

Vedanta employs 75 transgender staff across businesses to boost inclusivity at workplace

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Vedanta Limited said it has employed 75 transgender individuals across its businesses, as it continues efforts to build an inclusive workplace ahead of the International Transgender Day of Visibility.

The company said transgender employees are working across multiple units, including Vedanta Aluminium, Hindustan Zinc, Sesa Goa, FACOR and Cairn Oil & Gas, and are engaged in roles spanning operations, finance, logistics, human resources, healthcare services and security.

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Policies, infrastructure and partnerships

The company has introduced policies including equal opportunity, anti-harassment, anti-discrimination and LGBTQIA+ inclusion frameworks. It has also implemented a gender affirmation policy that provides financial assistance of up to 2 lakh and 30 days of leave, along with housing support, financial assistance of up to 21 lakh for higher education, and a buddy programme for onboarding.

Vedanta said it has introduced gender-neutral washrooms across locations and expanded housing policies to include accommodation within company townships, citing challenges faced by transgender individuals in securing rental housing.

The company has partnered with organisations such as Periferry and National Network for Transgender Persons to support documentation processes, awareness programmes and talent outreach.

Sensitisation initiatives are conducted for employees, business partners and local communities. Programmes such as ZINCLUSION, led by Hindustan Zinc, include interactions where members of the transgender community share their experiences.

Vedanta said it also conducts town halls, leadership interactions and mentorship initiatives to support engagement and inclusion.

"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 recognise 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 to advocate for others. It has been a truly transformative journey," a transgender employee working in asset integrity at Hindustan Zinc said.

Vedanta said its approach is aimed at creating employment opportunities while supporting safety, dignity and career progression for transgender employees.