

Vedanta Resources plc. GRI G3 - 2011 (Apr'10 – Mar'11) Matrix

GRI Content Index 2011

Performance Indicator	Description	Explanation																																																																											
EC1 Core	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	<table border="1"> <thead> <tr> <th>Economic Value Generated and Distributed (EVG&D)</th> <th>Unit</th> <th>FY 2006 - 07</th> <th>FY 2007 - 08</th> <th>FY 2008 - 09</th> <th>FY 2009-10</th> <th>FY 2010-11</th> </tr> </thead> <tbody> <tr> <td>Economic value generated</td> <td>\$ mln</td> <td>6760.7</td> <td>8626.9</td> <td>7158.9</td> <td>8303.2</td> <td>11961.0</td> </tr> <tr> <td>a) Revenues</td> <td>\$ mln</td> <td>6760.7</td> <td>8626.9</td> <td>7158.9</td> <td>8303.2</td> <td>11961.0</td> </tr> <tr> <td>Economic value distributed</td> <td>\$ mln</td> <td>5000.3</td> <td>6900.1</td> <td>6567.6</td> <td>7825.8</td> <td>10837.3</td> </tr> <tr> <td>b) Operating costs</td> <td>\$ mln</td> <td>3849.3</td> <td>5364.5</td> <td>5149.2</td> <td>5820.9</td> <td>8298.4</td> </tr> <tr> <td>c) Employee wages and benefits</td> <td>\$ mln</td> <td>247.4</td> <td>344.7</td> <td>406.7</td> <td>464.5</td> <td>504.9</td> </tr> <tr> <td>d) Payments to providers of capital</td> <td>\$ mln</td> <td>230.3</td> <td>400.3</td> <td>501.0</td> <td>214.7</td> <td>412.5</td> </tr> <tr> <td>e) Payments to government</td> <td>\$ mln</td> <td>671.1</td> <td>767.1</td> <td>483.7</td> <td>1286.0</td> <td>1581.9</td> </tr> <tr> <td>f) Community investments (Including Donation)</td> <td>\$ mln</td> <td>2.2</td> <td>23.5</td> <td>27.0</td> <td>39.7</td> <td>39.6</td> </tr> <tr> <td>Economic value retained (calculated as Economic value generated less economic value distributed)</td> <td>\$ mln</td> <td>1760.4</td> <td>1726.8</td> <td>591.3</td> <td>477.4</td> <td>1123.7</td> </tr> </tbody> </table>						Economic Value Generated and Distributed (EVG&D)	Unit	FY 2006 - 07	FY 2007 - 08	FY 2008 - 09	FY 2009-10	FY 2010-11	Economic value generated	\$ mln	6760.7	8626.9	7158.9	8303.2	11961.0	a) Revenues	\$ mln	6760.7	8626.9	7158.9	8303.2	11961.0	Economic value distributed	\$ mln	5000.3	6900.1	6567.6	7825.8	10837.3	b) Operating costs	\$ mln	3849.3	5364.5	5149.2	5820.9	8298.4	c) Employee wages and benefits	\$ mln	247.4	344.7	406.7	464.5	504.9	d) Payments to providers of capital	\$ mln	230.3	400.3	501.0	214.7	412.5	e) Payments to government	\$ mln	671.1	767.1	483.7	1286.0	1581.9	f) Community investments (Including Donation)	\$ mln	2.2	23.5	27.0	39.7	39.6	Economic value retained (calculated as Economic value generated less economic value distributed)	\$ mln	1760.4	1726.8	591.3	477.4	1123.7
		Economic Value Generated and Distributed (EVG&D)	Unit	FY 2006 - 07	FY 2007 - 08	FY 2008 - 09	FY 2009-10	FY 2010-11																																																																					
		Economic value generated	\$ mln	6760.7	8626.9	7158.9	8303.2	11961.0																																																																					
		a) Revenues	\$ mln	6760.7	8626.9	7158.9	8303.2	11961.0																																																																					
		Economic value distributed	\$ mln	5000.3	6900.1	6567.6	7825.8	10837.3																																																																					
		b) Operating costs	\$ mln	3849.3	5364.5	5149.2	5820.9	8298.4																																																																					
		c) Employee wages and benefits	\$ mln	247.4	344.7	406.7	464.5	504.9																																																																					
		d) Payments to providers of capital	\$ mln	230.3	400.3	501.0	214.7	412.5																																																																					
		e) Payments to government	\$ mln	671.1	767.1	483.7	1286.0	1581.9																																																																					
		f) Community investments (Including Donation)	\$ mln	2.2	23.5	27.0	39.7	39.6																																																																					
Economic value retained (calculated as Economic value generated less economic value distributed)	\$ mln	1760.4	1726.8	591.3	477.4	1123.7																																																																							
EC2 Core	Financial implications and other risks and opportunities for the organization's activities due to climate change.	<p>We are upgrading our risk management framework for identifying risks and opportunities related to climate change and deploying processes for managing/ them, we will report on the same in the future. In the meantime, we have identified various projects with potential of carbon reduction potential of 6.4 million tonnes. Out of these projects we have already completed and registered projects worth 0.4 million ton of carbon with UNFCCC. These projects are :</p> <ul style="list-style-type: none"> - Wind power capacity of 123 MW. We have further added 48 MW capacity during the reporting period with another 102 MW 																																																																											

		<p>under implementation in FY 12.</p> <ul style="list-style-type: none"> • 9.4 MW Waste heat recovery based power plant at HZL- Chanderiya • 30 MW Waste heat recovery based power plant at Sesa Goa • 11.8 MW Waste heat recovery based power plant at Copper smelter, Tuticorin <p>This year, 236,776 CER were sold along with 50,000 VER.</p>														
EC3 Core	Coverage of the organization's defined benefit plan obligations.	<table border="1"> <thead> <tr> <th></th> <th></th> <th>2006-07</th> <th>2007-08</th> <th>2008-09</th> <th>2009-10</th> <th>2010-11</th> </tr> </thead> <tbody> <tr> <td>Employee wages and benefits</td> <td>\$mIn</td> <td>247.4</td> <td>344.7</td> <td>406.7</td> <td>464.5</td> <td>504.9</td> </tr> </tbody> </table>			2006-07	2007-08	2008-09	2009-10	2010-11	Employee wages and benefits	\$mIn	247.4	344.7	406.7	464.5	504.9
		2006-07	2007-08	2008-09	2009-10	2010-11										
Employee wages and benefits	\$mIn	247.4	344.7	406.7	464.5	504.9										
EC4 Core	Significant financial assistance received from government.	We received financial assistance from the respective national governments in our areas of operations in the form of tax holidays and similar exemptions worth 334.5 million USD.														
EC5 Add	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	We ensure that compensation for workmen meets or exceeds the legal requirements and complies with all applicable laws.														
EC6 Core	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Vedanta has always strived to bring long-term qualitative developments to the communities living around our facilities and to create a sustainable society. We aim to build sustainable partnerships through active engagement with our suppliers at both large and small scale right from sourcing raw materials to selling final product. For example our KCM unit has tie-up with the ZDA (Zambian Development Agency) to develop local suppliers. Currently, out of the 1500 suppliers which KCM has got around 700 are locals, who mostly provide services and similarly other units also work in the same way such as preference is always given to promote our local neighbor supplier for the development of our unit location neighboring societies.														
EC7 Core	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<p>Most of our operations are located in lesser privileged areas and we focus on recruiting the local population. A significant percentage of the senior management and our employees are recruited from the country in which our operations are located. At VAL- Lanjigarh, in 2010-11 78% of the employee are from Orissa and 25% from the Kalahandi and Rayagada district alone.</p> <p>Our technical level hiring approach has broadly two divisions as below,</p> <ol style="list-style-type: none"> 1 Entry Level (Fresher) Hiring: Through campus from top premier colleges. 2 Lateral Hiring: Through advertisement release or hiring through consultants. This includes hiring of subject matter experts / expats from across glob. 														

EC8 Core	<p>Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.</p>	<p>Augmenting and upgrading common property resources such as constructing community centers, water tanks, roads, repair of schools building and others in partnership with the community and the local administration has been one of the core activities. Resource sharing between local authorities has resulted in the construction of 13.8 kilometers of local roads, 7 community center, 11 Temples, 3 Sitting Platform, 340 Tubewell / borewell / open well/ring well, 9 drain, 2 Check dams, 215 culverts, 16 ponds, 95119 meters of Trenches and Bunds, 15 school boundary wall, 24 school classroom, 6175 individual household toilets, 32 community toilet complex and 48 other structures and renovation works. Vedanta invested 4.49 million USD in 2010-11 towards community asset creation in India and Africa.</p>
-----------------	---	--

EC9 Add	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Focus Area	Particulars	2009-10	20010-11
			Education	Company run schools and colleges	12.0
		Education	No of Child Care Centres	83.0	77.0
		Education	No of Anganwadi centres	2546.0	3288.0
		Education	No of children enrolled in anganwadi centres	132000.0	146815.0
		Health	Company run hospitals/rural health post	18.0	37.0
		Health	Total patients treated in company run hospitals/rural health post (million)	0.7	0.9
		Health	total health outreach through health posts/clinic/mobile health units/ camps (million)	1.5	1.7
		Health	No of Mid Day Meal Kitchens	8.0	8.0
		Health	No of children covered under MDM Kitchens	250000.0	238524.0
		Livelihoods	Farmers covered: training/cultivation/watershed/soil management/agri inputs	3100.0	6500.0
		Livelihoods	Total land covered under agriculture and watershed programme (in acres)	4903.0	4714.0
		Livelihoods	Cattle covered under veterinary health initiatives (thousands)	375.0	143.0
		Livelihoods	Total women Self Help Groups (SHGs)	2050.0	2003.0
		Livelihoods	No of women members in SHG	27100.0	26791.0
		Reach	Villages we work in	552.0	552.0
		Reach	Villages under Integrated Village Development Programme	100.0	90.0
		Reach	Total Population reached (Million)	2.7	2.7
		Engagement	No. of village meetings	6624.0	3973.0
		Engagement	Community issues recorded	90.0	266.0
		Engagement	Community issues resolved	86.0	241.0
		Reach	NGO and other partner	111.0	167.0
		Reach	CSR Personnel	77.0	66.0
		Reach	CSR Coordinators/Volunteers/Extension workers	342.0	170.0
		Reach	Total CSR Spend (Million USD)	38.0	36.6

EN1 Core	Materials used by weight or volume.	<p>Raw material consumed in our operations constitute of Bauxite, Copper Ore / Concentrate, Zinc & Lead Ore besides associated mineral inputs, semi-manufactured and packaging material. During the year, 27.72 million MT of raw material, 2.36 million MT of Associate materials, 5.99 million MT of semi manufactured material and 0.07 million MT of packaging material was consumed. Unit wise break up is as follow:</p> <table border="1" data-bbox="642 451 1814 958"> <thead> <tr> <th>Unit</th> <th>Raw Material (MT)</th> <th>Associate Material (MT)</th> <th>Semi Manufactured (MT)</th> <th>Packaging Material (MT)</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>72,70,898</td> <td>2,52,325</td> <td>-</td> <td>-</td> </tr> <tr> <td>BALCO</td> <td>-</td> <td>6,21,606</td> <td>-</td> <td>201</td> </tr> <tr> <td>SIIL</td> <td>15,85,132</td> <td>4,82,553</td> <td>-</td> <td>110</td> </tr> <tr> <td>CMT</td> <td>19,85,460</td> <td>14,459</td> <td>1,200</td> <td>120</td> </tr> <tr> <td>MALCO</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>VAL - L</td> <td>22,57,402</td> <td>2,03,451</td> <td>-</td> <td>-</td> </tr> <tr> <td>VAL - J</td> <td>7,68,740</td> <td>2,57,111</td> <td>125</td> <td>279</td> </tr> <tr> <td>SESA</td> <td>4,24,447</td> <td>2,32,036</td> <td>8,056</td> <td>-</td> </tr> <tr> <td>KCM</td> <td>1,34,31,468</td> <td>3,05,471</td> <td>59,82,350</td> <td>76,216</td> </tr> <tr> <td>Total</td> <td>2,77,23,547</td> <td>23,69,012</td> <td>59,91,731</td> <td>76,926</td> </tr> </tbody> </table>	Unit	Raw Material (MT)	Associate Material (MT)	Semi Manufactured (MT)	Packaging Material (MT)	HZL	72,70,898	2,52,325	-	-	BALCO	-	6,21,606	-	201	SIIL	15,85,132	4,82,553	-	110	CMT	19,85,460	14,459	1,200	120	MALCO	-	-	-	-	VAL - L	22,57,402	2,03,451	-	-	VAL - J	7,68,740	2,57,111	125	279	SESA	4,24,447	2,32,036	8,056	-	KCM	1,34,31,468	3,05,471	59,82,350	76,216	Total	2,77,23,547	23,69,012	59,91,731	76,926
Unit	Raw Material (MT)	Associate Material (MT)	Semi Manufactured (MT)	Packaging Material (MT)																																																					
HZL	72,70,898	2,52,325	-	-																																																					
BALCO	-	6,21,606	-	201																																																					
SIIL	15,85,132	4,82,553	-	110																																																					
CMT	19,85,460	14,459	1,200	120																																																					
MALCO	-	-	-	-																																																					
VAL - L	22,57,402	2,03,451	-	-																																																					
VAL - J	7,68,740	2,57,111	125	279																																																					
SESA	4,24,447	2,32,036	8,056	-																																																					
KCM	1,34,31,468	3,05,471	59,82,350	76,216																																																					
Total	2,77,23,547	23,69,012	59,91,731	76,926																																																					
EN2 Core	Percentage of materials used that are recycled input materials.	<p>We do not use wastes from other organization to replace virgin material. However, we have a strong focus of recycling our waste back to the process at all our operating locations, thereby minimizing natural resources. Also, 1.864 million MT of fly ash, 0.994 million MT of slag & 0.038 million MT of red mud have been used for cement manufacturing and road construction by other industries.</p>																																																							

EN3 Core	Direct energy consumption by primary energy source.	Breakup of energy use by business unit is as follows: <table border="1" data-bbox="646 311 1134 792"> <thead> <tr> <th>Unit</th> <th>Direct Energy Used (Million GJ)</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>30.01</td> </tr> <tr> <td>BALCO</td> <td>78.48</td> </tr> <tr> <td>SIIL</td> <td>3.47</td> </tr> <tr> <td>CMT</td> <td>0.12</td> </tr> <tr> <td>MALCO</td> <td>13.40</td> </tr> <tr> <td>VAL - L</td> <td>20.50</td> </tr> <tr> <td>VAL - J</td> <td>82.87</td> </tr> <tr> <td>SESA</td> <td>2.15</td> </tr> <tr> <td>KCM</td> <td>1.71</td> </tr> <tr> <td>Vedanta</td> <td>232.71</td> </tr> </tbody> </table>	Unit	Direct Energy Used (Million GJ)	HZL	30.01	BALCO	78.48	SIIL	3.47	CMT	0.12	MALCO	13.40	VAL - L	20.50	VAL - J	82.87	SESA	2.15	KCM	1.71	Vedanta	232.71
Unit	Direct Energy Used (Million GJ)																							
HZL	30.01																							
BALCO	78.48																							
SIIL	3.47																							
CMT	0.12																							
MALCO	13.40																							
VAL - L	20.50																							
VAL - J	82.87																							
SESA	2.15																							
KCM	1.71																							
Vedanta	232.71																							
EN4 Core	Indirect energy consumption by primary source.	Electricity purchased by business unit is given below: <table border="1" data-bbox="646 863 1134 1321"> <thead> <tr> <th>Unit</th> <th>Electricity Purchased (GJ)</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>18,55,960</td> </tr> <tr> <td>BALCO</td> <td>2,582</td> </tr> <tr> <td>SIIL</td> <td>10,91,859</td> </tr> <tr> <td>CMT</td> <td>3,44,170</td> </tr> <tr> <td>MALCO</td> <td>0</td> </tr> <tr> <td>VAL - L</td> <td>13,662</td> </tr> <tr> <td>VAL - J</td> <td>0</td> </tr> <tr> <td>SESA</td> <td>2,96,072</td> </tr> <tr> <td>KCM</td> <td>67,72,764</td> </tr> <tr> <td>Vedanta</td> <td>1,03,77,068</td> </tr> </tbody> </table> <p data-bbox="646 1360 1411 1388"> During the year 2010-11, Vedanta sold 14.14 million GJ of electricity. </p>	Unit	Electricity Purchased (GJ)	HZL	18,55,960	BALCO	2,582	SIIL	10,91,859	CMT	3,44,170	MALCO	0	VAL - L	13,662	VAL - J	0	SESA	2,96,072	KCM	67,72,764	Vedanta	1,03,77,068
Unit	Electricity Purchased (GJ)																							
HZL	18,55,960																							
BALCO	2,582																							
SIIL	10,91,859																							
CMT	3,44,170																							
MALCO	0																							
VAL - L	13,662																							
VAL - J	0																							
SESA	2,96,072																							
KCM	67,72,764																							
Vedanta	1,03,77,068																							

EN5 Add

Energy saved due to conservation and efficiency improvements.

Subsidiary companies undertook a host of energy efficiency improvement initiatives during the year, which saw key operating subsidiaries, achieve significant reductions in energy consumption, including KCM (15%), VAL-J (6%), BALCO (5%) and VAL-L (3%). As a result, these companies achieved their lowest-ever level of specific energy consumption during the year.

Vedanta's specific energy consumption during 2010-11 by business unit:

Unit	2010-11 (GJ/ MT of output)
HZL-Mines	0.44
HZL-Smelters	16.29
BALCO	57.25
SIIL	9.97
KCM	40.92
CMT	5.55
VAL-L	8.46
VAL-J	58.76
Sesa Goa (Mining Divison)	0.06

It is projected that 3.64 million GJ of energy saving has been made, which is 1.56 % of energy consumed, through various conservation initiatives adopted during the year. Some of them are:

- Energy-efficient or renewable energy-based technologies, such as the stopping of a Soderburg technology-based plant with one using pre-baked technology at BALCO's aluminum operation
- Installation of a new energy-efficient hydrometallurgical plant at zinc business.
- Reduction in fuel consumption using innovation at Sterlite
- Installation of Variable Frequency Drives at most sites, optimized lighting efficiency by replacing traditional fittings with metal halide lights.

Process redesign by automation and retrofitting of equipments at most of sites.

EN6 Add	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	This indicator is not applicable to us as we are in the business of manufacturing commodity products.																																																																								
EN7 Add	Initiatives to reduce indirect energy consumption and reductions achieved.	<p>We are focused on reducing indirect energy consumption and following major initiatives taken over the years includes:</p> <ul style="list-style-type: none"> • Captive power generation for meeting energy requirement of our operations, which in turns minimizes the transmissions losses resulting in improving overall energy use <p>Constantly focusing on utilizing IT and telephone services in our business for reducing business travels. We have setup video/ telepresence facility at all Vedanta's group companies. This has resulted in reduction of traveling for various business meeting. Further, we have concall facility available at each location, which is also used effectively for having smaller business meetings.</p>																																																																								
EN8 Core	Total water withdrawal by source.	<p>Breakup of water withdrawal by source is given below:</p> <table border="1" data-bbox="646 773 1892 1370"> <thead> <tr> <th>Unit</th> <th>Surface water (million m³)</th> <th>Ground water (million m³)</th> <th>Rain water (million m³)</th> <th>Water from utility (million m³)</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>17.91</td> <td>4.51</td> <td>0.03</td> <td>0.72</td> <td>23.17</td> </tr> <tr> <td>BALCO</td> <td>33.15</td> <td>0.06</td> <td>-</td> <td>-</td> <td>33.21</td> </tr> <tr> <td>SIIL</td> <td>2.97</td> <td>0.01</td> <td>0.08</td> <td>-</td> <td>3.06</td> </tr> <tr> <td>CMT</td> <td>4.10</td> <td>-</td> <td>-</td> <td>-</td> <td>4.10</td> </tr> <tr> <td>MALCO</td> <td>3.21</td> <td>-</td> <td>-</td> <td>-</td> <td>3.21</td> </tr> <tr> <td>VAL - L</td> <td>3.43</td> <td>-</td> <td>-</td> <td>-</td> <td>3.43</td> </tr> <tr> <td>VAL - J</td> <td>21.63</td> <td>-</td> <td>-</td> <td>-</td> <td>21.63</td> </tr> <tr> <td>SESA</td> <td>3.14</td> <td>0.24</td> <td>12.58</td> <td>0.12</td> <td>16.08</td> </tr> <tr> <td>KCM</td> <td>32.28</td> <td>146.80</td> <td>-</td> <td>4.87</td> <td>183.95</td> </tr> <tr> <td>Total</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>(million m3)</td> <td>121.82</td> <td>151.62</td> <td>12.69</td> <td>5.71</td> <td>291.84</td> </tr> </tbody> </table>	Unit	Surface water (million m ³)	Ground water (million m ³)	Rain water (million m ³)	Water from utility (million m ³)	Total	HZL	17.91	4.51	0.03	0.72	23.17	BALCO	33.15	0.06	-	-	33.21	SIIL	2.97	0.01	0.08	-	3.06	CMT	4.10	-	-	-	4.10	MALCO	3.21	-	-	-	3.21	VAL - L	3.43	-	-	-	3.43	VAL - J	21.63	-	-	-	21.63	SESA	3.14	0.24	12.58	0.12	16.08	KCM	32.28	146.80	-	4.87	183.95	Total						(million m3)	121.82	151.62	12.69	5.71	291.84
Unit	Surface water (million m ³)	Ground water (million m ³)	Rain water (million m ³)	Water from utility (million m ³)	Total																																																																					
HZL	17.91	4.51	0.03	0.72	23.17																																																																					
BALCO	33.15	0.06	-	-	33.21																																																																					
SIIL	2.97	0.01	0.08	-	3.06																																																																					
CMT	4.10	-	-	-	4.10																																																																					
MALCO	3.21	-	-	-	3.21																																																																					
VAL - L	3.43	-	-	-	3.43																																																																					
VAL - J	21.63	-	-	-	21.63																																																																					
SESA	3.14	0.24	12.58	0.12	16.08																																																																					
KCM	32.28	146.80	-	4.87	183.95																																																																					
Total																																																																										
(million m3)	121.82	151.62	12.69	5.71	291.84																																																																					

<p>EN9 Add</p>	<p>Water sources significantly affected by withdrawal of water.</p>	<p>At HZL, water withdrawal from some water sources is significant which are recharged every year by rain. Only at KCM, the sources of water i.e. Kafeu river is designated as protected area. All other units have reported insignificant biodiversity value around water sources. Hence, the impact on the biodiversity is not envisaged at these locations.</p> <p>We make continuous efforts to reduce our specific water consumption along with 100% recycling of wastewater. A few major initiatives we have taken are:</p> <ul style="list-style-type: none"> • Increased reuse of tailing dam reclaimed water to reduce the fresh water consumption at Zinc mines in India. • Spraying of evaporation retardant chemicals on the surface water sources, such as water dams, tailing dams & storage tanks to reduce the rate of water evaporation, thereby reducing losses. • To manage the rain water during heavy rain, SIIL set up a mobile reverse osmosis plant. The rain water collected in the rain water catchment pond were completely treated and reused in cooling tower. This plant will help to manage any heavy rain fall during monsoon season to maintain zero discharge. • Sesa uses significant amount of rain water & pit water used for beneficiation of iron, thereby saving significant fresh water. 																																															
<p>EN10 Add</p>	<p>Percentage and total volume of water recycled and reused.</p>	<table border="1"> <thead> <tr> <th>Unit</th> <th>Total Water Used (Fresh + Recycled) million m3</th> <th>Total Water recycled/ reused (million m3)</th> <th>% Recycling</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>33.26</td> <td>10.73</td> <td>32.27</td> </tr> <tr> <td>BALCO</td> <td>40.13</td> <td>6.93</td> <td>17.26</td> </tr> <tr> <td>SIIL</td> <td>3.13</td> <td>0.41</td> <td>13.21</td> </tr> <tr> <td>CMT</td> <td>4.92</td> <td>0.82</td> <td>16.67</td> </tr> <tr> <td>MALCO</td> <td>3.34</td> <td>0.13</td> <td>3.84</td> </tr> <tr> <td>VAL - L</td> <td>4.7</td> <td>1.28</td> <td>27.14</td> </tr> <tr> <td>VAL - J</td> <td>22.15</td> <td>0.53</td> <td>2.37</td> </tr> <tr> <td>Sesa</td> <td>15.76</td> <td>6.22</td> <td>39.47</td> </tr> <tr> <td>KCM</td> <td>184.81</td> <td>0.86</td> <td>0.47</td> </tr> <tr> <td>Vedanta</td> <td>312.2</td> <td>27.91</td> <td>8.94</td> </tr> </tbody> </table> <p>Total Water Used : Not inclusive of catchment , storage , loss of evaporative water</p>				Unit	Total Water Used (Fresh + Recycled) million m3	Total Water recycled/ reused (million m3)	% Recycling	HZL	33.26	10.73	32.27	BALCO	40.13	6.93	17.26	SIIL	3.13	0.41	13.21	CMT	4.92	0.82	16.67	MALCO	3.34	0.13	3.84	VAL - L	4.7	1.28	27.14	VAL - J	22.15	0.53	2.37	Sesa	15.76	6.22	39.47	KCM	184.81	0.86	0.47	Vedanta	312.2	27.91	8.94
Unit	Total Water Used (Fresh + Recycled) million m3	Total Water recycled/ reused (million m3)	% Recycling																																														
HZL	33.26	10.73	32.27																																														
BALCO	40.13	6.93	17.26																																														
SIIL	3.13	0.41	13.21																																														
CMT	4.92	0.82	16.67																																														
MALCO	3.34	0.13	3.84																																														
VAL - L	4.7	1.28	27.14																																														
VAL - J	22.15	0.53	2.37																																														
Sesa	15.76	6.22	39.47																																														
KCM	184.81	0.86	0.47																																														
Vedanta	312.2	27.91	8.94																																														

EN11 Core	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<p>The Company does not own any land in protected areas or in areas of high biodiversity value. There are no significant impacts of activities, products and services of the company on Biodiversity rich areas.</p> <p>We are planning to map operations across the Group against key biodiversity areas and national parks. We are also reviewing land management practices in line with the Scott Wilson recommendations to develop Group-level Land Management and Biodiversity Policies.</p>
EN12 Core	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	
EN13 Add	Habitats protected or restored.	<p>We believe in sustainable development in harmony with nature and accordingly commit to its effective management and protection of surrounding environment.</p> <p>We are progressively developing the greenbelt area surrounding our operational site. Inactive benches of waste dump are systematically stabilized with green cover.</p>
EN14 Add	Strategies, current actions, and future plans for managing impacts on biodiversity.	<p>We continue to develop green-belt in and around our operations with expert botanists and horticulturists engaged across our units. Responsible closure of mines is embedded into the mine planning stages.</p> <ul style="list-style-type: none"> • BALCO in association with the State Forest Department has prepared wildlife management plan for a 10 Km² radius area at its Kawardha and Mainpat mines. This plan is being implemented through the concerned Forest Divisions with the provision of funds of 0.65 million USD from BALCO over a period of three years. The implementation is underway at Kawardha and South Surguja Forest Divisions. • This year at SILL, initiated a bio diversity conservation project in nearby five villages (Melavittan, South veerapandiyapuram, pandarampatti, Saminatham, Vadakusilikanpatti) to conserve the endangered/rich medicinal plants. M/s Arumbugal Trust has been appointed to carry out the same. We are creating awareness about these medicinal herbs among the village farmers and village people through various demography study and cultural programmes. Thus we are motivated the people to cultivate the same in their agricultural field. <p>As part of our commitment to biodiversity, we planted over 759,000 trees across our operations during the year, bringing the total number on all properties to around 12 million.</p>

EN15 Add	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	This will be studied in the biodiversity project as stated above.																																			
EN16 Core	Total direct and indirect greenhouse gas emissions by weight.	<table border="1"> <thead> <tr> <th data-bbox="642 509 804 626">Unit</th> <th data-bbox="804 509 1167 626">Scope-1 Emission - Direct and Process (Tonnes of CO2 eq.)</th> <th data-bbox="1167 509 1556 626">Scope-2 Emission - Indirect Emission (Tonnes of CO2 eq.)</th> </tr> </thead> <tbody> <tr> <td data-bbox="642 626 804 662">HZL</td> <td data-bbox="804 626 1167 662">37,23,069</td> <td data-bbox="1167 626 1556 662">4,22,750</td> </tr> <tr> <td data-bbox="642 662 804 698">BALCO</td> <td data-bbox="804 662 1167 698">81,90,469</td> <td data-bbox="1167 662 1556 698">589</td> </tr> <tr> <td data-bbox="642 698 804 734">MALCO</td> <td data-bbox="804 698 1167 734">12,87,020</td> <td data-bbox="1167 698 1556 734">0</td> </tr> <tr> <td data-bbox="642 734 804 769">CMT</td> <td data-bbox="804 734 1167 769">8,903</td> <td data-bbox="1167 734 1556 769">4,780</td> </tr> <tr> <td data-bbox="642 769 804 805">KCM</td> <td data-bbox="804 769 1167 805">1,29,200</td> <td data-bbox="1167 769 1556 805">27,091</td> </tr> <tr> <td data-bbox="642 805 804 841">SIIL</td> <td data-bbox="804 805 1167 841">3,20,511</td> <td data-bbox="1167 805 1556 841">3,20,511</td> </tr> <tr> <td data-bbox="642 841 804 876">VAL - J</td> <td data-bbox="804 841 1167 876">1,52,90,068</td> <td data-bbox="1167 841 1556 876">0</td> </tr> <tr> <td data-bbox="642 876 804 912">VAL - L</td> <td data-bbox="804 876 1167 912">19,28,645</td> <td data-bbox="1167 876 1556 912">3,112</td> </tr> <tr> <td data-bbox="642 912 804 948">SESA</td> <td data-bbox="804 912 1167 948">7,97,580</td> <td data-bbox="1167 912 1556 948">3,16,75,465</td> </tr> <tr> <td data-bbox="642 948 804 1013">Vedanta</td> <td data-bbox="804 948 1167 1013">3,16,75,465</td> <td data-bbox="1167 948 1556 1013">8,00,250</td> </tr> </tbody> </table>			Unit	Scope-1 Emission - Direct and Process (Tonnes of CO2 eq.)	Scope-2 Emission - Indirect Emission (Tonnes of CO2 eq.)	HZL	37,23,069	4,22,750	BALCO	81,90,469	589	MALCO	12,87,020	0	CMT	8,903	4,780	KCM	1,29,200	27,091	SIIL	3,20,511	3,20,511	VAL - J	1,52,90,068	0	VAL - L	19,28,645	3,112	SESA	7,97,580	3,16,75,465	Vedanta	3,16,75,465	8,00,250
Unit	Scope-1 Emission - Direct and Process (Tonnes of CO2 eq.)				Scope-2 Emission - Indirect Emission (Tonnes of CO2 eq.)																																
HZL	37,23,069				4,22,750																																
BALCO	81,90,469				589																																
MALCO	12,87,020				0																																
CMT	8,903				4,780																																
KCM	1,29,200				27,091																																
SIIL	3,20,511				3,20,511																																
VAL - J	1,52,90,068				0																																
VAL - L	19,28,645				3,112																																
SESA	7,97,580	3,16,75,465																																			
Vedanta	3,16,75,465	8,00,250																																			
EN17 Core	Other relevant indirect greenhouse gas emissions by weight.																																				
EN18 Add	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<p>We regularly measure and strive to reduce the fuel consumed in the processes and also take up the CDM projects to help offset GHG emissions.</p> <p>We have to date registered four Clean Development Mechanism (CDM) projects, which between them have the potential under the Kyoto Protocol to deliver some 405,000 Certified Emission Reductions (CERs) each year.</p> <p>We are updating the risk management framework for identifying risks and opportunities related to climate change, and are deploying processes to manage them. We have identified a number of investment opportunities across our businesses, including:</p> <p>Our Wind Power Plants (WPP) capacity was increased from 123.2 MW to 170.9 MW during 2010-11. An additional 102.3</p>																																			

		<p>MW WPP capacities will be added by 2012. A total of 57MW of power generating capacity from waste heat are in place at HZL- Chanderiya, Sesa Goa and the copper smelter at Tuticoron</p> <p>During the year, we sold 236,776 CERs and 50,000 Verified Emission Reductions (VERs).</p>																																	
EN19 Core	Emissions of ozone-depleting substances by weight.	The emission of ozone-depleting substances is not a material concern for Vedanta as none are used in processes associated with our operations.																																	
EN20 Core	NOx, SOx, and other significant air emissions by type and weight.	SOx, NOx and SPM emissions are being reviewed to incorporate emissions from all stationary and mobile sources. Other specific significant air emission at our Copper and Aluminum operations is 324 MT of Fluoride.																																	
EN21 core	Total water discharge by quality and destination.	<p>SIIL, Sesa, VAL- Lanjigarh, Malco & major units of HZL are zero discharge plants where all treated wastewater is reused or recycled. Water discharge is under review at KCM. The table below shows total water discharge by quantity across Vedanta operations. Wastewater is properly treated before discharge. Treated waste water quality is within statutory prescribed norms.</p> <table border="1"> <thead> <tr> <th>Company</th> <th>Total waste water discharged after treatment (million cubic meters)</th> <th>Destination</th> </tr> </thead> <tbody> <tr> <td>Sesa Goa</td> <td>Zero discharge</td> <td>-</td> </tr> <tr> <td>SIIL</td> <td>Zero discharge</td> <td>-</td> </tr> <tr> <td>VAL – Lanjigarh</td> <td>Zero discharge</td> <td>-</td> </tr> <tr> <td>MALCO</td> <td>Zero discharge</td> <td>-</td> </tr> <tr> <td>HZL *</td> <td>0.11 (from VZS)</td> <td>Sea</td> </tr> <tr> <td>BALCO</td> <td>9.62</td> <td>River</td> </tr> <tr> <td>VAL Jharsuguda</td> <td>1.75</td> <td>River</td> </tr> <tr> <td>CMT</td> <td>27.55</td> <td>River & Creek</td> </tr> <tr> <td>KCM</td> <td>107.59</td> <td>Natural stream and eventually river</td> </tr> <tr> <td>Vedanta</td> <td>146.62</td> <td></td> </tr> </tbody> </table> <p>*All other sites are maintaining zero discharge</p>	Company	Total waste water discharged after treatment (million cubic meters)	Destination	Sesa Goa	Zero discharge	-	SIIL	Zero discharge	-	VAL – Lanjigarh	Zero discharge	-	MALCO	Zero discharge	-	HZL *	0.11 (from VZS)	Sea	BALCO	9.62	River	VAL Jharsuguda	1.75	River	CMT	27.55	River & Creek	KCM	107.59	Natural stream and eventually river	Vedanta	146.62	
Company	Total waste water discharged after treatment (million cubic meters)	Destination																																	
Sesa Goa	Zero discharge	-																																	
SIIL	Zero discharge	-																																	
VAL – Lanjigarh	Zero discharge	-																																	
MALCO	Zero discharge	-																																	
HZL *	0.11 (from VZS)	Sea																																	
BALCO	9.62	River																																	
VAL Jharsuguda	1.75	River																																	
CMT	27.55	River & Creek																																	
KCM	107.59	Natural stream and eventually river																																	
Vedanta	146.62																																		

EN22 Core	Total weight of waste by type and disposal method.	<table border="1" data-bbox="646 412 1381 873"> <thead> <tr> <th>Unit</th> <th>Hazardous Waste Generation (MT)</th> <th>Non- hazardous Waste Generation (MT)</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>5,35,138</td> <td>8,29,49,270</td> </tr> <tr> <td>BALCO</td> <td>4,988</td> <td>24,05,641</td> </tr> <tr> <td>SIIL</td> <td>51,487</td> <td>14,86,841</td> </tr> <tr> <td>CMT</td> <td>22,03,118</td> <td>171</td> </tr> <tr> <td>MALCO</td> <td>NA</td> <td>35,202</td> </tr> <tr> <td>VAL - L</td> <td>7,000</td> <td>16,49,959</td> </tr> <tr> <td>VAL - J</td> <td>4,892</td> <td>37,12,368</td> </tr> <tr> <td>SESA</td> <td>280</td> <td>5,51,74,259</td> </tr> <tr> <td>KCM</td> <td>137</td> <td>9,42,55,184</td> </tr> <tr> <td>Total</td> <td>28,07,040</td> <td>24,16,68,896</td> </tr> </tbody> </table> <p data-bbox="646 911 1976 1008">Our mining, beneficiation, metal extraction and power generation activities result in the generation of both hazardous and non-hazardous waste. Some of them are mine overburden, tailings, slag, red mud, jarosite, fly-ash, and gypsum and process residues from smelters.</p> <p data-bbox="646 1052 2003 1260">Most of the generated overburden is being used for secondary construction work such as rising the height of tailing dam heights. The remaining over burden is disposed in land fill sites in a systematic manner. Similarly some of the tailings are used for mine back filling and the remaining are disposed in the tailing dams constructed specially for the purpose. Similarly the waste produced from our smelter plants like slag and red mud are also used for road construction and cement manufacturing. Likewise, generated fly ash, a non-hazardous waste, is used in cement production, brick manufacturing and other secondary construction.</p> <p data-bbox="646 1341 2003 1403">The other generated hazardous wastes are being disposed of in the secured landfills in an environmentally friendly manner which are designed with state-of-art technologies and approved by statutory bodies. Details are as given below:</p>	Unit	Hazardous Waste Generation (MT)	Non- hazardous Waste Generation (MT)	HZL	5,35,138	8,29,49,270	BALCO	4,988	24,05,641	SIIL	51,487	14,86,841	CMT	22,03,118	171	MALCO	NA	35,202	VAL - L	7,000	16,49,959	VAL - J	4,892	37,12,368	SESA	280	5,51,74,259	KCM	137	9,42,55,184	Total	28,07,040	24,16,68,896
Unit	Hazardous Waste Generation (MT)	Non- hazardous Waste Generation (MT)																																	
HZL	5,35,138	8,29,49,270																																	
BALCO	4,988	24,05,641																																	
SIIL	51,487	14,86,841																																	
CMT	22,03,118	171																																	
MALCO	NA	35,202																																	
VAL - L	7,000	16,49,959																																	
VAL - J	4,892	37,12,368																																	
SESA	280	5,51,74,259																																	
KCM	137	9,42,55,184																																	
Total	28,07,040	24,16,68,896																																	

		<table border="1" data-bbox="646 310 1516 643"> <thead> <tr> <th data-bbox="646 310 831 380">Major HWs</th> <th data-bbox="831 310 1077 380">Qty of generation (MT)</th> <th data-bbox="1077 310 1516 380">Disposal Method</th> </tr> </thead> <tbody> <tr> <td data-bbox="646 380 831 444">Jarosite (HZL)</td> <td data-bbox="831 380 1077 444">81,023</td> <td data-bbox="1077 380 1516 444">HDPE lined secured Jarosite Storage facility</td> </tr> <tr> <td data-bbox="646 444 831 574">Jarofix (HZL)</td> <td data-bbox="831 444 1077 574">3,99,448</td> <td data-bbox="1077 444 1516 574">Jarosite is stabilized with lime & cement & converted to Jarofix. Disposed in HDPE lined Jarofix disposal facility</td> </tr> <tr> <td data-bbox="646 574 831 643">Scrubber cake (SIIL)</td> <td data-bbox="831 574 1077 643">23,485</td> <td data-bbox="1077 574 1516 643">HDPE lined Secured Landfill</td> </tr> </tbody> </table> <p data-bbox="646 686 1955 740">Hazardous wastes such as used oil, refractory, refuse and batteries are sold to authorized recyclers registered with the regulatory authorities.</p>	Major HWs	Qty of generation (MT)	Disposal Method	Jarosite (HZL)	81,023	HDPE lined secured Jarosite Storage facility	Jarofix (HZL)	3,99,448	Jarosite is stabilized with lime & cement & converted to Jarofix. Disposed in HDPE lined Jarofix disposal facility	Scrubber cake (SIIL)	23,485	HDPE lined Secured Landfill
Major HWs	Qty of generation (MT)	Disposal Method												
Jarosite (HZL)	81,023	HDPE lined secured Jarosite Storage facility												
Jarofix (HZL)	3,99,448	Jarosite is stabilized with lime & cement & converted to Jarofix. Disposed in HDPE lined Jarofix disposal facility												
Scrubber cake (SIIL)	23,485	HDPE lined Secured Landfill												
EN23 Core	Total number and volume of significant spills.	<p data-bbox="646 805 1976 865">There were five spills of tailing at KCM. Quantity could not be estimated due to terrain condition. The cleaning work for all the spill is completed.</p> <p data-bbox="646 907 1850 938">CMT reported 8 spills, of which three spills were of size more than 100 m³. The cleaning work was completed.</p> <p data-bbox="646 980 1713 1011">Sesa reported 118 minor incidents of oil spills by which 6.12 KL of oil has been spilled on ground.</p> <p data-bbox="646 1053 1877 1084">We are improving our incident reporting across the group and will report more significantly for next FY 2011-12.</p>												
EN24 Add	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	<p data-bbox="646 1162 1969 1222">Raw material like zinc concentrate, copper concentrate and fuels like coal are imported. However, these are not covered under Basel Convention.</p> <p data-bbox="646 1268 1780 1299">No hazardous waste was imported/ exported during the year which is covered under Basel Convention.</p>												

EN25 Add	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Treated wastewater is discharged from HZL- VZS, BALCO, VAL J, CMT & KCM. Treated waste water quality is within statutory prescribed norms and is regularly tested. No significant impact is envisaged due to discharge of treated wastewater.																																																
EN26 Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<p>29 of our 33 major plants are ISO 14001 certified. We are cataloguing specific initiatives and will report in more detail in the future. Certification status of major plant is as follow:</p> <table border="1" data-bbox="646 678 1793 1386"> <thead> <tr> <th>Location</th> <th>ISO 14001</th> <th>OHSAS 18001</th> <th>Certifying agency</th> </tr> </thead> <tbody> <tr> <td>Hindustan Zinc Limited</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Chanderiya Lead and Zinc Smelter</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Zinc Smelter Debari</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Dariba Lead and Zinc Smelter</td> <td>Not Certified</td> <td>Not Certified</td> <td>-</td> </tr> <tr> <td>Vizag Zinc Smelter</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Rampura Agucha Mines</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Zawar Mines</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Rajpura Dariba Mines</td> <td>Certified</td> <td>Certified</td> <td>Det Norske Veritas Ind Ltd</td> </tr> <tr> <td>Sindesar Khurd Mines</td> <td>Not Certified</td> <td>Not Certified</td> <td>-</td> </tr> <tr> <td>Zawar CPP</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> <tr> <td>Haridwar Zinc Plant</td> <td>Certified</td> <td>Certified</td> <td>Registro Italiano Navale India pvt ltd</td> </tr> </tbody> </table>	Location	ISO 14001	OHSAS 18001	Certifying agency	Hindustan Zinc Limited				Chanderiya Lead and Zinc Smelter	Certified	Certified	Registro Italiano Navale India pvt ltd	Zinc Smelter Debari	Certified	Certified	Registro Italiano Navale India pvt ltd	Dariba Lead and Zinc Smelter	Not Certified	Not Certified	-	Vizag Zinc Smelter	Certified	Certified	Registro Italiano Navale India pvt ltd	Rampura Agucha Mines	Certified	Certified	Registro Italiano Navale India pvt ltd	Zawar Mines	Certified	Certified	Registro Italiano Navale India pvt ltd	Rajpura Dariba Mines	Certified	Certified	Det Norske Veritas Ind Ltd	Sindesar Khurd Mines	Not Certified	Not Certified	-	Zawar CPP	Certified	Certified	Registro Italiano Navale India pvt ltd	Haridwar Zinc Plant	Certified	Certified	Registro Italiano Navale India pvt ltd
Location	ISO 14001	OHSAS 18001	Certifying agency																																															
Hindustan Zinc Limited																																																		
Chanderiya Lead and Zinc Smelter	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Zinc Smelter Debari	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Dariba Lead and Zinc Smelter	Not Certified	Not Certified	-																																															
Vizag Zinc Smelter	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Rampura Agucha Mines	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Zawar Mines	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Rajpura Dariba Mines	Certified	Certified	Det Norske Veritas Ind Ltd																																															
Sindesar Khurd Mines	Not Certified	Not Certified	-																																															
Zawar CPP	Certified	Certified	Registro Italiano Navale India pvt ltd																																															
Haridwar Zinc Plant	Certified	Certified	Registro Italiano Navale India pvt ltd																																															

		Copper India Business			
		Tuticorin	Certified	Certified	Det Norske Veritas Ind Ltd
		Silvassa	Certified	Certified	Det Norske Veritas Ind Ltd
		Malco (Power Plant)	Certified	Certified	Indian Register Quality System
		Copper Mines of Tasmania			
		Mount Lyell	Not Certified	Not Certified	-
		Bharat Aluminium Company Limited			
		Korba	Certified	Certified	Indian Register Quality System
		Mainpat	Certified	Certified	Indian Register Quality System
		Kawardha	Not Certified	Not Certified	-
		Konkola Copper Mines			
		Konkola	Certified	Certified	ISO 14001 (British Standards Institutions), OSHAS 18001 (British Safety Council)
		Nampundwe	Certified	Certified	ISO 14001 (British Standards Institutions), OSHAS 18001 (British Safety Council)

	Nchanga Smelter	Certified	Certified	ISO 14001 (British Standards Institutions), OSHAS 18001 (British Standards Institutions)
	Nkana	Certified	Certified	ISO 14001 (British Standards Institutions), OSHAS 18001 (British Safety Council)
	Vedanta Alumina Limited			
	Jharsuguda	Certified	Certified	Indian Register Quality System
	Lanjigarh	Certified	Certified	British Safety Institute, Kolkata
	Sesa Goa			
	Codli Mine	Certified	Certified	Bureau Veritas Certification
	Codli Beneficiation Plants	Certified	Certified	Bureau Veritas Certification
	Gaothona Dusrifall Mine	Certified	Certified	Bureau Veritas Certification
	Sanquelim Mine	Certified	Certified	Bureau Veritas Certification
	Cudnem Beneficiation Plant	Certified	Certified	Bureau Veritas Certification
	Amona Plant	Certified	Certified	Bureau Veritas Certification
	Sonshi Mine	Certified	Certified	Bureau Veritas Certification
	A. Narrain Mine, Karnataka	Certified	Certified	Bureau Veritas Certification

		<table border="1"> <tr> <td>Pig Iron Plant</td> <td>Certified</td> <td>Certified</td> <td>Bureau Veritas Certification</td> </tr> <tr> <td>Met Coke Division</td> <td>Certified</td> <td>Certified</td> <td>Bureau Veritas Certification</td> </tr> </table> <p>Remaining units of HZL, Balco & CMT have planned to get certification in FY 2012.</p> <p>We are cataloguing specific initiatives and will report in more detail in the future.</p>	Pig Iron Plant	Certified	Certified	Bureau Veritas Certification	Met Coke Division	Certified	Certified	Bureau Veritas Certification
Pig Iron Plant	Certified	Certified	Bureau Veritas Certification							
Met Coke Division	Certified	Certified	Bureau Veritas Certification							
EN27 Core	Percentage of products sold and their packaging materials that are reclaimed by category.	<p>We use negligible packaging material due to nature of our product. Hence, impact due to packaging is negligible.</p> <p>We are the raw material supplier for a very large number of industries. We are studying the life cycle of our products and packaging. Our major products include Zinc, Lead, Copper, Pig Iron, Aluminum, Silver, Sulphuric acid, and power.</p>								
EN28 Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<p>Financial penalties of US\$4,500 and certain non-monetary sanctions were imposed during the year for non-compliance with environmental laws and regulations. The details of the incident which took place at KCM resulting in penalty of US\$4,500 is as follows:</p> <p>On 29 October 2010, as a result of events precipitated by a leakage at one of the Company's two pregnant leach solution storage tanks at its Tailing leach Plant (TLP) operations, a combination of Pregnant liquor solution (PLS) and lime (which had been added to neutralize the acidic PLS) was discharged into the Kafue River and resulted in unsafe levels of total dissolved solids in the river. As a result of the high Total dissolved solid levels, the local water utility stopped water pumping activities at its Kafue River pumping station, which cut off the water supply to three nearby townships for various periods of time over the following three-day period. Normal water service was resumed to these townships once it was confirmed that the water quality had returned to safe levels. Operations at the TLP were curtailed during this period of time to ensure no further spillage occurred.</p> <p>On 16 November 2010, KCM received a summons to appear at the Chingola Magistrate Court in respect of four charges against it for contraventions of the Environment protection and pollution control act relating to the TLP incident. These charges related to polluting the environment, discharging poisonous matter into the aquatic environment, willfully failing to report the incident to the Environment council of Zambia without delay and failing to comply with the requirements for discharge of effluent into the aquatic environment. On 25 November 2010, KCM pleaded guilty to the charges and was fined 21.97 million Zambian kwacha (approximately US\$4,500).</p>								
EN29 Add	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations,	<p>Our product movements to consumers take place through sea, rail and roadways. Standard process is followed for all activities ensuring complete protection to product and environment. We are studying the total fuel used under project 'scope-3' CO2 equivalent.</p>								

	and transporting members of the workforce.	
EN30 Add	Total environmental protection expenditures and investments by type.	USD 130.6 million

LA1 Core	Total workforce by employment type, employment contract, and region.	<table border="1"> <thead> <tr> <th></th> <th>India</th> <th>Zambia</th> <th>Australia</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full time employees</td> <td>20,318</td> <td>9,362</td> <td>102</td> <td>29,782</td> </tr> <tr> <td>Contract employees</td> <td>40,073</td> <td>3,324</td> <td>185</td> <td>43,582</td> </tr> <tr> <td>Total</td> <td>60,391</td> <td>12,686</td> <td>287</td> <td>73,364</td> </tr> </tbody> </table>					India	Zambia	Australia	Total	Full time employees	20,318	9,362	102	29,782	Contract employees	40,073	3,324	185	43,582	Total	60,391	12,686	287	73,364							
			India	Zambia	Australia	Total																										
Full time employees	20,318	9,362	102	29,782																												
Contract employees	40,073	3,324	185	43,582																												
Total	60,391	12,686	287	73,364																												
<p>Manpower details are inclusive of subsidiaries considered for Sustainability Report boundary and are exclusive of the assets purchased from Anglo Zinc in the latter part of the year.</p>																																
LA2 Core	Total number and rate of employee turnover by age group, gender, and region.	<table border="1"> <thead> <tr> <th>Employee breakdown by age</th> <th>Total</th> <th colspan="2">% of total full time employees</th> </tr> </thead> <tbody> <tr> <td>< 30 yrs</td> <td>11,967</td> <td colspan="2">40%</td> </tr> <tr> <td>31 – 40 yrs</td> <td>5,643</td> <td colspan="2">19%</td> </tr> <tr> <td>41- 50 yrs</td> <td>6,889</td> <td colspan="2">23%</td> </tr> <tr> <td>51 – 58 yrs</td> <td>4,921</td> <td colspan="2">17%</td> </tr> <tr> <td>> 58 yrs</td> <td>362</td> <td colspan="2">1%</td> </tr> <tr> <td>TOTAL</td> <td>29,782</td> <td colspan="2"></td> </tr> </tbody> </table>			Employee breakdown by age	Total	% of total full time employees		< 30 yrs	11,967	40%		31 – 40 yrs	5,643	19%		41- 50 yrs	6,889	23%		51 – 58 yrs	4,921	17%		> 58 yrs	362	1%		TOTAL	29,782		
		Employee breakdown by age	Total	% of total full time employees																												
		< 30 yrs	11,967	40%																												
		31 – 40 yrs	5,643	19%																												
41- 50 yrs	6,889	23%																														
51 – 58 yrs	4,921	17%																														
> 58 yrs	362	1%																														
TOTAL	29,782																															
<table border="1"> <thead> <tr> <th>Employee breakdown by gender</th> <th>India</th> <th>Zambia</th> <th>Australia</th> <th>Total</th> <th>% of total full time employees</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>18,760</td> <td>8,609</td> <td>84</td> <td>27453</td> <td>92.18%</td> </tr> <tr> <td>Female</td> <td>1,558</td> <td>753</td> <td>18</td> <td>2,329</td> <td>7.82%</td> </tr> </tbody> </table>				Employee breakdown by gender	India	Zambia	Australia	Total	% of total full time employees	Male	18,760	8,609	84	27453	92.18%	Female	1,558	753	18	2,329	7.82%											
Employee breakdown by gender	India	Zambia	Australia	Total	% of total full time employees																											
Male	18,760	8,609	84	27453	92.18%																											
Female	1,558	753	18	2,329	7.82%																											
<table border="1"> <thead> <tr> <th></th> <th>% of total full time employees</th> </tr> </thead> <tbody> <tr> <td>Total employee turnover including retirements but excluding VRS</td> <td>10.6</td> </tr> <tr> <td>Total attrition</td> <td>5.4</td> </tr> </tbody> </table>			% of total full time employees	Total employee turnover including retirements but excluding VRS	10.6	Total attrition	5.4																									
	% of total full time employees																															
Total employee turnover including retirements but excluding VRS	10.6																															
Total attrition	5.4																															

<p>LA3 Add</p>	<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.</p>	<table border="1" data-bbox="548 305 1457 532"> <thead> <tr> <th data-bbox="548 305 1121 375">Costs incurred during the year in respect of Employees and Executive Directors</th> <th data-bbox="1121 305 1457 375">Year ended 31/03/2011 in US \$ million</th> </tr> </thead> <tbody> <tr> <td data-bbox="548 375 1121 415">Defined contribution pension scheme costs</td> <td data-bbox="1121 375 1457 415">22.3</td> </tr> <tr> <td data-bbox="548 415 1121 456">Defined benefit pension scheme costs</td> <td data-bbox="1121 415 1457 456">29.3</td> </tr> <tr> <td data-bbox="548 456 1121 496">Share based payments charge</td> <td data-bbox="1121 456 1457 496">18.6</td> </tr> <tr> <td data-bbox="548 496 1121 532"></td> <td data-bbox="1121 496 1457 532">70.2</td> </tr> </tbody> </table> <p data-bbox="548 570 993 597">We do not have any part time employee.</p>	Costs incurred during the year in respect of Employees and Executive Directors	Year ended 31/03/2011 in US \$ million	Defined contribution pension scheme costs	22.3	Defined benefit pension scheme costs	29.3	Share based payments charge	18.6		70.2					
Costs incurred during the year in respect of Employees and Executive Directors	Year ended 31/03/2011 in US \$ million																
Defined contribution pension scheme costs	22.3																
Defined benefit pension scheme costs	29.3																
Share based payments charge	18.6																
	70.2																
<p>LA4 Core</p>	<p>Percentage of employees covered by collective bargaining agreements.</p>	<p data-bbox="548 638 2011 727">Collective bargaining is a key mechanism through which we engage with our workmen. We have collective bargaining agreements at the below listed sites with our non supervisory staff. The agreements are negotiated and agreed by both management and union representatives.</p> <table border="1" data-bbox="548 764 1388 987"> <thead> <tr> <th data-bbox="548 764 653 829">S/no</th> <th data-bbox="653 764 1020 829">Units</th> <th data-bbox="1020 764 1388 829">(% of Employees covered under collective bargain</th> </tr> </thead> <tbody> <tr> <td data-bbox="548 829 653 870">1</td> <td data-bbox="653 829 1020 870">HZL</td> <td data-bbox="1020 829 1388 870">59.39</td> </tr> <tr> <td data-bbox="548 870 653 911">2</td> <td data-bbox="653 870 1020 911">SESA GOA (Including SRL)</td> <td data-bbox="1020 870 1388 911">69.12</td> </tr> <tr> <td data-bbox="548 911 653 951">3</td> <td data-bbox="653 911 1020 951">BALCO</td> <td data-bbox="1020 911 1388 951">66</td> </tr> <tr> <td data-bbox="548 951 653 987">4</td> <td data-bbox="653 951 1020 987">KCM</td> <td data-bbox="1020 951 1388 987">86.75</td> </tr> </tbody> </table>	S/no	Units	(% of Employees covered under collective bargain	1	HZL	59.39	2	SESA GOA (Including SRL)	69.12	3	BALCO	66	4	KCM	86.75
S/no	Units	(% of Employees covered under collective bargain															
1	HZL	59.39															
2	SESA GOA (Including SRL)	69.12															
3	BALCO	66															
4	KCM	86.75															
<p>LA5 Core</p>	<p>Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.</p>	<p data-bbox="548 995 1990 1052">Notice periods vary significantly based on skills set and national norms, and are generally specified in both individual and collective contractual agreements.</p>															

<p>LA6 Add</p>	<p>Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.</p>	<p>All units are having safety committee, having representation from management and unionized workers which covers entire workforce working at site. Committee meets on regular basis to advice on occupational health and safety improvement.</p>																						
<p>LA7 Core</p>	<p>Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.</p>	<p>The management regrets the loss of 24 employees and 2 contractors. 14 people were lost in our operations while 12 people lost their life in our projects activities. We have no higher priority than the safety of our employees and contractors and our goal remains to achieve zero harm to people.</p> <p>Over the last five years, we have introduced compulsory safety training including periodic refresher courses. During this year, 233,047 man-days of training were recorded for employees and contract workers. We have also engaged external experts to strengthen our HSE management system in our operations and projects.</p> <p>Over the last 5 years, we have achieved steady decline in the employee and contractor LTIFR (Lost time injury frequency rate) in operation from 3.84 per million hours worked in 2005-06 to 1.10 during 2010-11.</p> <p>All our statistics are calculated on based on the people working within facilities. The unit wise details is as follows:</p> <table border="1" data-bbox="548 935 1056 1369"> <thead> <tr> <th>Unit (LTIFR)</th> <th>2010-11</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>2.52</td> </tr> <tr> <td>BALCO</td> <td>0.62</td> </tr> <tr> <td>MALCO</td> <td>1.36</td> </tr> <tr> <td>SIIL</td> <td>0.86</td> </tr> <tr> <td>KCM</td> <td>0.4</td> </tr> <tr> <td>CMT</td> <td>2.38</td> </tr> <tr> <td>VAL (Lan)</td> <td>0</td> </tr> <tr> <td>VAL (Jha)</td> <td>2.41</td> </tr> <tr> <td>SESA</td> <td>0.86</td> </tr> <tr> <td>Vedanta</td> <td>1.1</td> </tr> </tbody> </table>	Unit (LTIFR)	2010-11	HZL	2.52	BALCO	0.62	MALCO	1.36	SIIL	0.86	KCM	0.4	CMT	2.38	VAL (Lan)	0	VAL (Jha)	2.41	SESA	0.86	Vedanta	1.1
Unit (LTIFR)	2010-11																							
HZL	2.52																							
BALCO	0.62																							
MALCO	1.36																							
SIIL	0.86																							
KCM	0.4																							
CMT	2.38																							
VAL (Lan)	0																							
VAL (Jha)	2.41																							
SESA	0.86																							
Vedanta	1.1																							

LA8 Core	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	<p>All employees and contract employees undergo compulsory training on safety. They also have refresher courses periodically on safety. During this year, 233,047 man-days of training were recorded for employees and contract workers. We have also engaged external experts to strengthen our HSE management system in our operations and projects.</p> <p>Emergency preparedness plans are well in place and mock drills are conducted regularly in day shift as well night shifts.</p> <p>All sites are equipped with adequate medical facilities and free health checkups are encouraged. Occupational health experts undertake regular health examination of employees and contractors in the workplace. Specific examinations for blood lead, audiometric tests, spirometry test, ECGs and chest x-rays are carried out. During the year, 52220 nos. of medical examination have been done for employees and contractors.</p> <p>No cases of occupational health disease required reporting to the Indian government during the year, although some tuberculosis cases were found at Zambian operations and dealt with appropriately. We are improving our reporting in this area following the ICMM guidelines, and we also plan to measure the incidence of occupational disease from 2011. Statistical analysis shows that regular health monitoring of this sort has a direct business benefit, with reduced absenteeism and increased productivity levels.</p> <p>We encourage and support our local communities to participate in programmes which enhance their health and well-being. At each location, the company identifies the main health issues, including epidemics such as HIV/AIDS at Zambia, malaria and tuberculosis at India, and implement healthcare programmes in partnership with local health authorities and NGOs.</p> <p>The incidence of HIV/AIDS is a particular issue affecting our Zambian operations. Trained personnel from our KCM subsidiary provide voluntary counseling and testing (VCT) to employees, families and other members of the community through health centers and mobile VCT sessions. During the year they saw 4,267 individuals among employees and their families.</p>
LA9 Add	Health and safety topics covered in formal agreements with trade unions.	<p>Yes, it is covered in agreements with trade union. It is clearly stated in the agreement that the workmen / Recognized Union / Federation will support in all the measures / initiatives to be taken by the Company for improving production / productivity, work culture, quality & safety.</p> <p>Beside this, Certified Standing Orders of units also covers these topics.</p>

<p>LA10 Core</p>	<p>Average hours of training per year per employee by employee category.</p>	<table border="1"> <thead> <tr> <th>Units</th> <th>Total training man-hours (thousand)</th> <th>Average man-hours per employee</th> </tr> </thead> <tbody> <tr> <td>KCM</td> <td>1160.13</td> <td>124.21</td> </tr> <tr> <td>MALCO</td> <td>4.77</td> <td>47.2</td> </tr> <tr> <td>SIIL</td> <td>58.5</td> <td>53.23</td> </tr> <tr> <td>VAL -L</td> <td>17.31</td> <td>26.76</td> </tr> <tr> <td>VAL J</td> <td>130.27</td> <td>44.98</td> </tr> <tr> <td>BALCO</td> <td>76.54</td> <td>18.72</td> </tr> <tr> <td>SESA Goa</td> <td>48</td> <td>11</td> </tr> <tr> <td>HZL</td> <td>180</td> <td>26.7</td> </tr> <tr> <td>Total</td> <td>1675.52</td> <td>53.78</td> </tr> </tbody> </table>	Units	Total training man-hours (thousand)	Average man-hours per employee	KCM	1160.13	124.21	MALCO	4.77	47.2	SIIL	58.5	53.23	VAL -L	17.31	26.76	VAL J	130.27	44.98	BALCO	76.54	18.72	SESA Goa	48	11	HZL	180	26.7	Total	1675.52	53.78
Units	Total training man-hours (thousand)	Average man-hours per employee																														
KCM	1160.13	124.21																														
MALCO	4.77	47.2																														
SIIL	58.5	53.23																														
VAL -L	17.31	26.76																														
VAL J	130.27	44.98																														
BALCO	76.54	18.72																														
SESA Goa	48	11																														
HZL	180	26.7																														
Total	1675.52	53.78																														
<p>LA11 Add</p>	<p>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.</p>	<p>All our Group companies have online systems which enable us to build integrated and process oriented organizations. It also facilitates transparency across all levels in the organization. We also regularly benchmark our Human Resources (HR) processes and practices by participating in national and international level studies & surveys to keep abreast of global trends in people development. Our HR Score Card system measures and evaluates various HR verticals such as Talent Management, Performance Management Resourcing, Productivity, Learning & Development and Continuous Improvement providing us with a holistic picture of our progress, making our processes and systems robust.</p>																														
<p>LA12 Add</p>	<p>Percentage of employees receiving regular performance and career development reviews.</p>	<ul style="list-style-type: none"> • Vedanta has a culture of meritocracy and encouraging high performance. • Our Performance Management System is a key tool which helps us to measure, reward and improve performance. • Our workforce has an annual performance review. We follow a five point scale for measuring performance which follows the normal distribution curve. Feedback and identification of areas of improvement for further development are an integral part of the performance appraisal process. • All the confirmed employees are eligible to be covered in the annual performance appraisal process. Rewards are linked to the performance • Fresh graduates too undergo training and probationary period reviews before getting confirmed. 																														

LA13 Core	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Employee breakdown by age		Total		% of total full time employees								
		< 30 yrs		11,967		40%								
		31 – 40 yrs		5,643		19%								
		41- 50 yrs		6,889		23%								
		51 – 58 yrs		4,921		17%								
		> 58 yrs		362		1%								
		TOTAL		29,782										
		Employee breakdown by gender		India	Zambia	Australia	Total	% of total full time employees						
		Male		18,760	8,609	84	27453	92.18%						
		Female		1,558	753	18	2,329	7.82%						
		Manpower	CMT	BALCO	HZL	MALCO	SIIL	Group	VAL-L	VAL J	Sesa Goa	India	KCM	Total
		BSc Trainees	0	0	261	6	0	0	0	0	57	324	0	324
		Below M9 Grade	47	2,931	4,004	0	6	0	73	73	1,958	10,266	1,645	11,911
		M9	0	0	593	7	472	3	170	1,142	283	2,670	2,522	5,192
M8	0	333	210	13	213	2	86	136	42	1,035	2,627	3,662		
GETs	0	3	72	2	14	0	15	90	60	256	7	263		
MTs	0	3	3	1	4	3	0	9	10	33	209	242		
M7	28	411	831	33	234	12	153	686	499	2,859	1,328	4,215		
M6	13	220	299	11	106	10	56	306	181	1,189	0	1,202		
M5	3	146	141	6	47	8	44	82	113	587	875	1,465		
M4	9	163	230	4	36	11	17	90	84	635	100	744		
M3	1	54	55	2	22	6	19	41	58	257	0	258		
M2	1	22	34	2	14	7	9	33	17	138	38	177		
M1	0	5	6	0	4	4	4	15	14	52	9	61		
P	0	1	3	0	0	7	1	3	2	17	2	19		
Total	102	4,292	6,742	87	1,172	73	647	2,706	4,599	20,318	9,362	29,782		

LA14 Core	Ratio of basic salary of men to women by employee category.	We are an equal opportunity employer to a diverse set of talented and achievement oriented workforce. As our operations continue to grow, we are constantly augmenting our human resource base. We are recruiting both men & women on equal salary ratio and attracting the best talents from best campuses. We also have a focus on recruiting appropriately qualified local population at all our operations to encourage local employment generation.
HR1 core	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Vedanta deals fairly and honestly with its suppliers. This means that our relationships with suppliers are based on price, quality, service and reputation, HSE, social and human aspects among other factors. At the unit level, we have always strive to manage our businesses in a fair and equitable manner meeting all our social responsibilities as a direct and indirect employer and respect the human rights of all our stakeholders.
HR2 Core	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Our contract terms and conditions insist on compliance w.r.t Payment of Minimum Wages, Contract Labour (Regulation and Abolition) Act, Workmen's Compensation Act and other relevant acts in India, Africa and Australia. All contract workers are screened for medical fitness (as per job requirement) which includes verification of personal identity with age proofs and subsequently trained for safety. There is zero tolerance in case of medical fitness (including age). Locally few of our suppliers have endorsed our code of conduct which includes clauses on human rights. This is now being introduced to all suppliers in a phased manner.
HR3 Add	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	We train our employees on human rights through our Code of Conduct. We have not planned for any specific training on policies and procedures concerning aspects of human rights but following the recommendations of the Scott Wilson Report, we are developing a Human Rights policy. We will develop the training programme on the subject this year..
HR4 Core	Total number of incidents of discrimination and actions taken.	A Whistleblowing Policy has been adopted by the Audit Committee of the Company to govern the receipt, retention, and treatment of complaints and to protect the confidential, anonymous reporting of the same. These policies and procedures apply to and are available to all employees of the Company, its subsidiaries and all external stakeholders.

		Particulars / Entity	Sesa Goa	SIIL	HZL	BALCO	MALCO	VAL	KCM	CMT & Fujairah	Total VEDANTA Resource Plc
		Total number of WB complaints received	9	2	12	6	1	16	44	0	90
		No. of complaints found correct	7	2	3	2	0	7	29	0	50
		As per the formal process being conducted by MAS (Management Assurance System) stringent actions like warning, transfer and other disciplinary actions were taken against those who found to have inappropriate conduct.									
HR5 Core	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Collective bargaining is a key mechanism through which we engage with our workmen employee. We have collective bargaining agreements with our non supervisory staff at HZL, BALCO, KCM and Sesa Operations. The agreements are negotiated and agreed by both management and union representatives. The agreements include clauses relating to remuneration, allowances, working conditions, incentives and bonuses, health and safety, manpower productivity. All the significant policy and operational changes affecting the unionized employees are intimated to them through union representatives. Our major units namely BALCO, HZL, SESA GOA & KCM have recognized unions while other locations have adequate systems and processes for employee development, appraisal, remuneration and grievance redressal.									
HR6 Core	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	We strictly prohibit the use of child labour among our operations or those of our contractors. There were no instances of child labour during the year that came to the Group's attention. We check the identification papers of our contractor employees which give their date of birth. This helps us mitigate risk involved in child labour employment through contractors. All our contracts with contactors and vendors include specific clauses on human rights as prescribed by local law and statutes.									
HR7 Core	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Our Code of Conduct states that we will operate in compliance to all laws and regulations including protection of fundamental human rights of all employees. Compulsory or forced labour is a not a material risk at any of our operations.									

HR8 Add	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. -.	We recognize the dignity of labour and respect the human rights of every individual. We ensure that none of our operational procedures infringe human rights of any individual. We train our employees on human rights through our Code of Conduct. All employees are mandated to undergo stringent training on the Code of Conduct . e.g.for last quarter i.e Jan'11 – Mar'11, we have imparted training to 1625 no. of security personals across our group companies on Human Rights out of total of 4086 personals.
HR9 Add	Total number of incidents of violations involving rights of indigenous people and actions taken.	There are no case registered against us either under Tribal Act or any Human Right Act on indigenous community. One case of illegal occupation of some tribal land has been reported in National Human Right Commission for VAL - Lanjigarh & we have submitted our replies to the commission clarifying that no illegal occupation of tribal land has occured.. No incidents of violations involving rights of indigenous people to report.
SO1 Core	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Please refer to SD report 2011 Empowering community section Pg. 24-27. For more details visit http://www.vedantaresources.com/sustainability/community_approach.html
SO2 Core	Percentage and total number of business units analyzed for risks related to corruption. -	All the Vedanta Resources Plc Business units are analyzed for risks related to corruption. Our 'Business Ethics and Code of Conduct' policy rolled out across the Company, has a dedicated section on 'bribery and corruption'. All employees undergo a formal training on the same and have to certify that they have understood the policy and will abide. Our whistle blower policy gives freedom to stakeholders to write directly to the assurance team regarding any violation of the policy by company personnel.
SO3 Core	Percentage of employees trained in organization's anti-corruption policies and procedures.	Each business has a structured training function (part of HR verticals) who maintain all the required training information and also run the programs as the training calendar prepared based on a need analysis. Individual business are empowered to manage their training for employees and contractors.

<p>SO4 Core</p>	<p>Actions taken in response to incidents of corruption.</p>	<p>A Whistle Blower Policy has been adopted by the Audit Committee of the Company to govern the receipt, retention, and treatment of complaints relating to fraud and other financial irregularities and to protect the confidential, anonymous reporting of the same. These policies and procedures apply to and are available to all employees of the Company, its subsidiaries and all external stakeholders.</p> <p>The company has put in place a mechanism of reporting illegal or unethical behaviour. Under this policy the employees are free to submit/ report complaints pertaining to Fraud, corruption. The confidentiality of those reporting violations is maintained and they are not subjected to any discriminatory practice.</p> <p>The company has designated an E-mail ID of the Group Head – Management Assurance, who is independent of operating management and businesses, to receive the complaint on - Vedanta.whistleblower@vedanta.co.in</p> <table border="1" data-bbox="548 630 2018 873"> <thead> <tr> <th>Particulars / Entity</th> <th>Sesa Goa</th> <th>SIIL</th> <th>HZL</th> <th>BALCO</th> <th>MALCO</th> <th>VAL</th> <th>KCM</th> <th>CMT & Fujairah</th> <th>Total VEDANTA Resource Plc</th> </tr> </thead> <tbody> <tr> <td>Total number of WB complaints received</td> <td>9</td> <td>2</td> <td>12</td> <td>6</td> <td>1</td> <td>16</td> <td>44</td> <td>0</td> <td>90</td> </tr> <tr> <td>No. of complaints found correct</td> <td>7</td> <td>2</td> <td>3</td> <td>2</td> <td>0</td> <td>7</td> <td>29</td> <td>0</td> <td>50</td> </tr> </tbody> </table>	Particulars / Entity	Sesa Goa	SIIL	HZL	BALCO	MALCO	VAL	KCM	CMT & Fujairah	Total VEDANTA Resource Plc	Total number of WB complaints received	9	2	12	6	1	16	44	0	90	No. of complaints found correct	7	2	3	2	0	7	29	0	50
Particulars / Entity	Sesa Goa	SIIL	HZL	BALCO	MALCO	VAL	KCM	CMT & Fujairah	Total VEDANTA Resource Plc																							
Total number of WB complaints received	9	2	12	6	1	16	44	0	90																							
No. of complaints found correct	7	2	3	2	0	7	29	0	50																							
<p>SO5 Core</p>	<p>Public policy positions and participation in public policy development and lobbying.</p>	<p>The Group currently plays no direct role in developing public policy or lobbying. Vedanta Resources plc is not a member of any public bodies or institutions. Some of our subsidiaries companies are the members of following trades and industry bodies:</p> <ul style="list-style-type: none"> - Federation of Indian Mining Industries - Confederation of Indian Industries - India Lead Zinc Development Association - Indian Institute of Metal - Federation of Indian Chambers of Commerce & Industry - United Nations Global Compact (HZL, MALCO and Sesa) 																														
<p>SO6 Add</p>	<p>Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.</p>	<p>During the year, the Group made political donations in India of US\$ 0.02 million either through trust or directly in respect of Indian general elections.</p>																														

S07 Add	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	No legal action was taken against the company or its subsidiaries for anti competitive behavior, anti-trust, and monopoly practices.
S08 Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	The Tuticorin unit was fined by the Inspector of Factories for not setting up a crèche in the reporting year. The total monetary value was USD 333.33..

PR1 Core	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. -	29 of 33 major operations are certified to OHSAS 18001. Entire manufacturing cycle at our operations is assessed for its health and safety aspects and various improvements are done in systematic manner to achieve excellence in health and safety performance. We are the raw material supplier for a very large number of industries. We are studying the life cycle of our products.										
PR2 Add	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Our operations involve mining, processing, smelting of various minerals and power generation using well established processes/technologies. Our products are commodity, which are sold through commodity market and used in large number of industries. Our final products are pure metals and meet the required LME standards for entering the commodity market.										
PR3 Core	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	<p>Informations provided to customers are indicated in matrix:</p> <table border="1"> <thead> <tr> <th>Particulars</th> <th>Yes/ No</th> </tr> </thead> <tbody> <tr> <td>The sourcing of components of the product or service</td> <td>No</td> </tr> <tr> <td>Content, particularly with regard to substances that might produce an environmental or social impact</td> <td>Yes</td> </tr> <tr> <td>Safe use of the product or service</td> <td>Yes</td> </tr> <tr> <td>Disposal of the product and environmental/social impacts</td> <td>No</td> </tr> </tbody> </table>	Particulars	Yes/ No	The sourcing of components of the product or service	No	Content, particularly with regard to substances that might produce an environmental or social impact	Yes	Safe use of the product or service	Yes	Disposal of the product and environmental/social impacts	No
Particulars	Yes/ No											
The sourcing of components of the product or service	No											
Content, particularly with regard to substances that might produce an environmental or social impact	Yes											
Safe use of the product or service	Yes											
Disposal of the product and environmental/social impacts	No											

PR4 Add	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	We have not had any non-compliance cases with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.
PR5 Add	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<p>Customer satisfaction surveys are conducted at company level e.g. it is done every 2 years at HZL. The general approach followed is -</p> <ul style="list-style-type: none"> • Follow up with customers Senior executives make frequent visits to customers to get direct feedback on our products and services and other related issues. Customer satisfaction survey conducted at periodic interval to understand customer feedback and proper corrective actions are made to address the requirements of customers. Customer Satisfaction Surveys are also conducted by employing third party to remove bias in the feedback.' • Approach towards Satisfaction In terms of customer satisfaction, the marketing team maintains a forward looking approach in tandem with the global commodity pricing trends and customer demand assessment. Subsequently, the ISO 9000 guideline based Feedback schedule is followed for obtaining regular feedback in a periodic basis. This feedback is accumulated for sharing in management review based on which response is generated. Annual vendor and Customer Meet is organized for creating an art factual platform for dialogue and grievance redressal which is mentored at the CEO level. The last two years information can be summarized in the form of 100% retention of customers. <p>e.g. at HZL, a survey is conducted by both an external agency and our own sales force to determine where the company stands vis-à-vis these factors and also as against the benchmarked performances. In the process valuable suggestions are also obtained from responding customers on various areas where improvements can be done to increase the satisfaction level.</p>
PR6 core	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	In India, we adhere to the norms laid out by Advertising Council of India for any medium of advertising.
PR7 Add	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and	No incident to report.

	sponsorship by type of outcomes.	
PR8 Add	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	We have not had any substantiated complaints regarding breaches of customer privacy and losses of customer data.
PR9 core	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	None to report

MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	We have two group companies in India BALCO and VAL Lanjigarh and one in Zambia KCM taking place in or adjacent to Indigenous Peoples' territories, and we have no formal agreement with Indigenous Peoples' communities.
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	There is no case registered against us either under Tribal Act or any Human Right Act on indigenous community. One case of illegal occupation of some tribal land has been reported in National Human Right Commission for VAL - Lanjigarh & we have submitted our replies to them clarifying that no illegal occupation of land of tribal is there. No incidents of violations involving rights of indigenous people
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Nil in 2010-11

MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	We will e report on this from next year.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	No resettlement happened in year 2010-11.

Glossary

AISD	Asian Institute of Sustainable Development
BALCO	Bharat Aluminium Company Limited, a company incorporated in India
CDM	Clean Development Mechanism
CER	Certified Emission Reduction
Chanderiya	One of the smelter units of HZL
CII	Confederation of Indian Industry
CLZS	Chanderiya Lead and Zinc Smelter, a unit of HZL
CMT	Copper Mines of Tasmania Pty Limited, a company incorporated in Australia
CPP	Captive Power Plant
CSR	Corporate Social Responsibility
DNV	Det Norske Veritas AS
EIA	Environment Impact Assessment
GJ	Gigajoules
GRI/G3	Global Reporting Initiative
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immuno-Deficiency Syndrome
HR	Human Resources
HSE	Health, Safety and Environment
ICDS	Integrated Child Development Scheme : Anganwadi catering to health and educational needs of children in the age group 0–6 years
ICMM	International Council of Metal and Mining

IFC	International Finance Corporation
IVD	Integrated Village Development.
ISO 14001	International Organisation for Standardisation (standards for environmental management systems)
KBK	Kalahandi, Bolangir, Koraput
KCM	Konkola Copper Mines PLC, a company incorporated in Zambia
KPA	Key Performance Areas
KRA	Key Result Areas
LME	London Metal Exchange
LPADF	Lanjigarh Project Area Development Foundation
LPG	Liquefied Petroleum Gas
LSE	London Stock Exchange
LTIFR	Lost Time Injury Frequency Rate
MALCO	The Madras Aluminium Company Limited, a company incorporated in India
MAS	Management Assurance Services
MHU	Mobile Health Unit
m3	Cubic metres
MT	Metric tonnes
MW	Mega Watt
NABARD	National Bank for Agricultural and Rural Development

NGO	Non-Governmental Organisation
OECD	Organisation for Economic Co-operation and Development
OHSAS 18001	Occupational Health and Safety Assessment Series (standards for occupational health and safety management systems)
OMC	Orissa Mining Company
PHC	Public Health Centre
PPPP	Public-Private-People-Partnership
RAM	Rampura Agucha Mines, a unit of HZL
RDM	Rajpura Dariba Mines, a unit of HZL
R&R	Rehabilitation and Resettlement
SEL	Sterlite Energy Ltd., a company incorporated in India
SHG	Self Help Group
SIIL	Sterlite Industries (India) Limited
SMTTPS	Sarvamangla Takniker Pratishtan Avam Shisha Sansthan
SPM	Suspended particulate matter
STP	Sewage treatment plant
Sesa Goa	Sesa Goa Limited & its subsidiaries
TPM	Total Productive Maintenance
TQM	Total Quality Management
UNFCCC	United Nations Framework Convention on Climate Change
UNGC	United Nations Global Compact

VAL	Vedanta Aluminium Ltd, a company incorporated in India
VAL-L	VAL-Lanjigarh
VAL-J	VAL-Jharsuguda
VBCA	Vedanta Bal Chetna Anganwadi Centres
VCT	Voluntary Counselling and Testing
VER	Voluntary Emission Reduction
VRS	Voluntary Retirement Scheme
VZS	Vizag Zinc Smelter, a unit of HZL
WBCSD	World Business Council for Sustainable Development
WRI	World Resources Institute
ZM	Zawar Mines, a unit of HZL
ZSD	Zinc Smelter Debari, a unit of HZL
