

Mapping with GRI, UNGC, and FIMI Principles

SR: SUSTAINABILITY REVIEW REPORT 2020-21

IR: INTEGRATED ANNUAL REPORT 2020-21

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 102: GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE	102-1	Name of the organization	IR 03; SR Inside Front Cover
	102-2	Activities, brands, products, and services	IR 08-09
	102-3	Location of headquarters	IR 04, 07
	102-4	Location of operations	IR 07
	102-5	Ownership and legal form	IR 04; SR Inside Front Cover
	102-6	Markets served	IR 72
	102-7	Scale of the organization	IR 07-08, 14
	102-8	Information on employees and other workers	IR 14; SR 47
	102-9	Supply chain	IR 123; SR 75, 79
	102-10	Significant changes to the organization and its supply chain	SR Inside Front Cover
	102-11	Precautionary Principle or approach	IR 62
	102-12	External initiatives	IR 28, 108
	102-13	Membership of associations	IR 202
STRATEGY	102-14	Statement from senior decision-maker	IR 18
	102-15	Key impacts, risks, and opportunities	IR 62
ETHICS AND INTEGRITY	102-16	Values, principles, standards, and norms of behavior	IR 05
	102-17	Mechanisms for advice and concerns about ethics	IR 54; SR 70
GOVERNANCE	102-18	Governance structure	IR 138; SR 05
STAKEHOLDER ENGAGEMENT	102-40	List of stakeholder groups	IR 44
	102-41	Collective bargaining agreements	IR 198; SR 68
	102-42	Identifying and selecting stakeholders	IR 44
	102-43	Approach to stakeholder engagement	IR 44
	102-44	Key topics and concerns raised	IR 44
REPORTING PRACTICE	102-45	Entities included in the consolidated financial statements	IR 193
	102-46	Defining report content and topic Boundaries	IR 03; SR Inside Front Cover
	102-47	List of material topics	IR 49
	102-48	Restatements of information	SR Inside Front Cover
	102-49	Changes in reporting	There have been no changes from previous reporting periods in the list of material topics and topic boundaries.
	102-50	Reporting period	IR 03; SR Inside Front Cover
102-52	Reporting cycle	Annual; SR Inside Front Cover	

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
	102-53	Contact point for questions regarding the report	SR Inside Front Cover; Questions can be directed to: Sustainability. Hzl@vedanta.co.in
	102-54	Claims of reporting in accordance with the GRI Standards	SR Inside Front Cover
	102-55	GRI content index	https://www.hzlindia.com/sustainability-management/
	102-56	External assurance	https://www.hzlindia.com/sustainability-management/
GRI 103: MANAGEMENT APPROACH			
	103-1	Explanation of the material topic and its Boundary	IR 49-54
	103-2	The management approach and its components	IR 50-54
	103-3	Evaluation of the management approach	External Assurance, Internal Audit
GRI 200: ECONOMIC PERFORMANCE			
GRI 201: ECONOMIC	201-1	Direct economic value generated and distributed	IR 41; SR 80
GRI 202: MARKET PRESENCE	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 exceeds the legal requirements and complies with all applicable laws. With regards to gender, the ratio is 1:1 and we don't discriminate in any way in terms of standard entry level wages.
	202-2	Proportion of senior management hired from the local community	SR 47
GRI 203: INDIRECT ECONOMIC IMPACTS	203-1	Infrastructure investments and services supported	IR 28, 108
GRI 204: PROCUREMENT PRACTICES	204-1	Proportion of spending on local suppliers	IR 54; SR 78-79
GRI 205: ANTI-CORRUPTION	205-1	Operations assessed for risks related to corruption	IR 136
	205-2	Communication and training about anti- corruption policies and procedures	IR 136
	205-3	Confirmed incidents of corruption and actions taken	IR 136
GRI 300: ENVIRONMENT PERFORMANCE			
	301-1	Materials used by weight or volume	SR 81
	301-2	Recycled inputs materials used	SR 81
	301-3	Reclaimed products and their packaging materials	SR 81
GRI 302: ENERGY	302-1	Energy consumption within the organization	SR 81
	302-3	Energy intensity	IR 26
GRI 303: WATER	303-1	Water withdrawal by source	SR 27, 81
	303-2	Water sources significantly affected by withdrawal of water	IR 196; SR 27
	303-3	Water recycled and reused	IR 15, 26; SR 27
	303-5	Water Consumption	IR 26; SR 27

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 305: EMISSIONS	305-1	Direct (Scope 1) GHG emissions	IR 26; SR 24
	305-2	Energy indirect (Scope 2) GHG emissions	IR 26; SR 24
	305-3	Energy indirect (Scope 3) GHG emissions	SR 24
	305-4	GHG emissions intensity	SR 24
	305-5	Reduction of GHG emissions	IR 201; SR 24
	305-7	Nitrogen oxides (NOX), Sulfur oxides (SOX), and other significant air emissions	IR 51; SR 28
GRI 306: EFFLUENTS AND WASTE	306-1	Water discharge by quality and destination	SR 06, 25
	306-2	Waste by type and disposal method	SR 30
	MM3	Total amounts of overburden, rock, tailings, and sludge's and their associated risks	SR 32, 82
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	308-1	New suppliers that were screened using environmental criteria	IR 54; SR 75
GRI 400: SOCIAL DIMENSION			
GRI 401: EMPLOYMENT	401-1	New employee hires and employee turnover	SR 47, 50, 51, 84
	401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees	IR 228; SR 50
	401-3	Parental leave	SR 51
GRI 402: LABOR/ MANAGEMENT RELATIONS	402-1	Minimum notice periods regarding operational changes	SR 67 Mechanism to bring awareness to all employees on any significant operational change like restructuring, mergers, acquisitions, expansions etc. is in place. Notice period(s) regarding significant operational changes is indicated in collective bargaining agreements and certified standing order of respective entities.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	IR 132; SR 44
	403-2	Hazard identification, risk assessment, and incident investigation	IR 52; SR 40
	403-3	Worker participation, consultation, and communication on occupational health and safety diseases related to their occupation	IR 80
GRI 404: TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	IR 25; SR 53
	404-2	Programs for upgrading employee skills and transition assistance programs	IR 119; SR 52
	404-3	Percentage of employees receiving regular performance and career development reviews	All executives covered in performance appraisal and career review.

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	IR 138
	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, VSAP and business performance
GRI 406: NON-DISCRIMINATION	406-1	Incidents of discrimination and corrective actions taken	HZL is an equal opportunity employer and does not discriminate based on race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR 67
GRI 408: CHILD LABOUR 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	IR 53, 137; SR 67
GRI 409: FORCED LABOUR 2017	409-1	Operations and suppliers at Significant risk for incidents of forced or compulsory labour	IR 53, 137; SR 67-68
GRI 410: SECURITY PRACTICES 2016	410-1	Security personnel trained in human rights policies or procedures	IR 137; SR 67
GRI 412: HUMAN RIGHTS ASSESSMENT	412-1	Operations that have been subject to human rights reviews or impact assessments	IR 137
	412-2	Employee training on human rights policies or procedures	IR 137; SR 67
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	IR 137
GRI 413: LOCAL COMMUNITIES	413-1	Operations with local community engagement impact assessments, and development programs	IR 28, 108; SR 57
GRI 414: NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	414-1	New suppliers that were screened using social criteria	IR 54; SR 76
GRI 415: PUBLIC POLICY 2016	415-1	Political Contributions	IR 202, SR 71 We believe in responsible policy advocacy. We do not contribute funds to any political party.
CLOSURE PLANNING	MM10	Number and percentage of operations with the closure plans	SR 35

Mapping with UNGC Principles

Principle	Statement	Report Reference	Page Number
HUMAN RIGHTS			
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Our Approach to Human Rights	IR 53, 137
Principle 2	Make sure that they are not complicit in human rights abuses.	Our Approach to Human Rights	IR 53, 137; SR 67
LABOUR RIGHTS			
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Our Approach to Human Rights	IR 53, 137
CHILD AND FORCED LABOUR			
Principle 4	The elimination of all forms of forced and compulsory labour Responsible Partnerships.	Our Approach to Human Rights	IR 53, 137
Principle 5	The effective abolition of child labour Responsible Partnerships.	Our Approach to Human Rights	IR 53, 137; SR 74, 77
Principle 6	The elimination of discrimination in respect of employment and occupation.	Our Approach to Human Rights	IR 53, 137
ENVIRONMENT			
Principle 7	Businesses should support a precautionary approach to environmental challenges.	SR: Environment	SR 18-35
Principle 8	Undertake initiatives to promote greater environmental responsibility.	SR: Environment	SR 18-35
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	SR: Environment	SR 18-35
ANTI-CORRUPTION			
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Bribery and Anti-Corruption	IR 136; SR 74

Mapping with FIMI Principles

Principle	Statement	Report Reference	Page Number
Principle 1	Integrate sustainable development considerations within the corporate decision making process.	IR: Committed to Sustainability for Sustained Outcomes	IR 96
Principle 2	Conduct business with ethical practices and sound systems of corporate governance.	IR: Corporate Governance	IR 167
Principle 3	Implement risk management strategies based on valid data and sound science.	IR: Focused on Managing Risks Effectively	IR 62
Principle 4	Seek continual improvement in health and safety performance.	SR: Health and Safety	IR 52; SR 37-44
Principle 5	Seek continual improvement of our environment performance based on a precautionary approach.	SR: Environment	SR 18-35
Principle 6	Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.	IR: Our Approach to Human Rights	IR 53, 137
Principle 7	Contribution to conservation of biodiversity and integrated approaches to land use planning and management.	IR: Biodiversity SR: Human Rights	IR 51; SR 67-68
Principle 8	Facilitate and encourage responsible use, reuse and recovery of mined materials including associated natural resources.	IR: Natural Capital SR: Biodiversity	IR 15; SR 33-35
Principle 9	Contribute to the social, economic and institutional development of the communities in which we operate.	IR: Focused on Social Empowerment	IR 28, 108
Principle 10	Implement effective and transparent engagement, communication and verifiable reporting arrangements with our stakeholders.	IR: Engaging with Stakeholders to Deliver Value(Able) Outcomes	IR 44