GRI Content Index

D (Omission		
Reference No.	Disclosure	Requirements omitted	Reason	Section
GRI 2: Gene	eral Disclosures 2021			
2-1	Organizational details			About Vedanta, Pg. 20
2-2	Entities included in the			About this Report, Pg. 3
	organization's sustainability			
	reporting			
2-3	Reporting period, frequency			About this Report, Pg. 4 Integrated Annual
	and contact point			Report FY 2023-24 which is published on
				18th June, 2024.
2-4	Restatements of information			About this Report, Pg. 5
2-5	External assurance			About this Report, Pg. 4
				Assurance Statement, Pg. 113-118
2-6	Activities, value chain and			About this Report, Pg. 3,
	other business relationships			Value chain, Pg. 28-29
2-7	Employees			Factsheet: Social, Pg. 204-208
0.0	N/ 1			Integrated Annual report, Pg. 322
2-8	Workers who are not			About Vedanta, Pg. 20
0.0	employees			Integrated Annual Report, Pg. 322
2-9	Governance structure and			Aim 9: Adhere to global business standards
2-10	composition Nomination and selection of			of corporate governance, Pg. 170-178 Integrated Annual Report, Pg. 274-275
2-10	the highest governance body			integrated Affilial Report, Pg. 274-275
2-11	Chair of the highest			Integrated Annual Report, Pg. 274-275
2-11	governance body			integrated Armuar Report, Fg. 274-273
2-12	Role of the highest			Sustainability Governance, Pg. 40-43
212	governance body in			
	overseeing the management			Integrated Annual Report, Pg. 274-275
	of impacts			
2-13	Delegation of responsibility			Sustainability Governance, Pg. 40-43
	for managing impacts			Integrated Annual Report, Pg. 291
2-14	Role of the highest			Sustainability Governance, Pg. 40-43
	governance body in			
	sustainability reporting			Integrated Annual Report, Pg 291.
2-15	Conflicts of interest			Integrated Annual Report, Pg. 278, 336
2-16	Communication of critical			Integrated Annual Report, Pg. 352, 353
	concerns			
2-17	Collective knowledge of the			Integrated Annual Report, Pg. 274-275
	highest governance body			
2-18	Evaluation of the			Integrated Annual Report, Pg. 278-279
	performance of the highest			
	governance body			
2-19	Remuneration policies			Vedanta sustainability assurance process,
				Pg. 42
				Integrated Annual Report, Pg. 281, 282
2-20	Process to determine			Integrated Annual Report, Pg. 278 - 279
0.01	remuneration			
2-21	Annual total compensation			Integrated Annual Report, Pg. 258
0.00	ratio			Al
2-22	Statement on sustainable			About Vedanta, Pg. 113
	development strategy			



		Omission			
Reference No.	Disclosure	Requirements omitted	Reason	Section	
2-23	Policy commitments			AIM 9: Align To Global Business Standards of Corporate Governance, Pg. 170-178	
				Code of Business Conduct and Ethics, Vedanta Policies & Practices, Vedanta Sustainability Framework	
2-24	Embedding policy commitments			AIM 9: Align To Global Business Standards of Corporate Governance, Pg. 170-178	
				Code of Business Conduct and Ethics, Vedanta Policies & Practices, Vedanta Sustainability Framework	
2-25	Processes to remediate negative impacts			AIM 9: Align To Global Business Standards of Corporate Governance, Pg. 170-178	
				Compliance Management, Stakeholder Engagement, Grievance Mechanisms	
2-26	Mechanisms for seeking advice and raising concerns			Code of Business Conduct and Ethics About the report, Pg. 4	
2-27	Compliance with laws and regulations			Factsheet, Environmental, Pg. 196-204 Integrated Annual Report, Pg. 239	
2-28	Membership associations			AIM 9: Align To Global Business Standards of Corporate Governance, Pg. 170-178	
2-29	Approach to stakeholder engagement			Our Stakeholders, Pg. 44-49	
2-30	Collective bargaining agreements			Right to Freedom of Association, Pg. 86-87	
3-1	Process to determine material topics			Materiality, Pg. 50-55	
3-2	List of material topics			Materiality, Pg 50-55	
201-1	Direct economic value generated and distributed			Tax Transparency Report 2024, Pg. 8	
201-2	Financial implications and other risks and opportunities due to climate change			Vedanta Climate Action Report, Pg. 44-47	
201-3	Defined benefit plan obligations and other retirement plans			Integrated Annual Report, Pg. 476	
201-4	Financial assistance received from government	We do not receive any financial assistance from government	Not Applicable		

		C	mission	
Reference No.	Disclosure	Requirements omitted	Reason	Section
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, Pg. 92-103 ESG Factsheet, Social: Pg. 206
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, Pg. 92-103
204-1	Proportion of spending on local suppliers			Supply Chain Management, Pg. 88 - 91
205-1	Operations assessed for risks related to corruption			Integrated Annual Report, Pg. 229
205-2	Communication and training about anti-corruption policies and procedures			ESG Factsheet: Governance, Pg. 210
205-3	Confirmed incidents of corruption and actions taken			ESG Factsheet: Governance, Pg. 210
11.20.5	Reporting on anti-corruption			ESG Factsheet: Governance, Pg. 210
11.20.6	Reporting on anti-corruption			ESG Factsheet: Governance, Pg. 210
206-1	Legal actions for anti- competitive behaviour, anti- trust, and monopoly practices			Integrated Annual Report, Pg. 327
207-1	Approach to tax			Tax Transparency Report 2024, Pg. 18-20
207-2	Tax governance, control, and risk management			Tax Transparency Report 2024, Pg. 18-20, 20-25
207-3	Stakeholder engagement and management of concerns related to tax			Tax Transparency Report 2024, Pg. 18-20, 26-34
207-4	Country-by-country reporting			Tax Transparency Report 2024, Pg. 25-26
11.21.8	Reporting on payments to governments			Tax Transparency Report 2024, Pg. 26
Energy				
3-3	Management of material topics			AIM 4 Lever 1: renewable Energy, Pg. 108-113
302-1	Energy consumption within the organization			AIM 4 Lever 1: renewable Energy, Pg. 108-113 Fact Sheet: Environmental, Pg. 196-204
				Vedanta Climate Action Report, Pg. 30
302-2	Energy consumption outside of the organization			AIM 4 Lever 1: renewable Energy, Pg. 108-113
				Fact Sheet: Environmental, Pg. 196-204
302-3	Energy intensity			Vedanta Climate Action Report, Pg. 30 AIM 4 Lever 1: renewable Energy, Pg. 108-103
				Fact Sheet: Environmental, Pg. 196-204
				Vedanta Climate Action Report, Pg. 30



consumption Pg. 5 Fact	4 Lever 1: renewable Energy, 108-114 t Sheet: Environmental, Pg. 196-204 anta Climate Action Report, Pg. 30 4 Lever 1: renewable Energy, 108-114
consumption Pg. 7 Fact Veda	t Sheet: Environmental, Pg. 196-204 anta Climate Action Report, Pg. 30 4 Lever 1: renewable Energy,
Veda	anta Climate Action Report, Pg. 30 4 Lever 1: renewable Energy,
	4 Lever 1: renewable Energy,
302-5 Reductions in energy AIM	
services	t Sheet: Environmental, Pg. 196-204
Veda	anta Climate Action Report, Pg. 30
Water and effluents	
· ·	5: Achieving net water positivity by 0, Pg. 122-131
303-1 Interactions with water as a Aim	5: Achieving net water positivity by
shared resource 2030	0, 122-131
303-2 Management of water Aim	5: Achieving net water positivity by
discharge-related impacts 2030	0, 122-131
	5: Achieving net water positivity by
2030 Pa 3	0, 122-131
	5: Achieving net water positivity by
2030	
Pg.	122-131
	t Sheet: Environmental, Pg. 196-204 5: Achieving net water positivity by
	0, Pg. 122-131
	t Sheet: Environmental, Pg. 196-204
Biodiversity	II I 104 140
topics	liversity Management, Pg. 134-143
304-1 Operational sites owned, Biod leased, managed in, or	liversity Management, Pg. 134-143
adjacent to, protected areas	t Sheet: Environmental, Pg. 196-204
and areas of high biodiversity value outside protected areas	
· · · · · · · · · · · · · · · · · · ·	liversity Management, Pg. 134-143
activities, products, and	
services on biodiversity 304-3 Habitats protected or Biod	liversity Management, Pg. 134-143
restored	: Sheet: Environmental, Pg. 196-204
	liversity Management, Pg. 134-143
national conservation list	: Sheet: Environmental, Pg. 196-204
species with habitats in areas affected by operations	2200 2 0.1111011tdij 1 g. 190 20 t
Closure & Rehabilitation	
3-3 Management of material AIM	1: Resettlement and Land Acquisition, 77-88
11.7.4 Reporting on closure and AIM	1: Resettlement and Land Acquisition, 77-88
Fact	t Sheet: Environmental, Pg. 196-204

		Omission		
Reference No.	Disclosure	Requirements		Section
NO.		omitted	Reason	
11.7.5	Reporting on closure and rehabilitation			AIM 1: Resettlement and Land Acquisition, Pg. 77-88
11.7.6	Reporting on closure and rehabilitation			AIM 1: Resettlement and Land Acquisition, Pg. 77-88
Emissions				. 9
3-3	Management of material topics			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 104-105
305-1	Direct (Coope 1) CLIC			Air Emissions and Quality, Pg. 133 Aim 4: Net Zero Carbon by 2050 or sooner,
303-1	Direct (Scope 1) GHG emissions			Pg. 117 Fact Sheet: Environmental, Pg. 196-204
				r act Sheet. Environmental, Fg. 190-204
				Vedanta Climate Action Report, Pg. 25-30
305-2	Energy indirect (Scope 2) GHG emissions			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 117
				Fact Sheet: Environmental, Pg. 196-204
				Vedanta Climate Action Report, Pg 25-30
305-3	Other indirect (Scope 3) GHG emissions			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 117
				Fact Sheet: Environmental, Pg. 196-204
				Vedant TCFD report, Pg. 25-30
305-4	GHG emissions intensity			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 117
				Fact Sheet: Environmental, Pg. 196-204
205 5	Reduction of GHG emissions			Vedanta Climate Action Report, Pg 25-30
305-5	Reduction of GHG emissions			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 108-121
				Vedanta Climate Action Report, Pg. 19-23
305-6	Emissions of ozone-depleting substances (ODS)			Our operations do not emit ozone depleting substances
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other			Air Emissions and Quality, Pg. 133
	significant air emissions			Fact Sheet: Environmental, Pg. 196-204
11.2.4	Reporting on climate adaptation, resilience, and transition			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 106
	transition			Vedanta Climate Action Report, Pg. 31-52
Waste				
3-3	Management of material topics			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 144
306-1	Waste generation and significant waste-related			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices,
306-2	impacts Management of significant waste-related impacts			Pg. 132, 145-149 AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices,
306-3	Waste generated			Pg. 132, 145-149 AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149
				3 - /



Reference		Omission		
No.	Disclosure	Requirements omitted	Reason	Section
306-4	Waste diverted from disposal			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149
306-5	Waste directed to disposal			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149
Tailings Ma				
3-3	Management of material topics			
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks			Tailings Management, Pg. 150-151, Fact Sheet: Environmental, Pg. 196-204
Supplier En	vironmental Assessment			
308-1	New suppliers that were screened using environmental criteria			Sustainable Supply Chain, Pg. 192 Fact Sheet: Governance, Pg. 209
308-2	Negative environmental impacts in the supply chain and actions taken			Sustainable Supply Chain, Pg. 192 Fact Sheet: Governance, Pg. 210
Employmer	it			
401-1	New employee hires and employee turnover			AIM 8: Promote Gender Parity, Diversity, and Inclusivity, Pg. 164-169 Fact Sheet: Social, Pg. 206-207
401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees			Employee Support Programmes, Pg. 188 Integrated Annual Report, Pg. 474- 475
401-3	Parental leave			Employee Support Programmes, Pg. 168 Integrated Annual report, Pg. 343
Labour/Mai	nagement Relations			
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
Occupation	al Health and Safety			
3-3	Management of material topics			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163
403-1	Occupational health and safety management system			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated Report FY 2024, Pg. 344 Vedanta Safety Standards
403-2	Hazard identification, risk assessment, and incident investigation			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Vedanta Incident Reporting Standard

Accession			0	mission	
403-3 Occupational health services with the services of the se		Disclosure		illission	Section
Our Workforce, Pg. 154-163	No.		The second secon	Reason	
Worker participation, consultation, and communication and the safety safety standards and properties and safety standards and properties the safety and the safety standards and properties the safety and the safety standards and the safety standards and the safety standards as safety standards as safety and the safety	403-3	Occupational health services			Aim 7: Prioritize the Safety and Health of
Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vodanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Vodanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 207 year pet reployee					Our Workforce, Pg. 154 -163
403-4 Worker participation, consultation, and communication on occupational health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety impects directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers source by an occupational health and safety management system 403-9 Workers source by an occupational health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact S					Integrated annual report Pg. 344 - 348
403-4 Worker participation, consultation, and communication on occupational health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety standards 403-7 Prevention and mitigation of occupational health and safety impects directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers covered by an occupational health and safety management system 403-9 Workers source by an occupational health and safety management system 403-9 Workers source by an occupational health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact S					Vedanta Safety Standards
communication on occupational health and safety Wedanta Safety Standards Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Am 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg.	403-4	Worker participation,			
Safety Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Corrective and Preventive Action Management Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics topics Training belower of training per year per employee Programs for upgrading employee skills and transition assistance programs					Our Workforce, Pg. 154 -163
403-5 Worker training on occupational health and safety Worker training on occupational health and safety Worker training on occupational health and safety Worker the Safety and Health of Our Workforce, Pg. 154-163 403-6 Promotion of worker health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Corrective and Preventive Action Management Workers covered by an occupational health and Safety management system Pg. 344-348 Workers covered by an occupational health and Safety management system Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Work-related injuries Pact Sheet: Social, Pg. 205 Training & Education Fact Sheet: Social, Pg. 205 Human Capital Development, Pg. 179 topics Human Capital Development, Pg. 179 topics Programs for upgrading employee skills and transition assistance programs					
occupational health and safety Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Safety impacts directly linked by business relationships Workers covered by an occupational health and safety management and occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Workers covered by an occupational health and safety management system Work related injuries Training & Education 3-3 Management of material topics Work and Development, Pg. 179 Training & Education Training & Education Promatical industrial per year per employee Programs for upgrading employee skills and transition assistance programs	100 5				
Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Safety impacts directly linked by business relationships Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-2 Programs for upgrading employee Programs for upgrading employee skills and transition assistance programs Form Learning to Leading: Growing Together Pg. 182	403-5	occupational health and			
Fact Sheet: Social, Pg. 205 403-6 Promotion of worker health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3:3 Management of material topics 404-2 Programs for upgrading employee Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg. 182		safety			Integrated annual report Pg. 344 - 348
Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg. 182					Vedanta Safety Standards
Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 safety impacts directly linked by business relationships Workers covered by an occupational health and safety management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg. 182					
Integrated annual report Pg. 344 - 348 Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3:3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	403-6	Promotion of worker health			•
Vedanta Safety Standards Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education Training & Education Training & Foundation 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Together Pg. 182					Our Workforce, Pg. 154-163
Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Workers covered by an occupational health and safety management system Work-related injuries Work-related ill health Work-related ill health Work-related ill health Work-related ill health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year pen employee 404-2 Programs for upgrading employee skills and transition assistance programs					Integrated annual report Pg. 344 - 348
of occupational health and safety impacts directly linked by business relationships Workers covered by an occupational health and safety management 403-8 Workers covered by an occupational health and safety management system Work-related injuries Work-related injuries Work-related injuries Work-related ill health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs					
safety impacts directly linked by business relationships Pg. 344 - 348	403-7	_			
by business relationships Integrated annual report Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Work-related ill health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg. 182					Our Workforce, Pg. 154-163
Pg. 344 - 348 Vedanta Corrective and Preventive Action Management Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education Training & Education Training & Education 3-3 Management of material topics topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg. 182					Integrated annual report
Management 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-9 Work-related injuries 403-10 Work-related ill health 403-10 Work-related ill health 403-10 Work-related ill health 403-10 Work-related ill health 403-10 Fact Sheet: Social, Pg. 205 403-10 Work-related ill health 403-10 Fact Sheet: Social, Pg. 205 403-10 Fact Sheet: Social, Pg. 205 403-10 Work-related ill health 403-10 Fact Sheet: Social, Pg. 205 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 403-10 Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182					Pg. 344 - 348
Workers covered by an occupational health and safety management system Workers (Pg. 154 - 163) Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics Human Capital Development, Pg. 179 topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg.182					Vedanta Corrective and Preventive Action
occupational health and safety management system Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs From Learning to Leading: Growing Together Pg.182					Management
safety management system Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 - 163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics Human Capital Development, Pg. 179 topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Together Pg.182	403-8	-			•
Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182		' '			Our Workforce, Pg. 154 -163
Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics Human Capital Development, Pg. 179 topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs		safety management system			Integrated annual report Pg. 344 - 348
Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs					-
Fact Sheet: Social, Pg. 205 Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154-163 Integrated annual report Pg. 344-348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Fact Sheet: Social, Pg. 207 Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182	403-9	Work-related injuries			
Work-related ill health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 279 From Learning to Leading: Growing Together Pg.182					Integrated annual report Pg. 344 - 348
Work-related ill health Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 279 From Learning to Leading: Growing Together Pg.182					Fact Sheet: Social Pg. 205
Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Our Workforce, Pg. 154 -163 Integrated annual report Pg. 344 - 348 Fact Sheet: Social, Pg. 205 Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182	403-10	Work-related ill health			
Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Fact Sheet: Social, Pg. 207 Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182					
Training & Education 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs					Integrated annual report Pg. 344 - 348
3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Human Capital Development, Pg. 179 Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182					Fact Sheet: Social, Pg. 205
topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-2 Together Pg.182					Human Capital Davalanment Dec 170
404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Fact Sheet: Social, Pg. 207 From Learning to Leading: Growing Together Pg.182	3-3	_			numan Capitai Development, Pg. 179
404-2 Programs for upgrading Errom Learning to Leading: Growing Together Pg.182 assistance programs	404-1				Fact Sheet: Social, Pg. 207
employee skills and transition Together Pg.182 assistance programs					
assistance programs	404-2				
Fact Sheet: Social, Pg. 208					rogetner Pg. 182
		assistance programs			Fact Sheet: Social, Pg. 208



D. (Omission		
Reference No.	Disclosure	Requirements omitted	Reason	Section
404-3	Percentage of employees			Fact Sheet: Social, Pg. 208
	receiving regular			
	performance and career			
	development reviews			
Diversity an	d Equal Opportunity			
3-3	Management of material			Aim 8: Promote gender parity, diversity and
	topics			inclusivity, Pg. 164-169
405-1	Diversity of governance			Aim 8: Promote gender parity, diversity and
	bodies and employees			inclusivity, Pg. 164-169
405-2	Ratio of basic salary and			Aim 8: Promote gender parity, diversity and
	remuneration of women to			inclusivity, Pg. 164-169
	men			5 0 0
				Fact Sheet: Social, Pg. 207
Non-discrin				
406-1	Incidents of discrimination			Fact Sheet: Governance, Pg. 210
	and corrective actions taken			Integrated Annual Report Pg. 356
Freedom of	Association and Collective			integrated Affidat Neport 1 g. 330
Bargaining	Association and Conective			
407-1	Operations and suppliers in			Right to freedom of association, Pg. 86
407 1	which the right to freedom			right to freedom of association, r.g. oo
	of association and collective			Fact Sheet: Social, Pg. 204
	bargaining may be at risk			· Ç
Child Labor				
408-1	Operations and suppliers at			Human Rights Assessment, Pg. 85
400-1	significant risk for incidents			Hullian Rights Assessment, Fg. 65
	of child labour			Integration of ESG in our supply chain, Pg. 192
Forced or C	ompulsory Labour			172
409-1	Operations and suppliers at			Human Rights Assessment, Pg. 85
	significant risk for incidents			
	of forced or compulsory			Integration of ESG in our supply chain, Pg.
	labour			192
Security Pra				
410-1	Security personnel trained			Security Practices, Pg. 86
	in human rights policies or			,
	procedures			Fact Sheet: Social, Pg. 204
Rights of In	digenous Peoples			
3-3	Management of material			Indigenous People's Engagement, Pg.
	topics			80-82
				Indigenous People
411-1	Incidents of violations			Indigenous People's Engagement, Pg.
	involving rights of indigenous			80-82
	peoples			F+ 0+ 0i-l D 004
11.17.3	Poporting on rights of			Fact Sheet: Social, Pg. 204
	Reporting on rights of			Maintaining relationships with Indigenous Peoples, Pg. 80-82
& 4	indigenous peoples			Peoples, Pg. 80-82
				Fact Sheet: Social, Pg. 204
Local Comr	nunities			. 201 0.101.101.101.101.101.101.101.101.101
3-3	Management of material			AIM 2: Empower 2.5 Million Individuals
110 1	topics			With Enhanced Skillsets, page 92-97
413-1	Operations with local			AIM 2: Empower 2.5 Million Individuals
	community engagement,			With Enhanced Skillsets, page 92-97
	impact assessments, and			
	development programs			

Reference	Disclosure		Omission	
No.		Requirements omitted	Reason	Section
413-2	Operations with significant actual and potential negative impacts on local communities			AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, page 92-97
11.15.4	Reporting on local communities			AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, page 92-97
11.16.2	Reporting on land and resource rights			Resettlement & Land Acquisition, Pg. 77-80
Supplier So	cial Assessment			
3-3	Management of material topics			Supply Chain Management, Pg. 190
414-1	New suppliers that were screened using social criteria			Fact Sheet: Governance: Supplier Screening, Pg. 209
414-2	Negative social impacts in the supply chain and actions taken			Factsheet: Governance: Supplier Assessment, Pg. 210
Public Polic	cy .			
415-1	Political contributions			Integrated annual report, Pg. 480
Customer F	rivacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			Factsheet: Governance: Reporting on Breaches, pg. 210
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			