

Our training programmes are not just about technical skills, they also **FOCUS** on **SAFETY, COMPLIANCE,** and **OPERATIONAL DISCIPLINE.**



Globally, we are witnessing three powerful forces reshape the industry: First is the energy transition, which is driving demand for clean technologies and low-carbon solutions. Second is the rapid emergence of the green economy, changing investment priorities and stakeholder expectations. And third is the accelerating technological disruption. All of these are redefining job roles and the skills required to succeed. According to the World Economic Forum's Future of Jobs Report 2025, by 2030, approximately 22% of current jobs are expected to change. Across all sectors, there is a growing emphasis on hybrid skill sets that combine technical expertise with soft skills such as adaptability, critical thinking, and collaboration.

At Vedanta, the talent, commitment, and expertise of our people are our most valuable resource. As we evolve into a diversified global enterprise with businesses in transition metals, critical minerals, energy and technology, it is our employees who will drive the innovation, sustainability, and operational excellence needed to succeed in fast-changing markets. The

manufacturing and energy industries are becoming more complex, digitalized, and sustainability-led. This makes it essential that our people are not only aligned to business strategy, but also equipped with the right skills, tools, and mindset.

So, we have set up strong in-house training infrastructure across our business units, including Artificial Intelligence (AI)-led monitoring systems, drones, fatigue detection systems, smart helmets, and tele-remote operations. For example, our zinc business is the first in the country to introduce virtual simulators for shaft operations and underground vehicle driving. These tools help build confidence and skills before workers are deployed on the ground. At our oil & gas vertical, we have implemented an AI-based Safety Surveillance Monitoring System with AI cameras at strategic locations, resulting in an 80 per cent reduction in manual efforts thereby enhancing safety.

Our training programmes are not just about technical skills, they also focus on safety, compliance, and operational discipline. Regular safety drills, fire and rescue training, and induction modules ensure every

employee, including contract workers, understands their role in creating a safe workplace. We also have dedicated safety committees and a Community of Practice that helps share knowledge and reinforce standards.

We are working closely with technology providers and start-ups to enhance worker comfort and well-being. One such example is our partnership with a safety gear company developing wearables to reduce heat stress. This practical, hands-on innovation improves working conditions.

These efforts are making a real difference. We are observing better productivity and a greater sense of ownership among our teams. Many of our business units report improved retention as employees benefit from a unique blend of rich job content in high-growth businesses with their comfort and safety as our priority. ■



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