

ESG Factsheet

Environment

Direct non-renewable energy consumption within the organization (business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	GJ	330,774,567	323,024,910	287,716,506	380,465,035
Copper Business	GJ	601,881	638,737	770,431	1,081,338
Iron Ore Business	GJ	291,876	331,158	17,715,752	23,772,470
Oil and Gas Business	GJ	24,739,239	22,576,373	19,810,968	19,329,840
Port Business	GJ	-	-	25,192	-
Power Business	GJ	108,913,938	129,394,511	154,575,324	103,100,284
Steel	GJ	5,868,781	6,385,091	3,073,853	39,359,614
Zinc India	GJ	43,882,174	43,380,672	34,638,170	44,489,594
Zinc International	GJ	686,753	1,513,385	1,370,477	1,624,710
FACOR	GJ	0	3,519,756	2,091,023	5,069,532
Total (Vedanta Ltd.)	GJ	515,759,208	530,764,592	521,787,697	618,310,668
	MWH	143,277,908	147,446,404	144,941,027	171,753,101

Indirect Non-Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	GJ	2,248,640	9,162,839	29,845,520	14,539,892
Copper Business	GJ	287,074	293,877	391,901	399,537
Iron Ore Business	GJ	7,291	2,585	19,033	18,040
Oil and Gas Business	GJ	634,124	1,158,129	1,747,545	1,706,829
Port Business	GJ	-	46,655	38,472	-
Power Business	GJ	34,020	3	-	1,692
Steel	GJ	685,454	946,319	1,539,429	1,431,059
Zinc India	GJ	1,355,856	6,044,725	6,056,205	2,855,099
Zinc International	GJ	1,375,230	884,079	970,893	1,231,816
FACOR	GJ	-	48,947	543,209	188,037
Total (Vedanta Ltd.)	GJ	6,627,688	18,588,158	41,152,208	22,372,000
	MWH	1,841,172	5,163,790	11,431,169	6,214,449

Direct Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	GJ	-	307	71,018	2,11,287
Copper Business	GJ	-	-	-	41,370
Iron Ore Business	GJ	0	915,564	-	14,76,805
Oil and Gas Business	GJ	2,363	1,810	4,341	5,038
Port Business	GJ	-	-	-	-
Power Business	GJ	41	48	42	24
Steel	GJ	-	-	219	-
Zinc India	GJ	-	198,386	3,460,663	17,52,143
Zinc International	GJ	-	-	-	-
FACOR	GJ	-	-	-	-
Total (Vedanta Ltd.)	GJ	2,404	1,116,115	3,536,283	34,86,667
	MWH	668	310,032	982,301	968,519

*Port Business number are included in Aluminium business from FY24

Indirect Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	GJ	2,432	10,850,720	4,655,615	4,417,565
Copper Business	GJ	72,887	69,602	64,909	-
Iron Ore Business	GJ	-	-	-	-
Oil and Gas Business	GJ	-	-	-	-
Port Business	GJ	-	-	-	-
Power Business	GJ	-	-	-	-
Steel	GJ	-	-	-	-
Zinc India	GJ	2,049,468	2,586,586	155,524	141,525
Zinc International	GJ	-	-	-	-
FACOR	GJ	-	-	-	-
Total (Vedanta Ltd.)	GJ	2,124,787	13,506,908	4,876,048	4,559,090
	MWH	590,219	3,751,921	1,354,458	1,266,415

Energy consumption within the organization (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	GJ	333,025,639	343,038,776	322,288,658	399,652,031
Copper Business	GJ	961,841	1,002,216	1,227,242	1,522,244
Iron Ore Business	GJ	299,167	1,249,307	17,734,785	25,267,314
Oil and Gas Business	GJ	25,375,726	23,736,312	21,562,854	21,041,707
Port Business	GJ	-	46,655	63,664	-
Power Business	GJ	108,947,999	129,394,562	154,575,366	103,101,999
Steel	GJ	6,554,235	7,331,410	4,613,502	40,790,672
Zinc India	GJ	47,287,498	52,210,369	44,310,562	49,238,362
Zinc International	GJ	2,061,983	2,397,464	2,341,370	2,856,5267
FACOR	GJ	-	3,568,703	2,634,232	5,257,569
Total (Vedanta Ltd.)	GJ	524,514,087	563,975,773	571,352,235	648,728,426
	MWH	145,710,013	156,672,470	158,708,954	-

GHG Scope 1 Emissions (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	TCO ₂ e	41,364,189	35,518,717	31,992,077	39,207,217
Copper Business	TCO ₂ e	41,284	28,684	34,822	63,006
Iron Ore Business	TCO ₂ e	1,689,317	2,058,130	1,862,912	1,957,316
Oil and Gas Business	TCO ₂ e	1,970,766	2,075,802	1,777,161	1,729,151
Port Business	TCO ₂ e	1,750	1,595	2,301	-
Power Business	TCO ₂ e	6,376,205	12,456,858	14,791,782	9,401,630
Steel	TCO ₂ e	2,856,311	2,429,510	2,858,733	3,738,113
Zinc India	TCO ₂ e	4,582,808	4,321,317	3,444,672	3,983,137
Zinc International	TCO ₂ e	53,629	142,825	114,489	740,154
FACOR	TCO ₂ e	-	453,310	296,441	469,112
Total (Vedanta Ltd.)	TCO₂e	58,936,259	59,486,747	57,175,391	61,288,838

*Port Business number are included in Aluminium business from FY24

GHG Scope 2 Emissions (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	TCO ₂ e	519,576	2,117,489	5,994,336	2,887,839
Copper Business	TCO ₂ e	65,227	73,079	87,924	86,378
Iron Ore Business	TCO ₂ e	1,536	593	3,805	8,992
Oil and Gas Business	TCO ₂ e	142,325	254,143	344,655	339,470
Port Business	TCO ₂ e	8,318	10,237	7,588	-
Power Business	TCO ₂ e	8,128	1	-	385
Steel	TCO ₂ e	95,963	143,321	249,986	282,237
Zinc India	TCO ₂ e	307,059	497,965	1,135,622	562,939
Zinc International	TCO ₂ e	164,686	235,053	249,700	355,858
FACOR	TCO ₂ e	-	10,864	106,915	37,286
Total (Vedanta Ltd.)	TCO₂e	1,312,818	3,342,745	8,182,542	4,561,384

We calculate and report Greenhouse Gas (GHG) inventory i.e. Scope 1 (process emissions and other direct emissions) and Scope 2 (purchased electricity) as defined under the World Business Council for Sustainable Development (WBCSD) and World Resource Institute (WRI) GHG Protocol.

GHG Scope 3 Emissions

Categorization	Unit	FY21	FY22	FY23	FY24
Scope 3-Upstream	Million TCO ₂ e	7.23	8.04	8.58	13.68
Scope 3-Downstream	Million TCO ₂ e	29.09	29.37	29.61	21.19
Total	Million TCO₂e	36.32	37.41	38.19	34.87

The Scope 3 accounting was prepared based on the GHG Protocol's Scope 3 Value-Chain Accounting and Reporting Standard. For Oil & Gas and Steel sectors, sector specific standards were used. To determine, which of the 15 upstream and downstream categories were relevant for our business, we conducted a materiality assessment that used the following criteria of significant - magnitude, influence, stakeholder interest, sector guidance and risks.

GHG Scope 3 Emissions (category-wise)

Business	Unit	FY21	FY22	FY23*	FY24
Category 1- Purchased Goods and Services	TCO ₂ e	4,161,727	4,988,940	5,441,919	7,026,916
Category 2- Capital Goods	TCO ₂ e	-	2,232	28,929	-
Category 3- Fuel and Energy related	TCO ₂ e	2,146,367	2,627,796	2,543,743	6,054,695
Category 4- Upstream Transformation	TCO ₂ e	458,512	373,841	510,132	394,454
Category 5- Waste Generated in Operations	TCO ₂ e	445,290	38,623	39,610	185,410
Category 6- Business Travel	TCO ₂ e	1,406	591	2,984	2,005
Category 7- Employee Commute	TCO ₂ e	12,101	11,804	10,595	12,032
Category 8- Leased Assets	TCO ₂ e	Not Applicable	Not Applicable	66	-
Category 9- Downstream Transport	TCO ₂ e	234,805	487,723	580,432	399,527
Category 10- Processing of sold products	TCO ₂ e	1,001,617	1,639,653	4,083,312	2,403,538
Category 11- Use of sold products	TCO₂e	25,163,167	24,357,685	21,898,351	18,356,230
Crude Oil	TCO ₂ e	22,296,453	21,626,744	18,820,015	15,544,392
Natural Gases	TCO ₂ e	2,633,400	2,466,407	2,864,242	2,811,837
Coal	TCO ₂ e	233,313	264,534	214,094	-
Credit due to Slag recycling/reuse	TCO ₂ e	-430,000	-340,000	-522,839	-

*Port Business number are included in Aluminium business from FY24

Business	Unit	FY21	FY22	FY23*	FY24
Category 12- End of Life Treatment of Sold Products	TCO ₂ e	2,692,971	2,881,698	3,047,478	36,555.00
Category 13-Downstream Leased Assets	TCO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 14- Franchises	TCO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 15- Investments	TCO ₂ e	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total Scope 3 emissions		36,317,963	37,410,586	38,187,551	34,871,362

*Scope 3 was recalculated in FY 2023 and we have included Category 12 emissions this year and restated the information for the same for last two years

Top 3 scope 3 emission sources (FY24)

Categories	tCO ₂ e
Category 11 - Use of Sold Products	18,356,230
Category 1 - Purchased Goods & Services	7,026,916
Category 3 - Fuel and Energy Related Activities	6,054,694

GHG Emissions Intensity

Business	Unit	FY21	FY22	FY23	FY24
GHG Emission Intensity (Scope 1)	(TCO ₂ e/INR Million)	60.61	45.39	39.32	42.64
GHG Emission Intensity (Scope 2)	(TCO ₂ e/INR Million)	1.35	2.55	5.63	3.17
GHG Emission Intensity (Scope 1 and 2)	(TCO ₂ e/INR Million)	61.96	47.94	44.95	45.82

GHG Emissions Intensity per tonne of metal

Business	FY21	FY22	FY23	FY24
TCO ₂ e/ton of metal	6.45	6.14	6.25*	5.66

AIR EMISSIONS

PM Emissions (Business wise)

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	MT	2,611	4,754	6,072	10,184.62
Copper Business	MT		0	0.16	149.41
Iron Ore Business	MT	478	1,085	1,450	1776.34
Oil and Gas Business	MT		41	256	41.68
Port Business	MT			-	-
Power Business	MT	4,846	4,921	5,987	3340.83
Steel	MT	10,653		3,373	147.34
Zinc India	MT	1,105	964	1,047	1261.11
Zinc International	MT			-	-
FACOR	MT		62	67	107
Total (Vedanta Ltd.)	MT	19,693	11,827	18,252	17,008

*Port Business number are included in Aluminium business from FY24

SOx* Emissions

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	MT	229,108	211,636	200,104	2,78,882.63
Copper Business	MT	-	-	0.08	28.18
Iron Ore Business	MT	95	98	97	349.12
Oil and Gas Business	MT	-	137	56	142.51
Port Business	MT	-	-	-	-
Power Business	MT	273,054	268,603	277,027	94,185.02
Steel	MT	4,156	6,451	6,506	277.29
Zinc India	MT	19,980	22,006	18,448	25,119.16
Zinc International	MT	-	-	-	-
FACOR	MT	-	126	165	214.69
Total (Vedanta Ltd.)	MT	526,393	509,056	502,403	399,279

*Corrected SOx values for BALCO and BALCO IPP based on SOx emission factor calculated in FY23.

NOx Emissions

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	MT	25,130	45,252	39,165	79130.69
Copper Business	MT	-	-	0.25	10.82
Iron Ore Business	MT	59	43	53	356.06
Oil and Gas Business	MT	-	723	1,495	695.99
Port Business	MT	-	-	-	-
Power Business	MT	32,733	32,337	41,297	15421.77
Steel	MT	1,364	-	2,803	132.34
Zinc India	MT	7,020	6,144	4,851	7033.39
Zinc International	MT	-	-	-	-
FACOR	MT	-	143	192	164.81
Total (Vedanta Ltd.)	MT	66,305	84,641	89,856	102,946

Wastewater Discharge

Business	Unit	FY21	FY22	FY23	FY24
Aluminium	m ³	120,037	-	-	-
Copper Business	m ³	2,581,167	3,406,440	17,064,563	-
Iron Ore Business	m ³	61,571	132,090	88,961	105,316
Oil and Gas Business	m ³	1,896,530	2,485,423	1,943,867	2,340,832.25
Port Business	m ³	-	-	-	-
Power Business	m ³	-	-	-	-
Steel	m ³	-	-	-	-
Zinc India	m ³	-	-	-	-
Zinc International	m ³	4,330	-	-	-
FACOR	m ³	NA	-	1,074,276	753,560
Total (Vedanta Ltd.)	m³	4,663,635	6,023,953	20,171,667	3,199,708

*Port Business number are included in Aluminium business from FY24

Water Withdrawal and Discharge (m³)

Water withdrawal	FY 21	FY 22	FY 23	FY24
Surface water (A)	152,751,636	152,411,149	146,449,646	142,265,173
River, lake, pond, etc., (i)	152,377,640	152,115,631	145,305,251	141,314,482
Rainwater (ii)	373,996	295,510	1,144,395	950,691
Ground water (B)	16,554,124	17,432,334	17,174,125	13,380,778
Third party water (C)	7,474,566	9,814,121	12,195,567	19,864,908
STP treated water (iii)	7,180,873	9,590,120	8,568,609	9,476,917
Municipal water/water through tanker (iv)	293,693	224,001	3,626,958	10,387,991
Produced water (D)	40,564,901	40,775,601	37,109,961	36,987,288
Sea water (E)	-	-	-	-
Total water withdrawal (F = A+B+C+D+E)	217,345,227	220,433,205	220,433,205	212,498,148
Discharged water (G)	4,663,635	6,023,953	6,023,953	3,199,708
Total net freshwater consumption (H = A(i)+B+C(iv)-C)	164,561,822	163,748,013	163,748,013	145,218,343

Volume and disposal of formation or produced water (FY24)

Business	Unit	Total volume of produced water	Total Water Re-injected
CAIRN OIL & GAS	m³	719,557	35,569,792

Exposure to Water Stressed Areas (FY24)

Total production plants	Production plants in water-stressed areas	Cost of Goods Sold (COGS) from Production plants in water-stressed areas %
49	11	16.48%

Water Consumption in Water-Stressed Areas (million m³)

Water consumption in areas with water stress	FY21	FY22	FY23	FY24
Total net freshwater consumption in water-stressed areas (Total water withdrawn - Total water discharged)	43	47	54	68
% of water withdrawn from areas of water stress	21	23	27	32

Revenue contribution of sites in Water Stressed Areas (FY24)

Business	Total Sites Accessed for water risk (basin-level)	Sites accessed with high risk (basin-level)	% Revenue contribution to the group
Oil & Gas Cairn	7	7	12.4
HZL	9	9	19.4
IOK, Megalhalli, Chitradurga, Karnataka	1	1	2.50%
Sterlite Copper, Tuticorin, Tamilnadu	1	1	6.36%

Business Impacts of Water Related Incidents

Incidents	FY21	FY22	FY23	FY24
Total actual and opportunity costs from water-related incidents	0	0	0	0

*Port Business number are included in Aluminium business from FY24

Number of Tailings dam (Business wise)

Business	Number of active tailings dam	Number of inactive tailings dam	Number of closed tailings dam
Aluminium	9	4	3
Copper Business	0	0	0
Iron Ore Business	0	0	0
Oil and Gas Business	0	0	0
Port Business	0	0	0
Power Business	1	0	0
Steel	0	0	0
Zinc India	3	1	0
Zinc International	3	1	1
FACOR	0	0	0
Total (Vedanta Ltd.)	16	6	4

Biodiversity Assessment

	Number of Sites	Area (Ha)
Overall sites	46	64,979
Sites where Biodiversity impact assessment conducted	46	64,979
Sites having a significant biodiversity impact	5	52,322
Sites having significant biodiversity impact having management plans	5	52,322

IUCN red list species and national conservation list species

IUCN CLASSIFICATION	AFRICA	ASIA	AUSTRALIA
Critically Endangered	-	7	-
Endangered	3	17	8
Vulnerable	10	41	7
Near Threatened	4	15	-
Least Concern	55	280	-

OG 11: Number of sites that have been decommissioned and sites that are in the process of being decommissioned

Business Unit	Operational Site	Total Land Area (Ha)	Status (Active/Inactive)
Cairn Oil & Gas	MPT & other facilities	208.12	Active
	Mangala fields	85.67	Active
	Bhagyam Fields	74.04	Active
	Aishwarya fields	45.08	Active
	North Satellite fields	17.31	Active
	RGT & other facilities	21.00	Active
	South satellite fields	66.54	Active
	Suvali	33.14	Active
	Ravva	116.40	Active
	Viramgam Terminal	31.33	Active
	Radhanpur Terminal	0.40	Active
	Bhogat Terminal	149.43	Active
	Barmer Gujrat Pipeline (Mangala Development Pipeline)	~670 KM pipeline	Active

*Port Business number are included in Aluminium business from FY24

Total amounts of Overburden, Wasterock, Tailings generated (Business wise)

Business	FY24			
	Unit	Overburden (MT)	Tailings (MT)	Waste Rock
Aluminium	MT	14,148,050	0	0
Copper Business	MT	0	0	0
Iron Ore Business	MT	7,265,987	0	0
Oil and Gas Business	MT	0	0	0
Port Business	MT	0	0	0
Power Business	MT	0	0	0
Steel	MT	0	0	0
Zinc India	MT	4,110,700	14,444,379	312,959
Zinc International	MT	0	0	0
FACOR	MT	1,225,539	73,410	0
Total (Vedanta Ltd.)	MT	26,750,275	14,517,789	312,959

Hazardous Waste Generated, Recycled and Disposed in MT (Business wise)

Business	FY24					
	Generation	Recycled/ Reused	Landfilled	Incinerated with energy recovery	Incinerated w/o energy recovery	Otherwise disposed
Aluminium	377,042	367,692	10,357	9	211	5
Copper Business	5,096	870	4,461	64	0	17
Iron Ore Business	68	27	0	29	1	5
Oil and Gas Business	28,859	19,889	1,207	8,483	23	0
Port Business	-	-	-	-	-	-
Power Business	45	42	0	0	3	0
Steel	531	468	0	0	0	11
Zinc India	103,164	65,010	44,033	8	7	10
Zinc International	292	172	61	0	4	35
FACOR	1,026	975	44	0	0	1
Total (Vedanta Ltd.)	516,123	455,144	60,164	8,594	249	83

Mineral Waste

Business	Unit	FY21	FY22	FY23	FY24
Mineral waste generated – Waste rock	MT	2,251,677	100,921	110,427	312,959
Mineral waste generated - Tailings	MT	18,710,338	18,667,036	26,442,334	14,517,789
Mineral waste repurposed/reused	MT	2,251,677	204,840	318,264	4,947,827
Total mineral waste disposed	MT	18,710,338	18,571,046	26,234,497	9,882,921

Geochemically reactive mineral waste: 0%

Environmental Investment and Savings (FY24) (INR)

Capital Expenditure on environment	Operating expenses on environment	Savings from water conservation programs	Savings from energy conservation programs	Total Savings
7,343,408,664	10,529,347,065	365,861,808	5,387,673,333	5,753,535,141

*Port Business number are included in Aluminium business from FY24

Environmental violations*

Business	Unit	FY21	FY22	FY23*	FY24
Number of Violations reported during the year	Number	0	0	0	0

*In FY23, NGT imposed a fine of INR 250 million on Vedanta Aluminium - Lanjigarh. The ruling was on a case that had been filed in Nov 2015.

SOCIAL

CSR Spend

Business	Total CSR (in INR)		
	FY22	FY23	FY 24
Vedanta Ltd	3,996,000,000	4,540,000,000	4,380,000,000

	Business	Cash Contributions (Million INR)	Management Overheads (Million INR)
Cash contributions and Management Overheads for CSR Spent for FY24	Vedanta Ltd	4,224	100 (included in Cash Contributions)

Active Community Engagement

Community consultation assets		Development projects	
Number of current Production Assets	% of current Production Assets under community consultation	Number of Development Projects under community consultation	% of current Development Projects
49	100	2	100

Security personnel trained in human rights policies or procedures

Business	Unit	FY21	FY22	FY23*	FY24
Vedanta Ltd	%	90	94	81	99.95

*In FY23, ESL and VGCB data did not undergo assurance

Incidents of violations involving rights of Indigenous Peoples

Business	Unit	FY21	FY22	FY23	FY24
Vedanta Ltd	Number	4	0	0	0

Freedom of Association

	Unit	FY24
Full-time employees covered by collective bargaining agreements	%	22.37%

Employee Volunteering for CSR (Business-wise)

Business	Unit	FY24
HZL	Hours	19,727
Cairn	Hours	198
IOB	Hours	800
TSPL	Hours	280
VAL-L	Hours	37
VAL-J	Hours	1,105
ESL	Hours	430
FACOR	Hours	27
BALCO	Hours	94
Copper	Hours	6,500
Total (Vedanta Ltd.)	Hours	29,198

Safety Performance Employees

Business	Total Injuries				Injury Rates (TRIFR)				Lost Day Rate				Work-Related Fatalities			
	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24
Vedanta Ltd.	42	37	30	32	1.08	0.96	0.82	0.83	11.79	22.95	39.91	52.7	0	0	1	0

Safety Performance (Contract workers + Third party)

Business	Total Injuries				Injury Rates (TRIFR)				Lost Day Rate				Work-Related Fatalities			
	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24
Vedanta Ltd.	330	253	279	336	1.57	1.49	1.26	1.37	96.32	158.11	59.41	34.25	8	12	12	3

Lost Time Injury Frequency Rate (LTIFR)

Vedanta Ltd.	FY21	FY22	FY23	FY24
Employees	0.46	0.55	0.44	0.52
Contractors	0.54	0.59	0.54	0.63
Total	0.52	0.58	0.52	0.62

Number of Process Safety Incidents

Business	Tier 1				Tier 2				Total			
	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24
Vedanta Ltd.*	2	2	1	0	5	5	2	6	7	7	3	6

*Process Safety Incidents are only applicable to Cairn

Process Safety Incidents (Tier 1)

OG-13 BUSINESS	Process Safety Incidents (Tier 1)				Man hours			
	Incidents per million-man hours worked				Man hours			
	FY21	FY22	FY23	FY24	FY21	FY22	FY23	FY24
Cairn	0.05	0.03	0	0	36,785,234	34,338,084	38,034,913	-

HUMAN CAPITAL

New Employee Hires

Age Group	FY 21	FY 22		FY 23		FY 24	
		Male	Female	Male	Female	Male	Female
<30 yrs	1,087	738	405	1,253	740	1877	981
30-50 yrs	304	246	43	117	28	338	64
>50 yrs	20	27	6	37	4	67	7
Total	1,411	1,011	454	1,407	772	2,282	1,052

Internal Hires: Age and Gender wise

Positions filled by internal candidates (internal hires)		Age	FY 21	FY 22	FY 23	FY 24
Male (only internal employees)	Internal Job Posting Movements	< 30 years of age	34	71	93	86
		≥30 and < 50 years of age	206	249	252	142
		≥ 50 years of age	48	36	34	10
Female (only internal employees)	Internal Job Posting Movements	< 30 years of age	40	53	61	94
		≥30 and < 50 years of age	35	42	46	93
		≥ 50 years of age	0	0	2	0
Total			363	451	488	425
% internal hires			78%	83%	81%	62%

Workforce Breakdown by age (FY 24)

Gender	Age	Employee Count
Male	< 30 Yrs	4,392
	30 - 50 Yrs	5,227
	> 50 Yrs	749
Female	< 30 Yrs	2,043
	30 - 50 Yrs	588
	> 50 Yrs	46
Total	< 30 Yrs	6,435
	30 - 50 Yrs	5,815
	> 50 Yrs	795
	Total Employees	13,045

Total employee turnover rate:

Business	FY 2021	FY 2022	FY 2023	FY 2024
Total employee turnover rate	13.58	15.22	11.46	14
Voluntary employee turnover rate	6.53	11.15	8.86	11

Total employee turnover rate: Age and Gender Wise (FY24)

Gender	Age	Employee Turnover %
Male	< 30 Yrs	16
	30 - 50 Yrs	9
	> 50 Yrs	11
Female	< 30 Yrs	17
	30 - 50 Yrs	13
	> 50 Yrs	53
Total	< 30 Yrs	16
	30 - 50 Yrs	12
	> 50 Yrs	22

Voluntary employee turnover rate: Age and Gender wise (FY24)

Voluntary employee turnover rate	Age	Employee Turnover %
Male	< 30 Yrs	13
	30 - 50 Yrs	7
	> 50 Yrs	6
Female	< 30 Yrs	15
	30 - 50 Yrs	12
	> 50 Yrs	24
Total	< 30 Yrs	14
	30 - 50 Yrs	8
	> 50 Yrs	7

Remuneration ratio of Male to Female

	Executive Level (Top Management)	Management Level (Middle Management)	Junior management level
	Male: Female		
Ratio of average Basic Salary	0.81	0.96	0.89
Ratio of average Renumeration	0.75	0.90	0.81

Employee Training

	FY22		FY23		FY24	
	Male	Female	Male	Female	Male	Female
Total Training Hours - Full-time Employees	252,468.39	48,383.39	322,003	94,896	212,721	63,519
Average Training Hours for FTEs	16.95	24.66	21.91	39.76	20.51	23.72

Periodic assessment of all employees

Employee assessment and review	Percentage Coverage
	FY 24
Employee undergoing periodic assessment and review	100%
Employee undergoing multi assessment	2%

Employee Well-being

	FY21	FY22	FY23	FY24	FY24 Target
% of employees with top level of engagement, satisfaction (% of satisfied employees)	80	83	84	89	90
% of employees who responded to the survey	67	73	76	75	85

Training & Development

Employee Training	FY24		
	Male	Female	Total
Average hours per FTE of training and development	20	24	21
Average amount spent per FTE on training and development (INR)	1,975	2,680	2,119

Employee Training	By Age- Group		
	<30	30-50	>50
Average hours of training of FTE	33	11	3
Average amount spent for training	2,257	1,699	4,075

Employee Development Programs

Name of the program	% of FTEs participating in the program
V-Lead	3.73%
Emerging Women Leaders Program (Band M5 & above)	23%

GOVERNANCE

Contributions & Other Spending (INR Million)

	FY21	FY22	FY23	FY 24
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	-	1,230	1,550	980
Trade associations or tax-exempt groups (e.g. think tanks)	29.88	53.44	36.85	63
Other (e.g. spending related to ballot measures or referendums)	-	-	-	-
Total contributions and other spending	29.88	1,283.44	1,586.85	1,043

Largest Contributions & Expenditures (INR)

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 24
Increasing the competitiveness of Indian metals and mining industry and products through cost competitiveness, raw material security, import substitution and energy logistics reduction	Support	Support for various industry initiatives, collaboration and best practice sharing	62.7 million
Sponsorships for creating awareness towards sustainability, ESG, climate change etc	Support	Sponsorships are payments made for raising awareness on Sustainability issues such as climate change, digitization, waste management, human rights etc with Trade associations- CII, FICCI, FIMI, Federation of Mining Associations of Rajasthan, Indian Institute of Metals, Chamber of Commerce etc.	21.5 million

Other Large Expenditure (INR Million)

Industry Associations	Type of Organization	Total amount paid in FY 24
FICCI	Trade Association	1,194,400
FIMI	Trade Association	327,000
CII	Trade Association	4,000,000
IHS Global PTE	Trade Association	3,790,000
Federation of Indian Petroleum	Trade Association	1,770,000

Procurement Spend on Suppliers

Procurement budget	FY 24	
	INR (millions)	% spent
Total procurement budget spent	930,895	100%
Total procurement budget spent on suppliers belonging to same country	730,378	78%
Total procurement budget spent on suppliers belonging to same state	453,070	48%
Total procurement budget spent on suppliers belonging to same district	348,731	37%

Supplier Screening

Supplier Screening	FY 24
Total number of suppliers	4,432
Total number of Tier-1 suppliers	4,079
Total number of significant suppliers in Tier-1	509
% of total spend on significant suppliers in Tier-1	57.65
Total number of significant suppliers in non Tier-1	0
Total number of significant suppliers (Tier-1 and non Tier-1)	509

Supplier Assessment

Supplier Screening	FY 24
Total number of suppliers assessed via desk assessments/on-site assessments	1,488
% of significant suppliers assessed	34%
Number of suppliers assessed with substantial actual/potential negative impacts	8
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	37.5%
Number of suppliers with substantial actual/potential negative impacts that were terminated)	1

Capacity building programs

Capacity building programs	FY 24
Total number of suppliers in capacity building programs	492
% of significant suppliers in capacity building programs	96.66

Corrective action plan support

Corrective action plan support	FY 24
Total number of suppliers supported in corrective action plan implementation	3
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	37.5

Reporting on breaches

Reporting areas	FY 24
Corruption or Bribery	13
Discrimination at Workplace	1
Customer Privacy Data	0
Conflicts of Interest	6
Money Laundering or Insider trading	0

Number of Directors/KMPs/employees/workers that received training on Anti-corruption practices

Number of Directors/KMPs/employees/workers that received training on Anti-corruption practices	FY 24
Directors	25%
KMPs	75%
Employees	100%
Workers	100%

Cybersecurity

Breaches of information security	FY21	FY22	FY23	FY 24
Total number of information security breaches	0	0	0	0
Total number of clients, customers and employees affected by the breaches	0	0	0	0
Total	0	0	0	0