


Suppliers:

Hindustan Zinc regularly engages with business partners through one-on-one discussions on ESG topics, as well as training sessions and webinars, to gather their feedback. Relevant feedback is then presented at the monthly EXCO meetings, which is attended by the top management including the CEO.

Government and Regulatory Bodies:

The mining sector has a dynamic regulatory environment which solicits continuous engagement and knowledge-sharing with the government stakeholders at all levels. Public policy advocacy is done through periodic connects and representations for ongoing policy pain points directly with apex institutions and the sector regulator as well as indirectly via national-level industrial associations. To ensure minimal impact on business continuity in the event of any government or community-related disruptions, all engagements with the government are coordinated through the Corporate Affairs department, whose role is to undertake regular mapping of stakeholders and present as a single-point-of-contact for the government and regulators to direct any concerns. The Head of Corporate Affairs presents updates on advocacy matters and day to day compliance status to the Board on case-by-case basis as required.

Non-Governmental Organisations (NGOs):

We regularly assess the progress and identify areas of improvement of our projects in collaboration with our NGO partners, fostering a more dynamic and responsive environment where perspectives of all stakeholders are valued. By actively seeking their input and feedback, we ensure that their insights and expertise are integrated into the process, which not only strengthens the project's efficiency but also enhances its overall impact. As part of our standard assessment practices, we conduct due diligence on NGOs prior to their onboarding into the organisation. This process aims to identify potential threats and weaknesses associated with the NGOs, thereby facilitating systematic planning and risk mitigation.

2) Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics.

In our regular interactions with the shareholders, we provide updates on all key aspects including ESG, monitor market reactions, identify their key concerns, and consider their advice/suggestions in our decision-making process. We also take their consent for major corporate actions at AGMs. We address all concerns, including workplace health and safety, of our executive employees and business partners' employees in a monthly employee engagement session, Sampark (CEO townhall), where their efforts are also recognised.

During the double materiality assessment, we identify, shortlist and prioritise material topics based on their impact on our stakeholders and our business. We ensure that we integrate the inputs received from stakeholders into our processes and policies. We have framed our Sustainability Goals 2030 on material topics from our stakeholder consultations. We also take their input through public consultation prior to establishing any greenfield/brownfield projects.

Sustainability Goals 2030
Climate Change & Decarbonisation

- Accelerate mitigation and adaptation measures and reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25% from the 2020 baseline
- Net Zero Goal: Achieving Net Zero emission by 2050 or sooner

Water Stewardship

- Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline, thereby contributing to increased freshwater availability for communities within the shared watershed
- Securing 100% municipal sewage treated water for smelting operations
- Engage with supply chain partners to assess and manage water footprint in water-stressed

Circular Economy & Material Stewardship

- Aiming to achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling and recovery

Biodiversity Conservation

- Halting and reversing biodiversity loss by 2030 from a 2020 baseline, through measurable gains in the health, abundance, diversity and resilience of species, ecosystems, and natural processes
- Plan and strive to achieve No Net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy

Ensuring Zero Harm

- Contribute to reach Zero Fatality and 100% elimination of high consequence work-related injuries

Social Performance

- By 2030, complete Social and Human Rights Impact Assessments (SHRIA) at all major sites and implement site-specific Social and Human Rights Management Plans (SHRMPs) to respect human rights, support vulnerable communities, and promote inclusive growth
- Impacting 0.5 million lives directly through economic enhancement & improving the quality of life
- 30K individuals made employable through skilling and entrepreneurial opportunities by 2030

Diversity & Inclusion

- Increase gender diversity to 30%, with a strong focus on decision-making roles, to foster a more inclusive and diverse workplace

Responsible Sourcing

- 100% active Supplier evaluation on ESG & Risk Management
- Transition to Greener Fuels for advancing Scope 3 emission reduction
- Achieve 25% of total procurement spend from local business partners (includes Contracting & Sub-contracting spend) by 2030 from base year 2025

3) Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

The Company identifies the disadvantaged, vulnerable and marginalised stakeholders on an ongoing basis. A comprehensive stakeholder management and grievance mechanism exist at all our locations.

The response to this question has been covered under the CSR section of our Integrated Annual Report 2025-26. For more details, refer page 236 of the Integrated Annual Report 2025-26.

PRINCIPLE 5
BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
ESSENTIAL INDICATORS
1) Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY2026			FY2025		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	2,804	2,804	100%	2,846	2,598	91.29%
Other than permanent	11	11	100%	8	8	100%
Total Employees	2,815	2,815	100%	2,854	2,606	91.31%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent*	845	845	100%	831	831	100%
Total Workers	845	845	100%	831	831	100%

* All security personnel are accounted here




2) Details of minimum wages paid to employees and workers, in the following format:

Category	FY2026				FY2025					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,804	-	-	2,804	100%	2,846	-	-	2,846	100%
Male	2,059	-	-	2,059	100%	2,116	-	-	2,116	100%
Female	743	-	-	743	100%	728	-	-	728	100%
Other	2	-	-	2	100%	2	-	-	2	100%
Other than Permanent	11	-	-	11	100%	8	-	-	8	100%
Male	10	-	-	10	100%	8	-	-	8	100%
Female	1	-	-	1	100%	-	-	-	-	100%
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	499	-	-	499	100%	632	-	-	632	100%
Male	486	-	-	486	100%	619	-	-	619	100%
Female	13	-	-	13	100%	13	-	-	13	100%
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	23,949	-	-	23,949	100%	22,045	-	-	22,045	100%
Male	23,605	-	-	23,605	100%	21,730	-	-	21,730	100%
Female	323	-	-	323	100%	294	-	-	294	100%
Other	21	-	-	21	100%	21	-	-	21	100%

3) Details of remuneration/salary/wages:
a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD) [§]	1	12,46,99,557	0	0	0	NA
Key Managerial Personnel (KMP)	2	5,47,17,836	1	24,79,042	0	NA
Employees other than BOD and KMP [#]	1,805	15,59,402	618	10,58,861	2	18,25,242
Workers [#]	486	30,73,977	13	23,75,912	0	NA

Note:

[§] Only one Executive Director (CEO) has been considered for this purpose as the other Directors do not draw any salary except for sitting fee

[#] Excluding the current Company Secretary, as she was onboarded during the year w.e.f. January 09, 2024

[#] Only permanent employees and workers who are employed with the company for the complete financial year are considered for the purpose of median remuneration

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY2026	FY2025
Gross wages paid to female as % of total wages [#]	12%	12%

[#] Permanent employees, other than permanent employees and permanent workers are included for calculations

[#] All permanent employees who have worked during the year (full and partial) are considered for the purpose of this analysis

4) Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, Mr. Munish Vasudeva, Chief Human Resource, Hindustan Zinc Limited, is the focal point for addressing human rights related issues.

5) Describe the internal mechanisms in place to redress grievances related to human rights issues

The Company considers human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. Hindustan Zinc has defined a technical standard (TS-04) for handling all types of grievances including the grievances related to human rights. Every unit has a Grievance Redressal Committee and a grievances handling procedure is defined at all units wherein any employee/worker/stakeholders can register any kind of grievance. The grievance can be captured through various means. Also, grievance boxes are available at conspicuous places where the person can post their grievance, and the Committee takes it up as per the procedure. Company also has the whistle blower policy in place and aims to protect the confidentiality and anonymity of the complainant to the fullest extent possible with an objective to conduct an adequate review and consequence. Company respects the dignity of all employees working for the Company irrespective of their gender or hierarchy and expect responsible conduct and behaviour on the part of all employees at all levels. Providing for a safe and congenial work environment to all employees is an integral part of the Company's employment policy and the same commitment is there in our [Human rights policy](#).

6) Number of Complaints on the following made by employees and workers:

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year*	Remarks
Sexual harassment	6	0	The case is upheld & closed	1	0	The case is upheld & closed
Discrimination at workplace	0	0	-	0	0	-
Child labour	0	0	-	0	0	-
Forced labour/involuntary labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7) Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY2026	FY2025
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	1
Complaints on POSH as a % of female employees/workers	0.56%	0.15%
Complaints on POSH upheld	6	1

8) Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Yes. The Company is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and/or harassment based on race, religion, colour, age, sexual orientation, national origin, gender identification, political affiliation and political beliefs, minority or vulnerable groups. The Company has adopted [Diversity & Inclusion Policy](#) with the objective to ensure that the Company continues to be an employer for all diversity groups to create and foster an open culture of inclusion for all its stakeholders; and to create an environment, which has zero tolerance for discrimination. Company also has a [policy on prevention, prohibition, and redressal of sexual harassment](#) of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the Corporation's ICC are responsible for conducting enquiries pertaining to such complaints. Hindustan Zinc follows several mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

- **Confidentiality:** Keeping the complaint and its details confidential helps to protect the complainant's privacy and prevent retaliation. The organisation ensures protection of aggrieved women by taking appropriate steps such as change of workplace or leaves, etc. as prescribed by the law.
- **Non-retaliation policy:** At Hindustan Zinc, Human Rights Policy and Prevention of "Sexual Harassment" Policy are established to ensure the prohibition of retaliation against an employee who reports discrimination or harassment.
- **Investigation:** An investigation conducted to determine whether the complaint has merit and to identify any witnesses or evidence to support the complaint.

- **Remedial actions:** If the investigation finds that discrimination or harassment has occurred, remedial actions are taken to address the situation. It includes disciplinary action against the perpetrator, training to employees and managers, and change/amendment/modification in policies and procedures.
- **Support and counselling:** Support and counselling to the complainant to help them to cope with the emotional impact of the situation.

9) Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. Human Rights forms part of our business agreements and contracts for all of our value chain partners. Further following processes ensure that the Human Rights are embedded in all the dealings we do with them:

1. **Onboarding/selection process** - Compliance with applicable Labour Laws, including statutory requirements such as child labour, forced and compulsory labour is also ensured along with other necessary compliances.
2. **Compliance with Company's Code of Conduct** - All the value chain partners are also abided by our Code of Conduct through signing the same as a part of their respective contracts.
3. **Due diligence process** - All of our critical business partners undergo desktop assessment and on-site assessment for human rights, together with the usual risk assessment process.

10) Assessments for the year:

Hindustan Zinc conducted Human rights assessment during FY2026.

The Human Rights Impact Assessment (HRIA) was conducted using a **systematic and evidence-based methodology** aligned with the **UN Guiding Principles on Business and Human Rights (UNGPs), OECD Due Diligence Guidelines, ILO Core Labour Standards, ICMM Principles**, and applicable **Indian laws and regulations**. Methodology involved scoping, identification of key human rights indicators, stakeholder consultations, document reviews

The assessment of our performance against 14 key categories as management, human rights, labour, environment, and anti-corruption.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) *
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	-

*All nine operating mines, smelters & refining units were assessed

11) Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

Not applicable as no significant risks/concerns arose from the above assessment.

LEADERSHIP INDICATORS
1) Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

The business process is generally modified or introduced as a result of addressing human rights grievances/complaints received through the grievance redressal committee. However, there was no need for such revisions during FY2026 as no such complaints were received during the year.

2) Details of the scope and coverage of any Human rights due diligence conducted.

The HRDD was conducted for all sites of Hindustan Zinc operations including employees, contract workers, business partners, and surrounding communities. It assesses actual and potential human rights impacts arising from operational activities, labour practices, environmental aspects, community interactions, and governance systems, based on stakeholder engagement, document review, and site observations, in alignment with applicable laws and international human rights standards.


3) Is the premise/office of the entity accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Premises/offices of the Company are also accessible to differently-abled visitors, barring a few places/locations/ manufacturing facilities due to safety considerations and specific design and structure of certain places.

The inclusive infrastructure facilities available at most of our premises include:

- Elevators with braille inscribed for person with visual impairment
- Ramps for mobility impaired person with disability
- Touchless entry places for person with disability
- Text to speech software for visually impaired
- Wheelchair accessible restrooms are available in the office at the ground floor

4) Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at Workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others - please specify	NA

5) Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

No significant risks or concerns were identified during the assessments of value chain partners.