

Revolutionary Parenthood Policy introduced in Vedanta

- Policy extends benefits for single parents as well as LGBTQIA+ employees
- Enhances maternity benefits for women with sabbatical & flexible working options
- Rolls out a 'No Questions Asked' work-from-home day in a month for all women employees

New Delhi, 15 Jan 2024: Women at Vedanta opting to take a break to nurture their young ones can now avail a sabbatical leave of up to 12 months, with the organisation promising job security to those who wish to take a break post-birth.

Under the comprehensive policy, those choosing to continue immediately after maternity leave now have the option to work from home or avail flexible working hours. This can be availed four weeks before the expected delivery date and until the child reaches two years of age. The policy also ensures career assurance during maternity leaves with additional support for career growth. These policy benefits enable a seamless balance between professional commitments and parenthood responsibilities.

Furthering its commitment towards diversity, equity and inclusion at the workplace, Vedanta Ltd, a globally diversified natural resources company, has expanded its parenthood policy with enhanced benefits designed to support all new parents.

The unique benefits under the policy now also extend to all employees, including single parents and LGBTQIA+ individuals legally commissioning or adopting a child. For a child under one year, the caregiver (women/single parent/LGBTQIA+) may avail 12 weeks of leave, usable 30 days before the commissioning/adoption date and up to 90 days post-date.

Commenting on the extended policy benefits, Priya Agarwal Hebbar, Chairperson, Hindustan Zinc Limited & Non-Executive Director, Vedanta Limited said, “At Vedanta, we believe in fostering an environment where women employees feel supported and empowered throughout their professional and personal journeys. Emphasizing that parenthood is not a hiatus from professional life but a transformative phase for all caregivers, our new policy underscores our commitment to diversity, equity, and inclusion. We hope that with this policy, we are able to set a new standard for progressive workplace policies across the nation.”

In addition to the above, Vedanta has also introduced a one day monthly 'No Questions Asked' work-from-home to cater to the physical & mental health of women employees.

Vedanta continues to champion employee well-being and the roll-out of this policy is a testament to the company's commitment to fostering an inclusive and respectful working environment for all its employees.

Earlier last year, Vedanta had also rolled out medical benefits for its transgender employees in their inclusion policy. Under the policy, employees are entitled to a 30-day gender reaffirmation leave and financial support of up to Rs. 2 lakhs for gender affirmation surgery.

Vedanta Limited

Vedanta Limited ("Vedanta"), a subsidiary of Vedanta Resources Limited, is one of the world's leading natural resources companies spanning across India, South Africa, Namibia, Liberia, UAE, Korea, Taiwan and Japan with significant operations in Oil & Gas, Zinc, Lead, Silver, Copper, Iron Ore, Steel, Nickel, Aluminium, Power & Glass Substrate and foraying into semiconductors and display glass. For two decades, Vedanta has been contributing significantly to nation building. Governance and sustainable development are at the core of Vedanta's strategy, with a strong focus on health, safety, and environment. Vedanta has put in place a comprehensive framework to be the ESG leader in the natural resources sector, is committed to reducing carbon emissions to net zero by 2050 or sooner and aims to spend \$5 billion over the next 10 years to accelerate this transition. Giving back is in the DNA of Vedanta, which is focused on enhancing the lives of local communities. Anil Agarwal Foundation, the umbrella entity for Vedanta's social initiatives, has pledged Rs 5000 crore over the next five years on various social impact programs and its flagship project, Nand Ghar is setting up model anganwadis across India. Vedanta Ltd. ranked 3rd in the S&P Global Corporate Sustainability Assessment 2023, and has been listed in the Dow Jones Sustainability World Index. The company has also been certified as a Great Place to Work 2023. Vedanta Limited is listed on the Bombay Stock Exchange and the National Stock Exchange.

For more information, please visit www.vedantalimited.com.

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