanta. Instead, our disclosures now highlight the collective progress and direction of Vedanta as a whole.

This clear definition of our trajectory has fostered alignment and motivation among leaders throughout the organization, who are driven by the opportunity to accomplish something significant. We are no longer merely measuring ourselves against self-imposed standards; instead, we are driven by a larger purpose that permeates the entire organization, signifying a profound and transformative shift.

The ESG Committee of the Board has been supportive of our ambition and vigilant of our performance. Along with the ESG ManCom, it has provided direction to the large volume of work being carried out by the 14 Communities of Practice (CoP), who are responsible for delivering on our ESG agenda. As of this writing more than 1,000 projects – big and small – are underway to deliver on our nine ESG aims.

- *Going forward, what is the vision for Vedanta's ESG journey?*

We are optimistic about the journey ahead. We anticipate the emergence of extensive opportunities in the forthcoming years. Our primary objective is to strengthen our position as a leader

and unlock value through the execution of growth projects, while also prioritizing innovation, digitalization, and making advancements towards our ESG targets.

We remain committed to enhancing the skills of emerging leaders, empowering women, and fostering strong relationships with our business partners through various flagship programs. Ensuring the safety of our people and stakeholders will remain of paramount importance. This will require incremental investments and transformative changes to achieve and sustain our commitment to zero harm. While we prioritize the health and safety of our employees above all else and despite our efforts, we deeply regret the 13 fatalities this year resulting in an immeasurable loss for their families, friends, and colleagues. We remain more resolute than ever to ensuring workplace safety throughout our entire business. The CEOs of the respective businesses have taken proactive measures to enhance risk management efforts by implementing the lessons learned from these fatalities. They are dedicating more time to fieldwork through Visible Felt Leadership (VFL) and personal safety programs. We are upgrading safety infrastructure and increasing the frequency of training sessions across our plants. Additionally, we have expedited the rollout of the Critical Risk Management (CRM) module to address three significant risk areas: vehicle-pedestrian interaction, working at heights, and uncontrolled energy release.

Simultaneously, we are motivated to secure long-term growth by embedding ESG principles across all aspects of our business. We will need to act with agility to address climate change, foster inclusive development, and cultivate an equitable workplace.

Our success hinges on striking the right balance between these priorities and commitments, enabling us to contribute to a better world in collaboration with others. In FY2022, we embarked on a significant milestone by having businesses develop comprehensive business plans for each of Vedanta's nine aims. This approach has continued into FY2023 and FY2024, with a notable difference. The business plans no longer solely focus on short-term targets but extend the horizon to include projects aligned with each aim, stretching all the way to FY2030.

We extend our sincere gratitude for joining us on this transformative journey of "Transforming for Good." By working together, we have the power to create a legacy that will bring benefits to future generations.

# Vedanta at a glance

Who we are and what we do

Vedanta Limited, a subsidiary of Vedanta Resources Limited, stands as a leading global conglomerate in the natural resources sector. With a diversified portfolio, the company's primary operations encompass zinc-lead-silver, iron ore, steel, copper, aluminium, power, nickel, and oil and gas.

Our Mission

To create a leading global natural resource company

Awards & recognition

- Recognized as "Committed" to climate action
- Kincentric Best Employer Award – India 2022
- Silver Awards in Excellence in Financial Reporting
- S&P Global Corporate Sustainability Assessment 2022 – Ranked 6th Globally
- S&P Global Platts Global Metal 'Industry Leadership Award
- Special Jury Award for Journey towards Excellence in Road Safety
- FICCI Road Safety Awards]
- CII National Safety Practices – Platinum Award
- India CSR Leadership Award 2022

Our business highlights

Revenue
INR1,454 Billions

EBITDA
INR 352.41 Billions

Business Segments

Zinc	Aluminium	Oil and Gas
Iron Ore	Steel	Ferro Alloys
Copper		

FTE   **Total Workforce**
17,082   **87,513**

CSR Spend
INR 4.54 Billions

Our core values

- Trust
- Entrepreneurship
- Innovation
- Excellence
- Integrity
- Care
- Respect

Empowering impact:
Unleashing our purpose with a robust sustainability strategy

Vedanta's Sustainability strategy enables the company to address the evolving expectations of its key stakeholders regarding critical areas such as climate change, human rights, workplace safety, environmental stewardship, diversity and inclusion, and good governance. The strategy is built upon three pillars and encompasses nine specific aims, representing Vedanta's commitment to driving sustainability outcomes by fostering positive transformations in communities, preserving the planet, and empowering the workforce.

Transforming for Good

Transforming Communities

Our commitment to maintaining our 'Social License to Operate' by conducting ourselves in a consultative, transparent, and fair manner, delivering both economic growth and providing benefits to society as a whole.

Aim 1: Keep community welfare at the core of business decisions.

Aim 2: Empowering over 2.5 million families with enhanced skillsets.

Aim 3: Uplifting over 100 million women and children through Education, Nutrition, Healthcare, and welfare.

Transforming Planet

Our commitment lies in spearheading efforts to decarbonize the world, secure water resources for all, and incorporating technological advancements to ensure our operations are environmentally sustainable.

Aim 4: Net-carbon neutrality by 2050 or sooner.

Aim 5: Achieving net water positivity by 2030.

Aim 6: Innovations for greener business model.

Transforming Workplace

Our commitment to adopt innovative approaches to manage our workforce, design compelling employee experience and ensuring safe workplace.

Aim 7: Prioritizing safety and health of all employees.

Aim 8: Promote gender parity, diversity, and inclusivity.

Aim 9: Adhere to global business standards of corporate governance.

Our foundational aspects

- Compliance
- Business Conduct
- Risk Management
- Human Rights
- Governance
- Stakeholder Engagement

Sustainability governance at Vedanta

The Board of Directors holds the responsibility of overseeing and ensuring Vedanta's sustainability performance while considering the interests of various stakeholders with ESG Board Committee being the apex decision-making body for all ESG matters. ESG Committee is assigned with the responsibility of overseeing Vedanta's most significant sustainability issues.

Sustainability Oversight

- Board of Directors
- Board ESG Committee
- ESG Management Committee
- Group Executive Committee

Executive Implementation

- Group CEO
- Group Head- HSES
- Director - ESG, Carbon, Social Performance

Review & Monitoring

- Group Transformation Office
- Group Communities of Practices (CoPs)
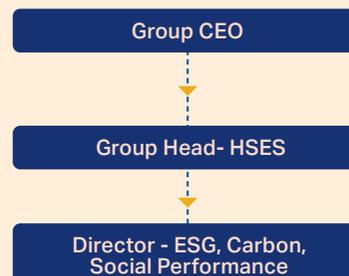
The ESG Board Committee is the top decision-making body for all ESG matters. We have established dedicated forums for regular management oversight at all levels and ESG-themed communities at each BU and SBU to own projects and drive their timely implementation.

Group ExCo	Monthly forum with Group ExCo to update on overall progress related to ESG strategy and aims
ESG Management Committee	Fortnightly meeting to oversee: • Programme update (9 aims - Corp & BU targets against actual) • Key decisions (strategic direction, cross functional support)
Corporate Transformation Office (TO)	Fortnightly TO meeting with GCEO to drive and accelerate high impact project implementation
Transformation Office - BU & Functional	9 BU TOs, Functional TOs and 1 reporting & disclosure TO running on a weekly/fortnightly level to monitor progress and drive implementation across the organisation
Communities of Practice (CoP)	14 CoPs, overall CoP leaders, 250+ Community members identified across all BUs/SBUs to drive agenda within communities

Driving ESG actions through Vedanta Sustainability Framework

While our ESG goals help us focus on performance, the Vedanta Sustainability Framework (VSF), which consists of various sustainability-linked policies, standards, and guidance notes, ensures that we are able to build the systems and processes that will allow for standardized implementation of ESG subjects across the organization. First implemented in 2011, the VSF is undergoing a significant refresh that began in FY 2023. As part of this refresh, we are updating and adding policies and standards that align with our refreshed ESG vision as well as updates that have been made to global industrial standards such as ICMM, IFC Performance Standards, GRI, and other relevant frameworks.

Approach to materiality

In an ever-changing landscape of sustainability, our goal is to prioritize the issues that could affect Vedanta and its stakeholders, ensuring our sustainability strategy remains targeted and impactful.

In FY 2023, Vedanta carried out a thorough evaluation of material topics based on the principles of double materiality.
- The actual or potential impact we can have on people or the environment over the short, medium or long-term.
- The risks or opportunities that could have a financial impact on Vedanta over the short, medium or long-term.

| Highly material | Material | Important |
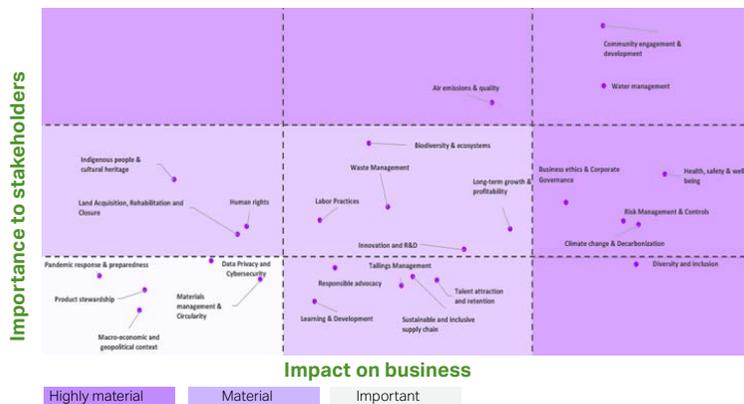
Highly material topics

Environment
- Climate change & decarbonization
- Air emissions & quality
- Water management

Social
- Community engagement & development
- Health, safety & well-being
- Diversity, equal opportunity and inclusion

Governance
- Business Ethics & Corporate Governance
- Risk Management & Controls

Aim 1: Keep community welfare at the core of business decisions.
Aim 2: Empowering over 2.5 million families with enhanced skillsets.
Aim 3: Uplifting over 100 million women and children through Education, Nutrition, Healthcare, and welfare.

Aim 4: Net-carbon neutrality by 2050 or sooner
Aim 5: Achieving net water positivity by 2030
Aim 6: Innovating for a greener business model

Aim 7: Prioritizing safety and health of all employees
Aim 8: Promote gender parity, diversity, and inclusivity.
Aim 9: Adhere to global business standards of corporate governance.

- Climate change & Decarbonization
- Air emissions & quality
- Water Management
- Community engagement & development
- Health, safety & well-being
- Diversity, equal opportunity and inclusion
- Business Ethics & Corporate Governance
- Risk Management & Controls

9 sustainability policies
HSE, Energy & Carbon, Water Management, Biodiversity, Social, Human Rights, Supplier & Contractor sustainability management, Indigenous people and vulnerable tribal group

92 Standards & Guidance Notes
- Covering all policy subject areas
- Aligned with ICMM, IFC Performance Standards, Global Reporting Initiative (GRI)

Robust Monitoring
- Annual VSAP audit conducted at all Vedanta locations to check compliance with VSF
- Monitored by ExCo

Driving ESG performance through incentives

As part of our short-term incentives, 15% of executive and employees' performance pay accounts for Health, Safety, and Environment (HSE)/ESG performance. Further, to drive long-term performance on ESG metrics, we have included climate change considerations in our employees' stock option scheme (ESOS).

Transforming Communities

Rationale for action

At Vedanta, we firmly believe that the well-being and prosperity of the communities where we do business is integral to our long-term success. Recognizing that communities grant us the social license to conduct our business, we prioritize efforts to forge strong connections, earn their trust, and secure their support. Our operations go beyond creating employment opportunities; they also stimulate local economies and contribute to the overall development of the communities in various ways. We actively engage in site-specific community development initiatives, aimed at fostering growth and enhancing the quality of life for the local populace.

Key focus areas

Maintaining social license to operate

We work to enhance our "Social Performance," by comprehensively understanding and addressing the impacts our activities have on communities through cross-functional "Social Performance Steering Committee" (SPSC) established at all our sites.

Community development

We work towards improving the earning potential and quality of life of families within the communities near our plants and areas of operations through various skillbuilding and social interventions.

Ensuring transformation change with holistic development

We collaborate with several NGOs to run programmes for enabling healthcare, education, nutrition, economic empowerment, and digital governance for the local communities.

Our 'Transforming Communities' handprint

Key highlights of FY 2023

4,533
Nandghar's operational with
0.32 million
beneficiaries.

Launch of Nutribar –
millet-based
supplement to eradicated
malnourishment in 6 months.

~2000
farmer beneficiaries &
~2000
women beneficiaries under
Project Navidisha and Project
Tara respectively.

0.6 million
families skilled and
11.74 million
women and children uplifted
through various initiatives.

CSR footprint (million beneficiaries)

FY 2020	FY 2021	FY 2022	FY 2023
3.26	42*	4.64	44*

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

** Out of 44 million, 39 million are from the e-shiksha program

Through our community development projects, we have positively impacted the lives of **44 million** individuals this year. Our initiatives encompass various areas such as community health, nutrition, education, water and sanitation, sustainable livelihood, women empowerment, and bio-investment.

Youth benefited from Employment based skills training (number)

FY 2020	FY 2021	FY 2022	FY 2023
3,900	2,193	5,133	8,354

A total of **8,354** youth have benefitted from our employment-based skills training programs. We are committed to equipping young individuals with the necessary skills and knowledge to enhance their employability and create opportunities for a better future.

Operational Nand Ghars (number)

FY 2020	FY 2021	FY 2022	FY 2023
1,302	1,800	3,262	4,533

Nand Ghar, a flagship initiative of Vedanta, continues to make significant strides in its mission. This year, we are proud to announce that we have successfully established **4,533** operational Nand Ghars.

Performance against the goals

Aim 1: Keep community welfare at the core of business decisions				
Key Performance Indicators	**Sustainability Goals**	**Performance in FY 2023**	**Material Issue**	**UN SDGs**
Impact Management	FY 2025: Zero social incidents category 4 and above	Zero Category 4 social incidents Four Category 1 social incidents	Community Engagement & Development	8.3
Transparency & Trust	FY 2025: Become signatories and participants in VPSHR	Security Community of Practice (CoP) was formed and preliminary work has begun		
	FY 2025: Set up an external SP advisory body	External ESG advisory body with two global experts set up		
	FY 2025: Annual human rights assessment across all the businesses	100% businesses assessed (desktop) for human rights risks		
Aim 2: Empowering over 2.5 million families with enhanced skillsets				
Skilling Number of families to be impacted through skill development and training)	FY 2025: **1.5** million FY 2030: **2.5** million	**0.6** million families skilled	Community Engagement & Development	2.3 2.4 4.4 8.3
Aim 3: Uplifting over 100 million women and children through education, nutrition, healthcare, and welfare				
Nand Ghar (Number of Nand Ghars to be completed)	FY 2025: **19,000** Nand Ghars FY 2030 **29,000** Nand Ghars	**4,533** Nand Ghars	Community Engagement & Development	2.1 2.2 2.3 2.4 4.1 4.2 4.4 8.3
Education, Nutrition, Healthcare and Welfare (No. of women and children to be uplifted by Nand Ghar initiatives)	FY 2025: **48** million FY 2030: **100** million	**11.74** million women and children uplifted		

Transforming Communities

Aim 1:
Keep community welfare at the core of business decisions

Aim 2:
Empowering over 2.5 million families with enhanced skillsets

Aim 3:
Lives of over 100 million women and children uplifted through Education, Nutrition, Healthcare and Welfare

Upholding human rights: Our commitment in action

In line with our fundamental principles, we are unwavering in our commitment to uphold human rights across all stages of our value chains. During the fiscal year 2023, we conducted a comprehensive human rights self-assessment across all business units, ensuring a thorough evaluation of our practices and identifying areas for improvement.

Skills for success: Vedanta Skill School empowering communities, transforming lives

Through the esteemed Vedanta Skill School, a part of the BALCO vocational skill centre, comprehensive training in six different trades is imparted, accompanied by residential facilities and opportunities for placement in reputable institutes. This impactful project strongly aligns with the United Nations Sustainable Development Goal 8, which emphasizes the promotion of decent work and economic growth. In FY 2023, 765 people skilled and successfully employed.

Nourishing futures: Empowering children with multi-millet nutri-bars

Vedanta introduces nutri-bars to enhance children's nutrition aged 3-6 years, complementing government meals. Using the 6x6x6 model, these multi-millet bars contain 6 powerful ingredients, provided for 6 days a week over 6 months. This initiative has benefitted nearly 50,000 children in 1,400 locations.

Transforming Planet

Rationale for action

We acknowledge the critical responsibility we have in tackling climate change and contributing to a more sustainable and secure future. Through pioneering initiatives focused on decarbonization, circular economy, water positivity, and process efficiency, we aim to set new benchmarks and lead the way in creating a more sustainable and responsible industry.

Key focus areas

Climate change and decarbonisation

We have developed a comprehensive climate change strategy and roadmap, which includes a thorough climate risk assessment and scenario analysis. We are committed to decarbonizing our operations and achieving net-carbon neutrality (net-zero carbon for Scope 1 & Scope 2 GHG emissions) by FY 2050 or sooner. Our GHG reduction strategy consists of 4 levers:

(i) Increasing the share of renewable energy, (ii) Switching to low-carbon or zero-carbon fuels,
(iii) Improve the energy efficiency of our operations, and (iv) Offset residual emission

Water management

As part of our new ESG framework, we have taken our aim to be water positive by 2030. We will track our performance using specific indicators such as freshwater withdrawal, water consumption, water recycling, and water recharge to keep track of this target. Reducing water consumption, recycling wastewater, and recharging water bodies are fundamental to the prudent management of water.

Waste management

We are committed to developing and implementing robust waste management strategies that prioritize waste reduction, recycling, and responsible disposal. We follow the principle of first reducing the waste, quantitatively as well as qualitatively (reducing the toxicity), and then performing recovery and recycling (either ourselves or by authorized recyclers), thereby minimizing disposal through landfill or by incineration.

Biodiversity management

During the year, we established the biodiversity baseline for our sites. This will help us to understand the impact of our operations on biodiversity and guide the actions to be initiated to achieve No Net Loss (NNL)/Net Positive Impact (NPI) impact in the long term. In 2024, we intend to finalise actions and timelines to reach the No Net Loss state.

Key highlights of FY 2023

4.7%
decrease in GHG Intensity from baseline FY 2021

Biomass usage increased
4X
(78 KT Vs 18 KT).

15 $/ TCO_2e
Internal Carbon Pricing.

Introduction of **EV policy** for our employees.

Water positivity from
~0.51 to ~0.62 YOY

Water-positive attained at
4
sites (HZL, IOB, Cairn India, and BMM).

29.9 million tonne
HVLT waste utilisation (162% for FY 2023).

Miyawaki afforestation completed at DSC
12,000
Indigenous Plants and
6,500
native seeds in the area of 1 hectare.

Aim 4: Net-carbon neutrality by 2050 or sooner

We acknowledge the critical responsibility we have in tackling climate change and contributing to a more sustainable and secure future. Through pioneering initiatives focused on decarbonization, circular economy, water positivity, and process efficiency, we aim to set new benchmarks and lead the way in creating a more sustainable and responsible industry.

Lever 1: Increasing renewable energy

Vedanta is making significant progress in increasing their renewable energy capacity. By the end of FY 2023, the Company has signed power delivery agreements (PDAs) for 788 MW of renewable energy, which will result in an estimated avoidance of 6.6 million tonnes of CO_2 e per year. This represents 32% of our target to use 2,500 MW of RE RTC (eq.) power by 2030 by 2030. To coordinate these efforts, the Company has established an RE Steering Committee.

Lever 2 : Switch to low-carbon/zero-carbon fuels

Vedanta aims to substitute 5% of coal used in thermal power plants with biomass, a net zero-carbon fuel. In FY 2023, the Company achieved a four-fold increase in biomass usage compared to FY 2022, reaching approximately 78,000 MT. Vedanta has also made positive progress on reducing emissions from LMV and mining fleet, through electrification and other measures. HZL and ESL have initiated the use of electric vehicles. HZL has launched the first battery-powered electric underground vehicle and LNG-powered 55-tonne heavy-duty trucks. A large electric forklift fleet of 27 is operating at our Jharsuguda location. Biofuel trials have started at BALCO and VAL-Jharsuguda and planning is underway to start trials at Sterlite Copper and Sesa Value-Added Business (VAB).

Lever 3: Improving the energy and process efficiency of our operations

Vedanta has undertaken several projects to enhance efficiency in the Aluminium sector. Some of these projects include: 100% Graphitisation with copper inserted collected bar (potential 1.1 $MnTCO_2$e/year), Vedanta pot controller implementation (potential 0.2 $MnTCO_2$e), Commissioning of TRT and BPRT at ESL (potential 82,000 TCO_2e/year), Natural gas usage at Lanjigarh Alumina Refinery (potential 1,20,000 TCO_2e/year). While these are projects under progress, there are some major energy efficiency projects which are already completed at Vedanta's sites: R&M of 1 unit of 600 MW at VAL Jharsuguda (3,70,000 TCO_2e/year)) VAL, Lanjigarh Evaporation - 1 Calendria 1 & 2 tubes replacement (18,000 TCO_2e/year) VAL, Lanjigarh Boiler 2 junior APH replacement (16,000 TCO_2e/year), ESL Fuel crushing index improvement (31,000 TCO_2e/year), ESL LD gas recovery project completion (18,000 TCO_2e/year).

Lever 4: Purchasing carbon offsets for residual emissions

Vedanta has yet to initiate specific work on Lever 4, which involves purchasing carbon offsets for residual emissions. The Company will consider options for addressing hard-to-abate GHG emissions at the end of their target period. Vedanta's collective efforts over the past two years have resulted in significant emissions reductions, with 4.17 million tonnes of CO_2 e avoided based on the FY 2021 baseline and 14.62 million tonnes of CO_2 e avoided based on the initial FY 2012 baseline.

Consolidated scope 1, scope 2 and scope 3 emissions

GHG emissions (MTCO$_2$e)	FY 2020	FY 2021	FY 2022	FY 2023
Scope 1 (direct)	57.48	58.93	59.49	57.15
Scope 2 (indirect)	1.86	1.31	3.34	8.18
Scope 1 + 2	59.34	60.24	62.83	65.33
Scope 3	-	36.32	37.41	38.19
Total GHG emissions	59.34	93.86	97.36	103.52

While there has been an increase of **4.6%** in our Scope 1 and Scope 2 greenhouse gas (GHG) emissions compared to the previous year, our combined emissions, including Scope 1, 2, and 3, have remained stable, showing no significant change from FY 2022.

Scope 3 emissions in FY 2023 account for **36.8%** of our total emissions.

Water management

	FY 2020	FY 2021	FY 2022	FY 2023
Net water consumption (million m³)	163	165	164	142
Water recycled (million m³)	73	83	86	78
Water recyled (%)	29.43	30.7	30.6	29.26

Vedanta has successfully recycled a substantial amount of water, totalling **78 million** cubic meters. **4** of our Business Units are Water Positive.

Energy consumption

	FY 2020	FY 2021	FY 2022	FY 2023
Direct (million GJ)	518.17	515.67	531.88	525.32
Indirect (million GJ)	7.80	8.75	32.09	46.03
Total	525.97	524.51	536.98	558.92

We have signed agreements for a total of **788 MW** of round-the-clock renewable energy (RE), bringing us closer to our ambitious goal of **2.5 GW** of renewable energy capacity.

Performance against the goals

Aim 4: zero carbon by 2050 or sooner				
Key Performance Indicators	**Sustainability Goals**		**Performance in FY 2023**	**Material Issue**
Absolute GHG emissions (% reduction from FY 2021 baseline)	FY 2030: **25%** reduction		**9%** increase from FY 2021 baseline	Climate change and decarbonisation
GHG emissions intensity (% reduction from FY 2021 baseline	FY 2030: **20%** reduction		**4.7%** reduction from FY 2021 baseline **6.25** TCO2e / tonne of metal produced	
Renewable energy (Use RE RTC or equivalent)	FY 2025: **500** MW of RE RTC or equivalent	FY 2030: **2.5** GW of RE RTC or equivalent	**230** MW RTC equivalent used	
LMV decarbonisation (% LMVs)	FY 2025: **50%** LMVs	FY 2030: **100%** LMVs	35 LMVs deployed; 48 EVs purchased	
Hydrogen as fuel	FY 2030: Commitment to accelerate the adoption of hydrogen as a fuel and seek to diversify into H_2 fuel or related businesses		Projects yet to be initiated	

UN SDGs

7.2
12.2
13.2

Aim 5: Achieving net water positivity by 2030				
Net water positivity	FY 2030: Net water positivity	**0.62** Water positivity ratio	Water Management
Freshwater consumption (% reduction from FY 2021 baseline)	FY 2025: **15%** reduction	**11.32%** reduction from FY21 baseline	
Water related incidents	FY 2030: Zero category 4 and 5 incidents related to water	**zero**	
Water recycling (%)	FY 2025: **33%**	**29.3%**	

6.3
6.4
6.5
6.b

AIM 6: Innovating for a greener business model

Key Performance Indicators	Sustainability Goals	Performance in FY 2023	Material Issue	UN SDGs
Fly ash (utilisation)	FY 2025: Sustain **100%** utilisation	**204%**	Waste Management	12.5
Waste utilisation (High volume, low toxicity)	FY 2025: **100%**	**162%**		
Tailings dam audit and findings closure with real-time closure	FY 2025: **100%** facilities	1. Site assessment completed. 2. 60% closure of findings of stage 1 study	Tailings Management	
Biodiversity risk	FY 2025: **100%** locations reviewed for biodiversity risk	Baseline studies to determine biodiversity risk completed	Biodiversity & Ecosystems	15.1 15.2 15.9
Biodiversity commitment	FY 2025: Determine the feasibility of commitment to No-Net-Loss or Net-Positive-Impact (NNL/NPI) targets. FY 2030: Implement roadmap to achieve No-Net-Loss or Net-Positive-Impact	Target related to NNL/NPI to be set by FY24		

Our 'Transforming Planet' handprint

Aim 4:
Aiming net-zero carbon by 2050 or sooner

Aim 5:
Achieving net water positivity by 2030

Aim 6:
Innovating for a greener business model

Shift towards green economy

Last year we launched our low-carbon line of Aluminium products - Restora and Restora Ultra. We have followed-up with piloting a green copper line as well. In FY2023, our Restora products resulted in revenues worth US$ 150 million.

Advancing steadily on the path to water positivity

In pursuit of our water positive objective, we are actively engaging in a series of strategic initiatives aimed at minimizing our water footprint and maximizing water conservation efforts. These multifaceted endeavours encompass various aspects of our operations, as we recognize the importance of responsible water stewardship. **4** sites are now water positive.

Growing a greener future

Planting **~1** million trees and Counting by actively engaging in reforestation efforts through the 1T.org initiative, we play a vital role in restoring and preserving forest ecosystems. We have undertaken a commendable endeavour by planting a staggering **~1** million trees.

Transforming Workplace

Rationale for action

At Vedanta, we prioritize cultivating a work culture that prioritizes the health, well-being, and safety of our workforce. We are committed to fostering an environment that embraces diversity, inclusivity, and equal opportunities for all individuals. This approach positions Vedanta as an employer of choice, empowering our workforce to thrive and contribute to the success and sustainability of our organization.

Key focus areas

Health and safety

We are persistently working towards the ambitious target of zero fatalities. We have identified three levers to improve our safety performance and prevent fatal injuries:

(i) Implementation of Critical Risk Management (CRM), (ii) Improving safety infrastructure,
(iii) Employee and business partner training

We conduct regular health and safety training programmes for all our employees.

Diversity, equal opportunity, and inclusion

Owing to our commitment to achieving gender parity, we are dedicated to recruiting outstanding talent from esteemed campuses with the goal of maintaining a 50% gender diversity ratio. We also provide support and accommodations for specially-abled employees.

We are fostering an LGBTQ+-friendly workplace. To ensure an inclusive workplace, gender sensitisation programs are in place for creating awareness about gender-related issues, promoting understanding of gender stereotypes and biases, and fostering a culture of respect and equality.

Human capital development

We have talent development initiatives such as V-tech 1.0, V-reach, and ACt up, designed to ensure that employees acquire the necessary knowledge, skills, and attitude to meet the present and future needs of the business. We also have capacity building progarmmes for Senior Management on ESG such as Emerging Leaders Program.

Employee support programs are in place that create a positive work environment that fosters employee engagement, reduces turnover rates, and boosts productivity.

Key highlights of FY 2023

Critical risk management program initiated in FY 2023.

Overhaul of **safety standards** under VSF, under progress.

28%
Women in decision making bodies and
9%
in leadership roles in FY 2023.

25
Transgender employees.

Gender diversity (%)

FY 2020	FY 2021	FY 2022	FY 2023
10.9	11.23	11.63	14

Female employees constituted **14%** of the overall workforce, reflecting our ongoing commitment to fostering gender diversity and creating an inclusive work environment. We continue to prioritize the empowerment and representation of women within our organization.

Total Recordable Injury Frequency Rate (TRIFR)

FY 2020	FY 2021	FY 2022	FY 2023
1.6	1.5	1.4	1.2

Total Recordable Injury Frequency Rate (TRIFR) stood at **1.2**. Safety continues to be a paramount focus across all our businesses, reflecting our dedication to ensuring the well-being and protection of our employees.

48,930
Employees covered under mentoring and support programs.

Performance against the goals

Aim 7: Prioritising safety and health of all employees				
Key Performance Indicators	**Sustainability Goals**		**Performance in FY 2023**	**Material Issue**	**UN SDGs**
Fatalities (number)	FY 2025: Zero	FY 2030: Zero	**13%**	Health, safety and Well-being	8 DECENT WORK AND ECONOMIC GROWTH 8.8
Lost Time Injury Frequency Rate (LTIFR)	FY 2025: **10%** reduction (year-on-year)		**0.52**		
Total Recordable Injury Frequency Rate (TRIFR)	FY 2025: **0.98** TRIFR per million-man hours (30% reduction from FY 2021 baseline)	FY 2030: **0.8** TRIFR per million-man hours	**1.20**		
Occupational health management systems	FY 2025: Health performance standards implemented and part of VSAP		In progress		
Exposure monitoring	FY 2025: Employee and community exposure monitoring to be completed		To be undertaken		
Exposure prevention	FY 2030: No employee exposure to red zone areas		In progress		
Employee well-being	FY 2025: Mental health programme in place for all employees		**100%**		
	FY 2025: **100%** of eligible employees to undergo periodic medical examinations		**100%**		

Aim 8: Promote gender parity, diversity, and inclusivity

Key Performance Indicators	Sustainability Goals		Performance in FY 2023	Material Issue	UN SDGs
Gender diversity (% women in the FTE workforce)	FY 2030: **20%** women		14%	Diversity, Equal Opportunity, and Inclusion	5.1 5.5 5.c
Gender diversity (% women in leadership roles in FTE workforce)	FY 2030: **40%** women		9.1%		
Gender diversity (% women in decision-making bodies in FTE workforce)	FY 2030: **30%** women		28.34%		
Gender diversity (% women in technical leader/shop floor roles in FTE workforce)	FY 2030: **10%** women		13%		

Aim 9: Adhere to global business standards of corporate governance

Key Performance Indicators	Sustainability Goals		Performance in FY 2023	Material Issue	UN SDGs
Safety programme for business partners	FY 2025: **Rubaru** is to be introduced at all Business Units across Vedanta		Critical risk management programme rolled at **100%** BUs	Sustainable and Inclusive Supply Chain	8.7
Supply chain GHG transition	FY 2025: Work with long-term, tier 1 suppliers to submit their GHG reduction strategies	FY 2030: Align GHG reduction strategies with our long-term tier-1 suppliers	Commercial CoP constituted to address supplier chain related ESG issues		
Training on code of conduct	Continue to cover **100%** of employees		**100%** employees trained		
% Independent directors on board	FY 2025: **50%** Independent Directors on Board as per SEBI requirements		50%		
% gender diversity on the board	FY 2025: **25%**		25%		

Our 'Transforming Workplace' handprint

Aim 7:
Prioritising safety and health of all employees

Aim 8:
Promote gender parity, diversity and inclusivity

Aim 9:
Adhere to global business standards of corporate governance

Driving safety digitally

Vedanta has made workplace safety a top priority by seamlessly integrating digital tools and technologies. Following a successful pilot study, we have implemented camera-based surveillance technology for real-time monitoring and tracking of safety violations across the organization.

Empowering women leaders: V Lead program paving the way to success

Vedanta's V Lead program aims to identify and develop future women executives within the organization. It targets 120 promising young women out of a pool of over 720 candidates for accelerated career growth and structured mentoring by senior leaders. The program's primary objective is to ensure the progression of these talented women to key decision-making bodies, fostering their growth and enabling them to assume CXO positions.

Incentivising ESG performance

To enhance our commitment to ESG (Environmental, Social, and Governance) principles, we have initiated discussions to strengthen the integration of ESG metrics into executive compensation. At present, the performance pay of our employees includes a 15% weighting based on HSE (Health, Safety, and Environment)/ESG performance. Moreover, we have also incorporated climate change considerations into our employees' stock option scheme (ESOS), reflecting our dedication to addressing this pressing global issue.

GRI content index (Scope of disclosure in the complete sustainability report)

	GRI Standard	Code	Description
	GRI 2: General Disclosures 2021	2-1	Organizational details
		2-2	Entities included in the organization's sustainability reporting
		2-3	Reporting period, frequency and contact point
		2-4	Restatements of information
		2-5	External assurance
		2-6	Activities, value chain and other business relationships
		2-7	Employees
		2-8	Workers who are not employees
		2-9	Governance structure and composition
		2-10	Nomination and selection of the highest governance body
		2-11	Chair of the highest governance body
		2-12	Role of the highest governance body in overseeing the management of impacts
		2-13	Delegation of responsibility for managing impacts
		2-14	Role of the highest governance body in sustainability reporting
		2-15	Conflicts of interest
		2-16	Communication of critical concerns
		2-17	Collective knowledge of the highest governance body
		2-18	Evaluation of the performance of the highest governance body
		2-19	Remuneration policies
		2-20	Process to determine remuneration
		2-21	Annual total compensation ratio
		2-22	Statement on sustainable development strategy
		2-23	Policy commitments
		2-24	Embedding policy commitments
		2-25	Processes to remediate negative impacts
		2-26	Mechanisms for seeking advice and raising concerns
		2-27	Compliance with laws and regulations
		2-28	Membership associations
		2-29	Approach to stakeholder engagement
		2-30	Collective bargaining agreements
		3-1	Process to determine material topics
		3-2	List of material topics
ECONOMIC	GRI 3: Material Topics 2021	3-3	Management of material topics
		201-1	Direct economic value generated and distributed
		201-2	Financial implications and other risks and opportunities due to climate change
	GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans
		201-4	Financial assistance received from government
		202-1	Ratios of standard entry level wage by gender compared to local minimum wage
	GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported
		203-2	Significant indirect economic impacts
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers
	GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption
		205-2	Communication and training about anti-corruption policies and procedures
		205-3	Confirmed incidents of corruption and actions taken
	11.20 Anti-corruption	11.20.5	Reporting on anti-corruption
		11.20.6	Reporting on anti-corruption
	GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
	GRI 207: Tax 2019	207-1	Approach to tax
		207-2	Tax governance, control, and risk management
		207-3	Stakeholder engagement and management of concerns related to tax
		207-4	Country-by-country reporting
	11.21 Payments to govts.	11.21.8	Reporting on payments to governments
ENVIRONMENT	GRI 302: Energy 2016	302-1	Energy consumption within the organization
		302-2	Energy consumption outside of the organization
		302-3	Energy intensity
		302-4	Reduction of energy consumption
		302-5	Reductions in energy requirements of products and services
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource
		303-2	Management of water discharge-related impacts
		303-3	Water withdrawal
		303-4	Water discharge
		303-5	Water consumption
		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

	GRI Standard	Code	Description
	GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity
		304-3	Habitats protected or restored
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
	11.7 Closure and rehabilitation	11.7.4	Reporting on closure and rehabilitation
		11.7.5	Reporting on closure and rehabilitation
		11.7.6	Reporting on closure and rehabilitation
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions
		305-2	Energy indirect (Scope 2) GHG emissions
		305-3	Other indirect (Scope 3) GHG emissions
		305-4	GHG emissions intensity
		305-5	Reduction of GHG emissions
		305-6	Emissions of ozone-depleting substances (ODS)
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
		11.2.4	Reporting on climate adaptation, resilience, and transition
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts
		306-2	Management of significant waste-related impacts
		306-3	Waste generated
		306-4	Waste diverted from disposal
		306-5	Waste directed to disposal
	11.8 Asset integrity and critical incident management	11.8.2	Reporting on asset integrity and critical incident management
		11.8.3	Reporting on asset integrity and critical incident management
	GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria
		308-2	Negative environmental impacts in the supply chain and actions taken
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
		401-3	Parental leave
SOCIAL	GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system
		403-2	Hazard identification, risk assessment, and incident investigation
		403-3	Occupational health services
		403-4	Worker participation, consultation, and communication on occupational health and safety
		403-5	Worker training on occupational health and safety
		403-6	Promotion of worker health
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
		403-8	Workers covered by an occupational health and safety management system
		403-9	Work-related injuries
		403-10	Work-related ill health
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee
		404-2	Programs for upgrading employee skills and transition assistance programs Percentage of employees receiving regular performance and career development reviews
		404-3	405-1 Diversity of governance bodies and employees
		405-2	Ratio of basic salary and remuneration of women to men
	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
	GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour
	GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour
	GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures
	GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples
	11.17 Rights of indigenous peoples	11.17.3	Reporting on rights of indigenous peoples
		11.17.4	Reporting on rights of indigenous peoples
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs
		413-2	Operations with significant actual and potential negative impacts on local communities
		11.15.4	Reporting on local communities
		11.16.2	Reporting on land and resource rights
	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria
		414-2	Negative social impacts in the supply chain and actions taken
	GRI 415: Public Policy 2016	415-1	Political contributions
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

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