



Our progress towards
**Zero Harm,
Zero Waste,
Zero Discharge**

SUSTAINABILITY REPORT 2019-20





Our progress towards **Zero Harm, Zero Waste, Zero Discharge**

Twelve years ago, Vedanta embarked upon a journey to transform how it does business. We committed to not only become the lowest cost metal producer in the world, but to do so in the most sustainable way possible.

To achieve this we established policies and standards in line with global best practices. We then began the journey of meticulously embedding them across our business operations. Every big idea needs a vision, and ours was "Zero Harm, Zero Waste, Zero Discharge." All our actions have been guided by this philosophy. This report is a marker in the sand - a report of progress made. We hope it inspires you as much as it has motivated us.



ABOUT THIS REPORT

Welcome to our 12th Sustainable Development Report, which has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It is mapped to the United Nations Global Compact (UNGC) and aligns to Sustainable Development Goals (SDGs). It reports our approach and disclosure towards triple bottom line principles - people, planet and profit over FY 2019. See page 107 for more information about our reporting.



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Overview

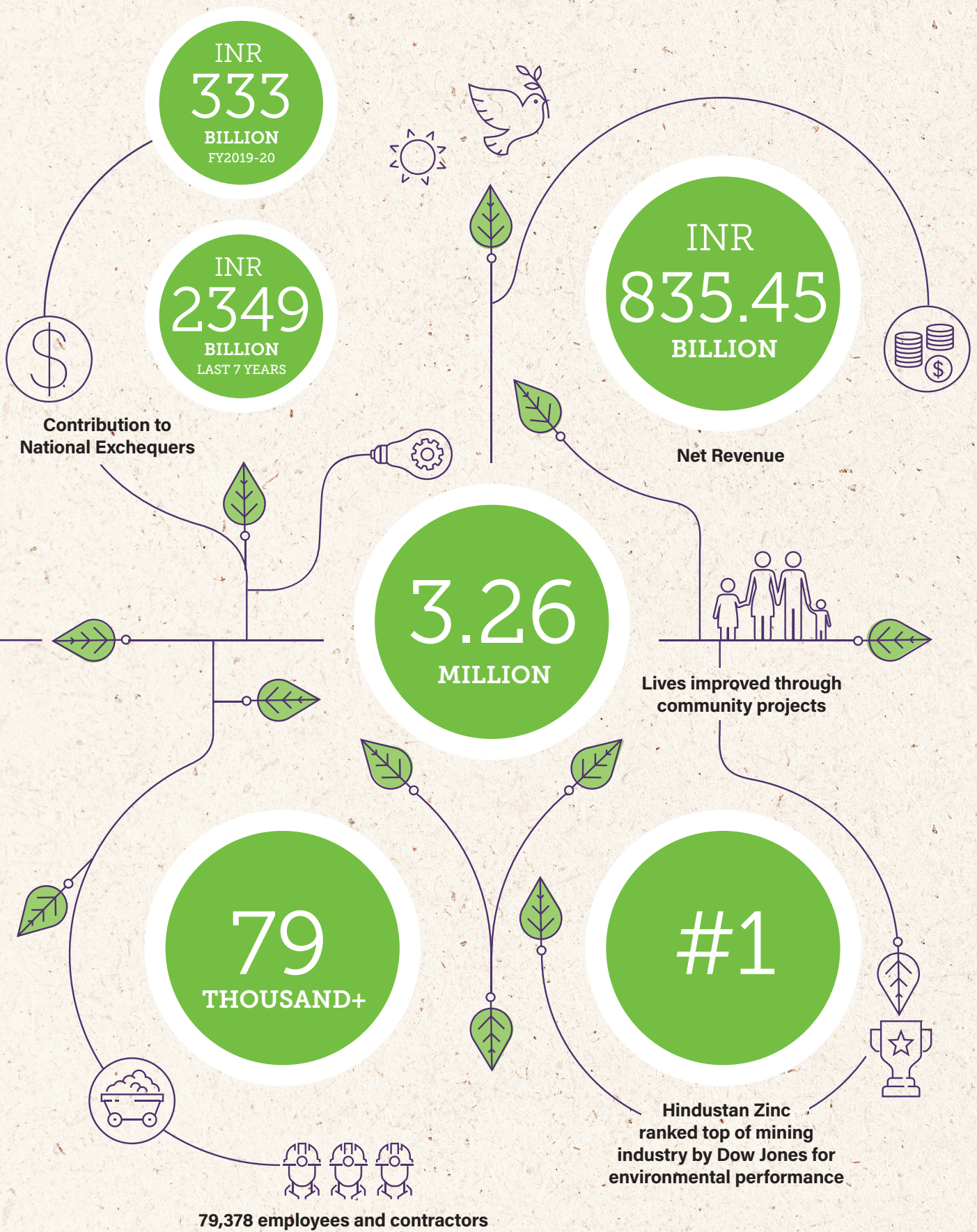


VEDANTA AT A GLANCE

Vedanta Limited (Vedanta) is a diversified global natural resources company. The group produces aluminium, copper, zinc, lead, silver, iron ore, oil & gas and commercial energy. Vedanta has operations in India, South Africa, Ireland and Australia. One of the largest producers of these natural resources globally, we are headquartered in Mumbai, India.



Offshore wellpad at Ravva, Cairn Oil & Gas





Our Core Purpose

Our goal is to create long-term value for all our stakeholders through research, discovery, acquisition, sustainable development and utilisation of diversified natural resources. For accomplishing that, we empower our people to drive excellence and innovation. We demonstrate world-class standards of governance, safety, sustainability and social responsibility.



Our Core Values

Our Core Values guide us and help us achieve our purpose. They are:

TRUST

ENTREPRENEURSHIP

INNOVATION

EXCELLENCE

INTEGRITY

CARE

RESPECT



Our Value Chain

Vedanta Resources supplies natural resources that help the world grow.

We have a portfolio of top-notch, low-cost, scalable assets that consistently generate strong profitability with robust cash flows, contributing to industry-leading market shares across our core divisions.

We have undertaken several Greenfield and Brownfield expansion projects throughout the world, successfully completed capital expansions involving complex technologies and large investments, in record time and at significantly lower costs.

OUR VALUE CHAIN CONSISTS OF

EXPLORATION

We have consistently added more to our Reserves and Resources ('R&R') through brownfield and greenfield activities. This helps us to extend the lives of our existing mines and oilfields.

ASSET DEVELOPMENT

We have a strong track record of executing projects on time and within budget. We take special care to develop the resource base to optimise production and increase the life of the resource. We also strategically develop processing facilities.

VALUE ADDITION

We meet market requirements by converting the primary metals produced into value-added products such as sheets, rods, bars, rolled products, at our zinc, aluminium and copper businesses.

EXTRACTION

Our operations are focussed on exploring and producing metals, extracting oil & gas and generating power. We extract zinc-lead-silver, iron ore, steel, copper and aluminium.

PROCESSING

We produce refined metals by processing and smelting extracted minerals at our zinc, lead, silver, copper, and aluminium smelters, and other processing facilities. For this purpose, we generate captive power as a best practice measure and sell the surplus power to the grid.

WHAT WE DO

We operate across the mining value chain focusing on long term and low-cost assets in India and Africa



Our Facilities

Spread across geographies, our facilities are focussed on all-round operational excellence to achieve benchmark performance across our business by debottlenecking our assets, adopting technology and digitalisation, strengthening people-practices, enhancing vendor and customer bases, optimising the spend base and improving realisations.



Vedanta Aluminium-Jharsuguda



Lanjigarh Alumina Refinery



Mangala Processing Terminal, Cairn Oil & Gas



Electrosteel Steels Limited

ZINC-LEAD-SILVER

- Debari smelter
- Chanderiya smelters
- Rampura-Agucha mine
- Rajpura Dariba mine & smelters and Sindesar Khurd mine
- Zawar mine
- Skorpion mine, Namibia
- Black Mountain mine, South Africa
- Lisheen mine, Ireland*

OIL & GAS

- Rajasthan block
- Ravva (PKGM-1) block
- Cambay (CB/052) block
- South Africa block
- KG-OSN-2009/3 block
- PR-OSN-2004/1 block

IRON ORE

- Iron ore operations - Goa
- Iron ore operations - Karnataka
- Iron ore projects - Liberia

STEEL

- Electrosteels Steel Limited - Jharkhand

COPPER

- Silvassa refinery
- Fujirah Gold, UAE
- Tuticorin smelter
- Mt Lyell mine, Australia**

POWER

- MEL power plant
- SEL
- Talwandi Sabo Power Plant

ALUMINIUM

- Lanjigarh alumina refinery
- Jharsuguda smelters & power plants
- Korba smelters & power plants

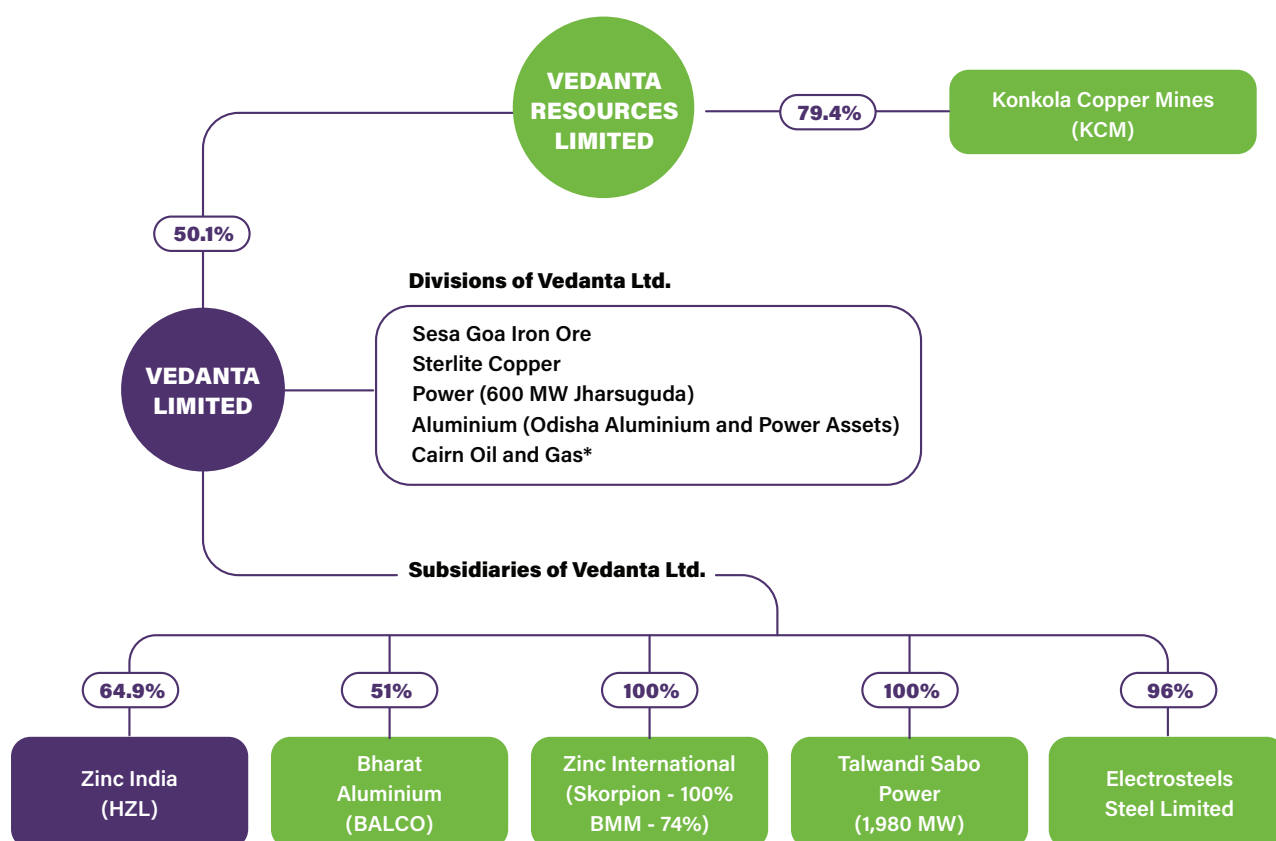
WORLD-CLASS FACILITIES FOR VARIOUS PRODUCTS

* Lisheen had safe, detailed and fully-costed closure after 17 years of operation in Nov' 15

** Under care and maintenance

Our Group Structure

TRANSFORMING ELEMENTS



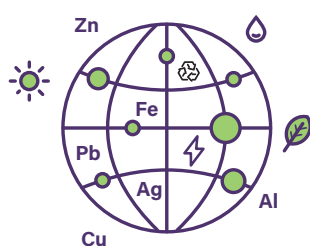
● LISTED ENTITY ● UNLISTED ENTITY

Note: Shareholding as on March 31, 2019
*50% of the share in the RJ Block is held by a subsidiary of Vedanta Ltd.



Our Products

INTEGRAL COMPONENTS OF MODERN LIFE



The next time you grab your cell phone, take a second to marvel at its incredible construction. While it may look like any other high-tech gadget, it is made up of an array of materials.

The main constituents are a variety of metals, with the most common being aluminium alloys, lightweight materials commonly found in the phone case. Lithium cobalt oxide and carbon graphite are used to make the batteries. Elements like gold, copper and silver are used in the wiring of the phone. Platinum and tungsten are used in the circuitry.

Whether it is a cell phone or a car, you cannot imagine a life without metals. Vedanta is one of the largest global producers of base metals and helps shape modern life like few other companies.

Let us consider each of our products individually.

Zinc

79%

market share in India's primary zinc market

PRODUCTION IN FY2020

688 kt 240 kt

Zinc India (HZL) Zinc International

Application Areas: Automobile | Rubber | Construction | Shipbuilding | Pharmaceutical | Paint



Lead

World's Largest

fully integrated zinc-lead producer

PRODUCTION IN FY2020

182 kt

Application Areas: Automobile | Glass | Aerospace | Shipbuilding | Transportation | Paint



Silver

9th

largest silver producer in the world

PRODUCTION IN FY2020

610 ton

Application Areas: Jewellery | Electrical | Solar | Telecommunication | Pharmaceutical



Iron Ore & Steel

One of the Largest

iron ore miners in India

PRODUCTION IN FY2020

4.4 dmt 848 kt 1,067 kt
Iron Ore Pig Iron Other Steel Products

Application Areas: Automobile | Locomotive | Shipping | Building & Construction | Engineering





Oil & Gas

PRODUCTION IN FY2020

174 kboepd

Operates
26%
of India's crude oil
production



Application Areas: Energy | Chemical | Textile | Plastic | Fertiliser | Pesticide | Paint | Dye

Aluminium

PRODUCTION IN FY2020

1,904 kt **1,811 kt**
Aluminium Alumina

37%
market share in India
2.3 mpta
total capacity



Application Areas: Transportation | Building & construction | Electronics | Aerospace

Power

SALES VOLUME IN FY2020

c. 11 billion units

Leading producers of wind power in India

Application Areas: Energy (captive as well as commercial)

One of the largest
private sector power
generators in India
9 GW
of diversified
power portfolio



Copper

PRODUCTION IN FY2020

77 kt*

One of
India's
Largest
copper producers



Application Areas: Electric Power Transmission | Renewable Energy

*Note: The copper plant at Tuticorin has not been operational since March 2018

From the Chairman's Desk



Anil Agarwal, Chairman, Vedanta Limited

Dear Stakeholders,

Vedanta has always been at the forefront of sustainable practices. Our continuous journey of growth and expansion centers around best-in-class safety standards, leveraging new technologies, and established practices to safeguard the environment and communities.

A NEW NORMAL

FY2020 ended with society facing an unprecedented global pandemic – one that saw entire economies shut-down for an extended period of time.

Vedanta has responded to this crisis by securing the safety of our workforce, who have kept operations running, despite the difficulties. We have also upheld the social contract that the company has with the local communities around our areas of operations and towards society at large. The company has donated more than INR 1 billion towards PMCARES – the fund created by the Government of India to administer aid to communities who need it. We have also set up an additional corpus of INR 1 billion to directly intervene and provide relief on the ground. The result has been a swift response where it matters most. We have provided more than 2.4 million meals and ration kits to communities and migrant laborer's, distributed more than 0.7 million PPEs to communities and front-line workers, fed more than 1.2 million stray animals, established isolation wards with 200+ beds. On the request of the Ministry of Textiles (Government of India), we imported 23 machines to manufacture PPEs and this has provided timely help to Government designated authorized apparel manufacturers to roll-out more than 5,000 PPEs per day.

I sincerely wish and pray that you and your families are safe in your homes. Your well-being matters to us, as the world grapples with a health crisis that we all are fighting together. These are undoubtedly testing times, but it also brings to the fore the undaunted and ingenious human spirit that prevails against all odds.

While it has been essential to respond to this crisis, it is equally important to respond to the looming economic slowdown. Vedanta supports the Prime Minister's call towards self-reliance or *Atmanirbar Bharat*. As India's largest natural resource company, we believe that the sector can become a catalyst for job creation, fulfill local demand, and reduce the country's dependency on imports.

As we move into this new normal, I envision Vedanta playing a central role in helping communities to enhance their skill-sets and to work as partners with all stakeholders to further develop this sector and the national economy.

ZERO HARM

Safe operations are central to all our actions. We want to ensure that our workforce returns home injury-free at the end of each day. Over the last five years, we have been systematically working on improve the safety culture and systems within all our businesses. Aspects such as developing robust standards, understanding critical safety risks, engagement with our business partners, visible felt leadership, and regular, robust audits have been key elements in driving this agenda.

This year, we have seen our safety performance flat-line, after two years of poor performance. We deeply regret the loss of 7 of our colleagues in work-related accidents in the past year. Those incidents serve as a reminder that further improvement is required. We remain committed to achieving a zero-fatality year and I hope to report better performance in future reports.

Zero harm also extends to the communities who live around our plants. They are one of our primary stakeholders and we remain committed to ensuring they benefit from the presence of our business. In addition to the phenomenal work being done by the company's CSR program, we have expanded our thinking on the subject – incorporating a new element to our management practice and decision-making. We call this approach "social performance" and

we will report on its progress in the following years.

ZERO WASTE, ZERO DISCHARGE

Decreasing the company's environmental footprint is essential for long-term sustainability. The company has launched several initiatives under the "Waste to Wealth" campaign. We have deployed technologies that will not only aid in reducing the volume of waste produced, but also improve metal recovery rates. Our goal is to develop processes and value-chains that enable the creation of a circular economy model, thereby eliminating future waste streams.



Climate change continues to be a factor that will have growing impact on society and business. We remain fully supportive of the outcomes from the Paris Agreement and are committed to minimizing our carbon footprint. Towards this, we have re-constituted the 'Carbon Forum' to help steer the group towards a less carbon-intensive way of operating. As of March 2020, we have decreased our GHG emissions intensity by 13.83% from a 2012 baseline. This is a step in the right direction. Vedanta is primarily powered by coal-based thermal energy. **We recognize its impact on the climate and that is reason the company has committed to substantially decarbonize its operations by 2050.**

BUILDING A FUTURE-READY COMPANY

The COVID-19 crisis has reminded us about the need for organizations to build resilience into their systems. It has

also shown the importance of future growth being aligned with the principles of sustainable development. It is clear that all three – resilience, growth, and sustainable development – are closely related.

A talented, diverse and an inclusive workforce has helped make us one of the leaders in natural resources. At Vedanta, we respect merit and have nurtured a culture, which enables our employees to realize their full potential. We have identified 500+ young leaders across the organization and entrusted them with leadership opportunities to drive the next phase of business

growth. The company is rapidly moving to become more gender inclusive. Today, women constitute nearly 11% of our total workforce and 25% of our Board. We have set ourselves a target to achieve 33% women representation at the Board-level.

Vedanta remains committed to our vision of "Zero Harm, Zero Waste, Zero Discharge" and will continue to operate under the highest standards of corporate governance and deliver value to all our stakeholders. There is much potential in the markets where we operate, and Vedanta is well-positioned to create an impact not just for ourselves but also for the communities, regions, countries and industries where we operate.

Anil Agarwal,
Chairman,
Vedanta Limited

CEO's Message



Sunil Duggal, Group CEO, Vedanta Limited

This is my first sustainability report since assuming the role as Group CEO of Vedanta Limited and I am honoured and humbled to be leading our great Company, which I have proudly been a part of for this last ten years. I must begin by acknowledging Mr. Srinivasan Venkatakrishnan for his leadership in our Company over the last two years. Under his guidance, we reinforced the company's foundation for conducting business in a sustainable manner. This will benefit our organization long after his departure. We are grateful for his service.

To describe 2020 as a dynamic year is an understatement. The macro environment has been extremely challenging with the impact of the COVID-19 pandemic. The virus outbreak, which saw lockdown across geographies has become one of the biggest threats to the global economy, disrupting businesses and supply chains world over. During these testing times our priority was to ensure the health and safety of our employees, contractors and stakeholders, while ensuring business continuity to all extents possible.

While the full impact of this pandemic will be assessed in the longer term, in the short-term it has required companies to be agile and responsive towards all its stakeholders. Companies such as Vedanta, who have long been following sustainable management practices have found an in-built resilience in our systems that comes from having a long-term outlook, human-centred business practices, and a culture of resource optimization. Vedanta's response to the pandemic has focused on our responsibilities to our employees, business partners and their families. We have also worked hard to ensure that our workplaces remain safe, fully compliant with the environmental regulations, and continue to operate as close to normal as possible.

To ensure that the most vulnerable sections of society are able to meet their basic needs, the Company has set up a dedicated ₹1 billion fund as part of its endeavour to join ranks with the Government of India to combat the widespread outbreak of COVID-19. The fund caters to three specific areas – Livelihood of the daily wage worker, employees & contract workers, and preventive healthcare. It seeks to provide timely assistance to communities in and

around various plant locations of the Company.

COMMITTED TO SAFE BUSINESS OPERATIONS

We began this fiscal year with a strong commitment to improve our safety performance. While there have been significant gains made across our businesses, I am deeply saddened by the loss of 7 lives this year. Our LTIFR stands at 0.67 in FY2020. We have completed the incident investigations for every accident and are taking measures to ensure repeats do not occur. The learnings from all incidents are being implemented across the business. Occupational health and safety are non-negotiable factors for us, and we are determined to achieve absolute 'Zero Harm' in our operations.

In light of our safety incidents, there is a renewed focus by the leadership team to improve our safety performance. Three safety KPIs were taken to help us improve our journey to Zero Harm. We are making steady progress in all three areas.

- **In the area of Visible Felt Leadership, where leaders & support personnel are mandated to spend quality time in the field conducting safety interactions;**
- **In the area of Managing Safety Critical Tasks such as like Ground Control, Working at Heights, Confined Spaces, among others that could cause a fatality or a permanent injury;**
- **In the area of Business Partner engagement, where we have established a committee that has the mandate to help improve Business Partner safety performance. This includes having stringent pre-qualification requirements, and special terms and conditions that highlight Vedanta's safety expectations for Business Partners, especially those that do heavy maintenance and construction activities at our facilities.**

We are confident that these measures will help stabilise our safety

performance in the short-term and help us move closer towards our objective of Zero Harm and Zero Fatality.

As discussed above, the last quarter of FY2020 has been a time of global crisis as a result of the COVID-19 spread. We are fully committed to the safety of our employees. Our strategy has been threefold: practice physical distancing for all essential workstreams, rely on early diagnosis for our workforce to prevent an outbreak and share knowledge and best practices across our business entities to ensure safe workplaces. While the average footfall at our plants has been reduced, our employees are actively involved in building homegrown solutions to the challenges created by COVID 19. For example, we now have non-touch based hand washing system, which was built by our employees. Additional safety measures in terms of sanitizer fogging, social distancing measures through on ground marking are also in place to ensure minimum contact. We have also launched a healthcare helpline for our employees in partnership with Apollo hospitals, through which they can teleconsult with a General Physician or a Psychologist.

IMPROVING OUR ENVIRONMENTAL PERFORMANCE

Our unwavering focus on operating a sustainable and responsible business continued to deliver results in FY2020 and affirmed by third-party experts.

Work on improving the stability and the management of our tailings dam facilities continues. Most of the recommendations from an independent third-party audit of our tailings facilities (conducted by Golder Associates in FY2019) have been implemented by the BUs. In addition, we have updated the Tailings Dam Performance Standard and have added a detailed set of Guidance Notes that all our BUs must adhere to when managing their tailings facilities. With a view to de-risk our tailings dam facilities, we have embarked on a programme to de-water tailings before storing them in the tailings facilities. Lanjigarh's red mud pond has led the way and HZL's Zawar location has commenced operations

with this approach during the year. We plan to adopt this approach in other locations as well. Details about each of our tailings structures can be found on our website and is in alignment with the voluntary disclosure requested by the Church of England in 2019.

2020 also is the end-of-cycle for our GHG emissions intensity reduction target. We have managed to reduce our GHG emissions intensity by 13.83%. While slightly lower than our target of achieving 16% reduction from a 2012 baseline, it is indicative of the stretch target we had taken. This reduction is equivalent to ~9 million tons in avoided GHG emissions. We have begun work on setting our next set of long-term GHG reduction targets and will be disclosing those numbers in FY2021.

Other highlights for us in 2020 include achieving ~7.5 million m3 of water savings over a three-year period and achieving >100% fly-ash utilization for 2nd consecutive year.

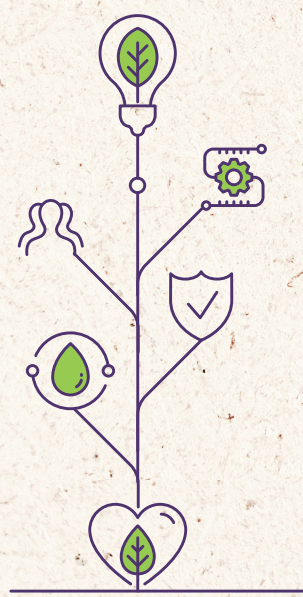
INVESTED IN IMPROVING COMMUNITIES

With nearly 190 initiatives spanning healthcare, education, community infrastructure, drinking water, sanitation, sports, women's empowerment, environmental protection & restoration, livelihood and skills development - Vedanta is a force for good in the communities where we impact more than 3.26 million people across 868 villages. Our flag-ship Nandghar program opened its 1,302nd child-care centre and we are rapidly moving towards reaching our goal of establishing 4,000 Nandghars across India. These child-day-care centers support more than 44,000 children and 25,000 women.

Vedanta's vision has always been to drive inclusive growth that build communities, enhances the country's self-reliance and does so in an environmentally responsible manner. I hope this report highlights the depth of our work in achieving this vision.

Sunil Duggal
Group CEO, Vedanta Limited

Vedanta's Sustainability Context



Sustainability topics continue to take centre-stage in the metals & mining industry. Companies need to periodically reassess their business model and ensure they address those issues that pose a risk to business or where new opportunities may emerge.

Vedanta's risk committee evaluates key business risks and aids the leadership team in deliberating on mitigative actions. In addition, every three years, we conduct an exhaustive materiality assessment to understand stakeholder expectations from the Company.

During FY2020, we completed our largest such exercise, having interacted with nearly 2,900 internal and external stakeholders via online surveys, focus group discussions, and face-to-face interactions. The results of this exercise have been distilled by our senior leadership team into areas that require our immediate attention and intervention (**High**); areas that can be managed using our existing frameworks and protocols (**Medium**); and areas

that need continuous monitoring to prevent them from becoming critical for the organisation over time (**Low**). Classification of the areas was done using the following framework:

- (i) Importance to external stakeholders;
- (ii) Importance to the Vedanta leadership team;
- (iii) Potential regulatory impact;
- (iv) Potential reputational impact
- (v) Potential financial impact.

The materiality assessment process is in line with Global Reporting Initiative (GRI) standards. The materiality matrix is reviewed and ratified by the Executive Committee (ExCO).

These results are specific to ESG-related expectations from the Company and do not include aspects related to economic/financial expectations.

HIGH	MEDIUM	LOW
Energy & Climate Change	Noise & Vibration	Land Acquisition & Rehabilitation
Water Management	Tailings Dam Management	
Solid Waste Management	Human Rights	
Air Emissions	Resource Efficiency	
Biodiversity	Transparent Disclosure	
Health & Safety	Materials Management	
Community Development	Learning & Development	
Supply Chain Sustainability	Use of Recycled Material	
Grievance Management	Brand Salience	
Compliance to Government Regulations	Innovation	
Upholding Rights of Indigenous People	Governance for Sustainability	
Ethical Business Practices		
Diversity & Equal Opportunity		
ACT	MANAGE	OBSERVE

External and internal developments have drawn management attention on the following topics:

Environmental & Tailings Dam Management

The disaster at Vale and the partial collapse of a tailings dam wall at our operations in FY2017-18 has led to the development of a strong tailings dam management standard in alignment with ICMM recommendations and overseen by independent, global experts. **Read More: Environment (Page 42)**



Dry tailing plant at Zawar Mines



Safe operating practices at Cairn Oil & Gas

Safety of our Workforce

Fatalities in our workplace have shown a decline compared to the previous year, however our leadership team is determined to live up to our vision of 'Zero harm'. **Read More: Our People (Page 70)**

Retaining our Social license to operate

Closure of our Sterlite Copper plant and a persistent negative perception among our stakeholders about our business practices has resulted in the company embarking on a journey to significantly improve our social performance and regain stakeholder trust. **Read More: Retaining our Social License to Operate (Page 86)**



Nand Ghar at Thoothukudi



Women at work, BALCO

People & Diversity Management






As our business becomes more complex we need right-management-in-place. Additionally, the company remains committed to ensuring that we increase the gender diversity across the workforce at all management levels. Significant work has been undertaken to achieve this goal. **Read More: Our People (Page 70)**

Roadmap & Progress

Progress on our sustainability targets and our future roadmap, which has been aligned to the UN Sustainable Development Goals is presented in the table below.

● Achieved ● Partially Achieved ● Not Achieved

S.N.	Issues Emerging As 'High' Priority	SDG Alignment	FY2020 Targets	Status	Performance	Targets FY2021 & Beyond
THE SAFETY OF OUR WORKFORCE						
1	Health & Safety	SDG 8.8: Protect labour rights and provide safe work conditions for all	Achieve score >75% in ten safety performance standards	<div></div>	Average score: 72.5%	Achieve score >75% in ten safety performance standards
2			Zero fatal accidents and an LTIFR of 0.30	<div></div>	7 fatalities LTIFR: 0.67	I. Zero fatal accidents. II. Introduce TRIFR as the primary lagging metric for safety.
ENVIRONMENT MANAGEMENT						
3	Water Management	SDG 6.4: Increase water use efficiency and ensure sustainable withdrawals	Achieve water saving of 2.5 million m ³	<div></div>	2.99 million m ³ of water savings achieved	I. Review our water targets in alignment with global best practices. II. Achieve water savings of 0.5 million m ³ III. For water stressed areas - have a sustainable sourcing model by 2025
4	Energy & Climate Change	SDG 12.2: Achieve sustainable management and efficient use of natural resources	Achieve 1.75 million GJ energy saving	<div></div>	~ 1.92 million GJ of energy savings achieved	Achieve energy savings of 3 million GJ
5		SDG 13.2: Integrate climate change measures into strategies, polices, and planning	Reduce our GHG emissions intensity by 16% from a 2012 baseline by 2020	<div></div>	13.83% reduction in GHG emissions intensity	Develop revised set of GHG emissions intensity reduction targets
6	Solid Waste Management	SDG 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse	Achieve fly ash utilisation of 80%	<div></div>	105% utilisation of fly-ash	Sustain fly ash utilisation at 100% or more
7	Tailings Dam Management	NA	Third-party review of tailings/ash dyke management system and development of specific improvement plan (India operations)	<div></div>	Completed	Continue with Third-Party review of our tailings dam/ash dyke structures
8	Biodiversity	SDG 15.9: Introduce biodiversity management and planning into development processes	-Intentionally left blank-			New Target: Review of site-biodiversity risk across all our locations


S.N.	Issues Emerging As 'High' Priority	SDG Alignment	FY2020 Targets	Status	Performance	Targets FY2021 & Beyond
SECURING OUR SOCIAL LICENSE TO OPERATE						
9	Community Development	SDG 4.4: Increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Ensure alignment of all BU plans with issues identified during baseline surveys		Baseline conducted across Group, BU plans aligned with findings/ recommendation	Implementation of programs in line with baseline & key indicators and conduct impact study after 3 years. New target: Skilling to improve employability of 60,000 youth by 2025
10		SDG 2.1: End hunger and ensure access to safe, nutritious, and sufficient food, all year round	1,200 Nand Ghars to be constructed by 2020		1,302 Nand Ghars constructed	4,000 Nand Ghars to be constructed by 2021
		SDG 2.2: End all forms of mal-nutrition				
11	-Intentionally left blank-		Rollout of employee engagement platform across group		'Passion to serve'-employee volunteering online platform launched in Aug 2019.	-Intentionally left blank-
12	Grievance Management	No specific SDG	A standard online community grievance record/redressal software to be introduced across the Group		'Nivaran' portal launched in March 2019	Timely redressal of grievance through unified portal across BUs
13	Supply Chain Sustainability	SDG 8.7: Eliminate worst forms of child labour, all forced labour	-Intentionally left blank-		-Intentionally left blank-	No targets. However, BUs follow Modern Slavery Act requirements to monitor suppliers and vendors for breaches of human rights.
14	Upholding Rights of Indigenous People	No specific SDG	-Intentionally left blank-		-Intentionally left blank-	No target, however Vedanta is committed to FPIC & plans to undertake a Social Performance pilot in FY2021
15	-Intentionally left blank-				-Intentionally left blank-	New target: CSR advisory at Group level
PEOPLE AND DIVERSITY						
16	Ethical Business Practices	No specific SDG	Continue to focus on Code of Conduct training for all professional employees including new hires		All our employees sign a copy of Code of Conduct as part of their joining process acknowledging that they have gone through the Code of Conduct policy. In addition, we have a digitized COC training module which every employee must go through, at the end of which they have to answer short quiz to complete the training.	Continue to focus on Code of Conduct training for all professional employees including new hires.

Progress & Roadmap

● Achieved ● Partially Achieved ● Not Achieved

S.N.	Issues Emerging As 'High' Priority	SDG Alignment	FY2020 Targets	Status	Performance	Targets FY2021 & Beyond
PEOPLE AND DIVERSITY						
17	Diversity & Equal Opportunity	SDG 5.5: Ensure full & equal participation of women in all decision-making in the political, economic, & public life.	Achieve 33% female representation at Vedanta Board-level by 2020.	●	25% diversity in Vedanta Limited's Board and Group Management Committee. Increase in diversity of Group Executive Committee from 10% to 12.5%.	Achieve 33% female representation at Vedanta across all key decision making bodies including Board, Management Committee and Executive Committee
18		SDG 5.9: Adopt and enforce policies and legislation on gender equality	5% improvement in our campus female hiring programme to promote gender diversity	●	We have improved our on-campus recruiting diversity by 8.7% from 27.7% to 36.4%.	Improve diversity across organization with focus on hiring 50 diversity from campuses is 50%
19			Ensuring right leadership (Executive Committee(ExCo)) & succession for each business	●	ExCo structure being reviewed by respective business CEOs and HR heads along with Top Management every month – Key focus is on delivery and business impact. Status on KPIs	Ensuring right Management in Place with defined deliverables in terms of Volume, Cost & EBITDA and succession for each business



A photograph of two female workers in safety gear at a construction site. They are wearing white hard hats with headlamps, safety glasses, and orange high-visibility work shirts. The worker on the left is also wearing a blue respirator mask. The worker on the right is wearing a blue patterned hijab. They are standing in front of a blue safety fence. The background is slightly blurred, showing more of the construction site.

An inclusive
workplace is a
hallmark of the
future-ready
organization.

Sustainable Development Journey

Ensuring long-term growth for all stakeholders has been the cornerstone of our sustainability journey. We have embraced sustainability as a comprehensive, integrated business practice that involves collaboration, innovation, and a course of action. On the sustainability roadmap, we keep achieving our goals and formulating new ones, while continuously progressing towards lasting growth.

FY 2013-14

- **Businesses started embedding Vedanta Sustainability Framework** - training and implementation of policies and standards
- **External review concluded (URS - Scott Wilson)** - all recommendations got successfully closed
- **Sustainability linked with remuneration** - sustainable development KPIs linked to executive remuneration
- **Vedanta Sustainability Assurance Programme (VSAP)** into its second year of implementation - supported by external auditors



FY 2016-17

- **VSAP into its fifth year of implementation**
- **VSAP material priorities identified for the FY 2016-17** - occupational health and safety, resource use and management, stakeholder engagement, and supplier and contract management
- **Social Impact Assessment Studies** - completed for nearly all our businesses. The major social impact assessment studies were done at Cairn Oil and Gas Business
- **Advancing accountability** - employee health, safety and well-being identified as a material issue, was a key priority for the company



FY 2014-15

- **Roll out of Vedanta Sustainability Framework continues** - introduction of safety performance standards, formal safety risk assessment, industrial hygiene baseline assessment and safety leadership coaching
- **VSAP into its third year of implementation** - revised as per the material priorities, supported by external auditors
- **Environment & social review of VSAP** - started external review
- **Revisiting our Community Need Assessment Studies** - aligning all community projects with updated studies



FY 2017-18

- **Strong focus on safety**
- **Alignment across businesses on a collective carbon strategy**
- **Launching a systematic, Group-wide** programme to monitor and maintain tailings dams in line with global best practices
- **Consolidating efforts to drive effective implementation of the provisions of the Modern Slavery Act** across our businesses
- **Re-evaluating our social performance standards** in order to enhance our Social License to Operate



FY 2015-16

- **Environment & social review of VSAP** - continued external review
- **VSAP into its fourth year of implementation** - revised as per the material priorities with more emphasis and focus on safety by inclusion of safety performance standards, supported by external auditors
- **Advancing safety** - by developing safety performance standards and incorporating executive remuneration
- **Social Impact Assessment Studies** - HZL & Cairn India aligning all community projects with updated studies



FY 2018-19

- **Strategy to increase leadership engagement on workplace safety**
- **Work begun on upgrading tailings dam facilities and management practices**
- **Work begun to improve social license to operate** - perception surveys, materiality assessment, social performance review, FPIC requirements review



FY 2019-20


- **Closure of recommendations from Tailing Dams Audit**
- **Work and planning on effective monitoring of potential workplace health hazards**
- **Carbon Forum reconstituted**
- **Social Performance reviews completed**
- **COVID-19 response on safe workplaces, business continuity planning, and philanthropic assistance to communities**




COVID-19 Update


The COVID-19 pandemic is an unprecedented humanitarian and economic crisis. The metal and mining industry has sought to respond quickly to protect the health of its employees and its communities. These steps are in response to (and often ahead of) emergency measures and lockdowns implemented by governments across the world to control the spread of the pandemic.

SDG ALIGNMENT

SDG 2 
Zero Hunger

SDG 3 
Good Health and Well-being

SDG 8 
Decent Work and Economic Growth

SDG 17 
Partnerships for the Goals



PLEDGED: INR 101 crores
towards COVID-19 relief activities

+ INR 100 crores donated to
#PMCARES



PLEDGED: 1 million meals across
India for daily wage earners &
families Below the Poverty Line

~0.95 million meals & ration kits
distributed till date



PLEDGED: Provide 100,000
masks to people across India

0.55 million PPEs and masks
distributed; **~100,00 soaps &**
sanitizers distributed



PLEDGED: Feed 50,000
stray animals across India

>1.2 million meals fed to
stray animals till date



Isolation wards with **200+ beds**
(including 10 ICUs) established
in aid of civic administrations



24x7 General Health
Helpline established for
families in partnership with
Apollo Hospitals

COVID-19 Update

Management Approach

As it stands today, the COVID-19 situation is dynamic and ever-evolving. It has forced the business to react quickly and decisively to ensure our workforce remains safe, the continuity of our business is not impacted and the movement of goods and people into and from our plant boundaries does not adversely impact the communities where we operate.

Given the geographic spread of our business, we also have had to adopt to and assist in the lockdown and unlock rules laid down by the local governments.

We have responded at the Group level and the BU level. At the Group level our efforts have been to ensure that we provide clear instructions to our businesses about operating protocols such as work-from-home, reduced staffing, and the minimum measures that need to be taken by the BU and the employees while in the workplace. The central team has also spearheaded our philanthropic response as well as our communication strategy. A COVID-19 taskforce has been formulated to oversee the response across the group. It consist

of a leadership team comprising of a non-executive Director of the Board, a business CEO, Group Heads from HSE & Sustainability, Corporate Communications, HR, Marketing, and CEO of the Nand Ghar program.

At the BU level, the efforts are overseen by a similar taskforce, comprising of cross-functional leadership representation. Their focus is to implement strong controls and SOPs, audit the respective units so as to ensure complete compliance to COVID-19 protocols to prevent the spread of the infection and to monitor and report the proceedings to the business CEO and Group task force. SOPs include actions for practicing social distancing, ensuring safe operations under reduced staffing protocols, isolation and contact tracing in case of infection, and awareness building among the workforce and local communities. On-site CSR teams have coordinated the implementation of our philanthropic efforts such as the "Meals for All" program, feeding stray animals, distribution of PPEs and assisting the local administration to improve their response to the general population.



Nand Ghar children using e-learning app

Nand Ghar COVID-19 Initiatives

The Nand Ghar program has used its vast geographic spread to ensure Vedanta's COVID-19 response reaches a wider population. While the teams have participated in **mask and sanitizer distribution programs** and door-to-door fitness checkups, their focus has been to ensure that the learning and nutrition programs continue unabated.

Digital e-learning content along with e-content previously developed in partnership with UNICEF is being used to home-school children in Rajasthan. The content is being made available to all parents on their mobile phones and it has been included in the state's online nutrition portal. The team has also initiated online

learning through WhatsApp groups as a pilot to ensure that children are actively involved in their studies and other activities during these challenging times.

The centers have also coordinated the efforts of the **Self-Help-Groups (SHGs)** associated with the program in making and distributing **15,000 face masks** in Jaipur.



Nand Ghar volunteers providing take home ration

CASE STUDY



Community Connect During the Pandemic

Cairn CSR team distributing ration



In an independent study¹ conducted to gauge community perception about Vedanta's COVID-19 response:

- ~90% respondents were very satisfied and rated the quality of the response highly
- ~83% respondents were aware of at least 3 out of 5 COVID-relief programs launched by the company
- Vedanta's contribution to #PMCARES and our program to use

SHGs to stitch facemasks were the two most appreciated programs

- ~96% respondents were happy with how Vedanta has engaged with the community during the pandemic

The study has also highlighted the persistent expectation from our local stakeholders around employment, especially as the economy slows down and migrant labourers return to their villages. This insight will help us plan our future actions better and be more responsive to community concerns.

¹ The study was conducted across 9 states and interviewed more than 600 people from diverse backgrounds.

Medicine distribution at Lanjigarh



Fresh produce distribution by BALCO



SDG 2
Zero Hunger

SDG 3
Good Health and Well-being

SDG 8
Decent Work and Economic Growth

SDG 17
Partnerships for the Goals

Employee feeding stray animals



Vedanta Jharsuguda CSR employees distributing masks



COVID-19 Update

The Response at our BUs

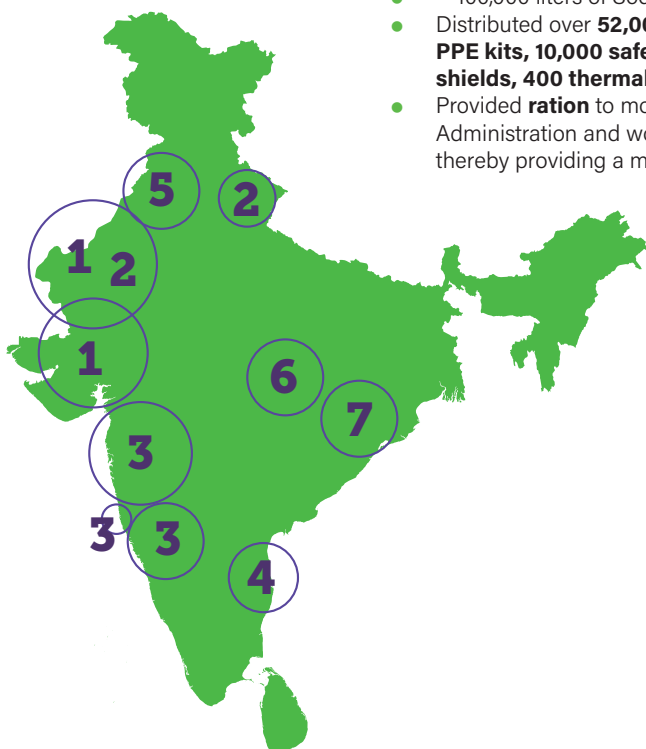
Our BUs have been at the forefront of our response to COVID-19. A brief highlight of their work.

1. Cairn: Rajasthan & Gujarat

- Use of **Mobile Health Vans** to conduct mass awareness and sensitization **campaigns at 246 villages** in Rajasthan, Gujarat, and Andhra Pradesh and 52 wards in Barmer town.
- **80,000 communication materials** such as leaflets, banners and hoardings have been handed over to district administration to help raise awareness.
- The Cairn Centre of Excellence in Jodhpur has been handed over to district administration to be used as a **120-bed quarantine facility**. Cairn also provides **three meals a day** for 150 people.
- **2,500 liters of sanitizer** has been handed over to the district administration, district hospital & health department in Barmer.
- **'Swasthya Sarthi'** – an advanced mobile health van to provide **Free OPD** to the community (especially pregnant women) in remote parts of the Barmer district. deprived of medical facility.

2. HZL: Rajasthan

- Community outreach **across 189 villages** in Rajasthan and Uttarakhand.
- ~ 100,000 liters of Sodium Hypochlorite solution procured for sanitization purposes.
- Distributed over **52,000 3-ply masks, 13,000 cloth masks, 100,00 N95 masks, 10,000 PPE kits, 10,000 safety goggles, 2,000 disposable thermometers, 5,000 face shields, 400 thermal scanners & 3,000 disposable hand gloves**.
- Provided **ration** to more than **26,000 families**, supply of food grains through District Administration and working with the communities to stitch facemasks for distribution, thereby providing a means of income for the local community.



3. IOB: Goa, Karnataka, Maharashtra

- **Contributed INR 10 million** each to Goa and Karnataka State COVID-19 relief fund
- **Sanitation and fumigation drives** at public places across areas Goa, Karnataka, Vizag & Dodamarg – Maharashtra where operations present.
- Distributions of **PPE's, disinfectants, ICU cots, drone camera** to civic administration.
- Distribution of food packets to the vulnerable sections of the society.
- Provision of **shelter and cooked meals** to migrant labourers.
- Specific **Initiatives for elderly and children**.

4. Sterlite Copper: Tamil Nadu

- Contributed **INR 50 million** to the Tamil Nadu CM's relief fund.
- Distributed **200 sets of PPEs** to the Thoothukudi Medical College Hospital and the Tirunelveli Medical College Hospital.
- Distributed over **1,300 litres of liquid handwash, 13,000 bars of soap, 1,000 bottles of hand sanitizers, and 30,000 masks.**
- Partnered with panchayat ward councilors of 20 villages to ensure **last-mile distribution of protective equipment and hygiene items.**
- Partnered with 10 Self Help Group (SHG) partners comprising 150 members, to **manufacture and distribute masks and personal hygiene items** across 20 villages in Thoothukudi



Sterlite Copper team distributing PPEs

5. TSPL: Mansa, Punjab

- Contributed **INR 2.5 million** to the Punjab Chief Minister's Relief Fund
- **Extensive sanitization and disinfection** carried out in Mansa town and common areas like places of worship, health centres and police check-posts near the power plant.
- To ensure disinfection drives are regularly conducted in the town by the administration, TSPL **provided chemical safety suits and goggles.**
- **2,499 masks** provided to health workers and district administration.
- **3,000 kg of ration support** for langar (common kitchen) service to Takht Sri Damdama Sahib gurudwara - one of the five holy shrines of Sikhism. Enables meal preparation for more than 20,000 people.
- **525 dry ration packets** distributed to families in need.
- **1,066 soaps** distributed to encourage handwashing and personal hygiene.



COVID-19 awareness campaign by TSPL team

6. BALCO: Korba, Chattisgarh

- **100-bed isolation ward** at ESIC hospital, Korba in partnership with local authorities.
- **Dedicated isolation ward** at BALCO hospital.
- Donated **1,000 Personal Protective Equipment (PPE) kits, 500 bottles of sanitizers and 5,000 surgical masks.**
- > 500 families have been provided **dry ration** and **1,000 cooked meals** are being prepared daily for those in need.
- Developed an in-house **sprinkler machine** and **sanitization liquid** for sanitizing public areas of the employee township.



Ration preparation for the needy by BALCO team

7. VAL: Jharsuguda, Odisha

- Primary partner to the Odisha Government to set up and manage a **110 bedded (including 10 ICUs) COVID Hospital**; open to the entire population of Jharsuguda.
- Contributed **INR 20 million** towards equipment and supplies such as **ten ventilators, 3,000 corona testing kits, 2 sets of oxygen concentrators, 3,000 N95 & triple-layer masks** - each, **2,000 surgical gowns, 2,000 aprons, 6,000 surgical caps, 5 nebulizers**, sufficient quantities of alcohol-based sanitizers and medicines, bedding and other infrastructure.
- **1,000 dry ration kits distributed** to daily wage earners, slum dwellers, marginal communities and households across Jharsuguda. These kits can feed a family of five for a month.
- Farmers associated with our CSR project '**Jeevika Samridhhi**' have been given access to sell their produced to the families of our employees who reside in the Vedanta township, thereby ensuring their earnings remain uninterrupted.



Mask distribution by Vedanta Jharsuguda team

Governance

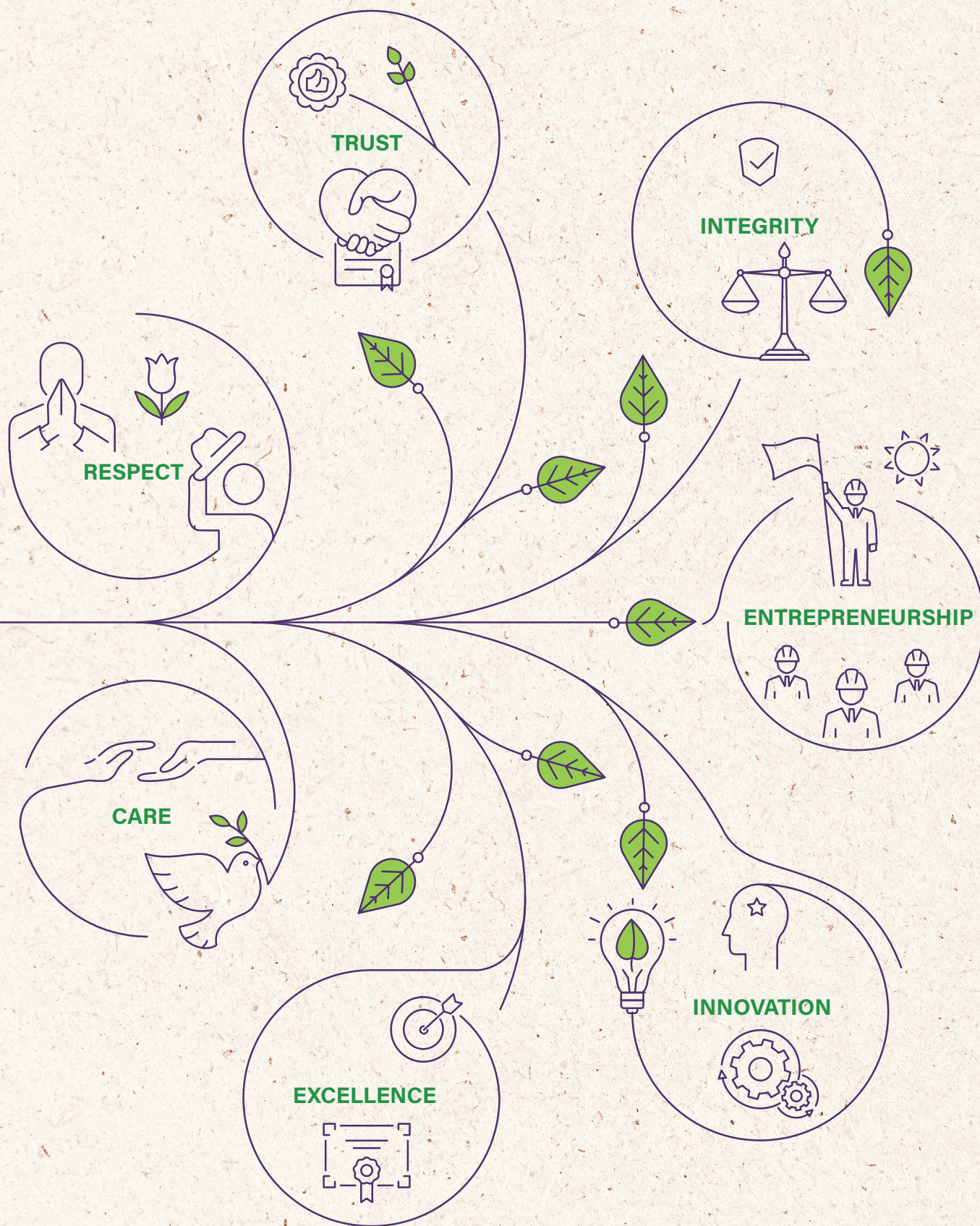


Good corporate governance, which is a pre-requisite for protecting shareholder value as well as delivering sustainable growth, underpins the delivery of our strategic objectives.

Our governance philosophy stems from our values of Trust, Entrepreneurship, Innovation, Excellence, Integrity, Respect and Care.



Safety briefing at the underground Sindesar Khurd Mine, HZL



Sustainability Governance Structure at Vedanta

Composition of the Board

In pursuance of our commitment towards responsible business in compliance with the applicable provisions of Companies Act, 2013 and SEBI Listing Regulations including the amendments thereof, our Board presents an appropriate balance between Executive, Non-Executive and Independent Directors to distinct its functions of management and governance, to promote shareholder interests and to govern Vedanta effectively.

As on June 6, 2020, the Board comprises eight members as listed below.

Age Group	Number of Directors
Less than 30 years	0
Between 30-50 years	2
Above 50 years	6

Gender	Number of Directors
Female	2
Male	6

S.N.	Name	Designation	Gender	Age
1	Mr. Anil Agarwal	Non-Executive Chairman	Male	67
2	Mr. Navin Agarwal	Executive Vice-Chairman	Male	59
3	Mr. K Venkataramanan	Non-Executive Independent Director	Male	75
4	Ms. Lalita D. Gupte	Non-Executive Independent Director	Female	71
5	Mr. Mahendra Kumar Sharma	Non-Executive Independent Director	Male	72
6	Mr. UK Sinha	Non-Executive Independent Director	Male	68
7	Ms. Priya Agarwal	Non-Executive Director	Female	30
8	Mr. GR Arun Kumar	Whole-Time Director & CFO	Male	48

Board of Directors



Mr. Anil Agarwal

Non-Executive Chairman



Mr. Navin Agarwal

Executive Vice-Chairman



Mr. K Venkataramanan

Non-Executive Independent Director



Ms. Lalita D. Gupte

Non-Executive Independent Director



Mr. Mahendra K Sharma

Non-Executive Independent Director



Mr. UK Sinha

Non-Executive Independent Director



Ms. Priya Agarwal

Non-Executive Director



Mr. GR Arun Kumar

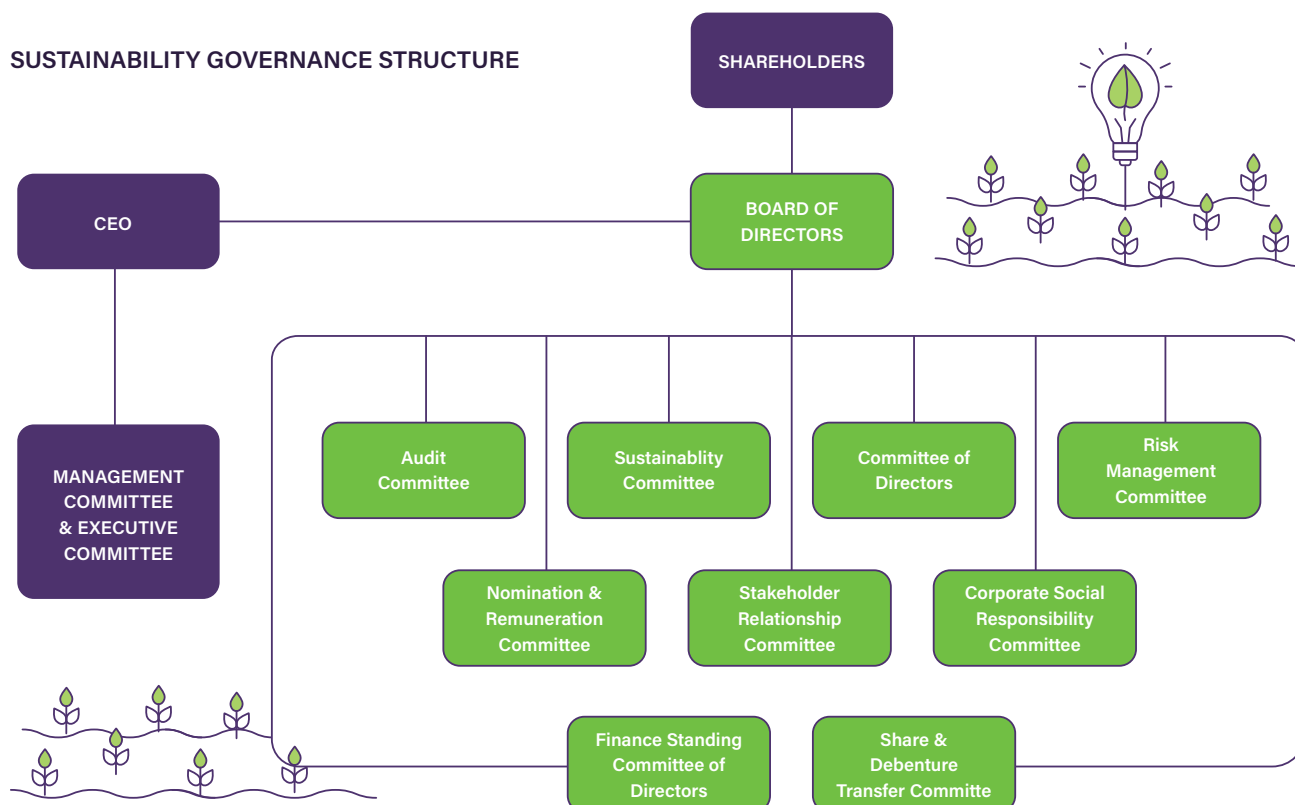
Whole-Time Director & CFO



Our Board provides strategic oversight and direction to the management. It is collectively responsible for promoting the long-term success of the Group through the creation and delivery of sustainable shareholder value. The reporting structure, as shown below, between the Board, Board Committees and Management Executive Committees, forms the backbone of the Group's Corporate Governance

framework. As part of its decision-making processes, the Board considers the long-term consequences of its decisions, the interests of various stakeholders including employees, the impact of the Group's operations on the environment and the need to conduct its business ethically. This is achieved through a prudent and robust risk management framework, internal controls and strong governance processes.

SUSTAINABILITY GOVERNANCE STRUCTURE



Sustainability Governance Structure at Vedanta

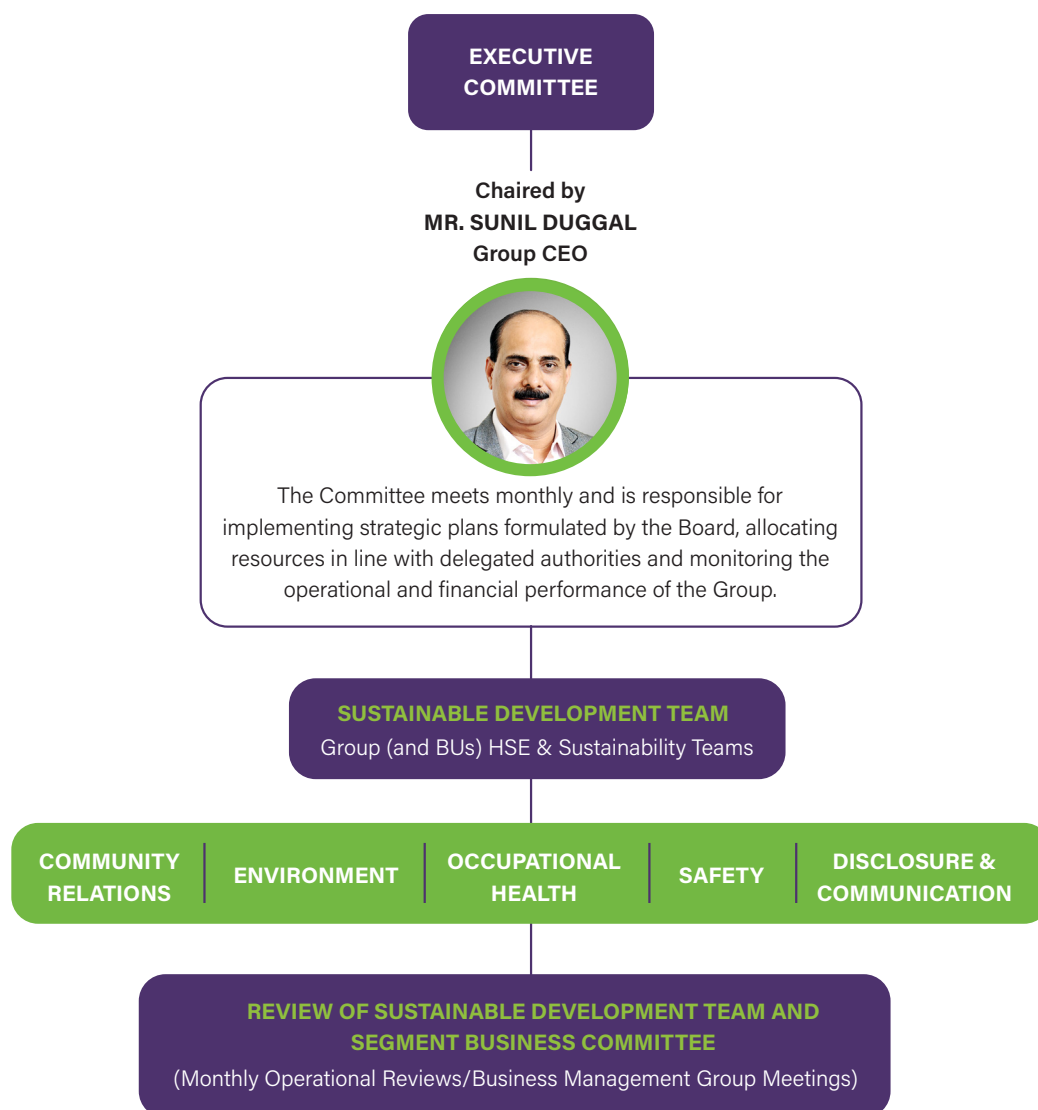
Continued...

The Board provides strategic perspective and steers the business in line with the commitments made to various stakeholders and sustainable growth. They are supported by:

- **Established committees**
- **Sustainable development team**
- **Vedanta Sustainability Framework and VSAP**
- **Code of Business Conduct and Ethics**

By overseeing the conduct of business with strict adherence to ethics and responsibility, the structure enhances the prosperity and long-term viability of the Company.

The Board Sustainability Committee meets every six months.





Good corporate
governance forms
the backbone
of sustainable
operations.

Management for the Long-term

Sustainability is a long-term paradigm. Our Code of Business Conduct & Ethics, Vedanta Sustainability Framework, VSAP, management systems, organisational structures, processes, policies and people form part of our internal control systems, which govern how we conduct business and manage associated opportunities and risks, in the present and in future.

Executive compensation structures are critical in incentivizing the leadership teams to manage for the long-term. The Long-term Incentive plan comprises of the Employee Stock Option Scheme, which is a conditional share plan based on pre-determined performance criteria. The vesting of such awards is contingent to long-term sustained business performance, total shareholder return during the vesting

period in comparison to peer companies and Individual performance.

The Long-Term Incentive Plan becomes a key element in the overall remuneration of our CEO and other key leaders which allows our management to place the long-term agenda on the table and ensure that sustainability principles are part of the decision-making criteria.

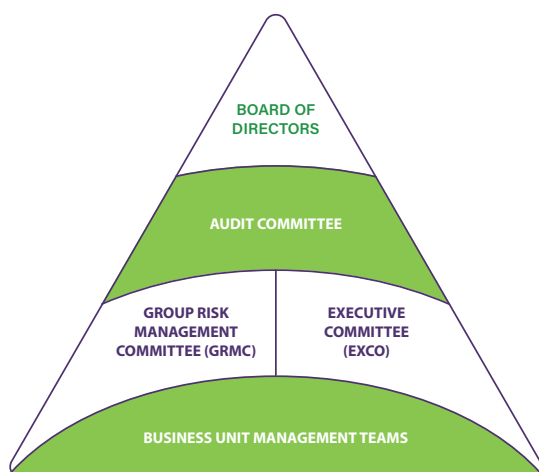
Additionally, the bonus structure for all employees of the group includes a component for VSAP performance, which ensures that all aspects of ESG performance, including ensuring safe operations, energy & carbon management (climate change), and social license to operate, are accounted in the final performance review of our employees.

Risk Governance Framework

Vedanta has a robust governance framework to manage risk, helping us balance the risk-reward equation expected by stakeholders.

The Board regularly reviews the internal control system to ensure that it remains effective. The Board's review includes the Audit Committee's report on the

risk matrix, significant risks and actions put in place to mitigate these risks. Any weaknesses identified by the review are addressed by enhanced procedures to



RISK GOVERNANCE FRAMEWORK



GROUP RISK MANAGEMENT FRAMEWORK

strengthen the relevant controls and these are in turn reviewed at regular intervals.

The Audit Committee is in turn

supported by the Group-level Risk Management Committee (GRMC), which assists them in evaluating the design and operating effectiveness of the risk mitigation programme and

the control systems. The Group has a consistently applied methodology for identifying risks at the individual business level for existing operations and for ongoing projects.

EMERGING RISKS

Sustainability risks are part of the corporate risk register. These include: Health, Safety, Environment, Climate Change, Managing relationship with stakeholders, and Tailings dam Stability.

While some of these risks have the potential to pose an immediate threat to our business and operations, a few like climate change have the potential to impact the business over the next 5-10 years. Details on the risk and our mitigation strategies are given in the

Energy & Climate Change chapter of this report (Page 46).

We also view the **emerging water crisis** as a risk to our business. Several of our operations are located in medium water stress regions and should there be a change in demand from other stakeholders or due to varying precipitation patterns, the availability of water can be compromised and affect our productivity. Details on our mitigation strategies are given in the Water Management chapter of this report (Page 62).

Additionally, retaining our social license to operate and the associated **social risk** remain areas of changing demands. The company has made provisions to ensure that we have our pulse on the sentiments of the communities where we operated, however it is likely that issues related to emerging environmental or social conditions can put the nature of the company's relationship with local communities at stress. Details on our mitigation strategies are given in the Retaining our Social License to Operate chapter of this report (Page 86).

The Board Sustainability Committee

In April 2019, we transitioned the Board Sustainability Committee from Vedanta Resources Limited to Vedanta Limited. The committee meets twice a year and supports the Board in:

- **Overseeing the Company's sustainability performance and ensuring adequacy of the Company's sustainability framework.**
- **Outlining initiatives required to institutionalise a sustainability culture through involvement of the employees at all levels.**
- **Advising the Board on sustainability policies and management systems, clearly setting out the commitments of the Company to manage matters of sustainable development effectively.**
- **Evaluating emerging sustainability risks in terms of intensity and impact, in turn, guiding the management on reasonable avoidance of adversities likely to pose a threat to sustained growth.**
- **Ensuring effective implementation of governance, advocacy and public relation mechanisms and practices related to sustainability.**
- **Advising the Board to enable it to discharge its responsibilities, having regard to the law and the expected international standards of sustainability and stakeholder governance.**



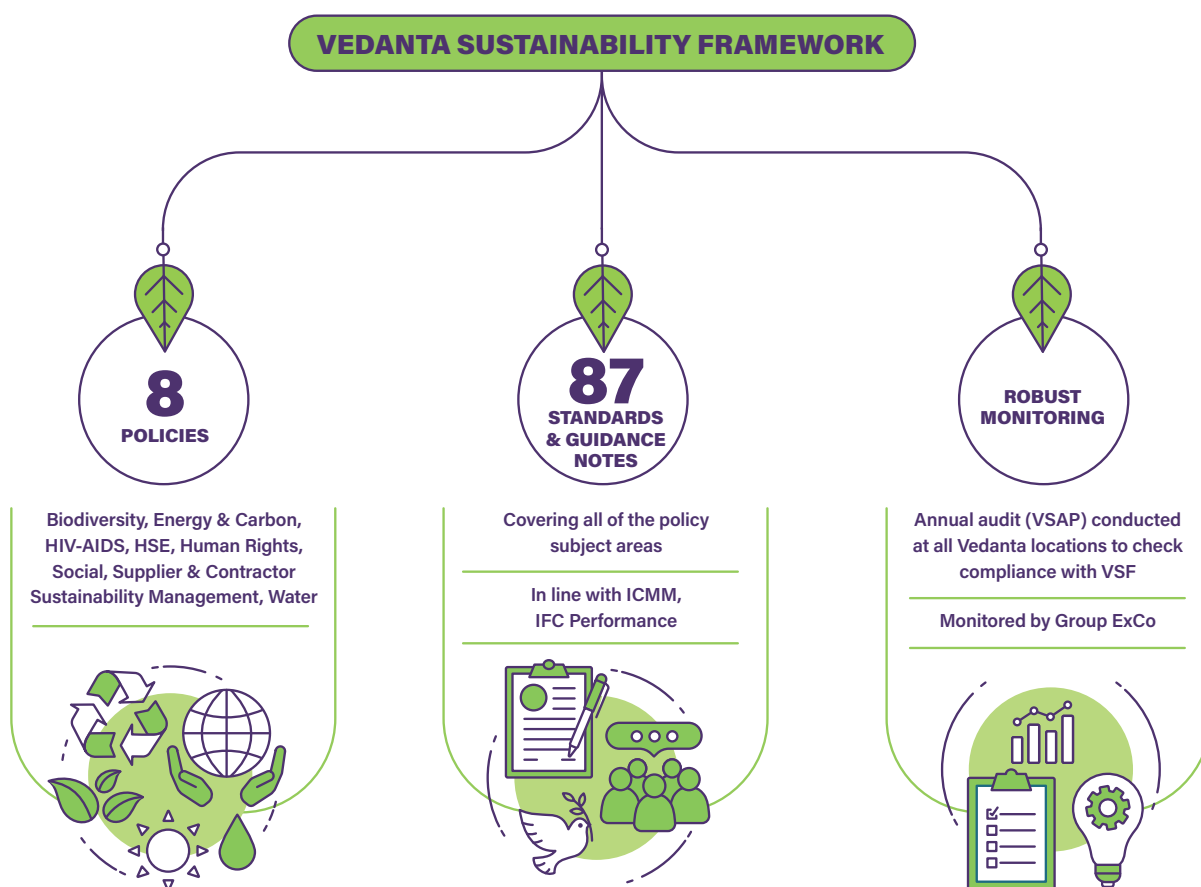
Our Sustainability Management Approach

Our goal is to create long-term value for all our stakeholders. To deliver on this promise, we have developed the Vedanta Sustainability Framework to enable our business units to adopt sustainable business principles into their systems and procedures.

Vedanta Sustainability Framework (VSF)

Developed in line with global standards from international bodies such as ICMM, IFC Performance Standards, GRI, and UNGC Principles; the Framework comprises of policies, standards and guidance notes, which help us in its execution. The framework defines our

approach to avoid and minimize potential environmental and social impacts, and to engage with impacted and interested stakeholders over the lifetime of our operations starting from, exploration through to site closure.



All of our businesses are expected to adopt these policies and standards so that their business practices are in alignment with Vedanta's sustainable development philosophy.

VEDANTA SUSTAINABILITY ASSURANCE PROCESS (VSAP)

VSAP is our sustainability risk assurance tool, used to assess the compliance of all our businesses with the Vedanta Sustainability Framework. The assurance model has different modules, which cover environment, health, safety, community and human rights elements. The assurance system works on the premise of tracking corrective and preventive actionS by each of our businesses and commissioning periodic formal audits by external experts.

VSAP is an annual process with clear tracking of results by the Sustainability Committee and the Executive Committee, which in turn report to the Board. As per the identified gaps, respective businesses make management plans and undertake corrective gap-filling actions, which are periodically reviewed, evaluated and documented. The successes and failures are identified and highlighted, and cross-learning opportunities are created.



VSAP has been instrumental in helping us embed sustainable development into every activity that we undertake

Code of Business Conduct and Ethics (CBCE)



THE CBCE COMPLIES WITH THE UK BRIBERY ACT, 2010 AND IS ALIGNED WITH THE UK MODERN SLAVERY ACT 2015.

Vedanta is committed towards upholding un-compromising business ethics as part of Company's core values and licence to operate. The Company follows "zero tolerance policy" for un-ethical behaviour. Our code complies with the law of the land and goes beyond compliance to raise the bar and set the expected standards of behaviour. It is applicable across the organisational hierarchy, irrespective of the location of operation.

Our reporting requirements in the UK covers various governance aspects such as:

- | | |
|----------------------------------|--|
| ● Human rights | ● Conflicts of interests |
| ● Insider training | ● Confidentiality |
| ● Political contributions | ● Fraud, bribery and corruption |

Implementation of CBCE

The implementation of CBCE is supported by the following additional policies and guidance notes:

- **The Insider Trading Prohibition Policy**
- **The Whistle-blower Policy**
- **Anti-trust Guidance Notes**
- **The Supplier Code of Conduct**

All these policies, notes and codes are publicly available on our website and are incorporated into contracts, where relevant, in order to ensure transparent and easy access to our policies in the public domain. Vedanta's Whistle-blower Policy currently communicates our commitment to a 'policy against retaliation', and commitment to maintaining confidentiality, in case of a company employee.



As part of our commitment to continual improvement, and going beyond legal compliance, we use an e-learning module for the CBCE across the Group. This year, we provided more than 40,000 hours of training on Code of Conduct, which included Human Rights-related aspects.

Open Complaints on April 1 st 2019	5
Number of whistle-blower cases opened in FY 2019-20	86
Number of whistle-blower cases upheld and found correct in FY 2019-20	35
Number of whistle-blower cases closed in FY 2019-20	87
Open Complaints on March 31 st 2020	4

BUSINESS UNITS

All business units are periodically reviewed for risks related to corruption and bribery. The Audit Committee, comprising four Non-Executive Directors, assists the Board in maintaining and monitoring the integrity of the Group's financial statements, assessing the effectiveness of the Group's risk management system and internal controls, and the independence and objectivity of the external auditor.

EMPLOYEES

Employees are expected to report even minute violations, which are then addressed and resolved promptly after an impartial internal or external investigation. Mandatory training is provided for new recruits and refresher workshops on anti-corruption policies & procedures are conducted for relevant employees to ensure that all employees are well-versed with our Code.

SUPPLY CHAIN

Our Suppliers' Code of Conduct communicates our requirement for our suppliers to operate in compliance with all relevant legislation, align to our policies while executing work for, or on behalf of Vedanta or on our sites, and adopt ethical practices. Vedanta also encourages suppliers to adopt principles and practices comparable to our own, including the supplier code of conduct, supplier and contractor management policies and supplier screening checklist.

Transparency

Transparency leads to trust and trust in turn leads to a better relationship with all our stakeholders. At Vedanta, trust is one of the core values. We actively foster a culture of transparency in our interactions and encourage an open dialogue, which ensures mutual trust and respect.

Transparency is also a key element in reporting. It helps the investors, shareholders and other stakeholders take informed decisions about our operations and business. Our disclosures include the integrated annual reports and annual sustainability reports, press releases, investor presentations and interviews, and news articles to inform and assist all our stakeholders.



OUR REPORTING IS TRANSPARENT, CREDIBLE AND RIGOROUS. IT COVERS THE FULL SCOPE OF OUR OPERATIONS, COMPLIES WITH ALL FINANCIAL AND REPORTING REGULATIONS IN INDIA AND UK. ALL OUR REPORTS ARE EXTERNALLY VERIFIED.

Letter from the Sustainability Committee



K Venkataramanan,
Chairperson, Sustainability committee

Dear Stakeholder,

Our focus remains on our philosophy of zero harm, zero waste and zero discharge and we continued to make progress on these during the year. Despite our strong focus on safety, the company experienced 7 fatal incidents.

Each loss of life is a tragedy, not just for the families of the deceased but also for the company. Their occurrence has led to a re-doubling of our efforts and digging deeper to understand the reasons for these lapses. Our Executive Committee has taken the role of monitoring implementation of key issues - directly addressing safety leadership, implementation of standards and risk management. Active monitoring of safety has become the norm at our monthly ExCo and half-yearly Sustainability Committee meetings.

In addition to the newly introduced safety standards last year, we have also raised the expectation from our management team – requiring visible and felt leadership on the shop-floor to ensure that unsafe acts are rooted out before causing negative impacts. We will

continue to increase our efforts this year with an emphasis on leadership's role and capability in managing safety in the workplace and the ability to identify and correct the safety hazards present in each task. A strong part of this focus has been on the engagement and management of business partners (or contractors) who are over-represented on our safety statistics. The safety culture across the business has been tested during the time of the COVID-19 pandemic. With plants operating at reduced staffing to ensure adequate social distancing, teams have worked harder to ensure that there are no safety incidents. The safety managers of Vedanta have been on shop floor closely monitoring and advising the production process.

We have continued to improve in aspects related to social performance and completed the first round of social performance reviews at four of our BUs – HZL, VAL-Lanjigarh, IOB, and BALCO. We also released revised standards on external stakeholder engagement and grievance management. The teams have been working on implementing the recommendations from the review

and two of our sites will undergo a pilot program in the next fiscal year – where the focus will be on integrating the site systems with the requirements of the new standards.

At Sterlite Copper, in anticipation of the verdict by the Madras High Court, teams have continued to engage with the local stakeholders. Many of the learnings and expectations of the stakeholders have been incorporated into the site SOPs. These include revised local employment and procurement norms, plans for improved workplace facilities, and continued support for developing the local social infrastructure – through skill-building programs, medical facilities, education infrastructure, and the planting of 1 million trees. The planning process for all these programs has begun and implementation will begin once the plant reopens.

We have reconstituted the Carbon Forum during the financial year. The forum will formulate and implement the carbon agenda for the group. Key tasks include finalizing the next round of long-term GHG emissions reduction

MEMBERSHIP AND ATTENDANCE

The Sustainability Committee comprises five members and it met on two occasions during the year.

K Venkataramanan	2/2	100%
UK Sinha	2/2	100%
S Venkatakrishnan	2/2	100%
Sunil Duggal	2/2	100%
Deshnee Naidoo	2/2	100%

SUSTAINABILITY COMMITTEE ACTIVITIES DURING THE YEAR

GOVERNANCE FOR SUSTAINABILITY

- Review and approval of the Sustainability Committee Terms of Reference.
- Finalizing the process for invitees to the Committee meetings.
- Review of HSE & Sustainability program for FY2020.

HEALTH & SAFETY

- Review of the transparency of the safety metrics and analytics.
- Review of the work being undertaken by external experts on safety topics.
- Review of the work being undertaken

- to improve the safety performance of the company's Business Partners.
- Review of annual health & safety performance and trends, with a focus on actions taken to prevent fatalities.
- Review of the Occupational Exposure Limit protocols across the company, with a focus on Lead & Cadmium exposure at HZL,

ENVIRONMENT

- Review outcomes of the third-party tailing dam assessments, waste management, emissions, technologies to make our processes efficient to achieve

a Zero discharge and Zero waste goal and corrective actions and implementation plans.

- Review of systems being put in place to reduce the company's carbon footprint.
- Review of annual environmental performance and trends.
- Review of the compliance status across BUs.

ESG RATINGS

- Review of steps taken to improve Vedanta's ESG ratings – specifically engagement with the Dow Jones Sustainability Index (DJSI).

targets, developing Group and BU-level carbon governance structures, driving awareness programs to build GHG-reduction-thinking into the culture, and evaluate disruptive technologies that will help us substantially reduce our GHG emissions.

We made significant progress on tailings dam management and have improved management systems across all our operations. The Group ExCo and the Board have been kept informed of the key risks that remain and the actions being taken to mitigate

their impact. We continue to close the recommendations from the third-party audit undertaken last year and are focussed on ensuring that adequate preparations are made for the monsoon season.

The Committee has kept the Board informed about the developments arising from the HSE & Sustainability aspects of the business.

The committee welcomes Mr Andrew Lewin as the new Head from Group

HSE & Sustainability. Andrew brings over 30 years of global HSE experience having worked in both the metals & mining and oil & gas industry.

We also take this opportunity to thank Mr Phillip Turner for his contributions towards driving the Group's HSE & Sustainability agenda for the last six years.

K Venkataramanan
Chairperson, Sustainability committee

Environment



Vedanta remains focussed on embracing disruptive, transformative practices and investing in technologies to optimise water consumption, reduce emissions, enhance energy productivity, safeguard biodiversity, maintain air quality and recycle waste. We recognize the significant impact that our industry has on the environment and have put in place systems, procedures and technologies to minimize the adverse effects.



Employees planting saplings for a greener and cleaner environment, Sterlite Copper

13.83% reduction in GHG intensity from a 2012 baseline (resulting in ~9 million Tonnes of avoided emissions)

13.83%
REDUCTION
IN GHG



582 million-units of green energy generated in FY 2019-20

582
MILLION-UNITS



RECYCLED
88%
WASTE

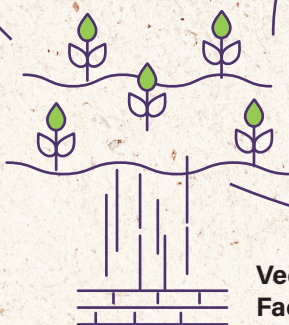
Recycled 88% of the high-volume low effect wastes such as fly ash, slag, Jarosite, Red Mud and Gypsum



40 MW of solar power projects were commissioned in the reporting year

40
MEGAWATT
OF SOLAR
POWER
PROJECTS

TAILINGS
MANAGEMENT



Vedanta's Tailings Management Facilities independent audit by industry experts Golder Associates

Management Approach



Over the last decade, Vedanta has undertaken multiple programs to improve its environmental performance. Zero Liquid Discharge systems, Tailings Dam Management, Waste to wealth initiatives, reduction in our GHG emissions intensity, and consistent programs to increase green-cover across our operational areas have served to minimize our environmental impact.

Guided by the suite of environmental policies, standards, and guidance notes of the Vedanta Sustainability Framework, we have worked to address legacy issues at sites that have previously had a negative impact on the environment, retrofitted older assets with new technology and ensured new operations are as efficient as possible by design.

For the environmental priorities arising from the materiality process, we have developed specific objectives and targets, and review performance against these issues on a periodic basis.

The material issues that marks our environmental performance are:

ENERGY MANAGEMENT AND CLIMATE CHANGE



TAILINGS DAM MANAGEMENT



WATER MANAGEMENT



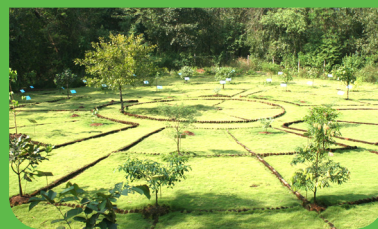
WASTE MANAGEMENT



AIR EMISSIONS MANAGEMENT



BIODIVERSITY MANAGEMENT



ENVIRONMENTAL INCIDENTS MANAGEMENT



All our operational sites are ISO 14001 certified. The ISO 14001 accreditation helps us to regularly review the Environmental Management System, with programmes in place to mitigate the identified environmental impacts of our products and services.

CASE STUDY



A turnaround at ElectroSteel Steels Limited (ESL)

Vedanta has grown inorganically, through acquisition. A key to its success has been its ability to turnaround sick companies – not just economically, but also in how they manage for sustainability. ESL is no exception to this practice. In the 21 months since Vedanta acquired the company, there has been significant work done to improve the environmental performance of the unit.



SDG ALIGNMENT



SDG 12 Responsible Consumption & Production

Target 12.5

Substantially reduce waste generation through prevention, reduction, recycling and reuse



SDG 13 Climate Action

Target 13.2

Integrate climate change measures into strategies, policies, and planning



SDG 15 Life on Land

Target 15.9

Introduce biodiversity management and planning into development processes

INCREASE IN FLY-ASH & BLAST-FURNACE SLAG REUTILIZATION

From reutilising only 10% of the generated fly-ash, ESL has been able to utilize 100% of the produced volumes. This has been achieved by establishing sales agreement for fly-ash with cement companies, where the by-product is used in several blended-cement applications. In FY2020, ESL transferred ~108,000 MT of fly-ash to the cement companies.

A similar success story has been achieved with Blast-Furnace Slag, where ESL has increased reutilization levels from 30% to 100% of the generated waste. This too has happened by collaborating with cement manufactures.

FLY-ASH MANAGEMENT AND LAND-RECLAMATION

Low-lying areas within plant-boundaries are prone to flooding and can thus disrupt operations. One such area has been reclaimed by using nearly 300,000 MT of fly-ash. The area was levelled, lined with clay at the bottom layer, before moving the fly-ash laying in the plant premises for levelling. A layer of top-soil was then added and 50,000 saplings planted, thereby aiding in the biological reclamation of the land. This solution has aided in reducing the risk of flooding as well as the spread of fly-ash due to wind or water-related events.

INCREASE IN REUTILIZATION RATES OF ETP TREATED WATER

Less than 1000 KL of ETP water was reutilised in the plant every day. A project to identify losses and lay additional pipeline across the plant has seen the reutilization levels of the ETP treated water increased to 4,070 KL/day. The additional water is reutilised in the coke oven, blast furnace, sinter & lime, DIP, power plant, raw material handling & storage, sprinkling and greenbelt areas of the plant.

WASTE HEAT RECOVERY

Our non-recovery type coke oven releases coke oven gas during its operation, which is in the temperature range of 10,500°C-11,500°C. In normal course, this waste gas will be released to the atmosphere, contributing to our overall emissions and negatively impacting the atmosphere. However, in order to recover the waste heat, we drive this waste heat through two specially designed boilers, which generate steam to run the turbines in our captive power plant. A total of 259,255 MWh of power is generated annually from the WHRBs. This action has allowed us to reduce our coal usage by ~82,000 MT and reduce our GHG emissions by ~69,000 TCO₂e/year.

Energy Management and Climate Change

Managing our Climate Change Impacts

The Paris Climate Agreement seeks to limit global temperature rise to below 2°C by 2050. In keeping with this goal the group has introduced measures to decrease its GHG emissions. In FY2016-17, the company committed to reduce its GHG emissions intensity by 16% from a 2012 baseline by 2020. As of FY2020, we have achieved a reduction of 13.83% against the target.

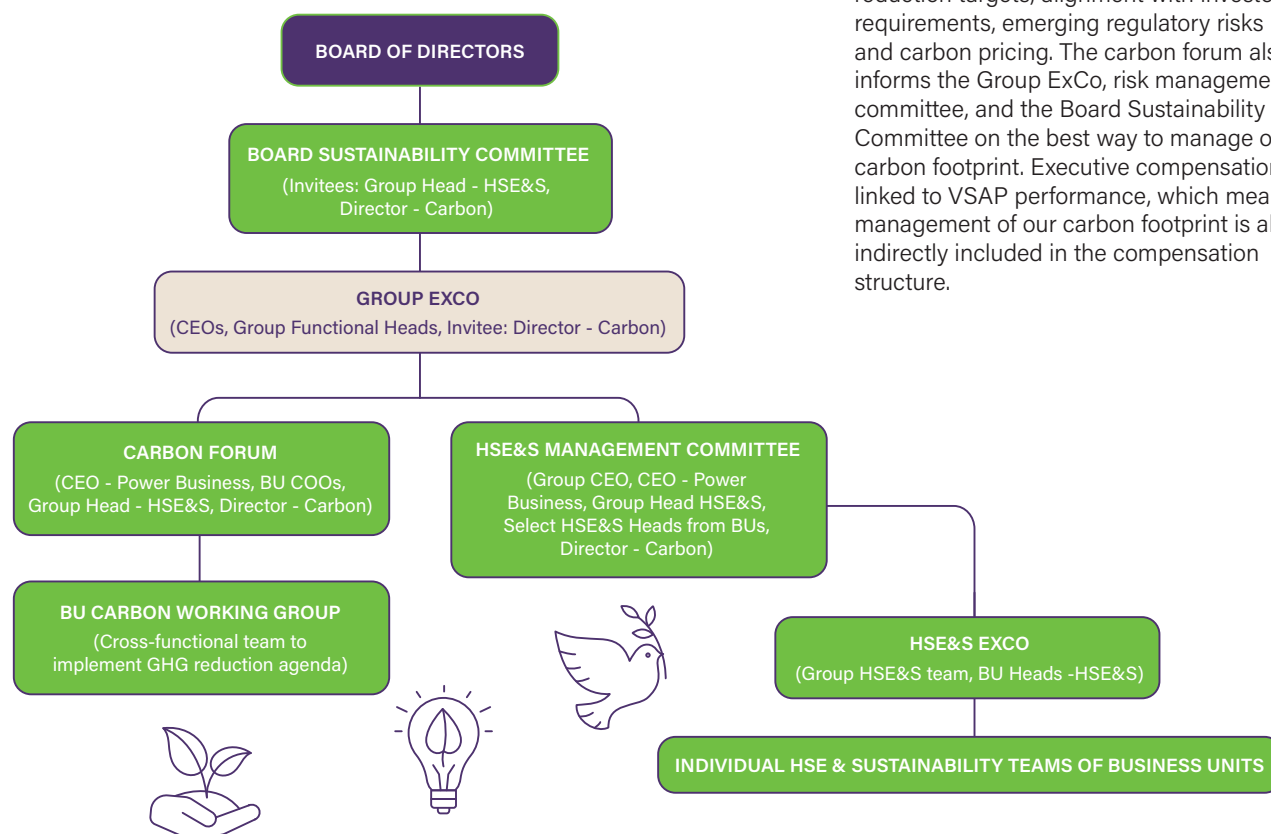
GOVERNANCE STRUCTURE

Our Energy and Carbon Management Policy and Performance Standard commit our operations to adopt and maintain global best practices in carbon and energy management and minimise greenhouse gas (GHG) emissions. **In FY2020, we revised our Energy & Carbon policy to include a commitment to substantially decarbonize the business by 2050.** We

also reconstituted and revised the Terms of Reference for the 'Carbon Forum' – a body of Chief Operating Officers (COOs) of our businesses chaired by the CEO of one of our businesses. The Carbon Forum has been tasked with developing and overseeing the implementation of Vedanta's carbon mitigation and adaptation approach.

Included in the forum's work are discussions related to approving Vedanta's carbon management strategy, long-term greenhouse gas (GHG) emissions intensity reduction targets, alignment with investor requirements, emerging regulatory risks and carbon pricing. The carbon forum also informs the Group ExCo, risk management committee, and the Board Sustainability Committee on the best way to manage our carbon footprint. Executive compensation is linked to VSAP performance, which means management of our carbon footprint is also indirectly included in the compensation structure.

CARBON MANAGEMENT IS EMBEDDED ACROSS ALL LEVELS OF THE ORGANIZATION



We agree with the recommendations made by the Task Force on Climate-related Climate Disclosures (TCFD). With the formation of the Carbon Forum, we have begun the work to align our carbon management and disclosure practices to those recommended by the framework.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Vedanta's global presence exposes the company to multiple transition and physical risks. Climate change has been recognized as a key risk in our corporate risk register and is monitored by the Risk Committee on

a quarterly basis. To aid in the company's understanding of these risks, we plan to undertake a detailed study to quantify their financial impacts. A brief description of our risks is given below.

TRANSITION RISKS

POLICY & LEGAL RISKS



We anticipate regulatory changes aimed at limiting or reducing GHG emissions.

These changes could potentially impact the company's operations with increased costs for fossil fuels, levies for emissions in excess of certain permitted levels, and increased administrative costs for monitoring and reporting. Given that nearly 90% of Vedanta's energy is sourced from captive coal-based thermal powerplants, any regulation to reduce our GHG or other air emissions can significantly impact our operating expenses. These expenses could be in the form of increased capital expenditures or due to stringent penalties for non-compliance.

India has also committed to ensuring that 40% of the country's energy is generated from renewable energy sources by 2030. In alignment with these targets, the government has introduced the Renewable Purchase Obligations (RPOs) for all large consumers of energy. As of FY2020, all business units consuming more than 5 MW of energy need to source 17.5% of their energy from renewable sources. Those unable to purchase or install renewables of equivalent capacity, can buy Renewable Energy Certificates (RECs). In FY2020, Vedanta purchased RECs for a combined cost of INR 1.09 billion. This cost will continue to increase as the RPO requirements go up year-on-year. Further, the progressive introduction of carbon emissions trading mechanisms and tighter emission reduction targets, is likely to raise costs and reduce demand growth.

REPUTATIONAL RISK



Climate change has become a risk of concern for all of our investors. Financial institutions

from around the world are looking to decarbonize their portfolios, thereby minimizing their climate risk. Inability to meet their expectations can result in a loss of reputation, most likely observed in a decline in the company's ESG risk rating – impacting access to finance. We have been consistently reviewing investor expectations and the required response at various forums such as Group ExCo, Carbon Forum, HSE ExCo and Risk Committee.

PHYSICAL RISKS



We also anticipate physical risks related to extreme weather events and changes

in the availability of water due to climate change. In areas of operation, which are water stressed the availability of water could become a challenge with changes in the mean precipitation. We are also dependent on a constant supply of water for continuing operations. We have conducted a water risk assessment to evaluate the risks at 25 of our locations to understand and address these risks. We have our operations in both water stressed areas and areas prone to flooding. Additionally, our off-shore oil & gas assets are at risk due to the increased intensity and frequency of cyclones off the coast of India.

Rising temperatures will also pose a risk to our workforce, especially those who have to work outdoors. To combat heat risk, we



Nursery at Codli, Goa



Sterlite Copper

Energy Management and Climate Change

Managing our Climate Change Impacts | Continued...

stagger working hours during peak summer months, with complete stoppage during the hottest parts of the day.

efficiency programs that we implement to reduce our GHG emissions. Over the last three years, Vedanta has saved nearly 6.24 million GJ of energy.

OPPORTUNITIES



In terms of climate-related business opportunities, the company expects to benefit from an increase in demand for copper, zinc and silver as the global renewable energy and electric vehicle industry expands.

We will also benefit from the energy

Vedanta has not yet undertaken climate scenario planning and stress-testing of the company's projects based on internal carbon prices. There is an intention to introduce internal carbon prices soon. Given the challenges related to Vedanta's diverse business operations, which have different emission intensities, the company is in the process of reviewing whether to apply carbon price at a group or BU level.



Lanjigarh alumina refinery

TARGETS & STRATEGIES

Vedanta's businesses range from mining operations (surface and underground), smelting and refining units, hydrocarbon exploration and drilling, product manufacturing, and power generation. We rely on coal-based thermal energy to meet a majority of those energy demands. Given the nature and location of our businesses,

switching to large-scale renewable energies has not been possible due to the current financial and technical limitations of those technologies. As a result, much of our GHG emissions reduction programs remain focused on improving the energy efficiency of our operations.

The company has aligned itself with the Nationally Determined Commitments of the Government of India and had committed to reduce our GHG intensity by 16% by 2020 from a 2012 baseline. As of 31st March 2020, we had reduced our GHG emissions intensity by 13.83%. This is equivalent to ~9 million tonnes of avoided GHG emissions.

In FY2020, we reached the end-of-cycle for our GHG emissions intensity reduction targets. We are currently in discussions to take the next set of targets that will have a time-horizon of five years (until FY2025). While our last set of targets were aligned to India's NDCs, we are deliberating if Science Based Targets (SBT) should be adopted for the entire group, or if we

should continue to be aligned to India's emissions reduction goals. Zinc India has committed to SBTs and plans to reduce its scope 1 and scope 2 emissions by 14% by 2026 from a 2016 baseline. They have also committed to reducing their scope 3 emissions by 20% by 2026 from a 2016 baseline.

CASE STUDY

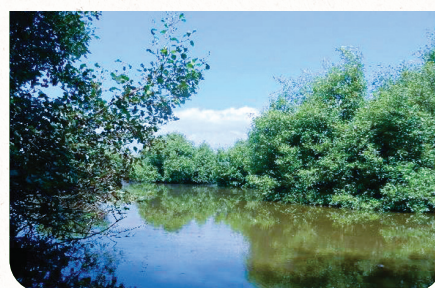
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15

Carbon Sequestration through Green Belt at Ravva

Plantation based carbon sequestration has proved to be a simple, cost-effective and reliable technique to offset one's carbon footprint. Done right, this approach not only helps sequester carbon, but can also enhance the biodiversity of an area, improve local incomes, and protect the area from extreme weather events.

At Ravva, Cairn's offshore terminal, we have been planting flora native to the coastal habitat to enhance the local green-cover. Plants like mangroves, marsh grasses and other wetland species have the natural ability to draw down higher quantities of Carbon Dioxide per year than land plants and can store the carbon for centuries in their roots.



SDG ALIGNMENT



SDG 13 Climate Action

Target 13.1

Strengthen resilience and adaptive capacity of communities and infrastructure



SDG 15 Life on Land

Target 15.9

Introduce biodiversity management and planning into development processes

The Ravva greenbelt program has resulted in the development of a manmade wetland and mangrove forest, planted in 55 acres of swampy terrain in the backwaters of the Bay of Bengal. The site has become a hotspot for several avifaunal species and refuge to the smooth coated otter. A total of 16 species of trees, one climber, one Shrub and four herbaceous mangrove associates have made this habitat their home. Collectively, the Ravva greenbelt harbours 33 species of plants.

To assess the carbon stock of the plantations at Ravva, the team undertook extensive field surveys and spatial analysis in accordance with IPCC GPG LULUCF guidelines. In the assessment, living portion of forest biomass carbon i.e. Above Ground Biomass (AGB) & Below Ground Biomass (BGB) and Soil organic matter were included for Carbon stock assessment.

The study confirms that the carbon sequestration potential of the Cairn developed plantation is ~17,959 tons of Carbon dioxide, calculated based on the total carbon stock stored.

GHG EMISSIONS PERFORMANCE



YEAR	GHG emissions (million TCO ₂ e)		TOTAL
FY2020	57.48	1.86	59.34
FY2019	55.12	3.51	58.63
FY2018	51.00	1.20	52.2

Scope 1 (direct)

Scope 2 (indirect)

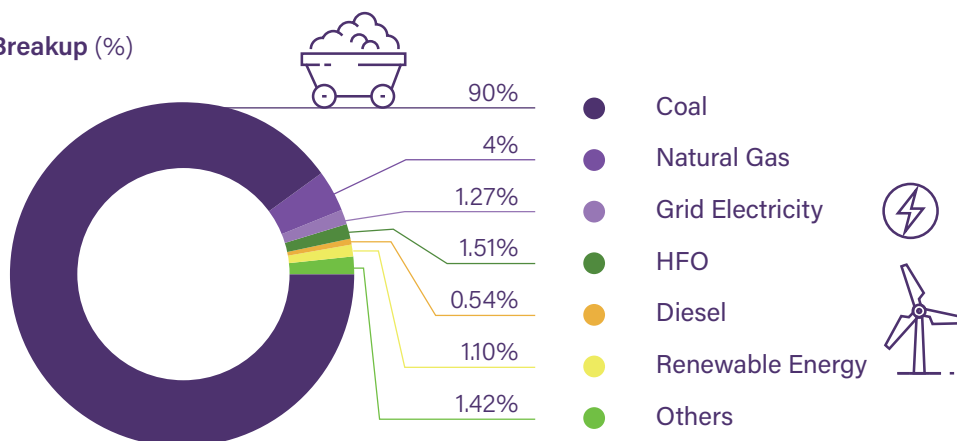
The marginal increase in GHG emissions is due to the inclusion of GHG emission numbers from Electrosteel Steels Limited (ESL) – a company that Vedanta acquired in 2019. If we remove ESL from our calculations, our absolute GHG emissions declined by ~3.8% year-on-year. The decline is primarily due to lower production volumes in Q4 as a result of the COVID-19 crisis.

Energy Management and Climate Change

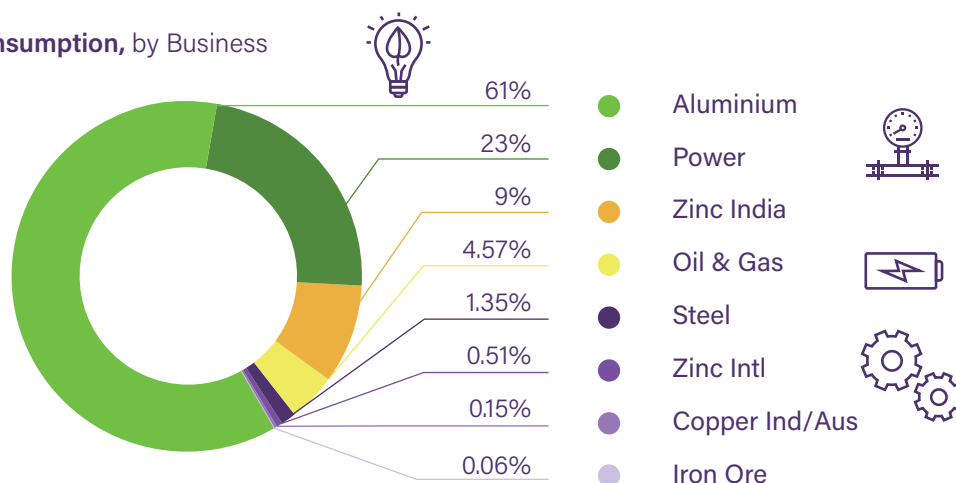
Energy Consumption

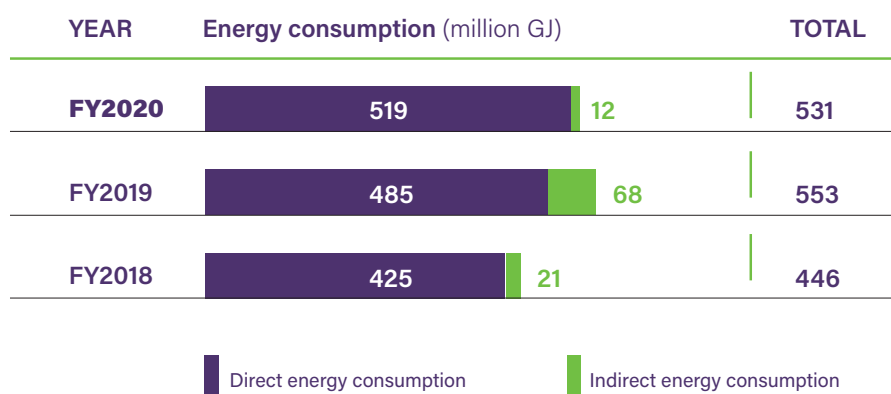
Vedanta meets nearly 90% of its energy requirement from its captive power plants (CPP). Coal and natural gas are the dominant fuels for our CPPs and the company makes significant effort to ensure that we optimize their performance efficiency. In FY2020, the organization undertook more than 70 energy conservation projects. These include: Improvement of boiler efficiencies at our power plant, Load balancing measures dependant on demand for energy, Reduction in the use of furnace oil, upgrade of cathodes and process optimization in smelters.

Fuel Type Breakup (%)



Energy Consumption, by Business





There is a steep decline in the Indirect energy (electricity from state grid/sister companies and renewable energy) because the Aluminium and power sector have reduced the purchase of energy from grid/sister companies. This was undertaken as a part of a cost savings exercise.

ENERGY & GHG SAVING INITIATIVES, FY2020

Vedanta companies implemented more than 70 projects across the company to reduce their energy consumption and decrease their carbon footprint. The top 10 programs are listed in the table below:

S.N.	BU	Top 10 Energy/GHG Savings Initiatives	Energy Savings (GJ)	Related GHG Savings (TCO ₂ e)
1.	TSPL	Improvement of boiler efficiency through increased Gross Calorific Values	591,263	134,808
2.	TSPL	Improved load balancing of CW pump	364,501	83,106
3.	VAL-Jharsuguda	Decrease in HFO consumption in furnace	326,241	74,383
4.	BALCO	Cathode upgrade and process optimization of 40 pots in potline-1	96,216	21,937
5.	BALCO	Cathode upgrade and process optimization of 102 pots in potline-2	94,244	21,488
6.	VAL-Jharsuguda	Reduction in pot voltage by increasing potline current & reduction of dead-pot voltage	77,450	17,659
7.	BALCO	Increase in Potline1 current efficiency from 94.28% to 94.65%	69,856	15,927
8.	VAL-Jharsuguda	Energy saving cathode implementation	66,345	15,127
9.	BALCO	Reduction in auxiliary energy consumption	53,746	12,254
10.	BALCO	Increase in Potline 2 current efficiency from 93.85% to 94.38%	53,460	12,189
Totals (Top 10 Projects)			1,793,321	408,877

In total, Vedanta achieved energy savings for **1.92 million GJ** against a target of **1.75 million GJ**. The total estimate GHG emissions savings from all of the 70 energy conservation projects is 439,811 TCO₂e.

Energy Management and Climate Change

Energy Consumption | Continued...

GREEN ENERGY

We are diversifying our energy portfolio to include renewable energy, which will help us reduce our carbon footprint. We have deployed the following renewable energy technologies across our operations:



SOLAR

Hindustan Zinc commissioned 12MW solar plant in Debari, 4MW solar plant in Dariba and 22 MW solar plant in Agucha. All the solar power projects have been installed on waste land/ dump yard at Dariba mine, Debari Zinc smelter and Agucha mine, reducing our land use. In addition, a 1 MW solar power project has been commissioned at Kayad mine, under the net-metering scheme. Rooftop solar projects were also completed taking the total to 40.6MW for captive use. The green power generated from our solar installations have reduced our carbon footprint by nearly 66,000

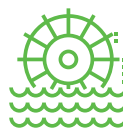
TCO₂e per annum. Vedanta is planning to further enhance its solar energy footprint in the coming year. The Debari and Agucha solar power projects has been registered under CDM and Gold Standard, which is most rigorous certification standard globally for carbon offset projects.



WIND

As part of our commercial renewable energy installations, the Company has installed 274 MW of wind farms in five states across India. These projects are registered under the CDM program by United Nations Framework Convention on Climate Change

(UNFCCC) and the Verified Carbon Standard program by VEERA and the Gold Standard, which is the most rigorous certification standard globally for carbon offset projects. All energy generated is sold to the respective state DISCOMs and does not form part of Vedanta's energy mix.



HYDRO

In Australia, CMT procures energy from the state grid, which generates energy using hydro power. Nearly 23 million units were consumed by CMT, which is currently under care & maintenance.



Mangala Processing Terminal, Cairn Oil & Gas

CASE STUDY



7

Rooftop Solar Power at VAL-Lanjigarh

With a view of reducing greenhouse gas emissions and harnessing clean energy, solar power panels were installed on rooftops at different locations in the plant i.e. Admin Building rooftop (74 KWp) and HR Gate Office Building Roof Top (26KWp).



SDG ALIGNMENT



SDG 7

Ensure access to affordable, reliable, sustainable, & modern energy to all

Target 17.2

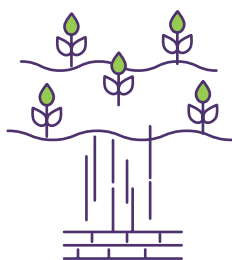
Increase substantially the share of renewable energy in the mix

A total installed capacity of 100 Kw was commissioned in this fiscal year, taking the total solar power generation capacity at

Lanjigarh to 380 KWp. The project will help reduce power requirements from the our captive power plant by ~154,000 KWh.



Waste & Tailings Management



Vedanta's waste management system is built to handle waste in an efficient and responsible manner. The company is guided by The Resource Use and Waste Management Technical Standard and supporting guidance notes, which are part of the Vedanta Sustainability Framework. *We follow the principle of first reducing the waste, quantitatively as well as qualitatively (reducing the toxicity), and then performing the recovery and recycle (either ourselves or sold to authorised recyclers).* The last priority is disposal in `landfill or by incineration, using authorised, licenced and secured landfills.

The wastes of greatest concern are those categorized as hazardous wastes and those that are present in large quantities – categorised as high-volume-low-effect wastes. The hazardous wastes are sent to government authorized handlers or recyclers. High-volume-low-effect wastes are stored in tailings dams/ash-dykes or other secure-landfill structures before being sent to other industries as raw materials – thereby recycling the waste stream. Other non-hazardous wastes such are sent for recycling, disposed, or incinerated. We are currently focussed on developing "waste to wealth" projects to minimize our waste-stream.



Fly-ash bricks, Lanjigarh

CASE STUDY

12

Study: Converting Hazardous Waste into Resources

SDG ALIGNMENT

SDG 12
Sustainable consumption and production

Target 12.2
Achieve sustainable management and efficient use of natural resources

Target 12.5
Substantially reduce waste generation through prevention, reduction, recycling and reuse

At Vedanta, we are always looking for ways to optimize metal recovery and minimize waste in a sustainable manner. At our zinc business, hazardous waste (slag) was transported to third-party vendors who would help recover metal residues. The efficiency of this process was about 60%.

We piloted an ancillary plant at the Dariba operations to recover these residues in-house. This model came with several advantages. It enabled the recovery of nearly 95% of the metal residues from copper dross, purification waste cake, antimony dust/slag and raw zinc oxide. The high recovery rates resulted in improved project economics and having the plant in-house eliminated safety hazards and pollution related to transportation.

The success of the plant at Dariba has encouraged us to commission another plant at our Chanderia operations, thereby taking one more step in our waste to wealth program.



Handling High-Volume-Low-Effect Wastes

Fly Ash and Bottom ash form the greatest volume of high-volume-low-effect wastes. Formed when we burn coal for thermal-power-production, the waste residue was traditionally stored in ash-pond dykes. Vedanta started exploring alternative uses for fly-ash a few years ago – beginning with supplying it as raw-material to fly-ash brick manufacturers. More recently we have entered into agreements to supply the raw material to the cement industry where it serves as a binding agent. The result is that over the last two years we have been able to recycle 100% of the generated fly-ash and have also started to make an impact on the legacy waste stored at our site.

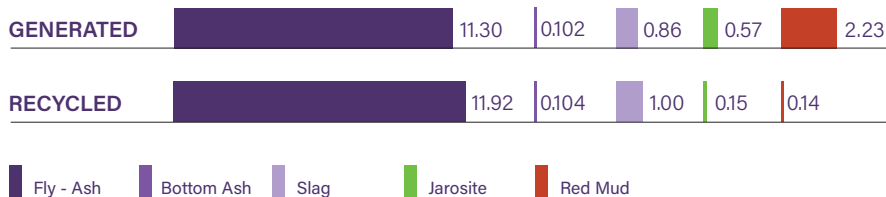
IN FY 2019-20, WE RECYCLED 88% OF THE HIGH-VOLUME-LOW-EFFECT WASTES SUCH AS FLY ASH, SLAG, JAROSITE.

BALCO's Chotia coal mines uses the fly-ash to backfill the voids in its open mine-pits, thereby utilizing this waste stream. The process follows a scientific methodology of layering fly-ash with soil, compressing the layers and covering the top-soil with native plantations. Currently permissions allow Chotia to backfill ~12 million MT of fly-ash.

WASTE PERFORMANCE DASHBOARD

Waste Generation & Recycle Snapshot

High-Volume-Low-Impact Waste Recycling (million MT)



Waste & Tailings Management

Handling High-Volume-Low-Effect Wastes | Continued...

CASE STUDY

12

A fix for Jarofix

Iron is a common metal associated with zinc concentrates. During the refining process, iron is removed from the metal aggregate using the Jarosite process to obtain zinc. 'Jarosite' — a hazardous substance released during the process - is combined with lime and cement to form an inert substance called 'Jarofix', which is then disposed.

This conventional process requires huge land area for disposal, making it an unsustainable option in the long run. To eliminate the generation of this hazardous waste, we have identified a new technology solution known as 'Fumer Technology.' Patented by Xmetech, South Korea, this process involves fuming the zinc ferrite (zinc-iron metal aggregate) in a furnace to obtain residual metals captured as fume oxide and the iron waste generated as clean slag. This iron-rich slag can be used as a raw material for the manufacturing of cement and other construction products.

Fumer plant, CLZS, HZL



SDG ALIGNMENT

SDG 12
Sustainable consumption and production

Target 12.2
Achieve sustainable management and efficient use of natural resources

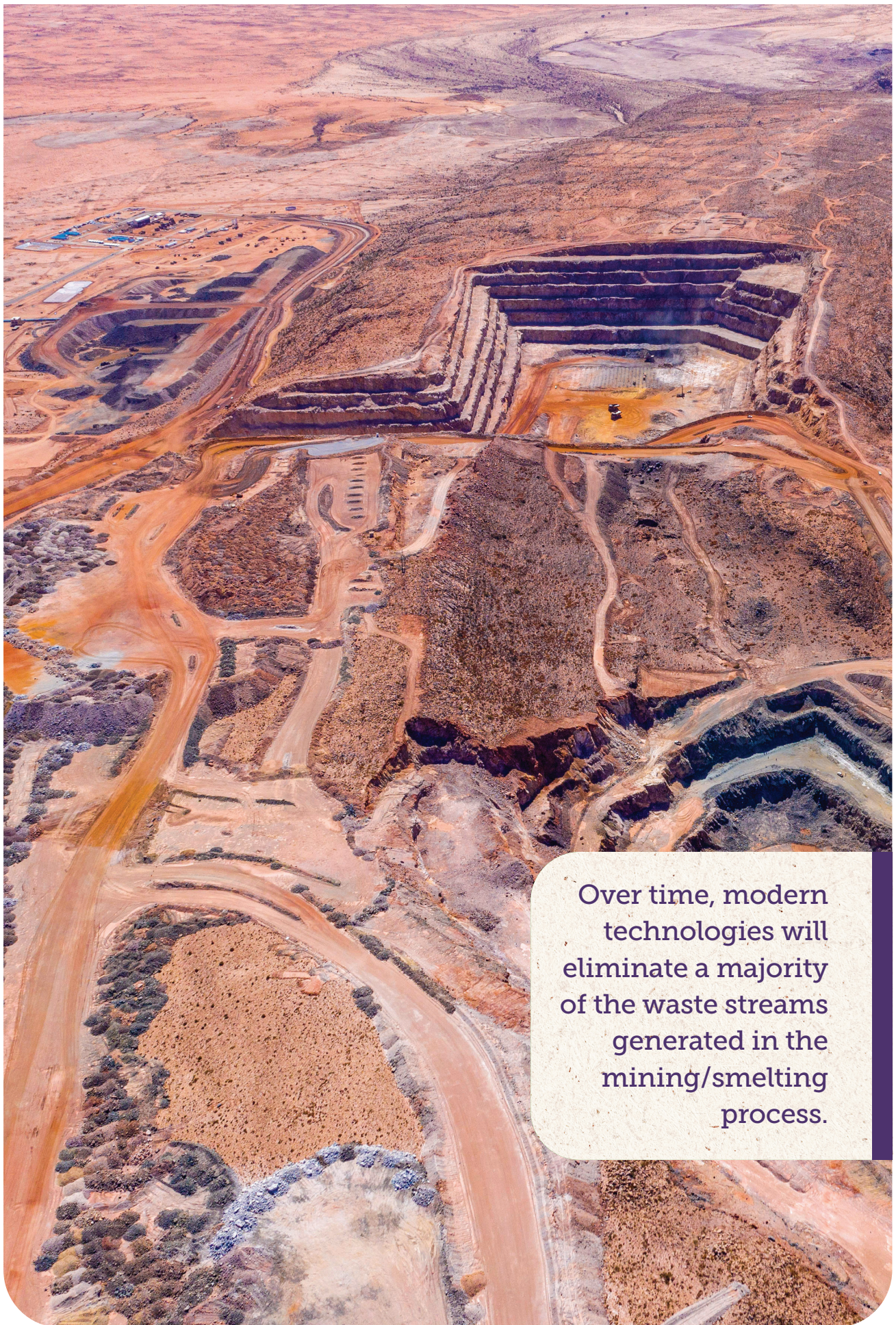
Target 12.5
Substantially reduce waste generation through prevention, reduction, recycling and reuse

This environment-friendly technology has several advantages over the conventional Jarosite process;

- **Along with enhanced recovery of the metals (zinc, lead, silver, and copper) this technology promises complete elimination of land requirement for disposal of Jarofix.**
- **The fume gases released in the process have the potential to generate green energy by the waste heat recovery process.**
- **The need for cement and lime as raw materials to convert reactive Jarosite to inert Jarofix is also eliminated.**

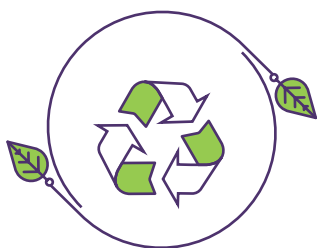
- **The fumer slag contains about 7.6% lime, which would later translate to a reduction of lime consumption in the cement industry where this by-product of the fumer technology can be used as a raw material.**

The fumer plant has been built at the Chanderiya Lead Zinc Smelter (CLZS) of Hindustan Zinc. The project will generate ~21 MWH of green power, which will be consumed in the Fumer process itself. We are awaiting formal commissioning of this plant, which is likely to reduce our environmental liabilities significantly.



Over time, modern technologies will eliminate a majority of the waste streams generated in the mining/smelting process.

Exploring a Circular Business Model



Every year the metals & mining industry produces ~174 billion MT of waste. Not only are these waste volumes great, but they often contain traces of heavy metals and chemicals. At best, these wastes result in large tracts of land being used to safely store them, and at worst, they can cause significant harm to environment and society, in instances of run-off or a breach in the storage areas.

For many years, the industry has been evaluating solutions to minimize and reuse these wastes, however these have been imperfect, and often-times result in the generation of alternate waste-streams. It is estimated that nearly 40% of this waste can be recycled and converted into value-added-products.

In India, the unscientific disposal of hazardous waste has become a significant environmental issue. One reason is the growing unavailability of secure landfill sites

to safely store this waste.

At Vedanta, we follow the waste hierarchy principles of reduce, reuse, recycle and dispose/store responsibly. Given the large volumes of waste we generate, we are always on the lookout for technologies or partners who can help us convert this **"waste to wealth"**.

Enter Runaya Refining and their mineral waste processing solutions.

RUNAYA

Creating circular economy solutions for the metals & mining industry



The world produces ~65 MMT of aluminium every year. Approximately 1.5% of the total quantity is lost in the form of aluminium dross – a by-product – that contains recoverable aluminium, aluminium nitrides and oxides, spinel, dimagnesium silicate, gupeite, and sodium titanate. Aluminium dross is classified as a hazardous waste under the prevailing Indian Environmental regulations due to its potential environmental and health impacts. Current practice is to responsibly dispose this waste by sending it to State authorized recyclers/re-processors who process the waste as per approved guidelines by the Central Pollution Control

Board. Recyclers attempt to recover aluminium from the dross, but because they handle cold dross, the recovery is limited to ~20% metal by weight from the dross (equivalent to a recovery rate of ~10%).

The process adopted by Runaya breaks up the recovery into two-stages – **(i) Recovery from the hot dross, and (ii) Recovery from the cold dross. The combined effect is that one is able to recover ~40% of the metal by weight (or 90% of the metal present in the dross).** This is a significant jump, resulting in improving the economic viability of the process. Also given that it is processing the dross in its melted



state in stage 1, there is a significant reduction in the energy requirements compared to other solutions in the market.

Additionally, in keeping with Vedanta's **"Zero Waste"** philosophy, Runaya, which has a technological tie-up with TAHA International S.A (Luxemburg), is able to take the non-metallic portions of the residual dross and process it to produce briquettes that can be used as slag conditioner in the steel industry.

The end result is that 100% of the dross can be reutilized – through metal recovery and the creation of a value-added-product. This eliminates the amount of waste sent to secure landfills and is an environmentally safe way of utilizing a hazardous waste. It also decreases



the dependence on the other raw materials used as slag conditioners in the steel industry – thereby living up to the ideals of circular manufacturing and circular economy.



A PARTNERSHIP ON THE BRINK OF A REVOLUTION

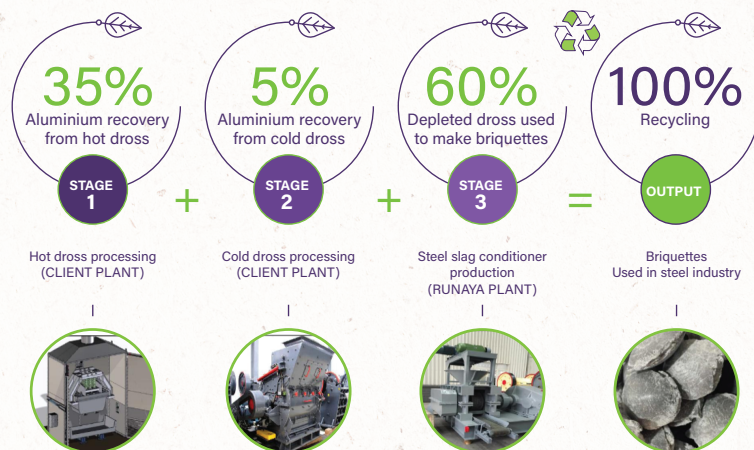
A circular economy is one that is restorative by design, aiming to keep products and components and materials at their highest utility and value at all times. The solution being offered by Runaya is an example of what is possible for the aluminium industry and fulfils our vision of "zero waste" by eliminating a hazardous waste-stream. Vedanta is excited to partner with them and usher in a revolution for the resources sector in more ways than one.



Ajay Kapur

"Runaya's process is a game-changer for the Aluminum sector. Not only does it have the potential to eliminate a hazardous waste-stream, but it converts that waste into value-added products. It is a sustainable solution in the truest sense – addressing environmental, economic, and social aspects." - Ajay Kapur, CEO Vedanta Aluminium & Power

RUNAYA PROCESS



ADDITIONAL BENEFITS FROM THE PROCESS

- Decreased requirement for land availability for waste storage
- Reduction in transportation related emissions and safety incidents
- Energy and related GHG emissions savings in the metal extraction stage
- Employment generation opportunities

Waste & Tailings Management

WHAT ARE TAILINGS?

When minerals and metals are extracted from the mined ore, the remaining substance, which consists of powdered rocks and water, is considered as tailings waste.

The company's Tailings Dam Management Standard requires that all our group companies follow consistent, international best practices. Additionally, all businesses are required to prepare the dams for the monsoon season, which could see overflow conditions arise in case of heavy rainfall.

Tailings Dam Management

The catastrophic failure of a tailings storage facility at Vale's Corrego do Feijão mine in Brumadinho, Brazil serves as a reminder to the extreme potential risks posed by tailings dams. A failure of the dam can cause extensive harm to the local communities and environment - leading to loss of life, property, and ecosystems.

Tailings dams and ash ponds are integral to Vedanta's mining operations. Effective management of tailings dams is part of our sustainability commitment: Zero Harm, Zero Waste and Zero Discharge. Vedanta remains vigilant to the risks posed by tailing dams/ ash dykes.

Vedanta oversees **21 active and one closed tailings management facilities (TMFs)**. Our principle concern is to ensure the safety of the people who live downstream from our dams. To improve the management of our tailings dams and ash ponds, we have taken some significant measures over the last 24 months.

All our Tailing Dams are lined, hence the contamination of ground water due to seepage of bottom ash is low. We apply stringent steps to comply with all local environmental standards, ensuring that the water contained in this waste is treated and made safe before it can be discharged into local drainage systems.

In FY2018-19, Vedanta hired independent industry experts - Golder Associates - to

audit our tailing management system and advice on the safe design, construction and operation of all our tailings facilities. These audits were the start of an annual audit program that will be put in place from FY2021. The interim period has been used by the business to address the gaps and recommendations that emerged from the audit. Till date we have closed ~84% of the findings and the remaining are work-in-progress.

Additional oversight mechanisms have been put in place, including a monthly sign-off from the CEOs of our BUs, verifying the activities related to audit recommendation closure, monthly monitoring of the structures, monsoon preparedness and other actions to de-risk the facilities are being undertaken.

CRITICAL ASPECTS OF VEDANTA'S TMF STANDARDS

Site selection must be based on a comprehensive environmental and social impact assessment, economics, and public health and safety risk over the life cycle of the tailing facility as per Good International Industry Practice

Dam break analysis must be conducted based on the advice of the designer/ consultant to quantify the TMF-related risks if the TMF is located upstream or close to communities or sensitive environmental areas

Design must be based on best available technology, to minimise the environmental, social, and economic risks, at an optimal total cost of ownership over the life cycle of the operation.

Key initiatives taken to improve oversight of our dam facilities

- Daily/weekly checks (as required)
- Revision of the risk matrix
- Introduction of surveillance systems
- Conducting liquefaction analysis
- Improved training for all key personnel and detailed documentation
- Quarterly review of dam-state by senior management
- Emphasis on safe closure planning for all tailing/dyke facilities

Vedanta is a respondent to Church of England's request to disclose details about our tailings facilities, including their location, activity status, hazard categorization, raising method, engineering oversight among other aspects. Details on this disclosure can be found at: <https://www.vedantalimited.com/FactSheet/Sustainable%20Tailings.pdf>



Dry Tailings Disposal System – Zawar

Tailings dam pose a high-risk because of the semi-fluid nature of the tailings mixture. Stored in slurry form, tailings dams experience tremendous pressure and should the walls breach, the stored tailings are propelled quickly due to the viscosity of the fluid and the release of the stored potential energy.



Tailings slurry contains about 50-55% water. One solution to increase the stability and life of the tailing dam is to dewater the tailings mixture.

Hindustan Zinc Limited (HZL) has commissioned a tailing filtration (dry tailing plant) at the near the tailing dam at Zawar. The installation and commissioning of dry tailing plant has resulted in higher water recovery, near elimination of water losses through seepage and evaporation, virtual stoppage of any probability of ground water contamination through seepage and significant reduction in the risk of catastrophic dam failure. Excess water is extracted from tailing slurry by a filtration process, which transforms it into a cake containing only 16% moisture. The cake is easy to handle, can be transported by conveyor & dumpers, stored in stacks up to reasonable height and stabilized by compaction & plantation. The extracted water is recirculated for use in the milling operation – thereby reducing our need for

withdrawal of fresh water.

The dry tailing plant uses multiple stages to dry the tailings. In the “tailings thickener” stage, trash and feed slurry are separated and process water is transferred to a thickener overflow tank. The separated “underflow slurry” is further dried by the addition of a flocculant, to separate the water using a gravity separation system. This increases the slurry composition from 50% to 70%. The water collected in the thickener overflow tank is transferred to different parts of the plant, such as process water pond, flocculent dosing system, firefighting system, and slurry flushing line. A portion of thickener overflow water is transferred to water treatment system through water pumps, where it gets treated and used in the tailing filtration & disposal system.

Thickened slurry is sent to the filter feed tank where it is pumped using centrifugal pumps for uniform distribution over the entire width of the E-disc filter.

SDG ALIGNMENT

SDG 12
*Sustainable
consumption and
production*

Target 12.5
Substantially reduce
waste generation
through prevention,
reduction, recycling
and reuse

Key Advantages

- **Recirculation of >90% of the process water.**
- **Elimination of the risks of catastrophic tailings flow when a slurry dam (TSF) fails.**
- **Safe stacking of tailings cakes even in areas of high seismic activity.**
- **Reduction of risk of ground water contamination through seepage.**
- **Reduction of storage footprint by 50% and enabling fast rehabilitation when approaching mine closure**




Water Management




Water availability plays an important role in all metal and mining companies, particularly for operations located in water scarce regions. A comprehensive water supply strategy for mining projects is important to ensure that fair allocation of water is maintained for municipal, agricultural and industrial users in the region.

Our Group water policy administered through our water management standard, drives the implementation of improved water management practices across the business. Water-screening assessment to identify sensitive water resources, aquatic habitats and any known or suspected water resource constraints in proximity to each operation, is a must and has been conducted by all our businesses.

These policies, standards, and SOPs ensure that our operations have built-in measures to evade, curtail, or where required, compensate its effect on water in their respective regions.

WATER PERFORMANCE DASHBOARD

YEAR	 Million m ³	 Million m ³	 Percentage
FY2020	255.10	73.86	28.95%
FY2019	278.67	67.58	24.25%
FY2018	280.01	74.40	26.60%

 **Total water consumption** (million m³)
  **Water recycled/reused** (million m³)
  **Water recycled** (%)



Cairn Oil & Gas

WATER SAVING INITIATIVES, FY2020

Vedanta companies implemented 35 projects across the company to reduce their water consumption. The top 10 programs are listed in the table below:

S.N.	BU	Top 10 Water Saving Initiatives	Water Savings (m ³)
1.	VAL-Jharsuguda	Multiple projects at 2,400 MW Thermal Power Plant, including: <ul style="list-style-type: none"> • Installation of a new ETP with the ability to treat 500 m³/hr of effluents • Increasing Cycle of Concentration from 6.45 to 7 • Restricting the unauthorized usage of FF water • Weekly water audits to identify and control water wastage • 100% utilization of recycled water in Ash Handling Plant • Increase in the Peak Load Factor 	1,531,339
2.	BALCO	Construction of zero discharge pit and installation of pump to reuse waste water	533,859
3.	Cairn (Suvali)	Reuse of treated produced water via RO	158,120
4.	HZL	TG condensate water to be reused in system	96,874
5.	BALCO	Improving Cycle of Concentration from 6 to 8	90,000
6.	BALCO	Implementation of closed loop systems at CH-3	71,060
7.	HZL	CPP effluent/Pond water to be used in all drums, replacing use of fresh water	69,390
8.	TSPL	Improvement in recycling rate of treated cooling tower blowdown in Zero Discharge System	68,181
9.	Zinc International (Skorpion Zinc)	Increasing recycling of raw water and process waste-water throughout the plant	64,886
10.	Iron Ore Business (Value-Added Business)	Amona Pit water utilization @ MCD & PP-2.# replacment of PVC pipelie to MS.	48,412
Totals (Top 10 Projects)			2,732,121

Collectively, we have saved or preserved over 2.99 million m³ of water in the fiscal year, against our target of conserving 2.5 million m³.



Water Management

CASE STUDY



Optimization on freshwater consumption

In the last ten years, VAL-Jharsuguda has improved its specific water consumption at smelter-1 by nearly 90%. This dramatic improvement has been realized due to the consistent focus to optimize the use of all natural resources. A combination of engineering and behaviour-based approaches have made Jharsuguda one of the most water-efficient operations in the Vedanta Group.



SDG ALIGNMENT



SDG 6 Clean Water & Sanitation

Target 6.4

Increase water use efficiency and ensure sustainable withdrawals



SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target 9.4

Upgrade industries and retrofit industries to make them sustainable (resource use efficiency, clean energy, etc)



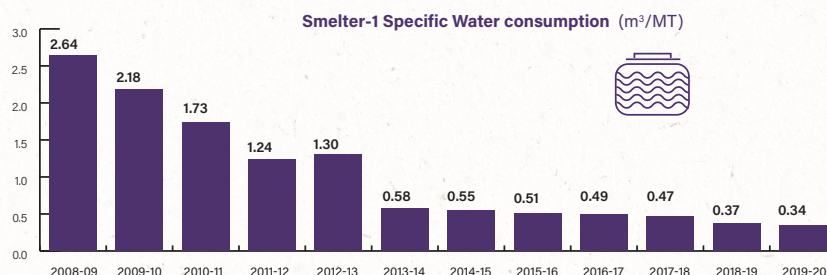
SDG 12 Responsible Consumption & Production

Target 12.2

Achieve sustainable management and efficient use of natural resources

Some of the steps undertaken to achieve this result include:

- Programs to eliminate water wastage in every step of the process;
- A strong focus on zero discharge, allowing the business to recycle 100% of its effluent water;
- Adherence to the principles of 3R (Reduce, Reuse and Recycle);
- Water saving campaigns are organised by the utility team throughout the plant raising awareness among the shop-floor workers on water efficient practices;
- Educating the entire workforce to report water leakages, so that preventative action can be taken to stop water wastage;
- Increase in the frequency of water audits, followed by a quick closure of the gaps identified – especially those related to underground leakages



Additional benefits from improved water management include the decline in energy and chemical consumption due to lower operating hours of the pumps, which are no longer processing 'wasted' water. The decreased energy consumption has also lowered the carbon footprint of the operations.



We foresee that effective water management will become a competitive advantage in the near future.

Air Quality and Emissions Control

Air pollution does not recognize geographic boundaries. Some pollutants can travel great distances affecting air quality and public health locally, regionally, nationally, and even internationally in areas that are downwind.

We closely monitor the extent of any impact that our operations have on air quality and the effects and implications that this may have on employees, the communities local to our operations, and the broader environment. We are committed to using processes and technology that minimises any particulate release. We strongly comply with all the pollution norms to state and central guidelines and notifications.

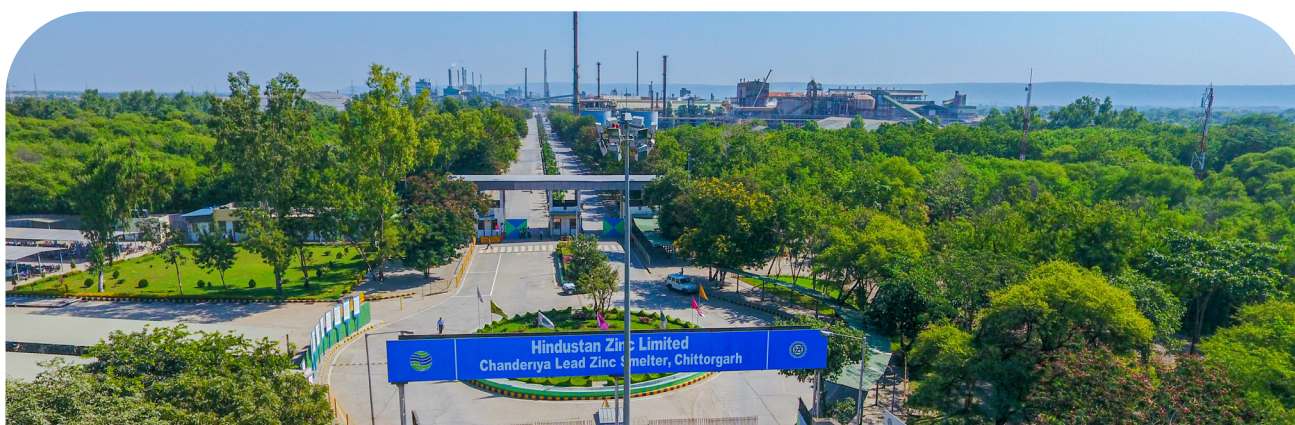
As part of our ambient air quality monitoring process, we monitor Suspended Particulate Matter (SPM), SO_x and NO_x. We also keep in check lead emissions in our zinc operations, fluoride emissions in our copper and aluminium operations, and Polycyclic Aromatic Hydrocarbons (PAHs) in our aluminium operations as per our Environmental Management Standard.

STACK EMISSIONS DASHBOARD



YEAR	Stack emissions (in MT)		
FY2020	11,215	257,676	67,317
FY2019	8,871	242,236	67,278
FY2018	8,421	189,733	56,749
	Particulate matter	SO _x	NO _x

The steep rise in our air emissions numbers are due to the addition of ESLs operations in this year's data.



HZL, Chanderiya Lead Zinc Smelter, Chittorgarh

Improving ambient air quality has become an issue of critical importance among domestic stakeholders.



Biodiversity Management

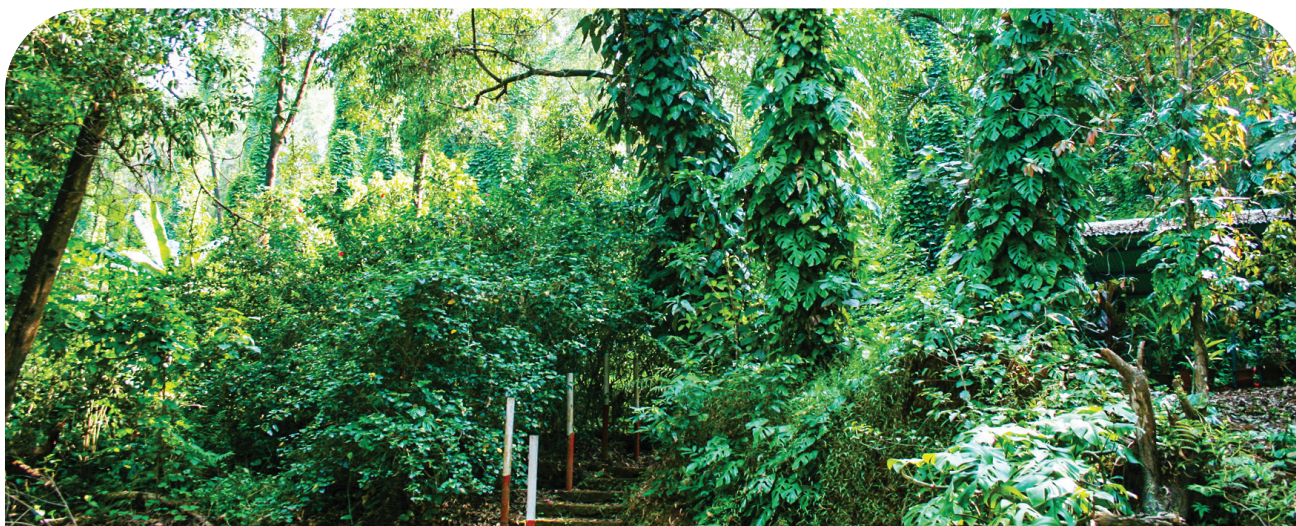
WE HAVE A DEDICATED 'BIODIVERSITY POLICY AND MANAGEMENT STANDARD' IN LINE WITH INTERNATIONAL STANDARDS AND GUIDELINES OF INTERNATIONAL FINANCE CORPORATION (IFC).

Poorly managed operations can pollute the environment and damage the biodiversity that underpins economies, provides food, fuel, building materials and freshwater, and helps to mitigate the impacts of climate change and natural disasters.

Metal and Mining companies are reliant on healthy ecosystems. For example, they need reliable water supplies, and in coastal areas they might need the protection from storm-surges.

Vedanta's commitment to **"Do No Harm"** extends to the surrounding environment.

We also follow the International Council on Mining and Metals mitigation hierarchy - an internationally recognised approach designed to help limit, as far as possible, the impacts of development projects on biodiversity and ecosystem services.



Plantation developed in mine pit at Sanquelim mines.

AS OF 2019-20, 100% OF OUR SITES HAVE RE-EVALUATED THEIR BMPs AND ARE IN THE PROCESS OF DEVELOPING PLANS TO MITIGATE THEIR IMPACTS.

The biodiversity policy and standards advise us on how disruption to the local ecology is to be avoided, minimised and compensated for, from project scoping to site closure and beyond. Our businesses seek consultation from domain experts in identifying biodiversity related business risk and its management. This is an integral part of our commitment to sustainable development.

For new projects or major expansions, Vedanta conducts environmental and social impact assessments to understand the presence of critical biodiversity attributes before starting work. Sites that may have a significant impact on the biodiversity of an area must develop biodiversity management plans (BMPs) to mitigate that impact.

We are members of the India Business & Biodiversity Initiative. Additionally, HZL is part of IUCN's – Leaders for Nature program and Zinc International has worked extensively with IUCN to ensure that we meet our No Net Loss principles at Gamsberg, which is located in the Karoo Biosphere Reserve

We strive to attain a No Net Loss (NNL) of biodiversity at all our operations.

CASE STUDY

15

Rehabilitating mined-out areas

Over the last 10 years, BALCO has planted ~1.27 million native and fruit-bearing trees in the mined-out areas of their Mainpat and Bodai Daldali bauxite mines. The trees have been grown on soil that has been put back into the mined-out areas using concurrent backfilling techniques. The team has also constructed eight water reservoirs to capture rainwater and recharge groundwater levels.



SDG ALIGNMENT



SDG 15 Life on Land

Target 15.1

Conserve, restore and sustainably use all terrestrial eco-systems

Target 15.3

Combat desertification, restore degraded land and soil

The backfilling has been conducting in alignment with our progressive mine closure plan. This approach

- preserves the top-soil at the time of mining,
- uses the waste material to fill the mined-out areas,
- levels the backfill area and covers it with top-soil,
- biologically reclaims the land,
- plants native, fruit-bearing, and medicinal species in the levelled area.

The result has been the return of native plant species to the area, which along with the waterbodies, attracts several migratory birds to the region.

The use of local stakeholders (who are predominantly tribal communities) for the plantation activity, construction and maintenance of the waterbodies, check-dams, and stop-dams has resulted in the generation of local employment. The fruit-trees have also served to supplement the incomes of local communities, further enhancing the overall socio-economic benefits that have come to the area because of BALCO's mining operations.

RESTORATION AND PROTECTION OF HABITATS

We take appropriate measures to responsibly restore and rehabilitate closed mining areas. The following programs were undertaken in FY2019-20:

- At BALCO's Chotia coal mines, nearly 332 hectares of land has been biologically restored as part of the progressive mine closure plan. The work was overseen by experts from IIT-Kharagpur.
- At the Iron Ore Business' mines in Chitradurga, ~5 hectares of land belonging to a dumping site has been partially reclaimed using geo-textiles and the plantation of native grasses and trees. The work is overseen by the Indian Bureau of Mines.
- At the Inselberg mining area of Skorpion Zinc, work is underway to demarcate and restrict access to areas that have instance of high biodiversity – in keeping with our mitigation hierarchy for biodiversity.
- At Gamsberg, work is underway to manage the no-go areas as per the conservation management plan for the Gamsberg Nature Reserve. The long-term activity is being overseen by IUCN.

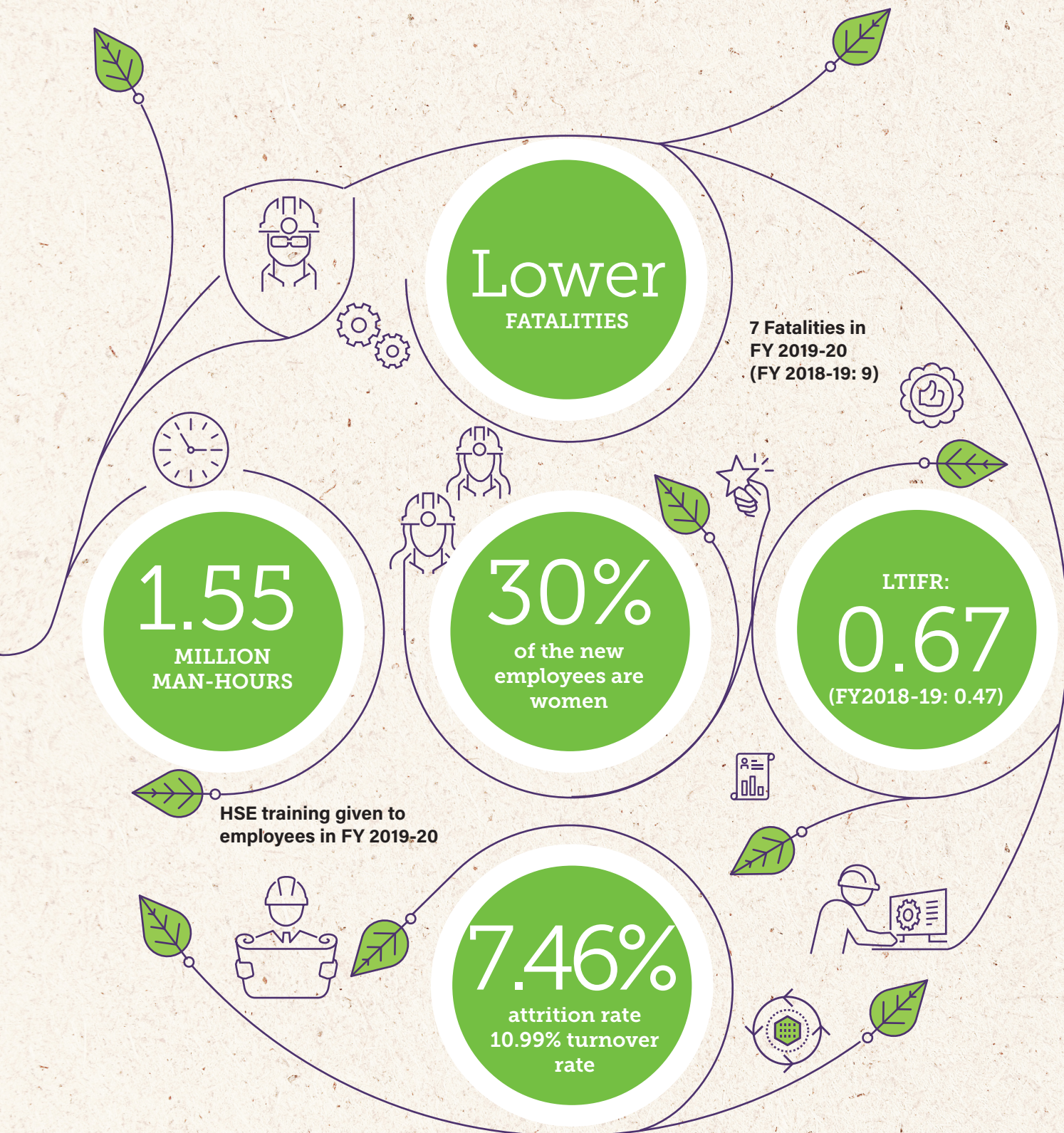
Our People



Vedanta's employees and business partners take on tough challenges and deliver. The Company has always displayed a result-oriented bent towards any task undertaken and has endeavoured to continuously expand the capacity of our workforce to align with business strategy. This 'can-do' spirit has allowed Vedanta to become one of the largest, diversified metals and mining companies in the world.



The women of BALCO: A diverse workforce is central to Vedanta's growth strategy.



We constantly evolve at all phases of the talent management cycle, from recruitment to development, and engagement to retention. Through digitisation and user-friendly technology, we continuously upgrade and introduce best-in-class people practices.

Management Approach



Safe, productive, and dynamic – this is how we would like to see our 79,000+ diverse workforce who are spread across multiple countries. We endeavour to develop a unified culture that exemplifies our core values and nurtures safety, excellence, creativity and diversity. Our workforce propels our progress and it is our responsibility to keep them motivated. We achieve that by providing career growth and leadership opportunities across all levels, with an emphasis on promoting gender diversity across roles.

We routinely assess our safety performance – benchmarking our practices with peers, with an eye to build a best-in-class safe workplace for our employees and contract workers.



SAFETY, HEALTH & WELL-BEING



LEADERSHIP DEVELOPMENT & TALENT MANAGEMENT



DIVERSITY & EQUAL OPPORTUNITY

Safety, Health and Well-Being

Building a Culture of Care

Any employee or business partner working at Vedanta should trust that they will return home safely to their family. Our philosophy of building a culture of care, stems from the fundamental right to a safe workplace.

With a comprehensive Group-level HSE policy we seek to embed health and safety as a value across our operations. This policy is supported by several management and technical standards that guide our workforce into implementing safe operations.

CULTURE OF CARE

Culture of Care means ensuring that every decision and work assignment is undertaken considering and protecting the safety, health and welfare of those undertaking the work and those potentially impacted by the work.



SAFETY AS A VALUE

Safety is much more than a priority – safety describes the important and lasting beliefs and ideals shared by the members of our work teams about what is good or bad and desirable or undesirable. Instituting safety as a value has a major influence on a person's behaviour and attitude and serves to guide decision-making and actions in all situations.



It is a matter of extreme regret that we lost 7 colleagues in work-related accidents during the year. We share the pain of their loved ones and convey our deepest condolences to them. Their loss is a tragic reminder for us to continuously work to strengthen and improve our safety management systems.

Policies and Standards

The Vedanta Sustainability Framework (VSF) puts significant emphasis on Safety & Occupational Health and every member of the workforce is educated and encouraged to embrace safety wholeheartedly. The following standards support our HSE policy: Machine Guarding, Electrical Safety, Isolation, Confined Space Entry, Work-at-Height, Vehicle & Driving, Molten Materials, Ground Control, Mobile Cranes & Lifting Safety, Scaffolding, and Pit, Stockpile & Waste Dump Stability.

Our safety standards portfolio has gradually expanded to incorporate additional critical risks identified as a result of our incident investigations. Today, our businesses adhere to 16 safety standards designed to prevent fatalities in the workplace. We benchmark against organizations like ICMM to guide us on the development of our standards.



Safety, Health and Well-Being

Building a Culture of Care

Safety Training

In FY2020 we imparted over 1.55 million hours of safety trainings to our employees, contract workers, and business partners. 95% of the hours were dedicated to training our contract workers and business partners.

Over the last 24 months, we have made considerable efforts to ensure that our entire workforce has the correct training so that their actions result in a safe workplace. Training programs include programs to help employees make better risk decisions,

understand our safety standards and share learnings & best practices across the organization. Safety & Occupational Health is a mandatory module in our induction and refresher training programme.



Safety training at BALCO

Our Board-Level Sustainability Committee, chaired by the Board's senior independent director, and our Executive Committee, chaired by the Group CEO, regularly review our safety performance and share recommendations. Business CEOs and HSE heads are answerable for their units safety performance at all Group-level Board and ExCo meetings.

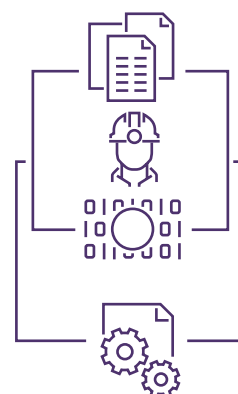
Monitoring, Evaluation and Leadership Accountability

Over the last five years, Vedanta has developed a robust methodology to monitor our efforts to improve safety performance. Our monitoring framework is well-established and encompasses checks across all levels of organizational hierarchy – from the shop-floor to the Board room. Job risk assessments, permit-to-work checks, tool-box talks, and weekly status checks are conducted at the asset and Business Unit level to ensure that safe work practices and learnings from previous incidents are being applied consistently.

At the Group-level, an extensive review of safety performance forms the opening discussion of the monthly Group ExCo review session. The Group Risk Committee meeting has also identified HSE as a key risk area for the organization and mitigative actions are evaluated by the committee. The final review of our safety management systems takes place at the bi-annual Board Sustainability Committee meetings. Additionally, each asset undergoes an extensive audit conducted by an independent third-party under the Vedanta Sustainability Assurance Protocol.

Digitalized Reporting to Chairman & Senior Leadership

We constantly benchmark our performance with the peer industries. An exclusive dashboard has been developed for the senior leadership team (Chairman, Vice Chairman and Group CEO). The dashboard allows the leadership team to maintain a pulse of the safety performance across our business and seek remedial action should they observe a slippage in performance.

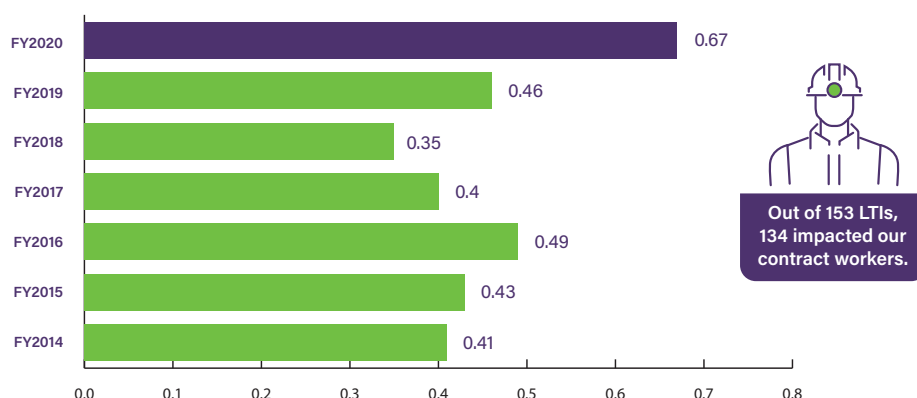


Safety Performance

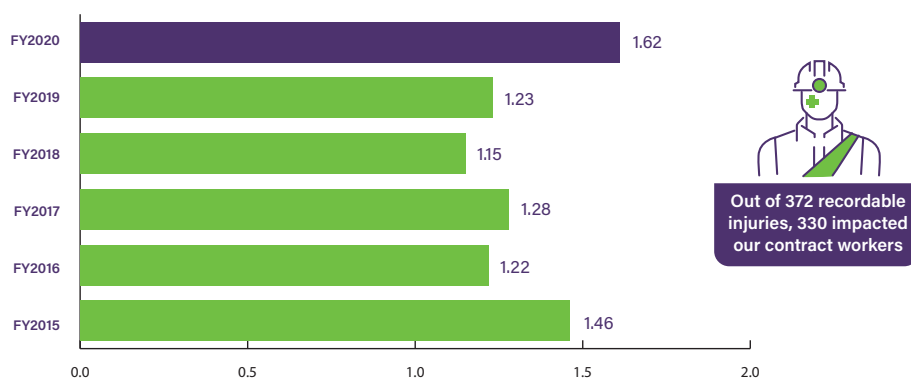
Last year, we lost 7 colleagues in work-related accidents and we send our condolences to their families. We have disseminated the learnings from these accidents and taken actions to avoid repeat incidents. The result is a flattening of the

fatality trend, however much work remains to allow us to meet our target of zero fatality. In the same time-period, we have seen an increase in the LTIFR trend. This is primarily due to improved reporting across the businesses.

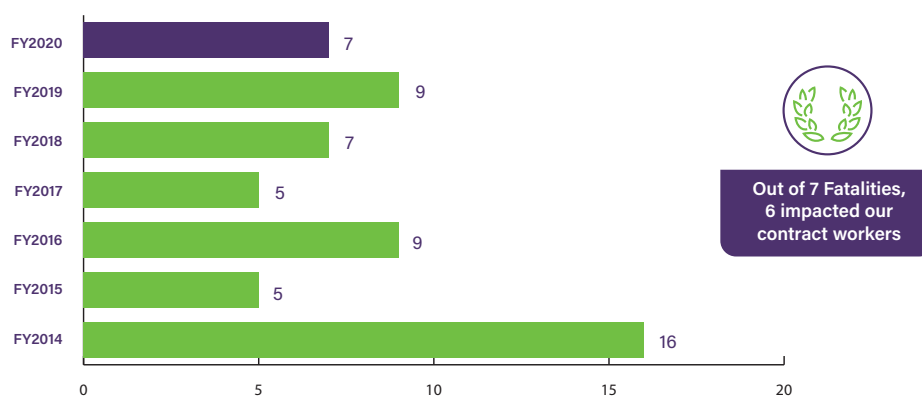
LTIFR (per million man-hours)



TRIFR (per million man-hours)



FATALITIES



Safety, Health and Well-Being

We are committed to stem and reverse this trend, through visible felt leadership; validating the effectiveness of critical risk controls; and better engagement and management of our business partners.

Building a Culture of Care

Nearly 80% of the fatalities occurred in risk areas covered by our safety standards. Nearly 90% of the injuries and fatalities occurred to our contract workforce. These trends point towards the need to further strengthen the monitoring of all critical risk areas, especially on those tasks conducted by our contract workforce.

We believe that safe workplaces are as much about having the right standards and engineering controls in place as they are about ensuring that inattentive and uncontrolled high-risk personal behaviours are eliminated. Historically, much of our efforts have focussed on ensuring that

we get the engineering and managerial controls in place. To help bridge the gap between management controls and personal behaviour, we want each person on the shop floor to take personal responsibility for the safe behaviours of their peers and their own actions. In this 'Culture of Care', the primary intent of every leader on every job is to protect people.

In FY 2019-20, we have continued to build upon the safety programs instituted in the previous fiscal year. Today, key performance indicators (KPIs) on safety impact performance pay and promotional opportunities for all leader / senior

CASE STUDY

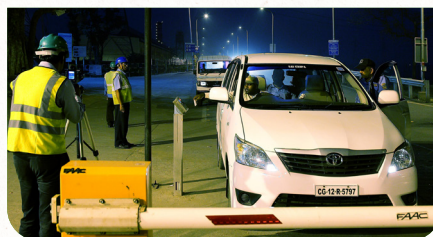


8

Surveillance teams to ensure safe work conditions at night

BALCO's Senior Management has vouched for safety and integrity as their prime focus. They strive to ensure a conducive and safe working environment and have undertaken several programs to demonstrate Visible Felt Leadership.

In order to improve the efficiency and effectiveness of the plant at night, the management implemented the Night Surveillance Initiative. The Night Surveillance team promotes smooth flow of operations inside the plant through a regulation-based, proactive safety oversight system. The team comprises three executives with one member from the senior/middle management supported by an executive each from safety and security teams. The primary function of the team is to visit the SBUs (Metal, Power and Enabling) to identify unsafe operational practices, violation of cardinal rules/zero tolerance rules, violation of standing order provisions



and any other applicable guidelines laid down under the code of business conduct.

Over 150 employees are involved in this process, conducting cross-functional audits and have helped highlight several gap areas and best practices. The initiative is supported by an online platform providing immediate learnings and course corrections. This initiative has provided BALCO an additional platform to spread the awareness on safety and demonstrated the commitment of the senior leadership team towards HSE & the well-being of the workforce.

SDG ALIGNMENT

SDG 8
Economic Growth & Decent Work for All

Target 8.8
Protect labor rights and provide safe work conditions for all

management positions. To this end, we are driving the following fundamental outcomes:

- **The primary intent of every leader, on every job, is to protect people**
- **Business Partners are to be treated as employees**
- **Transparent delivery of improved safety performance**
- **A fatality will result in consequences for the leadership team unless it can be demonstrated they acted with**

care

- **The safety performance bonus will increase in weightage relative to other input-based KPIs; thereby impacting promotion opportunities**
- **The presence of visible and felt leadership on the shop-floor**
SBU ExCo members to conduct weekly mentoring of direct reports on a planned, rotating basis
- **Functional safety support to be 80% in field and monitored**
SBU ExCo member's and Leader's

time in field to be planned, documented and monitored

- **Leaderships teams coached to support their safety deliverables**

In addition, we have appointed 'zone-wise' managers who are accountable for the overall safety of their areas. We have mandated that the managers should be chosen from inside the business; people who staff the shop-floor daily.

These parameters are closely monitored at BU-level and at the Group EXCo.

CASE STUDY

8

Safety booster program

Unsafe work conditions are often a result of consistent, long-term unsafe habits by employees on the shop-floor. Left unchecked, these behaviours can have a negative impact on the safety culture of the site and result in injuries or fatalities.

To prevent such behaviours from spreading, the Jharsuguda plant has adopted a "safety booster" program for those employees (Vedanta & Business Partners) who exhibit persistent unsafe behaviour. These employees are identified by the plant-head in consultation with departmental heads and safety teams if they exhibit the following behaviours over a period of time:

- **Higher count of safety notices for areas under their supervision**
- **Repeated road safety violations**
- **Risk taking behaviours while performing jobs, a repetition of violations, or an unwillingness to perform safe work practices**
- **Not conducting Visible Felt Leadership/Behaviour Based Safety/Making Better Risk Decisions (MBRD) interactions/inspections**
- **Lower safety compliance in their area**
- **People working in isolation or isolated areas**
- **PPE violations**

Once identified, these employees are provided counselling sessions, safety training, and a review of their performance



after six months. The training program covers the following topics: life-saving rules, safety standards, Permit to Work system, Behaviour Based Safety, Zero harm culture, Safety inspections and interactions, HIRA, and safety legal requirements.

This approach has allowed several employees to self-correct once back on the shop-floor and has improved the overall safety culture of the plant.

SDG ALIGNMENT

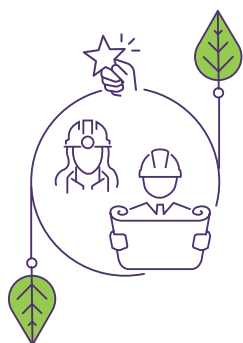


SDG 8
Economic Growth & Decent Work for All

Target 8.8

Protect labor rights and provide safe work conditions for all

Leadership Development and Talent Management



Vedanta has always aspired to build a culture that demonstrates world-class standards in safety, environment and sustainability. People are our most valuable asset and we are committed to providing all our employees with a safe and healthy work environment.

Our culture exemplifies our core values and nurtures innovation, creativity and diversity. We align our business goals with individual goals and enable our employees to grow on a personal as well as professional front.

Hiring & Retaining the Right People

Unearthing great talent is key to the mining industry. Innovation, technology and ever-evolving mining landscape are having its effect on the kind of people required. At Vedanta, we are abreast of the changes and

focus on hiring employees for the future. We take a multi-pronged approach to recruit, retain, and grow individuals, thereby helping Vedanta maintain its competitive edge.

DIGITALIZATION PROGRAMS

Digitalization has been used to drive efficiencies, track performance, and ensure that we have the right personnel in place staffing our business. Key programs include:

V-accelerate	MIP Dashboard	Campus Analytics Dashboard
An end-to end online Internal Job Posting (IJP) portal, which was developed inhouse, was launched in FY2020. The portal has increased transparency and significantly reduced lead time in recruiting internal talent to fill vacancies across the Group.	The MIP Dashboard provides a complete view of the ExCo structure at Group Level, ensuring that we have visibility of all leaders at the click of a button. Vacancies are easy to spot, thereby ensuring that critical roles don't remain unoccupied for long periods of time.	We partnered with a reputed analytics firm to derive insights from our experiences with various college campuses and campus recruits over the years. As a result, we now have an exhaustive dashboard, which provides key insights for shaping our campus hiring strategy and onboarding and anchoring young talent.



Employees at Cairn Oil & Gas



Senior management interaction at Lanjigarh



Employees at HZL

RECRUITMENT

Right Management in Place (RMIP)	Vedanta Leadership Development Program (VLDP)	Diversity Hiring Project
<p>To re-emphasise the Group's philosophy of empowering the SBUs, we have reviewed our existing businesses and SBU structures, and followed a rigorous assessment process to ensure we engage the right talent in the right role. The RMIP process also ensures that we have filled all the critical roles within our structures and any gaps in the management team are supported by strategic plans to fill vacancies. Our approach to recruitment is focused on hiring diverse, high-quality talent. We operate our businesses with global best practices and are benchmarked to global standards. Therefore, wherever needed, we also hire expats and specialists with world-class expertise and experience to manage such operations.</p>	<p>VLDP is our flagship programme, which aims to build organisational capability by hiring and developing talented individuals from premier management and technology institutes.</p> <p>It is a tailored programme, which focuses on nurturing bright young minds to act as catalysts to steer our business to the next level of growth. The programme includes induction sessions and cross-functional projects in significant roles, job rotation, development opportunities, and continuous anchoring to ensure that these individuals get an in-depth knowledge of our operations and recognise their areas of interest for a suitable role.</p>	<p>At Vedanta, we see ourselves as an engine of inclusive growth that operates at scale, and ushers in prosperity for a large section of the society.</p> <p>In line with our vision to achieve 33% gender diversity across the group, we have launched a project to bring onboard diversity leaders across Technical, Operations and Enabling functions. This will help us strengthen representation of women leaders in business and SBU ExCo.</p> <p>Through this project, we are looking at hiring ~30-40 women professionals across our various businesses and locations. In the last one year, we made significant progress in increasing the diversity representation in Group ExCo from 5% to 12.5%. Additionally, a newly constituted Management Committee, which is the Group's apex management body at 25% gender diversity.</p>



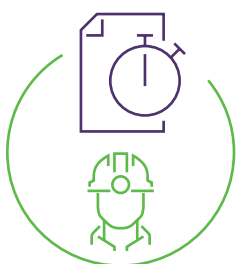
Employees at BALCO

WORKFORCE SNAPSHOT

BUSINESS	LOCATION	FULL-TIME EMPLOYEES		CONTRACT EMPLOYEES		RETAINERS		TOTAL WORKFORCE		
		Male	Female	Male	Female	Male	Female	Male	Female	TOTAL
ALUMINIUM	India	5,657	772	14,188	580	44	1	19,889	1,353	21,242
COPPER	Australia	20	2	2	0	0	0	22	2	24
	India	798	110	739	20	3	0	1,540	130	1,670
IRON ORE & STEEL (includes ports)	India	4,416	227	8,226	84	2	0	12,644	311	12,955
OIL & GAS	India	1,260	259	16,180	121	281	13	17,721	393	18,114
POWER	India	72	13	1,117	22	0	0	1,189	35	1,224
ZINC, LEAD & SILVER	India	3,757	424	14,818	136	14	3	18,589	563	19,152
	Namibia	430	58	1,353	79	28	21	1,811	158	1,969
	South Africa	746	154	1,605	229	40	27	2,391	410	2,801
CORPORATE OFFICES	India	60	81	35	20	13	3	108	104	212
	UK	4	7	0	0	3	1	7	8	15
	TOTAL	17,220	2,107	58,263	1,291	428	69	75,911	3,467	79,378

Leadership Development and Talent Management

EMPLOYEE TRAINING



Developing leaders from within has multiple advantages. For the employees, it ensures growth with stability. For the organisation, it facilitates a talent pipeline with the same imbibed culture. At Vedanta, we nurture and groom talent through a gamut of development programmes that include training, job rotations, additional projects and responsibilities, and mentoring programmes.

MAN-HOURS

	Male	Female
Total Training Hours - Full-time Employees (FTE)	361,787	80,077
Average Training Hours for FTEs	21.01	38.01
Total Training Hours - Contract Employees	105,620	5,257
Average Training Hours for Contract Employees	1.81	4.07



LEADERSHIP PERFORMANCE SCORECARD

We take great pride in our performance-driven culture where every individual is motivated to contribute to the best of his/ her potential. It is with this focus that we launched the 'Leadership Performance

Scorecard', an initiative, which aims to drive accountability and performance for our senior leaders aligned to their respective business, function, role and with the overall objectives of the organisation.

The performance scorecard covers ~570 senior leaders, diversity leaders and advisors across the Group and

provides a quarterly scorecard on the basis of goals and achievements for rewards and development. The entire exercise is being executed in a very objective and transparent manner, aimed at recognising and further growing our top performing leaders, assisting those facing challenges and addressing any performance issues.



TOP 50 YOUNG TALENT ANCHORING PROGRAMME

Identifying and grooming future business leaders and providing them with business exposure (in terms of

higher responsibility, better visibility, differentiated rewards, focused guidance and support structure to perform) have formed a key part of our people agenda. In line with this, we launched the Top 50 Young Talent Anchoring Programme, where we have identified 50 young, high-

potential candidates from our pool of 350+ VLDPs, Management Trainees & Chartered Accountants. This young talent is being centrally mentored by our high performing senior leaders to fast track their career growth into future CXOs.



V-REACH: GRADUATE DEVELOPMENT PROGRAMME

At Vedanta, we have a strong and unwavering focus on identifying and developing internal talent. We have a 5,000+ strong talent pool who joined us

as graduates, who form the backbone of our businesses. To identify top 100 talent from this graduate talent pool and provide them elevated roles and opportunities, we launched V-Reach, which will fast track their career growth within the Group. The project will be carried out in two steps. First ~300

potential leaders will be identified via desktop analysis based on objective parameters. Next, all the selected candidates will go through a structured Chairman's Workshop to identify the Top 100 leaders.

COMMUNICATION & FEEDBACK

People love to work for organisations that value their contributions, listen to their viewpoints and engage them meaningfully. At Vedanta, we endeavour to create an inclusive culture that rewards good performance, creates interactive platforms and maintains positivity.

The various internal channels of communication, including Chairman's workshops, town hall meetings, daily leadership update forums, HSE Leadership and Sustainability Steering Committee meetings, site-level risk sub-committees, employee engagement surveys, and the various engagement forums at site - both formal and informal, allow us to engage with and provide feedback to our employees consistently.



360° FEEDBACK

At Vedanta we promote growth and nurturing of our internal talent pool by encouraging internal dialogue between senior leaders and their young mentees and peers. For this reason, we have

launched 360° feedback for our ExCo leaders in collaboration with an external partner. We believe that this will help to fast-track the assessment and development of leaders and we aim to extend this to cover all our professionals in due course.

**ATTRITION RATE IN
FY2020 WAS 7.46%**



V-PERFORM: ONE PERFORMANCE SYSTEM FOR ONE VEDANTA

Our focus is to constantly improve the level of automation in all our operations. V-Perform is a pan-Vedanta initiative to standardise the Performance Management

System (PMS) and process across all Vedanta Group companies by leveraging technology. This enables functions, teams and individuals to track performance on a regular basis, evaluate efficiency through advanced analytics and implement proactive decisions towards achieving Vedanta's objectives. We foster a culture of

safety and sustainability to achieve our ultimate vision of 'Zero Harm, Zero Waste & Zero Discharge.' To enhance our safety performance in the workplace and strengthen our existing Safety Management System, a safety competency assessment process was completed mid-year by all employees.in due course.



EMPLOYEE STOCK OPTION SCHEME (ESOS)

Employee stock options scheme is a conditional share plan for rewarding

performance on pre-determined performance criteria and continued employment with the Company. On 29 November 2019, Nomination and Remuneration Committee approved the

grant of Employee Stock Options 2019 to Vedanta employees covering 35% of the eligible population.



Diversity and Equal Opportunity

We believe that equality is about ensuring everybody, irrespective of gender, nationality or any other background, has an equal opportunity and is not treated differently or discriminated against because of these characteristics.

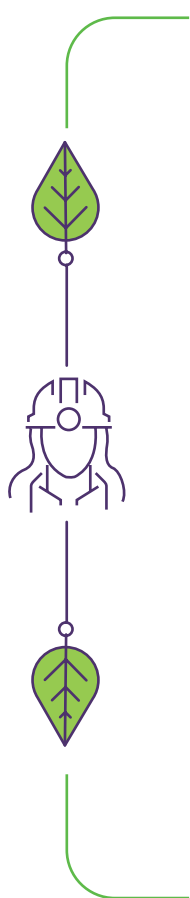
Diversity and equal opportunity encourage different ideas, inspire creativity and drive innovation. Added with cultural sensitivity, insight and local knowledge, they make a business more competitive and profitable.

WE HAVE SET OURSELVES A TARGET TO REACH OVER 33% WOMEN AT SENIOR LEVELS BY 2020 AND AIM TO ACHIEVE 20% DIVERSITY AMONGST OUR EMPLOYEES.

Women in the Workforce

There is a direct correlation between greater gender diversity and higher productivity. We understand the importance of women in

our workforce and have put in place several policies and procedures to increase female representation at work.



30% of new employees are women

25% women on our Board

15% of all our junior management employees (M5 – M7) are women

13.68% of all our management employees (M7 and above) are women

10.9% women in our total employee headcount

7.30% of all our top management employees (M2 and above) are women

Nearly 11% of our women employees are part of revenue-linked business functions such as operations, projects, and marketing.



Some of our women-oriented initiatives include:

PROGRESSIVE POLICIES

Our parental leave policy includes 26 weeks of maternity leave, 12 weeks of adoption leave and 1 week of paternity leave. For returning mothers, we also

provide the option to move into another job profile or continue with the same role, to manage both professional and personal priorities.

This liberal and flexible approach has

enhanced productivity and retention, especially among our women employees. These policies increase their motivation and engagement, which then spreads across the workforce.

	Male	Female
Number of employees who have taken parental leave in FY2018-19	600	103
Number of employees who were in continuous service for the next 12 months after returning from parental leave	551	88
Retention* %	91.83%	85.44%

*Retention % is calculated based on the number of employees who returned and were in continuous service for the next 12 months / number of people who went on parental leave.

Diversity and Equal Opportunity Continued...

WOMEN ACROSS THE BOARD

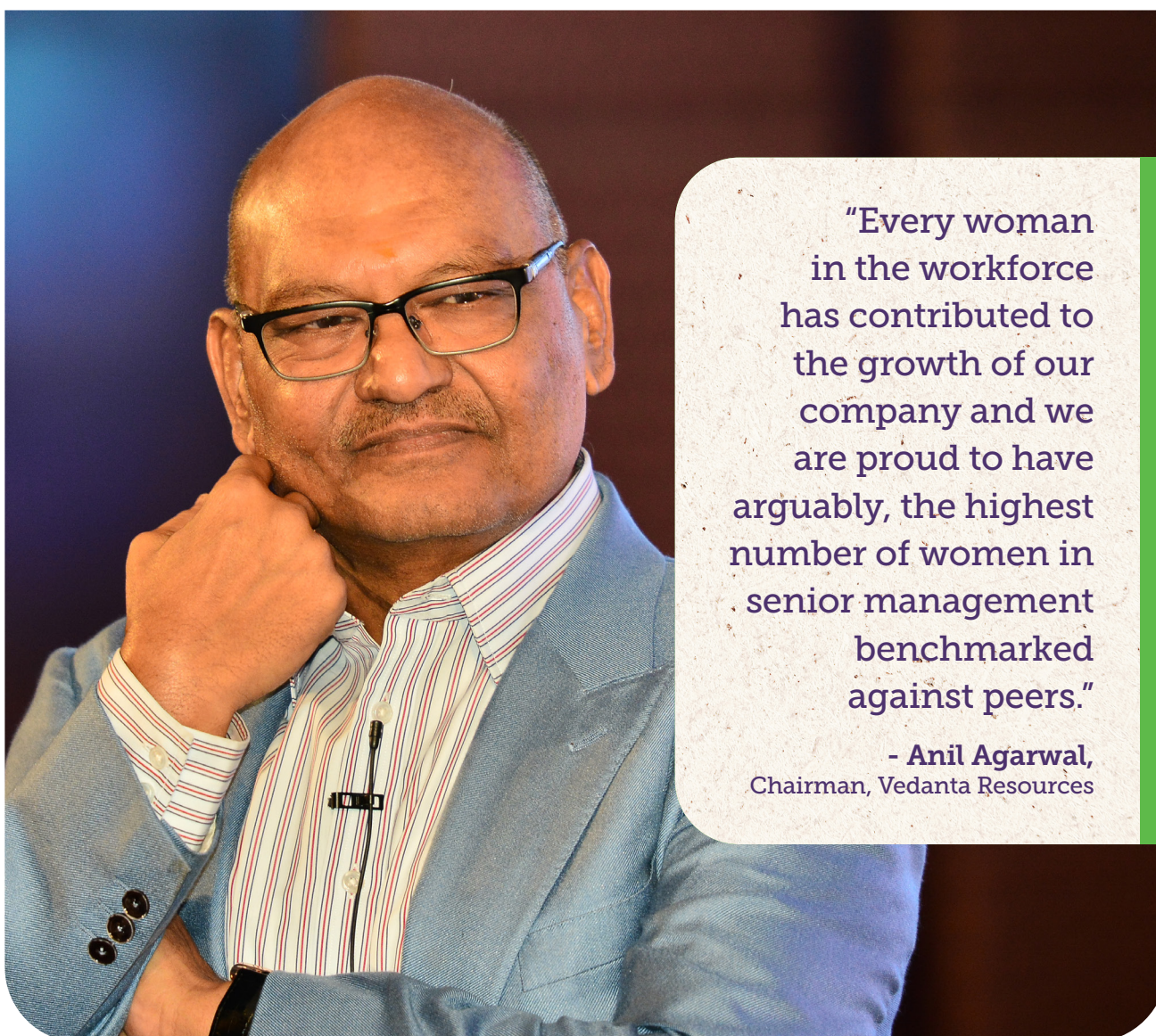
Mining is traditionally a male-dominated sector, but Vedanta is among a few global natural resources companies that enjoy a healthy gender diversity ratio across all levels. With varied perspectives, women are providing a different set of solutions for the challenges we face, making us more responsive to future risks and opportunities.

As of June 6th 2020, we have two women on our Board, representing 25% of the Board, and Hindustan Zinc Limited, has three female directors representing 43% of the Board.

Our Group Executive Committee has a gender diversity of 12.5%. We have 14% female representation in aggregate on the executive committees of our businesses and 16.6% female representation on the subsidiary

business unit executive committees.

We have placed internal recruitment targets to ensure equal gender representation. We continually focus on improving gender diversity across the group, across grades and management levels. As of 31st March 2020, 7.30% of our senior leadership positions (Grades P through M2) are held by women professionals.



"Every woman in the workforce has contributed to the growth of our company and we are proud to have arguably, the highest number of women in senior management benchmarked against peers."

- Anil Agarwal,
Chairman, Vedanta Resources

CASE STUDY



Women in Mining

Creating equal opportunities for both genders is central to the Sustainable Development Goals. Vedanta has embraced this concept and is leading efforts to open a traditionally male-dominated sector to the female workforce.



SDG ALIGNMENT



SDG 5 Gender Equality

Target 5.1
End all forms of discrimination against women



SDG 6 Clean Water & Sanitation

Target 6.2
End open defecation and provide adequate sanitation for all, with special attention to girls & women



SDG 8 Decent work and Economic Growth

Target 8.8
Protect labour rights and provide safe work conditions for all

In South Africa, guidelines by the Department of Mineral Resources and Energy also call for more women in the mining workplace. They further go on to establish that special provisions need to be made to promote the Health and Safety of Women in the mining environment as this is an area that has been neglected.

The Women in Mining structure is solely for the health and safety of women in the industry. It focuses on prevention of sexual harassment, gender appropriate PPEs, safety and security, minimum standards of fitness and ablution facilities (hygiene).

Black Mountain Mines has committed to be part of this long-term initiative and it now forms part of the health and safety strategy. To progress on this aspect:

- There has been a formation of a

committee to oversee this activity,

- The program has been officially launched, in order to increase awareness and seek buy-in
- It has been included as a standing item in the regional tripartite meetings, where BMM is represented
- A research paper is being prepared on the "Perceptions of employees on the health, safety and development of women in mining"
- Policies are being review to accommodate gender-specific considerations

The principal inspector of mines has acknowledged the progress BMM has made with the development of the structure and we hope to report on improvements in the near future.

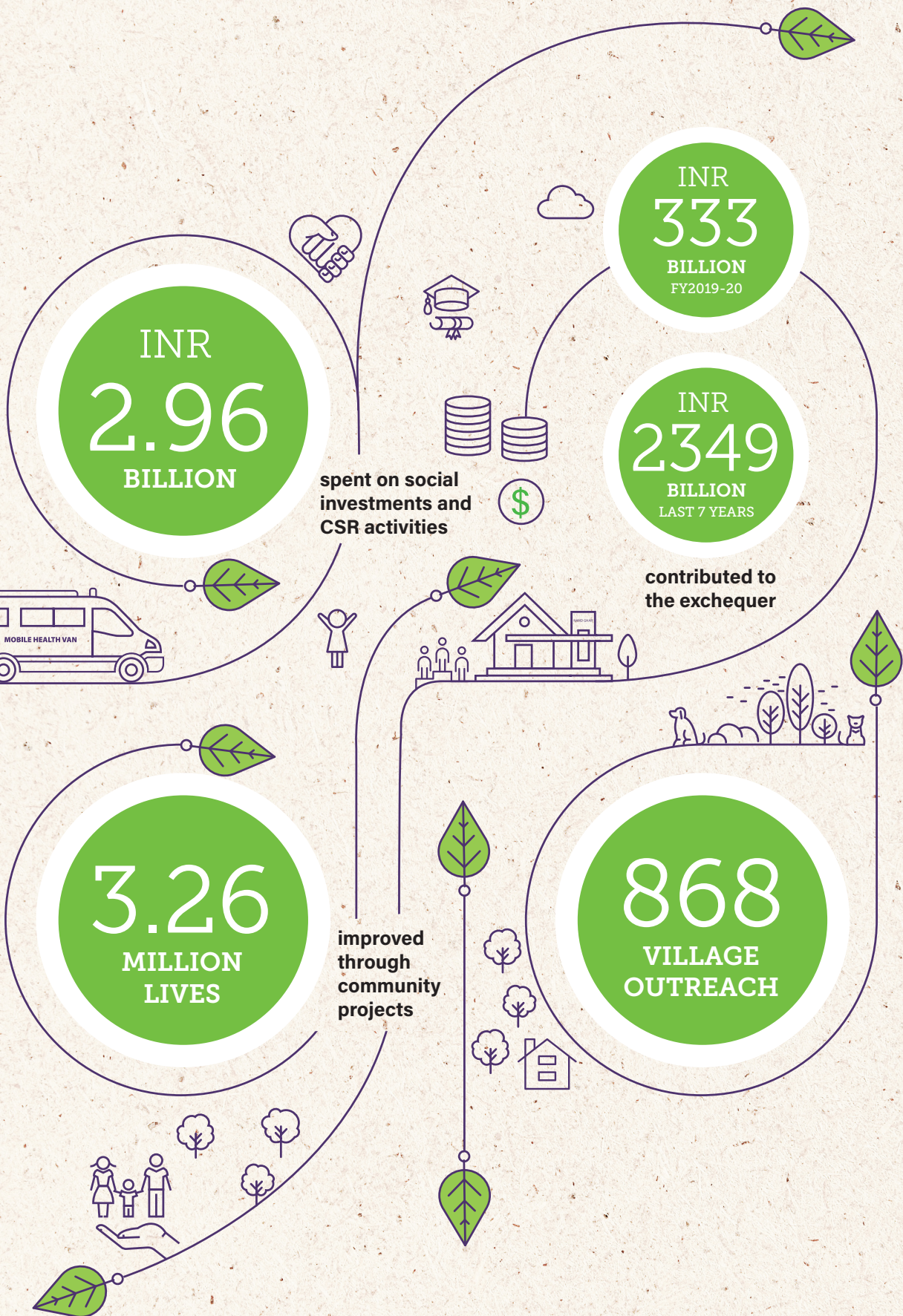
Retaining our Social License to Operate



Retaining the trust of our host communities is central to our ability to do business. In many instances, we are the primary economic driver where we operate. This places us in a unique position to significantly impact the lives of local communities, whether as employers and business partners or through our community development interventions. We take this responsibly seriously and endeavor to fulfil our role in a manner that upholds the dignity of all our stakeholders and allows us to live up to our values.

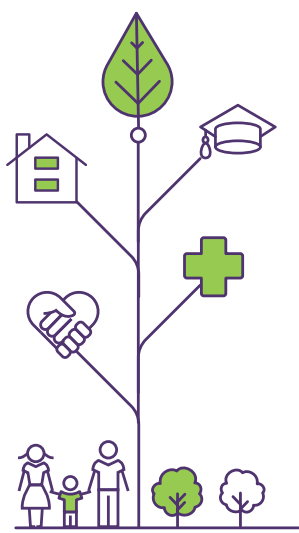


Children at Nand Ghar



Management Approach

We have developed policies and standards to help us navigate the complex interactions that enable our social license to operate. Central to these are the stakeholder engagement and grievance management standards and guidance notes, which have been updated to explicitly describe the process and levels of engagement across the lifecycle – from concept & prefeasibility to decommissioning & closure.



These standards are supported by the social, human rights, and supplier and contractor policies, which have also been updated in January 2020. Additionally, all businesses need to adhere to the following technical standards and guidance notes: cultural heritage, land & resettlement management, supplier & contractor management, security management, and indigenous peoples/vulnerable tribal groups. In areas with populations of indigenous peoples we are committed to following the principles of Free, Prior, Informed Consent.

Earning the license to operate in local communities entails respecting their norms, culture and heritage. Illustrating our commitment to serve our host communities in a responsible manner, our Cultural Heritage, Land & Resettlement Management, and Indigenous People

& Vulnerable Tribal Groups Standards, have been developed in alignment with international good practices, including ICMM and IFC standards, and are implemented across our businesses.

Starting in FY2019, we have also expanded our approach to external stakeholder engagement to align with our central tenets of Zero Harm, Zero Waste, Zero Discharge. While a significant proportion of our effort remains on ensuring that communities benefit from our presence, we are also shifting our focus to ensure that our operations do not cause nor are perceived to cause any harm, and that our interactions with the communities are respectful, fair, and transparent.

We term this integrated approach – Social Performance. It is through this lens that we will develop the stakeholder engagement model of the future.



Mushroom cultivation under project Unnati, BALCO

Human Rights

An integral part of Vedanta's core value of Respect, Human Rights are a crucial parameter in making key business decisions and act as guidance on issues pertaining to labour rights and industrial relations.

Our human rights policy is aligned to the 'United Nations Guiding Principles on Business and Human Rights' and includes strict prohibition on the use of child or forced labour – either directly or through contract vendors.

NEARLY 100% OF OUR NEW HIRES RECEIVED CODE OF CONDUCT AND HUMAN RIGHTS TRAINING



83% OF OUR SECURITY PERSONNEL UNDERWENT HUMAN RIGHTS TRAINING

WE ADHERE TO ALL HUMAN RIGHTS REGULATIONS, IN LETTER AND SPIRIT, ENSURING THE PROTECTION OF FUNDAMENTAL RIGHTS OF ALL DIRECT AND INDIRECT EMPLOYEES AS WELL AS THOSE WHO ARE IN OUR CIRCLE OF INFLUENCE.

Local Communities

The nature of our industry necessitates our presence in remote corners and diverse geographies. While operating in multiple locations and multicultural communities, we always respect the local people and their culture.

We have developed standards in alignment with international practices including ICMM guidelines and IFC standards to conserve and nurture the native heritage. We strictly abide by these well-articulated standards on Cultural and Heritage Standard, Land & Resettlement Management Standard, Indigenous People and Vulnerable Tribal Groups Standard.

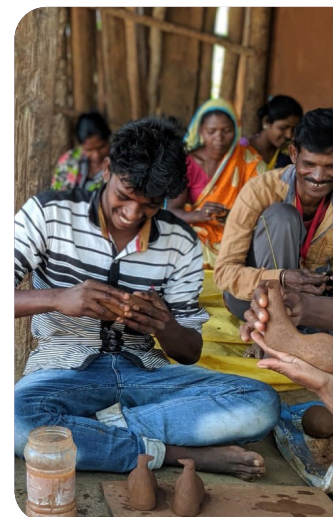
100% of our operations have on-going local community engagements. These engagements are driven by a structured stakeholder engagement plan for all of the

mapped stakeholders. Each engagement also conducts a needs-assessment study prior to its commencement. Additionally, an impact assessment study is conducted for all programs on a periodic basis.

Prior to starting operations, all of our sites conduct an Environmental Impact Assessment and Social Impact Assessment. These assessments are updated in case the sites undergo significant expansion programs.

Public disclosure is a mandated part of the EIAs and SIAs.

All locations also have formal grievance mechanism cells where external stakeholders can register their grievances. It is the endeavour of the business to close all grievances in a fair and timely manner.



Preserving local artforms: artisan training at VAL-Lanjigarh

IN FY 2020, WE RECEIVED 281 FORMAL GRIEVANCES FROM LOCAL COMMUNITIES, OUT OF WHICH WE HAD RESOLVED/ CLOSED 237 GRIEVANCES AS OF 31st MARCH 2020.

Human Rights

UPDATE ON STERLITE COPPER: Making progress with the community at Thoothukudi

While Sterlite Copper's plant at Thoothukudi remains shut due to a government order, the management team has been busy mending bridges with the local stakeholders, many of whom who were part of the protests leading up to the closure of the plant in 2018.

For the last two years, ten 4-5 member teams have been reaching out to multiple stakeholder groups in Thoothukudi to understand their concerns about the plant's activities. The teams have reached out to local village communities, small business owners, contract workers, college students, fishermen, religious groups, government administrative bodies, and other civil society organizations.

The discussions are meticulously analysed for potential actions that need to be taken – either immediately or once the plant reopens. The Sterlite ExCo, chaired by the CEO of the business, monitors daily progress and ensures that the findings are

systematically addressed in a holistic manner.

Some to the key concerns/expectations that have emerged as a result of these interactions include:

- **Improved facilities for workers within the plant areas**
- **Inclusive local procurement and employment policies**
- **Availability of world-class educational and medical facilities**
- **Easy access to potable water**

In response, Sterlite has committed to improving facilities, modified its local procurement policies and committed to developing four significant community infrastructure development programs (planning for which is underway):

- **Planting one million trees in the Thoothukudi region**
- **Establishing a multi-speciality hospital**

- **Establishing a skills-development centre for youth**
- **Supplying potable water to the villages located around the plant**

In addition, while Sterlite had no role to play in the incident, the company has provided financial assistance to families of seven protestors who were killed in the police firing on 22nd May 2018. The incident is being investigated by governmental authorities.

We continue to maintain open lines of communication and dialogue with all stakeholders and it is our hope that when the plant reopens, it does so with the social license from the community.

Note: As of this writing, the bench of the Madras High Court has ruled in favour of keeping the plant shut. We plan to appeal the decision in the Supreme Court of India.



Livelihood and skills training at Sterlite Copper



Direct and Indirect Workforce

When it comes to upholding human rights, we do not differentiate between our direct and indirect workforce. Comprehensive systems for employee well-being and contract labour management are in place at all our locations, ensuring that fundamental aspects of human rights are protected for all workers.

COLLECTIVE BARGAINING

We endorse the right to freedom of association. Where present, collective bargaining agreements are formed based on transparent and fair discussions between management and union representatives. Remuneration, allowances, working conditions, incentives and bonuses, health and safety, manpower productivity are part of the arrangement.

ON AVERAGE, 55% OF OUR FULL-TIME EMPLOYEES AT BALCO, HZL, IRON ORE BUSINESS, AND ZINC INTERNATIONAL ARE COVERED BY COLLECTIVE BARGAINING AGREEMENTS.



SUPPLIER DILIGENCE

As leaders in the natural resource industry, we uphold the principles of human rights in our circle of influence. Our Suppliers Code of Conduct is implemented as part of the terms and conditions of supplier

contracts across the Group and all new suppliers are required to sign, endorse and practice this Code.

We also have in place a Supplier & Contractor Sustainability Management Policy to implement human rights practices across the supply chain. Both the Code and the Policy clearly

communicate our expectations from our suppliers: to operate in compliance with all relevant legislation and follow our policies while executing work for or on our behalf. These include labour and human rights laws, Vedanta's HSE & sustainability policies, and a commitment to conduct business in an ethical manner.

THE SUPPLIER AND CONTRACTOR TECHNICAL STANDARD FURTHER INCLUDES A SUPPLIER SCREENING CHECKLIST TO EVALUATE CONTRACTOR COMPLIANCE RELATING TO KEY ISSUES, E.G. LEGAL COMPLIANCE, HSE MANAGEMENT, LABOUR MANAGEMENT, HUMAN RIGHTS AND CHILD LABOUR.



We continue to enhance adherence by conducting inductions, screenings, inspections and audits. Any concerns raised by interested parties on any of our key suppliers is promptly addressed by undertaking an independent assessment.

Human Rights

ENSURING RIGHT AGE FOR THE RIGHT JOB

The presence of child and forced/compulsory labour is a non-negotiable offence at Vedanta - be it direct or through a contractor. We strictly enforce this policy at all our operations. Further, we carry out periodic inspections of our remote mine locations and require proof of age for all contract workers. At some locations, we also use a fool-proof radiological age identification process to assess child labour violations

STATEMENT ON COMPLIANCE WITH THE MODERN SLAVERY ACT

Since 2016, Vedanta has complied with the Modern Slavery Act (UK). The result is that over time, the systems to ensure that our vendors and supply chain are slave labour free, have matured. In FY2020, we audited 53 out of 154 high risk vendors. The remaining audits will be conducted once the situation with the COVID-19 pandemic normalizes. We have also begun the practice of seeking a MSA self-declaration from each of our vendors.

SOME OF THE KEY INITIATIVES IMPLEMENTED DURING THE YEAR INCLUDED

- **Inclusion of a MSA Clause in vendor contracts, supplier code**

of conduct and recruitment procedures

- **Development of MSA awareness packs and training programs for vendors**
- **Audits for high risk vendors**
- **Annual declarations from vendors**
- **MSA compliance confirmation for the onboarding of new vendors**

ADDITIONALLY

- Cairn has enhanced its due diligence process using an online tool to provide real

time information on suppliers, including aspects of human rights, bribery and other legal matters

- HZL has launched a program called RuBaRu to develop the capacity & skills of the local vendor workforce
- Communication on the subject with our Business Partners has been strengthened across the business
- MSA training programs have been provided to employees and the subject is actively discussed a vendor conferences and other strategic meetings



Business partners employed at Cairn Oil & Gas operations



Vedanta has steadily improved its systems to access human rights violations among its pool of business partners.

Rights of Indigenous Peoples



Earning the license to operate in local communities entails respecting their norms, culture and heritage. Illustrating our commitment to serve our host communities in a responsible manner, our Cultural Heritage, Land & Resettlement Management, and Indigenous People & Vulnerable Tribal Groups Standards, have been developed in alignment with international good practices, including ICMM and IFC standards, and are implemented across our businesses

Indigenous Peoples and Vulnerable Tribal Groups

One of Vedanta's BUs operate in remote regions, inhabited by IPs and VTGs. As a result, we have made it a priority to respect and protect their rights.

The standards and guidance notes that are a part of the Vedanta Sustainability Framework, have been developed to avoid negative impacts and risks for all stakeholders, especially the indigenous

peoples and vulnerable tribes.

We have made special provisions for minorities and marginalised groups. To safeguard their rights and engage in a meaningful dialogue with them, we follow the principle of Good Faith Negotiation (GFN), Informed Consultation and Participation (ICP) and/or Free, Prior Information and Consultation (FPIC).

CASE STUDY



Improved socio-economic conditions of tribal communities

Vedanta's Lanjigarh refinery is located in one of the most backward districts (Kalahandi, Odisha) in India. The district scores extremely low on socio-economic indicators of development, such as, poverty ratio, literacy, per-capita income, size of land holding, irrigation coverage, connectivity, urbanization, industrialization, Infant & Maternal Mortality Rates (IMR, MMR), safe drinking water, coverage of health infrastructure, household savings, banking network, and education.

The population of the area is predominantly tribal and several measures have been undertaken to ensure that our presence and practices does not impose upon their culture, while at the same time, it helps improve the quality of their lives.

SDG ALIGNMENT



SDG 1
No poverty

Target 1.1
Eradicate extreme poverty

Target 1.2
Reduce by half people living in poverty

CULTURAL INTEGRATION

~50% of the individuals who directly engage with the local communities, belong to the communities themselves, thereby ensuring that cultural sensitivities are understood and kept in mind during

interactions. Further, the company participates in or supports local festivals and religious customs.

WORKFORCE INTEGRATION

Lanjigarh and Kalahandi district are rural,

SDG ALIGNMENT



SDG 3 *Health and Well-being*

Target 3.1

Reduce maternal mortality

Target 3.2

End preventable deaths of newborns and children under the age of five years

Target 3.3

Reduce by 1/3rd premature mortality from non-communicable diseases



SDG 4 *Quality Education*

Target 4.2

Ensure all children have access to quality pre-primary education & development



SDG 6 *Clean Water & Sanitation*

Target 6.2

End open defecation and provide adequate sanitation for all

Target 6.3

Improve water quality & reduce water pollution



SDG 8 *Promote economic growth & decent work for all*

Target 8.1

Sustain per-capita economic growth

Target 8.3

Promote policies that encourage the growth of small and medium-sized industries

Target 8.8

Protect labour rights and provide safe work conditions for all



Farmers training: project Unnati, BALCO

agrarian societies. To help locals who have been employed in the Vedanta plant, we run a comprehensive integration program where individuals are given tools to adapt their work practices to an industrial setting. Workers are taught safety protocols and Vedanta's values, policies and compliance regime. They are also educated about their labour rights and about the grievance mechanisms in place to resolve their complaints and issues.

HEALTHCARE

Vedanta's hospital has provided the community with an alternative to traditional healers or government health services. The hospital has improved health outcomes (eg: water-borne illness, vector diseases) as larger sections of the local population avail of its services.

DEVELOPMENT OF LOCAL BUSINESSES

60 fly-ash brick units have emerged in the area due to the availability of fly-ash from Vedanta's plant. Markets for local goods and services have also come up in order to provide for the needs of Vedanta's direct and indirect workforce.

EDUCATION

Vedanta's school serves as the benchmark

for the local community and there has been an uptick in the literacy rate of the community. Schooling is now seen as a critical first step to integrate with the mainstream economy.

LOCAL EMPLOYMENT

At least 25% of the local population is directly or indirectly employed with Vedanta or its service providers. This has led to a rise in the local per-capita incomes thereby boosting the local economy.

IMPROVED CONNECTIVITY

Better roads between Lanjigarh and the district Headquarter town of Bhawanipatna. The result is improved accessibility for all villages and towns on this route.

BETTER SANITATION

Vedanta has been actively running campaigns to improve the water and sanitary hygiene standards of the communities. The result is that six gram panchayats in the area have been declared Open Defecation Free zones, which is a significant improvement in the hygiene conditions of the area. It has also had a positive impact in decreasing the spread of water-borne illnesses that spread as a result of open defecation practices.

Rights of Indigenous Peoples

Land Acquisition and Resettlement

As part of our Risk Screening processes, we cover a wide range of sustainability issues that include land acquisition, resettlement, indigenous people (vulnerable groups), among other concerns.

This has led us to develop Vedanta's Cultural Heritage Land Acquisition and Resettlement Standards that includes a Guidance Note for all our operations to

better understand the standards.

In FY 2019-20, we had resettlement activities being undertaken at our Lanjigarh operations. Three villages with 235 families are being relocated. The compensation includes options such as: provision of alternate homestead lands, home-building assistance, employment opportunities, and cash payments.



Women at Lanjigarh

Local Hiring

Our comprehensive engagement strategy with the communities includes creating opportunities for employment and local hiring, including in senior management positions, and using the services of local vendors, while implementing focussed CSR and community development activities.



Contractors on the shop floor, ESL

Collectively, these actions allow us to create a positive social impact leading to economic progress of the region.

Nearly 21% of our senior management team belong to the same state as where our operations are located. This indicates not just the company's commitment to hire and nurture local talent, but also points to the economic opportunity that is being created by Vedanta, which compels talented individuals to stay or return to their places of origin. Additionally, ~26% of our new hires in FY2020, were local to our area of operations.

Community Development Programs

Our vision is to uplift communities and provide them with opportunities to lead respectable and sustainable lives.

Our development initiatives are governed by the needs of the communities where we operate. Needs assessment studies form the basis of the course of action undertaken by the BU CSR teams.

These actions enable us to create a positive social impact where we operate.

All our community development programs are governed by the Vedanta CSR Policy, and Corporate Technical Standards that are part of the Vedanta Sustainability Framework. Further, in order to benefit from diverse perspectives, and in keeping with a culture of collective leadership, Vedanta has formed a CSR Council. The council which is led by a senior business leader, comprises of CSR Heads & CSR executives from the different Business Units. The council is responsible for governance, synergy and cross-learning across the Group CSR efforts. It meets every month and reviews

the performance, spends and outcome of CSR programmes for all Business Units. The council is instrumental in implementing improvement projects to create a seamless enabling eco-system for Business Units to carry out best-in-class community development programmes.

In FY2020, Vedanta spent INR 2.96 billion on social investments and CSR activities. This money is spent across 868 villages, benefitting nearly 3.26 million people.



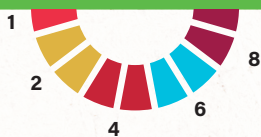
"Vedanta has always been a proponent of developing local communities. Our extensive community development programs that span nine thematic areas are a testament to this philosophy. These programs fulfill the basic needs of the communities, impacting millions of lives. The company also gains goodwill and an enhanced social license to operate."

-Sunil Duggal,
Group CEO

Community Development Programs

SIGNATURE PROGRAMME

CASE STUDY



SDG ALIGNMENT



SDG 1 No poverty

Target 1.1

Eradicate extreme poverty

Target 1.2

Reduce by half people living in poverty



SDG 2 Zero hunger

Target 2.1

End hunger and ensure access to safe, nutritious, and sufficient food

Target 2.2

End all forms of mal-nutrition



SDG 4 Quality Education

Target 4.2

Ensure all children have access to quality pre-primary education & development



SDG 6 Clean Water and Sanitation

Target 6.1

Universal and equitable access to safe & affordable drinking water for all



SDG 8 Promote economic growth & decent work for all

Target 8.3

Promote policies that encourage the growth of small and medium-sized industries

Nand Ghar

Nand Ghar has its genesis in the Government of India's vision of eradicating child mal-nutrition, providing healthcare, and empowering women with skill development.



In India 'anganwadis' or day-care-centres form a critical resource for women in rural or low-income clusters to provide nutrition and early education for their young children. The country has nearly 1.4 million anganwadis that support nearly 85 million children and 20 million women at any given point in time. However, given their wide geographical spread, often times they operate in sub-par conditions.

Nand Ghar was envisioned as a proof-of-concept, where Vedanta would establish state-of-the-art centers that provide e-learning opportunities, healthcare facilities, hygienic pre-cook-nutritious meals and a space for women to be provided vocation-based skills training.

As of 31st March 2020, Vedanta has established 1,302 such centers across the states of Chattisgarh, Jharkhand, Karnataka, Madhya Pradesh, Rajasthan, and Uttar Pradesh. Our goal is to establish 4,000 Nand Ghar's by 2021. 100% of these centers are powered by solar-energy with nearly 1 MW of installed capacity.

E-learning programs have been developed by education experts and rolled out by UNICEF and the State education boards. The material has

been designed for both smart-phone and feature-phone users. The program has used Interactive Voice Response Systems to ensure that feature-phone users do not miss out on the curriculum due to access challenges.

Nand Ghar's today provide **44,000 children access to safe drinking water** along with nutritious pre-cooked meals. The meals cater to local tastes and have been developed in accordance to the nutrition norms provided by the **"Integrated Child Development Services"** government programme. One of the ancillary outcomes of providing nutritious meals has been the improvement in school attendance. Mobile Health Van's and a doctor-on-call provide healthcare services to the children, their mothers, and members of the community.

25,000 women are also enrolled in skills-training programs and **3,000 of them have launched micro-enterprises**, secured by INR 2 million in loans. They are also provided market linkages, financial literacy, business development and soft-skills training. The monthly income of these women from this program ranges between INR 5,000 – 10,000. **The women have responded to the COVID-19 crisis by manufacturing >50,000 face masks.**

Our community engagement and development initiatives primarily fall under the following focus areas:

PROGRAM AREAS	KEY FEATURES
Children's Well-Being and Education <ul style="list-style-type: none"> SDG 2: Zero Hunger SDG 4: Quality Education SDG 6: Clean Water & Sanitation 	<ul style="list-style-type: none"> More than 50 initiatives across our group companies Nearly 300,000 children benefit from these programs Types of interventions: Aanganwadis and child-care centres, Public school infrastructure support (including sanitation), Scholarships, Teacher training, Digital classrooms & Computer aided learning centers, Libraries, Vedanta-run Schools, Exam preparation counselling, Career counselling, Science Fairs
Healthcare <ul style="list-style-type: none"> SDG 3: Good Health & Well-being 	<ul style="list-style-type: none"> More than 35 initiatives across our group companies Nearly 1.9 million people benefit from these programs Types of interventions: Support to Primary Health Centres, HIV/AIDS awareness programs, Health camps, Mobile Health Vans, Specialist doctor support, Nutrition programs, Vedanta-run hospitals, Health awareness drives
Drinking Water & Sanitation <ul style="list-style-type: none"> SDG 6: Clean Water and Sanitation 	<ul style="list-style-type: none"> More than 24 initiatives across our group companies Nearly 388,000 people benefit from these programs Types of interventions: Provision of drinking water, Construction of toilets, RO plant setup, Digging of borewells, Handpump repair/ installation, Sanitation drives
Women's Empowerment <ul style="list-style-type: none"> SDG 4: Quality Education 	<ul style="list-style-type: none"> More than 15 initiatives across our group companies More than 48,000 women benefit from these programs More than 3,100 SHGs, 250+ micro-enterprises Types of interventions: Self Help Groups, Women's co-operatives, Micro-enterprises

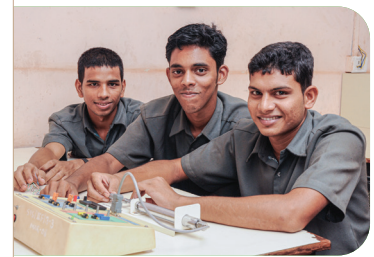


ALL OUR COMMUNITY DEVELOPMENT PROGRAMS ARE GOVERNED BY THE VEDANTA CSR POLICY, AND CORPORATE TECHNICAL STANDARDS THAT ARE PART OF THE VEDANTA SUSTAINABILITY FRAMEWORK.

Community Development Programs

Our community engagement and development initiatives...

PROGRAM AREAS	KEY FEATURES
Community Infrastructure <ul style="list-style-type: none"> SDG 1: End Poverty SDG 3: Good Health and Well-being SDG 6: Clean Water and Sanitation SDG 11: Sustainable Cities and Communities 	<ul style="list-style-type: none"> More than 20 initiatives across our group companies More than 200,000 persons and 4,000+ families benefit from these programs Types of interventions: Tube-wells/ Open-wells/Borewells, check-dams, Public education infrastructure, Roads, Community centres, Health centres, Parks, Village walls & gates, Renovation of sports complexes, Temples, Irrigation channels, Drains, Ponds, Street lights, Bus stands, Public CCTV installations
Skilling Youth <ul style="list-style-type: none"> SDG 4: Quality Education 	<ul style="list-style-type: none"> More than 10 initiatives across our group companies More than 3,900 youth trained Types of interventions: Sewing centres, Vocational training centres, Technical & computer literacy programs, Traditional crafts and painting training
Agriculture & Animal Husbandry <ul style="list-style-type: none"> SDG 1: End Poverty SDG 2: Zero Hunger SDG 13: Climate Action SDG 15: Life on Land 	<ul style="list-style-type: none"> More than 12 initiatives across our group companies More than 90,000 farmers benefitted Types of interventions: Climate change adaptation, Wadi-based agriculture, Water-shed rejuvenation, Agriculture-based natural resource management, Dairy & Livestock development, Farmer training, Self Help Groups, Co-operatives, Veterinary care, Irrigation channel maintenance
Sports & Culture <ul style="list-style-type: none"> SDG 4: Quality Education 	<ul style="list-style-type: none"> More than 20 initiatives across our group companies More than 97,000 sports-persons and culture enthusiasts benefitted Types of interventions: Rural sports, Sponsorship for: para-athletes, marathons, sports tournaments, and music festivals, Football and archery training academies



CASE STUDY



Enhancing livelihoods in communities

Livelihood programs are central to the community development activities undertaken by Vedanta. As the largest private entity in many of the areas where we operate, community members look towards our organization to improve their economic circumstances.



Project Sakhi, HZL

Where possible we have tried to integrate community members into our workforce or into our supplier network. For others, we have established robust, tested, livelihood programs to help individuals gain new skills, allowing them to add new or enhanced sources of income.

Some success stories are given below:

The **agriculture support program** managed by the BALCO CSR team provides soil testing, fencing infrastructure, fertilizer and seed-based input support, and technical training programs. This intervention has motivated several farmers to adopt modern farming techniques such as System of Rice Intensification (SRI), which has doubled yields and enhanced incomes. Many farmers have also diversified their crops, further enhancing family incomes.

Self Help Groups (SHGs) are another way to empower women and enhance family incomes. Build on the community-loan model, SHGs help women entrepreneurs start their own micro-enterprises – either

individually or in a group. Women who have participated in these programs have started tailoring units, farms, toy making, among other endeavours. These activities have not only supplemented their household incomes, but also empowered them to become independent members of society.

A third model involves the setting up of **technical training centres**, which teach individuals the skills to become part of the modern workforce. From call centre training provided by Cairn to the vocational training programs such as plumbing, electrician, machine operators, among others – these programs have allowed individuals to become primary wage earners for their families. HZL's skill development programmes have a wide range of options to cater to each segment of youth from those who have attended secondary schooling to graduates, ITI & diploma-holders. Training partnerships with automobile companies such as Maruti Suzuki have provided participants with a two-year ITI degree along with a stipend.

SDG ALIGNMENT



SDG 8
Decent work and Economic Growth

Target 8.6
Reduce youth unemployment, illiteracy, unproductivity

Broader Economic Benefit to Host Country

Our operations are primarily located in the developing economies of India and Africa, and we have an important role to play in developing our host communities and countries, enabling them to partake in the value we create.

With a business model of growth, constant value creation, and improved operations, our vision is focussed towards building the wealth of our shareholders in a sustainable manner while minimising the effect of our operations on the environment and maximising the benefits for the local communities

We have trifurcated our approach to value-creation:



ADD VALUE TO THE COUNTRIES' EXCHEQUER BY UNLOCKING THEIR NATURAL RESOURCES AND PAYING TAXES & ROYALTIES FOR OUR OPERATIONS



ENHANCE VALUE OF OUR ASSETS BY INNOVATIVE AND ADVANCED PROCESSES THAT HELP US BE MORE PRODUCTIVE AND COMPETITIVE



SEED VALUE ACROSS THE WORKFORCE AND THE COMMUNITY THROUGH EXTENSIVE TRAINING, AND LONGTERM PROJECTS AND PROGRAMMES THAT ACCELERATE DEVELOPMENT AND ENSURE EQUITABLE GROWTH

THE COMMODITIES THAT WE PRODUCE AND THE ENERGY THAT WE GENERATE CONSTITUTE THE BUILDING BLOCKS OF THE MODERN WORLD. HOWEVER, THE VALUE WE CREATE IS NOT LIMITED TO THESE OUTPUTS BUT EXTENDS ACROSS SOCIETY IN A MEANINGFUL AND EFFECTIVE MANNER.



ETP-Gamsberg, Zinc International



Economic Value Generate & Distributed

In INR million

We are committed to giving back to the stakeholders who play a vital role in powering our growth. Reducing the social and economic divide by adding value to the economy, distributing wealth, creating direct and indirect employment, contributing to the exchequer, investing in employees and empowering the local community through our community development initiatives are all key elements of our sustainability framework. Further, our operations also help to provide the products these communities need to further their development, for example, through infrastructure and housing.

Economic Value Generated (A)	890,324
Revenues	890,324
Economic Value Distributed (B)	741,460
Operating Costs	574,456
Employee Wages & Benefits	26,720
Payments to Providers of Capital	67,660
Payments to Government	42,978
Community Investments	2,9646
Economic Value Retained (A-B)	14,8864

VEDANTA'S ECONOMIC & SOCIAL IMPACT

Given that we operate in a primary sector of the economy, Vedanta's business has a significant impact of India's GDP. In a study conducted by the Institute for Competitiveness, by 2019 estimates, Vedanta's contributes 3.6% to the GDP (Direct impact: 0.40%, Indirect impact: 1%, Induced impact: 2.20%). Additionally, the company generates 17.27 jobs in the economy for every employee hired by Vedanta.

The study has revealed that the overall economic value created by the organization has far-reaching implications. Collectively, India saves more than INR 144.5 billion in

foreign exchange due to the domestic production of zinc, aluminium, copper, oil & gas.

The tax contributions to the national and state governments can support the primary education of 22.25 million students and 425,000 medical officers per year.

Over the last four years, the company has also contributed INR 28.57 billion to the District Mineral Funds (DMFs). DMFs are funds setup in areas where mining is the predominant economic activity. These funds are to be used by the government for the interests and benefits of persons affected by

mining-related activity.

Lastly the closure of Sterlite Copper's plant in Thoothukodi has resulted in an economic impact of more than US\$ 2.5 billion to India's economy. Similarly, the ban on mining operations in the State of Goa has resulted in a cumulative loss of INR 180.2 billion to the Indian economy.

The report can be read at: [https://www.vedantalimited.com/MediaDocuments/e_Version_29_July%20\(Ver%204.0\).pdf](https://www.vedantalimited.com/MediaDocuments/e_Version_29_July%20(Ver%204.0).pdf)

Awards and Accolades

Our group companies received more than 80 awards in the sustainability, HSE, CSR, and HR categories. We present a few select awards below.

SUSTAINABLE DEVELOPMENT & CSR



Cairn Oil & Gas

- *"Innovation in CSR practices"* for the Nivaaran application by ET Now World CSR Awards
- Appreciation letter by the District Health Department, Barmer Government of Rajasthan - *Health care interventions in Barmer district Hospital* that resulted in the Hospital getting ranked #1 amongst all district hospitals in Rajasthan

HZL

- Inclusion in the *RobecoSAM Sustainability Yearbook 2020*
- *Ranked 5th Globally and 1st in Asia-Pacific Region* in the Metals and Mining Sector of the *Dow Jones Sustainability Index*
- Included in the *FTSE4Good Index Series* by FTSE
- *ASSOCHAM Women Achievers Award 2019* to the Sakhi Project
- *Bravery award* for "Rescuing the flooded bus" in the 18th International OSH Awards

BALCO

- Award for *"Sustainable Mining Practices"* at Mining Mazma of the Federation of Indian Mineral Industries (FIMI)

ENVIRONMENT



HZL

- *1st Water Conservation Award 2019* in the Office Category, awarded by IGBC/CII"

Vedanta - Jharsuguda

- Excellence in Energy Management - CPP 1215 MW bagged the *CII Energy Efficiency Unit Award 2019* in 20th National Award for Excellence in Energy Management



HEALTH & SAFETY



Cairn Oil & Gas

- 8th *FICCI Safety Systems Excellence Awards* for Industry -Platinum Prize (1st Prize) in Mining category in the Manufacturing Sector
- EHS Excellence Award 2019 - *"Five Star rating" for the excellence in EHS (Environment, Health and Safety)* practices in the large scale industries, by CII

HZL

- Gold Rating - Manufacturing category - National *5s Excellence Awards* 2019

BALCO

- Won *CII Chhattisgarh SHE Awards* for excellence in Safety, Health & Environment

Vedanta - Jharsuguda

- Won *award for Longest Accident Free Period* from Hon'ble Minister of Labour, ESI and Energy, Government of Odisha
- Bagged 37 gold awards and 100 silver awards at the 26th *Chapter Convention of Quality Concepts*, Rourkela
- Two teams from CPP 1215 MW awarded gold in *LQC and Kaizen category* at the 43rd International Convention on Quality Control Circles, Singapore
- Won 12 awards in Par Excellence and 14 awards in Excellent categories at the 32nd *National Convention on Quality Concepts*
- Received *International JUSE Certification in 5S* from Union of Japanese scientists and engineers at the 32nd NCQC

HUMAN RESOURCES

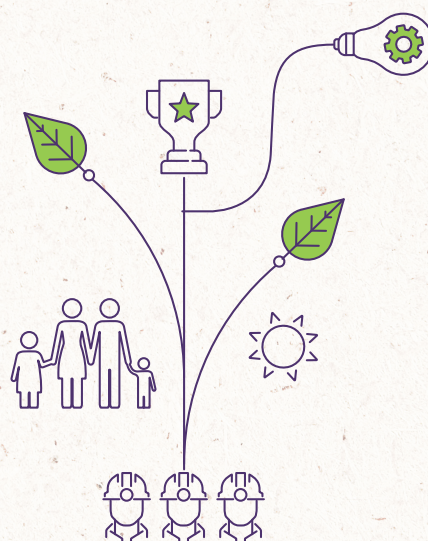


VAL - Jharsuguda

- Jharsuguda Bagged 1st Prize in "Digitalization in HR" & "Talent Management" & bagged 2nd prize in "Leadership & Employee Development" & "Employee Engagement" in *CII National HR Circle Competition* 2019



Cairn Oil & Gas

- *Great Place to Work* | April 2019 – March 2020



Partnerships & Associations

Vedanta is proud to associate with the following organizations, as we work to enhance our HSE & Sustainability practices.

Industry Associations	Thinktanks & Subject-Matter Expert Organizations	Academic Institutions	NGOs and Civil Society Organizations
Aluminium Association of India [#] 	Quality Circle Forum of India* 	IIT - Madras 	Wockhardt Foundation 
Federation of Indian Mineral Industries (FIMI) [#] 	National Safety Council* 	IIM – Sambalpur 	
CII* 	UN Global Compact* 	ISB - Hyderabad 	
FICCI ^{CC} 	UN Women's Empowerment Principles* 	IISC – Bengaluru 	
ASSOCHAM ^{CC} 	IUCN – Leaders for Nature* 		
Indian Steel Association* 	British Safety Council 		
Federation of Indian Petroleum Industry ^{CC} 	Indian Green Building Council* 		
Indian Chamber of Commerce* 			
International Zinc Association* 			

* Institutional member

Member of Executive Board

CC Committee Chair

About this Report

This is Vedanta's 12th Sustainable Development Report and along with our Integrated Annual Report provides an overview of our approach and our achievements in FY 2020, outlining our actions over the past year to achieve our mission to be a world-class diversified natural resource company.



Reporting Scope and Boundary

Covering the financial year 2020, the report is structured around the material issues identified in the materiality matrix and divided under Governance, Environment, Our People and Retaining Our Social License to Operate.

All group subsidiary companies have been reported in full as though they were 100% wholly owned as we recognise the level of control and sphere of influence the Group has over these operations.

The aspect boundaries and content of this Sustainable Development Report

have been defined using reporting principles prescribed in the GRI Sustainability Reporting Standards (GRI Standards) of the Global Reporting Initiative. We followed the approach described in GRI implementation manual for designing the report content. The material aspects that have been covered in the report are clearly brought out in the materiality matrix. In the report, the DMA (Disclosure on Management Approach) describes the Company's approach to the subjects relevant to it and the indicators provide details on performance on the specific subjects.

No significant changes in terms of acquisition and physical boundaries from the previous reporting periods in the scope and aspect boundaries.

The report is also mapped to the United Nations Global Compact (UNGC) and United Nations Sustainable Development Goals (UN SDGs). It should be considered as our Communication of Progress (COP). It reports our approach and disclosure towards triple bottom line principles - people, planet and profit over the financial year 2020.

GRI Standards Content and Disclosure Document

The GRI Standards detailed content index and Vedanta GRI Standards Disclosure Document FY 2020 includes additional indicators including the Mining and Metal and Oil and Gas supplements.

Assurance and Disclosure Document

Assurance of this report was carried out by KPMG under 'limited assurance' services in accordance with the ISAE 3000. There is an internal approval system in the Company for appointment of external assurance provider for the sustainability report.

External Indices

United Nations Global Compact

We continue to uphold the ten principles of the UNGC. Our Sustainable Development report communicates our progress in implementing the ten principles, and below we have mapped the principles against our various sustainability aspects and specific report sections.

Aspect	UNGC Principle	Report Reference	Page No.
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Human Rights	88-89
	Principle 2: Make sure that they are not complicit in human rights abuses	Human Rights	88-89
Labour Rights	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Rights	91
Child and Forced Labour	Principle 4: The elimination of all forms of forced and compulsory labour	Human Rights	92
	Principle 5: The effective abolition of child labour	Human Rights	92
	Principle 6: The elimination of discrimination in respect of employment and occupation	Diversity and Equal Opportunity	82-85
Environment	Principle 7: Business should support a precautionary approach to environmental challenges	GRI Content Index	114
	Principle 8: Undertake initiatives to promote greater environmental sustainability	Environment	42-69
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	Environment	42-69
Anti-Corruption	Principle 10: Business should work against corruption in all its forms, including extortion and bribery	Code of Business Ethics	38



United Nations Sustainable Development Goals (UN SDGs)

In September 2015, the UN member states agreed on a set of 17 Sustainable Development Goals (SDGs), to end poverty, fight inequality and injustice, and tackle climate change by 2030. Given below is our SDG priority list which states our endeavours that align with the said goals.

SDGs	Corresponding Sections	Page No.
SDG1: No Poverty	Rights of Indigenous Peoples Community Development Programs	94, 98, 100
SDG2: Zero Hunger	Progress & Roadmap COVID-19 Update Community Development Programs	19, 23, 98, 99, 100
SDG3: Good Health and Well-being	Rights of Indigenous Peoples COVID-19 Update Community Development Programs	23, 95, 99, 100
SDG4: Quality Education	Rights of Indigenous Peoples Community Development Programs	95, 98, 99, 100
SDG5: Gender Equality	Progress & Roadmap Diversity & Equal Opportunity	20, 85
SDG6: Clean Water and Sanitation	Progress & Roadmap Water Management Diversity & Equal Opportunity Community Development Programs	18, 64, 85, 95, 99, 100
SDG7: Affordable and Clean Energy	Energy Management & Climate Change	53
SDG8: Decent Work and Economic Growth	Progress & Roadmap COVID-19 Update Building a Culture of Care Diversity & Equal Opportunity Community Development Programs	18, 23, 76, 77, 85, 95, 98, 101
SDG9: Industry, Innovation and Infrastructure	Water Management	64
SDG10: Diversity and Equal Opportunity	Diversity & Equal Opportunity	82
SDG11: Sustainable Cities and Communities	Community Development Programs	100
SDG12: Responsible Consumption and Production	Progress & Roadmap Environment	18, 45, 55, 56, 61, 64
SDG13: Climate Action	Progress & Roadmap Environment Community Development Programs	18, 45, 49, 100
SDG15: Life on Land	Progress & Roadmap Environment Community Development Programs	18, 45, 49, 69, 100
SDG16: Peace, Justice and Strong Institutions	Governance	28-41
SDG17: Partnership for the Goals	COVID-19 Update	23-27

Assurance Statement



KPMG Assurance and Consulting Services LLP
Building No. 10, 8th Floor, Tower-C
DLF Cyber City, Phase - II
Gurugram - 122 002 (India)

Telephone: +91 124 307 4000
Fax: +91 124 254 9101
Internet: www.kpmg.com/in

Independent Limited Assurance Statement to Vedanta Limited on their Corporate Sustainability Report for FY 2019-20

To the management of Vedanta Limited

Introduction

We ('KPMG Assurance and Consulting Services LLP', or 'KPMG') have been engaged by Vedanta Limited ('the Company' or 'Vedanta') for the purpose of providing an independent assurance on its Sustainability Report for FY 2019-20 ('the Report'). The Report is prepared by the Company based on Global Reporting Initiative (GRI) Standards 'in-accordance – core' option for sustainability reporting.

The development of Report, its content, identification of key material topics and related impacts, engaging with stakeholders is the sole responsibility of the management of the Company. KPMG's responsibility is to provide limited assurance on the Report content as described in the scope, boundary and limitations for assurance.

Reporting Criteria

Vedanta applies its sustainability performance reporting criteria based on Sustainability Reporting Standards of Global Reporting Initiative (GRI Standards) including the Mining and Metals and Oil & Gas Sector Disclosures, National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVG) framed by the Ministry of Corporate Affairs (MCA), Government of India, United Nations Global Compact (UNGC) principles, International Council on Mining and Metals (ICMM) and Sustainable Development Goal frameworks for the Company as detailed in the 'Scope, Boundary and Limitations for assurance'.

Assurance Standards

We conducted our assurance in accordance with limited assurance requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information. Under this standard, we have reviewed the information presented in the report against the characteristics of relevance, completeness, reliability, neutrality and understandability.

Limited assurance consists primarily of enquiries and analytical procedures. The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement.

Scope, Boundary and Limitations for Assurance

The Assurance has been provided for selected sustainability performance disclosures presented by Vedanta in its Report. The reporting boundary included data and information for the period 01 April 2019 to 31 March 2020 for India and Global operations, based on Global Reporting Initiative's (GRI) Standards in accordance Core option. Our Scope of assurance included verification of the sample data and information on selected material topics reported at the following units/locations and Corporate offices in Gurgaon and Udaipur:

<ul style="list-style-type: none"> • Vedanta Limited (Jharsuguda Smelter & Power Plants, Odisha) • Vedanta Limited (Sesa Goa Iron Ore, Amona, Goa) • Vedanta Limited (Cairn Oil & Gas - Mangala Bhagyam, Aishwariya Field, Rajasthan) 	<ul style="list-style-type: none"> • BALCO (Korba Smelter & Power Plants, Chhattisgarh) • Electrosteel Steels (Bokaro, Jharkhand) • Vedanta Zinc International (Black Mountain Mining, South Africa)
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KPMG Assurance and Consulting Services LLP
Building No. 10, 8th Floor, Tower-C
DLF Cyber City, Phase - II
Gurugram - 122 002 (India)

Telephone: +91 124 307 4000
Fax: +91 124 254 9101
Internet: www.kpmg.com/in

<ul style="list-style-type: none"> • Hindustan Zinc Limited (Chanderiya Lead and Zinc Smelters, Rajasthan) • Hindustan Zinc Limited (Dariba Smelting Complex, Rajasthan) • Hindustan Zinc Limited (Udaipur Corporate Office, Rajasthan) 	<ul style="list-style-type: none"> • Hindustan Zinc Limited (Rampura Agucha Mines, Rajasthan) • Hindustan Zinc Limited (Sindesar Khurd Mines, Rajasthan) • Vedanta Limited (Corporate Office, Gurgaon, Haryana)
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Scope Limitations for Assurance:

The assurance scope excludes:

- Data and information outside the defined reporting period and boundary;
- The Company's financial performance;
- The Company's compliance to legal obligations/disclosures;
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention and assertions related to Intellectual Property Rights;
- Aspects of the report other than those mentioned in the scope of assurance and
- Strategy and other related linkages mentioned in the report

The Universal and Topic Specific Standard Disclosures subject to assurance were as follows:

Universal Standard Disclosures	Topic Specific Standard Disclosures
<ul style="list-style-type: none"> • General Disclosures <ul style="list-style-type: none"> ◦ Organizational Profile (102-7, 102-8, 102-10 to 102-11) ◦ Strategy (102-14) ◦ Ethics and Integrity (102-16) ◦ Governance (102-18) ◦ Stakeholder Engagement (102-40 to 102-44) ◦ Reporting Practice (102-45 to 102-56) • Management Approach <ul style="list-style-type: none"> ◦ Disclosure on Management Approach (103-1)¹ 	<ul style="list-style-type: none"> • Environmental <ul style="list-style-type: none"> • Energy (302-1, 302-3, OG3) • Water (303-1, 303-3) • Biodiversity (304-1) • Emissions (305-1, 305-2, 305-4, 305-7) • Effluents and Waste (306-1, 306-2, OG5, OG 6, OG7, MM3) • Social <ul style="list-style-type: none"> • Employment (401-1, 401-2, 401-3) • Occupational Health and Safety (403-2) • Training and Education (404-1, 404-2) • Diversity and Equal Opportunity (405-1) • Non-Discrimination (406-1) • Security personnel trained in human rights policies or procedures (410-1) • Local Communities (413-1)

Assurance Procedures

Our assurance processes involve performing procedures to obtain evidence about the reliability of specified sustainability disclosures. The nature, timing and extent of procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the selected sustainability disclosures whether due to fraud or error. In responding to the assessed risks, we have considered internal controls relevant to the preparation of the Report in order to design assurance procedures that are appropriate in the circumstances.

Our limited assurance procedures also included:

¹ Disclosures on Management Approach were verified for select topic specific disclosures as per the given table

Assurance Statement



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- Assessing that the report is prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards – in accordance “Core” option);
- Reviewing the Report to ensure that there is no misrepresentation of disclosures as per scope of assurance and our findings;
- Reviewing the materiality and stakeholder engagement framework deployed at Vedanta;
- Understanding the appropriateness of various assumptions used for estimation of data by Vedanta;
- Assessing the systems used for data collection and reporting of the Universal Disclosures and Topic Specific Disclosures of material topics as listed in the assurance scope above;
- Verifying systems and procedures used for quantification, collation and analysis of sustainability performance disclosures included in the Report;
- Holding remote discussions with senior executives at the selected plant locations and at the corporate office to understand the risks and opportunities from a sustainability perspective including the strategy that Vedanta has adopted to address the same;
- Assessing data reliability and accuracy;
- Review of select key performance data for the duration from 1st April 2019 to 31st March 2020 was carried out remotely through virtual interactions and screen sharing tools

Appropriate documentary evidences were obtained to support our conclusions on the information and data reviewed. Where such documentary evidences could not be collected due to sensitive nature of the information, our team reviewed the same with Vedanta representatives through virtual interactions

Conclusions

We have reviewed the Sustainability Report of Vedanta. Based on our limited review and procedures performed in line with scope, boundary and limitations of assurance, nothing has come to our attention that causes us not to believe that the sustainability data and information presented in the Report is fairly represented in line with the identified material topics and is in accordance with the sustainability reporting standards of the Global Reporting Initiative (GRI Standards).

Data representation and calculation related errors were observed but the same were resolved during the assurance process. We have provided our observations and areas for improvement to the company in a separate management letter. These, do not, however, affect our conclusions regarding the Report.

Independence

The assurance was conducted by a multidisciplinary team including professionals with suitable skills and experience in auditing as per requirements of ISAE 3000 standards.

Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) be independent of the assurance client, in relation to the scope of this assurance engagement, including not being involved in writing the statement. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence. The firm applies ISQC 1 and the practitioner complies with the applicable independence and other ethical requirements of the IESBA code.

Responsibilities

Vedanta is responsible for developing the Report contents. The Company is also responsible for identification of material sustainability topics, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported. This statement is made solely to the Management of Vedanta Limited in accordance with the terms of our engagement and as per scope of assurance. Our work has been undertaken so that we might state to the Company those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to



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anyone other than the Company for our work, or for the conclusions expressed in this independent assurance statement. The assurance engagement is based on the assumption that the data and information provided to us are complete and true. We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. Our assurance statement is released to Vedanta Limited on the basis that it shall not be copied, referred to or disclosed, in whole or in part, without our prior written consent. By reading this assurance statement, stakeholders acknowledge and agree to the limitations and disclaimers mentioned above.

Santhosh Jayaram
Partner
KPMG Assurance and Consulting Services LLP
07 September 2020

GRI Standards Index

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 101: Foundation 2016 [GRI 101 does not include any disclosures]		
General Disclosures		
ORGANIZATIONAL PROFILE		
GRI 102- General Disclosures 2016	102-1: Name of the Organization	Vedanta Limited
	102-2: Activities, brands, products, and services	Vedanta Sustainability Report 2019-20: Pages 04-11 (Overview)
	102-3: Location of headquarters	Vedanta Sustainability Report 2019-20: Back Cover
	102-4: Location of operations	Australia, India (Andhra Pradesh, Chattisgarh, Goa, Gujarat, Jharkhand, Karnataka, Odisha, Rajasthan, Tamil Nadu), Namibia, South Africa
	102-5: Ownership and legal form	Vedanta Limited Annual Report 2019-20: Pages 257, 393
	102-6: Markets served	Vedanta Sustainability Report 2019-20: Page 04-11 (Overview)
	102-7: Scale of the organization	Vedanta Sustainability Report 2019-20: Page 05 (Overview), Page 10 (Our Products), Page 79 (Workforce Snapshot), Page 103 (Economic Value Generated and Distributed), Page 104 (Other Indicators of Economic Performance)
	102-8: Information on employees and other workers	Vedanta Sustainability Report 2019-20: Page 79 (Workforce Snapshot)
	102-9: Supply chain	Vedanta Sustainability Report 2019-20: Page 06-07 (Our Value Chain) <p>Vedanta's supply chain spans all five areas of the metals & mining business - exploration, asset development, extraction, processing, and value addition. We work with over 8,000 Tier 1 suppliers from 30+ countries, and given the nature of our business, our supply chain consists of vendors who provide us with the workforce who help us operate our extractive and processing businesses as well as operators who supply us with high-end technologies that help us conduct our operations in the most efficient, responsible, and cost effective manner possible.</p> <p>We are also committed to ensuring that we encourage local vendors become part of our supply chain so that the presence of our businesses benefits the local economies and communities.</p>
	102-10: Significant changes to the organization and its supply chain	No significant change to our supply chain or our organization in FY2019-20
	102-11: Precautionary principle or approach	Vedanta seeks to ensure that all of our operations follow a stringent application of environmental and social principles. All of our businesses undergo an Environmental and Social Impact Assessment before beginning operations. Any findings from the ESIA are considered and a mitigation plan developed. We are also committed to ensuring that we follow the principles of Free, Prior, Informed Consent (FPIC) in communities that consist of populations of indigenous peoples.
	102-12: External initiatives	Vedanta aligns itself with the following external charters & principles: <p>UN Global Compact, UN Sustainable Development Goals, ICM, IOGP, IFC Performance Standards, GHG Greenhouse Gas Protocol</p>
	102-13: Memberships of associations	Vedanta Sustainability Report 2019-20: Page 108 (Partnerships & Associations)

GRI STANDARD	DISCLOSURE	RESPONSE
STRATEGY		
GRI 102- General Disclosures 2016	102-14: Statement from senior decision-maker	Vedanta Sustainability Report 2019-20: Page 12 (From the Chairman's Desk), Page 14 (CEO's Message)
ETHICS & INTEGRITY		
GRI 102- General Disclosures 2016	102-16: Values, principles, standards, and norms of behaviour	Vedanta Sustainability Report 2019-20: Page 06 (Our Core Values)
GOVERNANCE		
GRI 102- General Disclosures 2016	102-18: Governance Structure	Vedanta Sustainability Report 2019-20: Page 30-32 (Governance)
STAKEHOLDER ENGAGEMENT		
GRI 102- General Disclosures 2016	102-40: List of stakeholder groups	Vedanta Limited Annual Report 2019-20: Page 72-73 (Aligning Stakeholder Expectations with Business Strategy)
	102-41: Collective bargaining agreements	Vedanta Sustainability Report 2019-20: Page 91 (Collective Bargaining) Collective bargaining agreements are governed by and in accordance with the respective regulations of the countries where we operate. Where applicable, 100% of our
	102-42: Identifying and selecting stakeholders	Vedanta Limited Annual Report 2019-20: Page 72-73 (Aligning Stakeholder Expectations with Business Strategy)
	102-43: Approach to stakeholder engagement	Vedanta Limited Annual Report 2019-20: Page 72 (Aligning Stakeholder Expectations with Business Strategy)
	102-44: Key topics & concerns raised	Vedanta Limited Annual Report 2019-20: Pages 73 (Aligning Stakeholder Expectations with Business Strategy)
REPORTING PRACTICE		
GRI 102- General Disclosures 2016	102-45: Entities included in the consolidated financial statements	Vedanta Limited Annual Report 2019-20: Page 03 (About the Report - Scope & Boundary)
	102-46: Defining report content and topic boundaries	Vedanta Sustainability Report 2019-20: Page 109 (About this report)
	102-47: List of material topics	Vedanta Sustainability Report 2019-20: Page 16-17 (Vedanta's Sustainability Context)
	102-48: Restatements of information	Vedanta Sustainability Report 2019-20: Page 109 (About this report)
	102-49: Changes in reporting	Vedanta Sustainability Report 2019-20: Page 109 (About this report)
	102-50: Reporting period	The reporting period for this report is FY2019-20.
	102-51: Date of most recent report	Vedanta's previous sustainability report was released in June 2019.
	102-52: Reporting cycle	Annual
	102-53: Contact point for questions regarding the report	Questions can be directed to: sustainability@vedanta.co.in
	102-54: Claims of reporting in accordance with the GRI Standards	Vedanta Sustainability Report 2019-20: Table of Contents, Page 109 (About this report)
	102-55: GRI Content Index	Vedanta Sustainability Report 2019-20: PPage 114 (GRI Standards Index)
	102-56: External Assurance	Vedanta Sustainability Report 2019-20: Page 112 (Assurance Statement)

Specific Standard Disclosures

CATEGORY: ECONOMIC

GRI STANDARD	DISCLOSURE	RESPONSE			
ECONOMIC PERFORMANCE					
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its boundary	Boundary: Entire organization			
	103-2: The management approach and its components	Vedanta Sustainability Report 2019-20: Page 102 (Broader Economic Benefit to Host Country)			
	103-3: Evaluation of management approach	Vedanta Sustainability Report 2019-20: Page 102 (Broader Economic Benefit to Host Country)			
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed.	Vedanta Sustainability Report 2019-20: Page 103 (Economic Value Generated and Distributed)			
	201-3: Defined benefit plan obligations and other retirement plans	Coverage of the organization's defined benefit plan obligations (INR million)			FY2019-20
		Defined contribution pension scheme costs			840
		Defined benefit pension scheme costs			890
		Share based payment charge			980
		Total			2,710
201-4: Financial assistance received from government			FY2019-20	FY2018-19	FY 2017-18
	Financial assistance received from government (INR million)			116	157.50
MARKET PRESENCE					
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Pages 8-11			
GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage	At all our significant locations, we ensure that the ratios of entry level wages meets or exceeds the legal requirements and complies with all applicable laws. With regards to gender, the ratio is 1:1 and we don't discriminate in any way in terms of standard entry level wages.			
	202-2: Proportion of senior management hired from local community	Vedanta Sustainability Report 2019-20: Page 96 (Local Hiring)			
INDIRECT ECONOMIC IMPACTS					
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 97 (Community Development Programs)			
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	Vedanta Sustainability Report 2019-20: Page 98 (Nandghar), Page 99 (Healthcare), Page 99 (Drinking Water & Sanitation), Page 100 (Community Infrastructure) Vedanta Limited Annual Report 2019-20: Pages 193-200 (Annexure A)			

[illegible]

CATEGORY: ENVIRONMENT

GRI STANDARD	DISCLOSURE	RESPONSE																																																																																															
ENERGY																																																																																																	
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 52 (Energy- Management and Climate Change)																																																																																															
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Vedanta Sustainability Report 2019-20: Page 31 (Energy Consumption) Unit wise breakup of total energy consumption (GJ) within organisation is as below: <table><tr><th>Business</th><th colspan="3">Total Energy (GJ)</th></tr><tr><th></th><th>FY 2019-20</th><th>FY2018-19</th><th>FY2017-18</th></tr><tr><td>Aluminium</td><td>321,507,053</td><td>311,669,874+</td><td>161,939,598</td></tr><tr><td>Copper Australia</td><td>84,731</td><td>87,985</td><td>92,959</td></tr><tr><td>Copper India</td><td>712,411</td><td>715,028#</td><td>4,107,254</td></tr><tr><td>Iron Ore Business</td><td>1,056,605</td><td>891,674#</td><td>1,445,642</td></tr><tr><td>Oil and Gas Business</td><td>24,091,852</td><td>23,692,722</td><td>19,358,552</td></tr><tr><td>Port Business</td><td>46,494</td><td>42,132</td><td>42,343</td></tr><tr><td>Power Business</td><td>122,855,935</td><td>110,565,128</td><td>198,418,692</td></tr><tr><td>Steel</td><td>10,115,364</td><td>-</td><td>-</td></tr><tr><td>Zinc India</td><td>46,565,687</td><td>47,091,020</td><td>47,657,692</td></tr><tr><td>Zinc International</td><td>3,540,375</td><td>51,918,842*</td><td>3,060,086</td></tr><tr><td>Total</td><td>530,576,551</td><td>546,674,405</td><td>436,122,818</td></tr></table> + Increase due to ramp up in production in our Aluminium India Business # Decrease due to the shut-down of our operations in Tuticorin and mines in Goa * Increase in total energy consumption is due to the addition and ramp-up of operations in Gamsberg	Business	Total Energy (GJ)				FY 2019-20	FY2018-19	FY2017-18	Aluminium	321,507,053	311,669,874+	161,939,598	Copper Australia	84,731	87,985	92,959	Copper India	712,411	715,028#	4,107,254	Iron Ore Business	1,056,605	891,674#	1,445,642	Oil and Gas Business	24,091,852	23,692,722	19,358,552	Port Business	46,494	42,132	42,343	Power Business	122,855,935	110,565,128	198,418,692	Steel	10,115,364	-	-	Zinc India	46,565,687	47,091,020	47,657,692	Zinc International	3,540,375	51,918,842*	3,060,086	Total	530,576,551	546,674,405	436,122,818																																											
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	302-3: Energy Intensity	Specific Energy Consumption (GJ/Unit of Production Output) <table><tr><th>Business Sector</th><th>Company name</th><th>FY 2019-20</th><th>FY2018-19</th><th>FY2017-18</th></tr><tr><td rowspan="3">Aluminium</td><td>BALCO</td><td>53</td><td>52.45</td><td>52.90</td></tr><tr><td>Lanjigarh</td><td>7.27</td><td>7.5</td><td>8.15</td></tr><tr><td>Jharsuguda</td><td>52.16</td><td>52.46</td><td>54.18</td></tr><tr><td>Copper Australia</td><td>CMT</td><td>-</td><td>-</td><td>-</td></tr><tr><td rowspan="2">Copper India</td><td>Sterlite Copper#</td><td>15.92</td><td>-</td><td>8.33</td></tr><tr><td>Sterlite IPP#</td><td>-</td><td>-</td><td>11.57</td></tr><tr><td>Iron Ore Business</td><td>VAB – Pig Iron</td><td>0.91</td><td>1.00</td><td>0.88</td></tr><tr><td>Oil and Gas</td><td>Cairn India</td><td>2.52</td><td>2.19</td><td>1.87</td></tr><tr><td>Port Business</td><td>VGCB</td><td>0.01</td><td>0.01</td><td>0.01</td></tr><tr><td rowspan="4">Power Business</td><td>MALCO*</td><td>-</td><td>-</td><td>-</td></tr><tr><td>TSPL</td><td>7.22</td><td>7.34</td><td>9.38</td></tr><tr><td>Jhasuguda IPP</td><td>8.35</td><td>8.14</td><td>10.36</td></tr><tr><td>BALCO IPP</td><td>9.90</td><td>10.22</td><td>-</td></tr><tr><td>Steel</td><td>ESL</td><td>0.31</td><td>NA</td><td>NA</td></tr><tr><td rowspan="2">Zinc India</td><td>HZL – Mines</td><td>0.32</td><td>0.26</td><td>0.29</td></tr><tr><td>HZL – Smelter</td><td>15.82</td><td>16.86</td><td>17.05</td></tr><tr><td rowspan="4">Zinc International</td><td>Skorpion</td><td>25.15</td><td>34.23</td><td>29.31</td></tr><tr><td>Lisheen*</td><td>-</td><td>-</td><td>-</td></tr><tr><td>BMM</td><td>0.30</td><td>0.43</td><td>0.35</td></tr><tr><td>Gamsberg</td><td>0.29</td><td>79</td><td>-</td></tr></table> *Malco, Lisheen are not operational # Sterlite Copper’s smelter and power plant in Tuticorin was closed for the entire reporting period	Business Sector	Company name	FY 2019-20	FY2018-19	FY2017-18	Aluminium	BALCO	53	52.45	52.90	Lanjigarh	7.27	7.5	8.15	Jharsuguda	52.16	52.46	54.18	Copper Australia	CMT	-	-	-	Copper India	Sterlite Copper#	15.92	-	8.33	Sterlite IPP#	-	-	11.57	Iron Ore Business	VAB – Pig Iron	0.91	1.00	0.88	Oil and Gas	Cairn India	2.52	2.19	1.87	Port Business	VGCB	0.01	0.01	0.01	Power Business	MALCO*	-	-	-	TSPL	7.22	7.34	9.38	Jhasuguda IPP	8.35	8.14	10.36	BALCO IPP	9.90	10.22	-	Steel	ESL	0.31	NA	NA	Zinc India	HZL – Mines	0.32	0.26	0.29	HZL – Smelter	15.82	16.86	17.05	Zinc International	Skorpion	25.15	34.23	29.31	Lisheen*	-	-	-	BMM	0.30	0.43	0.35	Gamsberg	0.29	79	-
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GRI STANDARD	DISCLOSURE	RESPONSE																																																																																											
	302-4: Reduction of energy consumption	Vedanta Sustainability Report 2019-20: Page 51 (Energy & GHG Saving Initiatives) Disclaimer: Productions numbers used to calculate intensity figures may vary from those presented on page 10 of this report. Those numbers represent vol- umes sold, whereas the numbers used in the calculation below represent total ores/metals processed.																																																																																											
OG2	Total amount invested in Renew- able Energy	INR 110,250																																																																																											
OG3	Total amount of renewable ener- gy generated by source	<table><tr><th>Source</th><th>Amount Generated (KwH)</th></tr><tr><td>Solar</td><td>632,340</td></tr><tr><td>Wind</td><td>2,064</td></tr><tr><td>Total</td><td>634,404</td></tr></table>	Source	Amount Generated (KwH)	Solar	632,340	Wind	2,064	Total	634,404																																																																																			
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WATER																																																																																													
GRI 103: Manage- ment Approach 2016		Vedanta Sustainability Report 2019-20: Page 62 (Water Management)																																																																																											
GRI 303: Water 2016	303-1: Water withdrawal by source	<p>During the reporting period, we withdrew over 154.22 million cubic meters of water. The water was sourced from: 12.71% - ground water, 80.72% - surface water, 4.56% - wastewater from another organisation, 1.38% - water from tankers and 0.63% - rain-water harvesting. The total water withdrawal has marginally decreased in comparison to FY2018-19, when we withdrew 155.60 million cubic meters of water.</p> <table><tr><th></th><th colspan="2">FY2019-20</th><th colspan="2">FY2018-19</th><th colspan="2">FY2017-18</th></tr><tr><th>Business</th><th>Ground Water (m³)</th><th>Surface Water (m³)</th><th>Ground Water (m³)</th><th>Surface Water (m³)</th><th>Ground Water (m³)</th><th>Surface Water (m³)</th></tr><tr><td>Alumin- ium</td><td>-</td><td>51,961,258</td><td>59,940</td><td>51,359,992</td><td>59,195</td><td>28,097,056*</td></tr><tr><td>Copper India</td><td>11,815</td><td>-</td><td>12,250</td><td>107,345</td><td>14,756</td><td>1,313,793</td></tr><tr><td>Copper Australia</td><td>3,092,374</td><td>1,425,667</td><td>4,073,032</td><td>2,499,008</td><td>4,015,868</td><td>3,425,614</td></tr><tr><td>Iron Ore Business</td><td>192,342</td><td>2,632,878</td><td>253,539</td><td>3,395,598</td><td>259,120</td><td>3,139,259</td></tr><tr><td>Oil and Gas Business</td><td>10,984,227</td><td>-</td><td>10,612,957</td><td>-</td><td>11,563,732</td><td>-</td></tr><tr><td>Power Business</td><td>-</td><td>42,319,740</td><td>-</td><td>46,498,898</td><td>-</td><td>41,563,995</td></tr><tr><td>Port Business</td><td>-</td><td>4,349</td><td>-</td><td>2,557</td><td>-</td><td>2,935</td></tr><tr><td>Steel</td><td>-</td><td>5,448,267</td><td>NA</td><td>NA</td><td>NA</td><td>NA</td></tr><tr><td>Zinc India</td><td>3,114,616</td><td>16,749,889</td><td>2,876,756</td><td>19,664,380</td><td>3,681,071</td><td>20,382,341</td></tr><tr><td>Zinc Interna- tional</td><td>2,210,172</td><td>3,939,967</td><td>2,717,883</td><td>2,817,135</td><td>2,002,257</td><td>5,027,207</td></tr><tr><td>Total</td><td>19,605,546</td><td>124,482,015</td><td>17,717,351</td><td>126,344,913</td><td>21,595,999</td><td>102,949,265</td></tr></table>		FY2019-20		FY2018-19		FY2017-18		Business	Ground Water (m³)	Surface Water (m³)	Ground Water (m³)	Surface Water (m³)	Ground Water (m³)	Surface Water (m³)	Alumin- ium	-	51,961,258	59,940	51,359,992	59,195	28,097,056*	Copper India	11,815	-	12,250	107,345	14,756	1,313,793	Copper Australia	3,092,374	1,425,667	4,073,032	2,499,008	4,015,868	3,425,614	Iron Ore Business	192,342	2,632,878	253,539	3,395,598	259,120	3,139,259	Oil and Gas Business	10,984,227	-	10,612,957	-	11,563,732	-	Power Business	-	42,319,740	-	46,498,898	-	41,563,995	Port Business	-	4,349	-	2,557	-	2,935	Steel	-	5,448,267	NA	NA	NA	NA	Zinc India	3,114,616	16,749,889	2,876,756	19,664,380	3,681,071	20,382,341	Zinc Interna- tional	2,210,172	3,939,967	2,717,883	2,817,135	2,002,257	5,027,207	Total	19,605,546	124,482,015	17,717,351	126,344,913	21,595,999	102,949,265
	FY2019-20		FY2018-19		FY2017-18																																																																																								
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	303-2: Water sources signifi- cantly affected by withdrawal of water	In about two locations, our water withdrawals are greater than or equal to 5% of the water body's annual average volume. However, none of these withdrawals can be considered sensitive as it does not threaten the biodiversity of the area. At all of our locations, we carefully monitor our water withdrawals and usage and where feasible, make efforts to recharge the water sources.																																																																																											
	303-3: Water recycled and reused	Vedanta Sustainability Report 2019-20: Page 62 (Water Management) Vedanta has historically reported water recycling rates based on our total water consumption volumes. This amounts to 28.95% of water recycled. However, as per GRI requirements, the recycle rate of water is to be taken on water withdrawal volumes. The corresponding recycle rate becomes 47.89% in FY 2019-20.																																																																																											

CATEGORY: ENVIRONMENT

GRI STANDARD	DISCLOSURE	RESPONSE																																															
BIODIVERSITY																																																	
GRI 103: Manage- ment Approach 2016		Vedanta Sustainability Report 2019-20: Page 68 (Biodiversity Management)																																															
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>The following sites are located adjacent to areas of high biodiversity value or protected areas:</p> <table><tr><th>Business Unit</th><th>Site</th><th>Location</th><th>Area of Biodiversity Value</th></tr><tr><td>Aluminium</td><td>Vedanta Lanjigarh</td><td>Lanjigarh, India</td><td>Niyamgiri, Khambesi and nine other reserve forest areas</td></tr><tr><td rowspan="2">Zinc International</td><td>Skorpan Zinc</td><td>Rosh Pinah, Namibia</td><td>Sperrgebiet National Park</td></tr><tr><td>Black Mountain Mines</td><td>Gamsberg, South Africa</td><td>Succulent Karoo Biodiversity Hotspot</td></tr></table>	Business Unit	Site	Location	Area of Biodiversity Value	Aluminium	Vedanta Lanjigarh	Lanjigarh, India	Niyamgiri, Khambesi and nine other reserve forest areas	Zinc International	Skorpan Zinc	Rosh Pinah, Namibia	Sperrgebiet National Park	Black Mountain Mines	Gamsberg, South Africa	Succulent Karoo Biodiversity Hotspot																																
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	304-3: Habitats protected or restored	Vedanta Sustainability Report 2019-20: 69 – 70 (Restoration and Protection of Habitats, Rehabilitating mined-out areas)																																															
	304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.	<table><tr><th>IUCN Classification</th><th>Africa</th><th>Asia</th><th>Australia</th></tr><tr><td>Critically Endangered</td><td></td><td>7</td><td></td></tr><tr><td>Endangered</td><td>3</td><td>17</td><td>8</td></tr><tr><td>Vulnerable</td><td>10</td><td>41</td><td>7</td></tr><tr><td>Near Threatened</td><td>4</td><td>15</td><td>0</td></tr><tr><td>Least Concern</td><td>55</td><td>280</td><td>NA</td></tr></table>	IUCN Classification	Africa	Asia	Australia	Critically Endangered		7		Endangered	3	17	8	Vulnerable	10	41	7	Near Threatened	4	15	0	Least Concern	55	280	NA																							
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MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Vedanta Sustainability Report 2019-20: Page 68 (Biodiversity Management).																																															
OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	100% of Cairn's sites have conducted a biodiversity risk assessment and have a biodiversity management plan to mitigate their impact on the local ecology.																																															
EMISSIONS																																																	
GRI 103: Manage- ment Approach 2016		Vedanta Sustainability Report 2019-20: Pages 46, 66 (Energy Management and Climate Change, Air quality and Emissions Control)																																															
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions.	<p>Vedanta Sustainability Report 2019-20: Page 49 (GHG Emissions Performance)</p> <p>Our business-wise Scope I emissions are:</p> <table><tr><th rowspan="2">Business</th><th colspan="3">Scope I Emission (TCO₂e)</th></tr><tr><th>FY 2019-20</th><th>FY2018-19</th><th>FY2017-18</th></tr><tr><td>Aluminium</td><td>34,664,758</td><td>33,166,782</td><td>33,167,409</td></tr><tr><td>Copper India & Australia</td><td>35,037</td><td>30,571</td><td>624,738</td></tr><tr><td>Iron Ore Business</td><td>1,750,789</td><td>1,951,258</td><td>1,837,129</td></tr><tr><td>Oil & Gas Business</td><td>1,841,600</td><td>1,658,183</td><td>1,550,610</td></tr><tr><td>Port Business</td><td>0</td><td>376</td><td>0</td></tr><tr><td>Power Business</td><td>11,804,420</td><td>13,342,185</td><td>8,894,216</td></tr><tr><td>Steel</td><td>2,719,295</td><td>NA</td><td>NA</td></tr><tr><td>Zinc India</td><td>4,480,887</td><td>4,668,533</td><td>4,830,185</td></tr><tr><td>Zinc International</td><td>186,082</td><td>146,548</td><td>87,919</td></tr><tr><td>Total</td><td>57,482,868</td><td>54,964,436</td><td>50,992,206</td></tr></table>	Business	Scope I Emission (TCO ₂ e)			FY 2019-20	FY2018-19	FY2017-18	Aluminium	34,664,758	33,166,782	33,167,409	Copper India & Australia	35,037	30,571	624,738	Iron Ore Business	1,750,789	1,951,258	1,837,129	Oil & Gas Business	1,841,600	1,658,183	1,550,610	Port Business	0	376	0	Power Business	11,804,420	13,342,185	8,894,216	Steel	2,719,295	NA	NA	Zinc India	4,480,887	4,668,533	4,830,185	Zinc International	186,082	146,548	87,919	Total	57,482,868	54,964,436	50,992,206
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GRI STANDARD	DISCLOSURE	RESPONSE																																																																																																																								
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GRI 305: Emissions 2016	305-2: Energy indirect (Scope 2) GHG emissions	<p>Vedanta Sustainability Report 2019-20: Page 29 (GHG Emissions Performance)</p> <p>Our business-wise Scope II emissions are:</p> <table><tr><th>Business</th><th colspan="3">Scope II Emission (tCO2e)</th></tr><tr><th></th><th>FY 2019-20</th><th>FY2018-19</th><th>FY2017-18</th></tr><tr><td>Aluminium</td><td>804,257</td><td>2,655,128</td><td>237,024</td></tr><tr><td>Copper India & Australia</td><td>48,314</td><td>48,600</td><td>87,591</td></tr><tr><td>Iron Ore Business</td><td>762</td><td>265</td><td>18,428</td></tr><tr><td>Oil & Gas Business</td><td>134,987</td><td>118,000</td><td>84,980</td></tr><tr><td>Port Business</td><td>10,601</td><td>6,248</td><td>11,641</td></tr><tr><td>Power Business</td><td>2,775</td><td>777</td><td>8,901</td></tr><tr><td>Steel</td><td>113,155</td><td>NA</td><td>NA</td></tr><tr><td>Zinc India</td><td>253,756</td><td>168,248</td><td>154,564</td></tr><tr><td>Zinc International</td><td>496,104</td><td>508,921</td><td>594,167</td></tr><tr><td>Total</td><td>1,864,771</td><td>3,506,187</td><td>1,197,296</td></tr></table>	Business	Scope II Emission (tCO2e)				FY 2019-20	FY2018-19	FY2017-18	Aluminium	804,257	2,655,128	237,024	Copper India & Australia	48,314	48,600	87,591	Iron Ore Business	762	265	18,428	Oil & Gas Business	134,987	118,000	84,980	Port Business	10,601	6,248	11,641	Power Business	2,775	777	8,901	Steel	113,155	NA	NA	Zinc India	253,756	168,248	154,564	Zinc International	496,104	508,921	594,167	Total	1,864,771	3,506,187	1,197,296																																																																								
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	305-5: Reduction of GHG emissions	Vedanta Sustainability Report 2019-20: Page 51 (Energy & GHG Saving Initiatives, FY2020)																																																																																																																								

CATEGORY: ENVIRONMENT

GRI STANDARD	DISCLOSURE	RESPONSE																																												
EMISSIONS																																														
GRI 305: Emissions 2016	305-7: NO _x , SO _x and other significant air emissions.	Vedanta Sustainability Report 2019-20: Page 42 (Air Quality and Emissions Control)																																												
EFFLUENTS AND WASTE																																														
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 54 (Waste & Tailings Management)																																												
GRI 306: Effluents and Waste 2016	306-1: Water discharge by quality and destination.	Vedanta Sustainability Report 2019-20 Our operating philosophy is of 'zero discharge', where the generated waste water is treated and completely recycled back into process areas such as slag granulation, lime preparation and gas cleaning plants. In addition to these initiatives, effluent and sewage treatment plants are installed at many locations for reusing water at primary locations. Waste water discharge complies with applicable regulatory limits and, at all sites waste water is treated in effluent treatment plants. Metals are precipitated by addition of lime and flocculants with the use of sediment ponds. Wastewater Discharged:: <table><tr><th>Business</th><th>FY 2019-20 (m³)</th><th>FY2018-19 (m³)</th><th>FY2017-18 (m³)</th></tr><tr><td>Aluminium</td><td>105,304</td><td>117,142</td><td>310,497</td></tr><tr><td>Copper India & Australia</td><td>2,994,846</td><td>4,073,032</td><td>4,208,027</td></tr><tr><td>Iron Ore Business</td><td>3,639,459</td><td>168,054</td><td>180,939</td></tr><tr><td>Oil & Gas Business</td><td>1,946,503</td><td>1,925,225</td><td>1,009,356</td></tr><tr><td>Port Business</td><td>-</td><td>25</td><td>7</td></tr><tr><td>Power Business</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Steel</td><td>-</td><td>NA</td><td>NA</td></tr><tr><td>Zinc India</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Zinc International</td><td>119,271</td><td>67,227</td><td>72,551</td></tr><tr><td>Total</td><td>8,805,383</td><td>6,350,705</td><td>5,781,377</td></tr></table>	Business	FY 2019-20 (m³)	FY2018-19 (m³)	FY2017-18 (m³)	Aluminium	105,304	117,142	310,497	Copper India & Australia	2,994,846	4,073,032	4,208,027	Iron Ore Business	3,639,459	168,054	180,939	Oil & Gas Business	1,946,503	1,925,225	1,009,356	Port Business	-	25	7	Power Business	-	-	-	Steel	-	NA	NA	Zinc India	-	-	-	Zinc International	119,271	67,227	72,551	Total	8,805,383	6,350,705	5,781,377
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GRI STANDARD	DISCLOSURE				RESPONSE							
EFFLUENTS AND WASTE												
GRI 306: Effluents and Waste 2016		306-2: Waste by type and disposal method.				Vedanta Sustainability Report 2019-20: Page 55 (Waste & Tailings Management)						
	FY2019-20				FY2018-19				FY2017-18			
Business	Hazardous Waste (MT)		Non-Hazardous Waste (MT)		Hazardous Waste (MT)		Non-Hazardous Waste (MT)		Hazardous Waste (MT)		Non-Hazardous Waste (MT)	
	Generated	Recycled	Generated	Recycled	Generated	Recycled	Generated	Recycled	Generated	Recycled	Generated	Recycled
Aluminium	286,437	189,670	8,227,914	6,332,779	288,847	177,397	7,315,093	5,987,418	241,366	157,413	7,724,472	5,362,730
Copper India/ Australia	658	624	-	-	73	66	25	153,802	83,938	39,053	1,788,903	1,857,134
Iron Ore Business	26	-	291,057	211,241	31	-	268,048	336,770	1	-	240,721	282,313
Oil and Gas Business	47,700	43,240	-	-	15,133	11,207	-	-	5,164	5,916	-	-
Power Business	102	60	4,877,887	5,251,073	117	66	5,379,208	6,218,588	36	3	5,531,056	5,260,133
Steel	41,553	-	613,853	840,787	NA	NA	NA	NA	NA	NA	NA	NA
Zinc India	77,746	44,555	1,059,574	689,905	74,016	38,248	932,390	404,968	71,712	42,022	1,085,397	413,669
Zinc International	19,752	19,688	-	-	150	66	-	-	705	91	-	-
Total	473,974	297,837	15,070,285	13,325,785	378,367	227,050	13,894,764	13,101,546	402,922	244,498	16,370,549	13,175,979
HAZARDOUS WASTE DISPOSED: FY2020: 321,026 MT FY2019: 97,985 MT FY2018: 105,211 MT												
MM3	Total amounts of overburden, rock, tailings, and sludge's and their associated risks.				Generated	Unit	FY 2019-20		FY 2018-19		FY 2017-18	
Overburdened					MT	34,936,738		42,253,662		112,770,226		
Tailings					MT	15,059,116		30,691,989		29,490,392		
Waste Rocks					MT	14,135,872		27,730,316		29,626,329		
The decrease in the Overburden is due to a decrease in activities at our Black Mountain and Skorpion Zinc locations.												
OG5	Volume and disposal of formation or produced water.					Unit	FY 2019-20	FY 2018-19	FY 2017-18			
Total Produced Water					KL	37,451,655	36,721,753	32,230,591				
Produced Water Re-injected					KL	35,793,387	34,933,829	28,544,747*				
* Restatement: For FY2017-18 & FY2019-20 the volume of produced water re-injected has changed from 37,807,548 and 35,139,091 respectively. The change is due to double-accounting of reinjection volume associated with the Bhagyam & Aishwariya fields.												
OG6	Volume of flared and vented hydrocarbon.					Unit	FY 2019-20	FY 2018-19	FY 2017-18			
Volume of Flared Hydrocarbon					SCM	174,725,509	95,346,945	70,786,868				
Volume of Vented Hydrocarbon					SCM	743,709	783,948	922,253				
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.				Total amount of drill mud generated is 63,507 MT this includes WBM & SOBM. The figure represented quantity of drilling waste generated.							
Category					Unit	Disposal Method	FY 2019-20	FY 2018-19	FY 2017-18			
Drilling waste containing oil					MT	Secure Landfill		2,616	3,257			
Water Based Mud Drill Cuttings					MT	Used as sub-grade material for construction	20,267	8,483	1,998			
Synthetic Oil Based Mud Drilling Waste					MT	Secure Landfill	43,240	11,207	0			

CATEGORY: ENVIRONMENT

GRI STANDARD	DISCLOSURE	RESPONSE
PRODUCT AND SERVICES		
G4 – OG8	Benzene, lead and sulphur content in fuels.	Not applicable
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 103: Management Approach 2016		At each of our businesses, the vendor on-boarding process requires vendor disclosure of their HSE & Sustainability systems. In addition, project specific requirement may require additional screening of vendors for the environmental management systems.
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screen using environmental criteria	All new tier 1 suppliers undergo sustainability screening checklist and scoring system before getting registered with us.

CATEGORY: SOCIAL

GRI STANDARD	DISCLOSURE	RESPONSE					
EMPLOYMENT							
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 72, 80					
GRI-401: Employment 2016	401-1: New employee hires and employee turnover			FY 2019-20		FY2018-19	
		Employee turnover including retirements and including VRS		11%		8.65%	
		Total Attrition (Refers to Employee initiated separation)		7.46%		5.19%	
				Employee Turnover & Attrition by Region (FY2019-20)			
				Australia	Namibia	South Africa	India
		Employee turnover including retirements and including VRS	Number	2	116	59	1,948
			Rate	9%	24%	6.56%	10.87%
		Total Attrition (Refers to Employee initiated separation)	Male	10%	6%	3.75%	6.76%
			Female	0%	16%	7.14%	15%

CATEGORY: SOCIAL

GRI STANDARD			DISCLOSURE		RESPONSE																
EMPLOYMENT					Employee Hires																
GRI-401: Employment 2016			401-1: New employee hires and employee turnover																		
Gender	Region	Age	CMT	VZI			BALCO	VL Lanj	VL Jhar	HZL	TSPL	MALCO	Stelite Copper	Iron Ore	Electrosteel	Corporate	Vizag Ports	Cairn Oil & Gas	Fujairah Gold	Total	
				Australia	Namibia	SA Gamsberg															SA - BMM
Male	Local	<30 yrs	-	1	-	2	3	5	21	97	-	-	11	4	-	-	2	19	-	165	
		30-50 yrs	1	-	3	-	-	7	-	5	2	5	25	-	-	-	-	16	-	64	
		> 50 yrs	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-	4	-	8	
	Non Local	<30 yrs	-	1	1	10	36	28	111	305	-	-	-	25	-	11	1	83	-	612	
		30-50 yrs	-	9	-	12	3	2	13	27	-	-	-	1	37	1	-	24	2	131	
		>50 yrs	-	1	-	1	-	-	3	5	-	-	-	-	-	1	-	1	-	12	
Female	Local	<30 yrs	-	3	-	3	-	3	5	52	-	-	5	-	-	-	-	15	-	86	
		30-50 yrs	-	2	-	-	-	-	-	-	-	-	1	-	37	-	-	7	-	47	
		> 50 yrs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Non Local	<30 yrs	-	2	-	6	15	15	57	75	-	-	-	10	-	24	-	20	-	224	
		30-50 yrs	-	2	-	7	-	-	2	2	-	-	-	-	47	1	-	1	-	62	
		>50 yrs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

CATEGORY: SOCIAL

GRI STANDARD	DISCLOSURE	RESPONSE																																							
EMPLOYMENT																																									
GRI-401: Employment 2016	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide an array of benefits to our employees that are not provided to temporary or part time employees. The benefits include: life-insurance scheme, health-insurance scheme, disability coverage, parental leave, retirement benefits and management grades are covered under stock options scheme of Vedanta.																																							
	401-3: Parental leave	Vedanta Sustainability Report 2019-20: Page 83 (Progressive Policies)																																							
LABOR/MANAGEMENT RELATIONS																																									
GRI 103: Management Approach 2016																																									
GRI 402: Labor/Management Changes 2016	402-1: Minimum notice periods regarding operational changes	Mechanism to bring awareness to all employees on any significant operational change like restructuring, mergers, acquisitions, expansions etc. is in place. Notice period(s) regarding significant operational changes is indicated in collective bargaining agreements and certified standing order of respective entities. For example in India it is minimum 21days, Zambia Minimum Notice Period is One Year; Namibia Three Months and South Africa One Month.																																							
G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	In FY 2019-20, there were no strikes or lock-outs exceeding one week at any of our operations.																																							
OCCUPATIONAL HEALTH AND SAFETY																																									
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 50 (Safety, Health and Well-being)																																							
GRI 403: Occupational Health & Safety	403-1: Workers representation in formal joint management-worker health and safety committees.	100% of total workforce represented in formal joint management –worker health and safety committee. All units are having safety committee, having representation from the management and unionized workers, which covers entire workforce working at site. The total workforce vary significantly based on the operations and are generally specified in collective contractual agreements. The committee meets on regular basis to advice on occupational health and safety improvement. In case of operations without a worker union, the principle contractor along with sub-contractors is invited to the monthly meetings to discuss specific HSE issues.																																							
	403-2: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities.	Vedanta Sustainability Report 2019-20: Page 75 (Safety Performance) All definitions as per ICMM guidelines <table><tr><th></th><th>Unit</th><th>FY 2019-20</th><th>FY 2018-19</th><th>FY 2017-18</th></tr><tr><td rowspan="4">Employees</td><td>Total Injuries</td><td>42</td><td>51</td><td>45</td></tr><tr><td>Injury Rates (Total Recordable Injury FR)</td><td>0.99</td><td>1.22</td><td>1.11</td></tr><tr><td>Lost Day Rate</td><td>25.39</td><td>24.98</td><td>18.88</td></tr><tr><td>Work-Related Fatalities</td><td>1</td><td>2</td><td>2</td></tr><tr><td rowspan="4">Contract Workers + Third Party</td><td>Total Injuries</td><td>330</td><td>191</td><td>167</td></tr><tr><td>Injury Rates (Total Recordable Injury FR)</td><td>1.76</td><td>1.18</td><td>1.19</td></tr><tr><td>Lost Day Rate</td><td>70.93</td><td>17.66</td><td>15.86</td></tr><tr><td>Work-Related Fatalities</td><td>6</td><td>7</td><td>5</td></tr></table>		Unit	FY 2019-20	FY 2018-19	FY 2017-18	Employees	Total Injuries	42	51	45	Injury Rates (Total Recordable Injury FR)	0.99	1.22	1.11	Lost Day Rate	25.39	24.98	18.88	Work-Related Fatalities	1	2	2	Contract Workers + Third Party	Total Injuries	330	191	167	Injury Rates (Total Recordable Injury FR)	1.76	1.18	1.19	Lost Day Rate	70.93	17.66	15.86	Work-Related Fatalities	6	7	5
		Unit	FY 2019-20	FY 2018-19	FY 2017-18																																				
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403-3: Health and safety topics covered in formal agreements with trade unions	Health and safety topics are covered in the formal agreements with trade union. It is clearly stated in the agreement that the workmen / Recognized Union / Federation will support in all the measures / initiatives to be taken by the Company for improving production / productivity, work culture, quality & safety. Beside this, certified Standing Orders of units also cover these topics.																																								

GRI STANDARD	DISCLOSURE	RESPONSE																													
TRAINING AND EDUCATION																															
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 80 (Employee Training)																													
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee.	Vedanta Sustainability Report 2019-20: Page 80 (Employee Training)																													
	404-2: Programs for upgrading employee skills and transition assistance programs.	In line with our philosophy, continuous learning & capability building is imperative for an organization to grow. To cater to this need, our business entities provide internal and external training on technical skill building. In FY2019-20, employees availed of more than 3,000 internal and external training opportunities across the business. There are no structured transition assistances programs.																													
	404-3: Percentage of employees receiving regular performance and career development reviews.	100% of our employees receive regular performance reviews.																													
DIVERSITY AND EQUAL OPPORTUNITY																															
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 82 (Diversity and Equal Opportunity)																													
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees.	<table><tr><th colspan="6">Composition of Governance bodies</th></tr><tr><th rowspan="2">List different type of Board</th><th colspan="3">Age group</th><th colspan="2">Gender</th></tr><tr><th>less than 30 years</th><th>Between 30-50 years</th><th>Above 50 Years</th><th>Male</th><th>Female</th></tr><tr><td>Board of Directors</td><td>0%</td><td>25%</td><td>75%</td><td>75%</td><td>25%</td></tr><tr><td>Employees</td><td colspan="3">-</td><td>89.10%</td><td>10.9%</td></tr></table>	Composition of Governance bodies						List different type of Board	Age group			Gender		less than 30 years	Between 30-50 years	Above 50 Years	Male	Female	Board of Directors	0%	25%	75%	75%	25%	Employees	-			89.10%	10.9%
	Composition of Governance bodies																														
	List different type of Board	Age group			Gender																										
less than 30 years		Between 30-50 years	Above 50 Years	Male	Female																										
Board of Directors	0%	25%	75%	75%	25%																										
Employees	-			89.10%	10.9%																										
405-2: Ratio of basic salary and remuneration of women to men.	We are an equal opportunity employer. Across Vedanta Group we recruit both men & women on equal salary ratio. Our remuneration is linked to performance of the individual, business entity and overall growth.																														
NON-DISCRIMINATION																															
GRI 103: Management Approach 2016																															
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken	Vedanta is an equal opportunity employer and does not discriminate based on race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic. We see sexual harassment at the workplace as one form of discriminatory behaviour. We have formal procedures for mediating cases of sexual harassment brought to the committee. The committee includes external members on the panel to ensure independence and provide balance.																													
		<table><tr><th colspan="2">Sexual Harassment cases FY2019-20</th></tr><tr><td>Number of sexual harassment cases opened</td><td>15</td></tr><tr><td>Number of sexual harassment cases upheld and found correct</td><td>14</td></tr><tr><td>Number of sexual harassment cases closed</td><td>15</td></tr></table>	Sexual Harassment cases FY2019-20		Number of sexual harassment cases opened	15	Number of sexual harassment cases upheld and found correct	14	Number of sexual harassment cases closed	15																					
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CATEGORY: SOCIAL

GRI STANDARD	DISCLOSURE	RESPONSE
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
GRI 103: Management Approach 2016		Vedanta's Human Rights Policy recognizes the right to associate freely and to collective bargaining.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	<p>Vedanta Sustainability Report 2019-20: Page 91 (Collective Bargaining)</p> <p>We have collective bargaining agreements with our workmen at HZL, BALCO, Sesa and Zinc International Operations. The agreements are negotiated and agreed by both management and union representatives. The agreements include clauses relating to remuneration, allowances, working conditions, incentives and bonuses, health and safety, manpower productivity. All the significant policy and operational changes affecting the unionized employees are intimated to them through union representatives. Our units at BALCO, HZL, SESA GOA, & Zinc International have recognized unions while other locations have adequate systems and processes for employee development, appraisal, remuneration and grievance redressal.</p> <p>Similarly our significant suppliers are generally the big & well reputed industry organizations like Coal India, SAIL and L&T with whom we engage directly for the bulk of material for further processing or as raw material. All these organizations have adequate mechanisms for employee representation.</p>
CHILD LABOUR		
GRI 103: Management Approach 2016		Vedanta's Human Rights Policy states that the company has zero tolerance for child labour – directly or through contracted labour.
GRI 408: Child Labour 2016	408-1: Operations and suppliers at significant risk for incidents of child labor.	Vedanta Sustainability Report 2019-20: Page 92 (Ensuring right age for the right job)
FORCED OR COMPULSORY LABOUR		
GRI 103: Management Approach 2016		Vedanta's Human Rights Policy states that the company has zero tolerance for forced or compulsory labour – directly or through contracted labour.
GRI 409: Forced or Compulsory Labour 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	Vedanta Sustainability Report 2019-20: Page 92 (Statement on Compliance with the Modern Slavery Act)
SECURITY PRACTICES		
GRI 103: Management Approach 2016		
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	Vedanta Sustainability Report 2019-20: Page 89 (Human Rights)
RIGHTS OF INDIGENOUS PEOPLES		
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 88 (Management Approach)
GRI 411: Rights of Indigenous Peoples	411-1: Incidents of violations involving rights of indigenous peoples	There were no violations involving the rights of indigenous peoples during the reporting year.
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	<p>The Lanjigarh refinery operates in an area where there is a population of indigenous peoples.</p> <p>There are several programs underway to engage positively with the communities. Details on these initiatives can be found here:</p> <p>Vedanta Sustainability Report 2019-20: Page 94-95 (Improving socio-economic conditions of tribal communities)</p>

GRI STANDARD	DISCLOSURE	RESPONSE
RIGHTS OF INDIGENOUS PEOPLES		
G4-OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	None of our operating mines for the oil & gas business are operating in or adjacent to indigenous people territory.
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	No significant disputes relating to land use, customary rights of local communities and indigenous peoples was brought to our notice during the reporting year.
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	No significant disputes relating to land use, customary rights of local communities and indigenous peoples was brought to our notice during the reporting year.
G4-OG10	Number and description of significant disputes with local communities and indigenous peoples.	None
HUMAN RIGHTS ASSESSMENT		
GRI 103: Management Approach 2016		<p>Vedanta Sustainability Report 2019-20: Page 88 (Human Rights)</p> <p>Vedanta's Human Rights policy is the guiding document for our human rights practices.</p>
GRI 412: Human Rights Assessment 2016	412-1: Operations that have been subject to human rights reviews or impact assessments.	Each year, all of our operational sites undergo the Vedanta Sustainability Assurance Program (VSAP) audit. This audit is conducted by an external 3rd party overseen by our Management Assurance Services (MAS) team. As part of the audit, sites are evaluated on their human rights management related to supplier and vendor management.
	412-2: Employee training on human rights policies or procedures	Vedanta Sustainability Report 2019-20: Page 89 (Human Rights)
	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Vedanta Sustainability Report 2019-20: Page 92 (Statement on Compliance with the Modern Slavery Act)</p> <p>Through our Human Rights policy – which has been implemented across all Group businesses - Vedanta is committed to ensuring that the processes that it has in place, and continues to develop, follow the UN Guiding Principles.</p> <p>The company also abides by the principles of the Modern Slavery Act (MSA) and has introduced measures to evaluate MSA adherence by our Tier 1 vendors.</p>
LOCAL COMMUNITIES		
GRI 103: Management Approach 2016		Vedanta Sustainability Report 2019-20: Page 97 (Community Development Programs)
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	<p>Vedanta Sustainability Report 2019-20: Pages 89 (Local Communities)</p> <p>All of our operations have on-going local community engagements. These engagements are driving by a structured stakeholder engagement plan for all of the mapped stakeholders.</p> <p>In this fiscal year, we completed the process of conducting a needs and impact assessment for all of our CSR projects.</p> <p>Prior to starting operations, all of our sites conduct an Environmental Impact Assessment and Social Impact Assessment. These assessments are updated in case the sites undergo significant expansion programs.</p> <p>Public disclosure is a mandated part of the EIAs and SIAs.</p>

CATEGORY: SOCIAL

GRI STANDARD	DISCLOSURE	RESPONSE																
SUPPLIER SOCIAL ASSESSMENT																		
GRI 103: Manage- ment Approach 2016		Vedanta's Supplier Code of Conduct (SCOC) serves at the guiding document for all our interactions with suppliers and vendors. It is mandatory for all our suppli- ers to abide by the Code. The SCOC covers aspects related to: Labour & human rights, Health, Safety, Environment & Sustainability, Ethics & business integrity, Intellectual property, and Prohibition on insider trading.																
GRI 414: Supplier Social Assessment	414-1: New suppliers that were screened using social criteria.	The company abides by the principles of the Modern Slavery Act (MSA) and has introduced measures to evaluate MSA adherence by our Tier 1 vendors. Details on vendors who were screened using MSA principles can be found here: Vedanta Sustainability Report 2019-20: Page 92 (Statement on Compliance with the Modern Slavery Act)																
PUBLIC POLICY																		
GRI 103: Manage- ment Approach 2016		Vedanta's Code of Business Conduct and Ethics is the guiding document on our interactions with the government and political parties.																
GRI 415: Public Poli- cy 2016	415-1: Political Contributions	It is the Board's policy that neither Vedanta nor any of its subsidiary companies outside India may, under any circumstances, make donations or contributions to political organisations. Subsidiaries in India may make political donations or contributions as this is customary in India and permitted under local legislation. Any political donations made in India are disclosed in the Company's Annual Report and Accounts. Vedanta Limited purchased electoral bonds valued at INR 1.14 billion during the financial year ended 31 March 2020.																
ARTISANAL AND SMALL-SCALE MINING																		
G4 – MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adja- cent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	We do not track this information.																
RESETTLEMENT																		
G4 – MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Our operations in VAL-Lanjigarh are in the processes of implementing a volun- tary resettlement exercise for three villages located in the vicinity of the plant. By the end of the exercise 235 families will be resettled. Individuals and families are being compensated as directed by the government-guided process. Compensa- tion elements include: provision for homestead land, house building assis- tance, provision of employment or cash in lieu of employment, skill upgradation training, assistance for self-relocation, avenues for generating self-employment, maintenance allowance, and transportation allowance.																
MATERIAL ASPECT : CLOSURE PLANNING																		
G4 – MM10	Number and percentage of op- erations with the closure plans.	As a part of statutory clearance all our mines operations have a closure plan.																
G4 – OG11	Numbers of sites that have been decommissioned and sites those are in the process of being decommissioned.	No site has been decommissioned or are in the process of decommissioning in the oil & gas business.																
PROCESS SAFETY																		
G4 – OG13	Number of process safety events, by business activity.	There were total 7 incident of Tier 1 (3) and Tier 2 (4) process safety events reported in financial year <table><tr><td></td><td>FY 2019-20</td><td>FY 2018-19</td><td>FY 2017-18</td></tr><tr><td>Tier 1</td><td>2</td><td>0</td><td>2</td></tr><tr><td>Tier 2</td><td>5</td><td>3</td><td>2</td></tr><tr><td>Total</td><td>7</td><td>3</td><td>4</td></tr></table>		FY 2019-20	FY 2018-19	FY 2017-18	Tier 1	2	0	2	Tier 2	5	3	2	Total	7	3	4
	FY 2019-20	FY 2018-19	FY 2017-18															
Tier 1	2	0	2															
Tier 2	5	3	2															
Total	7	3	4															



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sustainability@vedanta.co.in



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VEDANTA LIMITED

REGISTERED OFFICE: Vedanta Limited, 1st 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

CIN: L13209MH1965PLC291394

www.vedantalimited.com

