

DIVERSITY, EQUITY AND INCLUSION POLICY

Purpose

Vedanta Limited (“Vedanta”) is committed to the cause of promoting diversity, equity and inclusion within the organization and in larger communities who we partner with. Our objective is to achieve gender parity across all levels starting from our Board. This diversity policy shall help us define, strategize, plan and implement the essential roadmap, guidance and measurement towards bridging the gaps as we work on different facets that have a bearing on achieving diversity goals. This policy is forward looking and sets a vision for diversity and inclusion for businesses across the Vedanta group.

Scope

This Diversity, Equity and Inclusion Policy is applicable to all Vedanta Limited employees including the Board and inspires Vedanta’s Code of Business Conduct and associated policies, which set out Vedanta’s broader commitment to diversity & inclusion. Other details of our practices, initiatives and balance in relation to diversity and inclusion are disclosed in the company’s Annual Report.

Our definition of diversity and inclusion

Workplace diversity refers to the variety of differences amongst people in an organization. An organization is a collective representation of people coming with individual differences in thoughts, personality, unique capabilities and talent that they bring to work. It is an understanding that each individual is unique, and a recognition of our individual differences, so that each and every one feels important, respected, included and engaged as we assimilate people with differences including but not limited to nationality, geography, ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, perspective, experience or other ideologies. While we strongly appreciate diversity in all forms, achieving gender parity is a priority for us.

As part of building a diverse workforce, it is critical that membership of the Board includes a diverse mixture of skills, professional & industry backgrounds, geographical experience & expertise, gender, tenure, nationality, ethnicity and diversity of thought. A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. It will have a range of views, insights, perspectives, and opinions to improve its decision-making and benefit the company’s stakeholders.

Besides, our workforce should reflect the diverse consumers and communities we serve. As a global company, we work in countries with a broad array of laws and regulations. But regardless of where we operate, we take care to respect the diversity, talents and abilities of all. We benefit greatly from the skills, experience and commitment of the diverse range of people who work with us.

Diversity is a business imperative, as much as it is about fairness and societal equity across diverse groups, globally. Companies with a healthy diversity mix are more likely to have financial returns above their industry median. Additionally, research shows that the most engaged employees are those working in an open, fair and diverse environment.

Objectives and scope of the diversity and inclusion policy

Vedanta is committed to recruiting, retaining and promoting highly talented individuals to further the Group’s strategic goals. This includes:

- Employing best practices in regard to D&I initiatives, benchmarked with globally reputed companies and institutes;
- Providing an environment of equality and respect for all employees and contractors;
- Not discriminating against any individuals on the basis of their gender, age, disability, ethnicity, sexual orientation, family status, nationality, religious beliefs and abilities;
- Recognizing and respecting people identifying with all gender, social, and under-represented groups;
- Operating in accordance with all relevant legislation in the jurisdictions we operate in, including the Equality Act 2010;
- Ensuring fairness and avoiding unlawful discrimination in matters including remuneration, employment terms and conditions, promotions, training and development opportunities;
- Promptly and fairly dealing with complaints of harassment, bullying, or unlawful discrimination by employees, customers, suppliers and other stakeholders in the course of the Group’s activities;

- Reviewing the Group's employment policies and practices to promote fairness and address gender bias and underlying barriers to achieving gender balance;
- Building leadership capability by providing equal opportunities for training and development of staff, as required, to harness their full potential; and
- Providing equal opportunities for all employees in respect of career progression.

Vedanta realizes that achieving and sustaining an environment on founding D&I principles will need a balanced and concerted effort across the Group. In addition, we will need to need to work with key stakeholders such as communities, NGOs, organizations, governments and special interest groups to further our D&I agenda. This Policy covers all employees, management, and contractors within the Vedanta group of companies.

Responsibility & Review

Each Vedanta business shall implement this policy. Business leaders will be held accountable for the policy's associated performance and the managers are responsible for the full implementation of the related business partner management standards. We will measure and report performance on a periodic basis to ensure on-going management of business partner compliance including the sharing of good practices throughout the organization.

The Nomination & Remuneration Committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

Signed by: Director / CEO, Vedanta Limited

Date: August 04, 2023