

# TRANSFORMING COMMUNITIES

Communities give us the licence to operate and therefore are a top priority in our efforts to strengthen our bonds and gain their trust and support. We continually engage with the surrounding communities to respond to their needs, adapt our actions to the evolving landscape and ensure stringent adoption of globally-recognised human rights principles. Our community engagements, which include our CSR programs, are designed to bring positive change into the lives of the local communities, including scalable socio-economic development.



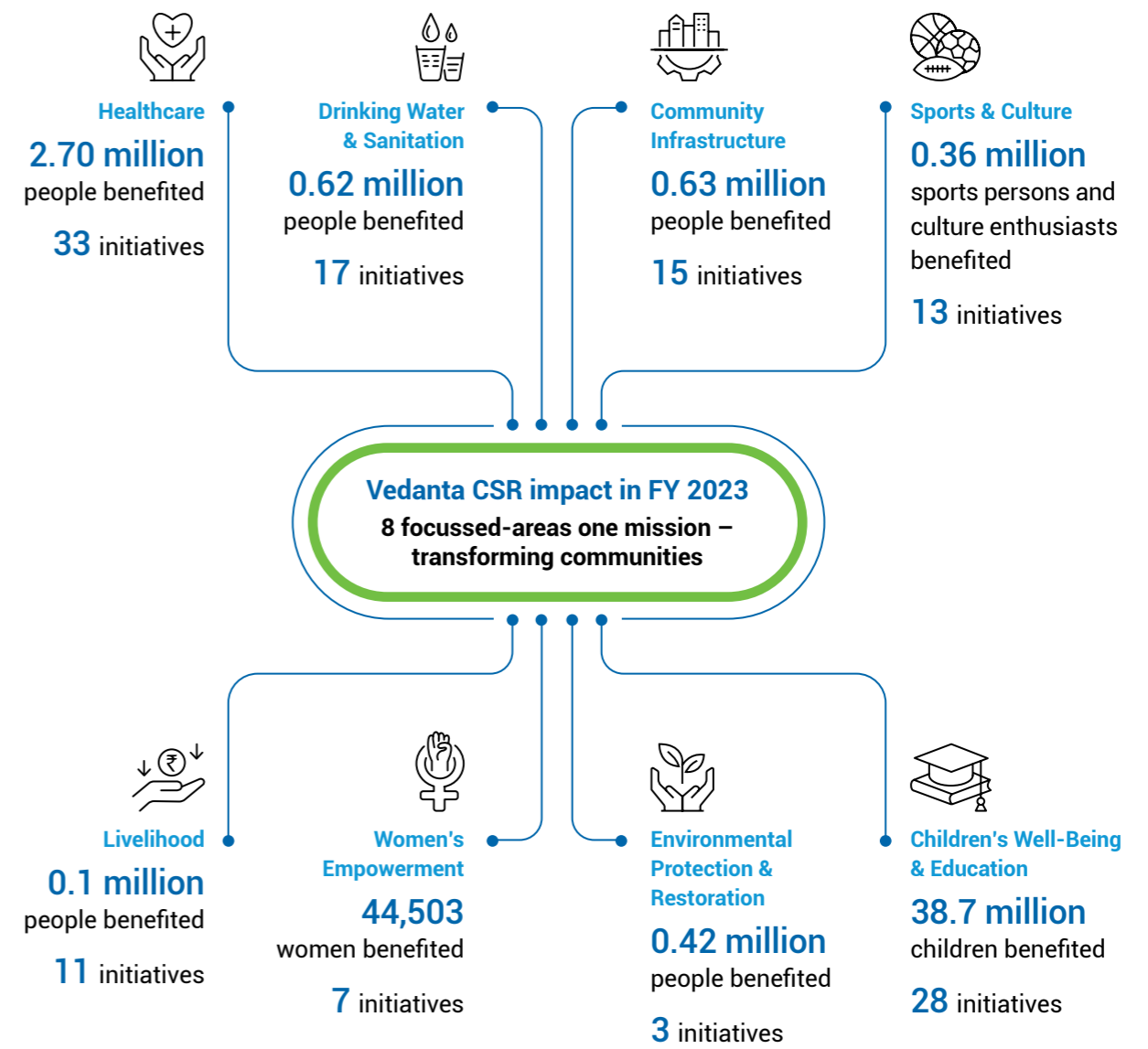
## Social Governance at Vedanta

Our social governance structure is founded on a social framework that includes management and technical standards and guidelines that are an integral part of the Vedanta Sustainability Framework (VSF). This social ethos is aligned with the International Finance Corporation (IFC) performance standards and based on industry best practices from organisations such as the International Council on Mining and Metals (ICMM).

To ensure the effective implementation of our CSR initiatives, we have established a CSR Council, consisting of senior business leaders, CSR Heads and CSR Executives from all our business units. The Council meets monthly to discuss and make decisions on important matters related to CSR. The CSR Council is accountable to our Board CSR Committee, which approves the CSR budget, plans and reviews progress

## Empowering Communities with Focussed Action

At Vedanta Limited, we have identified focussed community development areas, where we undertake dedicated efforts to drive holistic and scalable development. In FY 2023, we spent ₹454 crore on various community programmes benefiting ~44 million people. In the last five years, we have spent more than ₹1,750 crore on community development actions. Further, we participate in initiatives of national importance such as disaster mitigation, rescue, relief and rehabilitation. Since the last three years of the COVID-19-triggered emergency, we have been undertaking efforts to protect our employees and communities under the Vedanta Cares programme.





## Making Community Welfare a Priority

**Aim 1:** Keep community welfare at the core of business decisions

**Governance:** Site-based Social Performance Steering Committees

**Review Frequency:** Determined by site-teams

**SDG impacted:**



### Social Performance and Social Licence to Operate:

At Vedanta, we are building systems that will help build trust with local communities and thereby enhance our social licence to operate. Our processes are meant to regularly engage with community members and ensure that they are consulted/made aware of aspects of corporate performance that may impact their lives.

Under the aegis of "Social Performance", we have constituted "Social Performance Steering Committees" (SPSCs) across all our sites. The SPSCs have been created to ensure that site management has comprehensive visibility to all community expectations and concerns and respond in a co-ordinated manner that helps build community trust.



Communities near Lanjigarh Refinery

All sites have grievance mechanism cells and well-laid-down procedures to handle community grievances transparently and in a timely manner. The SPSCs also help ensure that:

- All social incidents are investigated and closed in a systematic manner
- The site takes mitigative and pre-emptive action on any operational elements that may cause harm to the community
- There are strategies in place to ensure local procurement and local employment
- There is a coordinated stakeholder engagement strategy that involves the relevant internal teams such as CSR, External Affairs, and Security among others
- All social incidents are investigated and closed in a systematic manner

To further enhance our performance and governance on security matters, we have established a security Community of Practice (CoP). This CoP has been tasked to implement the recommendations of the Voluntary Principles on Security and Human Rights (VPSHR), which are recognised as global best practices for managing private and public security forces.

### Highlights for FY 2023:

- Local procurement<sup>1</sup> improved to 40% from 35% YoY
- Social Performance pilot project completed at VAL-Lanjigarh
- Completion of a human rights self-assessment across all BUs
- Programs being developed to hire women into the workforce from local and neighbouring communities

*Note 1: Procurement done within/from the same State of operations*

## Enabling Brighter Futures and Quality of Life

**Aim 2:** Empowering over 2.5 million families with enhanced skillsets

**Governance:** Community of Practice (CoP)

**Review Frequency:** Monthly

**SDG impacted:**



We aim to improve the earning potential and quality of life of families within the communities near our plants and areas of operations through various skill-building and social interventions. We are committed to upskilling and empowering youths to obtain jobs through our skill centres. We assist farmers in improving agricultural practices for enhancing crop yield and quality and also to earn a second income through animal husbandry-related interventions. Additionally, we support more than 69,000 youth sports persons across Rajasthan, Goa, Odisha and Jharkhand with our sport-related works. This ensures them a better future while bringing laurels to their community, state and country.

### Highlights for FY 2023:

- Micro-Enterprise Development Programme at HZL – (2 brands | 14 production units | 200+ products | 382 women employed | ₹2.26 crore turnover)
- 4,533 Nand Ghars completed
- TSPL: ~2,000 farmer beneficiaries and ~2,000 women beneficiaries under Project Navidisha and Project Tara respectively

### Case study

#### BALCO Creates Pathway to Prosperity

##### Problem statement –

Limited job opportunities for youth and women around the Balco area.

##### Solution

Vedanta Skills School has been at the forefront of bringing change by imparting skills-based education to women, youth and dropout students in the Balco vicinity. Vedanta Skill School is a premium institute of BALCO Vocational Skill Centre, which imparts training in six different trades along with residential facilities besides providing placement in a reputed institute. This project is aligned with UN SDG 8.

##### Impact

765 people skilled and successfully employed in FY 2023.

## Ensuring Transformational Change with Holistic Development

**Aim 3:** Lives of over 100 million women and children uplifted through Education, Nutrition, Healthcare and Welfare

**Governance:** Community of Practice (CoP)

**Review Frequency:** Monthly

**SDG impacted:**



We collaborate with several NGOs to run programmes for enabling healthcare, education, nutrition, economic empowerment and digital governance for the local communities. Our flagship project, Nand Ghar, is an important pillar of this work. Currently, we have established 4,533 Nand Ghars that cater to 3.2 lakh women and children annually. Our target is to continue with these programmes and achieve breadth and depth of reach.

### Highlights for FY 2023:

- Launch of Nutribar: A millet-based supplement to eradicate malnourishment in six months
- Sesa Technical School: 67 students in the second year of the vocational training course have completed their final year and passed out with a 100% placement rate