

# GRI Content Index

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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
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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	

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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
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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
<b>Energy</b>				
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  Vedanta Climate Action Report, Pg. 30
302-3	Energy intensity			AIM 4 Lever 1: renewable Energy, Pg. 108-103  Fact Sheet: Environmental, Pg. 196-204  Vedanta Climate Action Report, Pg. 30

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302-4	Reduction of energy consumption			AIM 4 Lever 1: renewable Energy, Pg. 108-114  Fact Sheet: Environmental, Pg. 196-204  Vedanta Climate Action Report, Pg. 30
302-5	Reductions in energy requirements of products and services			AIM 4 Lever 1: renewable Energy, Pg. 108-114  Fact Sheet: Environmental, Pg. 196-204  Vedanta Climate Action Report, Pg. 30
<b>Water and effluents</b>				
3-3	Management of material topics			Aim 5: Achieving net water positivity by 2030, Pg. 122-131
303-1	Interactions with water as a shared resource			Aim 5: Achieving net water positivity by 2030, Pg. 122-131
303-2	Management of water discharge-related impacts			Aim 5: Achieving net water positivity by 2030, Pg. 122-131
303-3	Water withdrawal			Aim 5: Achieving net water positivity by 2030, Pg. 122-131
303-4	Water discharge			Aim 5: Achieving net water positivity by 2030, Pg. 122-131  Fact Sheet: Environmental, Pg. 196-204
303-5	Water consumption			Aim 5: Achieving net water positivity by 2030, Pg. 122-131  Fact Sheet: Environmental, Pg. 196-204
<b>Biodiversity</b>				
3-3	Management of material topics			Biodiversity Management, Pg. 134-143
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Biodiversity Management, Pg. 134-143  Fact Sheet: Environmental, Pg. 196-204
304-2	Significant impacts of activities, products, and services on biodiversity			Biodiversity Management, Pg. 134-143
304-3	Habitats protected or restored			Biodiversity Management, Pg. 134-143  Fact Sheet: Environmental, Pg. 196-204
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations			Biodiversity Management, Pg. 134-143  Fact Sheet: Environmental, Pg. 196-204
<b>Closure &amp; Rehabilitation</b>				
3-3	Management of material topics			AIM 1: Resettlement and Land Acquisition, Pg. 77-88
11.7.4	Reporting on closure and rehabilitation			AIM 1: Resettlement and Land Acquisition, Pg. 77-88  Fact Sheet: Environmental, Pg. 196-204

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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
<b>Emissions</b>				
3-3	Management of material topics			Aim 4: Net Zero Carbon by 2050 or sooner, Pg. 104-105  Air Emissions and Quality, Pg. 133
305-1	Direct (Scope 1) 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
305-2	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  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 significant air emissions			Air Emissions and Quality, Pg. 133  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  Vedanta Climate Action Report, Pg. 31-52
<b>Waste</b>				
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 impacts			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149
306-2	Management of significant waste-related impacts			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149
306-3	Waste generated			AIM 6: Enhance our Business Model by Incorporating Innovative Green Practices, Pg. 132, 145-149

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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
<b>Tailings Management</b>				
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
<b>Supplier Environmental Assessment</b>				
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
<b>Employment</b>				
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
<b>Labour/Management Relations</b>				
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
<b>Occupational Health and Safety</b>				
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

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403-3	Occupational health services			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163  Integrated annual report Pg. 344 - 348  Vedanta Safety Standards
403-4	Worker participation, consultation, and communication on occupational health and safety			Aim 7: Prioritize the Safety and 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			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163  Integrated annual report Pg. 344 - 348  Vedanta Safety Standards
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
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			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
403-8	Workers covered by an occupational health and safety management system			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163  Integrated annual report Pg. 344 - 348  Fact Sheet: Social, Pg. 205
403-9	Work-related injuries			Aim 7: Prioritize the Safety and Health of Our Workforce, Pg. 154 -163  Integrated annual report Pg. 344 - 348  Fact Sheet: Social, Pg. 205
403-10	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
<b>Training &amp; Education</b>				
3-3	Management of material topics			Human Capital Development, Pg. 179
404-1	Average hours of training per year per employee			Fact Sheet: Social, Pg. 207
404-2	Programs for upgrading employee skills and transition assistance programs			From Learning to Leading: Growing Together Pg.182  Fact Sheet: Social, Pg. 208

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404-3	Percentage of employees receiving regular performance and career development reviews			Fact Sheet: Social, Pg. 208
<b>Diversity and Equal Opportunity</b>				
3-3	Management of material topics			Aim 8: Promote gender parity, diversity and inclusivity, Pg. 164-169
405-1	Diversity of governance bodies and employees			Aim 8: Promote gender parity, diversity and inclusivity, Pg. 164-169
405-2	Ratio of basic salary and remuneration of women to men			Aim 8: Promote gender parity, diversity and inclusivity, Pg. 164-169
				Fact Sheet: Social, Pg. 207
<b>Non-discrimination</b>				
406-1	Incidents of discrimination and corrective actions taken			Fact Sheet: Governance, Pg. 210 Integrated Annual Report Pg. 356
<b>Freedom of Association and Collective Bargaining</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Right to freedom of association, Pg. 86 Fact Sheet: Social, Pg. 204
<b>Child Labor</b>				
408-1	Operations and suppliers at significant risk for incidents of child labour			Human Rights Assessment, Pg. 85 Integration of ESG in our supply chain, Pg. 192
<b>Forced or Compulsory Labour</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour			Human Rights Assessment, Pg. 85 Integration of ESG in our supply chain, Pg. 192
<b>Security Practices</b>				
410-1	Security personnel trained in human rights policies or procedures			Security Practices, Pg. 86 Fact Sheet: Social, Pg. 204
<b>Rights of Indigenous Peoples</b>				
3-3	Management of material topics			Indigenous People's Engagement, Pg. 80-82 Indigenous People
411-1	Incidents of violations involving rights of indigenous peoples			Indigenous People's Engagement, Pg. 80-82 Fact Sheet: Social, Pg. 204
11.17.3 & 4	Reporting on rights of indigenous peoples			Maintaining relationships with Indigenous Peoples, Pg. 80-82 Fact Sheet: Social, Pg. 204
<b>Local Communities</b>				
3-3	Management of material topics			AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, page 92-97
413-1	Operations with local community engagement, impact assessments, and development programs			AIM 2: Empower 2.5 Million Individuals With Enhanced Skillsets, page 92-97



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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
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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
<b>Public Policy</b>				
415-1	Political contributions			Integrated annual report, Pg. 480
<b>Customer Privacy</b>				
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			