

# FIRM, FUTURE, FORWARD.

## PRESENTING THE VEDANTA ESG SCORECARD

- WHERE WE ARE ON OUR JOURNEY
- WHERE WE WANT TO BE
- AND HOW YOU CAN HELP!





## OUR ESG VISION

In the face of pressing global environmental and societal challenges, how can a natural resources company with a diversified global presence react and make a meaningful impact?

Vedanta Limited is one of the world's foremost natural resources conglomerates, with primary interests in zinc-lead-silver, aluminium, iron ore, steel, copper, power, oil and gas.

With world-class, low-cost, long-life strategic assets based in India and Africa, we are well-positioned to create long-term value for our stakeholders with superior cash flows and our commitment to create positive, transformational impact on the communities in which we operate.

**'Transforming for good'**. This vision statement encapsulates our ambition to embed a 'People and Planet First' approach into every business decision, and directly influences our partnerships and future roadmap.

Previously, we introduced you to the Vedanta ESG Approach and our commitment to achieving Net Zero.

**Now, we invite you to partner with us on this journey.**





# PARTNERS FOR PROGRESS

Our ESG vision will not be achieved without the active participation of our business partners. In this spirit of collaboration, here are a few expectations we have of you:

## By 2025:

- Put in place a GHG emissions reduction strategy
- Conduct a formal Human Rights Assessment & act upon its recommendations.
- Increase hiring from local communities.
- Have a plan in place to decarbonize the vehicle fleet that serves Vedanta's operations.
- Have a formal grievance mechanism in place.
- Where applicable, have a plan in place to become water positive.
- Have zero tolerance for unsafe work practices – meet zero fatality targets.

## By 2030:

- Align your GHG emissions reduction strategy with Vedanta's Net Zero carbon commitments
- Decarbonize 100% of the vehicle fleet that serves Vedanta's operations
- Where applicable, achieve water positivity
- Ensure 20% gender diversity in workforce deployed at Vedanta's operations

**A complete list of our ESG commitments is now presented in the following pages.**

**[Read more about our ESG efforts in the Vedanta Limited Sustainability Report 2021-22](#)**



# ESG SCORECARD:

Aim	Key Performance Indicators	FY2025 Goals	FY2030 Goals
<b>Aim 1 - Keep community welfare at the core of business decisions</b>	Impact Management	Zero social incidents category 4 and above	
	Transparency & Trust	Signatories and participants on VPSHR	
	Transparency & Trust	Set up an external SP advisory body	
	Transparency & Trust	Annual human rights assessment across all the businesses	
<b>Aim 2 - Empowering over 2.5 million families with enhanced skillsets</b>	Skilling		2.5 million families to be positively impacted through skill development and training by 2030
<b>Aim 3 - Uplifting over 100 million women and children through Education, Nutrition, Healthcare and Welfare</b>	Nand Ghar (modern anganwadis developed by Vedanta as community hubs for women and child development)	29,000 Nand Ghars constructed by 2025	
	Education, Nutrition, Healthcare and Welfare		100 million women and children to be uplifted through Nand Ghars, by 2030
<b>Aim 4 - Net-carbon neutrality by 2050 or sooner</b>	Absolute GHG Emissions		25% reduction in absolute emissions by 2030 (baseline: FY2021)
	GHG Emissions Intensity	20% reduction in GHG intensity of metals business (baseline: FY2021)	4.85% reduction in GHG intensity of metals business
	Renewable Energy	500 MW RE RTC or equivalent by 2025	2.5 GW of RE RTC or equivalent by 2030
	LMV Decarbonisation	50% LMVs to be decarbonised	100% of LMVs decarbonized by 2030
	Energy Savings	Achieve energy savings of 10 million GJ	
	Capital Allocation for Transition		Aim to spend US\$5 billion by 2030 to accelerate transition to net-zero
	Hydrogen as a Fuel		Commitment to accelerate adoption of hydrogen as a fuel and seek to diversify into H2 fuel or related businesses

# ESG SCORECARD:

Aim	Key Performance Indicators	FY2025 Goals	FY2030 Goals
<b>Aim 5 - Achieving net water positivity by 2030</b>	Net water positivity		Net water positivity
	Water Consumption	15% reduction in freshwater consumption (baseline: FY2021)	
	Water-related Incidents	Zero category 5 incidents related to water	
	Water Recycling	10% increase in the water recycling rate (baseline: FY21)	
<b>Aim 6 - Innovations for greener business model</b>	Fly ash	Sustain the fly ash utilisation at 100%	
	Legacy Fly ash	Zero legacy ash	
	Waste Utilisation	100% low toxicity, high volume generated waste	
	Tailings Dam Audit and Findings Closure	All tailing facilities audited and critical actions closed with real-time monitoring	
	Biodiversity Risk	Review of site biodiversity risk across all our locations	
<b>Aim 7 - Prioritizing safety and health of all employees</b>	Fatalities	Zero fatalities	
	TRIFR (Total Recordable Injury Frequency Rate)	Reduce TRIFR by 30% from 2021 baseline	1.04 TRIFR per mn man hours by 2030
	Occupational Health Management Systems	Health performance Standards implemented and part of VSAP	
	Exposure Monitoring	Employee and community exposure monitoring to be completed	
	Exposure Prevention		No employee exposure to red zone areas by 2030
	Employee Wellbeing	Mental health programme in place for all employees	
	Employee Wellbeing	100% of eligible employees to undergo periodic medical examinations	

# ESG SCORECARD:

Aim	Key Performance Indicators	FY2025 Goals	FY2030 Goals
<b>Aim 8 - Promote gender parity, diversity and inclusivity</b>	% Of Women in the Workforce	Equal Opportunity for everyone	Gender diversity (Full-time employees): 20%
	% Of Women in the Workforce		Gender diversity in leadership roles (Full-time employees): 40%
	% Of Women in the Workforce		Gender diversity in decision-making bodies (Full-time employees): 30%
	% Of Women in Technical Leader/ Shop-floor Roles		Gender diversity in technical/shopfloor roles (Full-time employees): 10%
	Share of women in all management positions, including junior, middle and top management (as % of total management positions)		18%
	Share of women in junior management positions, i.e., first level of management (as % of total junior management positions).		23%
	Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)		12%
	Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)		14%
	Share of women in STEM-related positions (as % of total STEM positions)		13%
<b>Aim 9 - Adhere to global business standards of corporate governance</b>	Safety Programme for Business Partners	Rubaru to be introduced at all Business Units across Vedanta	
	Supply Chain GHG Transition	Work with our long-term Tier 1 suppliers to submit their GHG reduction strategies	Align our GHG reduction strategies with our long-term Tier 1 suppliers
	Training on Code of Conduct	Continue to cover 100% employees in code of conduct training	
	% Independent Directors on Board	Minimum 50% Independent Directors on Board as per SEBI requirements	
	% Of Gender Diversity on the Board	25% gender diversity on the board	