

Vedanta Adopts Emotion Detection AI To Boost Employee Wellbeing

On World Mental Health Day, Vedanta enhances employee well-being with AI-powered emotion detection, counselling partnerships and inclusive workplace policies



On World Mental Health Day, Vedanta, has upgraded its biometric attendance system to facial recognition technology, now integrated with Emotion Detection AI. Now, it captures real-time emotional cues, offering valuable insights into employee sentiment. These insights help the company take proactive measures to enhance morale, well-being and productivity.

Additionally, Vedanta is also offering confidential counselling sessions and has partnered with platforms like Your Dost app, providing round-the-clock access to professional counsellors and doctors. Notably, trained peer support groups and 24x7 availability of in-house counsellors or wellness buddies ensure no one has to navigate mental health issues alone.

“At Vedanta, we want every person to know they belong, they are supported and their well-being matters just as much as their work. We hope our progressive people-first policies will foster a culture of care where every individual can bring their whole self to work,” said Priya Agarwal Hebbar, Non-Executive Director, Vedanta

The company has also introduced a Buddy Programme to support women resuming work after maternity leave. This initiative is designed to ease the transition back into professional life, offering new mothers a support system that is both practical and emotionally reassuring.

Under this programme, new mothers are paired with Buddies—colleagues who act as trusted partners during the critical re-entry period. These Buddies are carefully selected and trained to provide consistent check-ins, helping the new mother reintegrate smoothly into her role while balancing her responsibilities at home and at work.

Vedanta has also introduced a “No Questions Asked” work-from-home policy, allowing all women employees to take one self-care day per month — no explanations required. This initiative supports a healthier balance between work and personal life, underscoring Vedanta’s dedication to gender-sensitive policies.

According to Vedanta, it regularly conducts mental health awareness training, stress management workshops, Art therapy and sessions that promote mindfulness and meditation. In collaboration with the Art of Living Foundation, employees are guided in practices to maintain inner balance and emotional regulation.

The company has nominated enthusiastic employees at each site as “Wellness Ambassadors” to host walk-and-talk meetings and lunchtime stretches. Aware of the power of connection, Vedanta actively fosters a culture of belonging through team-building activities, social events and community engagement opportunities that encourage interpersonal connection and support across teams.