vedanta
transforming for good | aluminium



THERE IS NO PLANET B

A multi-dimensional approach to sustainability

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PURPOSE, VALUES, MISSION

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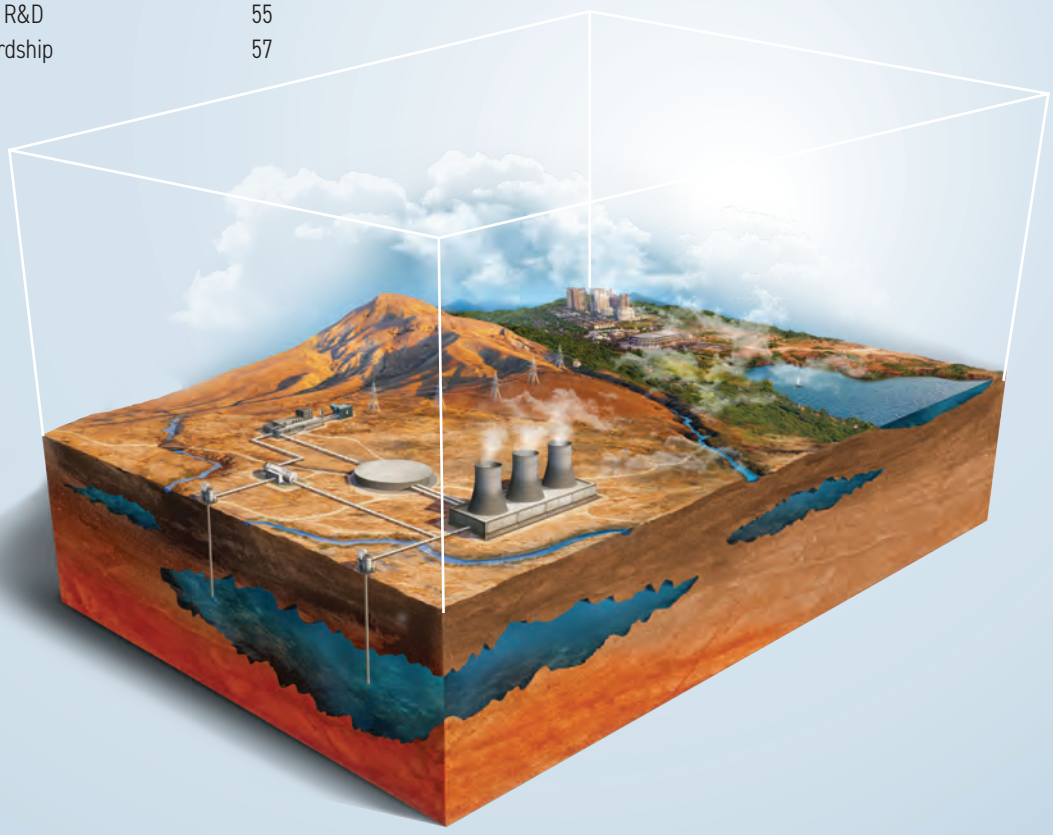
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ABOUT THE REPORT

Vedanta Aluminium (hereafter referred to as 'the Aluminium Sector') presents its fourth annual Sustainable Development Report to highlight our endeavors to operate a sustainable business that, we hope, exceeds our stakeholders' expectations. Sustainability has consistently required a multifaceted approach, and this report exemplifies the collective and multifaceted efforts undertaken by each division and individual within Vedanta Aluminium and its partners toward establishing a sustainable business model. This report details our sustainability performance for the fiscal year 2023-2024, addressing important topics relevant to our business and focusing on key areas of interest for our stakeholders. Aluminium Business mentioned in the report is a subset of the Sector and refers to our Aluminium Smelters in BALCO (Chhattisgarh) and Jharsuguda (Odisha), our Alumina Refinery in Lanjigarh (Odisha) and the Captive Power Plants at each of these three locations.

The internationally accepted GRI (Global Reporting Initiative) Standards - Core have been referred to in the preparation of this report. It is in line with the United Nations Global Compact (UNGC) Principles and maps the United Nations Sustainable Development Goals (UN-SDGs). We have also aligned our report with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.

Vedanta Limited (hereafter referred to as 'the Company') is one of the world's leading natural resource companies with operations in metal, minerals, mining, oil and gas, and energy. Vedanta Aluminium is a division/business of Vedanta Limited. The Company's aluminium brands are listed on London Metal Exchange (LME) and our products are sold in more than 60 countries of the world.

This report aims to update and reassure our stakeholders about our commitment to generating sustainable value globally through ongoing improvements in key Environmental, Social, and Governance (ESG) areas related to our business. As a leading aluminium producer, we take pride in aligning our operations with the Triple Bottom Line principle of sustainable development. Our performance over the past two decades reflects our dedication to purposeful and responsible growth with aluminium, the metal of the future.

Mazars Advisory LLP is Vedanta's independent third-party assurance partner and was engaged for the FY 2024 to provide limited assurance over key sustainability performance indicators.



FORWARD LOOKING STATEMENTS

This report contains forward-looking statements, including statements of current intention and expectation and statements of opinion. This includes statements regarding climate change and other environmental and energy transition scenarios. While these forward-looking statements reflect Vedanta Aluminium's expectations at the date of this report (including with respect to its strategies and plans regarding climate change), they may be affected by a range of variables which could cause actual outcomes and developments to differ materially from those expressed in such statements. These variables include but are not limited to: financial and economic conditions in various countries; fluctuations in demand, price, or currency; operating results; development progress including approvals; risks, including physical, technology and carbon emissions reductions risks; industry competition; loss of market for Vedanta Aluminium's products; legislative, fiscal, and regulatory developments; the conduct of joint venture participants and contractual counterparties, and estimates relating to cost, engineering, reserves and resources.

KEY SUSTAINABILITY HIGHLIGHTS

SOCIAL	
Safety	
LTIFR	0.29*
TRIFR	0.44*
Communities	
MILLIONS IN COMMUNITY INVESTMENTS	1099 million
Women and Children Impacted (baseline 2016)	0.96 million**
GRIEVANCES CLOSED	98%
LOCAL PROCUREMENT	58.59%
People	
WOMEN IN LEADERSHIP ROLES	2%

* Employees **There are chances of double accounting of data as a beneficiary can be a part of more than one CSR program, or two or more beneficiaries may be from the same family

Climate Change	Reduced greenhouse gas (GHG) intensity by 28.5% in FY24 from the FY12 baseline	1236 MU of renewable power purchase	Achieved 3.7% mix of renewable energy in FY24, with clear short-to-long term target
Biodiversity	Planted over 1.3 million native saplings for progressive rehabilitation of mined-out areas		
Water Management	Recycled nearly 15 billion litres of water		
Waste Management	Achieved 133% ash utilization		
Environment Stewardship	Zero Category 3, 4 & 5 Environmental Incidents		

GOVERNANCE	
Economic value distributed	INR Million 4,33,135
Supply Chain	100% Supplier screened for ESG criteria while onboarding
Production	2.36 Mn MT Aluminium produced

"I congratulate the Aluminium business for scoring the highest in the S&P Global Corporate Sustainability Assessment (CSA) in the Global Aluminium Industry in FY 2023"

Anil Agarwal, Non-Executive Chairman



CHAIRMAN'S NOTE

At Vedanta Aluminium, our commitment to sustainability is unwavering. We are dedicated to ensuring a just transition to a low-carbon economy and a sustainable future for all. Through our relentless efforts, we have established ourselves as a global leader in producing high-quality aluminium products and specialized alloys, catering to diverse industries. Our significant aluminium operations, strategically located in Odisha and Chhattisgarh, place us at the forefront of India's thriving aluminium sector. We are actively expanding our production capacities and alumina refinery to meet the dynamic demands of our customers and contribute to a sustainable future.

Our expansion is not just about growth; it is about strengthening India's journey towards self-reliance, or Atmanirbhar Bharat. By boosting our production capacities, we are playing a critical role in reducing the nation's dependence on imports and contributing to the development of a robust domestic aluminium industry. As one of the largest producers of primary aluminium in India, our aluminium operations contribute to more than half of aluminium manufactured in India. In FY 24, the production reached 2.36 million Tonnes have and significantly contributed to the group's overall financial performance and growth.

Community development through sustainable social impact and shared value creation is fundamental to the way we operate, and it goes beyond just CSR efforts. Our mammoth aluminium smelters and alumina refinery are national assets that have connected remote and underserved regions to the socio-economic mainstream. There are 424 Nand Ghars associated with our Aluminium Business. It is our flagship programme for women & child development, brings together primary education, quality healthcare, nutrition, and skill development to transform the lives of millions of children and increase rural women's participation in economic activities. In FY24, the aluminium business has generated an economic value of 4,33,135 INR Million which includes 1,099 INR million in community investments through various welfare initiatives. We have reached out to 269 villages, positively impacting the lives of 6,04,209 community members.

Our commitment to innovation fuels our continuous development of customized products for key industries, reinforcing our market leadership. We are committed to generating positive value for our stakeholders while minimizing our environmental footprint. Our commitment to safety remains unwavering as we work tirelessly to eliminate fatalities and safeguard our people. I congratulate the Aluminium business for scoring the highest in the S&P Global Corporate Sustainability Assessment (CSA) in the Global Aluminium Industry in FY 2023, reaffirming our leadership in sustainability and our commitment to integrating environmental, social, and governance (ESG) principles into our business practices.

As India moves towards economic growth fueled by low-carbon practices, Vedanta Aluminium is poised to play a pivotal role in the nation's journey to Net Zero by 2070. Our strategy is guided by our ESG principles, aiming for net carbon neutrality by 2050, water positivity by 2030, and a model of eco-conscious business practices. We are also committed to providing equal opportunities for all employees, regardless of gender, race, religion, nationality, or age. Our efforts have not gone unnoticed on the global stage, and we remain dedicated to driving positive change and creating a more sustainable future for all.

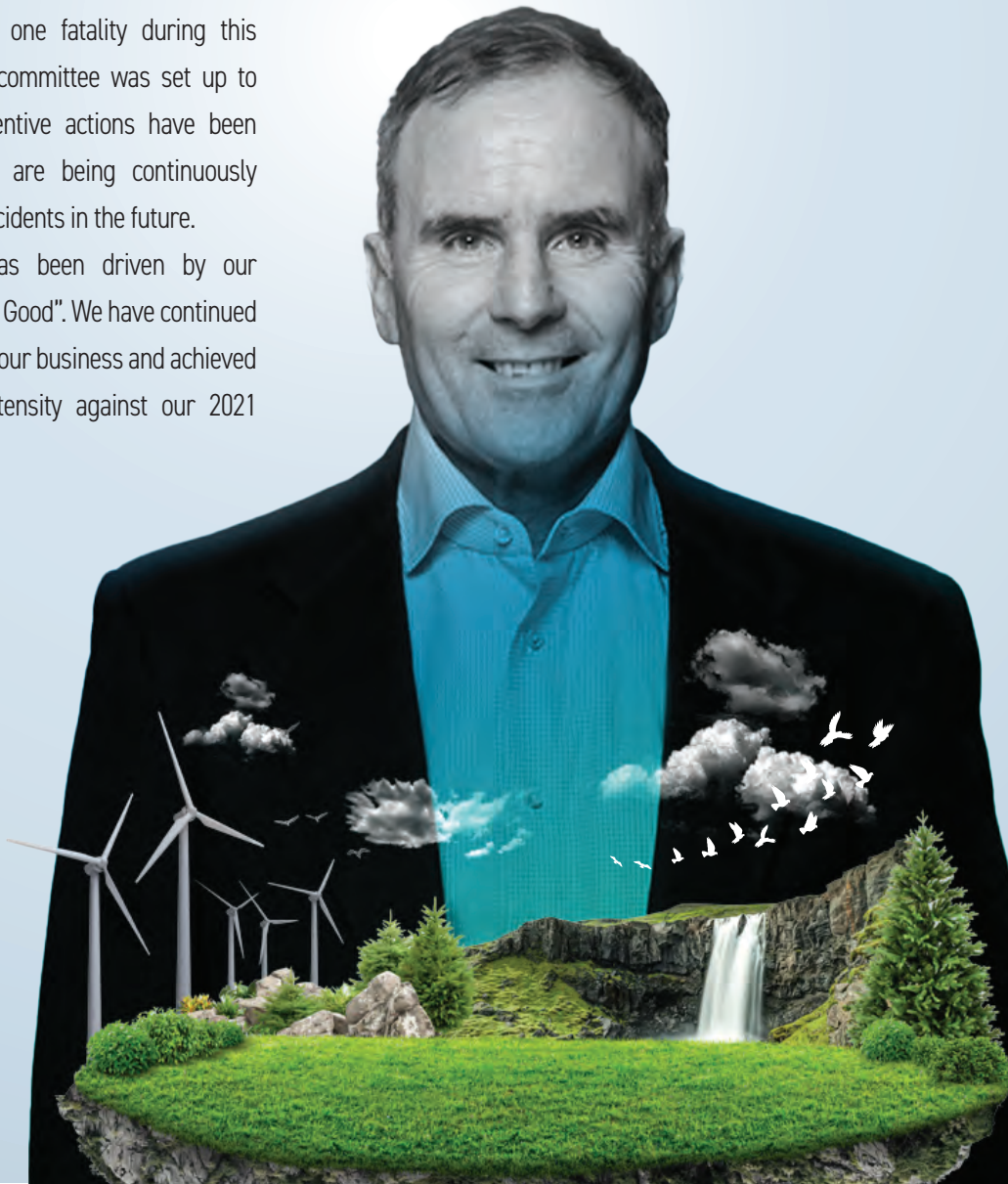
Anil Agarwal

Non-Executive Chairman

ALUMINIUM SECTOR CEO'S NOTE

As we look back on the past year, I am filled with immense pride in the significant strides we have made at Vedanta Aluminium this year in meeting our ESG commitments through our innovative projects and collaborations. Vedanta has always taken the safety of its people very seriously, putting in place the latest technologies and strong monitoring and review systems to ensure that our operations follow the best safety practices consistently. Our safety performance this year has also shown significant improvement, with declines in LTIFR, TRIFR, and High Potential Incidents. We remain committed to fostering a culture of safety through initiatives like 'Suraksha Sankalp', 'Suraksha Ki Paathshala', and 'Vihan', which will drive continuous improvement in our safety outcomes. With regret, we must notify you of one fatality during this reporting period. A specialized committee was set up to investigate the incident. Preventive actions have been detailed & communicated and are being continuously monitored to prevent any such incidents in the future.

Our focus on sustainability has been driven by our commitment to "Transforming for Good". We have continued our journey of decarbonization of our business and achieved a 10.16% reduction in GHG intensity against our 2021



baseline through our efficiency improvement and use of 1.3 billion units of renewable energy power. In addition to our environmental efforts, we are committed to promoting biodiversity and achieving the objective of the No Net Loss (NNL) of biodiversity at our operations by 2050. As part of these efforts, we planted 56.6 thousand saplings this year, contributing to the preservation of biodiversity in the regions where we operate. We're committed to adhering to the Global Industry Standard on Tailings Management (GISTM) ensuring implementation of safe tailings management practices. To achieve this, we follow global best practices on responsible site selection, design, operations, monitoring and system implementation.

Our community development initiatives are designed to promote empowerment and social equity. Through our skill development programmes for women and youth, till this year, we have impacted 37000+ families and empowered individuals with new opportunities and improved livelihoods. Additionally, we have positively impacted cumulatively 0.96 million women and children through our education, healthcare, and sanitation programmes, enhancing their quality of life. We are proud to report that 58.59% of our procurement is done locally, and 72.6% of our workforce comprises local employees. This not only supports the local economy but also fosters stronger community relationships.

Our Jharsuguda SEZ & BALCO have also been certified against the Aluminium Stewardship Initiative's Chain of Custody Standard V2. ASI's Standards apply throughout the supply chain, from bauxite mining to downstream sectors that use aluminium in their products and are a highly regarded indicator of sustainable operations worldwide. We are thrilled to join the International Aluminium Institute (IAI) towards strengthening our unwavering commitment to advancing sustainability within the aluminium industry. As a member, we will collaborate with IAI and other industry leaders to promote and contribute to a more sustainable future for the entire aluminium value chain. We are excited about this partnership and look forward to making a meaningful impact together.

> "This year, we achieved a 10.16% reduction in GHG intensity against our 2021 baseline, through our efficiency improvement & renewable energy power."
>
> **John Slaven, Aluminium Sector CEO**

Vedanta Aluminium has launched Vedanta Metal Bazaar, an innovative e-commerce platform poised to revolutionize the aluminium buying experience. It promises to simplify the entire procurement process for our customers.

In conclusion, our achievements this year are a testament to the collective efforts of our dedicated workforce, partners, and stakeholders. As we move forward, we remain steadfast in our mission to drive sustainable growth and create long-term value for all our stakeholders. Together, we will continue to innovate, collaborate, and lead the way in building a greener and more sustainable future.

On this note, I warmly invite you to explore Vedanta Aluminium's Sustainable Development Report for FY 2024, titled 'Sustainability in Action: Transparency, Responsibility, and Progress.' This report delves into our ongoing commitment to sustainability, highlighting the strides we have made in enhancing transparency, embracing responsibility, and driving meaningful progress across our operations. We believe this report will offer valuable insights into our sustainability journey and future aspirations.

John Slaven
Aluminium Sector CEO

"We allocated INR 1,099 million to our community development projects, impacting approximately 6.04 lakhs individuals (women and children) positively."

Sunil Gupta, COO

As we present our Sustainable Development Report for the fiscal year 2024, we are pleased to highlight the progress Vedanta Aluminium has made in enhancing operational practices. Our sustainability journey has been marked by significant achievements and forward-thinking initiatives. By embracing innovation and best practices, we have notably enhanced our environmental performance.

Over the past year, we have made significant strides towards decarbonizing our business. Our renewable energy initiatives are on pace to achieve our ambitious goal of 100% renewable energy by 2050. Currently, we have already sourced 1.3 billion units of renewable energy, which accounts for approximately 3.7% of our total energy procurement across all Business Units. This achievement has led to a notable reduction of 10.16% in GHG emissions compared to our FY21 base year.

To further advance our decarbonization efforts, we introduced 39 advanced electric forklifts equipped with improved battery charging capabilities. This initiative marks a significant step towards our goal of decarbonizing our



ALUMINIUM SECTOR COO'S NOTE

vehicle fleet. We are also proud to have achieved a milestone in FY 2022 by launching 'Restora', a low-carbon aluminium brand, which sets a new standard in environmentally friendly production. This achievement not only showcases our commitment to sustainability but also underscores our position as a leader in the industry.

We operate in harmony with the local communities and take pride to note that no category 3 incidents were reported in the financial year. Minimizing social and environmental impacts due to our operations are a core part of our business. We are committed to sustainability, optimizing our operations to minimize water usage and energy consumption. We have achieved our target of zero liquid discharge from our operations and continue to maintain this standard while further enhancing our environmental stewardship. Our energy-saving measures include cathode graphitization, graphitized pot installations, and biomass co-firing. Through these measures, we have been able to achieve water recycling of 15 billion Litres and energy savings of 1.3 million GJ.

Our sustainability programmes and partnerships are crucial in addressing global challenges. We are collaborating with premier institutes in India to enhance our waste management systems, and with NITI Aayog to develop decarbonization strategies aimed at achieving Net Zero for the aluminium industry in India by 2070, in alignment with the Government of India's NDC commitment. Additionally, our partnership with CSIR-National Metallurgical Laboratory (NML), Institute of Minerals and Materials Technology (IMMT), and Jawaharlal Nehru Aluminium Research, Development & Design Centre (JNARDDC) focuses on developing and validating technologies for bauxite residue utilization, including REE enrichment and recovery processes.

We are committed to promoting workplace diversity and inclusion and are proud to report that we have achieved 19% gender diversity within our workforce. This includes the induction of 26 transgender individuals in our security teams, demonstrating our commitment to inclusivity.

We are also dedicated to community well-being through initiatives like Jeevika Samriddhi, Mega Health Camp, and the newly launched "Mor Jal Mor Maati" project in Chhattisgarh, which supports local farmers, enhances regional development, and improves stakeholder welfare. We allocated INR 1099 million to our community development projects, reaching out to approximately 6.04 Lakh individuals. We have done refinery expansion and commissioning of Jamkhani project.

As we move forward, our commitment to sustainability remains a cornerstone of our strategy. We are proud to report our outstanding achievements, despite the challenges posed by market fluctuations, thanks to the tireless dedication of our team members and business partners. We would also like to express our sincere gratitude to our stakeholders for their unwavering support. This report showcases our accomplishments in Governance, Economic, Environmental, and Social aspects, as well as our ambitious goals for 2025 and 2030, which we are committed to achieving.

Sunil Gupta
COO

ABOUT US



OPERATIONS AND ASSETS
MARKETS AND PRODUCTS
OUR ECONOMIC PERFORMANCE: TAX STRATEGY, LONG-TERM GROWTH & PROFITABILITY

OPERATIONS AND ASSETS

Vedanta Aluminium's operations encompass several Business Units, including Aluminium smelters, alumina refinery, power plants, as well as coal and bauxite mines located in the states of Odisha and Chhattisgarh, India.

Our aluminum smelter in Jharsuguda, Odisha, is the world's largest single-location aluminium smelter outside of China, with a capacity of 1.8 MTPA. Another smelting unit is Bharat Aluminium Company Limited (BALCO), located in Korba, Chhattisgarh. This unit has an annual production capacity of 0.595 MTPA and is expanding to reach 1.029 MTPA.

Both our smelting facilities are equipped with 100% coal-based Captive Power Plants (CPP) to ensure a reliable energy supply for the aluminium production process. Additionally, each complex features an Independent Power Plant (IPP) that supplies electricity to the respective state grids. We continue to prioritize the long-term security of coal supply for our thermal power plants at competitive prices.

We have operationalized the Jamkhani Mine in FY 2023 with a capacity of 2.6 MTPA and have plans to operationalize our captive coal blocks at Radhikapur (West) and Kuraloi (A) North in the near future, followed by Ghogharpalli. These coal blocks, rich in reserves and situated close to our Jharsuguda smelter, will enhance our fuel security, and support our objective of reducing inbound logistical GHG emissions.

We manage two bauxite mines with capacities of 1.25 MTPA and 0.75 MTPA, located in the Kawardha and Mainpat regions of Chhattisgarh. Alongside, we are actively working to secure bauxite resources for our operations through the newly acquired Bauxite Mine at Sijimali.

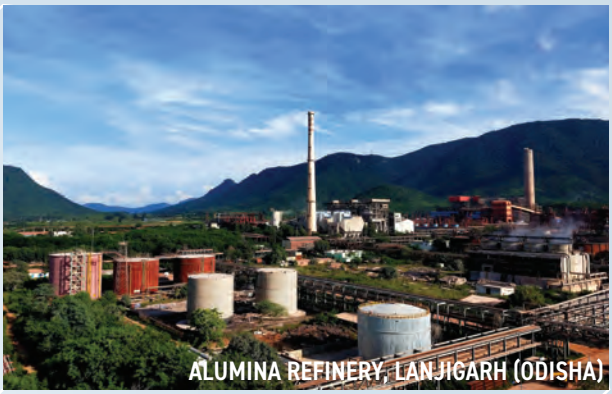
The sector oversees a world-class alumina refinery in Lanjigarh. The refinery is on a growth trajectory, aiming to expand to 6 MTPA by FY 2030, with the vision of becoming the largest alumina producer globally in the coming years.

ASSETS	LOCATION	CAPACITY (million mt/annum)
Aluminium Smelter	Jharsuguda, Korba (BALCO)	2.4
Alumina Refinery	Lanjigarh	3.5
Bauxite Mines	Kawardha, Mainpat	2
Coal Block	Chotia, Jamkhani	3.6

In the fiscal year 2024, we have achieved the highest ever annual cast metal production of 2.36 million MT of aluminium making Vedanta Aluminium stand as India's largest primary aluminum manufacturer.



ALUMINIUM SMELTER, BALCO (CHHATTISGARH)



ALUMINA REFINERY, LANJIGARH (ODISHA)



ALUMINIUM SMELTER JHARSUGUDA (ODISHA)

MARKETS AND PRODUCTS

The global push for Net Zero commitments, along with the increasing emphasis on sustainability in production and consumption, Vedanta Aluminium is set to play significant role in the decarbonization of the world. Achieving net zero emissions is intrinsically linked to the use of metals, and in this regard, sustainable materials like aluminium, known for its light weight and infinite recyclability, will become crucial in both existing and emerging clean technologies, such as energy storage, electric vehicles, renewable energy, etc., in addition to its use in infrastructure and packaging.

Vedanta Aluminium is well-equipped to lead this progress with a diverse range of designed products, ready to meet the evolving demands of global aluminium consumers. We hold a prestigious position as the preferred supplier for discerning customers in India and 58 countries across the Americas, Europe, Asia, the Middle East, and Africa, highlighting our unmatched global presence.

Recently, Vedanta Aluminium launched Vedanta Metal Bazaar, the world's largest online superstore for primary aluminium products, offering over 750 product variants and featuring innovative AI-based price discovery, live shipment tracking, and seamless B2B ecommerce experiences. This platform aims to revolutionize aluminium procurement by simplifying processes and providing real-time visibility from order placement to delivery, thus empowering buyers to make informed decisions and focus on business growth.

Our customer-centric approach focuses on tailoring products and services to meet specific needs, ensuring customer satisfaction. We prioritize building strong relationships, offering comprehensive and innovative solutions to our customers. Our collaboration with customers, R&D capabilities, and technical expertise drive groundbreaking advancements in aluminium.Our product range includes Aluminium Billets, Primary Foundry Alloys, Wire Rods, Slabs, Rolled Products (Hot & Cold), Flip Coils, Ingots, AlSi T-Ingots, P1020 Ingots, Sow Ingots, and Hot/Liquid Metal. By leveraging the exceptional properties of aluminium, we are dedicated to expanding our value-added offerings with specialized products like alloy wire rods, aluminium circles, roofing sheets, high-speed billets, and cylinder-head alloys.



CERTIFICATIONS

ISO 50001: 2018 (Energy Management System) Certified for the production of primary aluminium and alloys

ISO 9001: 2015 (Quality Management System) Certified for the production and supply of primary aluminium and alloys

ISO 14001: 2015 (Environmental Management System) Certified for the production and supply of primary aluminium and alloys

ISO/IEC 17025: 2017 NABL accreditation for Laboratory testing and Accreditation Certification

ISO 45001: 2018 Operational sites certified for Occupational Health and Safety Management

BCMS 721803
ISO 22301: 2019 Business Continuity Management System for Disaster recovery

IS 571546-ISO/IEC 27001: 2013 Information Security Management System (Data security)

IATF 16949: 2016 Certified for the production and supply of PFA and Billets for various applications to the automotive industry

ISO 55001 Asset Management System

ASI Performance Standard V2 (2017) Certification – Certified for producing and delivering billets, wire rods, primary foundry alloys (PFA), ingots, sow ingots and our 'Restora" brand of eco-friendly aluminium products

Bureau of Indian Standards (BIS) - For primary ingots, alloy ingots and cast bars, wire rods, rolled products (sheet, plate conductors, and plate- general engineering)

Environmental Product Declaration (EPD) in accordance with ISO 14025 - Environmental impact information

COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY

Restora signifies Vedanta Aluminium's steadfast commitment to environmental stewardship through the production of low-carbon products. We have reduced the GHG emissions intensity by 10% and 28.5% in FY24 respectively w.r.t. FY21 and FY12 baseline while nearly tripling production compared to FY12, highlighting the strategic focus on reducing carbon emissions. Our goal is to achieve 30% of our aluminium production classified as Restora by 2030, contributing significantly to absolute emissions reduction. This aligns with our overarching vision to supply environmentally responsible metals and achieve Net Carbon Zero status by 2050 or sooner.

RESTORA AND RESTORA ULTRA: OUR LOW CARBON ALUMINIUM BRANDS

In FY2022, Vedanta Aluminium introduced 'Restora', an environmentally conscious aluminium brand aimed at reducing carbon footprints. This landmark initiative positioned Vedanta Aluminium as the first Indian company in the sector to embrace such a pioneering approach. The Restora brand encompasses two primary product lines:



933,839 TONNES OF AVOIDED EMISSIONS



126,841 TONNES OF AVOIDED EMISSIONS

• **RESTORA (LOW-CARBON ALUMINIUM)**: Produced at our advanced smelter powered by renewable energy sources, Restora boasts greenhouse gas (GHG) emissions significantly below the industry benchmark of 4 tCO2e per tonne of Aluminium

• **RESTORA ULTRA (ULTRA LOW-CARBON ALUMINIUM)**: Manufactured from recycled aluminium dross, resulting in a Carbon footprint less than 0.3 tCO2e per tonne of Aluminium.

The low-carbon credentials of our Aluminium products have been independently verified by a global assurance firm.

GREEN ALUMINIUM PRODUCTION AND EMISSIONS AVOIDANCE

In FY 2024, Vedanta Aluminium's commitment to environment sustainability led to significant emissions avoidance through production of low carbon aluminium as follows:

• Restora: 933,839 tonnes of avoided emissions

• Restora Ultra: 126,841 tonnes of avoided emissions

For FY 2024, the sales value of low carbon aluminium was $152 million.

OUR ECONOMIC PERFORMANCE

At Vedanta Aluminium, we demonstrate our economic performance by creating value for our shareholders and stakeholders. We are committed to creating lasting positive impacts on the environment, communities, partners, and customers. We take pride in driving socio-economic progress in India and globally through our products, operations, and extensive value chain. By employing innovative strategies, efficient operations, and an unwavering focus on quality, we consistently achieve significant financial success. Our adept resource management, forward-looking approach, and dedication to sustainable growth position us as leaders, setting new standards for economic excellence. By responsibly harnessing natural resources, we transform them into sources of prosperity, benefiting countless individuals associated with us.

TAX STRATEGY AND GOVERNANCE

Each year, Vedanta Limited releases a comprehensive tax transparency report detailing the paid to various government agencies. The report reflects our commitment to adhere to both the explicit and implicit aspects of tax laws and regulations in all the countries where we operate. International initiatives like the Extractive Industries Transparency Initiative (EITI) highlight the importance of transparency in this sector, helping to deter corruption in the extractives sector. We are dedicated to ensuring that the value we create is not transferred to low-tax jurisdictions or used in secrecy jurisdictions for tax avoidance. Given below table summarizes tax payment made to various governments by the Company in the financial year.

Effective Tax Rate: Standalone

FINANCIAL REPORTING	FY 2022-23 (INR CR)	FY 2023-24 (INR CR)	CALCULATED AVERAGE RATE OF 2-YEAR PERIOD
Earnings before (Tax A)	18,877	13735	-
Reported Taxes (B)	-2382	7112	-
Cumulative acceptable adjustments			
Effective Tax Rate (in %) (B/A)	-12.62%	51.78%	15%
Cash Taxes Paid (C)	-3,028	-237	-
Cash Taxes Rate (in %) (C/A)	-16.04%	-1.73%	-10%

Effective Tax Rate: Consolidated

FINANCIAL REPORTING	FY 2022-23	FY 2023-24	CALCULATED AVERAGE RATE OF 2-YEAR PERIOD
Earnings before (Tax A)	20276	20363	
Reported Taxes (B)	5770	12826	
Cumulative acceptable adjustments			
Effective Tax Rate (in %) (B/A)	28.46%	62.99%	46%
Cash Taxes Paid (C)	-6357	-2685	
Cash Taxes Rate (in %) (C/A)	-31.35%	-13.19%	-22%

LONG-TERM GROWTH AND PROFITABILITY

Our operations exemplify the effective utilization of capital assets, driving the sustainable conversion of natural resources into value-added products while generating surplus revenue streams to support future expansion. Since 2021, our vertically integrated supply chain has significantly bolstered our efficiency and sustainability. Over the last few years, the profitability of our coal and bauxite mines has been positively impacted by the commissioning of this project. A significant portion of the wealth generated is allocated to critical areas such as various government taxes, procurement and supplier relationships, employee compensation, community development, sustainability initiatives, and more. This approach underscores our commitment to holistic growth and responsible practices, fostering social, economic, and environmental sustainability. The table below outlines the economic impact generated and distributed by Vedanta Aluminium through its operations over the last two years.

ECONOMIC VALUE GENERATED AND DISTRIBUTED (INR MILLION)	FY 2023-24 (INR CR)	FY 2022-23 (INR CR)
Economic Value Generated (Revenues)	5,16,839	5,59,540
Economic Value Distributed	4,33,135	5,01,233
a) Operating costs	3,60,320	4,41,470
b) Employee wages and benefits	10,330	9,186
c) Payment to providers of capital	58,269	49,089
d) Payment to government	3,117	530
e) Community investments (including donation)	1,099	957
Economic Value Retained (calculated as Economic Value Generated Less Economic Value Distributed)	83,704	58,308

GOVERNANCE



MANAGEMENT APPROACH
TRANSFORMING FOR GOOD
CODE OF BUSINESS CONDUCT & ETHICS
AWARDS AND RECOGNITION
RISK MANAGEMENT
STAKEHOLDER ENGAGEMENT
MATERIALITY ASSESSMENT
SUPPLY CHAIN MANAGEMENT
BUSINESS ETHICS AND CORPORATE GOVERNANCE
CYBERSECURITY AND DATA PRIVACY
INNOVATION AND R&D
PRODUCT STEWARDSHIP

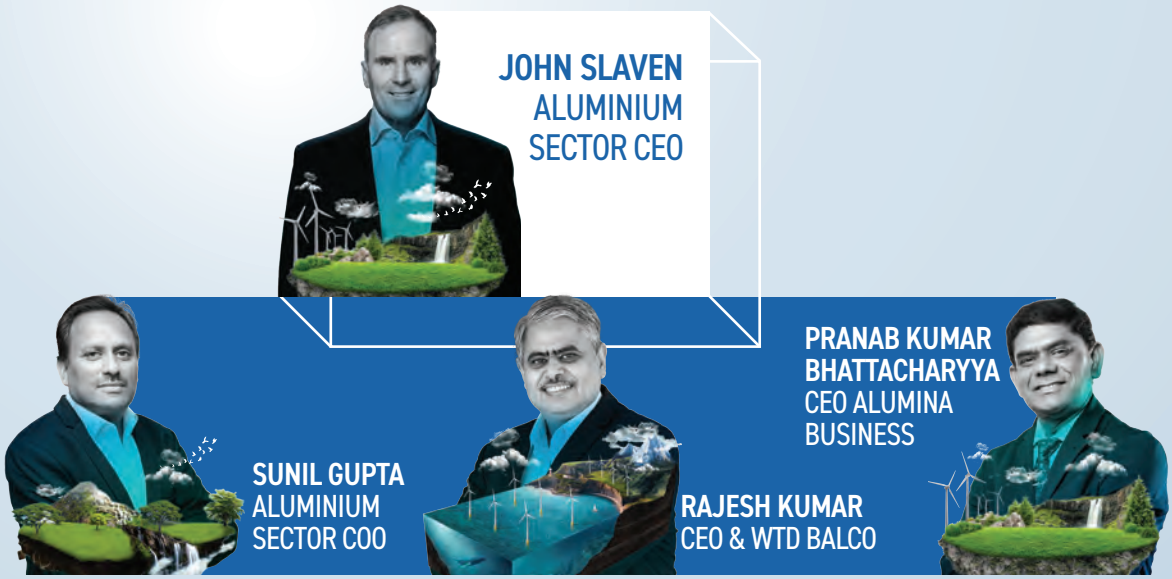
MANAGEMENT APPROACH

In today's dynamic business environment, the importance of robust corporate governance cannot be overstated. At Vedanta Aluminium, our approach goes beyond mere regulatory compliance, prioritizing accountability, fairness, transparency, and responsibility. We are committed to ethical business practices that safeguard the interests of all stakeholders. Our strategy is built around well-defined processes that include top-tier research and development, exploration, sustainable growth, and the responsible use of diverse natural resources. Vedanta Aluminium's governance framework safeguards shareholder's interests while aligning with the expectations of employees, customers, business partners, and the communities we serve. By fostering an environment of trust and integrity, we balance financial success with social responsibility, ensuring our decisions align with our core values.

The Aluminium Sector's operation and management is governed by the Company's Board and its governance protocols. The Deputy CEO of the Sector and CEOs of each Aluminium Business Unit handle its management. For further details, refer to our annual report: Board of Directors (https://www.vedantalimited.com/uploads/investor-overview/annual-report/Vedanta-Limited-Integrated-Report-FY24.pdf)



VEDANTA ALUMINIUM SECTOR LEADERSHIP TEAM



ESG Purpose and Mission

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

With a forward-thinking vision, Vedanta has initiated the Transforming for Good journey. Our commitment goes beyond overcoming past challenges to setting new targets for the future. By adopting a holistic approach to value creation, we evaluate all resources, relationships, key issues, and strategic focus areas in alignment with our mission and values. The ESG purpose, 'Transforming for Good,' and the overarching theme, 'Transforming Together,' are deeply woven into this process.

MISSION: Our mission statement is backed by 3 pillars: Transforming communities, transforming the planet, and transforming the workplace

VALUES: Our core values underpin everything we do at Vedanta. These universal values guide our behaviour, as we expand into new markets and countries.



CARE
Commitment towards Zero-Harm to environment and neighbouring communities.



TRUST
Foster a culture of transparency and open dialogue to gain trust and respect.



ENTREPRENEURSHIP
Create an enabling environment to support employees pursuing personal and professional excellence.



INNOVATION
Innovate to achieve our vision of Zero Harm, Zero Waste and Zero Discharge.



EXCELLENCE
Deliver productivity improvement and cost reduction through benchmarking and best practices deployment.



INTEGRITY
Demonstrate ethical behaviour commensurate with local and international practices.

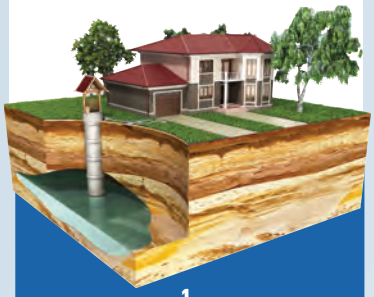


RESPECT
Listen to voices, opinions and concerns of stakeholders.

TRANSFORMING FOR GOOD

OUR THREE PILLARS

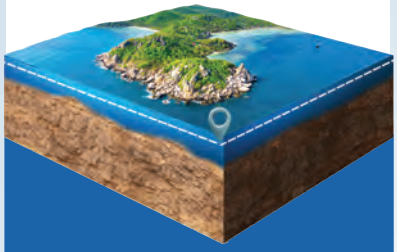
Transforming Communities



1. TRANSFORMING COMMUNITIES

AIM 1
Keeping community welfare at the core of business decisions
AIM 2
Empowering over 2.5 million families with enhanced skillsets
AIM 3
Uplifting over 100 million women and children through education, nutrition, healthcare and welfare

Transforming the Planet



2. TRANSFORMING THE PLANET

AIM 4
Net-carbon neutrality by 2050 or sooner
AIM 5
Achieving net water positivity by 2030
AIM 6
Innovating for a greener business model

Transforming the Workplace



3. TRANSFORMING THE WORKPLACE

AIM 7
Prioritising safety and health of all employees
AIM 8
Promoting gender parity, diversity, and inclusivity
AIM 9
Adhering to global business standards of corporate governance

POLICIES



HEALTH, SAFETY & ENVIRONMENT



HUMAN RIGHTS



ENERGY & CARBON



HIV/AIDS



WATER MANAGEMENT



SUPPLIER & CONTRACTOR SUSTAINABILITY MANAGEMENT



BIODIVERSITY



INDIGENOUS PEOPLE (IP)/VULNERABLE TRIBAL GROUPS (VTG)



SOCIAL



SUPPLIER DUE DILIGENCE

OUR 89 STANDARDS AND GUIDANCE NOTES

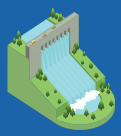
COVERING ALL POLICY SUBJECT AREAS IN LINE WITH ICMM AND IFC PERFORMANCE STANDARDS



20 SAFETY STANDARDS



22 TECHNICAL STANDARDS



1 TAILINGS DAM STANDARD WITH 7 ANNEXURES



4 ENVIRONMENT PERFORMANCE STANDARDS



2 SOCIAL PERFORMANCE STANDARDS



14 MANAGEMENT STANDARDS



26 GUIDANCE NOTES

BOARD OF DIRECTORS

The Board ESG Committee meets twice a year and charts the course for turning key material issues into executive action. This Committee also remains vigilant about keeping Vedanta's ESG strategy in sync with global and industry developments and ensuring that we stay ahead and competitive. During this financial year, the Board's ESG Committee focused on the following material issues:

- Safety performance
- Strengthening our decarbonization roadmap
- Compliance management
- Ensuring Tailings Dam stability

COMPOSITION OF THE BOARD ESG COMMITTEE

UK SINHA
Non-Executive Independent Director

Chairperson	Members	
Akhilesh Joshi Non-Executive Independent Director	Priya Agarwal Non-Executive Non-Independent Director	Arun Misra Executive Director

CORPORATE GOVERNANCE COMMITTEES OVERVIEW

• **ESG COMMITTEE:** The ESG Committee, a Board-led Independent Committee, is chaired by UK Sinha, an Independent Director, and comprises four members: Priya Agarwal Hebbar, Akhilesh Joshi, Arun Misra, and UK Sinha. With 50% of its members being independent, the Committee meets biannually to ensure that material ESG risks are systematically and timely addressed. The inclusion of executive Board members and key management personnel enables the effective translation of Board direction into corporate action.

ESG GOVERNANCE AT VEDANTA

BOARD OF DIRECTORS
ESG BOARD COMMITTEE
Oversees Strategies/Policies/Procedures + Evaluates Performance via VSAP

GROUP-LEVEL BOARD OVERSIGHT

GROUP ESG EX-CO (PART OF GROUP EX-CO)
Monthly forum with Group Ex-Co to update on overall ESG progress

CORPORATE TRANSFORMATION OFFICE (TO)
Weekly TO meeting with Group Executive Director to drive and accelerate the high impact project implementation

ESG MANAGEMENT COMMITTEE
Fortnightly meeting for Programme updates on 9 aims for Group-level & BU targets against actual progress. Key decision such as strategic direction and cross-functional support

EXECUTIVE-LEVEL MANAGEMENT

TRANSFORMATION OFFICE - BU & FUNCTIONAL
9 BU TOS, Functional TOs and 1 reporting & disclosure TO running on a weekly/ fortnightly level to monitor progress and drive implementation across the organisation

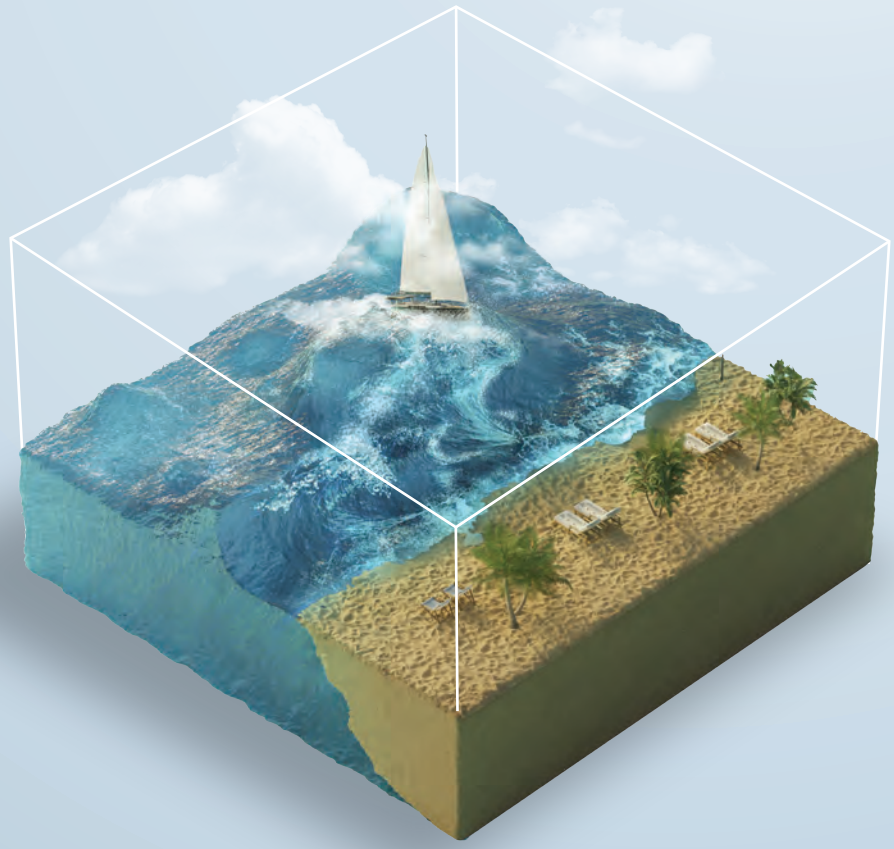
COMMUNITIES OF PRACTICE (13 COPS)
13 COPs, 250+ Community members identified across all BUS/SBUs to drive agenda within communities

BU/SBU-level implementation

• **Audit & Risk Management Committee:** The Audit & Risk Management Committee, a key pillar of corporate governance, is a board-led independent committee comprising three members: Akhilesh Joshi, Dindayal Jalan, and UK Sinha, who serves as the Chairperson. The Committee ensures 100% independence in its operations. It supervises financial reporting, reviews risk management systems, maintains internal financial controls and cybersecurity, and assesses the performance and independence of internal and external auditors.

• **Nomination & Remuneration Committee:** The Nomination & Remuneration Committee, a board-led independent committee with 67% independence, comprises three members: Anil Agarwal, Dindayal Jalan, and UK Sinha, who serves as the Chairperson. This Committee oversees the Board's structure and composition, senior management talent development, ensures competitive and fair remuneration aligned with market practices and shareholder expectations, and conducts annual performance evaluations.

• **Executive Committee:** The Executive Committee (EXCO) of Vedanta Limited, a company reporting committee, consists of 11 members, including CEO Arun Misra, CFO Ajay Goel, CHRO Madhu Srivastava, and other senior executives from various business units. Responsible for the company's daily operations, EXCO meets monthly to implement Board strategy, allocate resources, manage risk, and monitor performance. It delegates authority to business CEOs and keeps the Board informed of its activities, focusing on driving business growth, improving operational efficiency, and ensuring financial health and sustainability.



CODE OF BUSINESS CONDUCT AND ETHICS

GLOBAL AND INDUSTRY CONTEXT

Business practices, such as ethics, transparency, anti-corruption measures, and cybersecurity, are increasingly recognized as material issues for industry. Good governance practices, including the disclosure of payments to governments, are essential to meet the expectations of various stakeholders.

At Vedanta Aluminum, the mining industry, with its operations across diverse jurisdictions, places a strong emphasis on business conduct and anti-corruption. Our goal is to minimize the adverse impacts of our activities, build trust, and form partnerships that support sustainable development and growth.

COMMITMENT TO ETHICAL STANDARDS

Our Code of Business Conduct and Ethics (CBCE) embodies the essential principles guiding actions, interactions, and decisions across all facets of operations. These codes and policies, anchored in commitment to transparency, fairness, and sustainability, serve as the foundation for achieving the highest standards of conduct. The CBCE fosters an environment where team members, partners, stakeholders, and communities can trust in the ethical framework supporting our endeavours.

As a part of Vedanta Limited, Vedanta Aluminium is a signatory of the United Nations Global Compact (UNGC) and aligns with the United Nations Sustainable Development Goals (UN-SDGs), guiding our sustainable business practices.

We publish an annual tax transparency report that provides detailed information on revenue generation and the distribution of economic benefits to our stakeholders. In compliance with the Foreign Corrupt Practices Act (FCPA), our company, its employees, and service providers are prohibited from offering or giving money or any valuable item to secure or retain business or to influence the actions or decisions of public officials, political parties, candidates for political office, or officials of public international organizations. The FCPA forbids any form of bribery, kickbacks, or inducements to foreign officials.

Our Code of Conduct outlines the principles for meaningful engagement with various stakeholders throughout our value chain. We are dedicated to upholding the spirit of business ethics, which is the cornerstone of our comprehensive approach to sustainable development. We maintain a **zero-tolerance policy** for any violations of these corporate ethical values. Our business ethics comply with relevant laws and are updated according to industry trends. The CBCE specifies that no company funds or assets may be contributed to any political party, organization, or individual unless permitted by law and authorized by the Chairman or the Board of Directors. These principles guide our business practices, setting standards for ethical conduct in areas such as bribery, corruption, sponsorships, contributions, conflicts of interest, confidentiality, data protection, and third-party due diligence.

The CBCE applies to all directors, management, employees, business partners, and suppliers. We emphasize that charitable contributions must not disguise bribery or corruption. Employees can make personal contributions, but these are not on behalf of the company nor reimbursed. Company sponsorships for events are permitted if they do not serve as bribes.

We maintain a strong stance against fraud, bribery, and corruption, ensuring our code not only meets legal requirements but surpasses them to establish superior standards of behaviour. This comprehensive code addresses insider trading, workplace equity, gender inclusivity, harassment prevention, and the upholding of workplace human rights. It is universally applicable within our organization, regardless of location or hierarchy. Through this code, we clearly demonstrate our commitment to the principles that define Vedanta Aluminium's identity, driving us towards a future of collective success and ethical leadership.

REGULAR ASSESSMENTS AND AUDITS WITH SUPPORTING POLICIES

We conduct regular assessments of all our operations and commercial activities to identify any potential issues related to bribery and corruption. Additionally, we regularly carry out internal audits to ensure adherence to our CBCE.

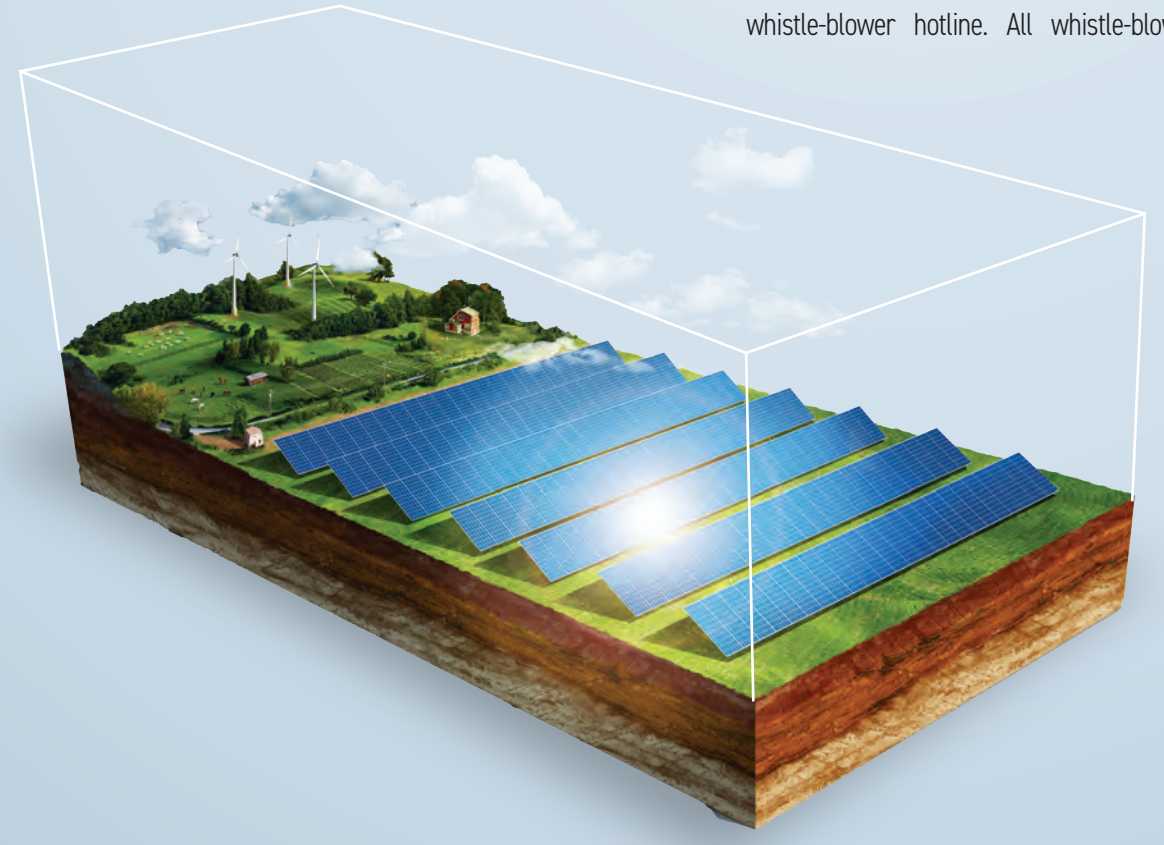
Our implementation of the CBCE is bolstered by numerous additional policies and guidance documents, including:

- Insider Trading Prohibition Policy
- Whistle Blower Policy
- Anti-trust Guidance Notes
- Supplier Code of Conduct

Vedanta Limited's Code of Business Conduct and Supplier Code of Conduct is available at Link: https:/www.vedantalimited.com/uploads/corporate-governance/policies_practices/Supplier-Code-of-Conduct.pdf

Our Whistle-blower Policy ensures a 'no-retaliation' approach and emphasizes confidentiality for employees reporting concerns. We provide a hotline and a registered email (sgl.whistleblower@vedanta.co.in) for stakeholders to report CBCE matters.

Our Internal Audit team provides the Audit Committee with quarterly updates on fraud, including reports from the whistle-blower hotline. All whistle-blower reports are



thoroughly investigated by our independent Management Assurance Service (MAS), with findings presented to the Audit Committee. Transparency and openness guide our reporting and operations.

Regular awareness sessions ensure a strong understanding of our zero-tolerance stance on unethical behavior and reinforce governance protocols. High-risk roles within our organization must acknowledge their understanding of these standards, with non-compliance resulting in disciplinary measures. These roles also receive annual anti-corruption training, tailored based on factors like geography and government involvement.

To foster a culture of appreciation and adherence to our business ethics, we ensure all employees thoroughly understand the components of our Code of Business Conduct. This includes mandatory training for new hires and annual refresher sessions for existing employees. Additionally, we have established a dedicated e-learning programme focused on our Code of Business Conduct and Ethics.

WHISTLEBLOWER CASES

PARTICULARS	FY 2023-24	FY 2022-23
Number of Open Complaints on 1st April 2023	3	5
Number of Whistle Blower Cases opened	24	29
Number of Whistle Blower Cases upheld and found correct in	8	9
Number of incidents in which employees were dismissed or disciplined for corruption	8	9
Number of incidents where contracts with business partners were terminated or not renewed due to violation related to corruption	2	1
Number of public legal whistle blower cases brought against company, or employees	0	0
Number of Whistle Blower Cases closed	24	31
Open complaints on 31st March 2024	3	3

REPORTING AREAS	Number of breaches in FY 2023-24	Number of breaches in FY 2022-23
Corruption or Bribery	6	29
Discrimination or Harassment	2	9
Customer Privacy Data	0	0
Conflicts of Interest	0	0
Money Laundering or Insider Trading	0	0

Training on anti-corruption policies and procedures

	JSG	LNJ	BALCO	TOTAL
Governance body members*	2		0	2
Employees	3176	1341	822	5339
Business partners	11607	441	0	12048
Retainer employees	0	0	0	0

*This is reported w.r.t. BoDs of Vedanta Limited

AWARDS & RECOGNITIONS

JHARSUGUDA

1.Grow Care Environment Excellence Award: April 2023

2. Highest Exporter of Containerized Cargo (Haldia Dock Complex): May 2023

3. 21st Greentech Best Occupational Health Practices Award: May 2023

4. Great Place to Work Certified: June 2023

5. Best Sustainability in Supply Chain: June 2023

6. Best in Network Planning Optimization – Supply Chain Strategy and Design: June 2023

7. British Council Safety Awards 2024: March 2024

8. National Awards for Excellence in Water and Ash Management: March 2024

9. Outstanding Security Performance Awards (OSPA) 2024: March 2024



LANJIGARH

1.Best ESG Performance: April 2023

2. Performance Excellence Award: May 2023

3. Excellence Award: June 2023

4. Best Supply Chain Strategy: September 2023

5. 37th National Convention on Quality Concepts 2023: January 2024

6. Convention on Quality Concepts and Quality Circle Forum of India (CCQC, QCFI) 2023 Rourkela Chapter: October 2023

7. Industrial Safety and Occupational Health: January 2024

8. British Safety Council Awards 2024: March 2024

9. Occupational Health and Safety Excellence – Occulave: February 2024

AWARDS & RECOGNITIONS

BALCO

1.National Awards for Manufacturing Competitiveness: April 2023

2. Socio Corpo CSR Film Festival & Awards for Best Healthcare Excellence CSR Film: April 2023

3. Significant Achievement in HR: April 2023

4. People First HR Excellence Award: May 2023

5. IMC Ramkrishna Bajaj National Quality Awards Performance Excellence Award: May 2023

6. Great Place to Work: FY24 June 2023

7. Digital Transformation in Manufacturing Process: July 2023

8. Most Active Industry in Certificates Market: July 2023

9. National Energy Leader Award in Metal Sector and Excellent Energy Efficient Unit Award: September 2023

10. Digital Transformation in Manufacturing Process: September 2023

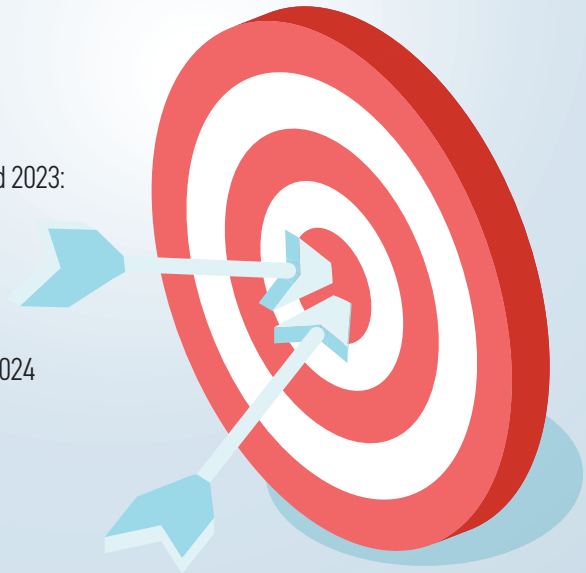
11. 37th National Convention on Quality Concepts 2023: January 2024

12. National Certification for 'Digital Transformation in Manufacturing Process: February 2024

13. Institute of Safety Engineers India Excellence Award 2023: January 2024

14. ICC Environmental Excellence Award 2023 (Gold Certificate): January 2024

15. CII National HR Excellence Award 2023-24: March 2024



RISK MANAGEMENT

GLOBAL AND INDUSTRY CONTEXT

The aluminium industry faces significant global and industry-specific risks, including commodity price volatility, stringent environmental regulations, and supply chain disruptions. Companies must navigate fluctuations in London Metal Exchange (LME) prices, comply with ever increasing sustainability requirements, and address potential interruptions in raw material supply chains. Geopolitical tensions, technological advancements, and market competition further complicate the landscape.

As a global leader in the metals and mining industry, we adeptly manage risks such as price volatility, regulatory changes, sustainability challenges, and stakeholder demands.

ENTERPRISE RISK MANAGEMENT

Comprehensive enterprise risk and control management are seamlessly integrated into multiple aspects of our business processes, including annual goal setting and performance evaluation. Senior management's objectives and Key Performance Indicators (KPIs) include risk management measures, with specific weights assigned to ensure the effective execution of essential risk controls.

Leadership teams are responsible for overseeing the risk management framework, with ESG (Environmental, Social, and Governance) made a mandatory KPI for senior leaders and all employees. This fosters a culture of sustainability and risk management across the organization. Our KPIs are organized within a scorecard framework, emphasizing objective and transparent criteria that directly influence annual performance ratings and fixed compensation.

A minimum score of 70% in the VSAP (Vedanta Sustainability Assurance Programme) Audit is required to trigger bonus payouts. The results of the VSAP Audit directly influence the overall performance assessment of all full-time employees, with sustainability KPIs accounting for 15% of the evaluation. Our annual bonus is influenced by Assurance Models, which cover compliance, new projects, process safety, and other safety-focused activities such as working at height and confined space operations. For executive committee members, compensation is structured as 35% fixed pay, 40% annual bonus, and 25% Long-Term Incentive Plan (LTIP), all incorporating risk management elements.

Fatalities remain a significant factor in our annual bonus structure. A single fatality results in a 10% reduction in the bonus, while multiple fatalities can lead to a potential 25% reduction. ESG considerations are also incorporated into our long-term strategic KPIs, which affect LTIP payouts. The 'long-term strategic sustainability' objectives carry a weight of one-third in this context. Our LTIP includes an ESG framework that integrates carbon footprint and fatalities. The carbon footprint accounts for 15% of the evaluation of

> The results of the VSAP Audit directly influence the overall performance assessment of all full-time employees, with sustainability KPIs accounting for 15% of the evaluation.

our business operations (representing 40% of the total scheme weight), with an additional 10% payout boost applied in the absence of fatalities during the vesting period. Line managers play a crucial role in integrating risk management principles into business operations and decision-making processes. They are provided with a clear understanding of the company's values and are encouraged to participate in risk management initiatives. Their commitment is essential for applying these principles consistently across all decisions, with any deviation strictly prohibited.

The ESOP (Employee Stock Ownership Plan) schemes of Vedanta Resources Limited and Vedanta Limited are structured as tenure and performance-based share schemes. Regular training on risk management principles is conducted for all organizational members. The Human Resources department diligently monitors and periodically evaluates employees based on risk management criteria, with employee risk reporting recognized and valued as part of the annual assessment process. A robust system is in place to actively engage staff in identifying and reporting potential risks throughout the organization.

Moreover, our approach to financial incentives, compensation structures, and performance evaluations is meticulously designed to include risk management metrics. This strategic framework fosters a culture of effective risk management, allowing employees to voice their concerns without fear of negative consequences. An ongoing feedback system, including workshops and dedicated risk champions, provides a platform for employees to offer input on risk management strategies and methods to enhance risk awareness. Incorporating risk management standards into the product development process is a comprehensive approach applied at each stage. This involves identifying both evident and potential risks, assessing their potential impact on project schedules, expenses, workforce, and resources, and devising proactive and remedial measures to address these risks.

Our strong risk management and governance frameworks allow us to effectively address sector-specific risks, build trust, respond proactively, and promote responsible, sustainable growth.



RISK GOVERNANCE FRAMEWORK

Our risk governance framework is designed to bolster the resilience of our operational portfolio ensuring protection against potential risks including value chain related business risks. This framework is supported by thorough assessments of both current and emerging risks, conducted by our Business Units and facilitated by dedicated risk management teams.

• **RISK MANAGEMENT TEAMS:** Each Business Unit conducts risk assessments led by the CEOs of the respective units, with involvement from CXOs, including the Risk Officer. These teams play a crucial role in identifying and mitigating risks.

• **RISK COMMUNICATION:** To promote proactive risk management across the organization, the Risk Officer at each Business Unit, as well as at the Aluminium Sector and Company level, acts as a key communicator. They sensitize senior management to potential business risks and advise on mitigation or adaptive strategies.

• **BOARD OVERSIGHT:** At the Company Board level, four Non-Executive Directors (NEDs) with expertise in Enterprise Risk Management reinforce our commitment to robust risk oversight. Regular training sessions on risk management principles and best practices are conducted for NEDs and all organizational members. The HR department monitors and evaluates employees based on risk management criteria.

Our Risk Management function operates independently of business verticals, ensuring impartiality and objectivity. Mr. Anup Agarwal, the Chief Financial Officer (CFO) of Vedanta Aluminium, oversees risk management in the aluminium sector, while at the company level, Mr. Ajay Goel, the Chief Financial Officer (CFO) of Vedanta Limited, has oversight on the risk management across the Group. Mr. Anup Agarwal reports to Mr. John Slaven, CEO of Vedanta Aluminium, and Mr. Ajay Goel reports to Mr. Arun Misra, CEO of Vedanta Limited.

The Audit Committee, led by Mr. UK Sinha, who is an Independent Director, further strengthens our risk management efforts by overseeing the implementation of robust risk management systems aimed at mitigating business risks. The Committee also conducts regular reviews of Management Assurance Service's (MAS's) scope of work, authority, and resource allocation. At the operational level, MAS is responsible for the oversight and evaluation of risk management performance. Mr. Rohit Agarwal is the Director of MAS who leads the overall Assurance vertical.

As we continue to strengthen our risk management practices, our focus shifts to the detailed analysis of business risks outlined in our risk register and the proactive measures taken to mitigate these risks effectively.



BUSINESS RISKS AND RISK MANAGEMENT

The following are key business risks identified for the Aluminium business.

KEY RISK AREA DESCRIPTION	MITIGATION MEASURES	STRATEGIC PRIORITIES AND EXECUTION
1. RAW MATERIAL AND COMMODITY SECURITY		
Our business relies on a consistent and affordable supply of bauxite, alumina, and energy sources. Disruptions in these supply chains due to geopolitics, regulations, or natural disasters can lead to increased costs and production delays, threatening our operational stability and profitability.	We implemented measures to ensure coal supply for power generation following restrictions on railway rakes. We operationalized the Jamkhani Coal block and plan to do so for Kurloi and Radhikapur blocks soon. Additionally, we're working to operationalize the Sijimali Bauxite Mine, aiming to achieve 100% captive bauxite and enhance our Bauxite Security and margins.	We've enhanced truck handling capacity at Lanjigarh to manage supply chain risks. Our priority is operationalizing the Sijimali bauxite mine and expanding Lanjigarh to 5 MTPA. We are also securing coal through long-term linkages and participating in linkage coal auctions to ensure 100% coal security for our Aluminium Business.
2. BAUXITE RESIDUE DISPOSAL AREA RISK		
We manage and contain byproducts from alumina refining to prevent environmental contamination, regulatory penalties, and reputational damage. Effective management is critical to prevent leaks or spills that harm local ecosystems and communities, posing significant operational and financial risks.	We've developed a 165-acre Residue Management Pond with an advanced wick drain system, phased in accordance with expert recommendations. Our innovative refining process reduces residue generation, minimizing environmental impact and mitigating risks of groundwater contamination. We're also working to reduce residue alkalinity and toxicity, exploring beneficial reuse options, such as using it in construction materials or extracting valuable minerals.	With measures taken to strengthen and enhance the capacity or RMP, we have sufficient space for disposal of BRDA over the next several years.
3. FLY ASH MANAGEMENT		
We manage fly ash generated from coal combustion to mitigate environmental and health risks. Proper storage and disposal are crucial to prevent pollution, regulatory issues, and community health concerns. Our strategies include recycling fly ash into construction materials, secure storage, and strict environmental compliance to minimize impact on the environment and communities	We've achieved 133% fly ash utilization, exceeding our targets in FY 24 and mitigating management challenges. Our strategies include partnering with cement industries, supplying ash for infrastructure development, and working with local communities to create fly ash products. We're also optimizing disposal avenues by securing approvals for backfilling abandoned quarries. In the current reporting period, our plants generated 10.09 million metric tonnes of ash and achieved high utilization rates, underscoring our commitment to environmental and operational excellence.	We prioritize fly ash reuse and regulatory compliance through various disposal methods. We're utilizing ash in cement co-processing, infrastructure projects, and mine backfilling, promoting environmental sustainability and infrastructure development. We're also mapping and securing approvals for abandoned quarry backfilling, providing a sustainable disposal solution. Our efforts have resulted in maintaining a 100%+ ash utilization rate over the last 3 years, and we're confident in sustaining this in the future,

4. RISK OF INFRASTRUCTURE

Inadequate logistical Infrastructures pose significant risk for Vedanta Aluminium. These risks can lead to operational inefficiencies, increased operational and maintenance costs, safety hazards, and project delays. Proper investment in robust infrastructure, regular maintenance, and contingency planning are essential to mitigate these risks and ensure continuous, efficient, and safe operations.

We are undertaking mitigation measures to manage infrastructure risk at our operations:
LANJIGARH: Enhancing railway infrastructure to manage rail traffic capacity.
BALCO: Upgrading existing facilities, developing logistics and rail sidings, and addressing regulatory challenges.

We're taking steps to manage infrastructure risk at our operations:
LANJIGARH: Constructing a Y-shaped railway connection and doubling the railway line from Mid Station to the plant.
BALCO: Acquiring land for smooth logistics and implementing rake placements for alumina, finished goods handling, and ash loading. Additionally, we're planning to introduce a wagon tippler for coal handling and a limestone system.

5. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Occupational health and safety management is vital for Vedanta Aluminium to ensure the well-being of its workforce and maintain regulatory compliance. Effective management reduces the risk of injuries, enhances productivity, and fosters a safety culture within the organization, thereby minimizing legal liabilities and promoting a positive corporate reputation.

We proactively identify and manage safety risks at all operational stages, aligning with global best practices. We provide tailored training and competency-building exercises at each site, considering local needs and language barriers. By prioritizing safety, we embed safety protocols into daily operations, making safety a core value.

Our priority is to create a zero-harm environment by adhering to international health and safety standards. We tailor our approach to continuously improving safety practices in line with global best practices. We invest in education and training to build competencies and promote a safety culture, with initiatives such as Critical Risk Management and Visible Felt leadership

6. CYBER-SECURITY AND INNOVATION & TECHNOLOGY

It involves threats from cyber-attacks, data breaches, and IT system failures, which can disrupt operations, cause financial losses, and damage the company's reputation. Additionally, failing to keep pace with technological advancements and industry innovations can lead to competitive disadvantages and inefficiencies.

Vedanta Aluminium operations are certified for ISO 27000 and 22301. Further, we have implemented comprehensive cyber-security protocols leveraging AI, machine learning, IoT, and digital twins to safeguard critical infrastructure and data. By partnering with global tech providers and startups, continuous monitoring and proactive threat detection are ensured, enhancing operational resilience and reliability while upskilling our workforce in cyber-security best practices.

Our strategic focus combines robust cyber-security measures with cutting-edge technology integration. We prioritize continuous innovation and technological advancement, fostering a culture of experimentation and excellence among our engineers. Through strategic partnerships and ongoing upskilling initiatives, we aim to lead in operational efficiency, resource management, and sustainable growth in India's manufacturing sector, ensuring a secured and innovative environment for our operations.

7. WATER MANAGEMENT

It encompasses the challenges associated with ensuring a reliable and sustainable water supply for our operations. This includes risks of water scarcity, regulatory compliance issues, and potential environmental impacts from water usage and discharge.

We employ effective water management strategies to mitigate risks, ensuring operational continuity and minimizing impact on local water resources and communities. Our approach includes advanced technologies like IoT, stringent monitoring, and water risk assessments. We prioritize implementing water reuse and recycling schemes, maximize water reuse, and optimize cooling tower systems to minimize freshwater intake.

Our water management strategy focuses on supporting the Company to achieve net water positivity through robust monitoring, maximum water reutilization, and partnerships. We aim to ensure sustainable water availability for local communities and biodiversity, while integrating water sustainability into every aspect of our operations, fostering resilience and environmental stewardship. Towards this we are working with the local community to implement integrated watershed management programme.

EMERGING RISKS

At the asset level, we evaluate risks for both existing operational and future business threats. These risks, alongside other potential future business threats, can significantly impact our operations and costs. We regularly review and update the risk register with emerging risks that could affect our business in the medium to long term if not effectively managed. Two such emerging risks and mitigation measures implemented by use are given below:

EMERGING RISK – CARBON BORDER ADJUSTMENT MECHANISM CBAM
CATEGORY - ECONOMIC

DESCRIPTION

The Carbon Border Adjustment Mechanism (CBAM) is a policy initiative introduced by the European Union as part of the EU Green Deal, aiming to address carbon leakage by imposing a carbon border tax on carbon-intensive products imported into the EU. This mechanism targets products with high carbon emissions, accounting for both direct emissions during their production processes. From October 2023 to the end of 2025, importers must report the embedded emissions of their imports. Starting in January 2026, importers must pay carbon charges based on emissions associated with their imported products. Since we supply products to European countries, we indirectly bear responsibility as suppliers to EU importers and financial risk due to the same, if any.

POTENTIAL IMPACTS

The cost of production for importers is expected to increase due to the carbon price running in the EU, leading to price and market negotiations for us. This will heighten competition not only outside India but also among Indian aluminium companies supplying to the EU.

MITIGATING ACTIONS

We are committed to integrating climate risks and opportunities into our business risk management. Our goal is to achieve Net Zero Carbon status by 2050, with specific targets for reducing scope-1 and scope-2 GHG emissions in our aluminium business by 2025 and 2030. Additionally, we aim to increase our use of renewable energy to 30% by 2030 by procuring ~ 1,500 MW through power purchase agreements (PPAs) and direct utilization. With the growing demand for green aluminium, our product will remain competitive in the long term. For FY 2024, our plan includes supporting policy advocacy through representation to the Indian government, developing a framework and standard operating procedures (SOPs) for monitoring, measuring, and reporting embedded emissions in accordance with the EU CBAM format. We are also focusing on a phased decarbonization roadmap for the short, medium, and long term.

EMERGING RISK – SUPPLY CHAIN SUSTAINABILITY
CATEGORY - ECONOMIC

DESCRIPTION

Supply chain sustainability for Vedanta Aluminium revolves around ensuring responsible practices across its supply chain, particularly in traceability and supplier adherence to Environment and Social sustainability standards. As global scrutiny intensifies on environmental and ethical sourcing, failure to meet these standards could lead to reputational damage, regulatory scrutiny, and operational disruptions, thereby leading to significant economic impacts. This risk requires Vedanta Aluminium to enhance transparency and accountability throughout its supply chain, implement robust monitoring mechanisms, and strengthen partnerships with suppliers to ensure compliance with sustainability criteria.

POTENTIAL IMPACTS

Ensuring supply chain sustainability is critical for Vedanta Aluminium to safeguard its reputation. Non-compliance or disruptions in the supply chain could lead to reputational damage, impacting stakeholder trust and market perception. Operational disruptions stemming from issues in traceability or supplier practices could also result in delays in production and potential financial losses. Moreover, failure to meet environmental or ethical standards may invite regulatory scrutiny, potentially leading to fines or sanctions that affect operational continuity.

MITIGATING ACTIONS

To mitigate these risks, Vedanta Aluminium is taking proactive measures. We are enhancing supplier engagement by strengthening partnerships and ensuring adherence to ASI and other sustainability standards through regular audits and training programmes incentives for sustainable practices. Digital solutions are being implemented to enhance transparency and traceability across the supply chain. Diversifying the supplier base and localizing sourcing where feasible aims to reduce dependency risks and geopolitical vulnerabilities. Continuous improvement frameworks are being established to monitor performance, share best practices, and foster industry collaboration. Maintaining certifications like ASI Chain of Custody and Performance Standards validates compliance and ensures alignment with global sustainability benchmarks, thereby reinforcing supply chain resilience and sustainable business practices.

STAKEHOLDER ENGAGEMENT

At Vedanta Aluminium, we believe that stakeholder engagement is essential for understanding the evolving needs and concerns of our stakeholders, and meeting their aspirations. It is also crucial for strengthening our relationship with them by building trust and identifying opportunities. Our approach involves identifying and engaging stakeholders on key topics and sustainability strategies of mutual interest. We then work to develop innovative solutions that cater to the interests of both the Aluminium Sector and our stakeholders.

OUR STAKEHOLDERS

- Customers
- Business Partners
- Suppliers
- Investors and Lenders
- Employees
- Government
- Civil Society
- Local Communities

MANAGEMENT APPROACH

Establishing strong and effective relationships enables us to contribute to our stakeholders. By engaging meaningfully with those invested in our business, we uncover new opportunities to enhance value for our stakeholders. This approach also helps us identify and mitigate risks.

Vedanta Aluminium conducts stakeholder engagement through **four stages**:

1. Stakeholder Identification
2. Stakeholder Mapping and Analysis
3. Stakeholder Engagement Plan Development
4. Execution of Plan & Stakeholder Communication



STAKEHOLDER	NATURE OF ENGAGEMENT	SIGNIFICANCE TO THE BUSINESS
SUPPLIERS/ CUSTOMERS	• Meetings with suppliers and vendors • Conducting surveys to gauge customer satisfaction • Establishing feedback channels and addressing grievances	• Directly linked to business growth and expansion • Supportive in advancing product development • Essential for shaping regulations and standards, fostering market growth, and improving operational processes
EMPLOYEES	• Diverse workshops, forums, gatherings, and feedback sessions • Performance evaluation sessions • Numerous plant-level committees, including mentorship programmes, event management committees, welfare committees, women's clubs, etc.	• Critical components for achieving operational efficiency • Achieve corporate objectives and milestones • Foundational elements of the organization
CIVIL SOCIETY/ BUSINESS ORGANIZATIONS	• Collaborative partnerships and affiliations • Professional connections with organizations for specific projects • Involvement with local civil society groups and non-governmental organizations (NGOs)	• Offer a discerning perspective on the business's operations • Exchange and promote best practices • Advocate for and contribute to the growth of the business
COMMUNITY	• Meetings with community groups • Local governing bodies (Panchayats) • Public consultations • Channels for addressing grievances • Cultural gatherings and events	• Essential for the business's license to operate • Improving social welfare and quality of life
GOVERNMENT & REGULATORS	• Involvement in government consultation initiatives • Interactions with government entities at national, state, and regional levels, directly related to business operations	• Establishing the regulatory policies and framework including taxation, licensing, infrastructure & economic conditions conducive to growth, in which the business operates • Partners in fostering development
SHAREHOLDERS	• Annual general meetings • Investor meetings • Quarterly results calls • Conferences	• Consistent disclosure of economic, social, and environmental performance



MATERIALITY ASSESSMENT

Materiality assessments are crucial for the business in both global and Indian contexts as they ensure alignment with international frameworks like GRI and SASB, meeting stakeholder expectations and regulatory compliance. These assessments help identify significant environmental, social, and governance (ESG) issues, allowing for proactive risk management and contribution to the UN Sustainable Development Goals. In India, they aid in adhering to regulatory mandates and national sustainability priorities, while addressing local market dynamics and enhancing corporate governance. For the aluminium industry like ours, materiality assessments are vital in managing environmental impacts, securing a social license to operate, improving operational efficiency, and driving innovation and competitiveness, ultimately ensuring long-term business success and sustainability.

For our business, sustainability-related material topics are identified through a materiality assessment conducted by an external expert agency, with input from all stakeholders, both internal and external. This assessment also incorporates industry-specific material topics from the sustainability standards of both GRI and SASB. Vedanta Aluminium Business conducts a materiality assessment every three years with the help of a third-party expert agency. Stakeholders are engaged through methods like interviews, focused group discussions, and surveys to identify material issues. This year, we revisited and expanded upon the materiality assessment carried out for



the sector in FY 2022, where we carried out a comprehensive materiality assessment to understand stakeholder impacts on the company and their expectations, using the GRI framework.

The steps preceding the final reporting of our material topics are as follows:

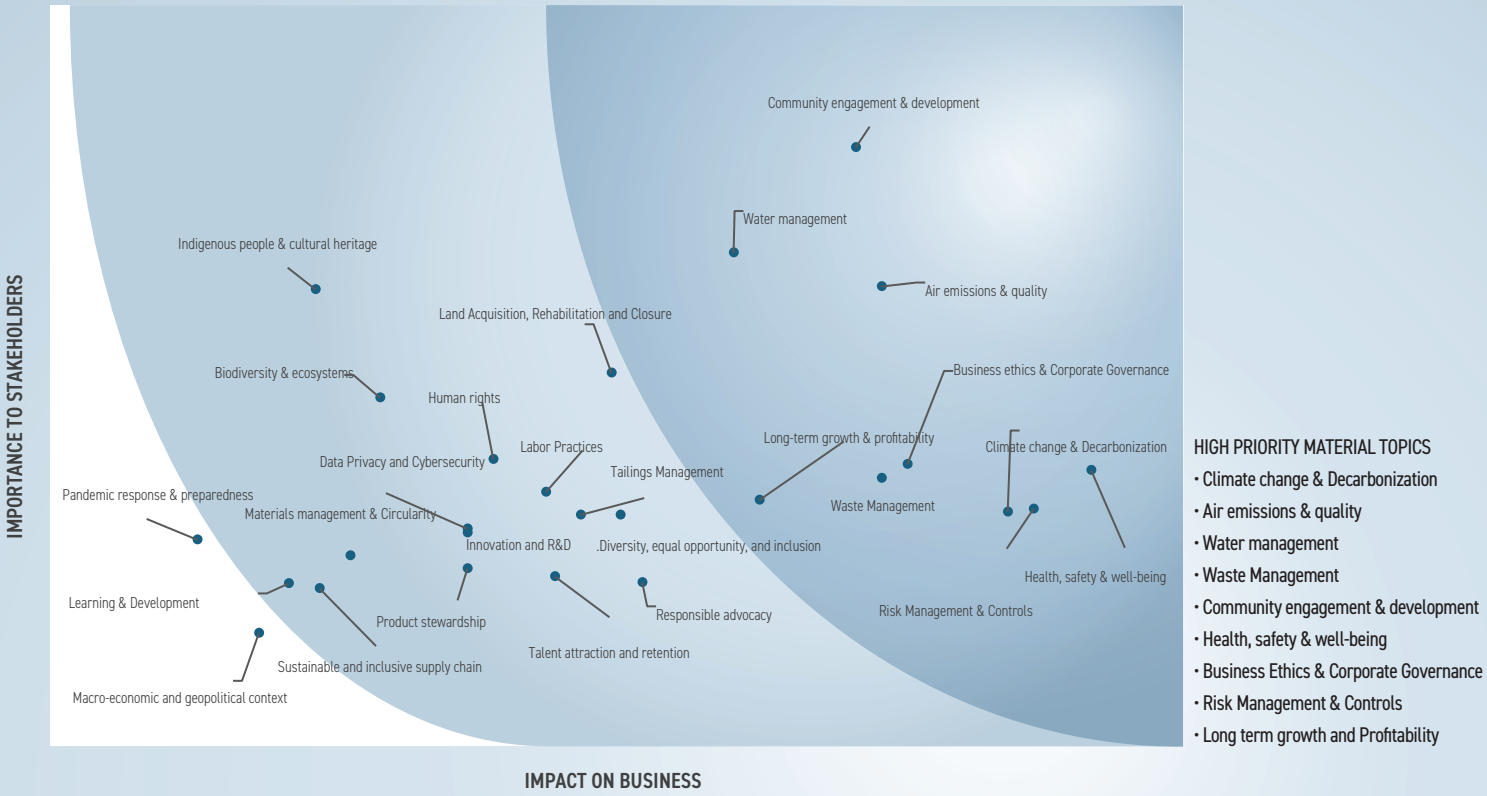
1. POTENTIAL MATERIAL TOPICS IDENTIFICATION: We identified critical subjects that significantly influenced our operations and were of interest to our stakeholders, including both opportunities and risks. Our selection criteria were guided by industry-specific standards like SASB, MSCI, S&P Global, and ICMM. We also reviewed material sustainability topics for the industry, refining and ranking 26 material topics for Vedanta Aluminium.
2. STAKEHOLDER INPUT GATHERING: After shortlisting the 26 material topics, we consulted a diverse range of internal and external stakeholders segmented into seven groups based on their impact and influence on the company.
3. IMPACT AND INTEREST ASSESSMENT: We analyzed the potential impacts and interest level associated with each topic for the company and stakeholders to develop effective stakeholder engagement strategies.
4. PRIORITIZATION: Potential material topics were ranked high, medium and low in order of importance based on their impact on the organization and our stakeholders, considering economic, environmental, and social impacts.
5. PREPARATION OF THE MATERIALITY MATRIX: Stakeholder responses were mapped into a materiality matrix with two axis: the X-axis representing the impact on our business and the Y-axis representing the impact on our stakeholders.

26 sustainability topics were evaluated which were subsequently categorized into high, medium, or low priority based on their impact and interest level.

The results of our materiality assessment were approved by the Board of Directors and Senior Management.

We identified 9 high-priority material topics crucial to the sector and our stakeholders from the 26 evaluated sustainability topics. For these identified material sustainability topics, the business unit teams have formulated strategies, action plans, and targets, along with assigning responsibilities and setting timelines to ensure the desired outcomes, all in consultation with our stakeholders. We regularly review and manage these material sustainability risks alongside our business-related risks as part of our enterprise risk management system.

9 HIGH PRIORITY MATERIAL TOPICS WERE IDENTIFIED FOR VEDANTA ALUMINIUM



SUSTAINABILITY TOPICS CONSIDERED FOR MATERIALITY ASSESSMENT

	HIGH PRIORITY	MEDIUM PRIORITY	LOW PRIORITY
ENVIRONMENT	Climate change and decarbonization Air emissions and quality Water management Waste management	Tailings management Biodiversity and ecosystems Materials management and circularity	
SOCIAL	Community engagement & development Health, safety, and well-being	Human rights Labor practices Talent attraction and retention Land acquisition, rehabilitation, and closure Indigenous people and cultural heritage Diversity, equal opportunity, and inclusion Learning & development Sustainable and inclusive supply chain	
GOVERNANCE	Business ethics & corporate governance Risk management and controls Long term growth and profitability	Responsible advocacy Data privacy and cybersecurity Innovation and R&D Product stewardship	Pandemic response & preparedness Macro-economic & geopolitical context

MATERIAL ISSUE: 1

CLIMATE CHANGE AND DECARBONIZATION

BUSINESS CASE

Transitioning to a low-carbon economy necessitates significant shifts in policies, regulations, technologies, and markets to combat climate change. These shifts bring both financial and reputational risks and opportunities for our company. These risks include tighter regulations and heightened investor pressure to reduce greenhouse gas emissions, which can lead to increased fossil fuel costs, emission penalties, and higher monitoring and reporting expenses.

A key example is the Carbon Border Adjustment Mechanism (CBAM), a regulatory measure designed to prevent carbon leakage into European Union through exported goods. CBAM has potential to impact our operations by imposing Carbon border tax on our exports to EU. This could potentially impact international trade and the competitiveness of aluminium businesses in markets where CBAM is implemented, such as the EU jurisdiction.

IMPACT: RISK

Business Strategy

- Enhanced energy efficiency.
- Electrification of the equipment to reduce fossil fuel consumption.
- Use renewable energy for electricity generation.
- Utilized biomass briquettes/ biofuel for thermal power generation instead of coal.
- Replace high Carbon fuel to low carbon fuel to gas.
- Deployed electric forklifts to replace diesel-powered ones at the operations.
- Use rail to transport the material instead of road transport.
- Implement nature-based solution for decarbonization for managing the residual impact.
- Implemented an Internal Carbon Price for the sector and incorporated carbon pricing into project return on investment assessments.

MATERIAL ISSUE: 2

HEALTH SAFETY AND WELL-BEING

BUSINESS CASE

Safety is a top priority at Vedanta, particularly within our aluminium operations. Hazardous conditions can lead to employee absences, reduced productivity, and reputational risks. Ensuring the well-being of our entire workforce, encompassing both physical and mental health, is of paramount importance as it directly impacts our company's operations.

Physical hazards in our work environment include energy, vehicles, machines, noise, heat, humidity, stress, vibration, ergonomics, electromagnetic fields (EMFs), and exposure to ultraviolet radiation. Smelting operations, in particular, face challenges related to heat stress due to elevated process-generated temperatures. Health hazards involve risks from alumina and bauxite dust, caustic soda, and diesel exhaust fumes. The refining process, which uses strong alkalis like sodium hydroxide (NaOH), raises concerns about chemical splashes and spills that could cause severe skin and eye burns. Additionally, respiratory disorders are common among smelter workers. Maintaining rigorous safety measures and providing secure and hygienic working conditions across all workplaces is crucial to preventing injuries or fatalities.

Prioritizing health and safety fosters trust with employees and stakeholders, enhancing our reputation as a responsible and caring employer. This commitment strengthens our industry position and helps us attract and retain talented professionals who value their well-being.

IMPACT: RISK

Business Strategy

- Towards managing health hazards, we are focused on reducing "red zone" areas with elevated exposure levels across our operations. This involves monitoring individual exposure to airborne contaminants, including dust, and addressing issues related to noise, vibration, and heat

stress.

• To control exposure, we have implemented measures guided by the hierarchy of controls, emphasizing engineering solutions first and administrative controls when necessary.

• To enhance employee wellness at Vedanta Aluminium, we launched a customized wellness programme covering physical, mental, and emotional health. We have established Wellness Centres as part of our VCare initiative, promoting the physical and mental well-being of our workforce through activities like yoga and providing health-related consultations.

• We have rolled out the Critical Risk Management Programme that included workshops for identification of critical controls for managing critical risks. Critical Risk Verification has begun at the BU level as part of our Critical Risk Management Programme, driven by group HSES.

• We are committed to promoting behavioural safety awareness through regular workforce training in safe practices.

• Our senior leadership actively engages with employees and business partners through the Visible Felt Leadership (VFL) programme. We have partnered with renowned safety consulting agency to implement transformation programmes that include hazard and risk management review, incident investigation, CAPA (Corrective and Preventive Actions) review, and training and capability development.

MATERIAL ISSUE: 3

SOCIAL PERFORMANCE MANAGEMENT

BUSINESS CASE

At Vedanta, we recognize the stakeholder engagement is a material issue that can impact our social License to Operate. These risks include derailment of business plan, legal challenges, delays in securing permits, reputational damage, operational disruptions, unforeseen costs, regulatory scrutiny, and threats to our long-term business sustainability. To effectively address these challenges, we prioritize responsible and transparent community engagement practices.

Implemented an Internal Carbon Price for the sector and incorporated carbon pricing into project return-on-investment assessments

IMPACT: RISK

Business Strategy

• Implementation of robust Social Performance Management programme including stakeholder engagement, grievance management and commitment management.

• Prioritizing an inclusive socio-economic growth strategy with a "rights-based approach".

• Maintaining transparency by regularly communicating our community development program results to stakeholders.

• Implementing a grievance redressal mechanism for local communities and stakeholders to provide feedback on our processes and programmes.

• Empowering marginalized section of the community with specially designed programmes on women's empowerment, farmers' and youth upskilling and employment, education, nutrition, healthcare, welfare, and infrastructure across all three units.

• Maintaining transparency by regularly communicating our community development programme results to stakeholders.

• Planning and implementing CSR projects based on need assessments conducted by third parties, ensuring alignment with business goals.

SUPPLY CHAIN MANAGEMENT

GLOBAL AND INDUSTRY CONTEXT

As the risk of supply chain disruptions becomes real, companies around the world are increasingly focused on mitigating risks in vulnerable supply chains. Additionally, there is growing pressure on both foreign and domestic value chains to enhance transparency, improve materials stewardship, and produce environment friendly products.

Metal companies are experiencing unprecedented pressures on their value chains due to recent changes in commodity markets, shrinking profit margins, and ongoing uncertainties stemming from geopolitical tensions. New regulatory policies are also being developed and implemented, demanding higher standards of disclosure and transparency for commodity value chains. As a leading global aluminium producer, Vedanta Aluminium plays a critical role in this evolving landscape. Ensuring ethical and sustainable practices among our suppliers is paramount, given the scale and reach of our global supply chain.

Throughout FY24, we remained committed to implementing various strategies to mitigate supply chain risks, reinforcing our dedication to responsible sourcing and sustainability.

SUPPLY CHAIN RISK EXPOSURE AND MANAGEMENT APPROACH

At Vedanta Aluminium, we recognize the sustainability-related risks associated with complex supply chains. Our Supplier Code of Conduct mandates that suppliers adhere to international sustainability frameworks and ESG standards, such as the International Labour Organization's core conventions and the United Nations' Universal Declaration of Human Rights. Our supply chain



policy aligns with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This policy, approved by our leadership, ensures collaboration with our business partners to mitigate risks.

The Aluminium division of Vedanta Limited has implemented the company's Supplier Code of Conduct and the Supplier & Business Partner Management Standard. This underscores our dedication to health, safety, welfare, and ethical business practices within our supply chain. We encourage our suppliers to embed these principles and practices into their management systems. All our suppliers and business partners are required to adhere to statutory requirements concerning labour and human rights, health, safety, environmental sustainability, anti-bribery, and fair-trade practices. To ensure our suppliers maintain robust sustainability management systems and procedures, we employ ESG-based screening criteria for supplier selection and classification. Suppliers who do not meet certain threshold scores are rejected, while others are qualified and categorized as either critical or non-critical suppliers, depending on their trade practices and significance to our business.

Our Supplier Code of Conduct mandates that suppliers adhere to the International Labour Organization's core conventions and the United Nations' Universal Declaration of Human Rights.

We require our supply chain partners to be certified to at least the ISO 14001 standard for environmental management systems.

As part of our commitment to reducing Scope 3 emissions, we prioritize suppliers with low environmental footprints, including lower greenhouse gas (GHG) emissions and specific water consumption. Our supply chain commitment extends to preventing forest loss, biodiversity loss, and water stress. To support these goals, we require our supply chain partners to be certified to at least the ISO 14001 standard for environmental management systems. This ensures that our suppliers are actively managing and improving their environmental performance, helping us meet our sustainability targets and uphold our commitment to environmental stewardship.

ARIBA

Critical suppliers undergo periodic audits by our cross-functional teams to ensure their ESG practices align with our Supplier Code of Conduct. To ensure our suppliers maintain robust sustainability management systems and procedures, we employ ESG-based screening criteria for supplier selection and classification. Suppliers who do not meet certain threshold scores are rejected, while others are qualified and categorized as either critical or non-critical, depending on their trade practices and significance to our business.

In addition to these practices, we have implemented a comprehensive checklist to ensure compliance with the Modern Slavery Act (MSA). This checklist is designed to address and mitigate risks related to modern slavery within our supply chain, further reinforcing our commitment to ethical and responsible sourcing.

OUR COMMITMENT TO RESPONSIBLE SOURCING AND COMPLIANCE

Vedanta Aluminium and Balco have established a comprehensive Responsible Supply Chain Policy aligned with OECD Due Diligence Guidance, ensuring ethical mineral sourcing even from Conflict-Affected and High-Risk Areas (CAHRA). Supplier engagement includes policy communication, contractual integration, monitoring, audits, and capacity-building initiatives. The company utilizes robust reporting and recording mechanisms through Ariba, an ERP portal, ensuring transparency and compliance with our supply chain policies. Additionally, Vedanta Aluminium and Balco have implemented grievance mechanisms and conducts regular internal evaluations of the system every two years to uphold the effectiveness of its due diligence efforts.

In FY 2024, we assessed the environmental impacts of 187 suppliers.



SUPPLIER SCREENING CRITERIA

ENVIRONMENT	SOCIAL	GOVERNANCE
Environmental objectives and targets	Employment practices	ISO 9001, ISO 14001, ISO 45001, SA8000 and other certifications
Statutory environmental requirements	Labour management practices	Ethics policy & code of conduct practices
Energy consumption and GHG emission management	Occupation health and safety practices	Corruption and bribery
Water management	Training and education practices	Turnover
Waste management and minimizing packaging material	Diversity and equal opportunity	Raw material sourcing
Proper handling of hazardous chemicals and wastes	Non-discriminatory practices	Previous clients
Air emissions and pollution control equipment	Freedom of association and collective bargaining	Risk management
	Child labour	Incident management
	Forced or compulsory labour	HSE policies, objectives and trainings
	Security practices	Leadership commitment to sustainability culture
	Rights of indigenous peoples	Sub-business partner management process
	Human rights criteria	Skilled and unskilled labour

When assessing location-based risks, we consider country-specific factors such as the likelihood of corruption and bribery, and the compliance with ethics policies and codes of conduct. Furthermore, in sector-specific risk evaluations, we examine criteria related to human rights, compliance, resource efficiency, pollution control and climate change measures implemented by our business partners.

Local procurement refers to the sourcing of goods, services, and materials from suppliers that operate within the same region as the purchasing organization. This practice aims to support local economies, reduce transportation costs, and promote sustainability by minimizing the carbon footprint associated with long-distance shipping.

For FY 2023-2024, we have spent INR 270,503 million on local procurement. This expenditure represents 58.6% of our total procurement in the aluminium sector. This underscoring our commitment to supporting local economies and promoting sustainable practices. Currently, our local procurement efforts are focused on the state level, but moving forward, we are considering expanding to district-level procurement. This shift will further enhance our support for local economies and strengthen our sustainability initiatives.

For FY 2023-2024, we have spent INR 270,503 million on local procurement. This expenditure represents 58.6% of our total procurement in the aluminium sector.

OUR SUPPLY CHAIN ASSESSMENT

We have established detailed registration questionnaires to ensure a comprehensive evaluation of our suppliers. These questionnaires cover a wide range of aspects, including supplier category, medical compliance, ISO certifications (such as ISO 9001 for Quality Management, ISO 14001 for Environmental Management, ISO 45001 for Occupational Health and Safety Management, etc.), and business ethics. By encompassing these critical areas, the questionnaires are designed to assess suppliers' adherence to our codes, policies, and other relevant standards, ensuring that all our partners meet our rigorous requirements for quality, safety, and ethical conduct.

RISK ASSESSMENT

Our Technical Standard for Supplier and Contractor Management details the fundamental aspects of our Supplier Risk Management process, providing a standardized approach to handle supplier-related risks and their implications for our organization. Carry out regular sustainability risk assessments and due diligence on the suppliers to promote and align our policies, ethical business practices and sustainability practices.

DESKTOP EVALUATION

The initial supplier evaluation involves a comprehensive desktop review to identify sustainability issues associated with the supplier. These issues are of interest to critical external stakeholders.

ON-SITE INSPECTION

We conduct annual on-site assessments, carried out by third-party auditors, to verify that our primary suppliers comply with relevant social and environmental regulations in their respective regions, as determined by our risk assessments. To further enhance our oversight, we engage third-party experts to conduct comprehensive risk assessments of our suppliers, focusing on regulatory compliance and adherence to the Modern Slavery Act (MSA).



SUPPLIER SCREENING

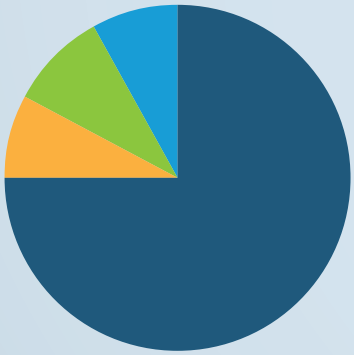
PARTICULARS	FY 2024	FY 2023
Total number of Tier-1 suppliers	1709	1326
Total number of significant suppliers in Tier-1	368	504
Percentage of total spend on significant suppliers in Tier-1	67%	60%
Total number of significant suppliers in non-Tier-1	0	0

SUPPLIER ASSESSMENT

PARTICULARS	FY 2024	FY 2023
Total number of suppliers assessed via desk assessments/ on-site assessments (applicable to new and periodical supplier assessment)	152	150
Percentage of significant suppliers assessed	19%	24%
Number of suppliers assessed with substantial actual/ potential negative impacts	0	1
Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/ improvement plan	0%	1.15%
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	0
Total number of suppliers supported in corrective action plan implementation	0	1
Percentage of suppliers assessed with substantial actual/ potential negative impacts supported in corrective action plan implementation	0%	1.15%
Total number of suppliers in capacity building programmes	375	452
Percentage of significant suppliers in capacity building programmes	16%	24%

** covers 100% data for JSG and Lanjigarh but only Q-4 data for BALCO

SUPPLY CHAIN SPEND BY BALCO (IN INR CRORE)



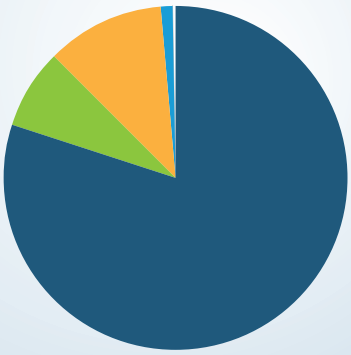
780 SPARES

877 SERVICES

778 LOGISTICS

7306 RAW MATERIAL

SUPPLY CHAIN SPEND BY VEDANTA ALUMINIUM (LANJIGARH)



(in INR Crore)

345 SPARES

2048 CAPEX

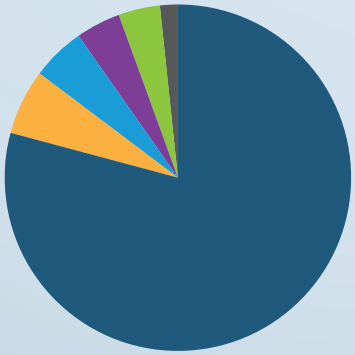
2940 SERVICES

21334 RAW MATERIAL

0.15 LOGISTICS

0.16 OTHERS

SUPPLY CHAIN SPEND BY VEDANTA ALUMINIUM (JHARSUGUDA)



(IN INR CRORE)

571 CAPEX

1398 LOGISTICS

1841 SPARES

1388 SERVICES

2138 OTHERS

28122 RAW MATERIAL

BUSINESS ETHICS AND CORPORATE GOVERNANCE

PUBLIC POLICY INITIATIVES

Responsible Advocacy

Vedanta Aluminium is committed to proactive and thoughtful advocacy to shape policy decisions impacting the aluminium industry. Our responsible approach involves collaborating with a broad spectrum of stakeholders, including industry associations, think tanks, academia, and the media, to promote sustainable development. Our advocacy efforts are marked by inclusivity, transparency, and active involvement in stakeholder consultations. We focus on economic reforms, securing raw materials and energy, promoting sustainable business practices, enhancing the ease of doing business, and ensuring business continuity.

We are committed to sustainable development through various strategic initiatives. We actively pursue decarbonization by adopting cleaner technologies and optimizing energy consumption for the mission towards reducing our greenhouse gas emissions. Our sustainable supply chain practices ensure ethical sourcing and minimal environmental impact. Embracing a circular economy, we focus on recycling, reusing materials, and innovating in product design to minimize waste. Upholding stringent Health, Safety, and Environment (HSE) standards, we ensure the well-being of our employees and communities. Additionally, our biodiversity management efforts include habitat conservation and ecosystem restoration to protect natural habitats. These initiatives not only enhance our business resilience but also contribute positively to the environment, economy, and society.

Climate Advocacy

At Vedanta Aluminium, we are committed to aligning our stakeholders' perspectives with our climate change commitments. We actively support initiatives such as the CII charter on Climate change towards the Declaration of Indian Industries. As engaged members of these influential platforms, we advocate passionately for Indian industries to set ambitious climate goals in line with the country's Net Zero objective.

Vedanta Limited's Executive Committee, the highest authority for organizational decisions, including those related to climate change, meets monthly to ensure alignment with the Paris Agreement. This committee ensures that Vedanta Aluminium, a division of Vedanta Limited, along with sustainability teams review and monitor the public policy engagement efforts with trade associations to ensure they are in accordance with the Paris Agreement. The committee ensures a comprehensive understanding of the climate change and sustainability objectives and diligent adherence to these goals. This internal communication and coordination mechanism guarantees the effective dissemination of Vedanta Aluminium's long-term strategy across all operations, enabling us to engage with trade associations and policymakers from a unified organizational perspective. Additionally, Vedanta Aluminium's Carbon Community of Practice (CoP) leaders from various businesses actively participate in the Energy & Carbon Community of Practice (CoP). This platform is crucial for clearly communicating Vedanta Aluminium's climate change strategy and forms the basis for their engagement with

trade associations and policymakers. If any potential misalignment is identified, we initiate discussions with the relevant association to address discrepancies related to Vedanta Aluminium's commitment to the Paris Agreement. Our primary focus will be on engaging with organizations that demonstrate alignment with the Paris Agreement.

Promoting HSE Standards Toward Circularity in Aluminium Industry in India

At Vedanta Aluminium, we are dedicated to engaging with the Government of India to decarbonize, enhance health, safety, environmental, and social practices while developing Environmental, Health and Safety standards to promote a circular economy in the Indian aluminium Industry. Our advocacy focuses on addressing critical issues such as dangerous manual dismantling practices, hazardous metallurgical processing, uncontrolled incineration, and uncontrolled disposal. Recognizing the risks of forced or child labour and other health and safety hazards, we advocate for robust safety protocols and regular training to protect workers. Additionally, we emphasize the importance of improved environmental protection measures to minimize the ecological footprint of aluminium production and processing.

We are also committed to supporting local communities through sustainable development projects and inclusive growth initiatives. By promoting the recovery and efficient use of scrap resources, we aim to reduce reliance on virgin raw materials and minimize waste. Our approach to a circular economy involves recycling, reusing materials, and innovating product design to extend the lifecycle of aluminium products. Collaborating with the Government of India, industry stakeholders, and other relevant entities, we strive to establish comprehensive standards that uphold these principles, ensuring the health and safety of workers, protecting the environment, and fostering a sustainable, competitive aluminium industry.

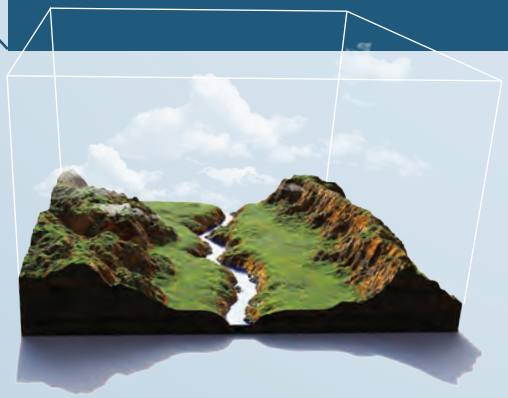
Certification

Vedanta Aluminium has achieved the ASI Chain of Custody (CoC) Standard V2 (2022) Certification for its smelter located in the Special Economic Zone (SEZ) in Jharsuguda, Odisha, India and ASI standard V3 for its BALCO smelter. The Aluminium Stewardship Initiative (ASI) is an industry-led initiative that promotes sustainability throughout the aluminium value chain. ASI certification benefits both the aluminium industry and aluminium customers by demonstrating their commitment to social, environmental, and ethical standards in the value chain. This certification strengthens our ESG standards, thereby ensuring our commitment towards maintaining a leadership position in the aluminium business.



Through advocacy and industry cooperation, we have launched several projects:

INDUSTRY ASSOCIATION / TRADE CHAMBER	ADVOCACY INITIATIVE
Confederation of Indian Industry (CII)	Our initiative focuses on establishing BIS (Bureau of Indian Standards) Quality Standards for both aluminium scrap and finished products. This effort aims to promote the manufacturing of high-quality products.
Coal Consumers Association of India (CCAI)	We are actively advancing a circular economy by promoting the beneficial utilization of fly ash and bauxite residue. Our approach emphasizes maximizing the value and sustainability of these materials across various processes and applications.
The Federation of Indian Mineral Industries (FIMI)	We support the Indian Government's goal of achieving self-reliance by enhancing domestic aluminium production capabilities. Our efforts aim to meet domestic demand for aluminium and reduce reliance on imports.
The Aluminium Association of India (AAI)	Vedanta Aluminium aims to elevate the Indian Aluminium Industry's status as a crucial sector within the broader economic framework.
The Federation of Indian Chambers of Commerce & Industry (FICCI)	We support policies that stimulate growth in the domestic mineral and metal sector, boosting mineral production and enhancing value addition within India. This approach fosters employment opportunities and supports the growth of Micro, Small, and Medium Enterprises (MSMEs).
The Associated Chambers of Commerce and Industry (ASSOCHAM)	We prioritize advocacy efforts aimed at securing essential raw materials for domestic aluminium manufacturing. This involves advocating for policies that enable reliable access to these raw materials, thereby promoting industry sustainability and growth.
International Aluminium Institute (IAI)	We joined forces with the International Aluminium Institute to promote collaboration and best practices learnings and implementation among the industry peers. This initiative aims to enhance knowledge sharing, best practices, and promote innovation within the aluminium industry through collaborative learning.
Ministry of Mines and Bureau of Energy Efficiency of India	We have partnered with the Ministry of Mines, Government of India to develop the decarbonization roadmap of the power industries. This collaboration focuses on reducing carbon emissions and promoting sustainable practices through innovative technologies and industry-wide efforts. Also, we work with ministry to strengthen the HSE & S standards and practices to promote circularity in the aluminium Industry.
NITI Aayog	Vedanta Aluminium has partnered with NITI Aayog to develop decarbonization strategies strategies and roadmap for the Indian Aluminium Industry to achieve Net Zero goal in India in line with Government of India NDC commitments. This collaboration aims to evaluate potential technological and policy interventions for Indian Industries to significantly reduce carbon emissions and achieve net-zero.



In FY 2024, our company significantly supported various trade associations with membership fees totaling INR 5.34 million. We have also made political contribution of INR 980 million through Electoral Bonds as per the process authorized by the Election Commission, Government of India. Details of our advocacy spending and other contributions are outlined below:

ADVOCACY SPENDS AND OTHER CONTRIBUTIONS (ALL VALUES IN INR MILLION)

GROUPS	FY 2021	FY 2022	FY 2023	FY 2024
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns/ candidates	0	0	0	0
Trade associations or tax exempted groups such as industry bodies, think tanks	APP 2.5 FIMI 0.18 CCAI 0.15 AAI 0.03 Total 2.86	APP 2.5 FIMI 0.18 CCAI 0.15 AAI 0.03 Total 2.86	APP 2.5 FIMI 0.18 CCAI 0.15 AAI 0.03 Total 2.86	ASI 2.78 IAI 2.16 CPA 0.22 FIMI 0.18 Total 5.34
Other (Electoral Bonds, etc.)	0	0	0	980

CYBERSECURITY AND DATA PRIVACY

Global and Industry Context

In the global aluminium industry, cybersecurity and data privacy have become critical concerns due to increasing digitization and interconnected operations. Companies face risks from cyberattacks targeting industrial control systems, intellectual property, and sensitive data. The global average cost of a data breach in 2023 was $4.45 million, marking a 15% increase over the past three years, highlighting the growing financial burden on organizations as given in IBM data-breach report. Additionally, stringent data protection regulations worldwide necessitate robust compliance measures. Effective risk management strategies include implementing advanced cybersecurity protocols, regular vulnerability assessments, employee training, and adherence to global data privacy standards. By prioritizing cybersecurity and data privacy, we can safeguard our operations, maintain regulatory compliance, and protect against potential financial and reputational damages.

CYBERSECURITY RELATED BUSINESS RISK AND MANAGEMENT

At Vedanta Aluminium, our Information Security Policy establishes a robust framework for our data management strategy, playing a crucial role in protecting our information from various risks, including external attacks, hacker intrusions, third-party outsourcing threats to our IT assets, natural disasters, and industrial espionage. This policy is available to all employees, ensuring transparency and awareness.

To strengthen our cybersecurity efforts, we have implemented an advanced risk management framework

aligned with international standards such as ISO 27001:2013. This framework includes comprehensive annual risk assessments, which involve simulated hacker attacks to evaluate our system's preparedness. Identified IT related risks are systematically categorized into different domains, such as information, services, software, and physical assets, and our expert IT team mitigates these risks based on their type and severity.

In addition to ISO 27001:2013, we have also adopted the ISO 22301 standard for business continuity management. This standard ensures that we have a robust framework for planning, establishing, implementing, operating, monitoring, reviewing, maintaining, and continually improving our business continuity management system (BCMS). The BCMS protects against, reduces the likelihood of, and ensures recovery from disruptive incidents. By integrating ISO 22301, we enhance our resilience and ensure that our operations can continue seamlessly in the face of potential disruptions attempts. This dual approach of aligning with both ISO 27001:2013 and ISO 22301 strengthens our overall security posture and business continuity capabilities.

Our approach to cybersecurity risk management involves continuous monitoring and evaluation at both the Board and executive management levels. We have established two dedicated committees to enhance our security infrastructure and integrate cybersecurity seamlessly into our business operations. The Vedanta Limited Information Security Committee (VLISC) oversees information security and strategy for the entire sector, while the Business Information Security Committee (BISC), also known as the location management committee, is responsible for information security at individual business units, including Vedanta Aluminium.

In FY 2023-24, we have experienced zero cybersecurity breaches at our Aluminium business.



Oversight of cybersecurity governance is the responsibility of the Board Committee-Audit and Risk Committee (UK Sinha, Dindayal Jalan, Akhilesh Joshi). Incidents reported through the Security Information and Event Management (SIEM) system by employees and end users are evaluated by the BU's CISO and further reviewed by the BU's Chief Information Officer (CIO). Data incidents reported through Data Loss Prevention (DLP) systems and by end users are evaluated by the BU's Data Governance and Privacy Officer (DGPO)/BU's CISO and reviewed by the BU's CIO.

The Company conducted an awareness session for the Board of Directors in collaboration with the Data Security Council of India ("DSCI") in May 2023 to facilitate insights on how Cyber Security and Data Governance were being understood, prioritised, and addressed at the Board level. An online comprehensive module on Cyber Security Training and Assessment has been launched for employees to enhance their awareness about information security through mandatory completion of training.

IT AND INFORMATION SYSTEMS MANAGEMENT

Our IT Policy requires formal contracts with third-party business partners, detailing security controls, service delivery measures, and timelines to ensure compliance with these requirements. Additionally, we have launched a comprehensive Information Security and Awareness Programme for all employees and business partners, expanding upon our company-wide cybersecurity policy. In FY 2024, Data Governance and Cybersecurity Training Programme was attended by 54 employees from various departments. Our Business Continuity Management Plan includes a robust Disaster Recovery Plan to maintain or restore critical business operations with IT systems during unprecedented scenarios. The Chief Digital and IT Officer (CDIO) of the sector reports to the executive management team and oversees cybersecurity across our business.

In our proactive approach to risk management, we also conduct assessments of various threats to our assets from third-party outsourcing. We demonstrate our commitment to cybersecurity education by training our personnel on the risks associated with inadequate cybersecurity measures. Our comprehensive approach includes an annual review of our risk assessment and mitigation plan for cybersecurity. We also perform annual cybersecurity audits to ensure compliance with ISO 27000 and ISO 22301 requirement and identify emerging threats related to information security in order to take swift action to address identified risks within specified timeframes. Our IT professionals conduct internal audits to elevate our IT security standards and reinforce our IT infrastructure.



INNOVATION AND R&D

Innovation and research and development (R&D) are crucial to the aluminium industry like ours as they drive advancements in production processes, improve product quality, and enhance sustainability. In a global context, these efforts lead to the development of more efficient production technologies, resource efficiency, reducing energy consumption and greenhouse gas emissions. By investing in R&D, we can maintain a competitive edge, meet evolving regulatory standards, and address the increasing demand for environment friendly and cost-effective solutions.

Our growth strategy hinges on R&D to stay competitive by developing innovative products and services, improving product quality, reducing costs, increasing efficiency, and thereby maintaining market position.

Innovation is a core value at Vedanta, central to our sustainable growth strategy and supported by cutting-edge technology. In our 'Sales and Marketing' division, we have established three distinct innovation centers focused on Products and Processes Management. We aim to innovate processes tailored to our unique assets and operations. This vision led to the creation of our Innovation Cell, a dynamic platform harnessing the power of digitalization. The Innovation Cell serves as an incubator for creative ideas from our talented and youthful workforce, empowering them to propose fresh and disruptive solutions to complex business challenges.

We cultivate an environment conducive to innovation, aiming for a zero-harm environment while showcasing optimal utilization of natural resources, enhanced efficiencies, and by-product recovery. Our Research and Development (R&D) efforts have established an open innovation network in collaboration with esteemed institutions such as CSIR, IITs, and other research organizations.

R&D team collaborations with CSIR-NML and IIT Kharagpur have yielded breakthrough products, such as high-temperature resistance alloys for automotive and aerospace applications

In the fiscal year 2024, our R&D team made substantial contributions across various initiatives like Waste to Wealth, energy efficiency, including an investment of ₹6,000 crore in innovation and R&D.

NEW PRODUCT DEVELOPMENT: Vedanta Aluminium's R&D team has developed innovative materials for various industries, including high-performance alloys for power transmission, defense, and aerospace. Collaborations with CSIR-NML and IIT Kharagpur have yielded breakthrough products, such as high-temperature resistance alloys for automotive and aerospace applications.

BREAKTHROUGH IN POTLINING TECHNOLOGY: Vedanta Aluminium's patented 'Vedanta Lining Design' enhances energy efficiency and extends pot lifespan, reducing energy consumption by 200-250 kWh/tonne. Deployed across

Vedanta's smelters, this design cuts GHG emissions by up to 3.86 lakh tCO2e annually at Jharsuguda.

UTILIZATION OF SPENT POTLINE AND SHOT BLAST DUST: Vedanta Aluminium recovered high-purity graphite (>99%) from spent pot liner and shot blast dust, converting waste into valuable resources. The company is developing processes to use spent pot liner second cut, further enhancing resource efficiency and minimizing waste.

DROSS SLAG UTILIZATION: Vedanta Aluminium synthesized Aluminium Fluoride (AlF3) from dross slag, transforming waste into a valuable resource for aluminium smelting. The company also recovered high-purity graphite from spent pot liner and shot blast dust and developed processes for utilizing spent pot liner second cut.

ADOPTION OF ARTIFICIAL INTELLIGENCE: Vedanta Aluminium has leveraged AI and machine learning to optimize processes, such as managing Hydrogen Fluoride generation within smelters. The company has also improved ball mill throughput at the Lanjigarh refinery by approximately 10%, addressing previously identified bottlenecks.

Vedanta Aluminium's patented 'Vedanta Lining Design' reduced energy consumption by 200-250 kWh/tonne and cut GHG emissions by up to 3.86 lakh tCO2e annually.



PRODUCT STEWARDSHIP

At Vedanta Aluminium, product stewardship is a commitment to responsible and sustainable management of products throughout their entire lifecycle. This approach encompasses a range of practices aimed at minimizing environmental, health, and safety impacts across the entire value chain, from raw material extraction to final disposal or recycling.

Our strategy is built on a comprehensive framework that ensures our products are designed, manufactured, and handled with consideration for their entire lifecycle. We strive to produce, use, and dispose of our products in an environmentally responsible and sustainable manner, minimizing negative impacts while promoting long-term value for the company and its stakeholders.

We recognize that product stewardship is an ongoing process that requires continuous assessment, measurement, and improvement. To stay ahead of the curve, we regularly review and refine our practices in response to new insights, technologies, and best practices.

Vedanta Aluminium demonstrates a robust approach to product stewardship through its comprehensive adherence to global standards and certifications like the Aluminium Stewardship Initiative's ASI Performance Standard. By achieving certifications for its operations, Vedanta underscores its commitment to responsible sourcing and sustainable practices throughout the aluminium value chain, from bauxite mining to product manufacturing. This commitment is further emphasized by its ambitious goal of achieving Net Zero emissions by 2050, supported by initiatives to reduce carbon footprint, increase renewable energy use, and engage in extensive afforestation efforts.

Below are some key aspects of product stewardship for Vedanta Aluminium:

RAW MATERIAL SOURCING: Vedanta Aluminium prioritizes responsible sourcing of raw materials, including alumina and bauxite, from suppliers that adhere to ethical and environmentally sustainable practices.

DESIGN FOR SUSTAINABILITY: Our products are designed with sustainability in mind, incorporating environmental and social considerations. Our lightweight, energy-efficient products are inherently recyclable, minimizing resource consumption, energy usage, emissions, and waste production. Innovation is key to sustainable development, ensuring product functionality and quality while promoting business resilience and stewardship.

MANUFACTURING PRACTICES: We optimize production techniques to minimize waste, energy consumption, and emissions. This involves reducing water usage and utilizing energy-efficient technologies to ensure efficient manufacturing processes.

PRODUCT USE AND MAINTENANCE: To ensure responsible product management, we provide clients with detailed

guidance on proper use, maintenance, and environmentally conscious disposal. Our Customer Technical Support (CTS) unit works closely with Sales and Marketing to ensure technical and quality requirements are met for both existing products and new developments. Our meticulous approach guarantees a consistent standard of excellence in quality and services.

CUSTOMER SATISFACTION: According to our Customer Satisfaction Survey for FY 2024, 48.14% of respondents expressed satisfaction with our services, demonstrating our commitment to delivering exceptional customer experiences.

CUSTOMER SATISFACTION SURVERY

	FY 2022		FY 2023	FY 2024
	Vedanta Aluminium (Jharsuguda & Lanjigarh)	BALCO	Vedanta Sector Total	Vedanta Sector Total
% of satisfied respondents out of total number of respondents to the survey	59%	63%	48%	48%
% of customers surveyed	79.90%		59%	59%

The survey is conducted once in two years. Hence the response is same as the last year.



ENVIRONMENT



CLIMATE CHANGE AND DECARBONIZATION
ENERGY MANAGEMENT
AIR EMISSIONS AND QUALITY
WATER MANAGEMENT
BIODIVERSITY AND ECOSYSTEM
WASTE MANAGEMENT

MANAGEMENT APPROACH

Our environmental policy reflects our commitment to environmental protection with clear objectives, targets, and responsibilities. It applies to all company operations, business facilities, products, and services, including partners and new acquisitions and is publicly accessible.

We aim to minimize environmental impact through industry best practices, efficiency improvements, advanced technology, and circular economy initiatives. Our Sustainable Development Framework guides our efforts, and we cover 100% of our operations in reporting. Our Sustainability / ESG Committee monitors key issues and aligns with UN Sustainable Development Goals (SDGs).

At Vedanta, we acknowledge the significant environmental impact of our operations, and as a responsible global organization, we are committed to minimizing this impact while prioritizing sustainability. This section provides a detailed overview of our efforts in addressing climate change, conserving resources, protecting biodiversity, and advocating for sustainable practices. Our dedication to environmental stewardship, integrated with industrial progress, reflects our aspiration to create a positive and enduring legacy.

We aim to minimize environmental impact through industry best practices, efficiency improvements, advanced technology and circular economy initiatives.

Our operational sites comply with both national and international standards, and each business unit has put in place Environment Management Systems certified according to ISO 14001:2015 standards, verified by independent third-party experts. Apart from this, during the past four fiscal years, there were no material environmental violations at any of our operations exceeding USD 10,000 and we have not paid any significant fines related to environmental or ecological issues for our operations. As per the industry norms, environmental incidents can be classified into 5 categories depending upon the severity of the impacts. While category 1, 2 and 3 incidents have insignificant to moderate short-term impacts, reversible in nature on a limited area / people, category 4 and 5 environmental incidents are serious events that may have a medium to long term impact on vast areas / large number of people and may take moderate to long time for recovery.



	FY 2024-2023	FY 2023-2022	FY 2022-2021	FY 2021-2020
Category 3 Incident	0	0	1	5
Category 4 Incident	0	0	0	0
Category 5 Incident	0	0	0	0

We have no significant environment incident reported last year.

Our environmental investments in the area of Resource conservation, pollution prevention and others, not only protect the environment but also generate considerable returns. The Deputy CEO of the Sector and Business Unit CEOs oversee resource allocation and policy implementation. The figures in the table below represent the investment made in environment initiatives and resultant savings this year.

PARTICULARS	FY 2024 (in INR Mn)
SECTOR	
Capital Investments	1,573
Operating Expenses	8,714.5
Total Expenses	1,028.8
Savings, cost avoidance, income, tax incentives, etc	1,740
% of operations covered	100%

CLIMATE CHANGE & DECARBONISATION

We understand that this is a crucial time in the history of Earth, and everything that lives on it, from animals to organizations. The quality of life depends heavily on the health of our environment, which is now at a critical juncture. This decade is crucial for action, and we are dedicated to aligning our business incentives with planetary needs through innovative science, robust engineering and effective management of assets, processes and resources. Our growth strategies are built on a foundation of environmental, social, and governance (ESG) excellence. As a leading global producer of aluminium and India's largest, we see ourselves as key players in climate action, guiding the industry through our initiatives. We believe that our current actions will create positive feedback loops, and investing in a net-zero, climate-resilient economy will generate sustainable growth, job opportunities, and benefits for our employees, their families, stakeholders, and shareholders.

Climate change is recognized as the most pressing global risk, is directly influenced by human activity, and requires decisive action. It brings about disruptions such as shifts in weather patterns, rising sea levels, and more frequent extreme weather events. The World Economic Forum's FY 2024 Global Risk Report emphasizes its significant threat both in the short and long term. According to the IPCC, a temperature increases of 1.5°C could potentially lead to staggering damages amounting to USD 54 trillion by 2100. The adverse impacts of climate change are already affecting economies worldwide, highlighting the urgent need for rapid action and global efforts towards decarbonization—a momentum that has been propelled since the Paris Agreement.

RISK MANAGEMENT

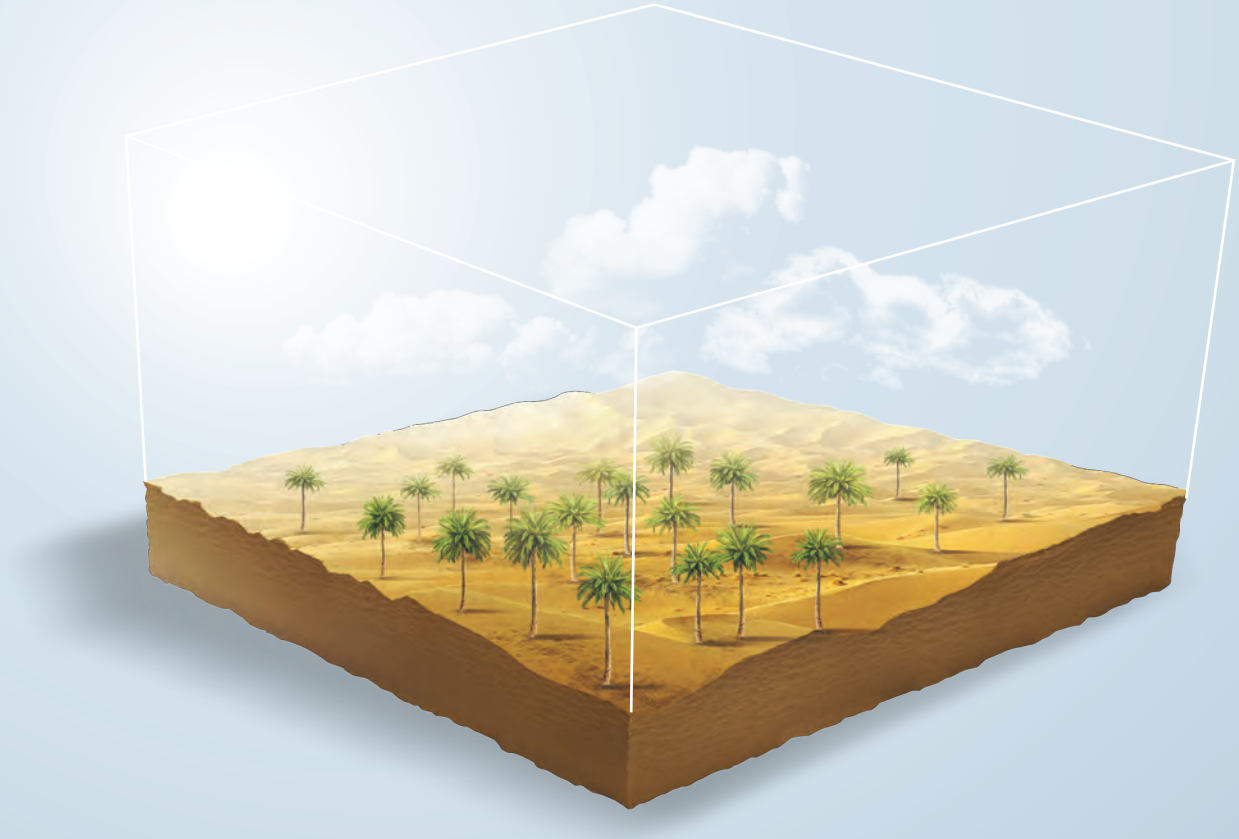
Vedanta Aluminium is committed to proactive risk management as it addresses the challenges posed by climate change. Recognizing the impact of both transitional and physical climate risks, the company has developed a comprehensive adaptation strategy focused on decarbonization and sustainability.

Climate change stands as a paramount concern for our business, our Socially Responsible Investment (SRI) stakeholders and is duly integrated into our business risk management framework. We have undertaken comprehensive scenario analysis to diligently evaluate the potential impacts, both in terms of physical and transition-related risks and opportunities, that climate change may pose to our operations.

To mitigate these risks, Vedanta Aluminium is enhancing energy efficiency across its operations, transitioning from oil to natural gas, and integrating renewable energy sources. Immediate actions include upgrading power plant efficiency and advancing potline technologies.

SCENARIO ANALYSIS

VAL has identified and categorized climate-related risks and opportunities with respect to both Physical (Cyclonic pattern, Drought, Extreme Temperature, Flood, Rainfall, Overall Risk) and Transitions risks (risks due to policy change, technological change, market change, reputational, etc). According to the Financial Stability Board Task Force on TCFD, we have identified our climate related risks using scenario analysis. For identifying and assessing physical risks, we used Advanced Climate Modelling and Representative Concentration Pathway (RCP) 4.5 and RCP 8.5 and for transition risks, we used India's Nationally



Determined Contributions (NDCs), below 2°C scenario, "Net Zero 2050" Scenario, and Delayed Transition Scenario.

In developing our strategy, we have considered a wide range of opportunities and risks across two discrete-time horizons for mapping Physical and Transition Risks.

Our selected scenarios align with notable IEA scenarios, including the Sustainable Development Scenario and Net Zero 2050. These climate scenarios are based on IPCC projections, extended macroeconomic forecasts, and our internal assessments of climate-related risks. They are designed around our current operations and ongoing projects, focusing on development across short-term (0-5 years), medium-term (5-10 years), and long-term (up to 2060) horizon.

PHYSICAL RISK SCENARIO ANALYSIS

Our operations are in Odisha and Chhattisgarh, regions characterized by a tropical climate with hot temperatures, humidity, moderate to high rainfall, and brief mild winters. These states experience uneven and erratic rainfall distribution, resulting in recurring floods and droughts of varying severity. In recent years, the impacts of climate change have become more apparent in Odisha and Chhattisgarh, prompting us to conduct a physical risk assessment of our sites in Jharsuguda, Lanjigarh, and BALCO using IPCC scenarios: High Climate Change Scenario (RCP 8.5) or SSP5, and Moderate Climate Change Scenario (RCP 4.5) or SSP2.

We conducted this scenario analysis for our operations, including upstream and downstream activities, using the World Bank's Climate Change Knowledge Portal, which considers future business risks and opportunities. Our operations are vulnerable to both acute and chronic physical risks associated with climate change, such as cyclones, droughts, extreme temperatures, floods, and changing rainfall patterns. The impact of each risk on our business depends on our geographic locations and the global progress towards achieving net-zero emissions. For the assessment, location-specific data was collected to analyze historical trends and identify vulnerabilities to floods, droughts, and erratic rainfall, both for current and future projections (2020-2039 and 2040-2059). Data sources included the World Bank CCKP, WRI, and NOAA IBTrACS, among others. Normalization was performed to convert values into dimensionless units, and risk indicators were averaged using a simple arithmetic mean to determine the risk index.

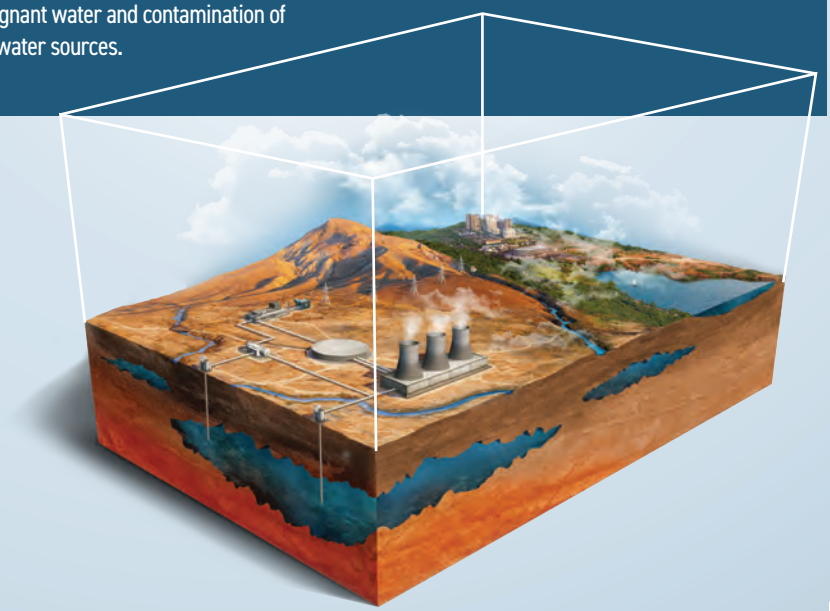


CLIMATE-RELATED BUSINESS RISKS

Physical risks with impacts on business operations analyzed through scenario analysis.

PHYSICAL RISKS	RISK	RISK TYPE	IMPACT	VULNERABILITY	MITIGATION & ADAPTATION STRATEGIES
Cyclone	High wind speed can make major damage to non-critical infrastructure or minor damage to critical infrastructure.	Acute Risk	BUILDING/INFRASTRUCTURE Our facilities are at risk of cyclone damage due to their locations in cyclone-prone areas. Cyclones can lead to serious issues such as complete failure of galvalume roofing, structural collapses, shattered windows, and the gradual failure of roof steel trusses. Moreover, heavy debris and uprooted trees can create dangers for employees within our premises. COMMUNITY/STAFF During cyclones, marginalized groups are at risk. The absence of cyclone shelters and inadequate disaster response training heightens the likelihood of injuries and fatalities from debris. Additionally, disruptions to essential services like internet, phone, and electricity can affect operations. Flooding may also result in stagnant water and pollution in nearby water sources, raising the potential for disease outbreaks at the plant.	High	Ensure that all new infrastructure is designed to be climate-resilient, incorporating robust construction techniques and materials that can withstand cyclone intensity and mitigate potential damage.
Drought	Drought can increase surface evaporation, reducing water storage, and increase dust damage.	Acute Risk	BUILDING/INFRASTRUCTURE VAL sites are at considerable risk of drought, which can influence their production and operations due to water shortages. While drought is a likely outcome based on RCP projections, its direct effects on plant infrastructure are minimal, primarily revolving around the challenge of limited water supply. COMMUNITY/STAFF Water scarcity not only impacts the health of the local community, particularly disadvantaged groups, and women, but also affects their economic opportunities. Women are especially vulnerable, which disrupts their work and education. This results in increased absenteeism due to water-related health issues.	Medium	• To mitigate drought risk, explore alternative water sources and enhance more water recycling efforts to ensure a sustainable supply for our facilities and the surrounding community. • Promote integrated watershed management and sustainable agricultural practices in our neighbourhood. This includes the development and maintenance of water bodies to enhance resilience during potential droughts or flooding situations.

PHYSICAL RISKS	RISK	RISK TYPE	IMPACT	VULNERABILITY	MITIGATION & ADAPTATION STRATEGIES
Extreme Temperature	Medium to high change in maximum temperatures negatively impact the workforce and productivity.	Chronic Risk	BUILDING/ INFRASTRUCTURE Temperature rise is likely to occur. This rise in temperature can cause damage to BU infrastructure through expansion of metal joints, substructure damage, asphalt deterioration, increased O&M costs including painting, cracks etc. The key factors of temperature rise effect are experienced on concrete structures. COMMUNITY/STAFF Increasing temperatures pose several challenges, including discomfort for outdoor workers, water scarcity for daily office use, and heightened health risks for both staff and the local community, especially during heatwaves. As temperatures rise, heatwaves are likely to become more frequent, intense, and prolonged, potentially contributing to the urban heat island effect. These conditions can disrupt work schedules.	Medium	Ensuring we install cooling devices using renewable energy solutions will help mitigate increased operational costs and enhance comfort for workforce.
Flood	Flooding may also result in damage to infrastructure and can represent a risk to workplace safety.	Acute Risk	BUILDING/INFRASTRUCTURE Although flooding may not directly impact the business unit due to its distance from rivers or floodplains, local flooding can still disrupt construction and regular production activities at the unit. COMMUNITY/STAFF Women and marginalized groups face a greater risk of injury and death during natural disasters like floods. Moreover, interruptions in internet, phone, and electricity services can cause operational and scheduling challenges. Additionally, post-flooding scenarios pose a risk of disease outbreaks at the business unit due to stagnant water and contamination of local water sources.	High	Promote integrated watershed management and sustainable agricultural practices in our neighbourhood. This includes the development and maintenance of water bodies to enhance resilience during potential droughts or flooding situations.



TRANSITION RISK SCENARIO ANALYSIS

Aluminium is one of the most widely used metals globally and is increasingly important in low-carbon technologies. It plays vital roles in battery packaging, hydrogen fuel cells, wind turbine blades, photovoltaic panels, and power infrastructure. However, despite its crucial role in low-carbon technologies, the Primary aluminium industry significantly contributes to global greenhouse gas emissions, making it a primary target for decarbonization.

Our analysis utilized 5 reference scenarios: Current Policies Scenario, Nationally Determined Contributions (NDCs) Scenario, Below 2°C Scenario, Net Zero 2050 Scenario, and Delayed Transition Scenario.

Transitioning to a lower-carbon economy may require substantial policy, legal, technological, and market changes to meet climate change mitigation and adaptation needs. Depending on the nature and extent of these changes, transition risks can present financial and reputational challenges for organizations. Our study examines various transition risk factors as defined by the TCFD:



PRESENT STRATEGIES FOR TACKLING TRANSITION RISKS.

Transition risks with impacts on business operations analyzed through scenario analysis

TRANSITION RISKS	RISK	IMPACT	VULNERABILITY	MITIGATION & ADAPTATION STRATEGIES
Policy & Legal	EMERGING REGULATIONS Emerging regulation of greenhouse gas emissions management such as Carbon Credit and Trading Scheme (CCTS) scheme and Renewable Purchase Obligations. CARBON PRICING Introduction of carbon emissions trading mechanisms in and outside India. REPORTING OBLIGATIONS Enhanced emission-reporting obligations in accordance with the Paris Agreement, will push for higher accountability for the Private Sector. LITIGATION Exposure to litigation can be for numerous reasons some of them being noncompliance with reporting, negative impacts to climate change/ environment.	Increased operational costs (higher compliance costs, increased insurance premium) . • In case of a domestic carbon tax or CCTS in India, the more the Unit emits, it will be subjected to greater levels of carbon taxation. • Impact through increased costs and/ or reduced demand for aluminium products resulting from environmental fines and judgements. • Increased local and national reporting requirements.	High	Work closely with government of India to create a comprehensive roadmap aimed at reducing carbon emissions across various industrial sectors. SHORT/ MEDIUM TERM Focus on integrating energy efficiency measures into existing and new renewable energy initiatives. LONG TERM Explore alternative renewable materials for carbon anodes.
Technology	• Low Carbon Product Substitution: London Metal Exchange has proposed to introduce LME passport which specifies Carbon Footprint of produced Aluminium. There is an increasing preference for Green Aluminium or low carbon metal among the consumers. • Costs to transition to lower emission technology.	• Increased research and development (R&D) expenditures in new and alternative technologies such as low-carbon aluminium or for recycling technologies, use of electric vehicles and utilizing renewable sources for electricity etc. • Costs to adopt/ deploy new practices and processes by changing the current functioning of the company will incur costs.	Medium	LONG TERM • Researching and developing renewable materials to replace traditional carbon sources used in aluminium production. • Explore Technology for inert anodes to significantly reduce greenhouse gas emissions during aluminium production, enhancing sustainability and aligning with environmental regulations. MEDIUM TERM Develop stable and reliable renewable energy sources while implementing grid stabilization technologies to ensure a consistent power supply, enhancing industrial sustainability and reducing emissions.

TRANSITION RISKS	RISK	IMPACT	VULNERABILITY	MITIGATION & ADAPTATION STRATEGIES
Market	• Changing consumer behaviour due to the Paris Agreement and the European Green Deal. • Carbon Border Adjustment Mechanism (CBAM) can impose a cost on aluminium goods imported into the European Union. • High dependency on coal owing to the opreations in coal rich states. • Increased cost of raw materials.	• Reduced demand for high carbon aluminium due to shift in consumer preferences. • Increased production costs due to increased input cost (energy, water) and waste management cost (waste treatment).	High	MEDIUM TERM Work closely with government of India to create a comprehensive roadmap aimed at reducing carbon emissions across various industrial sectors.
Reputation	• Stigmatization of sectors such as those contributing to the GHG emissions. • Shift in interest of the investors.	• Reduced revenue from decreased demand for goods. • Reduced revenue from decreased production capacity (supply chain interruptions). • Fines and non-compliance will affect the reputation of the company.	High	SHORT TERM • Actively engage with stakeholders, including investors, customers, and community members, to address concerns about greenhouse gas emissions. •Maintain open communication regarding emissions reduction efforts and sustainability to enhance accountability and strengthen VAL's reputation.

OPPORTUNITIES

As the world transitions to a low-carbon economy, aluminium will play a critical role in clean technology solutions. To meet emerging demand, the metals and mining industry must grow sustainably, while reducing its carbon footprint. Vedanta Aluminium has launched 'Restora', a low-carbon aluminium brand, offering two product lines - Restora and Restora Ultra, produced using renewable energy. These products have amongst the lowest carbon footprints in the world, ensuring our customers' responsible sourcing needs are met.



CLIMATE CHANGE STRATEGY AND TARGETS

At Vedanta Aluminium, we recognize that the effects of climate change are significantly impacting people, organizations, and ecosystems in our vicinity. To address climate-related risks, leverage opportunities, enhance our resilience to climate change, and take decisive measures to reduce greenhouse gas (GHG) emissions, we have developed strategies and initiatives to achieve our goals and transition to a low-carbon economy.

The aluminium industry has been known for its substantial capital requirements and significant energy consumption, particularly when dependent on coal-based thermal power, leading to increased greenhouse gas emissions. To effectively tackle this issue, collaboration is essential to deploy mitigation technologies and adaptation measures. Our growth strategy focuses on aligning our core capabilities and competitive strengths with key external megatrends such as transitioning to low carbon economy. This approach involves identifying existing and potential business risks and devising strategies to transform them into opportunities, benefiting both us and our stakeholders. With the increasing emphasis on climate action, we continue to incorporate climate change considerations into our long-term strategies and promote climate-related disclosures to reinforce stakeholder trust.

Our climate reporting follows the TCFD guidelines. In alignment with this framework, we are measuring specific business metrics and targets to meticulously track our progress in attaining our climate related objectives. Moreover, our adherence to TCFD also necessitates the development of risk mitigation strategies, which have been diligently put in place. Our Board and Management play an instrumental role in the oversight and guidance of our overarching climate strategy.

The TCFD Recommendations are integrated in our overall business strategy and risk management towards the managing climate related business risk management and is underpinned by the following framework. For further details on our Climate Strategy, please refer to our TCFD report, (https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2023/11/Vedanta-Aluminium_TCFD_2023_v12.pdf) Pages 20-29.



REDUCING CARBON FOOTPRINT THROUGHOUT THE VALUE CHAIN	CAPITALIZING ON OPPORTUNITIES IN THE LOW-CARBON TRANSITION	POLICY AND GOVERNANCE FOR INTERNAL CARBON PRICING	SUPPORTING CLIMATE RESILIENCE
We have committed to an ambitious target to achieve Net Zero Carbon emissions by 2050. By the year 2030, we aim to reduce the GHG intensity of our operations by 28% compared to the year 2021 baseline. We also plan to collaborate with our customers and logistics partners to lower Scope 3 emissions intensity by 25% from our value chain.	Recognizing the significant role of metals in the global transition towards a low-carbon economy, we have introduced India's first low-carbon aluminium known as Restora and ultra-low carbon aluminium, Restora Ultra. We plan to have 30% share of low carbon aluminium in our portfolio by FY 30.	Vedanta Aluminium has integrated carbon pricing into its investment decision-making process. In FY 2022, an Internal Carbon Pricing (ICP) mechanism was established to incorporate shadow prices, guiding new investments towards promoting clean energy initiatives.	We are taking proactive steps to make our operations more resilient and helping neighbouring communities in preparing for the physical impacts of climate change. This includes incorporating different climate-related risk scenarios into our project planning and designs.



ALUMINIUM SECTOR'S CLIMATE MANAGEMENT COMMITMENTS

• Identify and integrate climate related risks and opportunities as part of business risk management process.

• Become a Net Zero Carbon organization by 2050 or sooner.

• Reduce Scope 1 and Scope 2 emissions intensity for aluminium business by around 11% and 28% by 2025 and 2030 respectively over 2021 as baseline. And reduce Scope 3 emissions intensity for Aluminium sector by 25% by 2030 over 2021 as baseline.

• As part of our decarbonization journey we aim to increase the share of renewable energy consumption in our operations by 7% by 2025 and 30% by 2030. This will be achieved by entering PDA and using 400 MW of renewable energy by 2025 and 1500 MW of renewable energy by 2030.

• Support climate resilience actions in our neighboring communities.

• Increase disclosures on climate-related risks and opportunities for our stakeholders.

• Vedanta Aluminium firmly aims to achieve Net Zero Carbon status by 2050 or sooner. Financial Impact of Climate Change.

FINANCIAL IMPACT OF CLIMATE CHANGE

Climate change impacts our assets, investments, and operations, drawing interest from investors and stakeholders. At Vedanta Aluminium, we monitor these risks closely. For more details, refer to the FY 2023 TCFD Report, page 28.

> Vedanta Aluminium firmly aims to achieve Net Zero Carbon status by 2050 or sooner.

INCORPORATING CARBON PRICE AS TOOL TO MANAGE CLIMATE RISK

India has set a target to achieve Net Zero Carbon emissions by 2070, while our commitment is to achieve this by 2050. Globally, efforts are underway in all sectors to combat climate change and accelerate the decarbonization of economies. One effective strategy being implemented is the use of carbon pricing mechanisms, which provide incentives for reducing carbon emissions. Internal carbon pricing helps companies factor in emission costs and assess risks and opportunities related to climate change. We have introduced a shadow carbon price 15 USD/CO2e to better understand our future climate related business risks and opportunities and adjust our capital investments accordingly.

CII CLIMATE ACTION CHARTER

We have recently joined the Confederation of Indian Industry (CII) Climate Action Charter, a collaborative initiative designed to foster systematic climate action among Indian businesses. This charter operates on several guiding principles aimed at enabling businesses to identify and actively address climate risks:

• Reducing greenhouse gas (GHG) emissions

• Transitioning the value chain

• Building resilience

• Mobilizing green finance

SUSTAINABILITY LINKED LOAN (SLL)

This past year, we have also successfully secured our first-ever sustainability-linked loan (SLL) amounting to USD 250 million. These loans are granted based on specific performance parameters related to decarbonization and safety. With our performance, we attracted lenders from major international banks from the Middle East & Far East.

DECARBONIZATION ROADMAP

We have a complete decarbonization roadmap planned, the details of which can be found in our TCFD report of FY 23: (https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2023/11/Vedanta-Aluminium_TCFD_2023_v12.pdf)

METRICS AND TARGETS

We have integrated climate-related risks and opportunities into our business across financial, operational, technological, and ESG performance areas. We employ various metrics to evaluate both current impacts and future implications of these factors.

In our commitment to achieving net-zero emissions, we have established specific targets aimed at mitigating the emissions generated by our activities. These targets are integral to our strategy for managing climate-related risks and opportunities. Through active emissions reduction efforts, we not only advance our sustainability goals but also strengthen our overall approach to managing climate change challenges.

SUMMARY OF OUR PROGRESS TOWARDS NET ZERO EMISSION BY FY 2050:

	SUMMARY OF PROGRESS IN FY 2024	TARGET FY 2024	TARGET FY 2025	TARGET FY 2050
(Scope 1+ Scope 2) GHG intensity	From 18.7 tCO2 e/T in FY 21 to 16.8 tCO2 e/T in FY 24 which is a reduction of 10.16% from the FY 21 baseline intensity*	17.79 tCO2 e/T from 18.7 tCO2 e/T in FY 21 baseline for our aluminium business.	16.6 tCO2 e/T from 18.7 tCO2 e/T in FY 21, leading to around 11% intensity reduction from FY 21 baseline for our aluminium business.	Become carbon neutral
Scope 1 Absolute emission	The absolute emission for aluminium business is 34.18 million tCO2e, an increase of 0.06% from FY 21 baseline while production volume increased. The absolute emission for power business is 5.99 million tCO2e.	The target for the aluminium business was 38.93 million tCO2e.	Vedanta Aluminium's target is 40.57 MT of CO2e emission (scope 1 and scope 2).	
Scope 2 Absolute emission	The absolute emission for aluminium business is 2.91 million tCO2e increase of 461 % from FY 21 baseline and 53% decreased from FY 23 baseline.	The target for the aluminium business was 1.21 million tCO2e.		
Scope 3 emissions	The absolute emission for aluminium business is 7.8 million tCO2e. The emission intensity for the aluminium business is 3.31 tCO2e/t of aluminium	Improving data availability for accurate calculation Estimation of Scope 3 emission for business.	10% reduction in Scope 3 emission intensity from FY 21 baseline	

*The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV.

SCOPE 1 AND SCOPE 2 EMISSIONS

We have been reporting our Scope emissions as per the GHG Protocol's Standards. This year we saw a reduction in our scope 1 and 2 emission intensities by 10.16% from the FY 21 baseline intensity and are well in line to achieve our target for FY 2025.*

BUSINESS		SCOPE 1 EMISSION (METRIC TONNES CO2 EQUIVALENTS)			
		FY 2023-2024	FY 2022-23	FY 2021-22	FY 2020-21
Aluminium Business	BALCO	91,37,379	82,74,647	93,14,128	93,41,202
	Jharsuguda	2,33,30,609	2,01,46,719	2,25,72,901	2,28,14,625
	Lanjigarh	17,19,740	18,56,600	17,85,313	20,09,699
Power Business	BALCO IPP	32,46,024	8,83,555	22,53,649	29,65,280
	Jharsuguda IPP	27,53,860	30,19,857	19,28,570	25,91,692
TOTAL		4,01,87,611	3,41,81,379	3,78,54,561	3,97,22,500

BUSINESS		SCOPE 2 (METRIC TONNES CO2 EQUIVALENTS)			
		FY 2023-2024	FY 2022-2023	FY 2021-2022	FY 2020-2021
Aluminium Business	BALCO	1,59,903	5,36,280	1,61,540	2,143
	Jharsuguda	27,42,953	56,38,230	20,31,140	5,10,860
	Lanjigarh	10,897	22,443	4856	6,595
Power Business	BALCO IPP	0	0	0	0
	Jharsuguda IPP	0	0	0	0
TOTAL		29,13,753	61,96,953	21,97,536	5,19,598

*The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV.

PLEASE NOTE:

We have used the following methodologies for collecting activity data and calculating emissions-

- IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- CO2 Baseline Database for Indian Power Sector
- IPCC Guidelines 2019 GHG Inventory. We calculate Scope 2 emissions using a location-based approach; therefore, there are no market-based emissions reported.

SCOPE 3 EMISSION

Due to the nature of our operations, many activities contributing to Scope 3 emissions occurs beyond our direct control. The following Scope 3 categories are significant to our business, and the estimated emissions from our value chain are summarized below.

BUSINESS	Scope 3 Emission (metric tonnes CO2 equivalents)					
	FY 2023-2024			FY 2022-2023		
Aluminium	Jharsuguda	BALCO	Lanjigarh	Jharsuguda	BALCO	Lanjigarh
	52,36,182	17,65,377	8,16,464	55,67,124	19,91,987	5,42,965
TOTAL*		78,18,023			81,02,077	

*Emission from BALCO are included in FY 22-23 which are from fuel (coal and HFO) combustion, calculated based on Sulphur content present in the fuel.

Scope 3 categories data

SCOPE 3 EMISSIONS	FY 2023-2024
Category 1 (purchased goods and services)	53,89,465
Category 3 (fuel- and energy-related activities)	17,91,306
Category 4 (upstream transportation and distribution)	3,04,669
Category 5 (waste generated in operations)	1,25,299
Category 6 (business travel)	746
Category 7 (employee commuting)	8,688
Category 9 (Downstream transportation and distribution)	1,97,850
TOTAL	78,18,023

NOTE- The Scope 3 accounting was prepared in accordance with the GHG Protocol's Scope 3 Value-Chain Accounting and Reporting Standard.

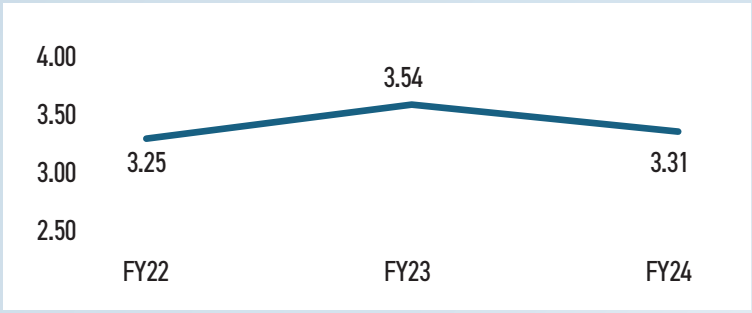
GHG EMISSIONS INTENSITY*

SCOPE 1 AND 2 EMISSION INTENSITY (TCO2E/MT)

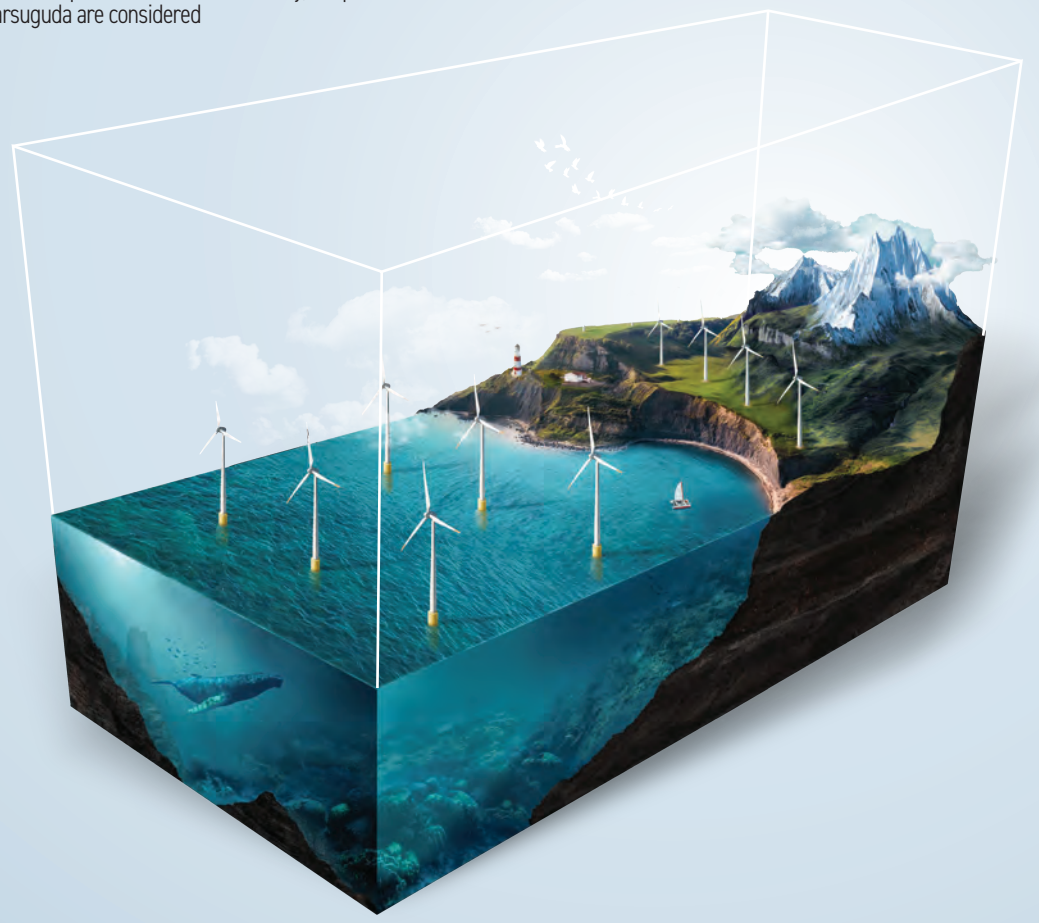
ALUMINIUM BUSINESS	FY 2023-2024	FY 2022-2023	FY 2021-2022	FY 2020-2021
BALCO	16.18	15.56	16.29	16.40
LANJIGARH	0.96	1.01	0.91	1.09
JHARSUGUDA	14.62	14.99	14.59	16.66
TOTAL	**16.8**	**17.10**	**16.78**	**18.70**

*The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV.

SCOPE 3 EMISSION INTENSITY*



*For the calculation of scope 3 GHG emission intensity, the production of aluminium at BALCO and Jharsuguda are considered



Vedanta Aluminium has implemented biomass use for power generation to reduce greenhouse gas emissions and promote use of renewable energy, aligning with its commitment to achieve Net Zero Carbon by 2050.



GOVERNANCE

Board Roles and Responsibilities

Our Board is responsible for overseeing all aspects of sustainability and risk management across the company including climate related business risk management. The board comprises members with expertise across various sectors such as resources, energy, finance, government, and public policy. They utilize their experience to assess how climate change could affect the company and its operations. They stay informed about the evolving climate change issues and international policy responses. With their collective knowledge and skills, they effectively allocate financial resources to create long-term stakeholder value, recognizing the importance of meeting stakeholder expectations, particularly regarding environmental and climate change related business and stakeholder concerns. The board also possesses a deep understanding of systemic risks and their potential effects on Vedanta's assets. To ensure well-informed decision-making, the board actively incorporates climate change science and expert advice into their considerations.

To cultivate a culture that prioritizes safety and sustainability, ESG has become a compulsory Key Performance Indicator (KPI) for all employees.

Further, The Group Director of ESG, Carbon & Social Performance regularly provides strategic guidance to ensure Vedanta's approach to climate change is aligned with its overall business strategy and policies.

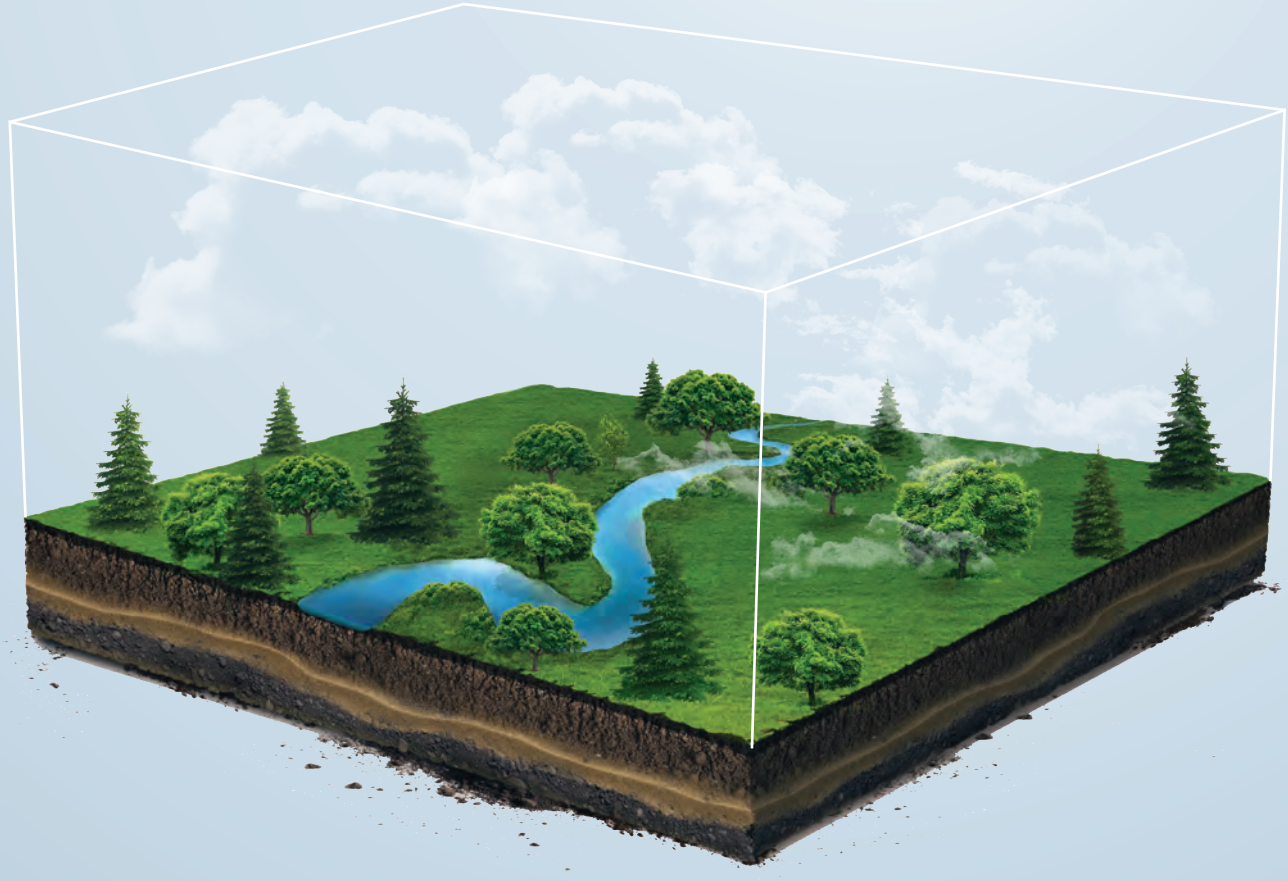
The Group Risk Management Committee meets at least four times annually to discuss risks and mitigation measures. This additional layer of support helps in ensuring the robustness of our framework at the level of individual businesses and maps Integration of Climate-related Financial Risk into Enterprise Risk Management

For Further details on our Governance structure to identify and mitigate climate-related risks and opportunities and its oversight refer our TCFD report, Page No 12-13 (https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2023/11/Vedanta-Aluminium_TCFD_2023_v12.pdf)

INCORPORATING SUSTAINABILITY AND CLIMATE-RELATED PERFORMANCE INTO MANAGEMENT COMPENSATION

We at Vedanta Aluminium have committed to reducing its greenhouse gas (GHG) intensity by around 11% by FY 2025 and 28% by FY 2030, compared to the FY 2021 baseline year. Our financial incentives are related to outcomes of climate-related goals and related KPIs. All employees are eligible for the short-term incentive plan and are held accountable for the Company's health, safety, and sustainability performance through Vedanta's performance-based compensation structure.

To cultivate a culture that prioritizes safety and sustainability, ESG has become a compulsory Key Performance Indicator (KPI) for all employees. Our KPIs are structured within a Scorecard framework, emphasizing the use of objective and transparent criteria that directly influence annual performance ratings and fixed compensation in our Long-Term Incentive Plans (LTIP), our ESG framework encompasses the integration of carbon footprint and fatalities. Carbon footprint accounts for 15% of the evaluation of our business operations (representing 40% of the total scheme weight), while an additional 10% payout boost is applied in the absence of any fatalities during the vesting period.



ENERGY MANAGEMENT

Vedanta Aluminium is one of the largest aluminium producers in India. The aluminium production process is highly energy-intensive, particularly during the smelting phase, where electricity consumption is significant. Effective energy management not only reduces operational costs but also minimizes environmental impacts, aligning with global sustainability standards and regulatory requirements. For Vedanta Aluminium, optimizing energy use is essential to maintain competitiveness, enhance profitability, and achieve long-term sustainability goals.

As a signatory to global benchmarks such as the Aluminium Stewardship Initiative (ASI) and the Confederation of Indian Industry (CII) Climate Action Charter, Vedanta Aluminium reaffirms its commitment to realizing Net Zero carbon operations. These initiatives not only benchmark industry best practices but also strengthen the company's long-term competitiveness and sustainability targets. We have joined International Aluminium Institute (IAI) towards strengthening our unwavering commitment to advancing sustainability within the aluminium industry. In this pursuit, we are also focused on leveraging the latest innovations and technology to enhance our operations.

Resource conservation is central to our operational strategies. We understand the exhaustive nature of non-renewable resources and constantly strive to meet our needs through renewable sources throughout our operations wherever economically possible. We stay committed with our efforts towards reduction in overall energy consumption, improvement through energy efficiency and integration of clean energy sources. We have adopted a well-formulated strategy to meet our goals of energy management. To reach these goals, we set well-defined targets for energy efficiency, which is followed by regular performance reviews by the top management.

At Vedanta, we emphasize sustainability and responsible business practices, crucial given the energy-intensive nature of aluminium production. By focusing on renewable energy sources, we aim to minimize our carbon footprint and mitigate climate change related business impacts. This transition is key to achieving long-term sustainability goals and enhances operational efficiency and resilience against energy price volatility. Our renewable energy initiatives support GHG reduction targets, significantly lowering emissions and contributing to global climate efforts. Committing to 100% renewable energy by 2050 aligns with global climate goals and reflects our dedication to reducing greenhouse gas emissions and promoting sustainable development.

OUR TARGET METRICS

SUSTAINABILITY STRATEGY GOALS				STATUS	SUMMARY OF PROGRESS FY 2024
FY 2024 Target	FY 2025 Target	FY 2030 Target	FY 2050 Target	On Track	3.7% of total energy procured across all BUs (Business Unit) was renewable energy.
3.52% of power requirement of the Sector to be met through renewable energy	7% of power requirement of the Sector to be met through renewable energy.	30% of power requirement of the Sector to be renewable energy	Become carbon neutral		
	Enter PDA for 400 MW of Power and use of 400 MW of RE power	Installation and use of 1500 MW of RE power			1.3 billion units of renewable energy consumed

ENERGY CONSUMPTION

We meet our energy consumption needs through a mix of renewable and non-renewable sources. Throughout our business operations, we aim to reduce our energy consumption and set yearly targets. Our annual energy consumption target for FY 2023-2024 was 93.6 million MWH. The reporting period witnessed a total consumption of 95.7 MWH of energy.

The energy consumption target for aluminium business is 93.6 million MWH for the year 2023-2024.

RENEWABLE AND NON-RENEWABLE ENERGY CONSUMPTION FY 2023-2024 (UNIT MWH)

Business	JSG	BALCO	LNJ	TOTAL
Total non-renewable energy consumption	63,886,444.14	24,997,684	5,547,402	94,431,531
Total renewable energy consumption	1,056,000.00	237,118	1,541	1,294,659
Total energy consumption	64,942,444.14	25,234,802	5,548,944	95,726,190
Data coverage (as % of denominator)	100	100	100	100

ENERGY INTENSITY

We continue to take efforts to reduce our impact on the environment in every feasible way. Our focus on reduction in energy intensity is one such domain. The table below illustrates the decline in energy intensity for our aluminium business. Major reasons for decline in energy intensity are the execution of several energy-saving projects and operational improvements.

BUSINESS	UNIT	FY 2023-2024 (GJ/Production Output)	FY 2022-2023 (GJ/Production Output)	FY 2021-2022 (GJ/Production Output)	FY 2020-2021 (GJ/Production Output)
Aluminium Business (Excluding CPP Power energy consumption)	BALCO	52.62	52.49	51.76	52.16
	Lanjigarh	7.28	7.17	7.15	7.22
	Jharsuguda	51.47	51.97	52.59	53.04
Power Business	BALCO IPP	11.59	10.06	10.82	10.3
	Jharsuguda IPP	9.97	10.16	10	9.99

COMMITMENT TO CARBON REDUCTION AND ENERGY EFFICIENCY

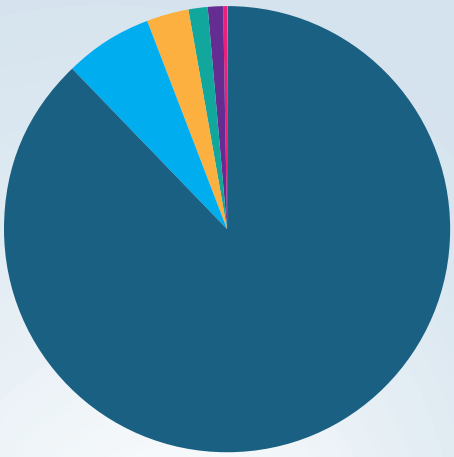
We are committed to reducing the carbon footprint of our operations through eco-efficiency and the adoption of renewable energy sources wherever feasible. During this reporting period, we have implemented several energy conservation measures, including the installation of graphitized cathode enhancements, deployment of Vedanta pot controllers, reduction of Specific Coal Consumption in our power plants, and optimization of processes in our smelting operations. These efforts have resulted in significant energy savings totalling 1.3 Mn GJ through various energy efficiency initiatives.

ENERGY INITIATIVES

Energy conservation plays a critical role in advancing our sustainability goals at Vedanta Aluminium. Not only does it significantly reduce greenhouse gas (GHG) emissions, but it also provides substantial financial benefits. Energy costs typically represent about 30% of our operational expenses. Therefore, implementing effective energy conservation measures can lead to considerable cost savings. By focusing on reducing energy consumption, we can lower our energy bills, enhance operational efficiency, and strengthen our financial performance. This approach not only supports our commitment to environmental sustainability but also contributes positively to our bottom line.

PERCENTAGE CONTRIBUTION OF FUELS

PURCHASED BLACK POWER	6.56%
HFO	2.88%
LDO	1.01%
GREEN POWER	1.49%
BIOMASS	0.08%
COAL	87.84%
OTHERS	0.17%



At Vedanta Aluminium, energy conservation is a top priority. We conduct comprehensive energy audits across all our operations to identify opportunities for improvement and continuously monitor and review progress with senior management. We are committed to achieving our energy conservation goals for FY 2024 through several notable energy conservation projects. These projects reflect our dedication to reducing energy consumption and enhancing operational efficiency.

HERE ARE A FEW KEY INITIATIVES

LOCATION	ACTIVITY	ANNUAL SAVINGS (GJ)
BALCO	Cathode relining with cu-insertion	5055
	Graphitization of cathodes	9216
Lanjigarh	Junior APH replacement in Boiler 1	146858
	Boiler#3 APH bank replacement	146858
	Calciner-1 refractory replacement and stabilization	85313
Jharsuguda	Graphitized pots installation at potline	98378
	Reduce the cathode voltage drop	56014
	VLD implementation in pots	35554

ENERGY EFFICIENCY TRAINING INITIATIVE

Vedanta Aluminium has implemented a comprehensive energy efficiency training initiative across its operations, engaging over 700 employees and conducting specialized webinars, to enhance awareness and optimize energy use, while adhering to international standards such as ISO 50001 for Energy Management.



Vedanta Aluminium has made significant advancement towards sustainability by expanding its fleet of electric lithium-ion forklifts to forty-four units. These forklifts are now operational across the company's facilities in Odisha and Chhattisgarh. This expansion includes the commissioning of India's first 10-ton electric lithium-ion forklift at the Jharsuguda smelter, as well as the introduction of 3-ton and 5-ton electric forklifts at the Lanjigarh alumina refinery and BALCO in Korba. In collaboration with our business partner, this initiative is a major step towards decarbonizing Vedanta Aluminium's industrial vehicle fleet. The new green energy forklifts, with their advanced battery charging capabilities, enhance operational efficiency and contribute significantly to reducing carbon emissions and fuel consumption. This initiative supports Vedanta Aluminium's ambitious goal of achieving net-zero carbon emissions by 2050.

KEY BENEFITS

CO2 EMISSION REDUCTION: Approximately 1,600 tonnes of CO2 emissions reduced annually.

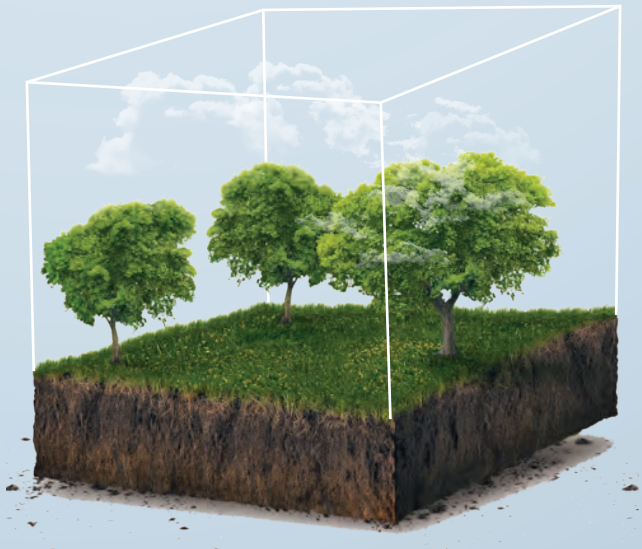
DIESEL SAVINGS: Over 510,000 litres of diesel saved per year.

SMART FLEET MANAGEMENT: Enhanced safety and efficiency through an IoT-based 'Smart Fleet Management' system.

AIR EMISSIONS & QUALITY

Clean air is a fundamental human right, yet air pollution remains a significant global threat to health. It is the leading environmental risk factor for health, contributing to non-communicable diseases (NCDs) such as heart attacks and strokes. According to the World Health Organization (WHO), air pollution is responsible for 7 million premature deaths annually, with millions more suffering from illnesses caused by breathing polluted air. Air emissions and quality are crucial to Vedanta Aluminium due to their impact on health, regulatory compliance, and the environment. Reducing emissions protects the health of our employees and nearby communities, helping to prevent pollution-related illnesses. Compliance with local and national regulations is essential to avoid fines and operational disruptions.

At Vedanta Aluminium, we are unwavering in our commitment to identifying and effectively managing atmospheric emissions from all point and area sources, especially those related to combustion. We are dedicated to improving air quality within our airshed. To achieve this, we rigorously monitor ambient air quality and stack emissions, tracking all parameters prescribed by authorities, including Particulate Matter (PM), Sulfur Oxides (SOx), and Nitrogen Oxides (NOx).



MANAGEMENT APPROACH

We employ a range of strategies to reduce emissions from our operations, including process optimization and the adoption of cleaner technologies. In our thermal power plants, we have installed hybrid electrostatic precipitators followed by bag filters in the stacks to minimize particulate matter emissions. Our aluminium smelters are equipped with high-efficiency fume treatment systems to mitigate fluoride emissions.

We have implemented multiple interventions at source points to address fugitive emissions, such as closed conveying facilities for CP Coke, Alumina, Coal, Ash, and other raw materials transfer, as well as bag filters and dust collection systems in all conveying facilities and transfer points. Additionally, we use laser and cassette-based fugitive fluoride monitoring systems in potlines.

Our comprehensive air quality control programmes ensure adherence to pollutant dispersion standards and regulations set by local and national regulatory bodies. Complying with the revised emission norms for coal-based thermal power plants set by the Government of India, our power plants are slated to implement Flue Gas Desulphurization (FGD) systems soon to reduce SOx emissions.

PFC EMISSIONS

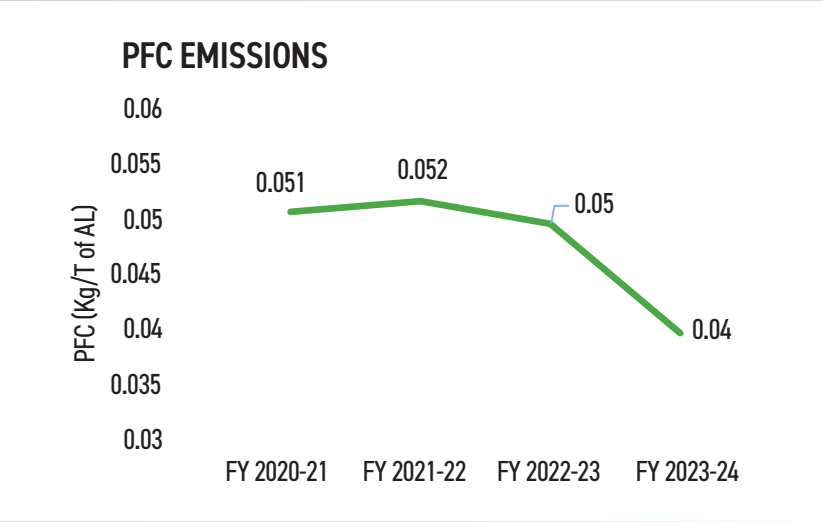
Primary aluminium production is a significant human-made source of emissions, particularly from two perfluorocarbons (PFCs): tetrafluoromethane (CF4) and hexafluoroethane (C2F6). We had set a target to limit PFC emissions to 0.09 kg per metric tonne of aluminium produced, and our actual performance reached 0.04 kg per metric tonne due to improved process control as result of installation of advance pot controllers at our smelter potlines. Moving forward, we are focusing on process optimization and improving controls to reduce these emissions even further.

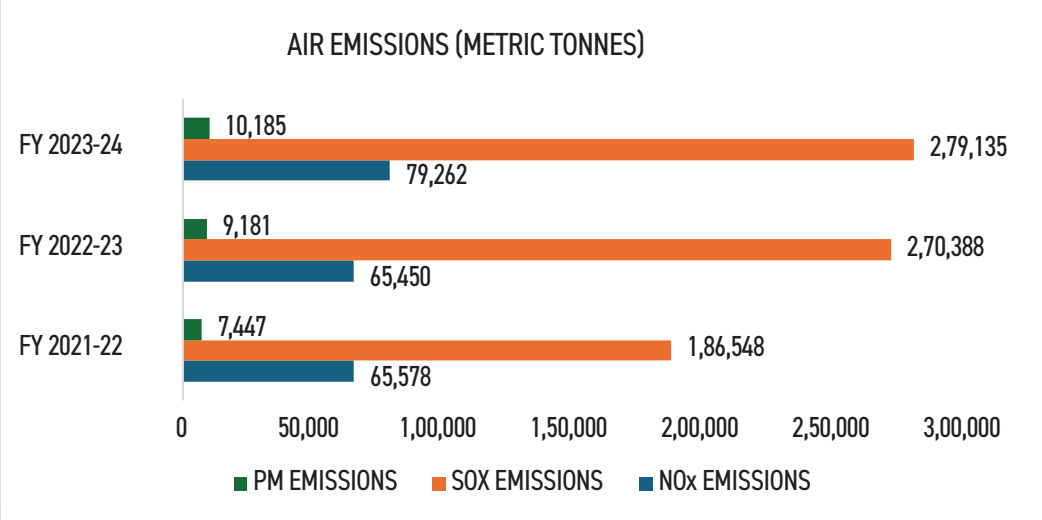
OUR TARGET METRICS

SUSTAINABILITY STRATEGY GOALS 2024 PFC EMISSIONS TARGET	STATUS	SUMMARY OF PROGRESS IN 2024
Limit PFC emission to 0.09 kg per metric tonne.	On Track	PFC performance reached 0.04 kg per metric tonne during the year.

DIRECT PFC EMISSIONS	UNIT	FY 2023-24		FY 2022-23		FY 2021-22		FY 2020-21	
BU		JSG	BALCO	JSG	BALCO	JSG	BALCO	JSG	BALCO
Direct PFC emissions	kg PFC/ MT	0.05	0.02	0.05	0.04	0.07	0.02	0.07	0.04
TOTAL	kg PFC/MT	0.04		0.05		0.052		0.051	

The air emissions for this reporting period are depicted below.



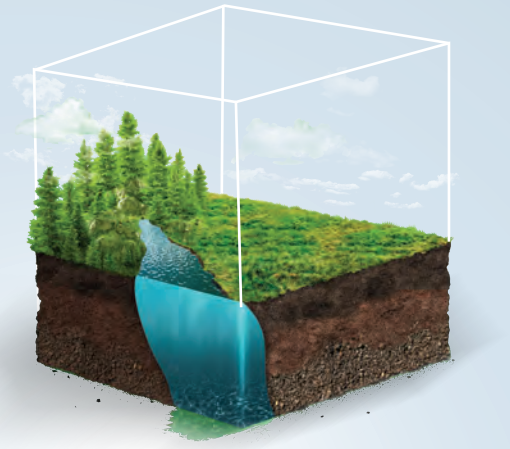


INTERVENTIONS TO ENHANCE AIR QUALITY

Effective management of fugitive dust is crucial, as improper handling of ash, including fly and bottom ash, can lead to significant environmental and health concerns. Untreated ash can dry out and disperse easily, generating fugitive dust that negatively impacts air quality in neighbouring areas.

To address these issues, we have implemented various measures at our ash management facilities. These include the use of soil and plant cover, frequent watering and movable mist cannons, all in accordance with our internal standards and local regulations. Additionally, our ash conditioner features an integrated water sprinkling system, and our coal yards are equipped with water sprinkling systems with rotating nozzles to minimize the release of contaminants into the surrounding air.

WATER MANAGEMENT



Water is an essential natural resource for people, communities, and the environment, and it serves as a fundamental component of natural capital utilized in various business activities. Natural resource crises, including water scarcity, rank among the top ten global risks according to the World Economic Forum's 2024 Global Risks Report.

For a company like Vedanta, operating in resource-intensive sectors, water consumption and water quality are critical priorities. Vedanta acknowledges the importance of responsible water management to safeguard water resources for communities. This includes protecting water quality downstream of our operations, optimizing water use efficiency, promoting recycling, and striving for zero liquid discharge within our facilities.

MANAGEMENT APPROACH

Our Water Management Policy focuses on efficient water use, encourages increased water reuse/recycling, and aims for zero liquid discharge from our operations. It guides our water stewardship efforts in alignment with our commitment to UN SDG-6: Clean Water and Sanitation. Ensuring clean and adequate water is essential for the survival of our host communities and the ecological integrity of surrounding areas.

Given that our smelting and mining operations require significant water resources, we recognize the need for a robust water management system that secures our business interests and meets stakeholder expectations. Availability of sufficient, high-quality water is a crucial consideration influencing our decisions and investments across current and future projects.

OUR TARGET METRICS

VAL is committed to responsible management of water resources, and to protecting water quality and water availability where we operate. The following table summarizes our performance against our sustainability strategy and goals.

SUSTAINABILITY STRATEGY GOALS	FY 2030 TARGET	STATUS	SUMMARY OF PROGRESS IN FY 2024
FY 2024 Target: Our net freshwater withdrawal target was 100 million m3	The Company's goal is to become water positive by FY 2030. We are aligned to the vision and intend to support in the materialisation of the goal by growing our business but not the water footprint over FY 2021 baseline.	On Track	Freshwater withdrawal is 99.11 million m3 compared to 96.19 million m3 last year for Aluminium business.

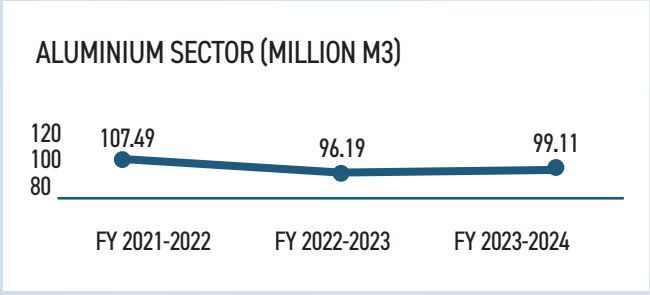
WATER-RELATED COMPLIANCE

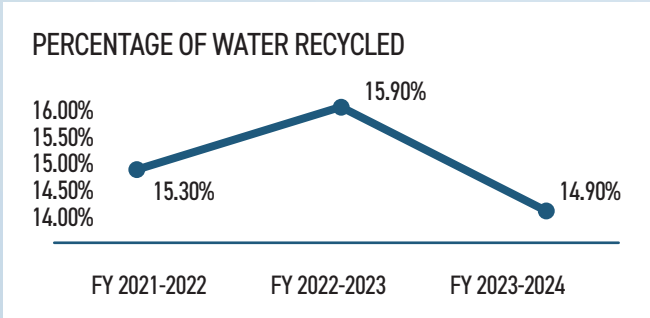
We assess the seriousness of environmental incidents by considering their potential impacts on the environment, safety, community, reputation, and finances. According to our incident severity criteria, there were no significant water-related environment or social incidents in the year 2024.

OUR WATER PERFORMANCE

We source our water from licensed local surface water supplies. Our longstanding commitment involves ensuring that no wastewater is discharged beyond our plant boundaries; instead, all wastewater is recycled within our facility. We are fully committed to upholding this zero-water-discharge legacy. The following graphs depict the freshwater consumption and share of recycled/ reutilised water of the operating portfolio of our Aluminium Sector.

FRESHWATER WITHDRAWAL ACROSS OUR SECTOR





OUR RECYCLING INITIATIVES AND ACHIEVEMENTS IN FY 2023-24

In the fiscal year 2023-24, Vedanta Aluminium Business reached a significant milestone by recycling an impressive fifteen billion litres of water. This aligns perfectly with the Company's commitment to becoming Net Water Positive, wherein we concentrate on leveraging advanced technologies and engaging with community to drive water sustainability practices, aligning with the UN Sustainable Development Goal for Clean Water and Sanitation.

WATER RISK ASSESSMENT

Each of our Business Units has conducted a water screening assessment to identify regions with critical water significance and sensitive aquatic habitats. These assessments also evaluate water availability and the dependency of our operations on shared water sources.

Regular water risk assessments are standard practice across all our operations to gain a comprehensive understanding of water-related business risks. These evaluations help us anticipate potential environmental and social risks associated with water scarcity. Subsequently, we design and put into action tailored water risk management plans for each of our facilities. Our assessments have utilized insights from the World Resource Institute's (WRI) Aqueduct Global Water Tool. A significant finding from these assessments is that our facilities in Lanjigarh and BALCO is situated in an area marked as high water-stress according to Aqueduct Water Risk Atlas. This highlights potential environmental and social risks due to declining water availability in the medium-term.

In addition to current assessments, we have conducted future analyses of water stress. This involves measuring the ratio of water demand by human society to available water resources under continued business operations across all our facilities.

Zero water-related incidents

INPUT ADDRESS	LATITUDE	LONGITUDE	MAJOR BASIN	MINOR BASIN	STRESS	DEGREE OF FUTURE WATER STRESS (2030)
Jharsuguda, Odisha, India	21.8554375	84.0061661	Mahanadi	Hirakud Reservoir	Low (<10%)	Low (<10%)
Korba, Chhattisgarh, India	22.3594501	82.7500595	Mahanadi	Hasdeo	High (40-80%)	High (40-80%)
Lanjigarh, Odisha, India	19.7096	83.3669181	India Northeast Coast	Tel river	High (40-80%)	High (40-80%)

NO. OF PRODUCTION PLANTS IN WATER-STRESSED AREAS FOR FY 2024	2
TOTAL NO OF PRODUCTION PLANTS IN FY 2024	2
% OF PRODUCTION PLANTS IN FY 2024 IN WATER-STRESSED AREAS	66
% OF COST OF GOODS SOLD (COGS) IN FY 2024	23

In response to the situation, we have implemented several measures at our facility, focusing primarily on improving water efficiency and maximizing the reuse of surface water runoff, especially during the monsoon season. We have constructed substantial reservoirs on-site to store and process water. These reservoirs now serve as the main collection points for both effluent and significant surface runoff during rainy periods. Our initiative aims to conserve water resources, minimize environmental stormwater discharge, and regulate the intake of fresh water by restricting its use for makeup purposes in our operational systems during this period. As a result of these efforts, we have achieved annual savings of approximately 3.8 million M3 of water.

ADDRESSING CLIMATE CHANGE IMPACTS AND WATER RESILIENCE IN OUR COMMUNITIES

Vedanta Aluminium has taken steps to mitigate the impact of climate change, including conducting flood assessments and devising strategies for extreme rainfall and flash flood events, and is also working to improve water management efficiency and ensure access to safe drinking water in local communities through training programmes and an Integrated Watershed Management Programme.

INTEGRATED WATER STEWARDSHIP AND COMMUNITY ENGAGEMENT

At Vedanta Aluminium, we recognize the critical importance of water, given its profound social, economic, environmental, and cultural significance, particularly amid global concerns over water scarcity. We are committed to complying with relevant national, regional, and local water regulations (refer to our water policy for more details) Vedanta Aluminium prioritizes water conservation, optimizing water usage and recycling/reusing water wherever possible. Our Water Management Standard aligns with ICMM's water stewardship principles, involving systematic monitoring and forecasting. We regularly track water levels, monitor regulatory changes, and conduct scenario analysis to assess potential impacts. We collaborate with stakeholders, including local communities, governments, and regulatory authorities, to ensure transparency and balance decision-making. Our community development programs focus on sustainable development, integrating the needs of water users, local communities, and stakeholders. We maintain open communication, provide safe drinking water and sanitation facilities, and promote sustainable agricultural practices, such as drip irrigation and rainwater harvesting. 60 ponds/ water harvesting structures were created in the reporting year.

EFFECTIVE GRIEVANCE MANAGEMENT FOR STAKE-HOLDER CONCERNS

We operate a grievance management system that involves the collection and monitoring of grievances concerning a wide range of issues, including conflicts with stakeholders and water availability concerns. These grievances are gathered through multiple channels, such as at our plant entrances, anonymous phone calls, or email submissions and address appropriately through the unit level grievance committee.

Water is a material issue that significantly influences our operations and has extensive implications for our products, services, and supply chain. We also engage with our supply chain towards effective management of water.



THE WATER CONSERVATION INITIATIVES BY VEDANTA ALUMINIUM

EFFICIENCY ENHANCEMENT

• Improved Return Condensate to 93% and use of cooling water in vacuum pumps at Lanjigarh.

• Implemented a stormwater utilization system to enhance the use of recycled water.

• Utility Cooling Tower Efficiency improvement and blow down reduction at Jharsuguda and Lanjigarh.

• Increased use of RO Water at BALCO to reduce freshwater.

• Commissioning of Clarifier & Filtration System at BALCO to reuse 200 m3/hr of water.

• Fire Water Line Leakage arrest at Jharsuguda, BALCO and Lanjigarh.

• Effective utilization of the power plant treated effluent in multiple operations.

• Deployed IoT-based technology to monitor real-time water quality parameters in power plant in Jharsuguda.

• We are committed to enhancing water efficiency in our operations, implementing employee training on water management practices like SOP for Water Circulating System and Nozzle Checking.

Successfully recycled over 15 billion litres of water across operations, equivalent to approximately 6,000 Olympic-size swimming pools.

INTEGRATED WATERSHED MANAGEMENT PROJECT

• Sangam Project: Integrated Watershed & Livelihood Initiative in Lanjigarh, Kalahandi District, Odisha.

The project aims to contribute towards development of the vulnerable communities surrounding Vedanta's factory site and create a road map for improving socio-economic status of the target communities. The overall goal of the project is to enhance the socio-economic conditions of the rural community through systematic management of natural resources and providing livelihood enhancement opportunities. The specific objectives of the project are as follows.

• To augment ground water through artificial recharge/rainwater harvesting using watershed approach.

• To reduce the risk of extreme climate events through promotion of climate resilient agriculture practices for sustainably increasing farm productivity and income.

• To create and renovate the water and sanitation facilities in the project villages for providing clean and hygienic environment.

• To promote clean/renewable energy for reducing dependency on traditional energy and conserve the environment by increasing access to clean and cost-effective energy in the rural areas.



• To enhance the livelihood by creating income generation opportunities for the marginal farmers, landless farmers and youth through farm and non- farm sector interventions and promoting indigenous cultivation of forest produce

• To ensure the improvement in livelihood conditions of poor families by graduating them from income generation activities to micro enterprises.

• Irrigation provided to over 3,500 acres of land.

• Benefits over 22,000 people with improved water access.

Restored over 60 water bodies in rural communities within operational areas, including:

• 47 water bodies in Korba, Chhattisgarh

• 10 water bodies in Jharsuguda, Odisha

• 3 water bodies in Lanjigarh, Odisha

Rainwater Storage Facilities at Jamkhani Mines, Jamkhani, Sundargarh, Odisha.

• Captures and conserves rainwater.

• Supports groundwater recharge.

• Ensures water availability during dry periods.

ACHIEVED WATER RECYCLE OF

3.68 billion litres at Lanjigarh | 7.05 billion litres at Jharsuguda | 4.45 billion litres at BALCO

Total Impact of water saving initiatives is 15 billion litres.



BIODIVERSITY

We are dependent on healthy ecosystems to run a successful business and we recognise our responsibility to effectively mitigate the impact of our operations on nature.

Biodiversity loss and ecosystem collapse represent one of the fastest rising global risks, with severe impact on the planet. Mining activities can have direct and indirect impacts on biodiversity and ecosystems.

In a 2022 article by the World Economic Forum titled "Biodiversity Loss and the Threat of National Insolvency," predicts a global loss of forty-six million hectares of wilderness by 2030 if ecosystems continue to degrade.

As global awareness of biodiversity's importance grows, the link between biodiversity and business becomes more apparent. Vedanta will provide transparency on how we depend, impact, and provide opportunities for nature.

MANAGEMENT APPROACH

The mining and metal industry has a significant impact on biodiversity and ecosystem services, especially due to the scale and locations of operations near ecologically diverse regions. At Vedanta Aluminium, we prioritize biodiversity conservation and are committed to Zero Harm, focusing on protecting biodiversity and mitigating any adverse effects of our activities. Our Biodiversity Policy pledges not to engage in exploration or mining in World Heritage sites and respects all legally designated protected areas, including those under IUCN categories Ia, Ib, II, III, or IV.



Our Companywide Guidance Note on Biodiversity Management reinforces the Vedanta Biodiversity Management Technical Standard, integrating biodiversity and ecosystem service management into decision-making for new and existing projects operations. Equitable consumption and resource conservation are fundamental to Vedanta. We lead efforts to build a sustainable ecosystem, integrating biodiversity management principles to address ecological concerns and contributing to UN's SDG 15.

We, at Vedanta Aluminium, are committed to revitalizing biodiversity and ecosystems, guided by the principles of NO NET LOSS (NNL) in preserving significant biodiversity value. We engage stakeholders in these efforts as part of potential closure plans for our operations, should such plan become necessary. It is important to highlight that our smelter operations, unlike mining, are designed for indefinite operation without the need for closure. The Aluminium Sector is dedicated to achieving NNL implementation by FY 2050 or even earlier, aligning with our business plan. Our commitment to biodiversity transcends our organisational boundaries, extending throughout our entire value chain. These principles are rigorously reviewed during the onboarding of new suppliers.

We strictly adhere to forest laws and policies, upholding our commitment to restoring any lost value through reforestation, which supports our goal of achieving a no-deforestation approach. We remain committed to rehabilitating any areas affected or disturbed by our operations while actively conserving biodiversity value. Our overarching commitment to Zero Harm, which encompasses both people and the environment, serves as a powerful driver in our pursuit of No Net Deforestation. This commitment underscores our belief that biodiversity management is a fundamental aspect of our broader environmental stewardship efforts.

In addition to managing biodiversity at our own operations, we are committed to protection and management of biodiversity in our supply chain.

OUR TARGET METRICS

The following table summarizes our performance against our goals for biodiversity conservation and reclamation.

OUR TARGET METRICS ESG KPIS (Key Performance Indicators)	SUMMARY OF PROGRESS FY 2024	TARGET FY 2025	TARGET FY 2030
HABITAT RESTORATION (HECTARES)	888.5	938.5	998.5
Chotia	327	377	377
Kawardha	211	211	211
Mainpat	350.5	350.5	350.5
Jamkhani	0	0	60.5

MANAGING BIODIVERSITY RISKS

Managing biodiversity risks is crucial for natural resources companies like ours. These risks stem from ecosystem degradation and disturbance, posing concerns for various stakeholders. We are committed to minimizing our biodiversity impact including in our supply chain, given heightened environmental awareness around conservation and pollution prevention. Biodiversity risk management is integral to our overall risk management framework. This ensures a comprehensive approach to identifying and addressing potential impacts in adjacent areas to our operations, as well as upstream and downstream activities. We actively monitor and mitigate these risks, fostering sustainable and responsible resource utilization and conservation practices.

The Vedanta Biodiversity Management Standard draws from the International Finance Corporation's (IFC) Performance Standard 6, which focuses on biodiversity conservation and sustainable management of biological resources.

The outcomes of these rigorous assessments are integral to updating our Biodiversity Management Plans (BMPs) for all main sites, ensuring we effectively manage and mitigate biodiversity risks across our operations.

STAGE 1: Biodiversity Risk Screening

Biodiversity risk screening aims to identify sensitive biodiverse areas within both core and buffer zones that could potentially be impacted by our operations, either directly or indirectly. These impacts typically fall into two categories: habitat-related and species-related. Our risk assessment follows a location-specific approach.

Based on the screening and evaluation, the site-specific Biodiversity risk is carried out and mitigation hierarchy developed.

STAGE 2: Biodiversity Risk Assessment

The process of assessing risks and impacts is critical for evaluating the potential effects of project construction and operations. During this stage, Biodiversity risk is identified through publicly available biodiversity risk assessment tools, secondary literature, site specific surveys and stakeholder consultations to get the localized insights.

Recently, we completed a thorough assessment of our biodiversity impact across all sites, conducted by a third party. For these assessments, we utilized tools such as the UN Environment Programme's Integrated Biodiversity Assessment Tool (IBAT) or the Species Threat Abatement and Restoration (STAR) metric. These tools enabled us to screen for risks and identify priority sites where business and nature intersect. Subsequently, site-specific assessments were conducted to pinpoint sensitive habitats, important bird areas, and biodiversity hotspots.

STAGE 3: OUR BIODIVERSITY MANAGEMENT PLAN (BMP)

As part of our commitment to achieving No Net Loss (NNL) of biodiversity, we have updated our Biodiversity Management Plans (BMPs) to specifically address biodiversity risks based on their potential impact. We rigorously monitor compliance with these plans across all our sites and are committed to their complete implementation by 2030.

Factors considered while developing the BMP were about the business impact on the biodiversity including species, habitats, overall biodiversity values, and ecosystem services. Notably, our aluminium smelter operations in Jharsuguda and BALCO operate in areas that have undergone prior modifications, resulting in minimal impact on biodiversity. Additionally, our alumina refinery in Lanjigarh was developed as a greenfield project and is situated away from critically biodiverse areas.

IUCN SPECIES AROUND OUR BUSINESS OPERATIONS

Below is a table listing species identified by the International Union for Conservation of Nature (IUCN) in the vicinity of our operations.

CRITICALLY ENDANGERED	ENDANGERED	VULNERABLE	NEAR THREATENED
NIL	Here are eleven endangered species: 1. Dhole 2. Asian Elephant 3. Teak 4. Indian Softshell Turtle 5. Yellow Monitor 6. Black-bellied Tern 7. Pallas's Fish Eagle 8. Egyptian Vulture 9. Indian Skimmer 10. Indian Pangolin 11. Tiger	Here are nine vulnerable species: 1. Leopard 2. Sloth Bear 3. Sambar 4. Gaur 5. Four-horned Antelope 6. King Cobra 7. Indian Satinwood tree 8. Indian star tortoise 9. Sambar deer 10. Ashoka tree	Here are two near-threatened species: 1. Bengal Monitor Lizard 2. Rock Python

MITIGATION HIERARCHY

Biodiversity Management plans are developed as per mitigation hierarchy to manage the biodiversity risk.
Below table provides generic approach developed under mitigation hierarchy to manage our biodiversity risk.

AVOID	• Zero liquid discharge in Water Management policy to prevent pollution of water bodies • No exploration or mining in World Heritage sites and respect all legally designated protected areas, including International Union for Conservation of Nature (IUCN) category Ia, Ib, II, III or IV protected areas. • Technical Standard aims in place to facilitate the integration of biodiversity and ecosystem service management into the decision-making processes for new and existing projects and/or operations. • SOPs to prevent introduction of invasive species during movement of vehicles and goods
MINIMIZE	• EMP to minimize air, noise, water, soil pollution • Greenbelt development to attenuate pollutants • Regular review compliance to Biodiversity Management Plans for all our sites
RESTORE	• Plantation of native and endangered species • Removal of invasive species • Restoration of water bodies • Committed to rehabilitate any affected / disturbed area due to our operation and conserve biodiversity value
OFFSET	• Expansion of vegetative cover in barren/degraded lands • Development of community land with medicinal plantation towards enhancing local biodiversity, in consultation with community • Plantation of native species as a part of the progressive
TRANSFORM	• Conservation of endangered fauna • Conservation centres for endangered plants • Wildlife rescue support • Support in prevention of forest fires • Livelihood improvement and engagement with local community • Public awareness campaigns • Capacity building for forest personnel • Bamboo fodder development

Biodiversity Assessment Outcome

PARTICULARS	Number of sites	Area (Hectares) JSG	BALCO	LNJ
A) OVERALL Total number of sites and the total area used for operational activities	3	1173.97	1,099.98	833.31
B) ASSESSMENT Biodiversity impact assessments conducted for sites used for operational activities in the past five years	3	1173.97	1,099.98	833.31
C) EXPOSURE Sites assessed that are near critical biodiversity, and total area of these sites	3	0	0	0
D) MANAGEMENT PLANS Of those sites near critical biodiversity, sites that have a biodiversity management plan, and area covered by these biodiversity management plans	3	0	0	0

STAGE 4: Biodiversity Management Plan Implementation and Monitoring

We develop site-specific, customized protocols for monitoring and managing biodiversity and ecosystem services, which continuously evolve as we assess and refine our Biodiversity Management Practices (BMP) and procedures. Each Vedanta site establishes performance indicators aligned with corporate and legal requirements, referencing the GRI Mining and Metals Performance Indicators.

Monitoring of BMP Involves:

- Collection of data on the implementation of activities and outputs, according to the action plan.
- Collection of data on the delivery of results and impacts according to the indicators identified in the logical framework/monitoring and evaluation activity/programme.
- Collection of data on the indicators specified in the BMP.



VEDANTA ALUMINIUM ANNOUNCES SIGNIFICANT AFFORESTATION EFFORTS ACROSS ITS OPERATIONS

Vedanta Aluminium has undertaken extensive efforts to preserve ecology around its operations, completing afforestation on 150 hectares of reclaimed ash dykes at BALCO and planting vulnerable tree species using the Miyawaki method in Odisha. With a mission to achieve "No Net Loss" (NNL) of biodiversity and strive towards a "Net Positive Impact" (NPI), we have established an "Avian Arena" in our Vedanta township, featuring fruit-bearing trees and flowering species, and installed bird boxes and bird baths, providing shelter and water sources for avian friends. Our efforts have also included planting 200,000 saplings over 150 hectares, preserving biodiversity in Odisha's Kalahandi district, surrounded by the Vamsadhara and Tel River basins, and supporting butterfly conservation with a butterfly park in Odisha, Jharsuguda, with a focus on protecting species such as the Oriental Pied Hornbill, various Flycatcher species, Steppe Eagle, Indian Peafowl, Black-naped Oriole, Oriental Scops-owl, Pied Cuckoo, Common Blue Kingfisher, Common Quail, Wagtails, and Bee-eaters.

Towards conserving bird biodiversity, we have established birdhouses, artificial nests, and bird baths across our industrial facilities and residential areas. Additionally, Vedanta Aluminium Business Units are establishing fruit orchards, cultivating gardens with medicinal plants, rejuvenating butterfly parks, and implementing other biodiversity-focused initiatives.



LAND REHABILITATION AND RECLAMATION

Vedanta Aluminium currently manages four mining operations Chotia – I, Kawardha, Mainpat, and Jamkhani, which began operations this year. Chotia – II mines are currently under care and maintenance. At our Chotia - I coal mine; mined-out areas have been reclaimed using ash generated from our operations. Simultaneously, at our bauxite mines in Mainpat and Kawardha, mined-out areas are being backfilled with overburden.

In our commitment to progressively rehabilitate mined-out areas in our bauxite mines, we have planted over 1.3 million saplings of native species across these mines including 40,291 trees specifically in Jamkhani (details provided in the table below). Additionally, we have implemented water storage and ground recharging structures to protect and enhance biodiversity in these areas, supporting aquatic and avian life. As a result, a diverse array of local and migratory bird species, mammals, reptiles, amphibians, and butterflies now thrive in our mining areas.

To mitigate the risk of surface run-off, especially during the monsoon season, we have implemented various measures across our mining operations. These include constructing garland drains, check-dams along the peripheries of the mines, and diversion drains ahead of the mining areas. These infrastructure developments are crucial for managing water flow effectively and preventing erosion. All activities aimed at biodiversity conservation, such as tree plantation, and the construction and maintenance of water ponds, reservoirs, and check-dams, are conducted in close consultation with our local stakeholders. Our rehabilitation efforts align with our mine closure plan, and we are currently overseeing three of our non-operational mines while monitoring the increase in biodiversity values within these areas.

(In Hectare)

Parameter	Chotia – I Mines	Chotia – II Mines	Kawardha Mines	Mainpat Mines	Jamkhani
TOTAL MINING LEASE AREA	863	317	626	639	847
Total Mining Area	293	83	387	394	135
Total Land reclaimed	259	30	371	368	0
Total land rehabilitated	280	47	211	351	0
Total area covered by water charge	13	8	5	2	5

The regions surrounding Vedanta Aluminium's operations in Odisha and Chhattisgarh are renowned for their rich biodiversity, hosting over 380 fauna and 940 floral species. These areas provide habitats for a diverse range of native and migratory birds, reptiles, mammals, amphibians, macrophytes, medicinal plants, and other life forms..

WASTE MANAGEMENT

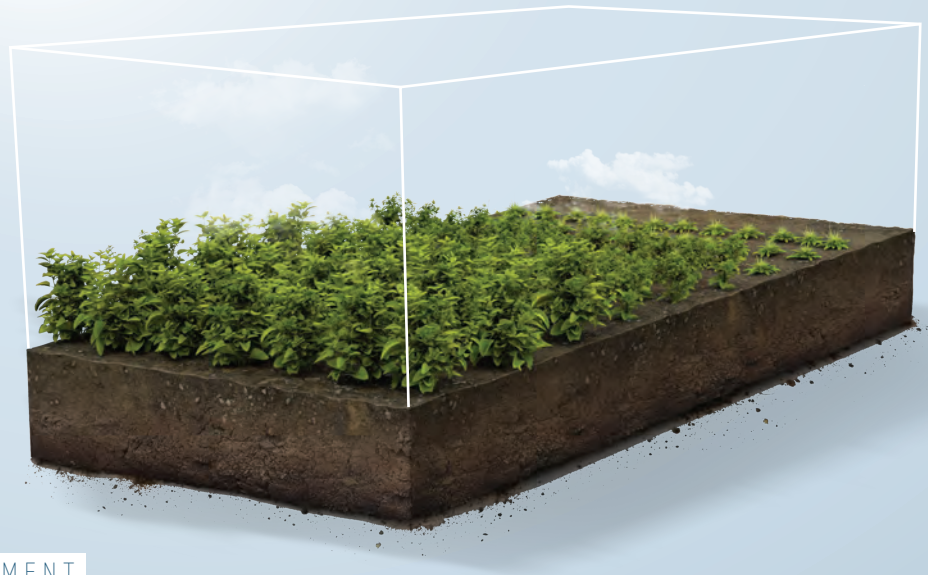
In today's era of heightened environmental awareness and sustainable corporate governance, effective waste management practices are crucial for any aluminium company. This sector, vital to various industrial and consumer applications, naturally produces significant waste during operations. Therefore, we have implemented waste management strategies that not only demonstrate our commitment to reducing our ecological impact but also highlight our dedication to protecting the environment, conserving resources, and promoting the welfare of local communities.

MANAGEMENT APPROACH

VAL's Sustainability Framework incorporates the Resource Use and Waste Management Standard, which provides a structured approach to handling waste materials effectively and safely. This standard begins with efforts to prevent and minimize waste generation, followed by prioritizing the recovery and recycling of materials either internally or through strategic partnerships with authorized third parties. As a last resort, authorized landfilling or incineration is permitted.

Our waste materials are classified into hazardous and non-hazardous categories based on company definitions and regulatory guidelines. Materials like cathode residue, dross, and spent pot lining are classified as industrial hazardous waste. We properly collect, store, and manage hazardous waste in compliance with regulatory standards, partnering with authorized entities for responsible recycling or disposal of the waste. Our objective is to eliminate landfilling and incineration for hazardous waste by 2030, focusing instead on enhancing reuse and recycling efforts. In addition to hazardous waste, we manage substantial volumes of low-toxicity by-products such as mine overburden and mineral slag, ensuring they are stored safely in authorized facilities before undergoing circular economy initiatives. Our goal is to minimize environmental impact and maximize value from these materials.

For FY 2024, our target was to responsibly dispose of 35 million metric tonnes waste, whereas we achieved disposal of 36.49 million metric tonnes of waste (inclusive of hazardous & non- hazardous), reflecting our commitment to sustainable waste management practices and environmental stewardship.



SUSTAINABILITY STRATEGY GOALS			STATUS	SUMMARY OF PROGRESS IN FY 2024
FY 2024 TARGET Our target was 136% utilization of our waste.	FY 2025 TARGET 139% utilization of ash across the Aluminium Sector. 34% utilization of bauxite residue from the alumina refinery.	FY 2030 Target: Zero waste and 100% waste utilization by FY 2030.	On Track	108% utilization of our waste.

WASTE RECYCLED AND DISPOSED FOR VEDANTA ALUMINIUM

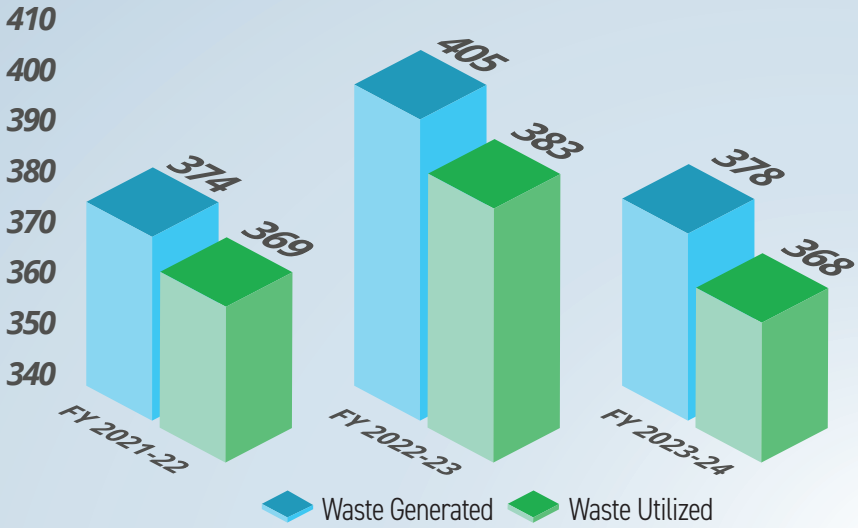
PARAMETER (IN METRIC TONNE)	FY 2023- 2024	FY 2022 - 2023	FY2021- 2022	FY 2020 - 2021
Total waste recycled/ reused	2,88,04,836	2,55,97,693	1,47,44,632	1,11,12,242
Total waste disposed*	3,64,92,678	5,19,62,196	5,16,32,502	5,00,70,454
Landfill	1,74,508	8,649	8,699	6,811
Incineration with energy recovery	9	2	-	-
Incineration without energy recovery	222	39,019	235	174
Waste otherwise disposed (stored at site, coprocessing)	3,63,17,940	5,19,14,525	5,16,23,568	5,00,63,469
Data coverage (as % of denominator)	100%	100%	100%	100%

FY 2023-2024	HAZARDOUS WASTE	NON-HAZARDOUS	TOTAL WASTE
Total waste recycled / reused	3,68,234	2,84,36,603	2,88,04,836
Total waste disposed*	2,45,102	3,62,47,577	3,64,92,678
Landfill	10,357	1,64,151	1,74,508
Incineration with energy recovery	9	0	9
Incineration without energy recovery	222	0	222
Waste otherwise disposed (stored at site, coprocessing)	2,34,514	3,60,83,426	3,63,17,940

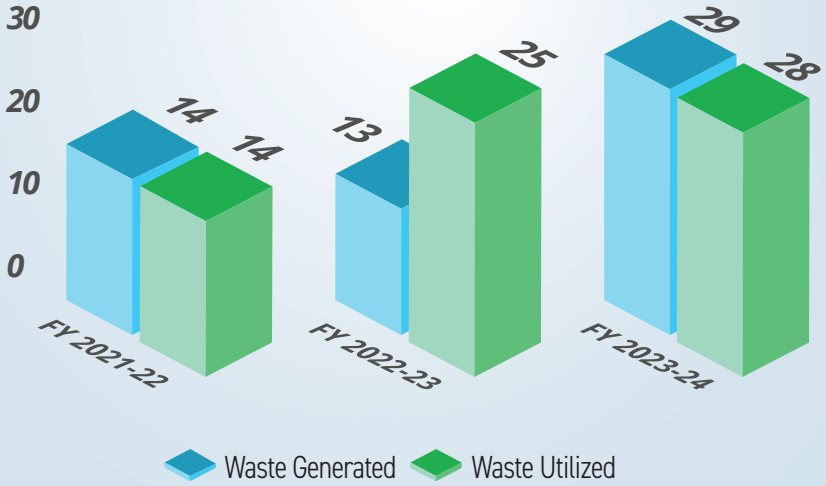
*The total waste disposal also includes the waste stored at sites.

The following graphs depict the Waste Generation and Utilization of our Aluminium Sector

HAZARDOUS WASTE GENERATION (KT)
WASTE UTILIZED FOR ALUMINIUM SECTOR



NON HAZARDOUS WASTE GENERATION AND
UTILIZATION (MN MT) FOR ALUMINIUM SECTOR



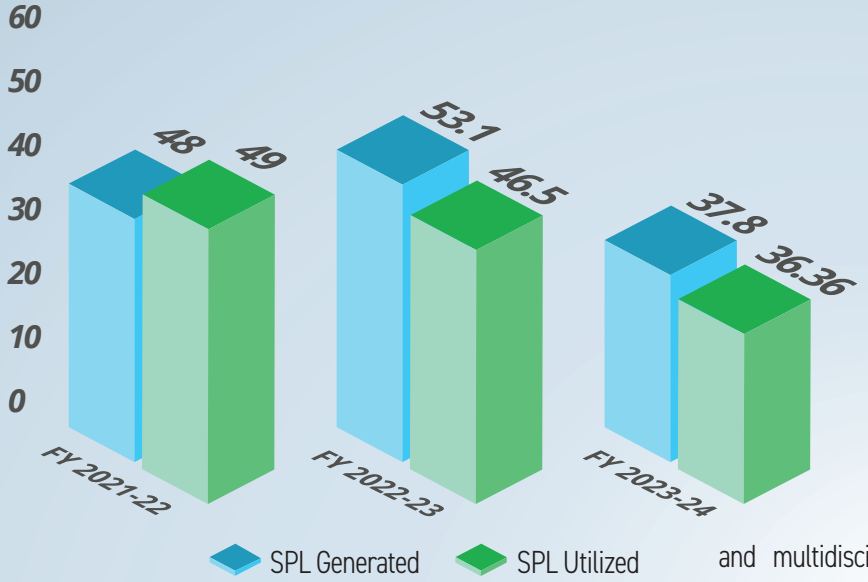
In FY 2024, our company generated approximately 378 kilotons (KT) of net hazardous waste, and an impressive 63% of this waste has been successfully recycled by our operations (including our opening stock). Furthermore, our activities yielded 29.59 million metric tonnes (MT) of high-volume, low-toxicity waste, and it is noteworthy that we achieved a 99% utilization rate for these waste materials. It is important to highlight that in some fiscal years, our waste utilization surpasses the waste generated, and this is attributed to the effective utilization of waste that had been stored from previous periods.

SPENT POT LINING (SPL) MANAGEMENT SPL is a waste material generated from the electrolytic reduction of alumina to produce aluminium metal in aluminium smelters. SPL contains hazardous materials, such as fluoride compounds, and must be managed carefully to prevent environmental contamination.

MANAGEMENT FOR SPENT POT LINING INVOLVES

- Proper storage and containment to prevent leaching of hazardous substances into soil and groundwater.
- Exploration of recycling and recovery options for valuable components of SPL, such as carbon.
- Compliance with regulatory requirements for SPL disposal, which may involve disposal in lined landfills or specialized treatment.

SPL GENERATION & UTILIZATION (KT)



In this reporting period, we generated 37.8 KT of SPL and dispatched 36.36 KT to government authorized recyclers for material and energy recovery. Also, this year we were able to recover 96% of the SPL. We have identified third-party recyclers for performing detoxification of SPL's carbon portion, followed by supplying it to cement plants for energy recovery as per the Standard Operating Procedures laid down by the Central Pollution Control Board (CPCB), Government of India. Implementation of this model has proved to be successful, allowing our smelters at Jharsuguda and BALCO to dispose more than 30,000 metric tonnes of SPL stored in the plant premises to these authorized recyclers.

TAILINGS MANAGEMENT

PURPOSE

As a responsible aluminium producer, we take a comprehensive approach to tailings management, recognizing the significant risks associated with this by-product of the refining process. Tailings are a complex and multidisciplinary issue that can have devastating consequences for both human life and the environment if not managed responsibly. With climate change increasing the likelihood of extreme weather events and altering average rainfall patterns, it's crucial that our tailings facilities are designed, operated, and maintained to meet the highest global standards. At VAL, we're committed to adhering to the Global Industry Standard on Tailings Management (GISTM), prioritizing safe tailings management, community well-being, and environmental preservation. To achieve this, we follow global best practices, minimize environmental and safety risks through responsible site selection and operations, and ensure the safety of our Tailings Management Facilities (TMF) through robust operation and monitoring systems. We also prioritize transparency and stakeholder engagement, collaborating with local communities and regularly reviewing our performance to share best practices and continuously improve our approach.

Over the past five years, there have been zero incidents related to tailings leakage, overflow, or other failures.

TAILING-RELATED COMPLIANCE

IMPACT

A tailings incident has the potential to have a devastating impact on communities and the surrounding environment. Tailing management plans are an essential prerequisite for sound storage practice, as most failures of tailing storages around the world result from inadequate management of the storages.

Our commitment to responsible tailings management extends to initiative-taking change management, emergency preparedness, and prohibiting environmentally harmful practices such as riverine and submarine tailings disposals. We maintain a strong focus on safety, environmental responsibility, and transparency throughout the entire lifecycle of our Tailings Management Facilities (TMFs). Our Emergency Response Preparedness plan including long-term recovery planning in case of a facility failure underscores our commitment to safeguarding both our operations and the communities we serve.

Currently, Vedanta Aluminium oversees a total of 15 TMFs across its operations. Among these facilities, six are currently inactive, and no new facilities are planned. Eight of our facilities are considered to have high-risk potential, including those that are inactive. Tailings management for Vedanta Aluminium involves the responsible handling bauxite residue (also known as red mud), and ash generated from thermal power plant operation.

BAUXITE RESIDUE MANAGEMENT

Bauxite residue is a low-toxic and high-volume mineral waste generated from processing of bauxite in production of alumina. The waste is highly alkaline in nature, because of which its handling of the waste poses significant risk. Management for bauxite residue involves treating and disposing of this waste in an environmentally responsible manner.

KEY CONSIDERATIONS INCLUDE

- Reducing the alkalinity and toxicity of the residue to minimise environmental impact.
- Utilizing techniques such as sedimentation and filtering, making it easier to store, transport and reuse.
- Exploring beneficial reuse options, such as using red mud in construction materials or as a source of valuable minerals.



At Vedanta Aluminium we are cognizant of our responsibility towards implementation of robust control systems to manage TMF responsibly. We have employed several practices such as dry stacking technology of filtered tailings at our Alumina Refinery in Lanjigarh. In addition, each of our Bauxite Residue Disposal Area (BRDA) and ash dyke facilities has an Emergency Response Preparedness Plan that outlines the measures to be implemented in the unfortunate event of any operational failure of these dams. To comply with the current regulations as well as the company standards on tailing management, we conduct regular maintenance and inspection of our tailing storage facilities. We also engage independent industry experts to evaluate the performance of our tailing dams and guide us on the improvements in the design, operation and monitoring of the dams. Practices undertaken to ensure safe management of the dams includes:

- TAILING AND ASH DYKE ANALYSIS
- TRAINING OF OUR EMPLOYEES
- INTERNAL AND EXTERNAL AUDIT OF THE STORAGE FACILITIES' PERFORMANCE
- DAILY/WEEKLYCHECKS

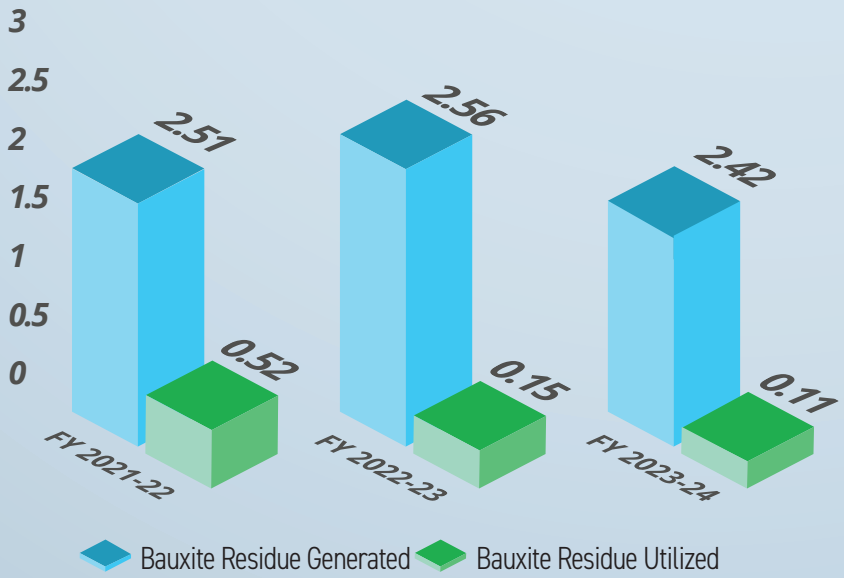
WASTE MANAGEMENT AND CIRCULAR ECONOMY

At Vedanta Aluminium, waste management is a top priority. We conduct comprehensive waste audits across all our operations to identify opportunities for improvement, reduction, reuse and continuously monitor and review progress with senior management. We are committed to achieving our waste reduction goals for FY 2024 through circularity projects.

Furthermore, we collaborate closely with academia and industrial bodies to enhance our waste management systems through research and development initiatives and technical recommendations We are working with some of India's best technical institutes such as IIT Kharagpur and IIT Bhubaneswar, advisory bodies like NITI Aayog, and industrial organizations both in India and internationally. Together, we pursue value creation projects such as the extraction of iron oxide, rare earth metals, and alumina from bauxite residue. These efforts accelerate our commitment to minimizing waste and advancing sustainable practices in our operations.

These initiatives underscore our dedication to waste reduction and sustainable practices. In FY 2024, Vedanta Aluminium repurposed or reused 109094 tonnes of red mud waste, highlighting our commitment to effective waste management and environmental stewardship.

BAUXITE RESIDUE GENERATION & UTILIZATION (MILLION MT)



ASH MANAGEMENT

Ash management is crucial at Vedanta Aluminium, as ash represents a significant low-toxicity, high-volume waste generated from captive power plants at our operations Effective management of ash is essential to prevent pollution and minimize environmental impact.

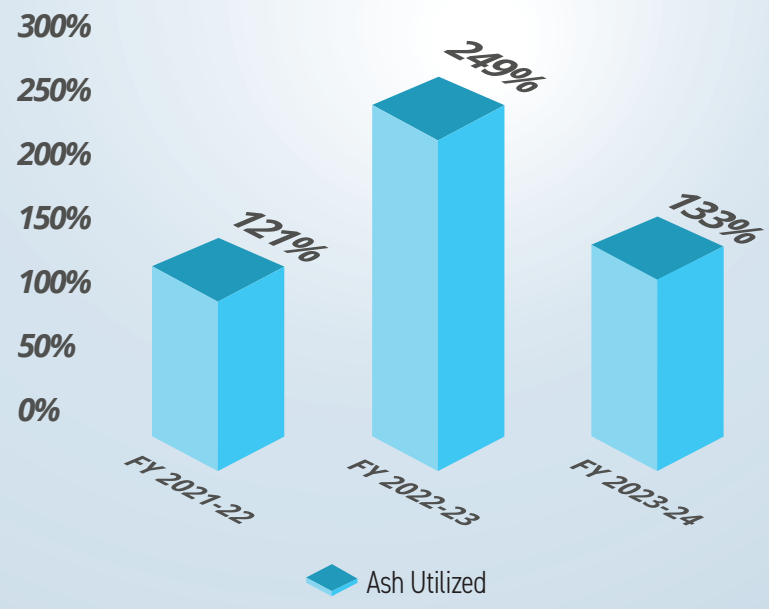
Dyke management practices for ash typically involve:

- Proper containment of ash to prevent dispersion and contamination of the environment.
- Potential recycling or reuse options for certain ash components, such as metals or carbon.
- Compliance with regulations governing ash disposal and emissions control.

ASH GENERATION & UTILIZATION (MILLION MT)



PERCENTAGE OF ASH UTILIZED



In this reporting period, our plants generated a total of 10.09 million metric tonnes (MT) of ash. We have utilized 133% of this ash generated.

Disposal of both fly ash and bottom ash poses potential environmental and health risks. To mitigate these impacts, we have undertaken several initiatives at our ash management facilities. These include development of soil and vegetative cover, etc. Further, we identified potential application in road construction, bricks making, cement coprocessing, mine / quarry filling. Consequently, we have supplied over 0.68 million MT tonnes of fly-ash for the construction of roads and highways as part of the Bharat Mala Pari yojana project by BALCO.

BALCO INTRODUCES DIGITAL ASH CONTROL TOWER

BALCO, part of Vedanta Aluminium and a leading aluminium producer in India, has launched the Ash Control Tower (ACT), a cutting-edge digital solution aimed at enhancing its ash management network. This technology utilizes real-time AI-based monitoring to optimize the handling of fly ash, a by-product of thermal power generation used in sectors like construction, cement coprocessing. In FY24, BALCO supplied over four million metric tonnes of fly ash, achieving a remarkable 141% utilization rate, emphasizing its commitment to sustainability. The ACT ensures strict adherence to guidelines, improves vehicle safety with AI-driven systems, and enhances operational efficiency across BALCO's operations.



MATERIALS MANAGEMENT AND CIRCULARITY

Circular economy principles are integral to Vedanta Aluminium's operational strategy, with a strong emphasis on optimizing resource use and minimizing waste. We have implemented rigorous measures to enhance our processes, significantly reducing raw material consumption and energy usage over time. This commitment extends to comprehensive recycling and recovery programs, aimed at reusing scrap aluminium and other materials to reduce our dependency on virgin resources. Through these initiatives, we redirect recovered materials into value-added products across various industries, thereby reducing their primary material requirements.

We have partnered with Runaya Refining to significantly advance our recycling efforts. Our operations produce over 2 million metric tonnes of aluminium annually, with around 1.5% lost as dross. Through Runaya's technology, we have increased aluminium recovery to nearly 90%, and the non-metallic residues are repurposed into briquettes used in the steel industry. This collaboration has led to energy savings of 800,000 GJ which is equivalent to GHG reduction 260,000 tonnes CO2e annually, underscoring our commitment to reducing landfill waste and enhancing sustainability.

Furthermore, we've taken steps to provide bauxite residue from our Lanjigarh plant for cement manufacturing. Bauxite residue contains substantial amounts of iron oxide and alumina, making it an attractive candidate for clinker production in cement industries, serving as a laterite substitute. Additionally, the residual caustic soda in red mud control Sulphur emissions when applied directly, enhancing its suitability for environmental applications. In partnership with several cement industries across India, we are furthering our commitment to circular economy principles and sustainable resource management.



PARTNERING THE CEMENT INDUSTRY'S MOVE TOWARDS GREATER CIRCULARITY

BALCO PARTNERSHIP WITH CEMENT COMPANY

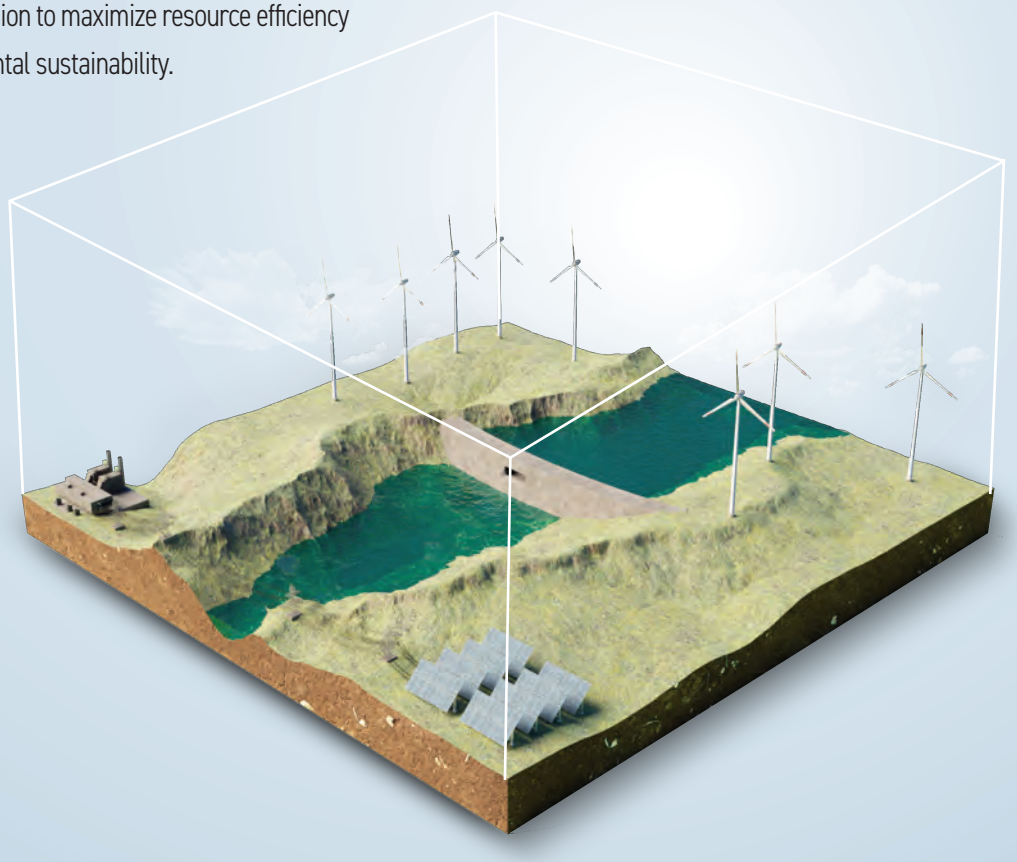
BALCO has entered partnership with a Cement company in the state of Chhattisgarh to utilize fly ash for producing low-carbon cement. This partnership involves supplying 90,000 metric tonnes of fly ash, promoting sustainable practices and circular economy initiatives in the cement industry.

Fly ash, a by-product of thermal power generation, offers significant environmental benefits when used in cement manufacturing. By incorporating fly ash, the cement company can potentially save 500 kg of carbon emissions, 3.2 million GJ of energy, and 250 litres of water per tonne of cement produced. This collaboration underscores BALCO's commitment to responsible fly ash management and sustainable development.

BALCO has been actively supplying fly ash to various sectors, including brick manufacturing, road construction, infrastructure projects, and agriculture. In FY24 alone, BALCO supplied over four million metric tonnes of fly ash, achieving a remarkable 141% utilization rate. This effort aligns with BALCO's mission to maximize resource efficiency and promote environmental sustainability.

VEDANTA ALUMINIUM PARTNERSHIP WITH A CEMENT COMPANY IN THE STATE OF ODISHA FOR LOW CARBON CEMENT PRODUCTION

At Vedanta, we're facilitating circular economy and a green revolution in the cement industry by supporting low carbon cement production, which offers all the benefits of traditional cement with significantly reduced carbon emissions. This initiative aligns with our commitment to circularity and sustainable practices, promoting environmental stewardship and reducing impact. Our strategic partnership with the Cement company aims to advance low carbon cement production, with Vedanta's aluminium smelter providing fly ash and spent pot lining to the cement manufacturing units, reducing carbon footprints and promoting cost savings. This effort underscores our commitment to "Transforming for Good" by identifying and translating synergies into actions that create a better, more sustainable environment for all.



WASTE REDUCTION TRAINING

As part of our commitment to waste reduction, we have implemented comprehensive offline training programmes for our employees. These programmes are designed to enhance waste management practices and cover various aspects, including general principles and best practices in waste management, the separation and disposal of dry and wet wastes, standard operating procedures for waste management, and the proper handling of electronic waste. A total of over 270 employees participated in these training sessions



SOCIAL



HEALTH, SAFETY AND WELLBEING
HUMAN RIGHTS
HUMAN RESOURCE MANAGEMENT
- DIVERSITY, EQUITY AND INCLUSION
- TALENT ATTRACTION AND RETENTION
- TALENT DEVELOPMENT

LAND ACQUISITION, REHABILITATION AND CLOSURE
SOCIAL IMPACT ON COMMUNITIES
- INDIGENOUS PEOPLE & CULTURAL HERITAGE

HEALTH SAFETY AND WELLBEING

Occupational health and safety (OH) are crucial in the aluminium industry due to the inherent risks associated with handling hazardous materials and operating heavy machinery. Prioritizing OHS not only prevents accidents and injuries but also boosts employee morale and productivity. The industry has seen substantial improvements in safety standards; for example, the International Aluminium Institute recorded a dramatic decrease in total recordable accident rates from 22 per million hours worked (MHW) in 2000 to 3.4 in 2022. This demonstrates the significant progress made through rigorous safety protocols and ongoing advancements.

(please check the link for more information https://thealuminiumstory.com/primary-production/health-safety/).

At Vedanta Aluminium Limited, employee safety and healthare paramount. Our goal is a zero-harm work environment, achieved through proactive monitoring, training, and leadership. We believe all injuries are preventable and hazards can be eliminated, empowering everyone to be responsible for their own and colleagues' safety.

VEDANTA ALUMINIUM LIMITED'S APPROACH TO MANAGING THIS CONCERN

We have developed and implemented the Vedanta Safety Performance System, a comprehensive framework that drives health and safety requirements and practices across our business units. Our operations are certified to ISO 45001, OHSAS 18000, and ICMM requirements, and are managed by our Safety Community of Practices (COP). We conduct internal audits against 20 safety standards through the Vedanta Sustainability Assurance Framework and have implemented a Critical Risk Management (CRM) framework across all operations, identifying 13 critical risks. Our robust governance structure assigns ownership of critical risks to business CEOs, who drive risk control measures through a dedicated risk committee.

More information regarding our health and safety management—including our policies, procedures, management practices, systems, and topic boundaries - can be accessed on our website Vedanta-HSE-Policy.pdf (vedantalimited.com). Our Sustainability Standards for Meeting Sustainable Development Goals- (vedantaaluminium.com)



Pillar 3: Transforming the workplace
Aim 7: Prioritizing the safety and health of all employees

Strategic Priority: Eradicate fatalities, severe injuries, and occupational illnesses.

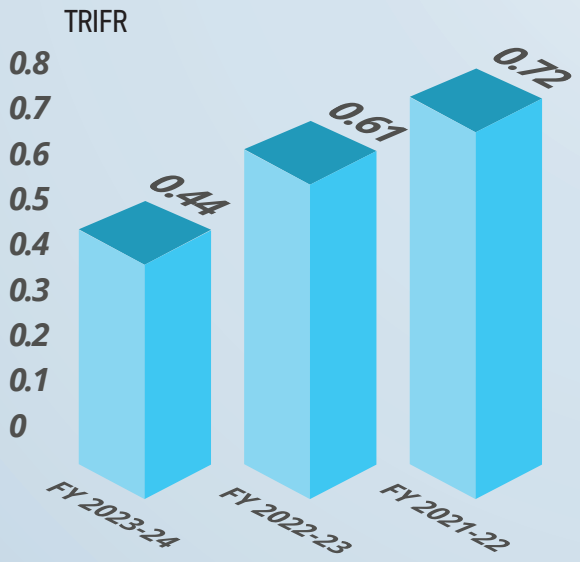
GOAL	2025	2030	SUMMARY OF PROGRESS IN FY 2024
Zero Fatalities	0	0	We saw 1 work-related fatality.
Red zone exposure reduction	Reduce RED ZONE exposure to 64 (From the 2018 baseline)	0 (From the 2018 baseline)	The Red Zone exposure areas of the sector are 110, having reduced from 177 in the previous year.
LTIFR	0	0	We saw 0.29 LTIFR (employees) as compared to 0.4 in the last year.

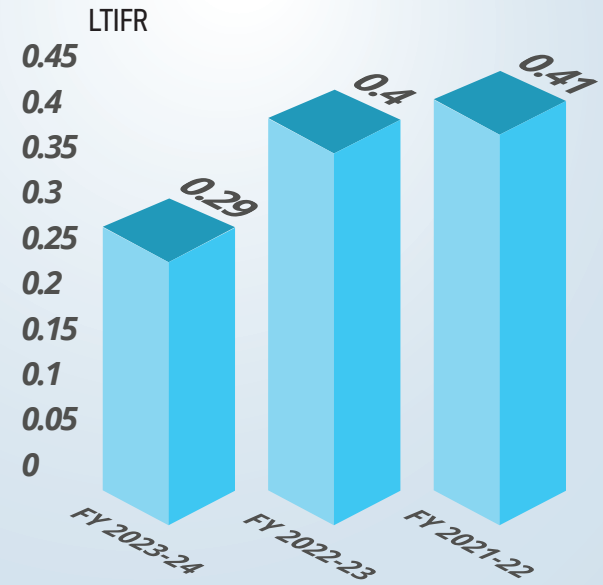
SAFETY: OUR PERFORMANCE

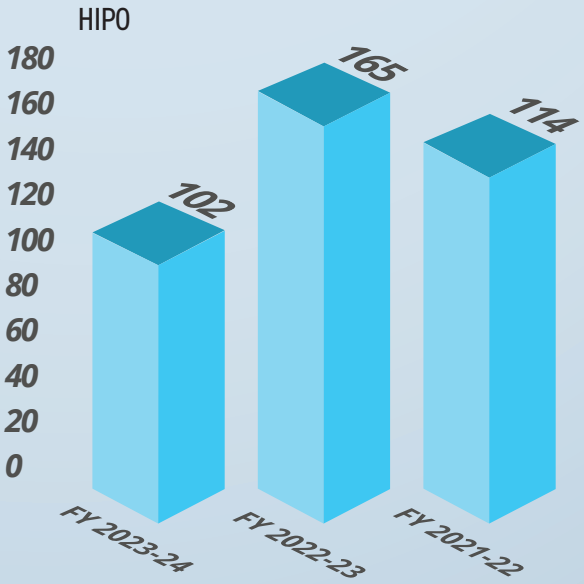
With regret, we must notify you of one fatality during this reporting period. We carried out extensive root cause analyses to identify the underlying factors to stop similar tragic incidents in the future. We have developed corrective actions, assigned roles, and had our senior management drive the corrective actions. Our senior management holds monthly reviews of Corrective and Preventive Actions (CAPA) for all serious and high-potential incidents, ensuring that all action items are implemented on the ground according to the established targets. The corrective actions are communicated to all the company's business units. This guarantees that all units are informed and able to respond appropriately to prevent such incidents at the business.

In FY 2023-2024, our Lost Time Injury Frequency Rate (LTIFR) was 0.29 (employees). We saw our Total Recordable Injury Frequency Rate (TRIFR) as 0.44 (employees) in FY 2023-2024. We observe that there has been a decline in both LTIFR and TRIFR which shows improvement due to the presence of effective safety measures, policies, and standards.

The total High Potential Incident Frequency for this year i.e. FY 2023-2024 is observed to be 102 which shows an improvement against 165 observed in the last year. Improvement in High-Potential Incidents (HPI) in Vedanta Aluminium Limited signifies a positive trend in the company's safety performance. High-potential incidents are those with the potential to cause serious injuries or fatalities. An improvement in HPI indicates that we are effectively identifying, managing, and mitigating these risks, thereby reducing the likelihood of severe incidents.







We have launched "Suraksha Sankalp", a monthly safety programme aimed at promoting workplace safety and rewarding employees for adhering to safety protocols. The programme encompasses various activities across different sites, including safety audits, interactions, mentoring programmes, and campaigns like "Roko Toko". This initiative emphasizes the importance of safety, creating a safer work environment, and reducing the risk of accidents and injuries. Additionally, we have introduced digital safety notice systems to monitor non-compliance, as well as "Suraksha Ki Paathshala", a digital safety training kiosk, and "Vihan", a critical risk management initiative in collaboration with a leading safety consulting organization.

Our comprehensive safety strategy incorporates advanced technology, including the Digital ZEBRA crossing on BALCO shop floors, Vunified: Enablon, a unified Health, Safety, and Environment (HSE) digital platform, and AI-based HSE surveillance systems. We have also implemented AR/VR-based safety training and AI-based CCTV cameras in remote locations to monitor safety non-compliances. These initiatives have significantly impacted proactive identification and mitigation of unsafe conditions and actions, resulting in significant reductions in vehicle-related incidents involving people and machines.

CASE STUDY: Infrastructure development for the safety of vehicles

RELEVANCE OF MATERIALITY: Safety, occupational health, and local communities, critical incident management

BUSINESS UNIT: BALCO, VAL-J, VAL-L

CHALLENGE: Metal and Mining operations inherently involve numerous safety risks, particularly those associated with manual labour and interactions between machinery and personnel. Our analysis of ten years of health and safety data revealed that vehicle-pedestrian incidents pose a critical risk across all our business units.

WHAT WAS DONE?

To address vehicle-pedestrian incidents, a critical safety risk identified through ten years of data analysis, we implemented a solution focused on human-machine segregation. This approach combines infrastructure development, with dedicated walkways and clear signage,



and technological advancements. We've replaced manual tasks with telehandlers, implemented fatigue-tracking ADAS in technical vehicles, and used a combination of GPS monitoring, Portal AI cameras in high-risk zones, and reverse cameras for comprehensive vehicle tracking and situational awareness. This multi-faceted approach has resulted in 100% compliance with established infrastructure metrics for monitoring vehicle-pedestrian interaction risks by FY 2023-2024.

For detailed information on the case study please visit Vedanta-Limited-Integrated-Report-FY24.pdf (vedantalimited.com)

EMPLOYEE HEALTH AND WELL-BEING: OUR INITIATIVES

Vedanta Aluminium Limited is committed to promoting employee well-being and work-life balance through various initiatives. We offer flexible work arrangements, comprehensive health and wellness programmes, and wellness centres that promote physical and mental well-being. We also maintain high safety standards, ensuring a safe work environment and reducing stress.

Our initiatives include stress management programmes, sports and health activities, and medical services through our Vedanta Pathology Lab & Diagnostic Centre. We also recognize the value of helping working parents, offering childcare services, additional nursing breaks, and a range of policies and programmes designed to promote employee well-being.

We have innovative recruitment policies, such as offering career opportunities for spouses of our employees, to support family unity and address gender bias. Our parental leave policy provides flexibility for mothers, including 26 weeks of maternity leave, 12 weeks of adoption leave, and 1 week of paternity leave, allowing employees to balance their personal and professional priorities during this crucial period.

PARTICULAR	GENDER	SECTOR
Total Number of Employees that were entitled to Parental leave	Male	5161
	Female	1071
Total Number of Employees who took Parental leave	Male	217
	Female	18
Number of Employees who resumed office post-completion of paternal leave	Male	225
	Female	9
No employees who were in continuous service for the next 12 months after returning from Parental leave	Male	194
	Female	19
Total number of employees who are due to return to work in the reporting period, after taking parental leave	Male	225
	Female	10
Total number of employees returning from parental leave in the prior reporting period	Male	207
	Female	20
Return to Work Rate	Male	100%
	Female	90%
Retention rate	Male	94%
	Female	95%

OUR ACHIEVEMENTS/INITIATIVES

We are firmly committed to ensuring safety at every stage of our operations. This commitment was recently reinforced through a two-week Annual Safety Fortnight programme held at our Jamkhani facilities in Odisha. The initiative, designed to align with the Directorate General of Mines Safety (DGMS) guidelines, saw active participation from over 400 employees and business partners. Our mines team goes beyond programme-specific initiatives to foster a proactive safety culture. We achieve this through regular safety training workshops offered to our employees, their families, and the local communities we work alongside. These workshops encompass a variety of practical elements, including defensive mock drills to prepare for emergencies, fire safety sessions with demonstrations on using safety equipment correctly, and road safety awareness programmes delivered in local schools and colleges.

(For more information: Vedanta Aluminium concludes annual Mines Safety Fortnight programme, reiterating Safety-First approach | Vedanta Aluminium Business | India's largest aluminium producer).

The fundamental principle of human rights is that every individual deserves to live a life of dignity, irrespective of nationality, residence, gender, ethnicity, skin colour, religious beliefs, or language. In our industry, the significance of human rights is paramount. Human dignity and the dignity of work align closely with our core values and vision.

HUMAN RIGHTS

Vedanta Aluminium Limited commits to ensuring compliance with national and international human rights and labour regulations across all operational jurisdictions. Vedanta Aluminium Limited avoids complicity with parties violating principles such as the UN Declaration on Human Rights, UN Guiding Principles on Business and Human Rights (Ruggie Principles), UDHR, and ILO and UNGC standards.

We promote a culture of respect by raising human rights awareness among employees, communities, business partners, and stakeholders. Risk assessments are conducted across company operations and the supply chain, with performance transparently reported. We are mindful to avoid, reduce, or mitigate human rights and labour-related impacts on people and the planet, and periodically review performance against policy objectives while sharing best practices organization-wide. Vedanta Aluminium Limited actively encourages value chain partners and suppliers to align with human rights policy and manage human rights impacts, and we ensure a fair and effective grievance mechanism accessible to all stakeholders.



MANAGEMENT APPROACH

At Vedanta Aluminium, we are committed to protecting the human rights of our entire workforce, including direct and indirect employees. We have established a strong framework that includes grievance redressal mechanisms and labour management cells to ensure the well-being of our employees and the quick resolution of any concerns. Our comprehensive Human Rights programme features regular training sessions on code of business conduct covering HSE compliance, corruption, bribery, fair-practices, workplace harassment and anti-discrimination to ensure all employees understand ethical standards related to human rights.

We maintain a zero-tolerance policy for forced, compulsory, child, or trafficked labor within our operations and supply chain. We promote fair, safe, and healthy working conditions, respect employees' rights to freely associate and engage in collective bargaining, and guarantee fair and equitable compensation for all employees and contractors.

Our commitment to workforce representation involves fostering inclusivity and adopting gender and culture-informed approaches. We prioritize hiring local talent, provide relevant training opportunities, and strive to create an inclusive, accessible workplace that supports persons with disabilities. We respect individuals' privacy by complying with applicable laws regarding the collection, storage, use, retention, transfer, and deletion of personal information.

TOWARDS OUR LOCAL COMMUNITIES

Vedanta Aluminium Limited aims to avoid or minimize risks and impacts on the health and safety of the local community throughout the project life cycle, including both routine and non-routine situations.

We respect and preserve the culture and heritage of local communities, ensuring their traditions are honoured. When projects are located on traditional or customary lands, Vedanta Aluminium Limited is committed to obtaining the free, prior, and informed consent (FPIC) of Indigenous Peoples (IP) and Vulnerable Tribal Groups (VTG).

Engaging with the local community is crucial to understanding their priorities and concerns, and we ensure we are informed about operations that might affect them in an accurate, transparent, culturally appropriate, and timely manner. Additionally, we strive to avoid and minimize physical and economic displacement by adopting appropriate practices.

Pillar 1: Transforming communities

Pillar 3: Transforming the workplace

SDGs align





Policies that acknowledge for safety of employees and welfare of community are given below:

POLICIES	OBJECTIVE
CSR	Vedanta Aluminium Limited is dedicated to conducting its business in a socially responsible, ethical, and environmentally friendly manner. We are committed to continuously improving the quality of life for the communities in and around our operational areas. This Policy provides clear guidance to achieve these objectives, ensuring that all our operations are carried out consistently and in compliance with applicable standards and regulations. By adhering to this Policy, Vedanta Aluminium Limited aims to maintain its commitment to social responsibility and environmental stewardship while fostering positive community relations. (https://www.vedantalimited.com/uploads/corporate-governance/policies_practices/Corporate-Social-Responsibility-Policy-Eng.pdf)
Anti - Harassment & Discrimination	This policy aims to create a positive and respectful work environment for everyone, free from any kind of bias or discrimination, including sexual harassment. Vedanta Aluminium Limited expects all employees to treat each other with dignity. Sexual harassment is strictly prohibited by our company. We have a separate, detailed policy called the "Policy on Prevention, Prohibition, And Redressal of Sexual Harassment at Workplace" that explains what behaviours are unacceptable and how to report any issues. (https://www.vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf)
Gender, Equity & Inclusion	Vedanta Aluminium Limited is dedicated to promoting diversity, equity, and inclusion both within the organization and in the broader communities with which it partners. Vedanta Aluminium Limited's goal is to achieve gender parity at all levels, beginning with the Board. This diversity policy serves as a comprehensive framework to define, strategize, plan, and implement the necessary roadmap and guidance to bridge existing gaps and achieve diversity goals. It provides the tools for measurement and assessment of progress across various facets impacting diversity. Forward-looking in nature, this policy establishes a clear vision for diversity and inclusion that spans all businesses within the Vedanta group, ensuring a consistent and strategic approach to fostering a diverse and inclusive environment. (https://www.vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf)
Code of Conduct	The Code sets clear rules and principles for employees to ensure ethical conduct, financial excellence, and community contribution. It provides guidelines for compliance with laws and regulations, employee conduct, and zero tolerance for bribery and harassment. Honest and fair disclosures are required, with protocols for reporting concerns and seeking counsel. The Code mandates ethical interactions with business partners and third parties, avoiding conflicts of interest. It also outlines instructions for reporting gifts or conflicts of interest. (https://www.vedantalimited.com/CorporateGovernance/Code%20of%20Business%20Conduct%20and%20Ethics.pdf)
Supplier Code of Conduct	We recognize human rights risks in our extended supply chain. Our Supplier Code of Conduct ensures suppliers implement adequate controls to protect their operations. We conduct rigorous inductions, screenings, inspections, and audits to enhance adherence. The code outlines expectations for suppliers' behaviour, emphasizing high standards for human rights, anti-bribery, environment, health, safety, and sustainability. Suppliers are required to follow the strictest standards, whether set by Vedanta or local regulations. (https://www.vedantaresources.com/img/partners/suppliers/Supplier-Code-of-Conduct_Aug-2023.pdf)
Health & Safety	The health and safety of Vedanta Aluminium Limited employees and others affected by the Company's operations are of utmost importance. The Company adheres to international health and safety standards to ensure a 'zero harm' environment for employees and contractors. Both the Company and its employees proactively work to prevent injury, illness, damage, and loss from operations while complying with all safety, health, and environmental regulations. Employees must be aware of relevant health, safety, and environmental issues, understand applicable laws and company policies, and promptly report any unsafe or illegal activities that could compromise workplace safety and health. (https://www.vedantaresources.com/uploads/esg/esg-sustainability-framework/Vedanta-HSE-Policy.pdf)

Vedanta Aluminium Limited is committed to promoting a culture of equality, diversity, and inclusion in the workplace. We have a comprehensive Business Ethics & Code of Conduct Policy that demands the highest ethical standards from all employees. The policy also ensures that employees have the right to file complaints concerning any discrimination or harassment with the Grievance Officer/Complaints Officer. Our Grievance Redressal Committee handles these complaints, and if an employee is found guilty of discriminatory behaviour, they will face disciplinary actions. We also have a zero-tolerance policy for sexual harassment, and our "Policy on Prevention, Prohibition, And Redressal of Sexual Harassment at Workplace" outlines unacceptable conduct and provides clear reporting procedures for any concerns.

We ensure a supportive environment free from discrimination based on disability, transgender status, age, colour, marital status, nationality, race, religion, sex, or sexual orientation. We also promote women in leadership roles and recognize the importance of strong policies to ensure safe and appropriate working conditions for women. In FY 2023-2024, we reported 12 sexual harassment cases, of which 7 were upheld and found to be correct. Our focus is on prevention through extensive training, policy enforcement, and promoting a respectful workplace culture. We maintain a strict reporting system and take immediate and appropriate punitive actions against offenders. If an investigation reveals that a complaint was falsely registered, the individual responsible for the false accusation is subject to disciplinary action, which may also result in termination.

Discrimination and sexual harassment cases

FY 2024	Balco	Jharsuguda	Lanjigarh
Number of sexual harassment cases opened	6	5	1
Number of sexual harassment cases upheld and found correct	1	5	1
Number of sexual harassment cases closed	4	5	1

We are committed to achieving excellence in Occupational Health, Safety, and Environment (HSE) management, adhering to globally and nationally recognized standards. This policy underpins our best practices and stakeholder engagement initiatives. Our primary commitments include regulatory compliance, setting targets, continuous monitoring and improvement, fostering a positive HSE culture, stakeholder communication, employee well-being, resource preservation, responsible environment and resource management, addressing climate risks, and stakeholder education.

Our Health, Safety, Environment (HSE) policy is universally applied across our subsidiaries, operations, employees, and partners, ensuring a comprehensive approach to managing risks and promoting a culture of safety. We conduct thorough assessments at our sites, evaluating human rights-related business and social risk, and our proactive human rights due diligence allows us to address potential violations within our value chain. Our Human Rights Policy requires such diligence before starting new projects or collaborating with suppliers.

We recognize the fundamental right to freedom of association and support this through our collective bargaining agreements. These agreements reflect a collaborative effort between our management and union representatives, addressing key issues such as pay, allowances, incentives, working conditions, health and safety, and other crucial matters for our workforce. We have made significant progress in this area, with 14% of our employees in the Aluminium Sector covered under collective bargaining agreements.

HUMAN RIGHTS ASSESSMENT

HUMAN RIGHTS ASSESSMENT AND RISK MANAGEMENT IN THE LAST THREE YEARS

Category	% of operations assessed last year	% of total assessed where risks have been identified	% of the risk with mitigation actions taken
Own Operations	100%	0%	0%
Business Partners and Tier-1 suppliers	11%	0%	0%

HUMAN RIGHTS-BASED TRAINING

We are committed to upholding the highest human rights standards across our operations. To achieve this, we have implemented comprehensive training programmes that educate our employees on human rights principles, workplace safety standards, and non-discrimination policies. Our goal is to create a respectful and inclusive work environment where these values become ingrained in our company culture.

The training goes beyond theory, focusing on practical application and providing employees with the knowledge and skills to integrate these values into their daily tasks. We also provide clear information on grievance mechanisms, empowering employees to report and address potential human rights violations. Additionally, we offer specialized training programmes for security professionals, equipping them with the necessary skills to respect the rights and dignity of every individual. This approach promotes ethical behaviour and elevates the calibre of our security personnel, demonstrating our commitment to fostering an inclusive and respectful environment for everyone involved in our operations.

In FY 2023-2024, we saw a total of 100% of employees that were trained on human rights in each aluminium business unit i.e., BALCO, VAL Lanjigarh and VAL Jharsuguda.

EMPLOYEE TRAINING ON HUMAN RIGHTS

BUSINESS UNIT	Number of new hires who have received training	Number of employees who have received refresher training	Total number of hours imparted	Share of regular employees trained	% Employees trained
VLJ	592	2592	25552	21616	100%
Balco	168	822	15288	10482	100%
VLL	321	971	3876	2913	100%
SECTOR	**1081**	**4385**	**44716**	**35011**	**100%**

SECURITY AND HUMAN RIGHTS

We aim to become signatories to the Voluntary Principles on Security and Human Rights (VPSHR) by 2025. To achieve this, we have established a Security Community of Practice to implement the VPSHR requirements. Our group technical standard on security management outlines the process for conducting security risk assessments and developing a comprehensive security plan to address potential threats.

We prioritize training our security personnel, who are our first line of defense, and establish a grievance mechanism for communities to report concerns about our security arrangements and personnel conduct. We also conduct regular audits to evaluate the effectiveness of our security measures and make updates as needed to ensure continuous improvement and alignment with best practices. Additionally, we collaborate with private and public security forces to enhance awareness about human rights and emphasize responsible security practices.

In this reporting period, we saw a total of 100% coverage of security personnel training in VAL Jharsuguda, 25% at BALCO, and 19% in VAL Lanjigarh. The overall total percentage for the sector is 40%.

In this reporting period, we saw a total of 100% coverage of security personnel training in VAL Jharsuguda, 100% at BALCO, and 100% in VAL Lanjigarh. The overall total percentage for the sector is 100%.

SECURITY PERSONNEL TRAINING ON HUMAN RIGHTS

BUSINESS UNIT	TRAINED	TOTAL	PERCENTAGE
BALCO	18	18	100%
VAL Jharsuguda	25	25	100%
VAL Lanjigarh	13	13	100%
Sector	56	56	100%

(Only permanent security personnel are considered for this indicator)

OUR INITIATIVES

Vedanta Aluminium Limited renewed its pledge to empower girls in rural India on National Girl Child Day. We launched programmes named Panchhi in Odisha and Chhattisgarh to improve education, healthcare, and skills training for girls. These efforts aim to bridge the gender gap and create a brighter future for young women. We also focused on financial literacy and promoting community awareness on health and gender issues.

We recently expanded our programme, Project Panchhi, to Jharsuguda, Odisha. This initiative, launched by Chairman Anil Agarwal, aims to recruit 1,000 women from underprivileged communities across India. Project Panchhi specifically targets young women from low-income families who might not be able to pursue higher education due to financial limitations or social pressures.



HUMAN RESOURCE MANAGEMENT

Human Resource Management encompasses the strategic management of an organization's workforce, from talent acquisition and development to fostering a positive work environment.

WHY IS IT MATERIAL TO US?

In today's competitive landscape, attracting and retaining skilled employees is paramount. Human resource management achieves this by implementing effective recruitment strategies and investing in employee development programmes. Furthermore, Human resource management plays a vital role in cultivating a positive work culture, which fosters innovation, productivity, and ultimately, organizational success.

In essence, effective Human Resource Management practices optimize an organization's most important asset: its human capital. Being a company with thousands of employees, Vedanta Aluminium Limited must ensure that effective Human Resource Management is maintained in the organization for future growth.

VEDANTA ALUMINIUM LIMITED'S APPROACH

At Vedanta Aluminium, we recognize that diversity and inclusion are crucial for our success in a dynamic and complex market. We believe that embracing diverse perspectives and backgrounds fosters a collaborative and innovative atmosphere, driving creativity and enhancing decision-making. Our commitment to inclusivity is fundamental to our operations and helps us stay ahead in a competitive environment.

Our people management system is designed to balance strong business growth with the gratification of positively impacting society. We recognize that our success is intertwined with the development of the communities we serve, and aim to create a supportive and empowering environment for our employees. This environment offers opportunities for professional and personal growth, encouraging our team members to explore and realize their full potential.

Our approach to human resource management is holistic, focusing on creating a workplace where diversity is celebrated, inclusion is ingrained in our culture, and every employee feels valued and empowered to contribute to our collective success. We invest in initiatives that promote employee well-being, ensuring that our team members have the resources and support they need to thrive both inside and outside the workplace.

In essence, effective Human Resource Management practices optimize an organization's most important asset: its human capital.

DIVERSITY, EQUITY AND INCLUSION

The significance of diversity, equity, and opportunities in the workplace in today's globalized and interconnected world cannot be emphasized. A diverse workforce fosters creativity and improves decision-making processes by bringing together a rich tapestry of perspectives, experiences, and skills.

WHY IS IT MATERIAL TO US?

Research examining 600 business decisions by 200 teams over two years found that diverse teams achieved 60% better results in decision-making and execution. Companies with above-average diversity on their management teams also report innovation revenue 19 percentage points higher than companies with below-average leadership diversity.All these findings were mentioned by the Forbes report and BCG. (For more information, https://www.bcg.com/publications/2024/highlighting-the-business-opportunity-of-dei-initiatives)

Vedanta Aluminium Limited commits to fostering diversity, equity, and inclusion within the organization and the broader communities it collaborates with. These values are not only moral requirements; they are also crucial catalysts for productivity, creativity, and general company success.

Diversity, equity, and inclusion is materially important for Vedanta Aluminium Limited, and we aim to achieve gender parity across all levels.

Pillar 3: Transforming the workplace

Aim 8: Promote gender parity, diversity and inclusivity

SDGs aligned:



Companies with above-average management diversity reported 19 percentage points higher innovation revenue, with 45% of total revenue coming from innovation compared to 26% in less diverse companies.

MANAGEMENT APPROACH

Vedanta Aluminium Limited is dedicated to implementing best practices for diversity and inclusion (D&I) initiatives, benchmarking against globally reputed companies and institutes. Vedanta Aluminium Limited actively promotes a diverse workforce by including more women, foreign nationals, and members of the LGBTQIA+ community, especially in leadership roles.

We commit to providing an environment of equality and respect for all employees and contractors, ensuring non-discrimination based on gender, age, disability, ethnicity, sexual orientation, family status, religious beliefs, or abilities. Vedanta Aluminium Limited operates in compliance with all relevant legislation, including the Equality Act 2010. We strictly follow an anti-discriminatory hiring policy and adhere to the code of conduct policy.

We ensure fairness and avoid unlawful discrimination in remuneration, employment terms, promotions, and training opportunities and tackle gender bias and other barriers to gender balance. Vedanta Aluminium Limited promptly and fairly addresses complaints of harassment, bullying, or discrimination from employees, customers, suppliers, and other stakeholders. We are committed to building leadership capabilities by providing equal opportunities for staff training and development to help employees reach their full potential.

OUR PERFORMANCES

We are committed to offering equal opportunities to all employees, regardless of gender, race, religion, nationality, or age. Achieving gender parity is a top priority for us. Our gender sensitization programme raises awareness about evolving gender perspectives beyond the binary. Our groundbreaking Diversity, Equity, and Inclusion policy also enables more transgender individuals to join our workforce. To enhance workplace safety, we strictly enforce our Code of Conduct policies, with mechanisms to address harassment complaints and prevent future misconduct.

Vedanta Aluminium Limited ensures that more and more inclusion of foreign nationalities exists to improve diverse decision-making, strategies, and overall growth for the organization.

In FY 2023-2024, we see that the share of Indian Nationals as percentage in the total workforce is 99.92%, out of which total percent of Senior Management is 95.45% while total workforce of Australian nationality is 0.3%, and South African, Philippines and Nepal is 0.2%. We continuously strive for a diverse workforce for the growth of business and aim to achieve more foreign nationalities in all management positions.



*The geographical definition of local is considered as "within India"

NATIONALITIES	% Share in Total Workforce (Including permanent workers)	% Share in all Management Positions (P - M10)	% Share in Senior Management (P-M2)
Indian	99.92%	99.91%	95.45%
Australian	0.03%	0.04%	2.27%
South African	0.02%	0.02%	1.14%
Filipino	0.02%	0.02%	1.14%
Nepali	0.02%	0.02%	0.00%

Traditionally, the manufacturing industry, particularly the mining and metals sector, has been male dominated. However, through substantial efforts to attract and retain talented women professionals, Vedanta Aluminium Limited stands out as one of the few global natural resources firms with a strong gender diversity ratio at all levels.

In FY 2023-2024, we see the total full-time employees for the sector to be 6232 as against 5857 in the last year.

EMPLOYEE CATEGORY	GENDER	VAL JHARSUGUDA	BALCO	VAL LANJIGARH	SECTOR
Total Full-Time Employees (permanent)	Male	2663	1538	960	6232
	Female	521	253	297	

We have set targets for FY 2030 to achieve a higher percentage of women in various management positions. As of FY 2024, we have seen a 31% representation of women in all management positions, with 21% in junior management and 2% in top management. Women also represent 17% of the total workforce, with 21% in revenue-generating functions and 17% in STEM-related positions. We have exceeded our targets in junior, top, and all management positions, as well as STEM-related positions, demonstrating our commitment to continuous women's empowerment. To achieve our targets, we implement programmes like V-Lead, Diversity Growth Workshop, targeted recruitment strategies, mentorship, leadership development programmes, work-life balance policies, and bias training, while fostering STEM outreach initiatives.

WORKFORCE BREAKDOWN: GENDER

DIVERSITY INDICATOR	SECTOR	FY 30 TARGET
%Share of women in total workforce	17%	30%
%Share of women in all management positions	31%	25%
%Share of women in junior management positions	21%	30%
%Share of women in top management positions	2%	6%
%Share of women in management positions in revenue-generating functions	21%	30%
%Share of women in STEM-related positions	17 %	30%

GENDER PAY INDICATORS

PARTICULAR	EXECUTIVE LEVEL (P to M2)	MIDDLE MANAGEMENT LEVEL (M3-M5)	JUNIOR MANAGEMENT LEVEL (M6-M10)
Ratio of average basic salary	0.94	0.89	0.87
Ratio of average remuneration	0.92	0.94	0.91

Female : Male Ratio

CASE STUDY: EMPOWERING THE ASPIRATIONS OF YOUNG WOMEN FROM LOW-INCOME BACKGROUNDS

RELEVANCE OF MATERIALITY: Local Communities, Employment Practices & Non-Discrimination and Equal Opportunity

BUSINESS UNIT: VAL-Lanjigarh

IMPACT: Greater workforce diversity, an enriched talent pool with diverse perspectives, stronger community relationships, and the fulfillment of corporate social responsibility goals. For stakeholders, these initiatives lead to improved access to education, enhanced opportunities for young girls and women to enter the workforce, women empowerment, and overall community upliftment.

HOW DO WE DO?

Project Panchhi focuses on first-generation students who, despite significant obstacles, have persevered and shown remarkable drive to reach the last years of school. The goal is to enable these driven young women who would otherwise fall behind and enable them to reach their full potential free from societal and economic limitations. Potential candidates are put through a demanding selection procedure that measures them on a range of cognitive and psychological criteria.

Afterward, Vedanta Aluminium Limited hires them as graduate trainees in core operations after facilitating and covering the entire cost of their study at reputed universities. By helping underprivileged young women

establish social and financial equity for themselves and act as role models for their peer groups, Project Panchhi genuinely empowers a great number of people to overcome adversity via perseverance and hard effort.

PHASES

Phase 1: Focuses on identifying and recruiting girls from underserved communities who are first-generation learners. The first phase was launched at the Lanjigarh alumina refinery in Odisha, where 40 girls were selected. These girls, many of whom face financial and social barriers to continuing their education, are supported by Vedanta in completing their graduation. Upon finishing their studies, they will join Vedanta's operations as graduate trainees, contributing to the company's diverse workforce while also empowering these young women to pursue professional careers.

Phase 2: Aims to expand this initiative by recruiting 1,000 girls from marginalized communities across various locations where Vedanta operates. This phase not only continues the mission of providing educational support and career opportunities to these girls but also seeks to inspire many more women to enter traditionally male-dominated industries like metals and mining. This phase emphasizes inclusive growth, aligning with Vedanta's broader vision for diversity, equity, and inclusion.

Progress observed:

· We provided apprenticeships to 40 girls in Phase 1 and are planning to recruit a total of 100 candidates across two phases

· Total 58/100 women in Phase 2 were recruited successfully into VAL-Lanjigarh.

Our Target: Help 1,000 young women get employment.

Check this link for more information

https://www.vedantalimited.com/uploads/investor-overview/annual-report/Vedanta-AR-2024-18.06.2024-high-res.pdf



TALENT ATTRACTION AND RETENTION

Securing a competitive edge hinges on cultivating a skilled workforce. This necessitates a two-pronged approach: attracting top talent and fostering their retention. Attraction strategies draw in qualified individuals who align with the company's objectives. Retention efforts, on the other hand, ensure these valuable employees remain engaged and motivated, contributing to long-term success.

WHY IS IT MATERIAL TO US?

In 2023, 77% of talent leaders up from just 45% the year before say that their talent acquisition strategies are more focused on creating overall value for the organization than on generating cost savings as mentioned in this link (https://www.smartrecruiters.com/blog/talent-acquisition-statistics-for-2023)

By attracting top talent, Vedanta Aluminium Limited gains access to a wider pool of qualified individuals, fostering innovation and driving growth. To fully utilize their abilities and experience for long-term success, it is just as crucial to retain top talent as it is to attract them.

Retention brings significant benefits such as reduced recruitment and onboarding costs, a more positive and productive work environment, and the development of deep expertise within your organization. Talent attraction and retention are two pillars supporting a successful workforce strategy, and therefore Vedanta Aluminium Limited must consider this as of materiality importance.



EMPLOYEE HIRING AND TURNOVER RATE

Employee retention, especially in our remote plant locations, is a key area of focus. To track progress, we meticulously monitor employee turnover metrics, including voluntary departures, voluntary terminations, and retirements.

EMPLOYEE TURNOVER RATE

In this reporting period, we saw a Total turnover increase from 9.29% in FY 2023 to 10.73% this year. To avoid such circumstances, we are continuously strengthening our employee engagement programmes, increasing our competitive compensation and benefits and having flexible work schedules to have work-life balance.

In FY 2023-2024, our business unit level attrition was as follows: Vedanta Aluminium (Jharsuguda): 12.25% Vedanta Aluminium (Lanjigarh): 9.71% BALCO: 8.77%, which amounts to an overall employee turnover of 10.73%.

To reduce the turnover rate among Graduate Engineer Trainees (GETs), we introduced a retention bonus programme that takes effect 18 months (about 1 and a half years) after they join the company. Our voluntary employee turnover rate was 7.41%. Furthermore, we have established a comprehensive induction process to ensure GETs are assigned to suitable departments, aiding in our efforts to control attrition.

We saw 1081 new employee hires this year, i.e., in the FY 2023-2024 reporting period.

LOCAL EMPLOYMENT

Vedanta Aluminium Limited places significant emphasis on hiring residents whenever feasible. We are committed to identifying and preparing potential candidates from nearby communities to support our business growth. Our CSR initiatives are specifically designed to provide training in various skills to local individuals, enhancing their employability within our facilities.

In FY 2023-2024, the percentage of local employees in Vedanta Aluminium Limited's workforce demonstrates substantial local talent utilization across different sites. BALCO has the highest local workforce engagement with 93.06% of its employees coming from the same state. This is followed by VAL-Jharsuguda with 75.78% and VAL-Lanjigarh with 61.10%. These figures highlight a significant dedication to local hiring, which supports community growth and strengthens local stakeholder relationships. We define residents as individuals from the communities adjacent to our operation sites or those from the same state.

A dynamic labour market, shaped by disruptive industry practices and a growing preference for flexible work arrangements, has demanded a strategic response. We have proactively pivoted our approach to compensation, benefits, professional development opportunities, and work environment design. This comprehensive strategy aims to attract, engage, and retain top talent in this competitive landscape.

We utilize a differentiated approach to performance appraisals, integrating the code of conduct into all

22% of open positions filled by internal hires.

29% of senior management hired from local communities within the state.

evaluations. Senior management undergoes a comprehensive 360-degree appraisal process, providing a multifaceted perspective on their performance. For the remainder of the workforce, performance is assessed through a Management by Objectives (MBO) system managed through a dedicated online portal called "Darwin Box". Our appraisal cycle takes place quarterly/ twice in a year depending upon the grade.

EMPLOYEE ENGAGEMENT

Employee engagement is vital for Vedanta Aluminium Limited as it significantly impacts productivity, innovation, and overall company success. When employees are engaged, they are more motivated, committed, and aligned with the organization's objectives, resulting in better performance and lower turnover. We understand that creating a positive and inclusive work environment boosts job satisfaction, promotes continuous learning and development, and enhances team cohesion. By focusing on employee engagement, we strive to foster a supportive culture that empowers our workforce, drives professional growth, and helps us achieve our strategic goals.

We engage with our employees and business partners through regular formal sessions that address many important topics. These interactions include setting annual performance targets, conducting feedback sessions, providing updates on the organization's growth and plans, fostering motivation and encouragement, facilitating learning and development, and strengthening team cohesion, among other areas.

We emphasize the importance of effective communication and consistent feedback in driving professional growth for our employees and enhancing organizational productivity. Our internal communication channels include Chairman's Workshops, town hall meetings, leadership update forums, HSE leadership and Sustainability Steering Committee meetings, site-level risk sub-committees, employee engagement surveys, and various other on-site forums.

To evaluate the effectiveness of our human resource management processes and understand our employees' perceptions of the company's work culture, we routinely conduct both internal and external surveys. These assessments let us measure the success of our HR policies and systems and the level of professional satisfaction and trust among our employees. A dipstick survey is a quick and informal survey used by companies to gauge employee sentiments, customer satisfaction, or the effectiveness of a new policy or program. Below is our employee engagement score in the Dipstick survey:

57% of employees reported high engagement levels in the dipstick survey, which covered 45% of the workforce. The survey assessed job satisfaction, work-life balance, purpose, happiness, stress, and other aspects of employee engagement.

TREND OF EMPLOYEE WELLBEING

CORE FOCUS	FY 2022	FY 2023	FY 2024	TARGET FOR FY 2025
EMPLOYEE SATISFACTION	80%	79%	57%	90%
DATA COVERAGE	14%	75%	46%	

TALENT DEVELOPMENT

MANAGEMENT APPROACH

Vedanta Aluminium Limited supports a workforce strategy that is skills-based and emphasizes competencies that can increase potential and flexibility. We guarantee a staff that is prepared for the future and the industry through effective internal talent development programmes and strategic educational collaborations, which strengthen operational resilience.

Our dedication to talent-based recognition generates a performance-driven culture while our structured talent management programmes have helped develop a pipeline of creative leaders.

Vedanta Aluminium Limited's primary objective of talent management is to attract outstanding talent in a range of fields from prestigious colleges while keeping a good gender and regional balance. To advance in their careers, young professionals need to be offered responsibilities that are appropriate and have business relevance, mentorship, and best-in-class benefits [such as ESOPs (Employee Stock Ownership Plan)]. They also need to be offered flexible cross-company and cross-functional mobility to expedite their career growth.

OUR PERFORMANCES FOR TALENT DEVELOPMENT

Vedanta Aluminium Limited commits to consistent training and development for all employees from lower, middle to higher management positions.

Hiring from remote areas: The V-ENGAGE project is put into action to find young talent from underserved places like the Northeast, J&K, Leh, etc.

Recruiting people constantly for the Vedanta Leadership Development Programme (VLDP) from elite universities like IITs and IIMs. The Vedanta Leadership Development Programme (VLDP) is our flagship programme that develops talent from top management and technological institutes. We select and develop the brightest talent in India to become catalysts who, with their ground-breaking concepts and extraordinary abilities, can take our company to new heights. The programme's components include development opportunities, cross-functional projects, major roles, job rotations, induction sessions, and efficient mentoring to give participants a thorough understanding of our business and assist them in identifying their areas of interest for appropriate roles.

The Vedanta Leadership Development Programme (VLDP) is our flagship programme that develops talent from top management & technological institutes to improve organizational competence.

V-REACH: PROGRAM FOR GRADUATE DEVELOPMENT

Our company's core is made up of a large pool of talented graduates. This programme, led by the Vice Chairman of the Company, was put in place to find, acknowledge, and develop the best graduates. 58 of these leaders were found among our business units, and they were offered possibilities for rapid career advancement inside the company as well as higher roles.

The Accelerated Competency Tracking and Upgradation Process, or ACT-UP

The goal of the cooperative ACT-UP initiative, which works with outside expert agencies, is to find and develop high achievers as well as future leaders for the whole aluminium sector. This year ACT programme included 149 employees. This programme involves an assessment centre that uses a variety of approaches, including group projects, case studies, in-person interviews, and psychometric profiling, to evaluate participants. Based on the findings of their evaluation, each participant receives customized developmental feedback and an Individual Development Action Plan (IDAP). The Stars of the Business are those who after the procedure were determined to be high-potential employees.

V-Lead: As part of our long-term sustainability plan, we have started working to give exceptionally talented female leaders thorough training. 2 employees have participated in this programme so far.

V-Aspire: This programme seeks to provide our cost and management accountants with more roles and responsibilities, with a focus on cross-business transitions.

V-Excel: Under the guidance of seasoned leaders, this programme aims to enhance the unique talent development of novices. It runs on a digital platform that is available from anywhere at any time, seven days a week. The programme includes the onboarding, engagement, grooming, and nurturing of new hires and young employees to support the company's overall development, 137 employees have participated in this programme.

YUVA (Young Upcoming Vedanta Achievers): An extensive onboarding programme that includes meetings with the Leadership Team, Business CEOs, Functional Heads, and Industry Experts for all new campus hires entering Vedanta. They promote a deeper understanding of the organization by sharing their expectations and experiences.

Business and functional seminars, site visits, CSR events, and campus are all included in the programme. Corporate programmes that offer an all-encompassing perspective of the company and its activities. 97 employees participated in this programme.



TRAINING & DEVELOPMENT INPUTS

KEY PERFORMANCE INDICATOR	SECTOR
Average hours/FTE of training and development	46.97
The average amount spent on training and development (INR)	2898.1

Vedanta Aluminium prioritizes the growth and development of our mid-level management team. This focus on leadership development is reflected in our comprehensive suite of programmes, designed to empower them to take on future leadership roles and propel the organization's continued success.

High-calibre Management Development Programmes (MDPs): Delivered by esteemed faculty from India's premier business schools, including the Indian Institutes of Management (IIMs), these programmes equip our mid-level managers with the latest business acumen and skillsets.

V-Connect Mentoring Programme: This programme pairs senior leaders with cohorts of ten mid-level managers for regular discussions focused on both personal and professional development. This programme offers valuable guidance to mentees while fostering connections across diverse functions and promoting leadership development for both mentors and mentees.

Executive Coaching and Mentoring (ExCo): This initiative provides senior leaders (ExCo members) the opportunity to coach our leaders, fostering individual growth and ensuring programme effectiveness.

There were some significant achievements that we recognized this year. BALCO secured positions in the top 30 organizations in the Happiness & Wellbeing Awards by Economic Times HR World. Vedanta Aluminium Limited Lanjigarh and BALCO have been recognized as "Companies with Great Managers," among the Top 50 organizations. All these recognitions justify our constant strive for improvement in talent development and the well-being of the employees.

We champion a culture of continuous learning and talent development. Our commitment extends beyond mid-level managers, encompassing a range of programmes tailored to unlock the full potential of all employees. We leverage a combination of classroom instruction, on-the-job training, and participation in high-impact projects. Additionally, our robust mentoring programmes foster individual growth and career progression.

Vedanta Aluminium recognizes the importance of a well-rounded workforce. We equip employees with the technical skills necessary to excel in their roles, while also supporting them throughout their careers, including navigating transitions such as retirement.

> Vedanta Aluminium Limited Lanjigarh and BALCO have been recognized as "Companies with Great Managers," among the Top 50 Companies from over 175 participating organizations.

EMPLOYEE DEVELOPMENT PROGRAMMES

	PROGRAMME1	PROGRAMME 2
Name & description of the programme	Project- Neev	Project-Frugovation
Description of programme objective/business benefits	To engage young leaders (GETs) functionally and internally by immersing them in shopfloor experiences through projects	Empower young leaders to generate innovative solutions to organizational challenges and improve efficiency, driving business excellence through latest technologies
Quantitative impact of business benefits (monetary or non-monetary)	Graduate Engineer Trainees (GET) are gaining shopfloor experience resulting in contribution to the business. Young hires are engaged and motivated through R&R (Rewards & Recognition) policy implemented for this initiative Deployment. -GETs will be deployed exclusively on shopfloor, aligned with their educational background -Provide GETs with thorough hands-on training experience -Equip them with essential skills tailored to their roles -Live Project -Shop Floor Communication -Shop Floor Mentoring	New solutions to improve the productivity, cost and efficiency of the business. Creating a pipeline of innovative, quick-thinking leaders for future
% of FTEs participating in the programme (direct employees)	5% of the FTEs (direct employees) are participating currently	2% of the FTEs (direct employees) are participating currently

HUMAN CAPITAL RETURN ON INVESTMENT (HCROI)

Human Capital Return on Investment is a vital metric for Vedanta Aluminium Limited, as it measures the value derived from our investment in employee development and well-being. As a leading aluminium producer, our success relies on the productivity, innovation, and engagement of our workforce. By investing strategically in comprehensive training programmes, competitive compensation packages, and robust employee engagement initiatives, we aim to enhance both performance and job satisfaction. Understanding and optimizing Human Capital Return on Investment allows us to align our human capital strategies with our business goals, ensuring sustainable growth and a competitive advantage. Through continuous evaluation and enhancement of our human capital management practices, we strive to maximize the returns on our investments in employees, driving organizational excellence and long-term success.

HC ROI	BALCO	JSG & LNG	SECTOR
	11%	20%	16%

This is derived from the Economic Value Generated & Distributed details mentioned in the earlier section. For the Aluminium Business:
Revenue – INR 5,16,839 million, Operating Cost – INR 3,60,320
Average cost of hiring of new hires – INR 8,20,000
Million Employee Wages & Expenses – INR 10,330
Million Human Capital Return on Investment – 16%

LAND ACQUISITION, REHABILITATION AND CLOSURE

Vedanta Aluminium's Environmental and Social Impact Assessment (ESIA) screening process thoroughly evaluates the impacts of land acquisition and rehabilitation on potentially affected individuals. We recognize that displacement may result in significant socio-cultural and economic losses, and our Land Acquisition and Resettlement Standard prioritizes minimizing inhabited land acquisition and ensuring superior resettlement facilities. Our process involves extensive consultations, social impact assessments, and collaboration with stakeholders to create a resettlement plan, which is required to be verified by a third-party conformance audit. We also have a well-established grievance management mechanism that includes an internal online SBU HR Helpdesk and an external Community Liaison Officer responsible for collecting grievances from external stakeholders.



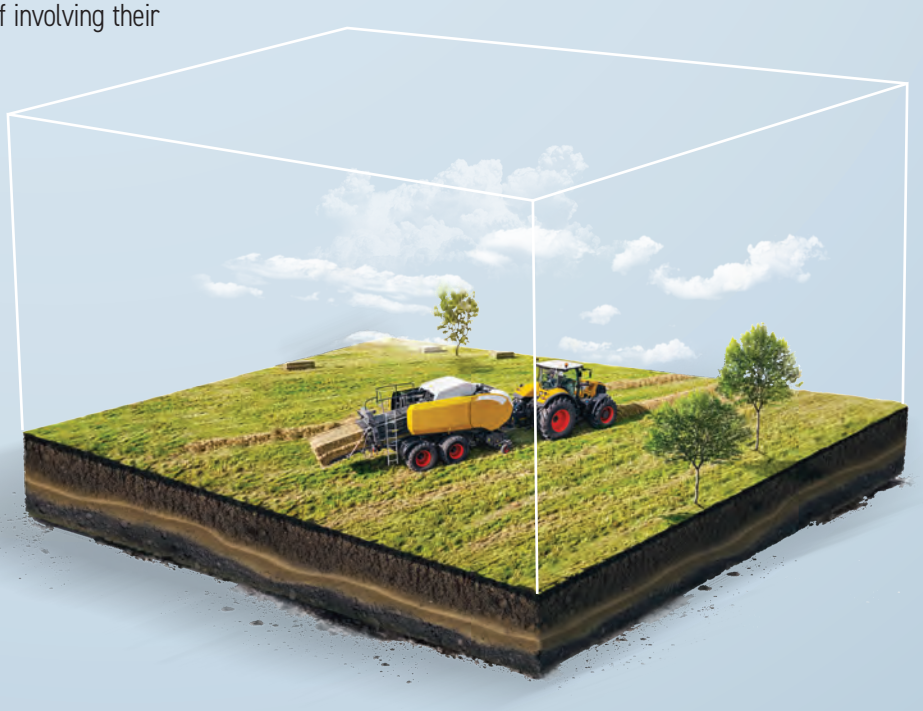
SOCIAL IMPACT ON COMMUNITIES

Community welfare refers to programmes aimed at improving the well-being and quality of life for people in a community. We believe our success is closely tied to the well-being of the communities we operate in. Recognizing the vital role these communities play in the smooth running of our operations we prioritize their socio-economic welfare alongside our economic progress. We must support and improve the quality of life in these distant communities through various initiatives and partnerships, aiming to make a positive and meaningful impact on their lives.

WHY IS IT MATERIAL TO US?

There were findings from a survey of over 80 entrepreneurs and interviews with over 40 entrepreneurs and entrepreneurship experts: 44% of entrepreneurs believe their businesses have expanded because of involving their communities, with female entrepreneurs reporting a higher rate of 54%. (Check this link https://neweconomyinitiative.org/entrepreneur-reciprocity/)

Community welfare is significant because it can raise living standards, advance social justice, and lessen inequality. Through the provision of services to underprivileged and marginalized populations, community welfare promotes social justice and economic growth. Additionally, it strengthens communities by promoting involvement, teamwork, and a feeling of community. Building strong connections with our neighbouring communities is central to our commitment to sustainable business growth and hence it becomes materially important to us.



MANAGEMENT APPROACH

Vedanta Aluminium Limited's commitment to community development is centered on promoting social and financial inclusivity in our operating regions, located in remote areas of Odisha and Chhattisgarh. Our initiatives span various areas, including sustainable livelihoods, skill development, quality education, healthcare, women's and children's development, infrastructure enhancement, sports, and cultural promotion, among others. Guided by a systematic, impact-oriented approach that exceeds regulatory requirements, we adopt a people-centric development philosophy that encompasses all our business activities. We collaborate with local governments, community members, and other stakeholders through Public-Private Partnerships to design and implement community development strategies and programs. By identifying community needs, planning projects, and facilitating implementation in close collaboration with the government, local administrations, NGOs, implementing agencies, and the communities themselves, we foster strong partnerships with our host communities to create a comprehensive development plan that aligns with our common goals.

Pillar 3: Transforming the communities

Aim 2: Empower 2.5 million individuals with enhanced skillsets

Aim 3: Uplift 100 million women and children via social welfare interventions

(Vedanta Ltd. Targets)



OUR PERFORMANCES

We develop and implement our projects by working closely with nearby communities and diverse stakeholders. Our community investment initiatives are founded on the principle of creating shared value. These programmes are aligned with the United Nations Sustainable Development Goals (SDGs) and reflect our dedication to the International Council on Mining and Minerals (ICMM) Principle 9, which emphasizes the continuous enhancement of social performance and contributions to the social, economic, and institutional growth of host communities.

We greatly value community impact and development due to their significant influence on our operations and supply chain. More than 50% of our business activities are directly linked to these aspects. The effects of our actions extend beyond our organization, influencing society. We recognize both the positive and negative consequences of our activities.

In FY 2024, we achieved significant progress toward our strategic goals. Our local procurement reached 58.59%, surpassing the 2025 target of 48% and the 2030 target of 50%. This success is due to our strategic engagement with local suppliers, enhanced supply chain efficiencies and set up of our local mines.

Additionally, we achieved a 100% rate in investigating and closing social incidents, meeting our targets for both 2025 and 2030, underscoring our commitment to social responsibility. We also resolved 98% of grievances received, short of our 100% target indicating the need for continuous improvement in our grievance resolution processes.

During FY 2022-24, we allocated approximately INR 1099 million to our community development projects, benefiting approximately 0.96 million individuals. Some of the beneficiary would have been double accounted due to their participation in multiple community development programmes.

Total Cost incurred was INR 849 million in CSR activities.

	TARGET		
GOAL	2025	2030	SUMMARY OF PROGRESS IN FY 2024
Local Procurement	48%	50%	We saw our Local Procurement to be 58.59% in this reporting period
100 % of social incidents to be investigated and closed by 2025	100%	100%	We saw 100% of social incidents investigated and closed.
100 % of grievances to be resolved by 2025	100%	100%	We saw 98% of grievances being resolved.

From the following table, we can break down the no. of families, women, and children impacted in this reporting period i.e. FY 2023-2024.

	TARGET		
GOAL	2025	2030	SUMMARY OF PROGRESS IN FY 2024
Individuals Impacted (baseline 2016)	40,000+	80,000+	+37000**
Women and Children Impacted (baseline 2016)	0.48 million	0.50 million	0.96 million**

*The above values are cumulative figures
**There are chances of double accounting of data as a beneficiary can be a part of more than one CSR programme.

During FY 2024, we reached significant milestones in our community impact objectives. We supported an additional 37,000+ families compared to our 2016 baseline, moving us closer to our targets of impacting 40,000+ individuals by 2025 and 80,000+ individuals by 2030. Furthermore, we exceeded our goals for women and children by positively affecting 0.96 million individuals, surpassing our target. Our achievements in community development programmes are a testament to our dedicated efforts, which involve strategic planning, close collaboration with local stakeholders, and a commitment to sustainable development. Through these initiatives, we have significantly enhanced our positive impact on families, women, and children in our host communities. Currently, we are actively engaging with stakeholders on environmental and social impact assessments, mitigation plans, and community needs assessments at each stage of our projects, including at the proposed coal and bauxite mines at Kurloi, Ghogharpalli, Radhikapur, and Srijimali. We understand the importance of community consultation at every stage of the project, emphasizing the need to involve and consider the input of stakeholders towards successful project execution.



INDIGENOUS PEOPLE AND CULTURAL HERITAGE

Vedanta Aluminium Limited is deeply aware of the impact our activities may have on remote regions, which are often inhabited by Indigenous Peoples (IPs) and Vulnerable Tribal Groups (VTGs). We recognize our ethical responsibility to safeguard their cultural heritage, as these communities have deep cultural and economic connections to their land and natural resources. To achieve this, we have established comprehensive standards in Cultural Heritage, Land & Resettlement Management, and Indigenous People & Vulnerable Tribal Groups.

Our Indigenous People & Vulnerable Tribal Groups Technical Standard emphasizes the importance of promoting peaceful and respectful interactions between our project teams and these communities, conducted in their local languages. We also have a Cultural Heritage Standard that mandates the identification and preservation of cultural sites and practices, ensuring that our operations do not infringe upon areas and practices of cultural significance. Our Land & Resettlement Management Standard focuses on minimizing the displacement of these communities and providing superior resettlement solutions when displacement is unavoidable. We are committed to respecting the Free, Prior, and Informed Consent (FPIC) of communities with indigenous populations, and actively engage with them to co-create development programmes that respect their unique cultural identities and promote sustainable economic growth.

(For more information, please check this link https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2022/11/Indigenous-Peoples-Vulnerable-Tribal-Group-Policy-2022.pdf)



PROMOTING SUSTAINABLE LIVELIHOODS

Our comprehensive interventions in skill development and sustainable livelihoods aim to empower local community members with essential employment-generating skills. We have a range of initiatives, including entrepreneurship development programmes for women, vocational training, financial literacy, and agriculture-based skill and capacity building. These programmes focus on promoting grassroots entrepreneurship in rural India, with women leading the way in economic activities.

We have a diverse range of initiatives that aim to empower local communities through skill development, sustainable livelihoods, and improved agricultural practices. Our Vedanta Skills Training Programme equips youth with essential skills, while comprehensive animal welfare efforts enhance livestock health. We also have projects like Jeevika Samridhhi and land and water management that enhance farming efficiency and profitability. Additionally, we have programmes in orchard development, backyard poultry farming, broiler and layer farming, vegetable cultivation, bio-floc aquaculture, and the creation of farm ponds and pisciculture units that support economic growth and self-sufficiency in rural regions.



EMPOWERING WOMEN

Vedanta Aluminium Limited is committed to empowering women from rural, underprivileged, and marginalized communities through various initiatives focused on livelihood, literacy, and health. Our programmes aim to provide sustainable livelihood opportunities, financial assistance, and welfare support to women. For example, the Subhalaxmi Co-operative Society in Jharsuguda supports over 4,000 women, while Project Sakhi in Lanjigarh facilitates micro-entrepreneurship for over 3,000 women, and Project Unnati in Chhattisgarh helps underprivileged women form self-help groups and access microfinance.

The Vedanta Sakhi project, established in 2015, adopts a transformative approach to empower women economically, socially, and financially. The project provides entrepreneurship, agricultural support, and capacity building to women, enabling them to contribute more effectively to community development initiatives. The Shaktimayee Foundation, a women-led federation established in 2016, offers leadership opportunities, skill development, and a platform for sharing knowledge and experiences. The foundation has provided loans to over 276 women SHG members for micro-enterprise activities and has supported over 4,683 women SHG members from 444 SHGs.

PROVISION OF QUALITY EDUCATION

We are committed to enhancing the quality of life in local communities through various educational initiatives. Our programmes include elementary education, school



renovations, computer literacy programmes, scholarships, and centralized kitchens to reduce dropout rates and improve nutrition. The Nand Ghar project, the flagship programme launched by Vedanta Limited in partnership with the Ministry of Women and Child Development, that aims to transform the lives of millions of women and children from socially disadvantaged sections of society. Nand Ghars is modernized anganwadis, working in the areas of eradicating child malnutrition, ensuring primary education of children, making quality healthcare accessible, and enabling women through skill development programmes. In Lanjigarh, the first Nand Ghar was established in November 2018 and in this reporting period, we have crossed the milestone of 218 Nand Ghars in Kalahandi, Rayagada, Ganjam and Dhenkanal districts of Odisha.

Our educational initiatives also include the DAV Vedanta International School, Mo School Abhiyaan, Vedanta Vidyarthi Vikas Yojana, Project Connect, Vedanta Mini Science Centre, Shiksha Sambal, and Vedanta Computer Literacy Programme. These programmes provide quality education, enhance skills, and support first-generation learners. Our schools have seen impressive results, with over 1,350 students receiving a quality education and 83% of enrolled students coming from the surrounding community.

ENSURING COMMUNITY HEALTH

Vedanta Aluminium Limited is committed to enhancing the health conditions of local communities through a wide range of health services, including mobile health units, specialized health camps, and childcare facilities. Their flagship BALCO Medical Centre focuses on cancer treatment, while the Vedanta Hospital and Maa Santoshi Jankalyan Hospital provide essential medical services in remote areas. Initiatives like the Vedanta Pathology Lab & Diagnostic Centre, 4 mobile health units, and clean energy projects further support community health. Programmes such as Project Jagruti, Project Arogya, and the Nikshay Mitra Initiative address specific health issues like HIV/AIDS, TB, and primary healthcare. Additionally, Project Pehli Udaan



promotes menstrual health and hygiene among rural women.

In the fiscal year 2023-2024, we played a significant role in improving community health in Odisha and Chhattisgarh. Our initiatives reached over 2.5 lakh people across these states.

BUILDING COMMUNITY INFRASTRUCTURE

Vedanta Aluminium Limited's commitment to sustainable development in rural communities is evident through extensive infrastructure projects, including the construction of roads, water amenities, irrigation systems, sanitation facilities, schools, and recreational centres, as well as rejuvenating community water bodies through desilting and restoration activities and promoting water conservation awareness. Since the plant's inception, over 500 developmental projects have been undertaken, benefiting the community with the development of over 60 water harvesting structures, 10 access roads, 12 local drainage systems, and 10 community centres. In FY24, various infrastructure improvement projects were carried out, including the development of bitumen streets, installation of streetlights, renovation of Nand Ghars, construction of social inclusion centres, and installation of new tube wells. The company's ongoing plans include constructing roads and drainage systems in two villages, building 10 houses, developing four community centres, installing solar streetlights in Dahikal to Basantapada and 30 villages, and promoting clean energy use through Project Clean Energy by replacing traditional energy sources with solar lights and fuel-efficient chulhas in Lanjigarh.

PROMOTION OF ART & CULTURE

Vedanta Aluminium has revived traditional Indian art forms by training artisans in contemporary techniques, providing seed capital, and creating market linkages. This initiative has revitalized the Dhokra craft, a 5,000-year-old tradition from the Indus Valley Civilization, which was threatened by economic challenges. The project has also preserved and promoted Saura art, a tribal art form inspired by nature and daily life, by providing training and livelihood opportunities to artisans. As a result, over 70 artisans are actively engaged in these crafts, and over 100 students from nearby schools



are receiving training in Saura art.

NURTURING SPORTS

Our alumina refinery in Lanjigarh, Odisha, fosters a healthy and skilled young generation through archery and karate programmes. We offer professional coaching and high-quality equipment, empowering local youth to excel at state and national levels. Our initiatives have seen numerous students from rural Odisha win medals, bringing pride to their communities. In archery, we won 2 national-level medals at the 2nd Jan Jatiya Khel Mahotsav 2024, and our athletes were awarded equipment worth 1 lakh rupees each. In karate, we secured 11 national-level medals at the 13th All India Karate Championship 2024 and 7 medals in state-level competitions. (For more information, please check our website https://vedantaaluminium.com/sustainability/social-impact/)



VAL JHARSUGUDA
PROJECT JEEVIKA SAMRIDDHI

Vedanta Aluminium Limited's Project Jeevika Samriddhi is a holistic farm-based livelihood programme in Jharsuguda, launched in October 2019, aimed at boosting agricultural productivity and improving farmers' economic well-being. The project focuses on community mobilization through Agriculture Production Clusters and Farmer Producer Organizations, enabling farmers to collaborate, share insights, and market their products collectively. It also develops irrigation infrastructure, encourages cash crops, and modern agricultural technologies to improve crop yields and efficiency. Additionally, the project provides extensive training programmes for farmers on crop management, post-harvest handling, and marketing strategies, aiming to boost their incomes and overall living standards.

Impact of Project Jeevika Samriddhi III (FY 2024)

· The project has mobilized over 545 farming households through various components.

· Paddy farmers have seen a 30% increase in average crop productivity, a 20% reduction in the cost of paddy cultivation, and an average income enhancement of 50%.

· The System of Rice Intensification (SRI) method has led to 20% less water consumption (500-600mm).

· Thirty-two women farmers have been supported to generate additional income through fish farming.

· An additional 8 acres of barren land has been converted into agricultural land using a solar irrigation system.

· A total of INR 15.6 lakh (around 49% of the total activity cost) has been mobilized from government schemes and beneficiary contributions to date.

For further details on other initiatives linked to agriculture please refer: (https://vedantaaluminium.com/sustainability/social-impact/ensuring-community-health/) (https://vedantaaluminium.com/)



GRI CONTENT INDEX



GENERAL DISCLOSURE

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES]		
GRI 2: GENERAL DISCLOSURES 2021		
ORGANIZATION AND ITS REPORTING PRACTICES		
	2-1-a: Legal Name	Aluminium & Power division, Vedanta Limited.
	2-1-b: Ownership and Legal Form	Vedanta Annual Report 2023-24: Pages 303-304 (Shareholding distribution)
	2-1-c: Location of headquarters	Aluminium, Vedanta Sustainability Report 2023-24: Back Cover Floor 3, Scope Complex, Core 6, Lodhi Road, New Delhi, Delhi 110003
	2-1-d: Countries of operations	Aluminium, Vedanta Sustainability Report 2023-24: Vedanta Aluminium's operations encompass several Business Units, including Aluminium smelters, alumina refinery, power plants, as well as coal and bauxite mines located in the states of Odisha and Chhattisgarh, India.
	2-2-a: Entities included in Sustainability Reporting	Jharsuguda, Lanjigarh, BALCO
	2-2-b: audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Vedanta Resources Limited Annual Report 2023-24: Page 147 (Consolidated Financials) It includes all the other divisions, subsidiaries, joint ventures etc. of Vedanta Limited. Out of the entities included in financial reporting, VGCB has not been considered in sustainability reporting https://www.vedantalimited.com/vedantaFY24/pdf/vedanta-ar024-18.06.2024-high-res.pdf
	2-2-c: Organization consists of multiple entities, explain the approach used for consolidating the information	Aluminium, Vedanta Sustainability Report 2023-24: Page 2 (About this report)
	2-3-a: Reporting period and frequency of sustainability reporting	Apr'23-Mar'24 Aluminium, Vedanta Sustainability Report 2023-24: Beginning of report Page 2 (About this report)
	2-3-b: Alignment of reporting period with financial reporting	Yes
	2-3-c: Publication date	27th September 2024
	2-3-d: Contact Point	Sangita Ghalay
	2-4: Restatements of information (with reason and effect)	Long term vision of zero harm, zero waste and zero discharge continues to form the basis of our ESG practices. There are restatements of information from last year's SD Report. The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES]		
GRI 2: GENERAL DISCLOSURES 2021		
	2-5: External Assurance	Aluminium, Vedanta Sustainability Report 2023-24: Page 2. Beginning of report (About this Report) & Pages 172-186 (Assurance Statement)
ACTIVITIES AND WORKERS		
	2-6: Activities, value chain and other business relationships	Aluminium, Vedanta Sustainability Report 2023-24: The global push for Net Zero commitments, along with the increasing emphasis on sustainability in production and consumption, Vedanta Aluminium is set to play significant role in the decarbonization of the world. Achieving net zero emissions is intrinsically linked to the use of metals, and in this regard, sustainable materials like aluminium, known for its light weight and infinite recyclability, will become crucial in both existing and emerging clean technologies, such as energy storage, electric vehicles, renewable energy etc. in addition to its use in infrastructure and packaging. In FY2022, Vedanta Aluminium introduced 'Restora,' an environmentally conscious aluminium brand aimed at reducing carbon footprints. This landmark initiative positioned Vedanta Aluminium as the first Indian company in the sector to embrace such a pioneering approach.
	2-7-a,b,d: Employees	Aluminium, Vedanta Sustainability Report 2023-24: Pages 122-126 (Diversity, Equity Opportunity and Inclusion)
	2-7-c: Employees	Methodology for FTE: at the end of the reporting period head count on 31.03.24
	2-7-e: Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Aluminium, Vedanta Sustainability Report 2023-24: Pages 122-126 (Diversity, Equity Opportunity and Inclusion)
	2-8-a: Workers who are not employees	Aluminium, Vedanta Sustainability Report 2023-24: Pages (Diversity, Equity Opportunity and Inclusion) Most common type of workers and type of work they perform.
	2-8-b: Methodologies used to count	Methodology for business partner employees: at the end of the reporting period head count on 31.03.24
	2-8-c: Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	Aluminium, Vedanta Sustainability Report 2023-24: Pages 122-126 (Diversity, Equity Opportunity and Inclusion) Most common type of workers and type of work they perform
GOVERNANCE		
	2-9: Governance structure and composition	Aluminium, Vedanta Sustainability Report 2023-24: Pages 69-71 (Climate strategy: Governance)
	2-10: Nomination and selection of the highest governance body	Vedanta Annual Report 2023-24, Pages 286-287 (Process for Board and Senior Management Appointments) Vedanta Annual Report 2023-24, Page: 276-279 (Policy on Directors' Appointment & Remuneration)

GENERAL DISCLOSURE

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES]		
GRI 2: GENERAL DISCLOSURES 2021		
GOVERNANCE		
	Executive-level responsibility for economic, environmental, and social topics	As per updated Terms of Reference of the Board level ESG Committee, the Group HSE Head and ESG Director are permanent invitees to the Committee meetings. The Committee comprises of Mr. Upendra Kumar Sinha as the Chairperson; Ms. Priya Agarwal, Mr. Akhilesh Joshi and Arun Misra as the Members.
	2-11: Chair of the highest governance body	The Chairperson of the Board of Directors is a Non-Executive Director. Vedanta Annual Report 2023-24, Page: 270 (Separate role of Chairman & CEO)There is clear demarcation of the roles and responsibilities of the Chairman of the Board and the CEO as the positions are held by separate individuals
	2-11-b: Conflicts of interest	Vedanta Annual Report 2023-24, Page 278 (Directors'/ KMPs/ SMPs conflicts of interest) Vedanta Annual Report 2023-24, Page 283 (Nomination & Remuneration Committee) The Committee fulfils the composition requirement as required under the provisions of the Companies Act, 2013 and Listing Regulations. In the event of a conflict of interest, the Chairman of the Board abstains from the discussions and other members of the NRC participate and vote. Other Directors, members of the senior management team, representatives from Human Resource department and external advisers may attend meetings at the invitation of the Committee, as appropriate. In respect of each of its meetings, the Chairman of the NRC provides an update to the Board.
	2-12: Role of highest governance body in overseeing the management of impacts	Vedanta Annual Report 2023-24, Page 234-235 (Directorate, Key Managerial Personnel and Senior Management Personnel) The Board of Directors of the Company provide entrepreneurial leadership and plays a crucial role in providing strategic supervision, overseeing the management performance, and long-term success of the Company while ensuring sustainable shareholder value. Driven by its guiding principles of Corporate Governance, the Board's actions endeavour to work in best interest of the Company. The Directors hold a fiduciary position, exercises independent judgement, and plays a vital role in the oversight of the Company's affairs. Our Board represents a tapestry of complementary skills, attributes, perspectives and includes individuals with financial experience and a diverse background.
	2-13: Delegation of responsibility for managing impacts	In line with upholding our core commitment to Environmental, Social and Governance (ESG) priorities, the Board of Directors of the Company has approved the enhancement of the scope of the existing Board Sustainability Committee and upgraded it to Board ESG Committee with effect from July 26, 2021, to strengthen Board level rigor and advice into all aspects of ESG. The board of ESG committee like the erstwhile sustainability committee will report to highest governance body.

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES] GRI 2: GENERAL DISCLOSURES 2021		
GOVERNANCE		
	2-14: Role of highest governance body in sustainability reporting	There is an internal approval system in the Company for appointment of external assurance provider for the sustainability report.
	2-15: Conflicts of interest	Vedanta Annual Report 2023-24, Pages 334-335
	2-16: Communication of critical concerns	Vedanta Annual Report 2023-24, Pages (VSAP) 100-103 VSAP is our sustainability risk assurance tool, which is used to assess the compliance of all our businesses with the Vedanta Sustainability Framework. This meticulously developed assurance process helps embed sustainable development into every activity that we undertake. VSAP is an annual process with clear tracking of results by the Board level Committee, and the Executive Committee, which in turn reports to the Board. The Board level Committee keeps the Board informed about the developments arising from the HSE & Sustainability aspects of the business. Aluminium, Vedanta Sustainability Report 2023-24, Pages 19
	2-17: Collective knowledge of the highest governance body	Vedanta Annual Report 2023-24, Pages 138-140 (Corporate Governance Framework of which ESG forms an integral part) Process of providing ESG training by third party to highest executives is underway. The Company assesses the key qualifications, skills and attributes of Directors which are taken into consideration while nominating them to serve on the Board. Familiarity with ESG issues associated with workplace health and safety, asset integrity, environment and social responsibility, and communities forms a part of the assessment criteria in the skill matrix.
	2-18: Evaluation of the performance of the highest governance body	Vedanta Annual report 2023-24, Pages 278-280 (Performance Evaluation)
	2-19: Remuneration policies	Vedanta Annual report 2023-24, Page 225 Compensation Governance Practices at Vedanta Vedanta Annual report 2023-24, Page 225 Managerial Remuneration, Employee Information and Related Disclosures. Vedanta Annual report 2023-24, Page 237 Policy on Directors' Appointment & Remuneration Vedanta Annual report 2023-24, Pages 281-282 Board & Executive Leadership Remuneration Policy
	2-20: Process to determine remuneration	Vedanta Annual report 2023-24, Pages 225-226 Compensation Governance Practices Vedanta Vedanta Annual report 2023-24, Page 225 Managerial Remuneration, Employee Information and Related Disclosures.
	2-21: Annual total compensation ratio	Vedanta Annual Report, Page 258

GENERAL DISCLOSURE

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES]		
GRI 2: GENERAL DISCLOSURES 2021		
STRATEGY, POLICY AND PRACTICES		
	2-22: Statement on sustainable development strategy	Aluminium, Vedanta Sustainability Report 2023-24: Page 4 (From Chairman's Desk) Aluminium, Vedanta Sustainability Report 2023-24: Page 5 (From CEO's Corner)
	2-23: Policy commitments	Aluminium, Vedanta Sustainability Report 2023-24: Pages 49-51, 25-27, 21-22 (Human Rights)
	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.
	2-24: Embedding policy commitments	Aluminium, Vedanta Sustainability Report 2023-24: Pages 49-51, 25-27, 21-22 (Business Ethics and Governance, Code of Business Conduct and Ethics, Transforming for Good)
	2-25: Processes to remediate negative impacts	Grievance mechanism
	2-26: Mechanisms for seeking advice and raising concerns	Aluminium, Vedanta Sustainability Report 2023-24: Pages 25-27 (Code of business conduct and ethics) Vedanta Code of Conduct & Business ethics Policy: Seeking Help and Information - If the supervisor cannot answer your question or if you do not feel comfortable contacting your supervisor, contact the Secretarial/Legal Department. One may also seek help from or submit information to the Company by writing to the Company at the email address sgl.whistleblower@vedanta.co.in. You may remain anonymous and will not be required to reveal your identity in your communication to the Company. Vedanta Annual Report 2023-24: Pages 26-27 Vigil mechanism/Whistle-Blower Policy
	2-27: Compliance with laws and regulations	Aluminium, Vedanta Sustainability Report 2023-24: Pages 25-27 (Code of business conduct and ethics)
	2-28: Membership associations	Vedanta, Aluminium is a member of various industry associations in the countries where it operates (Eg: Indian Aluminium Association, International Aluminium Institute, NITI Aayog, Ministry of Mines).

GENERAL DISCLOSURE

GRI STANDARD	DISCLOSURE	RESPONSE
GRI 1: FOUNDATION 2021 [GRI 1 DOES NOT INCLUDE ANY DISCLOSURES]		
GRI 2: GENERAL DISCLOSURES 2021		
STAKEHOLDER ENGAGEMENT		
	2-29: Approach to stakeholder engagement	Aluminium, Vedanta Sustainability Report 2023-24: Page 36 (Stakeholder Engagement)
	2-30: Collective bargaining agreements	Aluminium, Vedanta Sustainability Report 2023-24: Page 116 (Human Rights)
GRI 3: MATERIAL TOPICS 2021		
MATERIAL TOPICS		
	3-1: Process to determine material topics 3-2: List of material topics 3-3: Management of material topics	Aluminium, Vedanta Sustainability Report 2023-24: Pages 38-42 (Materiality Assessment)



DISCLOSURE	RESPONSE
EMPLOYMENT	
GRI 103: MANAGEMENT APPROACH 2016	We believe that the actions of our people, working across different corporate functions, determine the degree of success of our business goals. As such, it is our primary responsibility to nurture an organisation-wide positive and encouraging culture that fuels their sense of belongingness to the organization, its goals, and commitments. The other equally important priority of our people management system is to build a conducive environment that offers our employees immense opportunities for holistic professional and personal growth. This inherently supports our business strategy that requires our employees to perform their day-to-day activities in complete alignment with our public commitments and core values.

401-1: New employee hires and employee turnover

	% of Total full-time employees			
	2023-24	2021-22	2021-22	2020-21
Employee turnover including retirements and including	10.73%	9.29%	12.60%	14.35%
Voluntary employee turnover (Refers to Employee initiated sepration)	7.41%	8.33%	11.32%	7.19%

Employee Turnover & Attrition by Region (2023-24)

		BALCO	Jharsuguda	Lanjigarh	Total
Employee turnover including retirements and including VRS	Number	157	390	122	669
	Rate	8.77%	12.25%	9.71%	10.73%
Voluntary employee turnover (Refers to Employee initiated separation)	Male	58	210	70	338
	Female	33	55	36	124
Voluntary employee turnover rate					**7.41%**

TOTAL EMPLOYEE EXIT BREAKDOWN

		BALCO	VL Lanj	VL Jhar	Total
Gender	Age		India		
Male	Below 30 Yrs	44	63	234	341
	30-50 Yrs	40	17	81	138
	Above 50	31	4	9	44
Female	Below 30 Yrs	31	34	55	120
	30-50 Yrs	8	4	10	22
	Above 50	3	0	1	4
	Total	157	122	390	669

VOLUNTARY EMPLOYEE EXIT BREAKDOWN

Gender	Age		India		
Male	Below 30 Yrs	36	55	149	240
	30-50 Yrs	19	14	60	93
	Above 50	3	1	1	5
Female	Below 30 Yrs	27	32	47	106
	30-50 Yrs	5	4	7	16
	Above 50	1	0	1	2
	Total	91	106	265	462

TOTAL NEW EMPLOYEES HIRE (2023-24)

Gender	Age		India		
Male	Below 30 Yrs	88	161	365	614
	30-50 Yrs	16	76	30	122
	Above 50	3	3	7	13
Female	Below 30 Yrs	57	80	182	319
	30-50 Yrs	4	1	8	13
	Above 50	0	0	0	0
	Total	168	321	592	1081

	DISCLOSURE	RESPONSE
	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	In our policy of parental leave, maternity leave is for 26 weeks, adoption leave for 12 weeks and paternity leave for 1 week. For managing both personal and professional priorities for returning mothers, we provide the option to continue in the same role or move to another job profile. (Page 114)
LABOR/MANAGEMENT RELATIONS		
GRI 103: Management Approach 2016		We are committed to the protection of natural entitlements of our host communities, employees and contract workers, and other people in our circle of influence. We follow a structured and comprehensive approach to human rights due diligence that facilitates the identification and scientific estimation of the degree of potential risks related to human rights violations across our operational portfolio. The scope of these assessments covers the activities of our employees, contractual workforce, suppliers, business partners, host communities, and other stakeholders across our value chain. Our Human Rights Policy requires mandatory due diligence before undertaking new projects, or supplier engagements. At Vedanta, we pay equal respect towards the human rights of our regular employees and our indirect workforce. We uphold the right to freedom of association enforced by collective bargaining agreements. We also conduct regular assessments through questionnaire to identify risks and mitigate them. Aluminium, Vedanta Sustainability Report 2023-24: (Pages 115-120) (Human Rights)
GRI 402: Labor/ Management Changes 2016	402-1: Minimum notice periods regarding operational changes	Employees receive minimum notice periods regarding operational changes at least two months in advance. However, this process may be followed on a case-to-case basis
	G4-MM4: Number of strikes and lock-outs exceeding one week's duration, by country.	No strike or lockout exceeding 1 week in duration
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: Management Approach 2016		We continue to strengthen the 'Visible Felt Leadership' through the on-ground presence of senior management, improvement in reporting across all risk and verification of on-ground critical controls. We have also implemented Dupont safety programme to attain the goal of Zero Harm. https://vedantaaluminium.com/sustainability/sustainability-policies-standards-guidance-notes/sustainability-standards/ Aluminium, Vedanta Sustainability Report 2021-22: (Pages 111-114) (Safety and Occupational Health)

	DISCLOSURE	RESPONSE
	403-1: Occupational health and safety management system	Technical standard on Occupational Health Management - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Occupational-Health-Management.pdf Technical standard on Safety Management - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Safety-Management.pdf
	403-2: Hazard Identification, risk assessment and incident investigation	Guidance Note on Hazard identification and Incident investigation - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Incident-Investigation.pdf Guidance Note on Risk Assessment - https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2021/03/Risk-Assessment.pdf
GRI 103: Management Approach 2016	403-3: Occupational health and services	Technical standard on Occupational Health Management - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Occupational-Health-Management.pdf
	403-4: Worker participation, consultation, and communication on OHS	Technical standard on Occupational Health Management - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Occupational-Health-Management.pdf Technical standard on Safety Management - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Safety-Management.pdf
	403-5: Worker training on OHS	Aluminium, Vedanta Sustainability Report 2023-24: (Pages 111-114) (Health & Safety)
	403-6: Promotion of worker health	Aluminium, Vedanta Sustainability Report 2023-24: (Pages 111-114) (Health & Safety)
	403-7: Prevention and mitigation of OHS impacts directly linked by business relationships	Guidance Note on Hazard identification and Incident investigation - https://www.vedantalimited.com/uploads/esg/esg-sustainability-framework/Incident-Investigation.pdf Guidance Note on Risk Assessment - https://d1rbiogke1jwo5.cloudfront.net/wp-content/uploads/2021/03/Risk-Assessment.pdf
GRI 403: Occupational Health & Safety	403-8: Workers covered by an occupational health and safety management system	100% of our workforce are covered under health & safety management system
	403-9: Work related injuries	

E/B JSG EMPLOYEES	FY 23-24	FY 22-23	FY 21-22	FY 20-21
Manhour worked	7,435,192	69,20,512	71,86,352	78,01,152
Lost Time Injuries	0	1	1	1
Injury Rates (LTIFR)	0	0.14	0.14	0.13
Total Recordable Injuries	0	1	1	4
TRIFR	0	0.14	0.14	0.51
Lost Day Rate	4.76	6.79	13.08	3.72
Work-Related Fatalities	0	0	0	0
Rate of Work Related Fatalities	0	0	0	0

403-9: Work related injuries	Business Partners	Manhour worked	33,763,406	3,71,26,722	32,078,993	2,60,38,040
		Lost Time Injuries	6	11	17	10
		Injury Rates (LTIFR)	0.18	0.3	0.53	0.38
		Total Recordable Injuries	11	18	21	33
		TRIFR	0.33	0.48	0.65	1.27
		Lost Day Rate	2.38	24.48	36.13	27.58
		Work-Related Fatalities	1	1	1	0
		Rate of work related fatalities	0.03	0.03	0.03	0
	LANJIGARH EMPLOYEES	Manhour worked	1,728,255	14,89,440	13,44,812	12,87,896
		Lost Time Injuries	2	3	2	0
		Injury Rates (LTIFR)	1.16	2.01	1.49	0
		Total Recordable Injuries	4	3	2	0
		TRIFR	2.31	2.01	1.49	0
		Lost Day Rate	7.98	236.33	19.33	0
		Work-Related Fatalities	0	0	0	0
		Rate of work related fatalities	0.00	0.00	0.00	0.00
	Business Partners	Manhour worked	27,105,503	1,91,27,880	1,25,10,950	86,13,794
		Lost Time Injuries	8	9	5	2
		Injury Rates (LTIFR)	0.30	0.47	0.4	0.23
		Total Recordable Injuries	11	10	13	6
		TRIFR	0.41	0.52	1.04	0.7
		Lost Day Rate	5.6	42.40	32.61	2.9
		Work-Related Fatalities	0	0	2	1
		Rate of work related fatalities	0.00	0.00	0.16	0.12
	BALCO EMPLOYEES	Manhour worked	4,460,041	45,44,488	46,03,512	54,75,648
		Lost Time Injuries	2	0	0	2
		Injury Rates (LTIFR)	0.45	0		0.37
		Total Recordable Injuries	2	3	1	3
		TRIFR	0.45	0.66	0.22	0.55
		Lost Day Rate	2.20	0	0	12.6
		Work-Related Fatalities	0	0	0	0
		Rate of work related fatalities	0.00	0.00	0.00	0.00
	Business Partners	Manhour worked	22,672,534	1,60,59,929	1,60,76,198	1,56,44,185
		Lost Time Injuries	11	10	5	4
		Injury Rates (LTIFR)	0.49	0.62	0.31	0.26
		Total Recordable Injuries	21	17	15	17
		TRIFR	0.93	1.06	0.93	1.09
		Lost Day Rate	6.36	56.91	9.83	410.63
		Work-Related Fatalities	0	0	1	1
		Rate of work related fatalities	0.00	0.00	0.06	0.06
	SECTOR Employees	Manhour worked	13,623,488	12,954,440	13,134,676	14,564,696
		Lost Time Injuries	4	4	3	3
		Injury Rates (LTIFR)	0.29	0.31	0.23	0.5
		Total Recordable Injuries	6	7	4	7
		TRIFR	0.44	0.54	0.3	1.06
		Lost Day Rate	4.33	30.80	9.14	16.32
		Work-Related Fatalities	0	0	0	0
		Rate of work related fatalities	0.00	0.00	0.00	0.00
	Business Partners	Manhour worked	83,541,443	7,23,14,531	6,06,66,141	50296019
		Lost Time Injuries	25	30	27	16
		Injury Rates (LTIFR)	0.30	0.41	0.45	0.87
		Total Injuries	43	45	49	56
		Injury Rates (TRIFR)	0.51	0.62	0.81	3.06
		Lost Day Rate	4.65	36.42	28.43	441.11
		Work-Related Fatalities	1	1	4	2
		Rate of work related fatalities	0.01	0.01	0.07	0.04

The rates have been calculated based on 1 million hours worked, 100% workforce is included in calculation

403-10: Work related ill health

Direct and Indirect Employees

	JSG	BALCO	LNJ	TOTAL
Number of fatalities as a result of ill health	0	0	0	0
Recordable ill health	0	0	0	0

TRAINING AND EDUCATION

GRI 103: Management Approach 2016

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.

Aluminium, Vedanta Sustainability Report 2023-24: (Pages 130-133) (Talent management and succession planning)
Aluminium, Vedanta Sustainability Report 2022-23: (Page 132) (Talent management and succession planning)

GRI 404: Training and Education 2016

404-1: Average hours of training per year per employee.

	BU	Male	Female	Total
Total number of Full Time Employees (FTE)	Balco	1538	253	1791
	VLL	960	297	1257
	VLJ	2663	521	3184
TOTAL		**5161**	**1071**	**6232**

	BU	Male	Female	Total
Total Hours of Training for FTE in 2023-24	Balco	39460	15644	55105
	VLL	29696	12308	42004
	VLJ	149471	46124	195594
TOTAL		218627	74076	292703
AVERAGE HOURS		**42.36**	**69.16**	**46.97**

Average amount spent on training and development (INR) **2898.1**

404-2: Programs for upgrading employee skills and transition assistance programs.

In line with our philosophy, continuous learning and capability building is imperative for an organization to grow. For the same, we have strategic workforce planning, skill gap analysis, job rotation adherence and organizational network analysis. We conduct periodic assessment of all employees focusing on their training & development as well as their well being.

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 is an equal opportunity employer and promotes diversity. Diversity in Vedanta is gender based. (Pages 122-126)

GRI 405: Diversity and Equal Opportunity 2016

405-1: Diversity of governance bodies and employees.

Aluminium, Vedanta Sustainability Report 2023-24: 153-157 Pages (Diversity and Equal Opportunity)

List different type of Board	Age group			Gender	
	less than 30 years	Between 30-50	Above 50 Years	Male	Female
Board of Directors	0	4	8	8	4
Employees	2999	3031	202	5,161	1071

"Board of directors include 4 Nominee directors on the board of Bharat Aluminium Company Limited, being one of the units of Aluminium and Power business, Vedanta Limited. Furthermore, it also includes 8 directors of Vedanta Limited."

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 group.

	Executive level (P to M2)	Middle Management level (M3-M5)	Junior Managemnet level(M6-M10)
Ratio of avg basic salary	0.94	0.89	0.87
Ratio of avg remuneration	0.92	0.94	0.91

NON-DISCRIMINATION		
GRI 103: Management Approach 2016		Vedanta strives for work environment that is free from discrimination. This includes discrimination on any basis, including gender, as well as any form of sexual harassment.
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken	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. Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights)
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	Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights) Similarly, our significant suppliers are generally the big & well reputed industry organizations like Coal India, SAIL and L&T etc. with whom we engage directly for the bulk of material for further processing or as raw material. All these organizations have the collective bargaining and other labour union mechanisms.
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. Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights)
GRI 408: Child Labour 2016	408-1: Operations and suppliers at significant risk for incidents of child labor.	Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights)
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	Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights)
SECURITY PRACTICES		
GRI 103: Management Approach 2016		Vedanta has built a resilient security framework at unit and business level. Security personnel undergo training.
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	Aluminium, Vedanta Sustainability Report 2023-24: Pages 119-120 (Security Personnel trained in human rights policies or procedures)
RIGHTS OF INDIGENOUS PEOPLES		
GRI 103: Management Approach 2016		Vedanta has developed Cultural Heritage, Land & Resettlement Management, and Indigenous People & Vulnerable Tribal Groups Standards, based on various international conventions, including

RIGHTS OF INDIGENOUS PEOPLES		
		ICMM and IFC standards. The Indigenous People & Vulnerable Tribal Groups Technical Standard emphasises peaceful engagements in vernacular languages, between our project teams and these groups, informing them of our commitment to undertake operations in a manner that does not disturb their lifestyles. Aluminium, Vedanta Sustainability Report 2021-22: Pages 115-120
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.	None of our operating mines 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 were 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 were brought to our notice during the reporting year.
HUMAN RIGHTS ASSESSMENT		
GRI 103: Management Approach 2016		Vedanta's Human Rights policy is the guiding document for our human rights practices. Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human Rights)
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.	Aluminium, Vedanta Sustainability Report 2023-24: Pages 115-120 (Human rights)
	412-3: Significant investment agreements and contracts that	Through our Human Rights policy – which has been implemented across all businesses of the Sector - Vedanta is committed to ensuring

RIGHTS OF INDIGENOUS PEOPLES		
	include human rights clauses or that underwent human rights screening	that the processes that it has in place, and continues to develop, follow the UN Guiding Principles. By conducting ESIAs in compliance with applicable legal requirements and Vedanta Sustainability Framework, human rights considerations are taken into account for all new projects, including the obligation to undertake a human rights screening process in all merger and acquisition activities.
LOCAL COMMUNITIES		
GRI 103: Management Approach 2016		Our operations are situated in remote regions of India. On the account of their geographical aloofness, these areas have traditionally lagged in catching up to the fast-paced development elsewhere in the country. Manifesting our vision of value-sharing, we direct our community development initiatives to increase social inclusiveness of these human settlements. These campaigns follow our mission to become the industry leader in social sustainability as well. Our vision of societal upliftment follows a systematic approach that delivers beyond regulatory requirements. We have devised a 4Ps Model (Public-Private-People-Partnership) that emphasizes partnership with local governments and intended beneficiaries for the formulation of long-term strategies and collective execution of programmes. We work with our host communities to ascertain their needs on a priority basis through participatory needs assessment programmes, followed by joint discussions on the roadmap of the proposed welfare campaigns. After obtaining management and bureaucratic approvals, we allocate our resources towards collaborative implementation of the community development projects, and regularly monitor their progress towards the desired objectives. Aluminium, Vedanta Sustainability Report 2023-24: Pages 135-138 (Community Welfare)
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	All 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. We conduct local community consultations and vulnerable groups form a part of the process.Further, we have a policy of conducting impact assessment for all of our CSR projects once in three years and was last conducted in FY 23. Prior to starting operations, all our sites conducted an Environmental Impact Assessment & Social Impact assessment and monitoring is done. These assessments are updated in case the sites undergo significant area expansions. Public disclosure is mandated for EIAs & SIAs. We have various local community development programs, details of which are mentioned on page number 139-145. There is a formal local community grievance process in place.
	413-2: Operations with significant actual and potential negative impacts on local communities	Aluminium, Vedanta Sustainability Report 2023-24: Pages 139-145 (Community Welfare)
SUPPLIER SOCIAL ASSESSMENT		
GRI 103: Management 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 suppliers 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.

SUPPLIER SOCIAL ASSESSMENT		
GRI 414: Supplier Social Assessment	414-1: New suppliers that were screened using social criteria.	We have a standard ESG criteria for which all our suppliers are screened while onboarding. Total of 275 suppliers were assessed for social impacts in FY 2024.
GRI 414: Supplier Social Assessment	414-2: Negative social impacts in the supply chain and actions taken.	During screening 0% of our suppliers have been found to be having negative social impacts. Vedanta Sustainability Report 2023-24: Page 48 (Supply Chain Management)
PUBLIC POLICY		
GRI 103: Management 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 Policy 2016	415-1: Political Contributions	It is the Board's policy that Vedanta will not, 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 by the three units of Aluminium Sector, will be disclosed in the Sector's Annual Report and Accounts.
CUSTOMER HEALTH AND SAFETY		
GRI 416: Customer health and safety	416-1: Assessment of the health and safety impacts of product and service categories.	Vedanta Sustainability Report 2023-24: Pages 57-58 (Product Stewardship)
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 adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	No such reported case.
RESETTLEMENT		
G4 – MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Vedanta has developed Cultural Heritage, Land & Resettlement Management, and Indigenous People & Vulnerable Tribal Groups Standards, based on various international conventions, including ICMM and IFC standards. The Indigenous People & Vulnerable Tribal Groups Technical Standard emphasises peaceful engagements in vernacular languages, between our project teams and these groups, informing them of our commitment to undertake operations in a manner that does not disturb their lifestyles. We have periodic audits of project impacts, resettlement and impact management activities, and compliance with the terms of agreement with the communities. Aluminium, Vedanta Sustainability Report 2023-24: Page 134 (Land Acquisition and Resettlement)
MATERIAL ASPECT : CLOSURE PLANNING		
G4 – MM10	Number and percentage of operations with the closure plans.	As a part of statutory clearance all our mines operations have a closure plan.

GRI STANDARD	DISCLOSURE	RESPONSE
ECONOMIC PERFORMANCE		
GRI 3-3: Management Approach 2021		Boundary: Aluminium Sector, Vedanta Aluminium, Vedanta Sustainability Report 2023-24: Pages 16-17 (Our Economic Performance)
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed.	Economic Value Generated and Distributed (in Rs Mn) / FY 2023-24 / FY 2022-23 / FY 2021-22 Economic value generated (Revenues) / 516,839 / 559,540 / 536,767 Economic value distributed / 433,135 / 501,233 / 396,428 a) Operating Costs / 360,320 / 441,470 / 330,117 b) Employee wages and benefits / 10,330 / 9,186 / 8,310 c) Payment to providers of capital / 58,269 / 49,089 / 50,954 d) Payment to government / 3,117 / 530 / 6,280 e) Community investments (including donation) / 1,099 / 957 / 767 Economic value retained (Calculated as Economic value generated less economic value distributed) / 83,704 / 58,308 / 140,339
	201-2: Financial implications and other risks and opportunities due to climate change.	Aluminium, Vedanta Sustainability Report 2023-24: Pages 61-66 (Climate change)
	201-3: Defined benefit plan obligations and other retirement plans.	Vedanta Annual Report, Page 476
	201-4: Financial assistance received from government.	We do not receive any financial assistance from government
MARKET PRESENCE		
GRI 3-3: Management Approach 2021		Vedanta strives to create long term value for its shareholders.
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 meet or exceed 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.	Aluminium, Vedanta Sustainability Report 2022-23: Pages 122-126 (A Journey Towards People Excellence)
INDIRECT ECONOMIC IMPACTS		
GRI 3-3: Management Approach 2021 **GRI 203: Indirect Economic Impacts 2016**		Our operations are situated in remote regions of India. On the account of their geographical aloofness, these areas have traditionally lagged in catching up to the fast-paced development elsewhere in the country. Manifesting our vision of value-sharing, we direct our community development initiatives to increase social inclusiveness of these human settlements. These campaigns follow our mission to become the industry leader in social sustainability as well. Our vision of societal upliftment follows a systematic approach that delivers beyond regulatory requirements. We have devised a 4Ps Model (Public-Private-People-Partnership) that emphasizes partnership with local governments and intended beneficiaries for the formulation of long-term strategies and collective execution of programmes. Aluminium, Vedanta Sustainability Report 2023-24: Pages 135-138 (Community Welfare)
	203-1: Infrastructure investments and services supported.	AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, Aim 3: Uplift 100 Million Women And Children Via Social Welfare Interventions.
	203-2: Significant indirect economic impacts.	AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, Aim 3: Uplift 100 Million Women And Children Via Social Welfare Interventions.

GRI STANDARD	DISCLOSURE	RESPONSE
PROCUREMENT PRACTICES		
	204-1: Proportion of spending on local suppliers.	For FY 2023-2024, we have spent INR 270,504 million on local procurement. This expenditure represents 58.6% of our total procurement in the aluminium sector. Aluminium, Vedanta Sustainability Report 2023-24: Pages 43-48 (Supply Chain Management)
ANTI-CORRUPTION		
GRI 3-3: Management Approach 2021		The Company's code of conduct defines the fundamentals of engagement with different stakeholders across our value chain. We are committed to upholding the spirit of these business ethics as they lay the foundation of our multi-faceted approach towards sustainable development. We have a zero-tolerance policy towardsany violation of these codes of conduct and ethical values. The business ethics adhere to the relevant laws of the land and are updated as per industry trends. The purview of this code covers all directors, management personnel, employees, contractors, and suppliers of the Company. The Company's Code of Business Conductis available at https://www.vedantalimited.com/CorporateGovernance/vedanta_limited_code_of_conduct_and_business_ethics.pdf
GRI 205: Anti-Corruption 2016	205-1: Operations assessed for risks related to corruption	100% of our operations are assessed for risks related to corruption. The assessments are conducted by the Management Assurance Services (MAS) team. More details can be found at: Vedanta Annual Report 2023-24, Page 68
	205-2: Communication and training about anti-corruption policies and procedures	Aluminium, Vedanta Sustainability Report 2023-24: Pages 25-27 (Code of business conduct and Ethics)

	JSG	LNJ	BALCO	TOTAL
Governance body members (This is reported w.r.t. BoDs of Vedanta limited at group level.)	2		0	2
Employees	3176	1341	822	5339
Business partners (Data is w.r.t. only Lanjigarh and Jharsuguda)	11607	441	0	12048
Retainer employees	0	0	0	0

205-3: Confirmed incidents of corruption and action taken

	FY 2023-24	FY 2022-23
Number of Open Complaints on April 1st 2023	3	5
Number of Whistle Blower Cases opened in FY 2021-22	24	29
Number of Whistle Blower Cases upheld and found correct in FY 2021-22	8	9
Number of incidents in which employees were dismissed or disciplined for corruption	8	9
Number of incidents where contracts with business partners were terminated or not renewed due to violation related to corruption	2	1
Number of Public legal Whistle Blower cases brought against company, or employees	0	0
Number of Whistle Blower Cases closed	24	31
Open complaints on 31st March 2024	3	3

ECONOMIC

GRI STANDARD	DISCLOSURE	RESPONSE
ANTI-COMPETITIVE BEHAVIOUR		
GRI 103: Management Approach 2016		From of Code of Business Conduct and Ethics: "Vedanta Aluminium is committed to free and open competition in the marketplace. Employees should avoid actions that would be contrary to laws governing competitive practices in the marketplace, including federal and state anti-trust laws. Such actions include misappropriation and/or misuse of a competitor's confidential information or making false statements about the competitor's business and business practices. The Company and its employees shall under no circumstances engage in any anti-competitive practices such as illegal fixing of prices, sharing of markets or other actions which prevent, restrict or distort competition in violation of applicable anti-trust laws."
GRI 206: Anti-Competitive Behaviour 2016	206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.	Vedanata Annual Report, Page 239-240
TAX		
GRI 207:	207-1: Approach to tax	We have a long-standing commitment to transparency. Tax Transparency Report 2023-24 Page 18
	207-2 Tax governance, control, and risk management	Substance, Transparency and Arm Length Principle, Tax Risk Management Framework, Controls Vedanta Annual Report
	207-3 Stakeholder engagement and management of concerns related to tax	We maintain an open, honest, transparent and constructive relationship in all our dealings with the tax authorities in the jurisdictions in which we operate. Our dealings are based on mutual trust in line with Vedanta's Code of Business Conduct and Ethics. Vedanta has also formed an internal 'Tax Council' which acts as an overarching governing body to the tax function as a whole.
	207-4 Country by country reporting	Vedanta Tax Transparency Report 2023-24 Page 30



ENERGY

GRI 103: Management Approach 2016

There is global consensus that climate change is one of the biggest threats to humankind. Exposure to one or more impacts of climate change is gradually increasing across all the corners of the world. Since aluminium production is a capital-driven and energy-intensive industry, we continually strive towards exploring and adopting commercially feasible opportunities to minimise the carbon footprint across our operations. Our climate impact reduction targets and initiatives are in complete alignment with the Nationally Determined Contributions (NDC) submitted by the Government of India.

GRI 302: Energy 2016

Aluminium, Vedanta Sustainability Report 2023-24: Pages 79-80 (Climate Change and Energy Management)

Unit wise breakup of total energy consumption (GJ) within organisation is as below:

302-1: Energy consumption within the organization

Total Energy (GJ)

	FY 2023-24	FY 2022-23	FY 2021-22	FY 2020-21
ALUMINIUM BUSINESS				
BALCO	90,845,287	84,638,061	91,521,996	90,378,188
Lanjigarh	19,976,198	20,446,719	20,703,507	19,948,377
Jharsuguda	233,792,799	217,203,878	231,301,851	220,450,018
POWER BUSINESS				
BALCO IPP	35,561,969	10,318,782	24,691,924 3	2,486,150
Jharsuguda IPP	30,049,082	33,065,095	21,128,510	28,392,936
TOTAL	**410,225,334**	**365,672,536**	**389,347,788**	**391,655,668**

302-2: Energy Consumption outside of the organisation

Vedanta Aluminium do not have energy consumption outside the organisation.

302-3: Energy Intensity

Specific Energy Consumption (GJ/Production Output)
Intensity Within the organization

BUSINESS	FY 2023-24	FY 2022-23	FY 2021-22	FY 2020-21
Aluminium Business (Exclusion of CPP Power energy consumption)				
BALCO	52.62	52.49	51.76	52.2
Lanjigarh	7.28	7.17	7.15	7.22
Jharsuguda	51.47	51.97	52.59	53.04
POWER BUSINESS				
BALCO IPP	11.59	10.06	10.82	10.30
Jharsuguda IPP	9.97	10.16	10.00	9.99

*For Balco & Jharsuguda intensity is calculate for aluminium business

302-4: Reduction of energy consumption.

Aluminium, Vedanta Sustainability Report 2023-24: Pages 81-83 (Climate Change and Energy Management)

302-5: Reductions in energy requirements of products and services

Aluminium, Vedanta Sustainability Report 2023-24: Pages 76-79 (Material Efficiency)

WATER

GRI 103: Management Approach 2016

Our water management policy guides our efforts towards exploration of opportunities for reducing water consumption across our operational portfolio and encourages increased water reutilization and zero liquid discharge from our operations. The policy channelises our water stewardship campaigns in line-with our commitment towards UN SDG-6: Clean Water and Sanitation. We are committed to optimise water utilisation at our facilities, while supporting the local communities for addressal of water-related issues.

	303-1: Interactions with water as a shared resource	Aluminium, Vedanta Sustainability Report 2023-24: Pages 86-91 (Water Management) Vedanta Sustainability Framework
	303-2: Management of water discharge related impacts	Aluminium, Vedanta Sustainability Report 2023-24: Pages 86-91 (Water Management) Vedanta Sustainability Framework

GRI 303: Water 2016

303-3: Water withdrawal

Unit (m3)	FY 2023-24		FY 2022-23		FY 2021-22		FY 2020-21	
	Ground Water (m3)	Surface Water (m3)	Ground Water (m3)	Surface Water (m3)	Ground Water (m3)	Surface Water (m3)	Ground Water(m3)	Surface Water (m3)
BALCO	280	30,379,350	0	25,036,355	0	30,031,250	0	29,185,025
Lanjigarh	0	5,199,804	0	6,259,247	0	5,448,365	0	4,815,951
Jharsuguda	0	63,527,059	0	64,894,268	0	72,005,617	0	75,416,297
TOTAL	**280**	99,106,213	0	96,189,870	0	107,485,232	0	109,417,273

*BALCO IPP and Jharsuguda IPP water consumption is included in the above matrix. Ground water include only Chotia mines.
The water is withdrawn from Hirakud reservoir for Jharsuguda, Kesinga river for Lanjigarh and Hasdeo river for BALCO. Hirakud and Jharsuguda are low water stress areas (<10%). Lanjigarh and BALCO lie in high water
stress category (40-80%) as per WRI Aqueduct Tool. All is freshwater withdrawal. Zero water discharge

303-4: Water discharge

Aluminium, Vedanta Sustainability Report 2023-24

Our operating philosophy is of 'zero discharge', where the generated wastewater is treated and completely recycled back into process areas.

In addition to these initiatives, effluent and sewage treatment plants are installed at many locations for reusing water at primary locations. Wastewater 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.

Business	FY 2023-24 (m3)	FY 2022-23 (m3)	FY 2021-22 (m3)	FY 2020-21 (m3)
BALCO	0	0	0	0
Jharsuguda	0	0	0	120,037
Lanjigarh	0	0	0	0
Total	0	0	0	120,037

303-5: Water consumption

Business	FY 2023-24 (m3)	FY 2022-23 (m3)	FY 2021-22 (m3)	FY 2020-21 (m3)
BALCO	30,278,239	25,036,355	30,031,250	29,185,025
Jharsuguda	50,652,660	46,188,954	48,431,503	50,383,922
Lanjigarh	4,318,813	5,511,441	5,448,365	4,815,951
Total	85,249,712	76,736,750	83,911,118	84,384,898

BIODIVERSITY

GRI 103: Management Approach 2016

We are committed to minimizing the potential risks to biodiversity which may arise in the areas of our operations. We have a robust Biodiversity Policy and Management Standard in line with international standards and guidelines of the IFC. The policy and management standard guide our actions on avoiding and minimizing any disruption to biodiversity not only during design and operational phase, but also site closure and beyond. To identify the biodiversity related business risks and their management, our businesses seek consultation from experts in this domain.

GRI 304: Biodiversity 2016

Aluminium, Vedanta Sustainability Report 2023-24: Pages 92-98 (Biodiversity Management)

The following sites are located adjacent to areas of high biodiversity value or protected areas:

304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Business Unit	Operational site	Geographic Location	Position in relation to the protected area or the high biodiversity value area outside protected areas.	Type of operation	Size of operational site (hectares)	Type of ecosystem
Vedanta Ltd.	Lanjigarh, Odisha	Latitude- 19°43' to 19°44' North, Longitude - 83°24' to 83°25' East	Bori, Hatisal, Ambadala, Patragurha, Niyamgiri, Khambesi, Tirumuri, Dahikhala, Batarilima, Raula Jhimri	Manufacturing of Calcined Alumina & CGPP for power	833.3 [ha]	Terrestrial & Freshwater
Vedanta Ltd	Jharsuguda, Odisha	Longitude 84° 03' E Latitude: 21° 48' N		Manufacturing/ Production	1173.97 [ha]	Terrestrial
BALCO	Korba, Chattisgarh	Longitude 82o 43' E Latitude: 22o 23' N		Manufacturing/ Production	1099 [ha]	Terrestrial

304-2: Significant impacts of activities, products, and services on biodiversity

No significant impact was observed on biodiversity as the project is set up on degraded forest and agricultural land. However, floral and faunal species present in the core area were effected during infrastructure construction. Air emission due to CGPP stack & Calciner stack and fugitive dust emission during handling of Bauxite, Coal, Red mud & Fly ash may be the source of pollution.

304-3: Habitats protected or restored

Aluminium, Vedanta Sustainability Report 2022-23: Page 93 (Biodiversity Management)

304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

	Sector	BALCO	JHARSUGUDA	LANJIGARH
Critically Endangered	0	0	0	0
Endangered	11	4	9	5
Vulnerable	10	4	5	7
Near Threatened	2	2	0	0

Least Concern (Based on revised BMP, this category is not reported)

MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated

The mines have been closed for operations. Aluminium, Vedanta Sustainability Report 2023-24: Pages 92-98 (Biodiversity Management)

Parameter	Chotia – I Mines (In Hectare)	Chotia – II Mines (In Hectare)	Kawardha (In Hectare)	Mainpat (In Hectare)	Jamkhani (In Hectare)
Total Mining Lease Area	863	316.826	626.117	639.169	847
Total Mining Area	293	83	387.41	393.63	135.28
Total Land reclaimed	258.97	29.82	371.4	367.84	0
Total land rehabilitated	280	47	211.04	350.5	0
Total area covered by Water charge	12.72	8.4	5.2	2.15	4.5

MM2: The number and percentage of total sites identified as

EMISSIONS	requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	All our operations have developed Biodiversity Management Plan with 100% coverage.
GRI 103: Management Approach 2016		There is global consensus that climate change is one of the biggest threats to humankind. Exposure to one or more impacts of climate change is gradually increasing across all the corners of the world. Since aluminium production is a capital-driven and energy-intensive industry, we continually strive towards exploring and adopting commercially feasible opportunities to minimise the carbon footprint across our operations. Our climate impact reduction targets and initiatives are in complete alignment with the Nationally Determined Contributions (NDC) submitted by the Government of India. We consistently track and manage our carbon footprint with respect to achievement of these commitments. We nurture the culture of management decision-making to incorporate considerations of potential environmental impacts, in order to further our objective of significantly minimising the carbon footprint of our aluminium operations. Our Energy and Carbon Management Policy and Performance Standard guides our efforts towards adoption of best in the industry practises and deployment of sophisticated technologies to consistently reduce our greenhouse gas (GHG) emissions. We are cognizant of the fact that reducing our energy consumption and shifting to low carbon energy mix is central to Vedanta's pledge of moving towards carbon neutrality.
	305-1: Direct (Scope 1) GHG emissions	Aluminium, Vedanta Sustainability Report 2023-24: Page 73 (GHG Emissions Performance) Our business-wise Scope I emissions are:

Business		Scope I Emission (metric tonnes CO2 equivalents)			
		FY 2023-24	FY 2022-23	FY 2021-22	FY 2020-21
Aluminium	BALCO	9,137,379	8,274,647	9,314,128	9,341,202
	Jharsuguda	23,330,609	20,146,719	22,572,901	22,814,625
	Lanjigarh	1,719,740	1,856,600	1,785,313	2,009,699
Power Business					
	BALCO IPP	3,246,024	883,555	2,253,649	2,965,280
	Jharsuguda IPP	2,753,860	3,019,857	1,928,570	2,591,692
**The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV					
	Total	40,187,611	34,181,379	37,854,561	39,722,500

GRI 305: Emissions 2016	305-2: indirect (Scope 2) GHG emissions	Aluminium, Vedanta Sustainability Report 2023-24: Pages 73-76 (GHG Emissions Performance) Our business-wise Scope II emissions are:

Business		Scope II Emission (metric tonnes CO2 equivalents)			
		FY 2023-24	FY 2022-23	FY 2021-22	FY 2020-21
Aluminium	BALCO	159,903	536,280	161,540	2,143
	Jharsuguda	2,742,953	5,638,230	2,031,140	510,860
	Lanjigarh	10,897	22,443	4856	6,595
Power Business					
	BALCO IPP	0	0	0	0
	Jharsuguda IPP	0	0	0	0
**The GHG emission from FY 21 to FY 23 have been re-evaluated and revised based on NCV instead of GCV					
	Total	2,913,753	6,196,953	2,197,536	519,598

305-3: Other indirect (Scope 3) GHG emissions

	FY2023-24			FY2022-23			FY2021-22		
Business	Jharsuguda	BALCO	Lanjigarh	Jharsuguda	BALCO	Lanjigarh	Jharsuguda	BALCO	Lanjigarh
Aluminium	52,36,182	17,65,377	8,16,464	5,567,124	1,991,987	542,966	5,005,929	1833349	540,241
Total			78,18,023			8,102,077			7,379,519

305-4: GHG emissions intensity

TCO2e/MT	FY 2023-24			FY2022-23		
Aluminium	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Producton (MT)	GHG Intensity (tCO2e/ MT)	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Producton (MT)	GHG Intensity (tCO2e/ MT)
Balco	92,97,282	5,74,715	16.18	88,10,927	5,66,430	15.56
Lanjigarh	17,30,637	18,03,216	0.96	18,79,043	18,54,926	1.01
Jharsuguda	2,60,73,561	17,83,742	14.62	2,57,84,949	17,19,977	14.99

TCO2e/MT	FY 2021-22			FY 2020-21		
Aluminium	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Producton (MT)	GHG Intensity (tCO2e/ MT)	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Producton (MT)	GHG Intensity (tCO2e/ MT)
Balco	94,75,668	5,81,847	16.28	93,43,346	5,69,645	16.40
Lanjigarh	17,90,169	19,69,212	0.91	20,16,294	18,47,778	1.09
Jharsuguda	2,46,04,041	16,86,697	14.59	2,33,25,485	13,99,876	16.66

TCO2e/US$ mn	FY 2023-24			FY2022-23		
Business	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Revenue (US$ mn)	GHG Intensity (TCO2e/US$ mn)	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Revenue (US$ mn)	GHG Intensity (TCO2e/US$ mn)
Aluminium	37,101,481			36,474,919		
Power	5,999,884			3,903,412		
Total	43,101,364	6,198	6,954	40,378,332	6,809	5,930

TCO2e/US$ mn	FY 2021-22			FY 2020-21		
Business	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Revenue (US$ mn)	GHG Intensity (TCO2e/US$ mn)	Scope 1 + Scope 2 GHG Emissions (tCO2e)	Revenue (US$ mn)	GHG Intensity (TCO2e/US$ mn)
Aluminium	35,869,878			3,46,85,126		
Power	41,82,219			55,56,973		
Total	40,052,097	5081	7,883	40,2,42,098	4,196	9,591

305-5: Reduction of GHG emissions

Aluminium, Vedanta Sustainability Report 2023-24: Page 72(Energy and Carbon Management)

305-6: Emissions of ozone-depleting substances (ODS)

Our operations do not emit significant ozone-depleting substances.

305-7: NOX, SOX, and other significant air emissions

Aluminium, Vedanta Sustainability Report 2023-24: Pages 83-85 (Air Quality and Emissions Control)

305-7: NOX, SOX, and other significant air emissions

FY 2023-24 (in MT)				FY 2022-23 (in MT)		
Business	PM Emissions	SOx Emissions	NOx Emissions	PM Emissions	SOx Emissions	NOx Emissions
BALCO*	4,082	98,785	26,883	3,697	1,21,072	19,386
Jharsuguda	6,032	1,78,682	51,464	5,329	1,44,842	44,136
Lanjigarh	71	1,668	915	156	4,474	1,928
Total	10,185	2,79,135	79,262	9,181	2,70,388	65,450
FY2021-22 (in MT)				**FY2020-21 (in MT)**		
Business	PM Emissions	SOx Emissions	NOx Emissions	PM Emissions	SOx Emissions	NOx Emissions
BALCO*	2,125	48,437	22,245	0	0	0
Jharsuguda	5,082	1,26,842	40,276	5,578	1,29,957	43,318
Lanjigarh	240	11,269	3,057	182	13,210	3,946
TOTAL	7,447	1,86,548	65,578	5,760	1,43,167	47,264

*Emission from BALCO are from fuel (coal and HFO) combustion, calculated based on sulphur content present in the fuel.

EFFLUENTS AND WASTE

306-1: Waste generation and significant waste impacts

Aluminium, Vedanta Sustainability Report 2023-24: Pages 99-109 (Waste Management)

306-2: Management of significant waste related impacts

Vedanta's Resource Use and Waste Management Standard, documented in the VSF defines the procedures for the safe and efficient handling of wastes generated at our operations. This standard assimilates ICMM's hierarchy of waste management: exploring opportunities for waste avoidance, reduction, recovery, and recycling (either within our own premises or sold to authorized third parties), with the last resort being disposal in authorised landfills or by incineration.

Aluminium, Vedanta Sustainability Report 2023-24: Pages 99-109 (Waste Management)

306-3: Waste generated
306-4: Waste diverted from disposal

Aluminium, Vedanta Sustainability Report 2022-23: Pages 99-109 (Waste Management)

FY 2023-24					FY 2022-23			
Business	Hazardous Waste (MT)		Non-Hazardous Waste (MT)		Hazardous Waste (MT)		Non-Hazardous Waste (MT)	
	Generated	Recycled	Generated	Recycled	Generated	Recycled	Generated	Recycled
BALCO*	96,160	108,178	17,448,051	1,8,421,582	96,513	1,02,363	2,464,171	1,68,88,381
Jharsuguda	281,248	259,899	8,321,135	93,40,510	3,08,727	2,81,312	7,251,497	77,40,698
Lanjigarh	161.67	156.7	2,820,152	6,74,511	77	73	2,922,446	5,84,866
Total	377,570	368,234	28,589,339	28,436,603	4,05,317	3,83,748	12,638,114	25,213,945
FY2021-22					**FY2021-22**			
Business	Hazardous Waste (MT)		Non-Hazardous Waste (MT)		Hazardous Waste (MT)		Non-Hazardous Waste (MT)	
	Generated	Recycled	Generated	Recycled	Generated	Recycled	Generated	Recycled
BALCO*	94,685	98,260	31,34,176	40,34,278	2,022	4,258	5,63,236	7,46,882
Jharsuguda	2,79,465	2,70,216	79,04,805	94,96,357	2,64,903	2,32,641	81,23,554	1,00,10,736
Lanjigarh	66	148	29,37,458	8,45,374	6	66	4,83,135	1,17,659
Total	3,74,216	3,68,624	1,39,76,439	1,43,76,009	2,66,931	2,36,966	91,69,925	1,08,75,277

*5 significant hazardous wastes are reported for BALCO namely Spent pot lining, Aluminium dross, Lab Solvent, Biomedical waste and used lead acid batteries

306-5: Waste directed to disposal

Aluminium, Vedanta Sustainability Report 2022-23: Page 100 (Waste Management)

	MM3: Total amounts of overburden, rock, tailings, and sludge's and their associated risks.	<table><tr><th></th><th>Unit</th><th>FY 2023-24</th><th>FY 2022-23</th><th>FY 2021-22</th><th>FY 2020-21</th></tr><tr><td>Overburden</td><td>MT</td><td>11,936,291</td><td>6,143,423</td><td>0</td><td>200,583</td></tr><tr><td>Tailings</td><td>MT</td><td>16,569,049</td><td>2,487,461</td><td>0</td><td>9,001,835</td></tr></table> Aluminium, Vedanta Sustainability Report 2022-23: Pages 99-109 (Waste Management, Bauxite Residue and Ash Management) For more details please refer to: Vedanta's commitments to Sustainable Tailings management at - https://ataglance.vedantaresources.com/news/fact-sheets
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. The screening mandates a score of minimum 40 for onboarding. Aluminium, Vedanta Sustainability Report 2023-24: Pages 43-48 (Supply Chain Management)
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screen using environmental criteria	Vedanta Sustainability Report 2023-24: Pages 43-48 (Supply Chain Management) All new suppliers undergo Sustainability screening checklist and scoring system before getting registered with us. In FY 2024, we assessed the environmental impacts of 275 suppliers.
	308-2: Negative environmental impacts in the supply chain and actions taken	In case a supplier is categorized as sustainability high risk, appropriate measures are taken to remediate the same or the supplier is not onboarded. Vedanta Sustainability Report 2023-24: Pages 43-48 (Supply Chain Management)



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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE IDENTIFIED SUSTAINABILITY INFORMATION IN ALUMINIUM AND POWER DIVISION, VEDANTA LIMITED'S SUSTAINABILITY REPORT

To the Management of Aluminium and Power Division of Vedanta Limited

We have undertaken to perform a limited assurance engagement for Aluminium and Power Division, Vedanta Limited ("Vedanta Aluminium") comprising of its Entity and Sites, the details of which are as described in the "Scope, Boundary and Limitations" paragraph given below, vide agreement dated 09 January 2024 in respect of the agreed Sustainability Information listed below in accordance with the "Criteria" stated below. This Sustainability Information is as included in the Sustainability Report of Vedanta Aluminium for the year ended 31 March 2024. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

Identified Sustainability Information

The Identified Sustainability Information for the year ended 31 March 2024 is summarized below:

The Identified Sustainability Information of Vedanta Aluminium are the select Sustainability Performance Indicators of Vedanta Aluminium for the year ended 31 March 2024, as per Appendix I to this Report, as contained in Vedanta Aluminium's Sustainability Report 2024.

Our limited assurance engagement was with respect to the year ended 31 March 2024, unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any limited assurance conclusion thereon.

Criteria

The Sustainability Report is prepared with reference to the Global Reporting Initiative (GRI) Standards, 2021.



Management's Responsibilities

Vedanta Aluminium's management is responsible for establishing the "Criteria" for preparing the Sustainability Report in all material respects, identification of key aspects, engagement with stakeholders, content, preparation and presentation of Sustainability Report in accordance with the "Criteria". This responsibility includes design, implementation and maintenance of internal controls, relevant to the preparation and measurement of Sustainability Report, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ('IESBA Code'), which is founded on fundamental principles of integrity, objectivity, professional competence, due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information with respect to the Entity and Sites covered in the "Scope, Boundary, and Limitations" paragraph given below, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ('ISAE') 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.



A limited assurance engagement involves assessing the suitability in the circumstances of Vedanta Aluminium's use of the Criteria as the basis for the preparation of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

Scope, Boundary and Limitations

Scope and Boundary

- The scope of our limited assurance covers the Identified Sustainability Information for the period 1 April 2023 to 31 March 2024.

- Out of the boundary used for the preparation of the audited Financial Statements of Vedanta Aluminium comprising of its Entity and Sites for the Financial Year 2023-24, the boundary used for the purpose of preparation of the Identified Sustainability Information includes the data and the information of the Entity and Sites of Vedanta Aluminium, as mentioned in the Appendix II to this Report.

- The data review and validation of the Entity and Sites was performed through physical site visits and/or together with desktop reviews.

- The Categories of Scope 3 emissions considered by Vedanta Aluminium and verified by us are given in Appendix III to this Report, marking completely covered, partially covered, not calculated and not applicable. Further, the specific materiality considered for some of the categories of Scope 3 emissions is also mentioned in Appendix III to this report.

Limitations

Our limited assurance scope excludes the following and therefore we do not express a limited assurance conclusion on the same:

- Operations of Vedanta Aluminium other than those covered in the "Scope and Boundary".

- The data/information (qualitative or quantitative) other than the Identified Sustainability Information.

- Data and information outside the defined reporting period i.e., Financial Year 2023-24.



- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by Vedanta Aluminium.

- Data related to Vedanta Aluminium's environmental, economic and financial performance, strategy and other related linkages expressed in the Financial Statements of Vedanta Aluminium's Entity and Sites for the Financial Year 2023-24 or any other Report, containing the Identified Sustainability Information.

- Effectiveness of management's internal controls of Vedanta Aluminium, while we considered the same when determining the nature and extent of our procedures; however, our limited assurance engagement was not designed to provide assurance on these internal controls.

- Vedanta Aluminium's compliance with Acts, Regulations and Guidelines with respect to various Regulatory authorities and other legal matters.

- Verification of Scope 3 emissions for one of the sites of Vedanta Aluminum, i.e. Jharsuguda, as that was conducted by third party.

Assurance Procedures

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

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of Vedanta Aluminium's business activities, processes and its operating locations, as identified by Vedanta Aluminium.

- Interviewed people involved to understand the reporting process, governance, design and implementation of data management systems and internal controls in place for capturing, collating, calculating and reporting the Identified Sustainability Information with reference to the GRI Standards during the reporting period.

- Performed limited substantive testing on a sample basis of the Identified Sustainability Information for the Entity and Sites, as covered in the "Scope, Boundary and Limitations" to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.

- Checked the consistency of the data/information within the Identified Sustainability Information.



- Checked the consolidation methodology for the Entity and Sites as covered in the "Scope, Boundary and Limitations" for ensuring the completeness of data being reported.

- Tested the mathematical accuracy of the data provided on a test-check basis.

- Assessed the level of adherence of the "Criteria", as mentioned above by Vedanta Aluminium while reporting.

- Assessed the appropriateness of various assumptions, estimations and thresholds used by Vedanta Aluminium in the preparation of the Identified Sustainability Information.

- Undertook analytical review procedures to support the reasonableness of the data used in the Identified Sustainability Information.

- We traced the relevant data and assumptions from the following published Reports and Vedanta Aluminium's internal documents:

  - Annual Accounts for the Financial Year 2023-24 of Vedanta Limited (Independent Auditors' Report, issued by another auditor, vide Audit Report dated 25 April 2024).
  - Audited Financial statements of the Entity and Sites of Vedanta Aluminium for the Financial Year 2023-24.
  - Business Responsibility and Sustainability Report ('BRSR') of Vedanta Limited for the Financial Year 2023-24 (Reasonable and Limited Assurance Letter issued by us, vide Assurance Letter dated 17 June 2024 on BRSR Core and other than BRSR Core indicators respectively).
  - The Sustainability Report of Vedanta Aluminium for the Financial Year 2022-23 (Limited Assurance Letter issued by another auditor, vide Assurance Letter dated 14 November 2023).
  - Management Presentations.
  - Internal Email confirmations from various stakeholders.

- Enquired to corroborate with the relevant management personnel to understand the progress against the Sustainability commitments.

- Obtained written representations from Vedanta Aluminium's Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance



that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the "Criteria".

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Vedanta Aluminium's Identified Sustainability Information included in the Sustainability Report for the year ended 31 March 2024 are not prepared, in all material respects, in accordance with the "Criteria".

Emphasis of Matter

We draw your attention to the following matters:

- The "Scope, Boundary and Limitations" in this report. The Entity and Sites considered for the purpose of reporting in the Sustainability Report are as per the management's assessment of materiality.

- The financial numbers used in some of the disclosures in the Identified Sustainability Information are extracted from the audited financial statements of the Entity and Sites of Vedanta Aluminium for the Financial Year 2023-24 and hence are not audited by us. While the financial numbers related to certain sites and the Entity include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the non-financial data used in some of the disclosures in the Identified Sustainability Information related to these Sites and Entity are given without adjustments (gross figures). Further, some of the Sites are considered for the purpose of said financial numbers, which may have been excluded from the "Scope, Boundary and Limitations".

- Some of the Sites and Entity are considered for the purpose of preparation of the Identified Sustainability Information on full consolidation method, without adjusting for minority interest in the relevant Vedanta Aluminium's Entity and Sites, based on operational control, as assessed by the management.

- The Non-Financial Reporting System used by Vedanta Aluminium in the preparation of the Identified Sustainability Information is in the advanced stage of implementation and is in the process of being integrated with other Financial and Non-Financial Reporting Systems of Vedanta Aluminium.

Our limited assurance conclusion is not modified in respect of these matters.



Other matter

The Identified Sustainability Information as contained in Vedanta Aluminium's Sustainability Report for the Financial Year ended 31 March 2023 was assured by the previous assurance practitioner who had expressed an unmodified opinion on 14 November 2023.

Our opinion is not modified in respect of this matter.

Restriction on use

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

For **Mazars Advisory LLP**

Firm Registration No.: AAI-2887



Sarika Gosain
Partner

Gurugram
26 September 2024

Appendix I to the Independent Auditor's Limited Assurance Report on the Identified Sustainability Information in Vedanta Aluminium's Sustainability Report

S. No.	GRI	Indicators
1.	GRI 2-1	Organizational Details
2.	GRI 2-2	Entities included in organization's sustainability reporting
3.	GRI 2-3	Reporting period, frequency and contact point
4.	GRI 2-4	Restatements of information
5.	GRI 2-5	External assurance
6.	GRI 2-6	Activities, value chain and other business relationships
7.	GRI 2-7	Employees
8.	GRI 2-23	Policy commitments
9.	GRI 2-28	Membership associations
10.	GRI 2-29	Approach to stakeholder engagement
11.	GRI 2-30	Collective bargaining agreements
12.	GRI 3-2	List of material topics
13.	GRI 201-1	Direct economic value generated and distributed
14.	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage
15.	GRI 202-2	Proportion of senior management hired from the local community
16.	GRI 205-1	Operations assessed for risks related to corruption
17.	GRI 205-2	Communication and training about anti-corruption policies and procedures
18.	GRI 205-3	Confirmed incidents of corruption and actions taken
19.	GRI 302-1	Energy consumption within the organization
20.	GRI 302-3	Energy intensity
21.	GRI 302-4	Reduction of energy consumption
22.	GRI 303-3	Water withdrawal
23.	GRI 303-4	Water discharge
24.	GRI 303-5	Water consumption
25.	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
26.	GRI 304-3	Habitats protected or restored
27.	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
28.	G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.



29.	G4-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
30.	GRI 305-1	Direct (Scope 1) GHG emissions
31.	GRI 305-2	Energy indirect (Scope 2) GHG emissions
32.	GRI 305-3	Other indirect (Scope 3) GHG emissions
33.	GRI 305-4	GHG emissions intensity
34.	GRI 305-6	Emissions of ozone-depleting substances (ODS)
35.	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
36.	GRI 306-3	Waste generated
37.	GRI 306-4	Waste diverted from disposal
38.	GRI 306-5	Waste directed to disposal
39.	G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks
40.	GRI 308-1	New suppliers that were screened using environmental criteria
41.	GRI 308-2	Negative environmental impacts in the supply chain and actions taken
42.	GRI 401-1	New employee hires and employee turnover
43.	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
44.	GRI 401-3	Parental leave
45.	GRI 402-1	Minimum notice periods regarding operational changes
46.	G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country
47.	GRI 403-1	Occupational health and safety management system
48.	GRI 403-2	Hazard identification, risk assessment, and incident investigation
49.	GRI 403-3	Occupational health services
50.	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety
51.	GRI 403-5	Worker training on occupational health and safety
52.	GRI 403-6	Promotion of worker health
53.	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
54.	GRI 403-8	Workers covered by an occupational health and safety management system
55.	GRI 403-9	Work-related injuries
56.	GRI 403-10	Work-related ill health
57.	GRI 404-1	Average hours of training per year per employee



58.	GRI 404-2	Programs for upgrading employee skills and transition assistance programs
59.	GRI 404-3	Percentage of employees receiving regular performance and career development reviews
60.	GRI 405-1	Diversity of governance bodies and employees
61.	GRI 405-2	Ratio of basic salary and remuneration of women to men
62.	GRI 406-1	Incidents of discrimination and corrective actions taken
63.	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
64.	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor
65.	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour
66.	GRI 410-1	Security personnel trained in human rights policies or procedures
67.	GRI 411-1	Incidents of violations involving rights of indigenous peoples
68.	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
69.	G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples
70.	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
71.	GRI 413-1	Operations with local community engagement, impact assessments, and development programs
72.	GRI 414-1	New suppliers that were screened using social criteria
73.	GRI 414-2	Negative social impacts in the supply chain and actions taken
74.	G4-MM8	Number (and percentage) of Company operating sites where Artisanal and Small-Scale Mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks
75.	G4-MM10	Number and percentage of operations with closure plans



Appendix II to the Independent Auditor's Limited Assurance Report on the Identified Sustainability Information in Vedanta Aluminium's Sustainability Report

S.No.	Entity and Sites Included	Status
1.	Bharat Aluminium Company Limited (BALCO)	Entity
2.	Vedanta Aluminium limited – Jharsuguda	Site
3.	Vedanta Aluminium limited -Lanjigarh	Site



Appendix III to the Independent Auditor's Limited Assurance Report on the Identified Sustainability Information in Vedanta Aluminium's Sustainability Report

Category No.	Category Name	Description	Coverage	Vedanta Aluminium's Entity and Sites Scope 3 Emissions			
				BALCO	**Lanjigarh**	**Jharsuguda *(Assured by third party)***	**Total**
Category 1	Purchased goods and services	Emissions from the production of goods and services that the Vedanta Aluminium purchases. *Note: For the purpose of Category 1 emissions, the calculations include at a minimum 58% of purchased goods by Vedanta Aluminium. This category does not include services received.*	Partially Covered	12,66,691	1,25,729	39,97,045.16	**53,89,465.16**
Category 2	Capital goods	Emissions from the production of capital goods purchased or acquired by Vedanta Aluminium. Capital goods are long-lasting items	Not Calculated	Not Calculated	Not Calculated	Not Calculated	**Not Calculated**



		such as buildings, machinery, and vehicles.					
Category 3	Fuel and energy related activities	Emissions from the production of fuels and energy purchased and consumed by Vedanta Aluminium that are not included in Scope 1 or Scope 2 emissions. This includes life cycle emission of fuel minus combustion emissions	Completely covered	3,64,093	4,78,769	9,48,443.79	**17,91,305.79**
Category 4	Upstream transportation and distribution	Emissions from the transportation and distribution of products purchased by Vedanta Aluminium, including inbound logistics, warehousing, and distribution between Vedanta Aluminium's own facilities. *Note: For the purpose of Category 4 emissions, the calculations are based on the items accounted*	Partially Covered	21,622	2,03,676	79,371.13	**3,04,669.13**



		for in Category 1, as mentioned above					
Category 5	Waste generated in operations	Emissions from the disposal and treatment of waste generated in the Vedanta Aluminium's operations.	Completely covered	1,00,190	2,724	22,385.19	**1,25,299.19**
Category 6	Business Travels	Emissions from the transportation of employees for business-related activities in vehicles not owned or operated by Vedanta Aluminium.	Completely covered	326	79	340.57	**745.57**
Category 7	Employee commuting	Emissions from the transportation of employees between their homes and their worksites.	Completely covered	7,877	349	461.60	**8,687.60**
Category 8	Upstream leased assets	Emissions from the operation of assets that are leased by Vedanta Aluminium and not included in Scope 1 and Scope 2.	Not Applicable	Not Applicable	Not Applicable	Not Applicable	**Not Applicable**



Category 9	Downstream transportation and distribution	Emissions from the transportation and distribution of products sold by Vedanta Aluminium, including warehousing and logistics.	Completely covered	4,578	5,138	1,88,134.29	**1,97,850.29**
Category 10	Processing of sold products	Emissions from the processing of intermediate products sold by Vedanta Aluminium by downstream companies.	Not Calculated/ Not Applicable	Not Calculated	Not Calculated	Not Applicable	**0.00**
Category 11	Use of sold products	Emissions from the use of goods and services sold by Vedanta Aluminium.	Not Applicable	Not Applicable	Not Applicable	Not Applicable	**0.00**
Category 12	End-of-life treatment of sold products	Emissions from the waste disposal and treatment of products sold by Vedanta Aluminium at the end of their life.	Not Calculated/ Not Applicable	Not Calculated	Not Calculated	Not Applicable	**0.00**
				17,65,377.00	**8,16,464.00**	**52,36,181.73**	**78,18,022.73**





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