

HINDUSTAN ZINC

Health & Safety Policy

Purpose

Hindustan Zinc Limited is committed to achieving excellence in Health and Safety (H&S) management. Our goal is to minimise safety and health impacts of our operations by eliminating unsafe work conditions either on-site or off-site.

Scope

This policy is applicable to all Hindustan Zinc Limited business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all Hindustan Zinc Limited employees, contractor employees, business partners, suppliers, and others with whom Hindustan Zinc does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure. Furthermore, it extends to activities in our upstream and downstream value chain, limited to distribution, logistics, and sale of products and services to the customer.

Objectives of the Health & Safety Policy

Hindustan Zinc will strive to:

- ❖ Comply with applicable national, regional, and local H&S regulations and statutory obligations as well industry best practices. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used.
- ❖ Develop, implement, and improve H&S management systems, with our commitments and values and consistent with world class standards.
- ❖ Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
- ❖ Prevent injury and ill-health to employees and business partners by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- ❖ Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- ❖ Incorporate appropriate H&S criteria for all business decisions including the planning, operationalization, and closure of the projects.
- ❖ Conduct regular H&S review of the projects (including for mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential H&S risks.
- ❖ Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
- ❖ Review performance against the policy on a periodic basis to ensure management of health & safety as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ❖ Ensure training for all employees training to emphasize the importance of maintaining a safe and healthy workplace.
- ❖ Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.
- ❖ Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.
- ❖ Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- ❖ Drive positive healthcare outcomes for our employees, business partners and the local community.
- ❖ Communicate to all our stakeholders on the progress and performance of H&S management.
- ❖ Provide information and education programs on high-risk diseases including HIV/ AIDS for all employees and contractor employees.
- ❖ Ensure prevalence of diseases such as HIV/AIDS in any of our workforce, do not affect employment, employee rights, development opportunities, benefits, or access to sick leaves. We also commit to elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.

Responsibility & Review

This policy is part of the Vedanta Sustainability Framework, and each Hindustan Zinc Limited business unit shall implement this policy. Our CEO will be accountable for controlling and setting the policy, and the Executive Committee are responsible for the full implementation of the policy and associated standards. The Board ESG committee will review this policy annually and recommend appropriate revisions to the Board as may deem necessary.

Date: 1st September, 2023

Arun Misra
Arun Misra
CEO & Whole Time Director, HZL

