

BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Fort  
Mumbai – 400 001

National Stock Exchange of India Limited  
“Exchange Plaza” 5<sup>th</sup> Floor Plot No., C/I, G Block  
Bandra-Kurla Complex, Bandra (East),  
Mumbai – 400 051

**Scrip Code: 500295**

**Scrip Code: VEDL**

**Sub: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (“SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015 and relevant circulars issued by SEBI in this regard, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25, along with Independent Auditors’ Assurance Report provided by M/s. S.R. Batliboi & Co. LLP.

The BRSR forms the part of the Integrated Report and Annual Accounts for the Financial Year 2024-25, submitted to the stock exchange(s) vide letter no. VEDL/Sec./SE/25-26/50 dated June 18, 2025 and has been also made available on the website of the Company at [www.vedantalimited.com](http://www.vedantalimited.com).

We request you to please take the above on record.

Thanking you.

Yours faithfully,  
**For Vedanta Limited**

**Prerna Halwasiya**  
**Company Secretary and Compliance Officer**  
**ACS: 20856**

Enclosed: As above

## **VEDANTA LIMITED**

**REGISTERED OFFICE:** Vedanta Limited, 1<sup>st</sup> Floor, ‘C’ wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India | T +91 22 6643 4500 | F +91 22 6643 4530  
Email: [comp.sect@vedanta.co.in](mailto:comp.sect@vedanta.co.in) | Website: [www.vedantalimited.com](http://www.vedantalimited.com)

CIN: L13209MH1965PLC291394

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L13209MH1965PLC291394
2	<b>Name of the Listed Entity</b>	Vedanta Limited
3	<b>Year of incorporation</b>	1965
4	<b>Registered office address</b>	1 <sup>st</sup> Floor, 'C' Wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai, Maharashtra – 400 093, India
5	<b>Corporate address</b>	Core-6, 3 <sup>rd</sup> Floor, Scope Complex 7, Lodhi Road, New Delhi - 110 003
6	<b>E-mail</b>	<a href="mailto:comp.sect@vedanta.co.in">comp.sect@vedanta.co.in</a>
7	<b>Telephone</b>	+91 22 6643 4500
8	<b>Website</b>	<a href="http://www.vedantalimited.com">www.vedantalimited.com</a>
9	<b>Financial year for which reporting is being done</b>	FY 2024-25 From 01-04-2024 to 31-03-2025
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	<b>Paid-up Capital</b>	₹ 3,91,06,86,689
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Gaurav Sarup Deputy Head HSE & Chief Sustainability Officer Tel: +91 294 660 4053 Email: <a href="mailto:esg@vedanta.co.in">esg@vedanta.co.in</a>
13	<b>Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	<p>The disclosures under this report are made on a consolidated basis. Vedanta Group comprises of Vedanta Limited, its Subsidiaries, Associates and Joint Ventures, the details of which are given in point No. 23 of Section A of Business Responsibility and Sustainability Report (BRSR) and on page 349 of the Integrated Report and Annual Accounts FY 2024-25. All these entities are considered for the purpose of Financial Consolidation of the Group; however, for the purpose of reporting data and information in BRSR, the following categories of Entities/Sites have not been considered for the purpose of this report:</p> <ul style="list-style-type: none"> <li>Newly incorporated Entities or Entities/Sites operational for less than 12 months;</li> <li>Non-operational/ intermittent operational Entities/Sites; and entities/sites discontinued or outsourced.</li> <li>Further, the GHG footprint, Water footprint, Energy footprint and details of the Waste Management with respect to the following have not been considered, based on our assessment of being immaterial to the Group's reporting: <ul style="list-style-type: none"> <li>The Corporate Offices with respect to the Entities as considered under the Reporting Boundary.</li> <li>Guesthouses and Colonies being owned and maintained by the Group.</li> </ul> </li> <li>Furthermore, for the purpose of BRSR reporting, following methodology has been used: <ul style="list-style-type: none"> <li>The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Report and Annual Accounts FY 2024-25.</li> <li>While the financial numbers related to certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the nonfinancial data used in some of the indicators of the BRSR related to these entities are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the Reporting Boundary.</li> <li>Some of the Entities are considered for the purpose of preparation of the BRSR on full consolidation method, without adjusting for minority interest in the relevant group entity, based on operational control, as per our assessment</li> </ul> </li> </ul>
14	<b>Name of assurance provider</b>	S.R. Batliboi & Co. LLP
15	<b>Type of assurance obtained</b>	BRSR Core: Reasonable BRSR (Rest of indicators): Limited



## II. Products/services

### 16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Metal and Metal products	83.28
2	Oil and Gas	Upstream Oil and Gas Production	7.22
3	Mining and quarrying	Mining of Metal Ores	2.07

### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Services	NIC Code	% of Turnover Contributed by the Product
1	Aluminium Products	24202	36.59%
2	Zinc Metal	24203	16.87%
3	Copper Products	24201	14.62%
4	Oil	0610	5.43%
5	Silver Metals and Bars	24205/07295	4.09%
6	Steel Products	2410/24311	3.93%
7	Power	35102	3.86%
8	Lead Metal	24203	3.04%
9	Gas	0620	1.82%
10	Iron Ore	07100	1.56%

## III. Operations

### 18. Number of locations where plants and/or operations/offices of the entity are situated:

Sr. No.	Locations	No. of Plants	No. of Offices	Total
1	National	96	15	111
2	International	7	16	23

a) This number does not include warehouses operated by Vedanta and its business entities

b) This number includes all international entities under Vedanta Group

c) This number is notwithstanding the reporting boundary described in Section A-13

### 19. Markets served by the entity:

#### a. Number of locations

Sr. No.	Locations	Number
1	National (No. of States)	29
2	International (No. of Countries)	61

#### b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports is 32.91% of the total turnover of Vedanta Limited.

#### c. A brief on types of customers

Vedanta Limited operates in the mining and manufacturing sectors, focussing on the extraction and processing of metal ores, metals, and metal products. The Company is also engaged in oil and gas exploration and production, along with power generation and sales. Its diverse product portfolio includes aluminium, copper, iron ore, zinc, silver, and lead, catering to a wide range of industrial consumers. Vedanta primarily serves industries such as automotive, steel, power generation, infrastructure, battery manufacturing, and oil, reinforcing its role as a key supplier in the global commodities market.

## IV. Employees

## 20. Details as of 31 March 2025

## a. Employees and workers (including differently abled):

Sr. No.	Type	Total (A)	No. of Males (B)	% of Males (B/A)	No. of Females (C)	% of Females (C/A)	No. of Others (D)	% of Others (D/A)
<b>Employees</b>								
1	Permanent (D)	13,723	10,779	78.55	2,941	21.43	3	0.02
2	Other than Permanent (E)	241	185	76.76	56	23.24	0	-
3	Total Employees (D + E)	<b>13,964</b>	<b>10,964</b>	<b>78.62</b>	<b>2,997</b>	<b>21.46</b>	<b>3</b>	<b>0.02</b>
<b>Workers</b>								
4	Permanent (F)	3,609	3,464	95.98	145	4.02	0	0.00
5	Other than Permanent (G)	99,688	97,355	97.66	2,293	2.30	40	0.04
6	Total Workers (F + G)	<b>1,03,297</b>	<b>1,00,819</b>	<b>97.60</b>	<b>2,438</b>	<b>2.36</b>	<b>40</b>	<b>0.04</b>

## b. Differently abled employees and workers:

Sr. No	Type	Total (A)	No. of Males (B)	% of Males (B/A)	No. of Females (C)	% of Females (C/A)	No. of Others (D)	% of Others (D/A)
<b>Employees</b>								
1	Permanent (D)	13	10	76.92%	3	23.08%	0	0.00%
2	Other than Permanent (E)	0	0	-	0	-	0	-
3	Total Employees (D + E)	<b>13</b>	<b>10</b>	<b>76.92%</b>	<b>3</b>	<b>23.08%</b>	<b>0</b>	<b>0.00%</b>
<b>Workers</b>								
4	Permanent (F)	12	11	91.67%	1	8.33%	0	0.00%
5	Other than Permanent (G)	31	29	93.55%	2	6.45%	0	0.00%
6	Total Workers (F + G)	<b>43</b>	<b>40</b>	<b>93.02%</b>	<b>3</b>	<b>6.98%</b>	<b>0</b>	<b>0.00%</b>

## 21. Participation/Inclusion/Representation of women

Sr. No.	Particulars	Total (A)	No. of Females (B)	% of Females (B/A)
1	Board of Directors	8	2	25%
2	Key Management Personnel	4*	1	25%

\*The definition of Key Managerial Personnel (KMP) is as per the Section 2(51) of Companies Act, 2013. The term Key Managerial Personnel (KMP) mentioned above includes two members of the Board of Directors.

## 22. Turnover rate for permanent employees and workers

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.3%	17.23%	15.84%	14%	17%	14%	11%	15%	12%
Permanent Workers*	6.29%	8.57%	6.38%	7%	8%	7%	-	-	-

Note: Turnover rate is calculated as per Full Time Equivalents (FTEs) (includes both Permanent Employees and Permanent Worker

\* Turnover Rate for Permanent Workers was not monitored in FY 2022-23 hence not reported



## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures<sup>(b)</sup> (As on 31 March 2025)

As on 31 March 2025, the Company has 49 subsidiaries, 6 Associates and Joint Venture entities. Please see the table below for further details:

Sr. No.	Name of the holding/ subsidiary/ associate/ companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ companies/ joint ventures	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Vedanta Incorporated (formerly known as Volcan Investments Limited) <sup>(a)</sup>	Ultimate Holding Company	56.38%	Yes
2	Thalanga Copper Mines Pty Limited (TCM)	Subsidiary	56%	No
3	Bharat Aluminium Company Limited ("BALCO")	Subsidiary	51.00%	Yes
4	Desai Cement Company Private Limited	Subsidiary	100.00%	No
5	ESL Steels Limited	Subsidiary	95.00%	Yes
6	Ferro Alloy Corporation Limited ("FACOR")	Subsidiary	100.00%	Yes
7	Hindustan Zinc Alloys Private Limited	Subsidiary	63%	Yes
8	Hindustan Zinc fertilisers private Limited	Subsidiary	63%	No
9	Hindustan Zinc Limited ("HZL")	Subsidiary	63%	Yes
10	MALCO Energy Limited ("MEL")	Subsidiary	100.00%	Yes
11	Sesa Mining Corporation Limited	Subsidiary	100.00%	No
12	Sesa Iron and Steel Limited	Subsidiary	100.00%	No
13	Sesa Resources Limited ("SRL")	Subsidiary	100.00%	No
14	Talwandi Sabo Power Limited ("TSPL")	Subsidiary	100.00%	Yes
15	Vedanta Zinc Football and Sports Foundation	Subsidiary	63%	No
16	Vedanta Aluminium Metal Limited	Subsidiary	100.00%	No
17	Vizag General Cargo Berth Private Limited	Subsidiary	100.00%	Yes
18	Zinc India Foundation	Subsidiary	63%	Yes
19	AvanStrate Inc. ("ASI")	Subsidiary	98.20%	No
20	Cairn India Holdings Limited	Subsidiary	100.00%	Yes
21	Western Cluster Limited	Subsidiary	100.00%	No
22	Bloom Fountain Limited	Subsidiary	100.00%	No
23	Amica Guesthouse (Proprietary) Limited	Subsidiary	100.00%	No
24	Namzinc (Proprietary) Limited	Subsidiary	100.00%	No
25	Skorpion Mining Company (Proprietary) Limited (NZ)	Subsidiary	100.00%	No
26	Skorpion Zinc (Proprietary) Limited (SZPL)	Subsidiary	100.00%	No
27	THL Zinc Namibia Holdings (Proprietary) Limited ("VNHL")	Subsidiary	100.00%	No
28	THL Zinc Ltd	Subsidiary	100.00%	No
29	Killoran Lisheen Mining Limited	Subsidiary	100.00%	No
30	Lisheen Milling Limited	Subsidiary	100.00%	No
31	Lisheen Mine Partnership	Subsidiary	100.00%	No
32	Vedanta Lisheen Mining Limited	Subsidiary	100.00%	No
33	Cairn Energy Hydrocarbons Limited	Subsidiary	100.00%	Yes
34	Black Mountain Mining (Proprietary) Limited	Subsidiary	74.00%	Yes
35	Cairn Lanka Private Limited	Subsidiary	100.00%	No
36	AvanStrate Korea Inc	Subsidiary	98.2%	No
37	Gaurav Overseas Private Limited	Associate	50.00%	No
38	Madanpur South Coal Company Limited	Joint Venture	18.00%	No
39	Goa Maritime Private Limited	Joint Venture	50.00%	No
40	Rosh Pinah Health Care (Proprietary) Limited	Joint Venture	69.00%	No
41	Gergarub Exploration and Mining (Pty) Limited	Joint Venture	51.00%	No
42	Roshkor Township (Pty) Limited	Associate	50.00%	No
43	Meenakshi Energy Limited	Subsidiary	100.00%	Yes
44	Hindmetal Exploration Services Private Limited	Subsidiary	63%	No

Sr. No.	Name of the holding/ subsidiary/ associate/ companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ companies/ joint ventures	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
45	Vedanta Base Metals Limited	Subsidiary	100.00%	No
46	Vedanta Displays Limited	Subsidiary	100.00%	No
47	Vedanta Iron and Steel Limited	Subsidiary	100.00%	No
48	Vedanta Semiconductors Private Limited	Subsidiary	100.00%	No
49	THL Zinc Ventures Ltd	Subsidiary	100.00%	No
50	Vedanta Copper International VCI Company Limited	Subsidiary	100.00%	No
51	Monte Cello BV ("MCBV")	Subsidiary	100.00%	No
52	THL Zinc Holding BV	Subsidiary	100.00%	No
53	Fujairah Gold FZC	Subsidiary	100.00%	Yes
54	Vedanta ESOS Trust	Subsidiary	100.00%	No
55	Vedanta Lisheen Holdings Limited	Subsidiary	100.00%	No
56	AvanStrate Taiwan Inc	Subsidiary	98.2%	No

(a) Vedanta Incorporated holds 56.38% shares in Vedanta Limited

(b) This number includes all entities in Vedanta Group, notwithstanding the reporting boundary described in Section A-13

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

(ii) Turnover (in ₹ crore)	Standalone	₹ 74,295 crore
	Consolidated	₹ 1,52,968 crore
(iii) Net worth (in ₹ crore)	Standalone	₹ 75,399 crore
	Consolidated	₹ 53,753 crore

## VII. Transparency and Disclosures Compliances

### 25. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):

Sr. No.	Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No)	(If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1	Communities	Yes	<a href="#">Link</a>	194	20		246	9	
2	Investors (Other than Shareholders)	Yes	<a href="#">Link</a>	0	0		0	0	
3	Shareholders	Yes	<a href="#">Link</a>	285	3		476	0	
4	Employees and workers	Yes	<a href="#">Link</a>	514	26		1,229	60	
5	Customers	Yes	<a href="#">Link</a>	275	14		300	21	
6	Value Chain Partners	Yes	<a href="#">Link</a>	9	1		759	46	
7	Other (please specify)	NA		-	-		-	-	

### 26. Overview of the entity's material responsible business conduct issues

In this reporting cycle, we carried out a renewed double materiality assessment with support from an external partner. This year's assessment has built further upon our materiality assessment in FY 2022-23. We adopted the principles of double materiality established by the EU Corporate Sustainability Reporting Directive (CSRD) to identify and prioritise issues that are financially material to our business operations while also having significant environmental and social impacts on our stakeholders. The key focus of our materiality assessment in this cycle was to identify impacts (positive and negative), risks, and opportunities associated with the material topics. This approach allowed us to dissect and understand material topics at a deeper level. This analysis will enable us to align our sustainability strategy and disclosures with stakeholder expectations in a way that creates and preserves long-term value for Vedanta Group.



Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health Safety & Well-Being	Risk	Multiple risks have been identified under this topic, financial (injury-related costs), operational (downtime), reputational (public perception), and investor-related (performance indicators).	Implement strong health & safety policies, regular audits, training, emergency response plans, and transparent disclosures per European Sustainability Reporting Standards (ESRS). Vedanta employs a critical risk management approach focussing on proactive identification, technology integration, leadership accountability, and community engagement to ensure the health, safety, and well-being of its workforce.	Negative: Potential costs from legal fees, insurance premiums, reputational damage, downtime, and investor divestment due to poor performance indicators.
2	Air Emission & Quality	Risk	Breach of emission limits, regulatory non-compliance, and outdated technologies can lead to fines, halted operations, reputational harm, and withdrawal of license to operate. Stricter regulations may impose new capital costs and financial losses due to obsolete emission control systems.	Upgrade to emission control technologies, enhance monitoring systems, and ensure strict compliance with emission thresholds. Adopt proactive investment planning to mitigate future regulation risks.	Negative: Fines, capital investment burdens, stranded assets, license revocation, loss of reputation, and disruptions to operational continuity.
3	Business Ethics & Corporate Governance	Risk	Weak governance, corruption exposure, tax non-compliance, and lack of transparency in financial transactions may lead to reputational damage, regulatory scrutiny, legal penalties, and loss of investor confidence.	Strengthen corporate governance through anti-corruption policies, tax compliance, digital oversight tools. Implement transparent disclosure and grievance mechanisms.	Negative: Legal and regulatory penalties, increased compliance costs, reduced investor trust, reputational harm.
		Opportunity	Embedding ethical practices in governance boosts stakeholder trust, secures long-term licenses, improves compliance efficiency, and strengthens corporate resilience. ESG integration in governance drives positive stakeholder perception.		Positive: Strong stakeholder relationships, reduced compliance costs, higher investor interest, long-term license security, and improved brand reputation.
4	Climate Change and Energy Transition	Risk	Climate-related risks include regulatory penalties for non-compliance with emissions targets, operational disruptions from extreme weather, loss of competitiveness due to lagging adoption of low-carbon technologies, reputational harm from greenwashing, and potential for stranded assets in fossil-heavy portfolios.	Invest in resilient infrastructure, adopt proven low-carbon technologies, conduct scenario analysis, monitor emerging regulations, and communicate credible climate action progress to stakeholders.	Negative: Regulatory fines, operational downtime, reputational damage, decreased market share, and financial losses from stranded assets or obsolete operations.
		Opportunity	Shifting to low-carbon energy sources and production processes creates strategic opportunities: cost reduction, resilience to energy price volatility, increased investor interest, and access to new markets driven by demand for cleaner materials and technologies.		Positive: Reduced long-term energy costs, improved stakeholder trust, stronger market position, access to climate-aligned capital, and enhanced competitiveness.
5	Waste and Wastewater Management	Risk	Equipment failures or poor water management can cause spills or contamination events, operational disruptions, and reputational damage. Regulatory non-compliance, climate-related droughts, or conflicts over local water use can lead to sanctions or shutdowns.	Maintain robust infrastructure, conduct regular system audits, implement contingency plans, and monitor rainfall/water availability to anticipate shortages. Ensure compliance with local and international discharge regulations.	Negative: Fines, operational downtime, legal penalties, increased water costs, and potential loss of social license to operate.
		Opportunity	Advancements in water management technologies offer opportunities to reduce water withdrawal, recycle process water, and optimise operations using sensors, AI, or biological treatment. The waste is also utilised as an additional revenue stream. These innovations improve compliance, save costs, and reduce environmental impact.		Positive: Reduced input costs, increased efficiency, compliance assurance, long-term savings, and enhanced environmental stewardship reputation.



Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Risk Management & Controls	Risk	Failure to integrate ESG risks into enterprise risk management may lead to financial penalties, investor scrutiny, reputational damage, and reduced access to capital. Inadequate controls can also cause operational disruptions.	Strengthen integration of ESG into enterprise risk frameworks, conduct regular risk assessments.	Negative: Financial penalties, reputational risk, limited investor confidence, and increased cost of capital.
		Opportunity	Proactive risk controls such as spill containment and third-party audits enhance operational resilience and ensure compliance. Strengthened frameworks also build stakeholder trust and business continuity.		Positive: Reduced liabilities, improved business continuity, investor confidence, and reputational gains from strong governance.
7	Community Engagement & Development	Risk	Lack of proportional socio-economic benefits, land disputes, inadequate engagement, and unmet community expectations can lead to conflict, reputational damage, and jeopardise the company's social license to operate.	Engage communities early, ensure equitable benefit-sharing, establish clear grievance mechanisms, and maintain transparency to avoid disputes and build trust.	Negative: Risk of project delays, financial outlays for grievances, export restrictions, and loss of access or rights to operate.
		Opportunity	A strong community engagement strategy can enhance local goodwill, improve project success rates, support workforce development, and foster long-term social license through trust, co-creation, and grievance redressal mechanisms.		Positive: Enhanced social license, local workforce access, reduced conflict risk, stronger brand reputation, and long-term operational continuity.
8	Tailings Management	Risk	Catastrophic failures in tailings storage facilities (TSFs) lead to severe consequences for adjoining communities and impact the environment. Risks include operational disruptions, legal penalties from non-compliance, and financial strain due to costly upgrades or failed innovations.	Strengthen TSF design and maintenance protocols, adopt tested and reliable technologies, ensure regulatory compliance, and invest in contingency planning to reduce environmental and legal risks.	Negative: Fines, penalties, legal action, increased capital expenditure, reputational damage, and diverted resources from core business due to costly failures.





## SECTION B: MANAGEMENT & PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1 a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Code of Practice and Fair Disclosure of unpublished sensitive information</a> <a href="#">Dividend Distribution Policy</a> <a href="#">Policy for determining material subsidiaries</a> <a href="#">Nomination and Remuneration Policy</a> <a href="#">Policy on Board Diversity</a> <a href="#">Familiarisation Program for Independent Directors</a> <a href="#">Policy on Risk Management</a>	<a href="#">Environmental Policy</a> <a href="#">Supplier Sustainability Management Policy</a> <a href="#">Climate Change Policy</a> <a href="#">Information Security Policy</a>	<a href="#">Social Performance Policy</a> <a href="#">Supplier and Business Partner Sustainability Management Policy</a> <a href="#">Climate Change Policy</a> <a href="#">Social Performance Policy</a> <a href="#">Human Rights Policy</a> <a href="#">Anti-harassment Policy</a> <a href="#">POSH Policy</a> <a href="#">Diversity and Inclusion Policy</a> <a href="#">Remuneration Policy</a>	<a href="#">Supplier Sustainability Management Policy</a> <a href="#">Grievance Redressal Mechanism</a> <a href="#">Social Performance Policy</a> <a href="#">Environmental Policy</a>	<a href="#">Human Rights Policy</a> <a href="#">Social Performance Policy</a> <a href="#">Anti Harassment and Anti-Discrimination</a> <a href="#">POSH Policy</a>	<a href="#">Environmental Policy</a> <a href="#">Energy and climate Change Policy</a> <a href="#">Biodiversity Policy</a> <a href="#">Tailing Management Policy</a> <a href="#">Supplier Code of Conduct</a>	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Corporate Social Responsibility Policy</a>	<a href="#">Social Performance Policy</a>	<a href="#">Code of Conduct</a> <a href="#">Information Security Policy</a>
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4 Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>ISO 9001:2015, ISO 31000 (Risk Management System)</li> <li>ISO 37301 (Compliance Management)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 14001:2015 Aluminium Stewardship Initiative (Jharsuguda)</li> <li>ISO 9001 (Quality Management System)</li> </ul>	<ul style="list-style-type: none"> <li>SA8000:2014, ISO 45001:2018, ISO 22301 (Business Continuity Management System and Disaster Recovery System)</li> </ul>	<ul style="list-style-type: none"> <li>SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda)</li> </ul>	<ul style="list-style-type: none"> <li>SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 14001:2015, ISO 50001:2018, TCFD, SBTi, TNFD, Aluminium Stewardship Initiative (Jharsuguda).</li> </ul>	<ul style="list-style-type: none"> <li>ISO 9001:2015</li> </ul>	<ul style="list-style-type: none"> <li>SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda)</li> </ul>	<ul style="list-style-type: none"> <li>ISO 9001:2015, ISO 27001:2002</li> </ul>
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>As part of Vedanta's commitment to 'Transforming for Good' by creating a positive impact on the planet, communities, and workplace, the company has developed an ESG scorecard to track progress against its goals. This framework enables continuous performance assessment, facilitates timely interventions, and ensures alignment with sustainability objectives.</p> <p><b>Transforming Communities</b>  Aim 1: Keep community welfare as the guiding principle for our business decisions  Aim 2: Empower 2.5 million individuals with enhanced skillsets  Aim 3: Uplift 100 million women and children via social welfare interventions</p> <p><b>Transforming Planet</b>  Aim 4: Net Zero Carbon by 2050 or sooner  Aim 5: Achieving net water positivity by 2030  Aim 6: Enhance our business model by incorporating innovative green practices</p> <p><b>Transforming the Workplace</b>  Aim 7: Prioritise the safety and health of our workforce  Aim 8: Promote gender parity, diversity and inclusivity  Aim 9: Align with global standards of corporate governance  For further Details, Refer Annual Sustainability Report.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Vedanta has implemented an ESG scorecard to measure its progress towards key objectives and targets. This tool enables the company to monitor performance effectively and take necessary corrective actions to ensure continuous improvement. For further details, Refer Annual Sustainability Report.							
Governance, Leadership and Oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Chairman's, and Group Executive Director's (ED) statement on Page 22 and Page 28 respectively of the Integrated Annual Report FY 2024-25							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board-level ESG Committee holds the highest authority in overseeing the implementation of Business Responsibility policies. The Group's Executive Director (ED), as a member of the ESG Committee and Chairperson of the Group HSES-Executive Committee—where ESG matters are also addressed—is responsible for ensuring effective implementation and oversight of Business Responsibility policies.							
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Board of Vedanta Limited has established various committees responsible for overseeing key sustainability-related policies and governance aspects of the Company. These committees ensure effective management, compliance, and strategic direction in alignment with Vedanta's commitment to sustainability. The key committees include:</p> <p><b>ESG Committee</b></p> <p>The Board-level ESG Committee governs and reviews all sustainability and ESG-related matters of the Company. In collaboration with the Corporate Sustainability and ESG function, the Committee is responsible for implementing, promoting, and monitoring initiatives under Vedanta's Transforming for Good agenda. As per its Terms of Reference, the Board appoints the Committee Members and the Chair, who is a Non-Executive Director. The Group HSE &amp; Sustainability Head and ESG Director are permanent invitees to Committee meetings. The Committee comprises at least three members, including one Independent Non-Executive Director, with other members appointed based on the Executive Director's recommendation and Board approval.</p> <p><b>Corporate Social Responsibility (CSR) Committee</b></p> <p>The CSR Committee of the Board oversees and reviews the Company's Corporate Social Responsibility activities. It is responsible for recommending the annual business plan for Vedanta's CSR initiatives to the Board for approval, including resource allocation and distribution across business segments. Additionally, the Committee evaluates and updates the Board on the Company's performance against the approved Annual Business Plan.</p> <p><b>Audit and Risk Management Committee</b></p> <p>The Audit &amp; Risk Management Committee is responsible for monitoring financial reporting, reviewing the effectiveness of risk management systems, and ensuring robust internal financial controls, including cybersecurity frameworks. It oversees key risks, including strategic, financial, operational, sectoral, sustainability-related (Environmental, Social, and Governance), information security, and compliance risks. The Committee further ensures the adequacy and effectiveness of the Company's legal, regulatory, and ethical compliance programs. Additionally, it assesses the qualifications, independence, and performance of internal and external auditors annually.</p> <p><b>Stakeholders' Relationship Committee (SRC)</b></p> <p>The SRC supports the Board in fostering and maintaining strong relationships with stakeholders. It is primarily responsible for overseeing the prompt resolution of security holder grievances, enhancing shareholder experience, assessing the performance of the Registrar and Transfer Agent (RTA), and monitoring shareholding movements.</p>							

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									The policies of the Company are reviewed Annually by Director / Board committees								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board Committees conduct a quarterly review of compliance with all applicable statutory requirements, while the Internal Executive Committee (ExCo) and functional teams assess compliance status on a monthly basis.																	

#### 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Vedanta conducts an annual audit, known as the Vedanta Sustainability Assurance Process (VSAP) audit, performed by the external agency Det Norske Veritas (DNV) to assess the implementation of its policies. This audit is carried out across all business locations to ensure compliance with the Vedanta Sustainability Framework (VSF). The outcomes of the VSAP audit are closely monitored by the Board-level ESG Committee, which reports to the Group Executive Committee, and subsequently, to the Board.								



## 12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

UN SDG mapped:



### Essential Indicators

#### 1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors*	3	Engagement of directors in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives. Completed training on Cybersecurity/Data Governance in collaboration with a third-party expert	62.5%
Key Managerial Personnel*	3	Engagement of directors in ESG and sustainability matters through Board-level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives. Completed training on Cybersecurity/Data Governance in collaboration with a third-party expert	75%
Employees other than BoD and KMPs	2,225	<ol style="list-style-type: none"> <li>1. Awareness Session on New Legal Updates for applicable law Areas</li> <li>2. Training Session on Compliance Insights Tools</li> <li>3. Ethics E-Learning</li> <li>4. Electrical Safety Workshop</li> <li>5. Road Safety E-Learning</li> <li>6. ChatGPT for Finance: Transforming Analysis and Reporting</li> <li>7. Mental Health Awareness</li> <li>8. ISO 50001 Energy Management System Internal Auditor Training</li> <li>9. Legal Awareness on Environment and Labour Laws</li> <li>10. Emergency Preparedness Training</li> </ol>	100%
Workers	5,389	<ol style="list-style-type: none"> <li>1. Training CoC, Ethics, PoSH &amp; Human Rights</li> <li>2. Safety Induction</li> <li>3. ISO 50001 Energy Management System Internal Auditor Training</li> <li>4. Emergency Preparedness Training</li> </ol>	100%

\* Board of Directors and Key Managerial Personnels include only Vedanta Ltd.

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:**

Monetary					
Fine Type	NGRBC Principle	Name of the regulatory/ enforcement/ agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	BSE & NSE	9,82,800	HZL: The Company received a notice from BSE Limited and NSE for non-compliance with Regulation 17(1) of the SEBI Listing Regulations regarding the required composition of the Board of Directors, specifically the number of Independent Directors. This pertains to Q4 FY 2023-24. However, the non-compliance issue is not entirely within the Company's control as it is pending resolution with the Ministry of Mines, Government of India, and efforts are underway to meet the stipulated compliance requirements.	No
Penalty/Fine	P1	BSE & NSE	9,82,800	HZL: The Company received a notice from BSE Limited and NSE for non-compliance with Regulation 17(1) of the SEBI Listing Regulations regarding the required composition of the Board of Directors, specifically the number of Independent Directors. This pertains to Q1 FY 2024-25. However, the non-compliance issue is not entirely within the Company's control as it is pending resolution with the Ministry of Mines, Government of India, and efforts are underway to meet the stipulated compliance requirements.	No
Penalty/Fine	P1	BSE & NSE	9,93,600	HZL: The Company received a notice from BSE Limited and NSE for non-compliance with Regulation 17(1) of the SEBI Listing Regulations regarding the required composition of the Board of Directors, specifically the number of Independent Directors. This pertains to Q2 FY 2024-25. However, the non-compliance issue is not entirely within the Company's control as it is pending resolution with the Ministry of Mines, Government of India, and efforts are underway to meet the stipulated compliance requirements.	No
Penalty/Fine	P1	BSE & NSE	9,93,600	HZL: The Company received a notice from BSE Limited and NSE for non-compliance with Regulation 17(1) of the SEBI Listing Regulations regarding the required composition of the Board of Directors, specifically the number of Independent Directors. This pertains to Q3 FY 2024-25. However, the non-compliance issue is not entirely within the Company's control as it is pending resolution with the Ministry of Mines, Government of India, and efforts are underway to meet the stipulated compliance requirements.	No

*Note: In accordance with the prescribed format of this report, the details of remittances for only those fines and penalties have been reported above which have been disclosed to the stock exchanges under Regulation 30 of SEBI Listing Regulations and made available on the Company website also.*

**3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement/ agencies/ judicial institutions
Not Applicable	

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, Vedanta is committed to conducting business with responsibility and integrity. The Company has established a comprehensive policy on business conduct, known as the Code of Business Conduct and Ethics (COBCE), which outlines strict guidelines on anti-bribery, anti-corruption, confidentiality, conflict of interest, anti-trust, insider trading, and whistleblower protection. As part of this commitment, Vedanta has implemented a stringent Anti-Bribery and Anti-Corruption (ABAC) Policy, which is integrated into the COBCE. The Company upholds a zero-tolerance approach towards bribery and corruption, with robust internal controls in place to prevent and address any violations. The ABAC policy aligns with all applicable anti-corruption laws, including the Prevention of Corruption Act, 1988 (India), the UK Bribery Act, 2010, and the U.S. Foreign Corrupt Practices Act, 1977.



Vedanta ensures strong enforcement of the COBCE through a vigilance mechanism that enables both internal and external stakeholders to report complaints via a structured process for resolution. The Company conducts regular training sessions to ensure 100% of its employees are well-informed about anti-bribery and anti-corruption measures, as part of the Code of Conduct training. Additionally, members of the Board of Directors are required to affirm their compliance with the Code of Conduct as part of their formal agreement with the Company. The implementation of the COBCE is further supported by supplementary policies, including the Insider Trading Prohibition Policy, Anti-Trust Guidance Notes, Supplier Code of Conduct, and Whistle-Blower Policy, reinforcing Vedanta's commitment to ethical business practices.

Link- [https://www.vedantalimited.com/CorporateGovernance/vedanta\\_limited\\_code\\_of\\_conduct\\_and\\_business\\_ethics.pdf](https://www.vedantalimited.com/CorporateGovernance/vedanta_limited_code_of_conduct_and_business_ethics.pdf)

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

Particular	No. of Disciplinary Actions in FY 2024-25	No. of Disciplinary Actions in FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. Details of complaints with regard to conflict of interest:**

Particular	FY 2024-25		FY 2023-24	
	Nos	Remarks	Nos	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions. on cases of corruption and conflicts of interest.**

Not Applicable as there are no incidents noted

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

Particular	Details of Accounts Payable in FY 2024-25	Details of Accounts Payable in FY 2023-24
Number of days of accounts payables	57	37

(a) the methodology for calculating accounts payable has been updated as per the new guidelines issued by the Industry Standards Forum on 20 December 2024 which revised the definition for "purchases". The values for previous year are hence not comparable with current year disclosure.

(b) Purchases do not include provisions

**9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2024-25	FY 2023-24 <sup>(c)</sup>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	22.41%	5.64%
	b. Number of trading houses where purchases are made from	221	226
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.22%	3.84%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	30.70%	39.34%
	b. Number of dealers / distributors to whom sales are made	281	576
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	64.55%	15.90%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.48%	1.20%
	b. Sales (Sales to related parties / Total Sales)	1.68%	1.26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.92%	99.91%
	d. Investments (Investments in related parties / Total Investments made)	9.77%	6.71%

(a) Purchases do not include provisions.

(b) the closing balances disclosed in the audited consolidated financial statements for the year ended 31 March 2025 have been considered for Loans & advances and Investments.

(c) Number may include duplicate trading houses, dealers, and distributors as the consolidation represents activity from all of our businesses.

## Leadership Indicators

### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
995	TNFD, Materiality Assessment, BRSR, Basic Fire fighting, HSE, Occupational Health, Drilling & Blasting Operation Safety	23%

### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

Yes, the Company has a structured and well-defined process for disclosing interests and addressing associated matters, in compliance with the Companies Act, 2013, and SEBI Listing Regulations. Each Director, Key Managerial Personnel (KMP), and Senior Management Personnel (SMP) is required to promptly disclose any actual or potential conflicts of interest, along with any subsequent changes, to the Board. These disclosures are formally recorded and reviewed in the following Board meeting. The Board evaluates and, where necessary, grants approval for managing such conflicts. In cases where a conflict arises, the concerned Director refrains from participating in discussions or voting on the matter in question. Additionally, the Company's Code of Business Conduct and Ethics (COBCE) provides comprehensive guidelines for identifying and addressing conflicts of interest. The policy ensures transparency and accountability in decision-making by mandating strict adherence to ethical governance principles. As part of the governance framework, all members of the Board of Directors are required to annually affirm compliance with these provisions, with the details documented in the Integrated Annual Report.

## PRINCIPLE 2

**Businesses should provide goods and services in a manner that is sustainable and safe**

UN SDG mapped:



## Essential Indicators

### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Over 84.89% total Vedanta's R&D investment was spent on improving environmental performance: a. Hindustan Zinc Limited- ₹ 10,23,58,000 b. Cairn Oil & Gas- ₹ 3,23,32,199 c. Vedanta Aluminium-Jharsuguda- ₹ 12,98,000	95.06% of total Vedanta's R&D investment was spent on improving environmental performance: a) HZL: ₹ 11,83,27,000 b) Cairn Oil & Gas: ₹ 31,78,000 c) Vedanta Aluminium-Jharsuguda: ₹ 61,51,495	<p>In FY 2024-25, Vedanta Limited continued to allocate a share of its R&amp;D At Hindustan Zinc Ltd (HZL), R&amp;D efforts were focused on advancing circular manufacturing objectives through the development of innovative flotation reagents to enhance mineral recovery and minimise impurities. Several waste recycling initiatives were undertaken to reduce the ecological footprint and reclaim valuable resources. Additionally, process improvements in the Wealx kiln operations optimised metal recovery from secondary materials. HZL also secured patents in pyrometallurgy and hydrometallurgy to boost zinc and lead yields. The R&amp;D centres are equipped with advanced instruments such as X-Ray Fluorescence (XRF) and X-Ray Diffraction (XRD), further strengthening their research capabilities.</p> <p>At Vedanta Aluminium - Jharsuguda, investments were directed towards environmental improvements including the installation of a dust conveying system from the coke feeder to the silo/GAP, an emulsion oil filtration system in the WRM area in CH2, and ventilation improvements in the CH Ventilation-P2 area to enhance operational efficiency and environmental controls.</p> <p>Cairn Oil &amp; Gas undertook an R&amp;D project in collaboration with IIT-Kharagpur to eliminate the need for Post Weld Heat Treatment (PWHT) for weld joints exposed to 25,000 ppm alkaline solutions, contributing to process efficiency improvements and reducing energy use.</p> <p>These focused investments underline Vedanta's commitment to driving technological innovations that deliver positive environmental and social outcomes across its operations.</p>





Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
Capex	<p>Out of the total CAPEX nearly 7.53% was spent on Environmental performance and about 0.24% was directed towards Social Performance improvement of the company:</p> <p>a) Cairn Oil &amp; Gas (Env)- ₹ 1,42,45,523</p> <p>b) Hindustan Zinc (Env)- ₹ 3,89,94,00,000</p> <p>c) Vedanta Aluminium Jharsuguda (Env and Social)- ₹ 55,18,17,209</p> <p>d) Iron Ore Business (Env)- ₹ 2,73,10,049</p> <p>e) Vedanta Aluminium Lanjigarh (Env and Social)- ₹ 7,70,413,754</p> <p>f) BALCO (Env)- ₹ 7,31,32,96,438</p>	<p>3.64% of the total CAPEX spent for improving environmental performance and 0.18% the total CAPEX spent for improving social performance:</p> <p>a) Cairn Oil &amp; Gas: ₹ 74,17,71,028</p> <p>b) Hindustan Zinc: ₹ 4,63,73,00,000</p> <p>c) Vedanta Aluminium – Jharsuguda (Social Performance): ₹ 2,10,43,05,267</p> <p>d) Iron Ore business (IOB): ₹ 7,67,12,703</p> <p>e) Vedanta Aluminium-Lanjigarh (Social Performance): ₹ 16,25,12,308</p>	<p>In FY 2024-25, Vedanta Limited invested a portion capital expenditure (capex) in specific technologies aimed at improving the environmental and social impacts of its products and processes across its business units.</p> <p>The investments were made in the capture and reuse of excess heat generated during furnace operations to reduce moisture in coal, which contributes to a reduction of 1,845 tCO<sub>2</sub> equivalent quarterly. Additionally, the establishment of a 600 m<sup>3</sup>/hr Effluent Treatment Plant (ETP) addresses environmental concerns by treating hexavalent chromium from mining operations, ensuring the safe reuse of water.</p> <p>At Vedanta Aluminium - Jharsuguda, capex was directed towards projects such as the development of an ash loading platform, installation of Scaleban technology in CPP Unit 5, establishment of a 50 KLD Sewage Treatment Plant (STP) for the old Sepco colony, and installation of online flow analyzers at FTP Carbon-P2, enhancing water management and emission monitoring capabilities.</p> <p>These targeted investments represent Vedanta's ongoing commitment to embedding sustainability within its operational processes through focused technological advancements.</p>

## 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, Vedanta has implemented comprehensive policies and procedures to ensure sustainable sourcing through its Supplier Sustainability Management Policy and Supplier Code of Conduct (SCOC), which is mandatory for all suppliers, vendors, and contractors. The SCOC covers critical sustainability areas including labor rights, health and safety, environmental protection, ethical business practices, and anti-corruption measures. To promote ethical sourcing and compliance with human rights laws, critical suppliers must commit to the Modern Slavery Act. Vedanta conducts third-party risk assessments to evaluate suppliers' adherence to regulatory and sustainability standards.

The Supplier Code of Conduct clearly defines expectations for environmental stewardship. Suppliers are required to implement sustainable practices throughout their operations and supply chains. Vedanta also enforces strict anti-bribery, anti-corruption, and fair-trade policies, prohibiting unethical behaviour. Suppliers must establish effective grievance redressal mechanisms for their employees and partners. To support these initiatives, Vedanta provides training to internal teams and/or buyers, strengthening the company's sustainable sourcing efforts and ensuring ongoing compliance. [Link-https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/Supplier-Code-of-Conduct.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Supplier-Code-of-Conduct.pdf)

## b. If yes, what percentage of inputs were sourced sustainably?

Out of the total spend on procurement, 85.37% of the material are sourced sustainably.

## 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

This indicator is not applicable to Vedanta Limited as our business is primarily a B2B business where our products are sent ahead to various industries as raw materials.

Hence there is no possibility of reclaiming any of the products. However, we do take care to ensure circularity in our business and reduce wastage.

Vedanta Limited's Waste to Wealth philosophy focuses on minimising landfill waste and integrating circularity into production processes. In line with its ESG vision, the company is actively working towards becoming a Zero Waste organisation, with several initiatives aimed at maximising the utilisation of mineral and non-mineral waste.

As part of its Sustainability Governance, Vedanta has implemented the Technical Standard – Resource Use and Waste Management, which supports its Environmental Policy and applies to its businesses. This standard aligns with international frameworks such as the Basel Convention, International Council on Mining and Metals (ICMM), and IFC Performance Standards, ensuring adherence to global best practices. It is structured around the waste hierarchy principles—avoid, reduce, reuse, recycle, treat, and dispose—to drive responsible waste management across all operations. Vedanta is committed to designing and operating its processes efficiently to minimise resource consumption and to continuously explore and implement viable opportunities for waste reduction.

- (a) Vedanta's product offerings primarily comprise metals and minerals, which are delivered to customers without any packaging. Any plastic waste generated from supplier activities is systematically managed and disposed of through certified third-party agencies. Meenakshi Energy follows a structured approach to plastic waste management by collecting materials in a designated scrap yard and ensuring their responsible recycling through authorised recyclers. Furthermore, Hindustan Zinc Limited (HZL), BALCO, and TSPL have implemented a strict prohibition



on single-use plastics, while TSPL and Cairn have been awarded Single-Use Plastic-Free certification by the Confederation of Indian Industry (CII) as per its Plastics-Use Protocol: Verification and Certification

- (b) E-waste is not a significant aspect of Vedanta's operations. However, any e-waste generated is managed in compliance with E-Waste Management and Handling Rules and is responsibly disposed of through certified third-party agencies. Additionally, Jamkhani Coal Mine has implemented a buy-back agreement with its supplier to ensure the proper handling and disposal of e-waste.
- (c) Vedanta has identified various types of hazardous waste in accordance with the Basel Convention and the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, which are generated at different operational stages. These include used/spent oil, waste refractories, spent pot lining, and residual sludge from smelters. The Company follows multiple end-of-life treatment processes, including internal reprocessing, co-processing at cement plants, treatment by registered recyclers, and disposal at authorised Treatment, Storage, and Disposal Facilities (TSDF). Additionally, hazardous waste is disposed of through authorised OSPCB vendors, while used oil is sold to certified recyclers for responsible management.
- (d) Vedanta generates non-hazardous waste, including fly ash (from captive and merchant power plants), red mud (a by-product of aluminium refineries), jarofix (from zinc smelting), slag, lime grit (process residues from smelters and aluminium refineries), and phosphor gypsum (from phosphoric acid production). These wastes are categorised as High-Volume-Low-Toxicity (HVL) waste and are securely stored in tailings dams, ash dykes, or designated landfill structures before being repurposed as raw materials for various industries, thereby promoting recycling. Other non-hazardous waste materials undergo processes such as recycling, disposal, or incineration. Additionally, TSPL utilises a composter for biodegradable waste, converting it into manure for horticultural purposes, while Jamkhani Coal Mine ensures that overburden (OB) generated during coal mining is systematically stacked in designated areas for future backfilling applications.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Extended Producer Responsibility (EPR) is applicable to specific Business Units within Vedanta, including, BALCO, Cairn, VAL-Jharsuguda, MEL Nickel, and ESL Steel Limited. Each of these units has developed or is in the process of developing and implementing a waste collection plan that aligns with EPR guidelines.

Yes, wherever applicable the waste collection plan is in line with EPR plan which is submitted to the Pollution Control board.

For instance, BALCO has enforced a ban on single-use plastic within its plant premises and collaborates with a third-party recycler to collect plastic waste generated within the township. This waste is routed to the cement industry for co-processing.

BALCO and Silvassa are currently in the process of obtaining formal EPR registration to further strengthen compliance. Additionally, HZL has incorporated EPR measures for managing plastic packaging materials as part of its operations.

## Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27204	Zinc	16%	Cradle-to-grave	Yes	Yes, <a href="https://api.environdc.com/api/v1/EPDLlibrary/Files/2e5fdc61-b98c-42b9-90d0-08db0d9b78e5/Data">https://api.environdc.com/api/v1/EPDLlibrary/Files/2e5fdc61-b98c-42b9-90d0-08db0d9b78e5/Data</a>
27205	Silver	4%	Cradle-to-grave	Yes	Yes, <a href="https://hazlindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf">hazlindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf</a> (page 81-82).
27209	Lead	3%	Cradle-to-grave	Yes	Yes, <a href="https://hazlindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf">hazlindia.com/wp-content/uploads/HZL_SDR-2017-18-new.pdf</a> (page 81-82).



NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
24202	Aluminium Ingots	36.59%	Cradle to Gate	Yes	No
24202	Aluminium Wire Rods		Cradle to Gate	Yes	No
24202	Aluminium Foil coil		Cradle to Gate	Yes	No
24202	Aluminium Billets		Cradle to Gate	Yes	No
24202	Aluminium Primary foundry alloys		Cradle to Gate	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/ concern	Action Taken
Zinc	No Risk Identified	<p>Life Cycle Assessments (LCA) have not identified significant risks in Vedanta's product production or disposal. However, Hindustan Zinc Limited (HZL) has implemented measures to enhance sustainability, including:</p> <p>Identifying improvement areas to minimise environmental impact and benchmark against best technologies.</p> <p>Optimising production processes and end-of-life management.</p> <p>Generating life cycle data to reduce upstream footprints and promote sustainable applications.</p> <p>Assessing future scenarios for informed decision-making.</p> <p>Adopting third-party standards to improve environmental performance. These initiatives align with Vedanta's commitment to sustainability and process optimisation.</p>
Silver	No Risk Identified	
Lead	No Risk Identified	
Aluminium Ingots	No Risk Identified	<p>The substitution of machinery and equipment with highly automated and energy-efficient alternatives</p> <p>Research and Development (R&amp;D) efforts should focus on assessing both the quality and environmental ramifications of the materials used</p> <p>Augment its use of renewable energy sources and potentially obtain International Renewable Energy Certifications (I-RECs)</p>
Aluminium Wire Rods	No Risk Identified	
Aluminium Foil coil	No Risk Identified	
Aluminium Billets	No Risk Identified	
Aluminium Primary foundry alloys	No Risk Identified	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
-	-	-

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.

Particular	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA			-		
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
During FY25, no reclaimed products or the packaging material was done.	

**PRINCIPLE 3**

**Businesses should respect and promote the well-being of all employees, including those in their value chains**

UN SDG mapped:

**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	10,779	10,779	100	10,779	100	NA		10,779	100	8,975	83
Female	2,944	2,944	100	2,944	100	2,944	100	NA		2,659	90
Total	13,723	13,723	100	13,723	100	2,944	21	10,779	79	11,634	85
Other than Permanent Employees											
Male	185	71	38	85	46	NA		84	45	9	5
Female	56	6	11	24	43	9	16	NA		5	9
Total	241	77	32	109	45	9	4	84	35	14	6

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Workers											
Male	3,464	3,464	100	3,464	100	NA		3,464	100	2,872	83
Female	145	145	100	145	100	145	100	NA		16	11
Total	3,609	3,609	100	3,609	100	145	4	3,464	96	2,888	80
Other than Permanent Workers											
Male	97,355	31,999	33	34,398	35	NA		21,731	22	35,926	37
Female	2,333	601	26	617	26	1004	43	NA		1,154	49
Total	99,688	32,600	33	35,015	35.12	1004	1	21,731	22	37,080	37

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

Particular	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company*	0.06%	0.07%

\* Cost incurred for other than permanent employees/ workers have not been considered due to non-availability of information

**2. Details of retirement benefits, for the current FY and Previous Financial Year.**

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95	100	Y	96	100	Y
Gratuity	100	100	Y	100	100	Y
ESI*	100	100	Y	100	100	Y
Others - Please Specify	-	-	-	-	-	-

\* ESI percentage is calculated based on the number of employees who are eligible for the benefit



**3. Accessibility of workplaces are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Vedanta is committed to building an inclusive and accessible workplace in line with its Human Rights Policy and Diversity & Inclusion Policy, prioritising the rights and well-being of persons with disabilities (PwDs). The Company provides dedicated support, workplace accommodations, and assistive infrastructure to empower specially abled employees and create an environment where they can excel. Key initiatives include workplace modifications, assistive technologies, tailored training programs, and inclusive cultural practices. Most corporate offices and plants have been designed to align with the Disabilities Act, 2016, ensuring accessibility across various locations. Additionally, disability awareness programs are actively promoted, including Indian Sign Language training for employees at Hindustan Zinc Limited (HZL). To further strengthen its commitment, Vedanta is developing a roadmap in accordance with the guidelines and Space Standards for Barrier-Free Environments, aiming to establish uniform inclusive infrastructure across all sites and offices. This initiative will ensure equal accessibility for all employees, visitors, and contractors. Additionally, Vedanta is actively integrating the hiring and support of specially abled employees into its business operations.

To reinforce accessibility, several businesses have implemented inclusive infrastructure measures:

- Hindustan Zinc Limited (HZL): Equipped with ramps, elevators with Braille signage, touchless entry systems, wheelchair accessibility, and text-to-speech software.
- Special entry and exit points for differently-abled individuals.
- Vedanta Zinc International, Wheelchair access, ramps, accessible restrooms, and designated entry points.
- Cairn Oil & Gas: Specially designed washrooms, elevators, wheelchairs, and inclined access to the administrative building.
- Iron Ore Business: Maintains infrastructure suitable for Persons with Disabilities, including ramps, lifts, stair railings, and accessible washrooms at various locations.
- Vedanta Aluminium, Jharsuguda: Provides priority entry and exit for differently abled visitors, with additional ramps and accessible restrooms.

Through these initiatives, Vedanta continues to build an equitable and empowering work environment, ensuring that accessibility and inclusion remain integral to its business operations.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, Vedanta has an Equal Opportunity Policy in alignment with the Rights of Persons with Disabilities Act, 2016. The Code of Business Conduct and Ethics (COBCE) and Diversity & Inclusion Policy explicitly prohibit discrimination based on disability, gender, or identity, ensuring that all employment-related decisions, including recruitment, career development, and training, are based solely on merit and performance. Additionally, Vedanta enforces zero tolerance for discrimination, guarantees equitable access to opportunities for persons with disabilities, and ensures that reasonable accommodations and modifications are made across its business units to enhance accessibility. The Company prioritises creating an inclusive work environment where individuals with disabilities can thrive and contribute meaningfully. Through continuous improvements in infrastructure and workplace policies, Vedanta remains committed to developing a diverse and accessible workplace for all.

[Link- https://www.vedantalimited.com/uploads/corporate-governance/policies\\_practices/Code-of-Business-Conduct-and-Ethics-Eng.pdf](https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Code-of-Business-Conduct-and-Ethics-Eng.pdf)

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	81	96	100
Female	91	89	75	100
<b>Total</b>	<b>99</b>	<b>82</b>	<b>91</b>	<b>100</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

Particular	Yes or No	If yes, Provide Details
Permanent Employees Other than Permanent Employees Permanent Workers Other than Permanent Workers	Yes	<p>Vedanta fosters a culture of open communication, encouraging employees to voice their concerns directly to managers, HR representatives, or senior leadership.</p> <ul style="list-style-type: none"> <li>All employees, including contractual staff, can report grievances anonymously via <a href="mailto:sgl.whistleblower@vedanta.co.in">sgl.whistleblower@vedanta.co.in</a>.</li> </ul> <p>The Technical Standard – Grievance Mechanisms provides structured reporting processes for both internal and external stakeholders. <a href="https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf">https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf</a></p> <ul style="list-style-type: none"> <li>All grievances are registered, documented, and tracked within a secure database with controlled access.</li> <li>Each grievance is thoroughly investigated, ensuring a fair opportunity for all parties involved to present their case.</li> <li>Vedanta has implemented the following initiatives to streamline grievance resolution: <ul style="list-style-type: none"> <li>Unified HRMS System (Darwin Box HRMS) serving as a centralised helpdesk.</li> <li>Designated HR Single Points of Contact (SPoCs) to handle grievances efficiently.</li> <li>Grievance/suggestion boxes installed at various sites.</li> </ul> </li> <li>Unresolved grievances within the defined timeframe are escalated to the Grievance Committee for further action.</li> <li>Employees can also raise concerns informally during meetings and engagement sessions.</li> <li>Vedanta's business units have established their own structured grievance mechanisms: <p>Cairn Oil &amp; Gas: Permanent employees can register grievances through GRM Forms, emails, calls, or SMS, with the Grievance Redressal Committee resolving complaints within 15 working days.</p> <p>ESL Steel Limited: Tracks employee grievances through three channels—an online grievance portal, an HR/IR helpdesk email, and direct emails to respective HRBPs, ensuring continuous monitoring and resolution.</p> <p>Vedanta Aluminium, Jharsuguda: Uses the Employee Self-Service (ESS) portal for grievance submissions, with concerns addressed within 20 days. Unresolved cases are escalated to the Grievance Committee, and grievance boxes are installed at all locations.</p> <p>Vedanta Corporate: Has a streamlined and prompt grievance redressal process, where each employee is assigned an HRBP who always remains approachable. Employees can escalate concerns to their HOD, CEO, CHRO, or top management, reinforcing Vedanta's flat organisational structure. Additionally, the Company is developing a dedicated public domain for employees to raise grievances efficiently.</p> <p>These structured mechanisms ensure timely and fair resolution of grievances, reinforcing Vedanta's commitment to employee well-being and transparent communication.</p> </li> </ul>

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% Covered (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% Covered (D/C)
<b>Total Permanent Employees</b>	13,723	876	6.38	12,766	19	0.15
Male	10,779	817	7.58	10,170	13	0.13
Female	2,944	59	2.00	2,596	6	0.23
<b>Total Permanent Workers</b>	3,609	2,849	78.94	4,760	3,903	82.00
Male	3,464	2,735	78.95	4,555	3,740	82.11
Female	145	114	78.62	205	163	79.51



## 8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24*				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Male	10,964	10,964	100	6,750	62	10,368	3,89,747	3,759	28,392	274
Female	3,000	3,000	100	2,042	68	2,677	5,439	203	6,709	251
Total	13,964	13,964	100	8,792	63	13,045	3,95,186	3,029	35,101	269
	Workers									
Male	1,00,819	1,00,819	100	20,616	20	81,383	9,30,679	1,114	54,339	67
Female	2,478	2,478	100	361	15	2,587	6,963	269	933	36
Total	1,03,297	1,03,297	100	20,977	20	83,970	9,37,732	1,117	55,272	66

\*The number of people trained during FY 2023 -24 year is higher than the headcount at the closing of the year. This is because training numbers include those who may have undergone multiple training courses during the year, and those employees and workers who may have left during the year and are no longer part of the organisation.

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	10,779	10,779	100	10,368	10,368	100
Female	2,944	2,944	100	2,677	2,677	100
<b>Total</b>	<b>13,723</b>	<b>13,723</b>	<b>100</b>	<b>13,045</b>	<b>13,045</b>	<b>100</b>
<b>Workers**</b>						
Male	3,464	619	18	4,555	737	16
Female	145	0	0.00	205	4	2
<b>Total</b>	<b>3,609</b>	<b>619</b>	<b>17</b>	<b>4,760</b>	<b>741</b>	<b>16</b>

\* Data under the employees category is for employees eligible for performance and career development reviews for the year

\*\* For Workers category only Permanent workers are considered

## 10. Health and safety management system:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, Vedanta has implemented a comprehensive Occupational Health and Safety Management System, aligned with International Council for Metals and Mining (ICMM) guidelines, International Finance Corporation (IFC) recommendations, and global safety standards. This system is applied across all operations, including subsidiaries, joint ventures, associates, and acquisitions, ensuring a uniform approach to workplace safety. Additionally, some of Vedanta operations are ISO 45001 certified, reinforcing its commitment to maintaining the highest standards of occupational health and safety management.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Vedanta has a structured process for identifying and assessing work-related hazards and risks on both routine and non-routine bases. In alignment with ISO 45001:2018, the Company follows established methodologies such as Hazard Identification Study (HAZID), Hazard and Operability Study (HAZOP), Quantitative Risk Assessment (QRA), and Job Safety Analysis (JSA) to identify facility-specific occupational risks. Once hazards are identified, management plans are developed, and a structured approach is adopted to eliminate or control risks through measures such as safety interactions, Visible Felt Leadership (VFL) visits, and Contractor Safety Field Audits (CSFA). Additionally, data from Enablon, a unified digital platform for HSES processes, is used to assess site conditions and implement action plans accordingly.

Vedanta has also implemented a Critical Risk Management (CRM) program, based on the International Council for Metals and Mining's (ICMM) 9-step methodology, to identify, evaluate, and control critical risks. The Company has identified 13 critical risks, including Vehicle-Pedestrian Interaction, Fall of Persons and Objects from Height,

Uncontrolled Release of Energy, Electrical Contact, Slope Failure, Incidents in Blasting, and Loss of Containment of Molten Material, among others. This year we have additionally considered 4 more risks- Excavation, Inrush of water in Underground Mine, Handling and storage of Chemicals and Gas poisoning. These risks are assessed using historical incident and fatality records, and Vedanta continuously rolls out improvised control designs to minimise or eliminate these risks, reinforcing its commitment to achieving a zero-harm workplace.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, Vedanta has established comprehensive processes for workers to report work-related hazards and remove themselves from unsafe conditions. The Company's digital platform, "V-Unified", serves as a centralised system for employees, workers, and visitors to report hazards, ensuring effective tracking and resolution of each case. Additionally, each site is assigned a healthiness score, which is continuously monitored to improve safety controls and infrastructure.

To further enhance workplace safety, Vedanta mandates safety interactions, scheduled hazard tours, and critical risk verifications for all employees, enabling proactive hazard identification and reporting. The Company also utilises AI-based surveillance systems, such as T-Pulse cameras, to monitor and report unsafe acts or conditions in real time. Furthermore, Vedanta upholds the right to refuse work if an employee feels unsafe, with regular training sessions conducted to promote this practice. The 'Safety Pause' protocol ensures that work is halted immediately if an unsafe situation arises, allowing for risk mitigation before any incident occurs."

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, employees and workers at Vedanta are covered under the Company's medical and healthcare insurance, which includes life insurance and accident coverage policies to provide financial protection in unforeseen circumstances. The Company prioritises employee well-being, recognising that a healthy physical, mental, and emotional state enhances productivity and performance.

Vedanta has implemented various employee support programs and well-being initiatives, such as access to well-equipped hospitals across all Business Units, annual health check-ups and awareness sessions, and an Advanced Life Supporting Ambulance system with trained professionals for medical emergencies. ESL Steel Limited, has partnered with Apollo for managing Occupational Health Centre (OHC) and Air Ambulance services, offering medical consultation facilities for employees and their families at Bokaro City, along with training 500+ first aiders. Additionally, Vedanta conducts stress management programs, provides sports and fitness facilities, and promotes a healthy work-life balance across its locations.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.37	0.52
	Workers	0.55	0.63
Total recordable work-related injuries	Employees	39	32
	Workers	311	336
No. of fatalities	Employees	1	0
	Workers	6	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	2
	Workers	5	2

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Vedanta ensures a safe and healthy workplace through a comprehensive health and safety framework that governs all organisational activities. The framework is implemented through technical, management, and safety standards, ensuring a structured approach to workplace safety. Recognising the inherent risks associated with its operations, the Company remains committed to achieving a zero-harm work environment. By leveraging insights from past incidents, Vedanta has identified key safety challenges and developed a multi-pronged action plan to address them. A key initiative is the Critical Risk Management (CRM) Program, which identifies 17 critical risks based on past incident data and establishes specific control measures to mitigate them. Complementing this, the Infra-Matrix Program focuses on enhancing safety infrastructure, ensuring that each site implements essential safety elements such as pedestrian pathways, designated parking areas, conveyor guarding, and electrical PPE units. In FY25, Vedanta implemented 54 short-term and 66 long-term measures to strengthen workplace safety.





To further safeguard its workforce, Vedanta ensures strict availability and accessibility of Personal Protective Equipment (PPE), carefully selected based on role-specific risks. The Safety Governance System, led by a CEO-sponsored committee, oversees critical risk management, infrastructure implementation, and injury prevention efforts. Additionally, Vedanta fosters a safety-first culture by conducting comprehensive training programs for employees and Tier 1 supplier business partners, including on-site sessions, virtual webinars, and CEO-led discussions. Several business units have pioneered unique safety initiatives:

### 13. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	851	44		702	41	
Health & Safety	1,363	135		602	41	

### 14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% All operational sites are ISO 45001:2018 or OHSAS 18001:2007 certified and undergo third-party audits every three years for certification renewal. Additionally, the Vedanta Sustainability Assurance Process (VSAP) is implemented to ensure compliance with the Vedanta Sustainability Framework (VSF) across all Business Units. These audits are conducted regularly by an independent third-party organisation to assess adherence to sustainability standards.
Working Conditions	100% As part of the VSAP Module assessment, labour practices, including working conditions, are a key focus area. All operational sites undergo annual third-party audits to evaluate and verify compliance with these labour standards, reinforcing Vedanta's commitment to ethical and sustainable workplace practices.

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

During the year, Vedanta experienced near-miss incidents, injuries, and fatalities at its operational sites, with 7 fatalities recorded in FY25. Workplace safety remains a critical priority for the management, and the Company is committed to continuous improvement in this area. A comprehensive review of safety strategies was conducted to identify opportunities for strengthening safety measures across all operational levels. Every reported incident undergoes a thorough investigation, with High-Potential Incidents (HiPos) and fatalities receiving the most detailed scrutiny. Key insights and learnings from these investigations are shared across the organisation to foster a culture of knowledge-sharing and continuous improvement.

To address safety-related incidents and mitigate future risks, various corrective actions have been undertaken:

Across all the business units Enablon tool is used for investigating safety incidents and tracking action plan closure. Health and safety assessment findings are uploaded onto the GAT portal, with compliance monitored daily to ensure timely risk mitigation. Committed to improving safety performance through targeted initiatives. Incident investigations are conducted by trained investigators, with Corrective and Preventive Actions (CAPA) implemented based on findings. Additionally, Critical Risk Management (CRM) has been rolled out for seven critical risks, following an in-depth analysis of past fatal incidents. VSAP CAPA Compliance monitoring is in place to ensure the effective implementation of corrective measures across the unit.

**Hindustan Zinc Limited (HZL):** Implemented a documented two-way communication protocol between operators and pedestrians for underground and opencast mines, integrated into transport rules. Comprehensive training on this protocol is being conducted and included in induction programs.

**Talwandi Sabo Power Limited (TSPL - TPP):** Investigates all incidents to determine Root Cause Analysis (RCA) and assigns dedicated action plan owners to implement corrective measures

By implementing these corrective actions, Vedanta aims to prevent future incidents, enhance workplace safety, and create a zero-harm environment across all operations.

## Leadership Indicators

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

(A) Employees – Yes

(B) Workers – Yes

Vedanta extends life and accident insurance coverage to both employees and workers, ensuring financial security for them and their families in the event of a workplace accident or fatality. HZL, BALCO, IOB, VZI, Meenakshi are few companies that provide insurance for both employee & workers. Additionally, the Company prioritises employee well-being by conducting regular health check-ups, enabling the early detection of potential health concerns and ensuring timely medical intervention.

### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Vedanta has established strict measures to ensure that statutory dues are properly deducted and deposited by its Tier 1 suppliers in compliance with national regulations. All contracting agreements clearly define the contractor's obligation to fulfil statutory requirements, including the payment of wages, Provident Fund (PF), Employee State Insurance (ESI), and Goods and Services Tax (GST). Vendors are mandated to submit wage registers and PF challans monthly, serving as proof of compliance before processing invoices. Additionally, regular internal audits are conducted across various establishments and work centres to ensure adherence to labour laws and statutory regulations. Some business units have adopted enhanced due diligence measures by partnering with external agencies to monitor statutory compliance through public record checks, ensuring prompt action against non-compliant partners.

#### Several business units have implemented additional controls:

**Hindustan Zinc Limited (HZL):** Conducts due diligence on statutory compliance by partnering with an external agency to oversee PF, ESIC, and GST payments. Any non-compliance results in stringent actions against the defaulting business partner.

**Cairn Oil & Gas:** Mandates that all contracting templates specify the contractor's responsibility for statutory payments. All vendors must submit wage registers and PF challans before invoice processing. Regular internal HR/IR audits are conducted to monitor labour law compliance.

**Vedanta Aluminium, Jharsuguda (VALJ):** Ensures ESI, PF, and other statutory deductions are verified before vendor payments, incorporating Liquidated Damages (LD) clauses and KPI-based payment conditions in contracts to reinforce accountability.

These measures ensure transparent compliance, minimising risks of statutory non-compliance across Vedanta's value chain partners while maintaining the integrity of its contractual and financial obligations.

### 3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	2	2	0	2
Workers	11	5	3	1

### 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No, most of Vedanta's Business Units do not have formal assistance programs for continued employability. Additionally, Vedanta provides skill upgradation programs during employment to enhance employees' competencies and facilitate continued employability.



## 5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	100%

## 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Vedanta has implemented structured grievance redressal mechanisms across its business units to address significant risks and concerns identified through assessments of health and safety practices and working conditions of value chain partners. These mechanisms are designed to ensure prompt reporting, resolution, and communication of outcomes to all stakeholders, including business partners and contract workers.

Additionally, we have a streamlined grievance redressal process ensures every employee is assigned an HR Business Partner (HRBP) who is always accessible. Employees can escalate concerns directly to senior leadership and a public grievance domain is being developed for broader accessibility.

**Cairn Oil & Gas**, both permanent and temporary employees (TPCs, consultants, etc.) can report grievances through GRM Forms, emails, calls, or SMS, which are resolved by the Grievance Redressal Committee within 15 working days.

**ESL Steel Limited** uses a three-tiered grievance system involving an online portal, helpdesk emails, and manual grievance registers. Contractual workers acknowledge grievance closure through signatures/thumb impressions, ensuring transparency and accountability.

**Iron Ore Business**, executives can report grievances through a dedicated online SharePoint portal, while other staff and contract workers can voice concerns during quarterly town halls, women's meetings, or through grievance registers managed by HR SPOCs.

**Silvassa**, a site-specific grievance management plan is in place, with the Grievance Redressal Committee meeting monthly to resolve issues. Grievances are collected through Employee Connect sessions, suggestion boxes, whistleblower mechanisms, and more, ensuring inclusivity across all employee categories.

**VAL-Lanjigarh**, each business partner employee has access to a designated grievance committee. Grievances are reviewed weekly or fortnightly, resolved within 45 days, and formally closed with documentation and employee acknowledgement.

These measures reflect Vedanta's commitment to proactive risk management, transparent engagement, and continuous improvement in the working conditions and safety practices across its value chain.

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STATUTORY REPORTS

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**PRINCIPLE 4**

**Businesses should respect the interests of and be responsive to all its stakeholders**

UN SDG mapped:

**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Vedanta follows a structured and proactive process to identify its key stakeholder groups, ensuring comprehensive understanding and effective engagement. The process begins with mapping all individuals and groups who may be directly or indirectly affected by, or have an interest in, Vedanta's operations-regardless of their level of influence or significance. This includes local communities, employees, suppliers, government bodies, NGOs, activist groups, and other relevant parties.

Each operation conducts a context-specific stakeholder identification and analysis, considering factors such as gender, ethnicity, culture, economic status, and vulnerability to ensure inclusivity. Stakeholder representatives, such as community leaders or elected officials, are identified by the stakeholders themselves to facilitate two-way communication and accurate representation of diverse views.

The company also reviews relevant information such as past risk assessments, incident reports, and stakeholder concerns to inform the identification process. Stakeholder identification is an ongoing activity conducted throughout the project lifecycle to manage social risks effectively and build trust.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	Certain groups, including women, LGBTQ+ individuals, persons with disabilities, and contractual workers, are considered vulnerable within this category.	Chairman's workshops, CEO town halls, feedback sessions, performance management systems, plant-level meetings, mentorship programs, event management committees, and women's clubs.	Monthly	Ensure employee wellbeing, skill development. This engagement also aims to maintain workplace safety, career growth, health benefits and Diversity & inclusion.
Investors, Lenders, and Shareholders	This group is not classified as vulnerable or marginalised.	Investor presentations, general meetings, annual general meetings (AGMs), quarterly result calls, and dedicated email communication.	Annually, Quarterly	Provide transparency on its financial performance and strategic direction by regularly communicating financial results, governance practices, sustainability initiatives, and risk management measures to its stakeholders
Local Community	Certain sections, including tribal communities and economically weaker groups, are identified as vulnerable.	Interaction methods include community meetings, village council discussions, social impact assessments, public hearings, grievance redressal mechanisms, and cultural events.	Monthly	Engage with local communities to build trust, support local development, and address concerns related to environmental impact, employment opportunities, and health and education support.



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
NGOs and Civil Society	This group is not categorised as vulnerable or marginalised.	Partnerships with international organisations, collaborations on specific projects, conferences, workshops, and a dedicated contact channel.	Periodic consultations; project-specific engagements	Collaborate with NGOs and civil society to advance social and environmental initiatives focussed on environmental conservation, human rights, and community welfare, fostering sustainable development and addressing local concerns through inclusive, impactful partnerships
Suppliers and Customers	This group is not categorised as vulnerable or marginalised.	Customer satisfaction surveys, vendor scorecards, in-person visits, and supplier meetings.	Quarterly	Engage with suppliers and customers through transparent, collaborative communication to ensure ethical sourcing, quality, compliance, and sustainability, fostering mutual growth, operational excellence, and long-term trust while promoting responsible practices and delivering superior products and services.
Regulators	This group is not categorised as vulnerable or marginalised.	Engagement methods include government consultation programs, meetings with national and regional authorities, and compliance with regulatory requirements.	Continuous	The purpose of engagement is engage with regulators through transparent communication and proactive compliance, ensuring adherence to environmental, safety, and governance regulations. The company fosters collaboration, timely reporting, and continuous improvement to support responsible, ethical operations and align with evolving legal and sustainability standards.

## Leadership Indicators

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board

Vedanta ensures structured and meaningful consultation with stakeholders on economic, environmental, and social matters through a variety of formal and informal channels. Regular engagement activities such as Chairman's workshops, CEO and Chairman town hall meetings, feedback sessions, and plant-level interactions are conducted across operations to gather stakeholder insights. These consultations aim to actively involve impacted individuals, communities, employees, government bodies, NGOs, and other relevant groups in shaping company programmes and decisions. Stakeholder representatives are identified through a participatory approach to ensure inclusive and accurate communication. The Board engages with stakeholders through structured updates and insights provided by Executive Committees (ExCos) and Management Committees (ManComs). These inputs are reviewed in Board and Board Committee meetings, enabling informed decision-making that reflects stakeholder perspectives and supports Vedanta's sustainability goals.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation plays a crucial role in identifying and managing environmental and social topics at Vedanta. It is a key component of conducting both impact and financial materiality assessment exercise, ensuring that issues significant to both the business and stakeholders are effectively addressed. In FY 2024-25, a Group-wide double materiality assessment was conducted. This process involved circulating questionnaires and interview guides, organising stakeholder meetings, and capturing feedback and suggestions. Regular engagement with both internal and

external stakeholders helps the company understand evolving sustainability concerns, adapt to market dynamics, and proactively manage risks.

To prioritise material issues, stakeholder responses were analysed, followed by a risk assessment based on ICMM requirements. Using a scoring methodology, the severity and likelihood of each issue were evaluated and categorised as high, medium, or low priority. This approach integrates financial aspects, which focuses on enterprise value, and impact materiality, addressing broader environmental, social, and economic concerns. Insights from this process directly shape Vedanta's KPIs, policies, and sustainability initiatives, ensuring alignment with the company's long-term ESG commitments.

### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

Vedanta has actively engaged with vulnerable and marginalised stakeholder groups through comprehensive community development programs tailored to their specific needs. Key instances include:

- **Women Empowerment:** Vedanta's Sakhi program and women's self-help groups have empowered over 180,000 women by providing skill development, credit linkage, enterprise support, and leadership training, fostering economic independence and social inclusion.
- **Child Welfare and Education:** Through the Nand Ghar initiative, in partnership with the Ministry of Women and Child Development, Vedanta has modernised over 6,000 anganwadis across 14 states, benefiting around 240,000 children with improved early childhood education, nutrition, healthcare, and safe infrastructure.
- **Healthcare Access:** Vedanta supports primary health centres, runs mobile health vans, organises health camps, and provides specialist doctor support in underserved areas, addressing critical health concerns of marginalised communities.
- **Livelihood and Economic Inclusion:** Initiatives in sustainable agriculture, animal husbandry, micro-enterprises, and women's cooperatives have enhanced livelihoods, particularly among marginalised farmers and rural women.
- **Community Engagement and Grievance Redressal:** Vedanta follows a structured community engagement process to identify concerns, build consensus, and implement development plans, ensuring marginalised voices are heard and addressed throughout project lifecycles.

## PRINCIPLE 5

Businesses should respect and promote human rights

UN SDG mapped:



## Essential Indicators

### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	13,723	13,723	100	12,766	25,479	200
Other than permanent	241	241	100	279	707	253
<b>Total</b>	<b>13,964</b>	<b>13,964</b>	<b>100</b>	<b>13,045</b>	<b>26,186</b>	<b>201</b>
<b>Workers</b>						
Permanent	3,609	3,609	100	4,760	2	0.04
Other than permanent	99,688	99,688	100	79,210	47,609	60
<b>Total</b>	<b>1,03,297</b>	<b>1,03,297</b>	<b>100</b>	<b>83,970</b>	<b>47,611</b>	<b>57</b>



## 2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
	No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
<b>Employees</b>										
<b>Permanent</b>	13,723	0	0	13,723	100	12,766	0	0	12,766	100
Male	10,779	0	0	10,779	100	10,170	0	0	10,170	100
Female	2,944	0	0	2,944	100	2,596	0	0	2,596	100
<b>Other than permanent</b>	241	0	0	241	100	279	0	0	279	100
Male	185	0	0	185	100	198	0	0	198	100
Female	56	0	0	56	100	81	0	0	81	100
<b>Workers</b>										
<b>Permanent</b>	3,609	0	0	3,609	100	4,760	14	0.29	4,746	100
Male	3,464	0	0	3,464	100	4,555	14	0.31	4,542	100
Female	145	0	0	145	100	205	0	0.00	204	100
<b>Other than permanent</b>	99,688	23,187	23	76,501	77	79,210	12,996	16	66,655	84
Male	97,355	22,752	23	74,603	76	76,828	12,599	16	64,538	84
Female	2,333	435	19	1,898	81	2,382	397	17	2,117	89

are on payroll as at 31<sup>st</sup> March 2025.

## 3. Details of remuneration/salary/wages

### a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (Whole-time Directors)*	2	18,45,22,141	0	-
Key Managerial Personnel*	3	13,46,28,999	1	16,43,74,30
Employees other than BoD and KMP**	10,779	14,64,335	2,944	10,78,885
Workers	3,464	9,32,621	145	17,87,086

\* BoD, and KMP data has been disclosed for VEDL Standalone

\*\* Median data is calculated only for those individuals who are on payroll as at 31 March 2025  
Covered only permanent employees and permanent workers

### b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	12.98%	12.25%

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Vedanta has a well-defined governance structure and designated focal points responsible for addressing human rights impacts caused or contributed to by the business. The company's Human Rights Policy, approved at the highest level by the Board, outlines its commitment to respect human rights across all operations, suppliers, contractors, and business partners. Oversight is provided by the Board ESG Committee, which reviews human rights policies annually and recommends necessary updates.

**Vedanta:** Ensures that all units have a Grievance Redressal Committee and a structured grievance-handling process, with accessible grievance submission mechanisms, including grievance boxes, allowing employees and stakeholders to report concerns confidentially. Through these initiatives, Vedanta remains committed to protecting human rights, addressing grievances transparently, and ensuring robust engagement with all stakeholders impacted by its business operations.

At the operational level, Vedanta has established institutional arrangements including designated individuals and committees responsible for implementing the Human Rights Policy, conducting due diligence, managing grievances, and ensuring compliance with international standards such as the UN Guiding Principles on Business and Human Rights. The company also maintains an Internal Complaints Committee to address human rights issues and grievances promptly.

Furthermore, Vedanta's Executive Sustainability Committee, chaired by the CEO and comprising senior leaders, oversees the identification and management of social risks throughout project lifecycles, including human rights impacts. Training programs cover human rights awareness for employees and security personnel, and grievance mechanisms are in place for stakeholders and security staff, including confidential whistleblowing channels.



## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Vedanta has established an internal grievance mechanism to address human rights-related concerns effectively and transparently. The grievance process is designed to be accessible, culturally appropriate, and free of cost or retaliation for complainants. Complaints can be submitted verbally or in writing through multiple channels, including face-to-face meetings, phone calls, letters, and dedicated email addresses.

The grievance system operates on a tiered approach:

- First Order Mechanism: Attempts to resolve complaints directly between the company and the complainant, with formal acknowledgment within two business days and regular updates every 15 days.
- Second Order Mechanism: For unresolved complaints, cases may be referred to an independent third party (excluding judicial systems) for mediation.
- Third Order Mechanism: Complaints that remain unresolved may be escalated to judicial processes.

A dedicated Grievance Response Committee comprising the General Manager (or delegate), Social Performance Manager, and relevant department heads oversees investigations, corrective actions, and reporting. All grievances are registered, documented, tracked, and analysed in a secure system to identify trends and ensure timely resolution.

Vedanta also maintains specialised committees such as Internal Complaints Committees (ICCs) to handle specific issues like sexual harassment, ensuring compliance with legal requirements and providing safe channels for employees.

The company emphasises confidentiality, protection from retaliation, and continuous stakeholder engagement to build trust and ensure effective redressal. This grievance mechanism aligns with international standards, including the UN Guiding Principles on Business and Human Rights, and supports Vedanta's commitment to respecting and protecting human rights across its operations.

## 6. Number of complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	20	2		28	3	
Discrimination at workplace	0	0		1	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	27	1		27	7	
Other human rights related issues	2	2		13	4	

## 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	20	28
Complaints on POSH as a % of female employees / workers	0.37%	0.53%
Complaints on POSH upheld	17	23

The complaints are routed through Group Ethics Committee and reported to the AC.

## 8. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

Vedanta has a zero-tolerance policy for discrimination and harassment across its operations, ensuring a workplace that is safe, inclusive, and free from intimidation or exploitation. The Company has implemented an Anti-Harassment Policy and a Policy on the Prevention and Prohibition of Sexual Harassment (POSH) to safeguard employees from any form of discrimination, harassment, or retaliation. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, Vedanta has constituted Internal Complaints Committees (ICC) at all locations to address complaints related to both sexual and non-sexual harassment. Employees can report grievances directly to the ICC or via email at sexualharassment@vedanta.co.in, ensuring a structured and confidential resolution process. To further strengthen protection, Vedanta maintains strict confidentiality during investigations and enforces a non-retaliation policy, ensuring that complainants and witnesses are not subjected to any adverse consequences. To ensure widespread awareness and sensitivity, Vedanta conducts regular sensitisation and training programs, coordinated by Human Resources and other relevant functions, ensuring a comprehensive and inclusive approach to preventing discrimination and harassment in the workplace.



### 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements are an integral part of Vedanta's business agreements and contracts. The Supplier Code of Conduct mandates that all suppliers and vendors adhere to the highest standards of human rights protection when conducting business with the Company. Additionally, all contractors and vendors undergo a screening process before onboarding to ensure compliance with Vedanta's standards and business practices.

Vedanta aligns its policies with global human rights frameworks, including the United Nations Declaration on Human Rights (UNDHR), UN Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights (UDHR), International Labour Organisation (ILO) standards, Modern Slavery Act (UK) 2016, and applicable national and local legislations, reinforcing its commitment to ethical and responsible business practices.

### 10. Assessments for the year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

### 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks and concerns have been identified in FY 2024-25 human rights self-assessment. Therefore, no corrective actions were undertaken.

### Leadership Indicators

#### 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

In FY 2022-23, Vedanta conducted human rights assessments across all its operational sites using the Global Compact Self-Assessment Tool. These assessments, led by cross-functional teams headed by site heads, evaluated key thematic areas such as labour rights, health and safety impacts, and anti-corruption measures. Based on the findings, site-level policies and plans were modified and updated to enhance human rights protection, uphold human dignity in daily operations, and ensure fair treatment for all employees.

In FY25, no human rights grievances or complaints were reported. However, Vedanta remains proactive in strengthening its human rights framework by continuously reviewing and refining business processes, policies, and grievance mechanisms to prevent potential issues. This approach reinforces Vedanta's commitment to ethical business practices, compliance with international human rights standards, and the promotion of a safe and inclusive workplace.

#### 2. Details of the scope and coverage of any Human rights due diligence conducted

No human rights due diligence was conducted in FY 2024-25. However, in FY 2022-23, Vedanta carried out human rights assessments across all its sites using the Global Compact Self-Assessment Tool. These assessments were led by cross-functional teams under the leadership of site heads and covered key thematic areas such as labour rights, health and safety impacts, and anti-corruption measures. Vedanta plans to undertake Human Rights due diligence across its operational sites in 2025.

#### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Vedanta ensures that its premises and offices are accessible to differently-abled visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company is committed to fostering an inclusive and accessible environment across its operations.

#### 4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	30%
Discrimination at workplace	30%
Child Labour	30%
Forced Labour/Involuntary Labour	30%
Wages	30%
Others - please specify Environmental Impacts:	30%

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

No significant risks and concerns have been identified in FY 2024-25. Therefore, no corrective actions were undertaken.

**PRINCIPLE 6**

**Businesses should respect and make efforts to protect and restore the environment**

UN SDG mapped:



**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A)	71,07,074	48,21,791
Total fuel consumption (B)	6,55,218	9,81,223
Energy consumption through other sources (C)	23,15,821	22,42,744
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,00,78,113</b>	<b>80,45,758</b>
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	1,76,83,093	2,23,72,000
Total fuel consumption (E)	64,55,31,046	61,83,10,668
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>66,32,14,139</b>	<b>64,06,82,668</b>
Total energy consumed (A+B+C+D+E+F)	67,32,92,252	64,87,28,426
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000440	0.000451
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.009067	0.009221***
Energy intensity in terms of physical output (GJ/MT of production)**	66.63	64.97
Energy Intensity (Optional) – the relevant metric may be selected by the entity		-

\* PPP: INR Revenue X PPP Factor (US\$/INR) PPP Factor = 20.66; World Economic Outlook (April 2025) - Implied PPP conversion rate (imf.org).

\*\*The calculation for intensity includes only data related to metal & mining business

\*\*\*Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) has been restated for FY 2023-24 because of the methodology changes by IMF. Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Yes, Vedanta has sites and facilities identified as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. A total of eight entities have been recognised under the scheme, including:

- Hindustan Zinc Ltd (Aggr)
- TSPL - TPP (Aggr)
- ESL Steel Limited (Aggr)
- BALCO (Aggr)
- FACOR (Aggr)
- VAB (Aggr)
- VAL - Jharsuguda (Aggr)
- VAL - Lanjigarh (Aggr)



Energy-intensity targets have been met at the following locations:

ESL Limited: 0.6623 TOE per tonne

VAB (aggregate): 0.495 TOE per tonne hot metal (THM)

VAL Lanjigarh: 0.2543 TOE per tonne

The remaining sites have yet to reach their respective targets. At FACOR, the improvement programme includes replacing 3.7 kW, 5.5 kW, 7.5 kW, 18.5 kW, 22 kW and 30 kW motors with high-efficiency models and substituting 50 legacy MV/MH/HPSV luminaires with LED fixtures. HZL targets are yet to be assigned.

### 3. Provide details of the following disclosures related to water:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters) *</b>		
(i) Surface water	13,91,26,699	14,13,14,482
(ii) Groundwater	2,01,75,215	1,33,80,778
(iii) Third-party water	67,86,165	79,36,546
(iv) Seawater / desalinated water	40,65,199	
(v) Others (Rainwater, generated drinking water from Air, AHU Condensation and Municipality water)	4,65,19,929	4,74,14,897
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	21,66,73,207	21,00,46,703
<b>Total volume of water consumption (in kiloliters)</b>	24,85,38,844	23,79,52,531
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0001625	0.000165
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)**	0.00334	0.00338****
<b>Water intensity in terms of physical output (Kilo litres/MT of production)***</b>	22	21
<b>Water intensity</b> (Optional) – the relevant metric may be selected by the entity		

\*Data for third-party water for FY 2023-24 has been restated.

\*\* PPP: INR Revenue X PPP Factor (US\$/INR) PPP Factor = 20.66; World Economic Outlook (April 2025) - Implied PPP conversion rate (imf.org).

\*\*\*The calculation for intensity includes only data related to metal & mining business

\*\*\*\*Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) has been restated for FY 2023-24 because of the methodology changes by IMF. Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

Note: Indicate if any assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, the name of the external agency.- Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

### 4. Provide the following details related to water discharge:

Parameter	FY 2024-25	FY 2023-24*
<b>Water discharge by destination and level of treatment (in kiloliters) *</b>		
<b>(i) To Surface Water</b>		
No treatment		
With treatment – please specify the level of treatment	81,00,652	11,24,293
<b>(ii) To Groundwater</b>		
No treatment		
With treatment – please specify the level of treatment		
<b>(iii) To Seawater</b>		
No treatment		
With treatment – please specify the level of treatment	41,68,249	13,57,247
<b>(iv) Sent to third parties</b>		
No treatment		
With treatment – please specify the level of treatment	2,089	605
<b>(v) Others</b>		
No treatment		
With treatment – please specify the level of treatment		
<b>Total water discharged (in kiloliters)</b>	<b>1,22,70,991</b>	<b>24,82,145</b>

\*Water discharge data for FY 2023-24 has been restated due to IPIECA guidelines Cairn deep dump well data to be reported in consumption.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Many of Vedanta's plants are located in areas where water is scarce, so managing water carefully is very important. Most of Vedanta's business units-such as BALCO, ESL, Hindustan Zinc Ltd., Fujairah, Sesa Iron Ore, Silvassa, TSPL, and Vedanta Aluminium at Jharsuguda and Lanjigarh-have adopted Zero Liquid Discharge (ZLD) systems. These systems make sure that no wastewater is released outside the plant boundaries. They use real-time monitoring tools like piezometers and PTZ cameras to keep a close watch on water discharge. All wastewater is treated to meet legal standards, and the discharge data is shared live with the Central Pollution Control Board (CPCB) for proper monitoring. This careful approach helps Vedanta use water responsibly and protect the environment, especially in water-stressed areas.

**Key details of Vedanta's ZLD implementation include:**

- Commissioned 4,000 KLD zero liquid discharge plant in Zawar, facilitating water recovery and ensuring reduction in fresh-water dependency.
- Vedanta Aluminium is the first company in India to achieve Zero Liquid Discharge (ZLD) by extracting and recycling the entire volume of water from bauxite residue slurry. The residual bauxite residue is safely stored in a scientifically managed, concretised reservoir to prevent groundwater contamination. At the Jharsuguda plant, ZLD is maintained through the use of flow meters and Pan-Tilt-Zoom (PTZ) cameras installed at outlets of smelters and captive power plants. Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) across all operational units treat process wastewater, which is then recycled back into the plant operations. Effluent quality monitoring systems ensure compliance with regulatory standards.
- At TSPL - TPP, the entire Thermal Power Plant operates under ZLD. The unit has treatment systems for coal wastewater, oily wastewater, Industrial Wastewater (IWWs), and Sewage Treatment Plants (STP). Treated water is recycled into operations, while cooling tower blowdown is treated and reused for cooling tower makeup.
- ESL Steel Limited has Effluent Treatment Plants (ETP) and STPs, with a 650 cubic meters per hour ETP capacity and four STPs totalling 575 kL/day by mid-2024. The effluent is treated with advanced wastewater technologies and recycled for in-house use. Across the plant, five pumping stations connect effluent lines to the ETP for treatment and reuse.

**6. Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter*	Please specify unit	FY 2024-25	FY 2023-24
Nox	Tonnes	1,22,452	1,02,946
Sox	Tonnes	4,47,109	3,99,279
Particulate matter (PM)	Tonnes	18,011	17,008
Persistent organic pollutants (POP)	Tonnes		
Volatile organic compounds (VOC)	Tonnes	3	3.42
Hazardous air pollutants (HAP)	Tonnes	169	234
Others-please specify	Tonnes		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency. Yes, an independent assurance has been carried out by S.R. Batliboi & Co. LLP



## 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24*
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,33,24,730	6,06,35,147
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	35,94,210	45,61,384
Total Scope 1 and Scope 2 emission per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ INR	0.000043747	0.0000454
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)**	Metric tonnes of CO <sub>2</sub> equivalent/ Revue from operations adjusted for PPP	0.0009019	0.0009267
Total Scope 1 and Scope 2 emission intensity in terms of physical output ***	tCO <sub>2</sub> e/mt of production	6.00	5.66
Total Scope 1 and Scope 2 emission intensity (optional)- The relevant metric may be selected			

\*Scope 1 emissions and intensity (both in terms of revenue and in terms of Revenue adjusted for PPP) data for FY 2023-24 has been restated

\*\* PPP: INR Revenue X PPP Factor (US\$/INR) PPP Factor = 20.66; World Economic Outlook (April 2025) - Implied PPP conversion rate (imf.org)

\*\*\*The calculation for intensity includes only data related to metal & mining business

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, the name of the external agency.- Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

## 8. Does the entity have any project related to reducing Green House Gas emissions? If yes, then provide details.

Yes, Vedanta has a structured greenhouse gas (GHG) emission reduction strategy aligned with the Paris Agreement, aiming for a lower-carbon economy. The roadmap follows four key stages:

**Stage I (2021-2025):** Targeting a 20% reduction in GHG intensity (tCO<sub>2</sub>e/mt) of metal businesses compared to the FY 2020-21 baseline.

**Stage II (2021-2030):** Establishing 2.5 GW of round-the-clock (RTC) renewable energy capacity by FY 2029-30.

**Stage III (2026-2030):** Achieving a 25% reduction in absolute GHG emissions compared to FY 2020-21 levels through decarbonisation efforts.

**Stage IV (Beyond 2030):** Scaling up emerging technologies and renewable energy capacities to achieve net-zero carbon emissions by FY 2049-50.

- Vedanta has also introduced low-carbon aluminium products, "Restora" and "Restora Ultra", and launched a pilot project for producing copper from recycled copper. Additionally, a fuel-switching program is being implemented to replace traditional fuels with biomass in thermal power plants, further reducing the company's carbon footprint.
- In FY 2023-24, Vedanta Aluminium dispatched its first domestic supply of Restora, the nation's first-ever low-carbon 'green' aluminium, with 300 metric tonnes of Restora Billets supplied to Global Aluminium Pvt Ltd.
- HZL has partnered with Serentica to rapidly increase its renewable energy capacity, targeting 2.5 GW of round-the-clock renewable energy by 2030, with 838 MW already under construction. In FY25, Vedanta utilised 2.61 billion units of renewable energy including waste heat recovery.
- At FACOR, 33 solar lights were installed reflecting a conscious shift towards reducing reliance on conventional electricity by utilising renewable energy sources. Furthermore, to enhance energy efficiency, all conventional bulbs and tube lights were replaced by LED lights at all plants projecting annual energy savings of 3,108kWh.
- 14 KVA solar panels installed at Ostapal and Kalarangiatta Chromite mines, projecting to reduce GHG emissions by 50 metric tonnes annually.

### Among 113 GHG reduction initiatives, some key projects include:

- Reduction in diesel consumption at MAPL Bore Hole site, saving 500 liters/day and reducing 34,790 tCO<sub>2</sub>e emissions.
- Compressor absolute power consumption reduction by 15%, leading to a 17,470.99 tCO<sub>2</sub>e emission reduction.
- Efficiency improvement of Rectifier-1 by 0.5%, reducing 409 tCO<sub>2</sub>e emissions at a cost of ₹ 80 million.
- Installation of occupancy sensors in MCCs, reducing 20 tCO<sub>2</sub>e emissions for ₹ 8,000.
- U3 MV ABB VFDs availability improvement, resulting in 1,675 tCO<sub>2</sub>e reduction at a cost of ₹ 1 million.
- Through these initiatives, Vedanta continues to innovate and invest in GHG reduction efforts, contributing to a more sustainable and environmentally responsible industrial future



9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	709	264
E-waste (B)	138	387
Bio-medical waste (C)	28	18
Construction and demolition waste (D)	1,95,815	1,65,289
Battery waste (E)	448	323
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	5,22,169	5,18,337
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14,21,39,425	11,78,83,062
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>14,28,58,730</b>	<b>11,85,67,679</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00009339	0.00008250
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.001923	0.001685
Waste intensity in terms of physical output (MT of production)****	16.90	14.6
<b>Waste intensity (optional)</b> – The relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	53,90,266	60,74,397
(ii) Re-used	2,95,85,146	2,19,03,251
(iii) Other recovery operations	1,34,55,865	1,21,61,877
<b>Total</b>	<b>4,84,31,276</b>	<b>4,01,39,524</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	1,028	9,208
(ii) Landfilling	7,70,51,526	7,01,11,828
(iii) Other disposal operations#	1,177	2,259
<b>Total</b>	<b>7,70,53,731</b>	<b>7,01,23,296</b>

\*Data for FY 2023-24 has been restated.

\*\*\* PPP:  $\text{INR Revenue} \times \text{PPP Factor (US\$/INR)}$  PPP Factor = 20.66; World Economic Outlook (April 2024) - Implied PPP conversion rate (imf.org).

\*\*Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) has been restated for FY 2023-24 because of the methodology changes by IMF. Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/QEMDC>

\*\*\*\*The calculation for intensity includes only data related to metal & mining business.

Note: Indicate if any independent assessment/evaluations/assurance has been carried out by an external agency? If yes, the name of the external agency- Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste.

Vedanta Limited follows a robust waste management strategy focussed on reducing, recycling, and safely disposing of waste to minimise environmental impact. The company emphasises waste reduction at the source and aims for overall waste utilisation and 100% fly ash utilisation. Vedanta manages hazardous wastes through stringent protocols, including independent audits of tailings management facilities and real-time monitoring to ensure safety and compliance. The company is committed to eliminating legacy waste by 2035 and legacy ash by 2030.

To reduce hazardous and toxic chemical usage, Vedanta adopts cleaner production processes and substitutes harmful chemicals with safer alternatives wherever feasible. Their approach aligns with the "Zero Harm, Zero Waste, Zero Discharge" philosophy, focussing on pollution prevention and source reduction. Waste is managed through reuse, redistribution, recycling, and treatment before disposal, ensuring minimal environmental and health risks.





Vedanta also invests in advanced technologies like dry tailing disposal and water recycling, supporting sustainable operations. Supplier engagement programs encourage reductions in greenhouse gas emissions and waste generation. Overall, Vedanta's integrated strategy promotes environmental stewardship by minimising hazardous chemical use and maximising waste recovery, contributing to its long-term sustainability goals.

Vedanta adopts several advanced strategies for waste management beyond basic reduction and recycling:

- **Circular Economy Initiatives:** Vedanta utilised 114% of ash in FY 2025. The company uses GPS tracking and drone monitoring for ash dyke health, ensuring safe and efficient fly ash management.
- **Zero Liquid Discharge:** Vedanta maintains zero liquid discharge across most of its operations, minimising water pollution and promoting water recycling, with 16 billion litres recycled in FY25 alone.
- **Tailings Management:** The company operates 17 active tailings facilities, all independently audited, and employs dry tailings disposal technology at select sites to reduce environmental risks.
- **Sustainability Training:** Through the VEDAS initiative, Vedanta upskills over 100,000 employees and partners on sustainability and waste management best practices, embedding ESG principles into daily operations.
- **Innovation and Partnerships:** Vedanta collaborates with premier research institutes to develop technologies for bauxite residue utilisation and rare earth element recovery, reducing hazardous waste volumes and promoting resource recovery. Such as,

#### i. Vedanta Aluminium

- Developed a breakthrough process to recover battery-grade graphite from Spent Pot Lining (SPL) and Shot Blast Dust, two hazardous waste streams generated during aluminium production.
  - Produced biomass briquettes from agricultural residues sourced from local farmers, reducing environmental pollution from crop burning while promoting circular economy and supporting farmer incomes.
- ii. Hindustan Zinc Ltd. partnered with VEXL Environ Projects to set up a pilot plant that converts waste products like jarosite and jarofix, generated during zinc extraction, into usable resources.

#### 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1.	Ravva (Aggr)	Crude Oil & Gas Extraction Crude Oil & Gas processing	Yes
2.	OALP Northeast-Operation & Maintenance- Hazarigaon	Exploration	Yes
3.	Meenakshi Energy (Aggr)	Power Plant Operations	Yes
4.	ESL Steel Limited (Aggr)	Ore processing	Yes
5.	Nadidihi Iron ore mines (BICO) (Aggr)	Ore Extraction	Yes
6.	Black Mountain (Aggr)	Mine Planning Mine Development Ore Extraction Ore processing	Yes
7.	Gamsberg Operations (Aggr)	Ore Extraction Ore processing	Yes
8.	VAL- Lanjigarh	Metal smelting and refining	Yes
9.	VGCB	Port	Yes

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant weblink
2*600 MW Thermal Power Plant of Vedanta Limited Chhattisgarh Thermal Power Plant, Village- Singhitari, Tehsil- Dabhra, District- Sakti (CG)	EIA Notification 2006		Yes	Yes	<a href="https://parivesh.nic.in/">https://parivesh.nic.in/</a>
Block I Bicholim Mineral Block Production of 3.0 million tonnes Per Annum of Iron Ore at Villages: Bicholim, Bordem, Lamgao, Mulgao, Mayem& Sirigao Taluka: Bicholim, District: North Goa, State: Goa	MES/EIASEC-1/23-03		Yes	Yes	<a href="https://sesagoaironore.com/pdf/certification/EIA-and-EMP-REPORT.pdf">https://sesagoaironore.com/pdf/certification/EIA-and-EMP-REPORT.pdf</a>
Expansion of Ferro Alloy Plant for High Carbon Ferro Chrome Production from 1,45,000 TPA (1 x 45 MVA & 1 x 33 MVA SAF) to 4,45,000 TPA (1 x 45 MVA, 1 x 33 MVA & 2 x 75 MVA SAFs), 11,800 TPA MRP along with New Installation of Raw Material Handling Facility and 7,00,000 TPA Pellet & Sintering Plant at Village- Randia, P.S-Bhadrak Rural, District-Bhadrak, Odisha by M/s. Ferro Alloys Corporation Limited	J-11011/594/2008-IA-II(IND-I)		Yes	Yes	-

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances:**

Yes. Vedanta adheres to and complies with the relevant environmental laws, regulations, and guidelines in India. This includes the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the respective rules established under these Acts. The Company ensures that operations align with these legal requirements to promote environmental stewardship and maintain regulatory compliance. However, there was one non-compliance that remained open in FY 2024-25.

Sr. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or courts	Corrective action taken, if any
1	Consent and clearance related	Environment related clearances	Application is pending before the authorities for consideration	The company was acquired under Insolvency and Bankruptcy Code(IBC), consents were pending at that time. Approvals on the consent are underway. Plant is operational basis orders of the Supreme Court. Conditions mentioned in Forest Clearance-1 are being complied with.

**Leadership Indicators**

**1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):**

For each facility/plant located in areas of water stress, provide the following information:

S. No.	Does any of the area/entity/facility/plant located in areas of water stress?	Name of the area	Nature of operations
1.	Yes	Cairn Oil & Gas, RJ Asset	Crude Oil and Natural Gas Exploration & Production
2.	Yes	IOK, Narrain mines	Mining
3.	Yes	Silvassa, Chinchpada	Copper Rod Manufacturing
4.	Yes	HZL Mines,	Mining and smelting of zinc & lead



## (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24*
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1,46,25,989	1,36,75,896
(ii) Groundwater	95,11,175	1,16,81,572
(iii) Third-party water	4,85,485	4,76,210
(iv) Seawater / desalinated water		
(v) Others	4,19,86,162	4,34,69,311
<b>Total volume of water withdrawal (in kiloliters)</b>	6,66,00,685	6,93,02,990
<b>Total volume of water consumption (in kiloliters)</b>	8,71,66,952	8,59,02,024
<b>Water intensity in terms of physical output</b>	5.84	5.52
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.0000570	0.0000472
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify the level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify the level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify the level of treatment	947	1,615
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify the level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify the level of treatment		
<b>Total water discharged (in kiloliters)</b>	<b>947</b>	<b>1,615</b>

\*Data for water discharge has been restated for FY 2023-24 due to IPIECA guidelines CAIRN other deep dump well should be accounted in consumption.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency - Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

## 2. Please provide details of total Scope 3 emissions &amp; their intensity

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,58,01,609	3,45,83,959
<b>Total Scope 3 emissions per rupee of turnover</b>		0.00002994	0.00002406
<b>Total Scope 3 emission intensity (optional)</b> - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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**3. With respect to the ecologically sensitive areas reported in Question 10 of the essential indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Vedanta's approach to managing impacts on biodiversity in ecologically sensitive areas involves a comprehensive assessment of both direct and indirect effects, alongside robust prevention and remediation activities aligned with sustainable development principles.

**Significant Direct and Indirect Impacts on Biodiversity**

**Direct impacts include:**

- Habitat loss and fragmentation due to infrastructure construction such as tailings dams, water reservoirs, processing plants, and access roads.
- Emissions and effluents affecting local ecosystems.
- Disturbance from exploration drilling and mining activities.
- Introduction of invasive alien species, either accidentally or otherwise, which can disrupt native biodiversity.

**Indirect impacts encompass:**

- Biodiversity effects linked to the supply chain, such as the production of materials and equipment used at the site.
- Ecosystem changes due to pollution, including chemical discharges and water contamination.
- Noise pollution and habitat disturbance affecting wildlife behavior.
- Climate change effects driven by greenhouse gas emissions from fossil fuel extraction and processing.

These impacts are assessed throughout the operational lifecycle, from exploration and planning to operation and closure.

**Prevention and Remediation Activities**

- Vedanta implements a range of measures to prevent, minimise, and remediate biodiversity impacts:
- Biodiversity Risk Assessment and Management: Conducting baseline biodiversity surveys and risk screenings to identify sensitive areas and potential impacts, followed by applying the mitigation hierarchy (avoid, minimise, restore, offset)
- Biodiversity Management Plans (BMPs): Tailored plans are developed for projects with identified biodiversity risks, detailing actions to prevent and mitigate impacts, including habitat restoration and species conservation
- No Net Loss (NNL) and Net Positive Impact (NPI): Vedanta aims for no net loss of biodiversity and strives for net positive impact in critical habitats by implementing on-site or off-site conservation and restoration activities.
- Habitat Restoration and Conservation Initiatives: Examples include reforestation with native and fruit-bearing trees, construction of water reservoirs for groundwater recharge, and creation of butterfly parks and bird conservation structures like birdhouses and artificial nests.
- Control of Invasive Species: Measures to prevent the introduction and spread of invasive alien species, including risk assessments prior to any introduction and eradication efforts where feasible.
- Community and Employee Engagement: Activities such as cleaning local water bodies, biodiversity awareness programs, and capacity building to foster stewardship among employees and local communities.
- Compliance and Beyond: Vedanta complies with and often exceeds local, national, and international biodiversity conservation regulations and standards, integrating biodiversity considerations into strategic planning, financial decision-making, and project lifecycle management.



**4. If the entity has undertaken any specific initiative or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as the outcome of such initiatives:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Reducing Impact of Effluent Discharge at ESL Steel Limited	Installed flow meters and commissioned STP of 575 KLD capacity to reduce freshwater withdrawal.	Water conservation
2	Effluent Treatment at FACOR Power Plant	Wastewater from the power plant is treated in an Effluent Treatment Plant (ETP) and reused for dust suppression, gardening, and road sprinkling.	Water reuse and reduced discharge
3	Treatment of Mine Effluent at FACOR Mining Operations	Installed 600 m <sup>3</sup> /hr ETP for mine effluent treatment, with real-time monitoring of pH, TSS, and flow to ensure compliance.	Improved water quality and conservation
4	Effluent Management at Vedanta Iron Ore Karnataka	STP installed with MBBR reactor tank (30 KLD capacity) for treating and reusing wastewater.	Reduced wastewater discharge
5	Improving Resource Utilisation at TSPL	Digital tools and analytics deployed to optimise resource use and reduce inefficiencies.	Better resource efficiency
6	Biomass Co-firing at TSPL – Advancing Towards Cleaner Thermal Power	This initiative could reduce annual CO <sub>2</sub> emissions by over 7,60,000 tonnes, assuming full displacement of coal for the biomass used.	GHG emission reduction
7	Metal Recovery at FACOR Charge Chrome Plant	Metal Recovery Plant processes slag skulls and slag-metal mixture to recover 20% of metallics.	Waste minimisation and increased production
8	Chrome Ore Beneficiation at FACOR COB Plant	Upgraded low-grade ore (27-29% Cr <sub>2</sub> O <sub>3</sub> to 47% Cr <sub>2</sub> O <sub>3</sub> ) through a 20 TPH beneficiation plant.	Higher efficiency and cost savings
9	Air Emission Control at ESL Steel Limited	Mist cannons and rain guns installed for effective dust suppression.	Reduced particulate emissions
10	Air Pollution Control at FACOR Charge Chrome Plant	Bag filters installed in furnaces to remove flue gas particles before release.	Reduction in air pollution
11.	Copper cathode relining at BALCO	<ul style="list-style-type: none"> <li>Enhance Copper Recoverability (85-100%)</li> <li>Reduce power consumption, saving over 400kWh/MT</li> <li>Potential for significant amperage enhancement in existing potline</li> <li>Reduction in greenhouse gas emissions by 167 ktCO<sub>2</sub>/annum</li> </ul>	Reduce energy consumption and GHG Emission

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, Vedanta has a comprehensive Business Continuity and Disaster Management Plan detailed in its Technical Standard for Emergency and Crisis Management. The plan aligns with Vedanta Group's crisis management procedures and includes systematic identification of potential emergency situations, risk assessments, and development of Emergency Preparedness and Response Plans tailored to the nature and scale of risks. It ensures roles and responsibilities are clearly defined, resources allocated, and communication systems established. The plan also covers training, drills, monitoring, and escalation protocols to manage emergencies effectively while maintaining business continuity during and after incidents. The link for Emergency and Crisis Management standard - [Emergency and Crisis Management](#)

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

In FY 2025, No such incidents and impacts has aroused.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

In FY 2025, 43% of value chain partners were assessed for environmental impacts.

**8. How many Green Credits have been generated or procured:**

**a. By the listed entity**

The company does not have any green credits.

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

S. No.	Value Chain Partner Name	Region (National/ International)	Purchase/Sale Value (₹)	Percentage of Total Purchases/Sales (%)	Duration of Relations
NA	NA	NA	NA	NA	NA

**PRINCIPLE 7**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

UN SDG mapped:

**Essential Indicators**

1. a. **Number of affiliations with trade and industry chambers/ associations.** 18
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the Trade and Industry Chambers/Associations	Reach of Trade and Industry Chambers/Associations (State/National)
1	Confederation of Indian Industry (CII)	National & State
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National & State
3	Federation Of Indian Mineral Industries (FIMI)	National & State
4	Indian Chamber of Commerce	National
5	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
6	India Lead-Zinc Development Association	National
7	UN Global Compact Network - INDIA	National
8	The Utkal Chamber of Commerce and Industry Limited (UCCIL)	State
9	Mines Safety Association Karnataka	State
10	Federation of Indian Petroleum Industry (FIPI) National	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
There were zero cases related to anti-competitive conduct by Vedanta or its associated subsidiaries, joint ventures		

**Leadership Indicators**

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Sustainable Mining Practices	Advocacy through industry associations such as the Federation of Indian Metal Industries (FIMI). Hindustan Zinc Ltd., a Vedanta Business Unit, is a member of FIMI's Sustainable Mining Initiative and has supported sector-wide climate action efforts. Vedanta has practiced and advocated for the promotion of sustainable mining practices like paste backfill in mining. It has undertaken several initiatives to work towards achieving Net Zero by 2050.	Yes	Quarterly	
2	Mineral Exploration	Advocacy through national industry associations, geological conferences, and media engagements to address complexities in deep-seated base metal exploration. Representations through national-level industry associations have been sent to appraise concerned authorities of the process and challenges involved.	No	Quarterly	-



S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
3	Copper Raw Materials Security	Representations made via industry associations, participation in conferences and meetings, media advocacy, stakeholder engagement with various ministries, and consultations on Free Trade Agreements (FTAs). Representations have been sent through industry associations, participation in industry platforms (conferences/meetings), media advocacy, and stakeholder engagement via various ministries. Consultations with ministries are ongoing regarding prevailing and upcoming FTAs.	No	Quarterly	-
4	Enhancing Availability & Investment in Oil & Gas Sector & Base Metals (Pb, Zn, Ag, Fe)	Advocacy conducted through state mines departments and industry associations to support production enhancement, thereby reducing imports. Pre-budget discussions with industry associations, representations sent through industry associations, and media advocacy efforts are actively undertaken to promote ease of doing business.	No	Quarterly	-
5	Tariff Determination for Renewable Energy Sources	Submissions made via industry associations to determine solar tariffs.	Yes	-	<a href="https://rerc.rajasthan.gov.in/rerc-user-files/office-orders">https://rerc.rajasthan.gov.in/rerc-user-files/office-orders</a>
6	Supporting Local Industries through Knowledge Sharing on Regulations and Compliance	Vedanta actively engages with MSMEs and No peer companies in the mining sector in its home district through the Udaipur Chamber of Commerce. The company participates in knowledge-sharing activities related to navigating compliance and regulatory requirements in the sector.	No	-	

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STATUTORY REPORTS



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## PRINCIPLE 8

**Businesses should promote inclusive growth and equitable development**

UN SDG mapped:



## Essential Indicators

### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No projects were undertaken					



## 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
1	Jamkhani Coal Mines Project with shifting of PDFs to R&R Colony Garjanjore.	Odisha	Sundergarh	1142	11.60	42,51,82,456
2	Vedanta Aluminium -Lanjigarh	Odisha	Kalahandi	261	69.7%	1,50,14,955
3	SK Village R&R	Rajasthan	Rajsamand	325	-	-

## 3. Describe the mechanisms to receive and redress grievances of the community.

Vedanta has a well-defined grievance redressal mechanism to address concerns raised by communities, ensuring transparency, accessibility, and timely resolution. The process is managed at the site level, where grievances can be submitted through multiple channels, including Community Liaison Officers (CLOs) and grievance boxes placed outside plant gates, allowing stakeholders to submit concerns in the local language. The grievance resolution follows a structured seven-step approach: Receive, Acknowledge, Assess and Assign, Investigate, Respond, Resolve/Recourse, and Close-out. Complaints are acknowledged within 24 hours or a maximum of two business days, and updates are provided every 30 days. If a resolution is not achieved at the initial level, the grievance may be escalated to a second-order mechanism involving a third-party mediator, and if necessary, legal action may be pursued as a last resort.

At Hindustan Zinc Ltd., grievances must be resolved within 15 days; if unresolved, they are escalated to senior management. Each company location has a Social Performance Steering Committee (SPSC), consisting of representatives from key functions and chaired by the Social Performance Manager, ensuring grievances are discussed and resolved in a timely manner. This approach strengthens community relationships, mitigates risks, and fosters trust with stakeholders.

At TSPL - TPP, the CLO acknowledges grievances within 24 hours, records and assigns them for investigation, and ensures resolution within 30 days. If unresolved within this period, bimonthly progress updates are provided to the Social Performance Manager (SPM) and the complainant. In cases where a grievance is rejected, the SBU Director directly oversees the investigation and closure process, particularly in human rights-related grievances.

At Vedanta Aluminium - Jharsuguda, if a grievance requires higher-level intervention, a Grievance Response Committee—comprising the CLO, Social Performance (SP) Manager, and General Manager—determines the company's response within five days of receiving investigation findings. The proposed resolution is communicated to the complainant both verbally and in writing, ensuring a dialogue-based approach rather than a one-way decision. If the first-order mechanism does not lead to an amicable resolution, the complainant is informed of the second-order mechanism, where further steps are taken.

All business units maintain detailed records of complaints to analyze patterns, identify training needs, and improve community engagement processes. Through these structured grievance redressal mechanisms, Vedanta ensures that community concerns are addressed effectively, strengthening stakeholder relationships and promoting sustainable development.

## 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	8.34%	7%
Directly from within India	65.98%	68%

## 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	32.27%	34.70%
Semi-urban	21.42%	1.40%
Urban	40.12%	56.70%
Metropolitan	6.20%	7.03%

Data from Vedanta Zinc International, and Fujairah Gold have not been included in this calculation because these businesses are located outside India. This number is only reported for permanent employees and permanent workers, as the data collection with respect to job creation for other than permanent employees and workers is not feasible



## Leadership Indicators

### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments.

Details of negative social impact identified	Corrective action taken
No Negative Social Impact identified	

### 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Jharkhand	Bokaro	3,98,99,952
2	Chhattisgarh	Korba	17,94,67,017
3	Odisha	Kalahandi	33,46,14,217
4	Andhra Pradesh	Visakhapatnam	1,45,12,152
5	Rajasthan	Dhaulpur	1,74,00,000
6	Uttarakhand	Udham Singh Nagar	44,74,716

### 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No) –

Yes, Vedanta has a preferential procurement policy that prioritises sourcing goods and services from suppliers belonging to marginalised or vulnerable groups. This policy is designed to promote economic empowerment and inclusion by creating opportunities for businesses and individuals from historically disadvantaged backgrounds. By actively engaging with these suppliers, Vedanta contributes to reducing social inequalities and fostering sustainable economic development within the communities it operates in.

#### (b) From which marginalised /vulnerable groups do you procure?

As part of Vedanta's commitment to increase local procurement, preferential procurement policies have been implemented at TSPL, Cairn and VZI. We have collaborated with marginalized and women groups such as micro-vendors and women self-help-groups at our operations.

#### (c) What percentage of total procurement (by value) does it constitute?

Less than 0.04% of the total procurement spend constitutes procurement from marginalised/vulnerable groups.

### 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable to Vedanta				

### 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Name of authority	Brief of the Case	Corrective action taken
Not Applicable to Vedanta		

### 6. Details of beneficiaries of CSR Projects

At Vedanta, we have more than 100+ CSR projects. Some of the key projects are mentioned below:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Mobile Health Van	1,20,913	19.0
2	Diagnostic Centre	1,22,969	60.0
3	Nayi Kiran	74,605	100
4	Uthori	2,33,463	100
5	Rural Infrastructure	4,73,818	100
6	Promotion of Art and culture	1,36,167	100
7	Environment conservation (including plantation and STP, Led and solar light)	4,63,649	100
8	Vidyagraha	12,121	100
9	Sakhi	31,862	100

**PRINCIPLE 9**

**Businesses should engage with and provide value to their consumers in a responsible manner**

UN SDG mapped:

**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Vedanta has established a Technical Standard for Grievance Mechanisms, which defines the process for addressing concerns raised by external stakeholders, including customers. The company provides multiple platforms for consumers to voice complaints and feedback. One of the primary channels is the "Vedanta Metal Bazaar" portal, where customers can submit their concerns. Once a complaint is logged, the system generates an automatic ticket, notifying relevant teams via email. A Root Cause Analysis (RCA) is conducted, followed by necessary corrective actions. Customers can track the status of their complaints and provide consent for closure.

Across all business units, Vedanta also proactively gathers consumer insights through satisfaction surveys and regular meetings to identify potential service gaps. Contact details, including email, address, and phone numbers, are made easily accessible on the company's website. All complaints and feedback, along with their resolutions, are documented for continuous learning and service improvement.

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	7.55%
Safe and responsible usage	12.95%
Recycling and/or safe disposal	0%

**3. Number of consumer complaints in respect of the following:**

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	No Complaints received	0	0	No Complaints received
Advertising	0	0	No Complaints received	0	0	No Complaints received
Cyber-security	0	0	No Complaints received	0	0	No Complaints received
Delivery of essential services	0	0	No Complaints received	0	0	No Complaints received
Restrictive Trade Practices	0	0	No Complaints received	0	0	No Complaints received
Unfair Trade Practices	0	0	No Complaints received	0	0	No Complaints received
Other	263	22		300	21	

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, Vedanta has a comprehensive framework and policy on cybersecurity and data privacy. The company maintains a robust Information Security Management Framework that includes policies, standard operating procedures, and technology standards aligned with global best practices and national regulations such as the Information Technology Act, 2000 and Information Rules, 2011.



Cybersecurity governance is overseen by the Board's Audit and Risk Committee and executed by senior leadership including the CIO, CSO, and CISO. Vedanta's cybersecurity program focuses on risk management, vulnerability assessments, incident response, business continuity, and employee awareness to protect technology, confidential information, and data integrity.

Vedanta's businesses have received ISO certifications including ISO 27001 (Information Security), ISO 22301 (Disaster Recovery & Business Continuity), ISO 31000 (Risk Management), and ISO 27701 (Privacy Management), reflecting the company's commitment to high standards in information security and privacy.

The company's privacy policy ensures protection of personal data through physical, technological, and organisational safeguards, with transparent data collection and usage practices communicated to stakeholders.

## 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Corrective Actions Undertaken by Vedanta on Product Delivery, Quality, Cybersecurity, and Regulatory Compliance

Vedanta is committed to ensuring the highest standards in product quality, delivery, customer data security, and regulatory compliance. The company has implemented several corrective actions and ongoing measures to address issues related to product handling, delivery, and customer trust, as outlined below:

### 1. Product Delivery and Quality Improvements

- **Enhanced Packaging and Securing of Coils:** To prevent coil loosening during transit, Vedanta has introduced the use of secure interlocks (seals) between straps and increased the number of straps for coils 9mm and above. Additional cushioning layers and separators are being added to absorb shocks, with some cost implications.
- **Vehicle Loading Adjustments:** For 40ft vehicles with extra space causing coil movement, wooden blocks will be placed at the ends to minimise shifting and potential damage.
- **Real-time Monitoring:** Transporters are required to share images of loaded vehicles with the logistics team before delivery to customers, ensuring transparency and proactive issue identification.
- **On-site Performance Monitoring:** Vedanta will deploy representatives at customer plants for a minimum of two days to study coil performance and validate the effectiveness of corrective measures.
- **Strapping and Inspection Enhancements:** A strapping solution partner has been deputed on-site for rebinding loose coils. Coils will be blocked in SAP after release and only cleared post QA inspection. Continuous monitoring of coil length (below 1600mm) is enforced to avoid strap breakage.
- **Stock and Size Control:** Stock size checking frequency has been increased (from every 15 billets to 5 billets), with backend ring discards adjusted based on actual size measurements. Diameter rechecking after trimming will be implemented moving forward.

### 2. Cybersecurity and Data Privacy

Vedanta maintains a robust cybersecurity framework to protect customer data and ensure privacy. While no specific incidents are reported, the company continuously enhances its information security protocols, including secure data handling, access controls, and compliance with relevant data protection regulations.

### 3. Regulatory Compliance and Product Safety

- Vedanta ensures compliance with all regulatory requirements related to product safety and delivery. Any penalties or actions by authorities are promptly addressed through corrective measures and process improvements.
- For material traceability, Vedanta has revised the Material Test Certificate (MTC) to align with buyer requirements, removing unnecessary modes of killing from SAP to avoid confusion and maintain transparency.

## 7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	NA

## Leadership Indicators

### 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Vedanta provides comprehensive product and service information through multiple channels. Customers receive essential documentation, including the Material Safety Data Sheet (MSDS), Restriction of Hazardous Substances (ROHS) declaration, and Environmental Product Declaration (EPD), along with other relevant compliance documents.

Product and business unit details can be accessed via the company's official website: Vedanta Businesses Overview and the Vedanta Metal Bazaar portal: Vedanta Metal Bazaar. Additionally, Vedanta engages with customers through various communication platforms, including email, webinars, phone support, and online platforms, ensuring seamless access to information about its products and services.

Link- Company's website: [Business Overview](#) | [Leading Natural Resources and technology Conglomerate](#) | [Vedanta and metal bazar: World's largest metals market for buying metals online](#) | [Vedanta MetalBazaar](#)

### 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services

Vedanta is committed to ensuring that all customers are well-informed about the safe and responsible use of its products. To achieve this, the company provides comprehensive Material Safety Data Sheets (MSDS) containing all relevant information on product characteristics, handling, and usage. These MSDS documents are shared with buyers during sales agreements and updated periodically. Additionally, the MSDS is accessible online on Vedanta's official website for easy reference.

To further educate and engage customers, Vedanta conducts regular webinars and disseminates informative mailers. The webinar process includes:

1. Sending formal invitations to stakeholders well in advance to ensure maximum participation.
2. Assigning a dedicated company Single Point of Contact (SPOC) to assist stakeholders with any difficulties in attending or engaging during the webinar.
3. Collecting post-webinar feedback to understand participants' experiences, identify areas of improvement, and tailor future sessions accordingly.

Moreover, Vedanta undertakes continuous studies on product applications across various sectors to develop value-added products and improve services, thereby enhancing customer safety and satisfaction.

### 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Vedanta has established clear communication protocols to inform consumers about any potential service disruptions or discontinuations. In the event of breakdowns, low productivity, or quality variations, customers are notified in advance via email communication, allowing them to plan alternative contingencies. Additionally, all contracts include a force majeure clause, ensuring that both Vedanta and its customers have a structured approach to managing unforeseen disruptions beyond their control.

At Cairn Oil & Gas, the Marketing & Operations team is responsible for promptly notifying buyers of any risks related to service disruptions. These communications are delivered through email, ensuring that customers remain well-informed and can take necessary precautions. Through these mechanisms, Vedanta ensures transparency and proactive risk management, minimising disruptions for its consumers.

Hindustan Zinc Limited (HZL) communicates with customers by issuing market circulars and sending emails to notify them of any potential disruptions. Similarly, other business units like IOB (Nandihidi mine) keep customers informed about the production and availability status of auction-grade materials.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. Vedanta, through its subsidiary Hindustan Zinc Limited (HZL), implements tailored strategies to meet the specific needs of its zinc and silver customers, ensuring comprehensive product information and transparency beyond mandated norms. This includes proactive communication and engagement with customers to address their preferences and concerns.

Vedanta regularly conducts customer engagement activities across its business units. For instance, HZL undertakes periodic customer satisfaction surveys and maintains regular interactions with customers via senior management and dedicated teams to gather feedback and resolve issues. Other units like FACOR hold regular team meetings to discuss and address customer concerns, while IOB conducts grievance redressal meetings involving root cause analysis (RCA) and corrective action plans (CAPA) with relevant stakeholders. These initiatives reflect Vedanta's commitment to continuous improvement and customer-centric service delivery.



## INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT AND LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN VEDANTA LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors of Vedanta Limited

1. We have undertaken to perform a reasonable assurance and limited assurance engagement, for "Vedanta Limited" ("the Company") vide our engagement agreement dated "February 10, 2025", in respect of the agreed Sustainability Information in accordance with the criteria listed in the "Identified Sustainability Information and Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year ended March 31, 2025 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and specialists.

### Identified Sustainability Information and Criteria

2. We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on consolidated basis. Identified Sustainability Information (ISI) is detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Company to prepare Identified Sustainability Information
BRSR Core (Refer to Appendix 1)	From April 01, 2024 to March 31, 2025	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.
Other than BRSR Core	From April 01, 2024 to March 31, 2025	Limited	

3. Our reasonable and limited assurance engagement was with respect to the year ended March 31, 2025 information only and we have not performed any procedures with respect to earlier periods and, therefore, do not express any opinion or conclusion thereon.

### Management's Responsibility

4. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.





#### Inherent limitations

5. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.
6. Measurement of certain amounts and BRSR attributes, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG footprint, water footprint, embracing circularity (waste management), energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and attributes.

#### Our Independence and Quality Control

7. We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.
8. We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

#### Our Responsibility

9. Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 and limited assurance conclusion on the Identified Sustainability Information (Other than BRSR Core) based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria and to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

10. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Below is the informative summary of the procedures performed by us for obtaining reasonable assurance:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Company's BRSR.





- Obtained an understanding and performed an evaluation of the design of the key processes and controls for recording, processing and reporting on the Identified Sustainability Information on sample basis of different sites. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, we determined the nature, timing and extent of further procedures.
- At each site visited, performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
- Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited consolidated financial statements of the Company for the year ended March 31, 2025 and the underlying trial balance.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainability Information.
- Obtained representations from Company's management.

We also performed such other procedures as we considered necessary in the circumstances.

Below is the informative summary of the procedures performed by us for obtaining limited assurance:

- assessed the suitability of the criteria used by the entity in preparing the information subject to limited assurance;
- interviewed relevant staff at corporate and selected sites, concerning policies on environmental and social aspects and the implementation of these across the business;
- through inquiries, obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- inspected, at each site visited, a limited number of samples as appropriate to check the accuracy of the data
- applied analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
- recalculated the information subject to limited assurance based on the criteria;
- evaluated the overall presentation of the information subject to limited assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's operations.

We also performed such other procedures as we considered necessary in the circumstances.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion and limited assurance conclusion.

#### Exclusions

11. Our assurance scope excludes the following and therefore we do not express an opinion on the same:
- Operations of the Company other than the Identified Sustainability Information;
  - Data and information outside the defined reporting period i.e., April 01, 2024 – March 31, 2025;
  - The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.



#### Reasonable assurance Opinion

12. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2025 are prepared in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

#### Limited assurance Conclusion

13. Based on our procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information included in the BRSR for year ended March 31, 2025 are not prepared, in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

#### Restriction on use

14. Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "Vedanta Limited" at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For S.R. Batliboi & CO. LLP  
Chartered Accountants  
Firm's Registration No.: 301003E/E300005

**Amit Chugh**   
Digitally signed by Amit Chugh  
DN: cn=Amit Chugh, o=Personal,  
email=amit.chugh@srb.in  
Date: 2025.06.17 13:27:04  
+05'30'

Amit Chugh

Partner  
Membership No.: 505224  
UDIN: 25505224BMLACX5235  
Place of Signature: Gurugram  
Date: 17 June 2025



## Appendix-1

BRSR Core KPIs			
S. No	Attribute	Principle and indicator reference	Parameter
1	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and scope 2 emissions 2. GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	1. Total water consumption 2. Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Embracing Circularity (waste management)	Principle 6 – E9	1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 – E1(C) Principle 3- E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 – E3(b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties.