

Vedanta Strengthens Transgender Inclusion with 75 Employees Across Businesses

- 75 transgender employees hired across Aluminium, Hindustan Zinc, Sesa Goa, FACOR and Cairn Oil & Gas
- Inclusive policies including gender affirmation support, housing and buddy program in place
 - Transgender employees engaged across operations, corporate and technical roles

New Delhi, 31st March 2026: On International Transgender Day of Visibility, Vedanta Limited, (NSE: VEDL), India's leading metals, oil & gas, critical minerals, power, and technology conglomerate, reaffirmed its commitment to building an inclusive and equitable workplace, with 75 transgender employees currently working across its businesses. The company has steadily expanded representation and inclusion across operations, corporate and technical roles, supported by structured policies and workplace enablement initiatives.

Vedanta's transgender workforce spans across multiple business units, including Vedanta Aluminium, Hindustan Zinc, Sesa Goa, FACOR and Cairn Oil & Gas. Since initiating focused hiring efforts in 2022, the company has onboarded employees from the transgender community, reflecting a sustained effort to create equitable opportunities across locations.

Transgender employees at Vedanta are engaged in mainstream functions including operations, finance, commercial, logistics, CSR, HR, healthcare services and security. The organisation also enables internal mobility based on role requirements, ensuring equitable career progression and integration within business teams.

To create a supportive ecosystem, Vedanta has introduced multiple inclusive policies such as Equal Opportunity, Anti-harassment and Anti-discrimination, and LGBTQIA+ inclusion frameworks. Dedicated provisions for transgender employees include a gender affirmation policy with financial assistance of up to ₹2 lakh and 30 days of leave, housing support, financial assistance for higher education of up to ₹1 lakh, and a structured buddy programme to support onboarding and workplace integration.

The company has also taken steps to address structural challenges often faced by transgender individuals. Gender-neutral washrooms have been introduced across locations, and housing policies have been expanded to include accommodation within company townships. These measures were implemented after recognising challenges faced by transgender employees in securing rental housing due to social stigma.

Vedanta has further supported employees in navigating documentation and identity-related challenges through partnerships with external organisations and NGOs. The company has collaborated with groups such as Periferry, the National Network for Transgender Persons (NNTP), and other local organisations for sensitisation, awareness and talent outreach.

In addition, sensitisation programmes are conducted for employees, business partners and local communities to build awareness and foster acceptance on an ongoing basis. Initiatives such as **ZINCLUSION – Embracing Differences** by Hindustan Zinc have played a key role in driving organisation-wide understanding, with members of the transgender community sharing their journeys and experiences.



The company also conducts regular town halls, leadership interactions and mentorship initiatives to support inclusion and ensure continuous engagement with transgender employees.

“I was initially apprehensive about being accepted, but the culture here is truly inclusive. From gender-sensitive policies to mental wellness sessions and unbiased hiring practices, I’ve consistently felt seen, respected, and empowered. My colleagues recognize me as an equal contributor, and this is a place where both my identity and expertise are genuinely valued. Hindustan Zinc’s support has not only helped me thrive but also enabled me advocate for others. It has been a truly transformative journey” said a transgender employee working in Asset Integrity at Hindustan Zinc.

Vedanta’s approach focuses on creating meaningful employment opportunities while enabling dignity, safety and long-term career growth for individuals from the transgender community. The initiative reflects the company’s broader commitment to building inclusive workplaces that celebrate diversity and enable individuals to thrive.

About Vedanta

Vedanta Limited (NSE: VEDL; BSE: 500295) is the world’s leading producer of metals, oil & gas, critical minerals, power and technology. The company supplies essential materials that power the global energy transition, emerging technologies and the green economy of the future. Its diversified portfolio supports industrial growth, energy security and technological advancement across global value chains. With operations spanning India, Africa, the Middle East and East Asia, Vedanta is embedded in high-growth geographies shaping the next era of global development. Sustainability anchors the Company’s strategy, guided by strong ESG governance, people-first workplaces, and a commitment to achieving net-zero emissions by 2050 or sooner. By operating at the intersection of resources, technology and human potential, Vedanta is strengthening economies, empowering communities, and creating enduring value for all stakeholders. For more information, please visit www.vedantalimited.com

For any media queries, please contact:

Sonal Choithani

Chief Brand & Communications Officer, Vedanta Group

Sonal.Choithani@vedanta.co.in

gc@vedanta.co.in

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