



# BUSINESS RESPONSIBILITY REPORT MAPPING

This segment maps the Integrated Report (IR) for FY2020 with Securities and Exchange Board of India's Business Responsibility Report (SEBI BRR) framework.



Vedanta Aluminum Employees



BRR Section	BRR Framework	Section/Page Number in Integrated Report
<b>SECTION A: GENERAL DISCLOSURES</b>		
Our Approach to Reporting		Page 3
General Information about the Company	A1, A2, A3, A4, A5, A7, A8, A9, A10	Annexure C Page 207 The information in this section is representative of the division companies of Vedanta Limited only
Financial Year Reported	A6	2019-20
<b>SECTION B: FINANCIAL DETAILS OF THE COMPANY</b>		
Paid up Capital (₹)	B1	Page 185
Total Turnover (₹)	B2	Page 283
Total Profit After Taxes (₹)	B3	Page 283
Total spending on corporate social responsibility (CSR) (₹)	B4	Page 193
List of activities in which expenditure in B4 above has been incurred.	B5	Community Development Activities (Page 194-200)
<b>SECTION C: OTHER DETAILS</b>		
Does the Company have any Subsidiary Company/Companies?	C1	Yes
Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent Company? If yes, then indicate the number of such subsidiary Company(s)	C2	Yes. Vedanta Ltd. has 8 subsidiaries – HZL, BALCO, MEL, Cairn India, Western Clusters, Zinc International and Copper Mines of Tasmania (CMT)
Do any other entity/entities (e.g. suppliers, distributors, etc.) that the Company does business with participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities. [Less than 30%, 30-60%, More than 60%]	C3	Our suppliers are not directly involved with the 'Responsible Business' initiatives. However, our contracts address areas like HSE, Ethics, and Human Rights that our suppliers are obliged to adhere to strictly
<b>Section D: BR Information</b>		
Details of Director/Directors responsible for BR	D1	Page 192



Employees, part of Vedanta Aluminum business

## BUSINESS RESPONSIBILITY REPORT MAPPING CONTINUED...

2. Principle-wise (as per National Voluntary Guidelines (NVGs) BR Policy/policies (Reply in Y/N)									
QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
Do you have a policy/policies for:	Y	N	Y	Y	Y	Y	Y	Y	Y
Has the policy been formulated in consultation with the relevant stakeholders?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Does the policy conform to any national/international standards? If yes, specify. (50 words)	Y	NA	Y	Y	Y	Y	Y	Y	Y
Has the policy been approved by the Board?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Has it been signed by MD/Owner/CEO/	Y	NA	Y	Y	Y	Y	Y	Y	Y
Appropriate Board Director?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Does the Company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Indicate the link for the policy to be viewed online?	<a href="https://www.vedantalimited.com/Pages/CorporateGovernance.aspx?type=inv">https://www.vedantalimited.com/Pages/CorporateGovernance.aspx?type=inv</a>								
Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Does the Company have in-house structure to implement the policy/policies?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/policies?	Y	NA	Y	Y	Y	Y	Y	Y	Y
Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	Each year, the Company undertakes an audit exercise, conducted by an external agency to evaluate the workings of these policies. This audit is known as the Vedanta Sustainability Assurance Protocol (VSAP) audit. The VSAP audit is conducted across all of our significant sites.								

NA = Not Applicable



Employees at Cairn Oil & Gas

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<b>3. GOVERNANCE RELATED TO BR</b>		
Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	D3	Sustainability and ESG (Page 66-68)
Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	D3	Sustainability and BRR performance is detailed in the Vedanta Ltd. Annual Report. We also publish an annual Sustainability Report based on GRI Standards. Our sustainability reports can be found at: <a href="http://www.vedantalimited.com">http://www.vedantalimited.com</a>
<b>SECTION E – PRINCIPLE-WISE DISCLOSURES</b>		
<b>Principle 1 - Conduct, Governance, Ethics, Transparency and Accountability</b>		
Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/No. Does it extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs /Others?	P1-1	No. The Business Code of Conduct and Ethics applies to all directors, officers and employees of the Company and its subsidiaries. Page 190
How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so	P2-1	Standalone numbers: Open complaints at 1st Apr19: 3 Number of whistle-blower cases opened: 29 Number of whistle-blower cases upheld and found correct in 2019-20: 10 Number of whistle-blower cases closed in 2019-20: 31
<b>Principle 2 - Safety and Optimal Resource Utilisation across Product Lifecycle</b>		
List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	P2-1	HZL Case Study; Page 83
For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional):	P2-2	Optimising resources and managing environmental sustainability; Page 78-85
Does the Company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof in 50 words or so	P2-3	Optimising resources and managing environmental sustainability; Page 78-85
Has the Company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	P2-4	In view of retaining quality, the Company sources its major inputs from OEMs and large national and international manufacturers. Goods and services are procured by businesses locally is of consumable nature where feasible
Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so	P2-5	Optimising resources and managing environmental sustainability; Page 78-85

**BUSINESS RESPONSIBILITY REPORT MAPPING CONTINUED...**

<b>BRR Section</b>	<b>BRR Framework</b>	<b>Section/Page Number in Integrated Report</b>
<b>Principle 3: Employee Well-being</b>		
Please indicate the total number of employees	P3-1	9,220 Full-time Employees
Please indicate the total number of employees hired on temporary/contractual/casual basis	P3-2	29,658
Please indicate the number of permanent women employees	P3-3	1,156 Full-time female employees
Please indicate the number of permanent employees with disabilities	P3-4	Not tracked
Do you have an employee association that is recognised by management?	P3-5	Yes
What percentage of your permanent employees are members of this recognised employee association?	P3-6	We have recognised employee association at Sesa Iron business only. 74%, the employees are a part of association
Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year	P3-7	Child labour/forced labour/involuntary labour – Nil Sexual harassment cases - 8*; All cases are closed *Represents consolidated number
What number of your under mentioned employees were given safety & skill upgradation training in the last year?	P3-8	The total safety and skills upgradation training given to employees, contract workers and third-party visitors is given as below: • Employees: 232,253 hours • Contract employees: 628,434 hours • Third party: 123,242 hours
<b>Principle 4: Engaging Stakeholders - Sustaining Value</b>		
Has the Company mapped its internal and external stakeholders? Yes/No	P4-1	Our key stakeholders; Page 72
Out of the above, has the Company identified the disadvantaged, vulnerable & marginalised stakeholders	P4-2	Yes
Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders. If so, provide details thereof in 50 words or so	P4-3	Empowering communities and enabling prosperity; Page 86-93



Employees at Dariba Smelting Complex



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<b>Principle 5: Promoting Human Rights</b>		
Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others	P5-1	Yes
How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	P5-2	No complaints with respect to Human Rights were reported
<b>Principle 6: Nurturing the Environment</b>		
Does the policy related to Principle 6 cover only the Company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others	P6-1	Yes
Does the Company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc	P6-2	Yes. Energy Management & Climate Change; Page 78-80
Does the Company identify and assess potential environmental risks? Y/N	P6-3	Yes
Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	P6-4	No
Has the Company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc	P6-5	Yes. Energy Management & Climate Change; Page 78-80
Are the emissions/waste generated by the Company within the permissible limits given by Central/ State Pollution Control Board for the financial year being reported?	P6-6	Yes
Number of show cause/legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year	P6-7	



Medicinal garden developed on a reclaimed mine site, Sanquelim



Employees participating in a plantation drive at Balco

**BUSINESS RESPONSIBILITY REPORT MAPPING CONTINUED...**

BRR Section	BRR Framework	Section/Page Number in Integrated Report
<b>Principle 7: Responsible Policy Advocacy</b>		
Is the Company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with	P7-1	Our business and subsidiary companies are members of trade and industry bodies like the Federation of Indian Mining Industries, Confederation of Indian Industries, Indian Institute of Metal, Federation of Indian Chambers of Commerce & Industry and The Energy Resources Institute, India, where they actively participate in their Management Committees
Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)	P7-2	We are working to directly and indirectly support government authorities to catalyse sustainable development of the metals & mining sector. For example, in recent years, we have worked with the national authorities on various campaigns like 'Make In India', Resumption of Mining in Goa, Reduction of Iron Ore and Export duty among others
<b>Principle 8: Support Inclusive Development</b>		
Does the Company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof	P8-1	Community Development Programmes; Page 87-93
Are the programmes/projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organisation?	P8-2	We implement our programmes through all the following modes – directly through our Corporate Social Responsibility team and in partnership with government and civil society organisations. We also actively encourage our own employees to contribute towards these social initiatives
Have you done any impact assessment of your initiative?	P8-3	Yes; See Stakeholder Engagement table on Page 73
What is the Company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken	P8-4	Annexure A; Page 192
Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words or so	P8-5	Most of our programmes evolve from a thorough assessment of community requirements and are delivered in close partnership with them. Several of our initiatives, such as women's self-help groups, are now completely run and managed by the community members themselves. Our role is primarily that of a catalyst in the whole process



The dairy cooperatives are procuring close to 15,500 litres of milk daily



Developing communities through women empowerment