

GRI Content Index

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.	Economic value generated and distributed	unit	FY 07	FY08	FY09	FY10
		Economic Value generated	\$mIn	6,760.7	8,626.9	7,169.2	8,303.2
		a) Revenues	\$mIn	6,760.7	8,626.9	7,169.2	8,303.2
		Economic value distributed	\$mIn	5,000.3	6,900.1	6573.6	7,143.7
		b) Operating cost	\$mIn	3,849.3	5,364.5	5,149.2	5,820.9
		c) Employee wages and benefits	\$mIn	247.4	344.7	406.7	464.5
		d) Payment to providers of capital	\$mIn	230.3	400.3	507	214.7
		e) Payments to government	\$mIn	671.09	767.14	483.7	603.9
		f) Community investments	\$mIn	–	20	24.6	38.0
		g) CSR donations	\$mIn	2.2	3.5	2.4	1.7
				Economic value retained	\$mIn	1,760.4	1,726.8
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 by next two years. In the meantime, we have identified the following opportunities of investment-</p> <ul style="list-style-type: none"> • Wind power generation: procurement of wind mills equivalent to 150 MW in addition to the existing capacity of 123.2 MW. • 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, 28,500 CERs (from the 9.4 MW waste heat based recovery boiler at Chanderia Smelters, HZL) and 264,000 VERs (of our Wind Power Plants) were sold.</p>					
EC3 Core	Coverage of the organization's defined benefit plan obligations.	Employee wages and benefits	\$mIn	247.4	344.7	406.7	464.5
EC4 Core	Significant financial assistance received	We received financial assistance from the respective national governments in our areas of operations in the					

	from government.	form of tax holidays and similar exemptions worth 255 mln \$..
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.	We are committed to developing and working with local suppliers. We are reviewing our reporting system and will report in more details next year.
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 local population for their benefit and progress. A significant percentage of the senior management and workmen are recruited from the country in which our operations are located. In our Indian operations at BALCO, VAL Lanjigarh, VAL Jharsuguda, SIIL, HZL and Sesa Goa 72% of total employees belong to local geographies. At Val, Lanjigarh last year 45% of the employee base was from Orissa, of which 15% were from Kalahandi district alone.</p> <p>We have 2,302 (8%) female employees out of total 29,220 employees.</p> <p>As per our hiring philosophy and policy, we encourage hiring on basis of meritocracy. Across all levels and there is no specific hiring of senior management from local areas of operation.</p> <p>Our 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 globe.
EC8 Core	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	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 this year. Resource sharing between local authorities has resulted in the construction of 22.8 kilometers of local roads, 18 community center, 8 Temples and sitting platform, 54 Tubewell /borewell/ open well/ring well, 10 drain, 16 check dams, 1,467 culverts and 6,657 other structures and renovation works. Vedanta has invested ` 13 million towards community asset creation in India and Africa.

EC9 Add	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Focus Area	Particulars	2009-10	2008-09
		Education	Company run schools and colleges	28	27
		Education	No of Child Care Centres	83	83
		Education	No of Anganwadi centres	2,546	937
		Education	No of children enrolled in anganwadi centres	132,000	30,347
		Health	Company run hospitals	18	18
		Health	total patients treated in company run hospitals (million)	0.73	0.64
		Health	total health outreach through health posts/clinic/mobile health units/ camps (million)	1.5	0.84
		Health	No of Mid Day Meal Kitchens	8	6
		Health	No of children covered under MDM Kitchens	250,000	180,000
		Livelihoods	Farmers covered: training/cultivation/watershed/soil management/agri inputs	3,100	3,360
		Livelihoods	Total land covered under agriculture and watershed programme (in acres)	4,903	3,225
		Livelihoods	Cattle covered under veterinary health initiatives (thousands)	375	121
		Livelihoods	Total women Self Help Groups (SHGs)	2,050	1,337
		Livelihoods	No of women members in SHG	27,100	18,583
		Reach	Villages we work in	552	427
		Reach	Villages under Integrated Village Development Programme	100	75
		Reach	Total Population reached (Million)	2.7	2.5
		Engagement	No. of village meetings	6,624	-
		Engagement	Community issues recorded	90	-
		Engagement	Community issues resolved	86	-
		Reach	NGO and other partner	111	82
		Reach	CSR Personnel	77	96
		Reach	CSR Coordinators/Volunteers/Extension workers	342	454
Reach	Total CSR Spend (Million USD)	38	24.6		

EN1 Core	Materials used by weight or volume.	<p>Raw material consumed in our operations constitute of Bauxite, Copper Ore / Concentrate, Zinc and Lead Ore besides associated mineral inputs, semi-manufactured and packaging material. During the year, 29.79 million MT of raw material and 1.56 million MT of associate materials was consumed. Unit wise break up is as follow:</p> <table border="1" data-bbox="816 415 1999 740"> <thead> <tr> <th>Company</th> <th>Raw Material (MT)</th> <th>Associate Material (MT)</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>7070789.00</td> <td>138616.17</td> </tr> <tr> <td>BALCO.</td> <td>152021.87</td> <td>650411.25</td> </tr> <tr> <td>SIIL</td> <td>1776459.01</td> <td>181363.44</td> </tr> <tr> <td>VAL - Langigarh</td> <td>2452268.00</td> <td>132094.22</td> </tr> <tr> <td>VAL – Jharsuguda</td> <td>549332.97</td> <td>246881.22</td> </tr> <tr> <td>KCM</td> <td>15011268.94</td> <td>194911.35</td> </tr> <tr> <td>CMT</td> <td>2117618.16</td> <td>16938.98</td> </tr> <tr> <td>Sesa Goa</td> <td>666856.43</td> <td>-</td> </tr> <tr> <td>Vedanta</td> <td>29796614.38</td> <td>1561216.63</td> </tr> </tbody> </table>	Company	Raw Material (MT)	Associate Material (MT)	HZL	7070789.00	138616.17	BALCO.	152021.87	650411.25	SIIL	1776459.01	181363.44	VAL - Langigarh	2452268.00	132094.22	VAL – Jharsuguda	549332.97	246881.22	KCM	15011268.94	194911.35	CMT	2117618.16	16938.98	Sesa Goa	666856.43	-	Vedanta	29796614.38	1561216.63
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EN2 Core	Percentage of materials used that are recycled input materials.	<p>We have a strong focus of recycling our waste back to process at all the operating locations, which has the potential to replace virgin material, thereby conserving natural resources. Around 1,28,798 MT of material has been recycled as input material last year, which is around 0.43% of input raw material.</p> <p>1.85 million MT of flyash and 0.485 million MT of slag have been used for cement manufacturing and road construction by other industries, which is around 7.83% of our input raw material</p>																														
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EN5 Add	Energy saved due to conservation and efficiency improvements.	<p>We have achieved significant reductions in specific energy during the current year at KCM, BALCO and SIIL by 36%, 11% and 2% respectively over the year 2008-09.</p> <p>A saving of 4.382 million GJ energy has been projected on account of various energy conservation initiatives adopted in the year.</p>																				
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.	<p>Host of energy efficiency improvement initiatives were taken up during the year. Few of them are:</p> <ul style="list-style-type: none"> • We have stopped operation of an old plant based on Soderburg technology and replaced it with a new one based on pre-baked technology at the Aluminum operation in BALCO • We installed a new energy efficient hydrometallurgical plant at our zinc business 																				

EN7 Add	Initiatives to reduce indirect energy consumption and reductions achieved.	<ul style="list-style-type: none"> • We improved the efficiency of our captive power plants across locations, by enhancing the steam utilization efficiency, regenerative waste heat recovery and also by optimizing turbine efficiency • We installed Variable Frequency Drives (VFDs) which automatically control the operation of the pumps and motors as per the requirement at across our operations during the year. • We optimized the cooling tower water flow in the copper smelter at Tuticorin • We installed thermographs to check over-loading in cables, looseness on motors, joints, etc. at Zambian Copper operations 																																				
EN8 Core	Total water withdrawal by source.	<table border="1" data-bbox="814 513 2009 721"> <thead> <tr> <th>Type of withdrawal by Vedanta</th> <th>Quantity million m³</th> </tr> </thead> <tbody> <tr> <td>Surface water</td> <td>82.82</td> </tr> <tr> <td>Ground water/ subsurface water</td> <td>177.09</td> </tr> <tr> <td>Rainwater</td> <td>11.40</td> </tr> <tr> <td>Water from Municipality/ water utility</td> <td>7.45</td> </tr> <tr> <td>Waste water from another organization</td> <td>0.00</td> </tr> <tr> <td>Vedanta</td> <td>278.75</td> </tr> </tbody> </table> <table border="1" data-bbox="814 750 2009 1187"> <thead> <tr> <th>Unit</th> <th>Million m³</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>54.03</td> </tr> <tr> <td>BALCO</td> <td>0.04</td> </tr> <tr> <td>MALCO</td> <td>3.79</td> </tr> <tr> <td>SIIL</td> <td>3.45</td> </tr> <tr> <td>KCM</td> <td>176.53</td> </tr> <tr> <td>CMT</td> <td>3.70</td> </tr> <tr> <td>VAL-J</td> <td>18.32</td> </tr> <tr> <td>VAL-L</td> <td>3.17</td> </tr> <tr> <td>Sesa</td> <td>15.70</td> </tr> <tr> <td>Vedanta</td> <td>278.75</td> </tr> </tbody> </table>	Type of withdrawal by Vedanta	Quantity million m ³	Surface water	82.82	Ground water/ subsurface water	177.09	Rainwater	11.40	Water from Municipality/ water utility	7.45	Waste water from another organization	0.00	Vedanta	278.75	Unit	Million m ³	HZL	54.03	BALCO	0.04	MALCO	3.79	SIIL	3.45	KCM	176.53	CMT	3.70	VAL-J	18.32	VAL-L	3.17	Sesa	15.70	Vedanta	278.75
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EN9 Add	Water sources significantly affected by withdrawal of water.	<p>In our Hindustan Zinc operation, Rajasthan, India is in a water stressed area and 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"> - Construction of Mansi Wakal dam in partnership with state government - Rainwater harvesting structures like Anicuts in surrounding to our mine operations for recharging ground water 																																				

		<ul style="list-style-type: none"> - Reverse osmosis plants at smelting units - Sewage treatment plant in colonies and plants 																
EN10 Add	Percentage and total volume of water recycled and reused.	<p>Our operations at HZL, Copper India, BALCO Unit II, VAL- Lanjigarh and Sesa Goa are 'zero discharge' plants where the treated effluent and sewage is completely reused and/or recycled back for various purposes.</p> <table border="1"> <thead> <tr> <th>Unit</th> <th>% recycled</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>100</td> </tr> <tr> <td>BALCO Unit-2 & CPP</td> <td>100</td> </tr> <tr> <td>SIIL</td> <td>100</td> </tr> <tr> <td>Sesa</td> <td>100</td> </tr> <tr> <td>Val -J</td> <td>66.10</td> </tr> <tr> <td>VAL-L</td> <td>100</td> </tr> <tr> <td>CMT</td> <td>19.97</td> </tr> </tbody> </table> <p>Water discharge is being reviewed at KCM operations.</p>	Unit	% recycled	HZL	100	BALCO Unit-2 & CPP	100	SIIL	100	Sesa	100	Val -J	66.10	VAL-L	100	CMT	19.97
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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>We are looking at possibility to map our operations against key biodiversity areas and national parks and we are reviewing our land management practices to more proactively manage land and promote biodiversity in line with the Scott Wilson Report recommendations</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>Following initiatives are taken for conservation of the biodiversity:</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. • Inactive benches of waste dump at mines are systematically stabilized with green cover at HZL and Sesa 																

EN14 Add	Strategies, current actions, and future plans for managing impacts on biodiversity.	<p>mines.</p> <ul style="list-style-type: none"> During the year we have planted over 0.5 million saplings in and around our operations taking the plant population to over 10.9 million, which is in line with our commitment to "paint my planet green". 																																	
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" data-bbox="814 755 2020 1117"> <thead> <tr> <th data-bbox="814 755 1213 787">Units</th> <th colspan="2" data-bbox="1218 755 2020 787">FY 2009-10</th> </tr> <tr> <th data-bbox="814 790 1213 844"></th> <th data-bbox="1218 790 1617 844">Direct (Tons of CO₂ equivalent)</th> <th data-bbox="1621 790 2020 844">Indirect (Tons of CO₂ equivalent)</th> </tr> </thead> <tbody> <tr> <td data-bbox="814 847 1213 873">BALCO</td> <td data-bbox="1218 847 1617 873">10,365,600</td> <td data-bbox="1621 847 2020 873">817</td> </tr> <tr> <td data-bbox="814 876 1213 902">CMT</td> <td data-bbox="1218 876 1617 902">8,231</td> <td data-bbox="1621 876 2020 902">83,054</td> </tr> <tr> <td data-bbox="814 906 1213 932">HZL</td> <td data-bbox="1218 906 1617 932">3,104,390</td> <td data-bbox="1621 906 2020 932">2,308,868</td> </tr> <tr> <td data-bbox="814 935 1213 961">KCM</td> <td data-bbox="1218 935 1617 961">203,759</td> <td data-bbox="1621 935 2020 961">1,374,736</td> </tr> <tr> <td data-bbox="814 964 1213 990">Sesa Goa</td> <td data-bbox="1218 964 1617 990">639,778</td> <td data-bbox="1621 964 2020 990">53,704</td> </tr> <tr> <td data-bbox="814 993 1213 1019">SIIL</td> <td data-bbox="1218 993 1617 1019">317,955</td> <td data-bbox="1621 993 2020 1019">227,524</td> </tr> <tr> <td data-bbox="814 1023 1213 1049">VAL Lanjigarh</td> <td data-bbox="1218 1023 1617 1049">849,334</td> <td data-bbox="1621 1023 2020 1049">2,144</td> </tr> <tr> <td data-bbox="814 1052 1213 1078">VAL Jharsuguda</td> <td data-bbox="1218 1052 1617 1078">5,620,146</td> <td data-bbox="1621 1052 2020 1078">112,108</td> </tr> <tr> <td data-bbox="814 1081 1213 1107">Vedanta</td> <td data-bbox="1218 1081 1617 1107">21,109,193</td> <td data-bbox="1621 1081 2020 1107">4,162,955</td> </tr> </tbody> </table> <p data-bbox="814 1144 2020 1226">Scope 1 and Scope 2 included. Scope 3 not included. On account of the complexity of activities and absence of appropriate management control over travel related vendors, we are currently not monitoring Scope 3 emissions.</p>	Units	FY 2009-10			Direct (Tons of CO₂ equivalent)	Indirect (Tons of CO₂ equivalent)	BALCO	10,365,600	817	CMT	8,231	83,054	HZL	3,104,390	2,308,868	KCM	203,759	1,374,736	Sesa Goa	639,778	53,704	SIIL	317,955	227,524	VAL Lanjigarh	849,334	2,144	VAL Jharsuguda	5,620,146	112,108	Vedanta	21,109,193	4,162,955
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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 mitigate GHG emissions.</p> <p>We have 5 CDM projects registered under UNFCC having combined potential of over 400,000 CERs per annum.</p> <p>This year, 28,500 CERs from the 9.4 MW waste heat based recovery boiler at Chanderia Smelters, HZL and 264,000 VERs of our Wind Power Plants were sold.</p>																																	
EN19 Core	Emissions of ozone-depleting substances by weight.	<p>ODS emission from our operations are not of material concern as none of the compounds comprising ODS (Chlorofluorocarbons, hydro chlorofluorocarbons, carbon tetrachloride, methyl chloroform and halons) are used in any of the processes associated with our operations.</p>																																	
EN20 Core	NOx, SOx, and other significant air emissions by type and weight.	<table border="1" data-bbox="814 634 2020 1060"> <thead> <tr> <th>Units</th> <th>SOx</th> <th>Nox</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>1647</td> <td>88.5</td> </tr> <tr> <td>BALCO</td> <td>51932.8</td> <td>0</td> </tr> <tr> <td>MALCO</td> <td>6149</td> <td>0</td> </tr> <tr> <td>SIIL</td> <td>1445</td> <td>653</td> </tr> <tr> <td>KCM</td> <td>936.13</td> <td>0</td> </tr> <tr> <td>CMT</td> <td>13</td> <td>123</td> </tr> <tr> <td>VAL-L</td> <td>7389.4</td> <td>0</td> </tr> <tr> <td>VAL-J</td> <td>5576.994</td> <td>434.0054</td> </tr> <tr> <td>Sesa</td> <td>0</td> <td>0</td> </tr> <tr> <td>Vedanta</td> <td>75089.32</td> <td>1298.505</td> </tr> </tbody> </table>	Units	SOx	Nox	HZL	1647	88.5	BALCO	51932.8	0	MALCO	6149	0	SIIL	1445	653	KCM	936.13	0	CMT	13	123	VAL-L	7389.4	0	VAL-J	5576.994	434.0054	Sesa	0	0	Vedanta	75089.32	1298.505
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MALCO	6149	0																																	
SIIL	1445	653																																	
KCM	936.13	0																																	
CMT	13	123																																	
VAL-L	7389.4	0																																	
VAL-J	5576.994	434.0054																																	
Sesa	0	0																																	
Vedanta	75089.32	1298.505																																	
EN21 core	Total water discharge by quality and destination.	<table border="1" data-bbox="814 1092 2020 1398"> <thead> <tr> <th>Company</th> <th>Total waste water discharged ('000 cubic meters)</th> </tr> </thead> <tbody> <tr> <td></td> <td>2009-10</td> </tr> <tr> <td>HZL</td> <td>Zero discharge</td> </tr> <tr> <td>BALCO Unit 2 & CPP 2</td> <td>Zero discharge</td> </tr> <tr> <td>Sesa Goa</td> <td>Zero discharge</td> </tr> <tr> <td>SIIL</td> <td>Zero discharge</td> </tr> <tr> <td>VAL Jharsuguda- Smelter</td> <td>Zero discharge</td> </tr> <tr> <td>VAL – Lanjigarh</td> <td>Zero discharge</td> </tr> <tr> <td>BALCO Unit 1</td> <td>1,316.93</td> </tr> </tbody> </table>	Company	Total waste water discharged ('000 cubic meters)		2009-10	HZL	Zero discharge	BALCO Unit 2 & CPP 2	Zero discharge	Sesa Goa	Zero discharge	SIIL	Zero discharge	VAL Jharsuguda- Smelter	Zero discharge	VAL – Lanjigarh	Zero discharge	BALCO Unit 1	1,316.93															
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EN22 Core	Total weight of waste by type and disposal method.	<table border="1"> <thead> <tr> <th>Category</th> <th>Unit</th> <th>2009-10</th> </tr> </thead> <tbody> <tr> <td>Hazardous waste</td> <td>'000 tonnes</td> <td>653.16</td> </tr> <tr> <td>Non Hazardous waste</td> <td>'000 tonnes</td> <td>152,699.93</td> </tr> </tbody> </table> <p>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, gypsum and process residues from smelters.</p> <p>Most of the generated overburden is being utilised for secondary construction work like raising of tailing dam heights. The remaining over burden is disposed in waste dump 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 utilized gainfully for road construction and cement manufacturing. Likewise the generated fl y ash, a non-hazardous waste, is used in cement production, brick manufacturing and other secondary construction. 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. Hazardous wastes such as used oil, refractory, refuse and batteries are sold to authorised recyclers registered with the regulatory authorities.</p>	Category	Unit	2009-10	Hazardous waste	'000 tonnes	653.16	Non Hazardous waste	'000 tonnes	152,699.93	
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EN23 Core	Total number and volume of significant spills.	We are reviewing the category of our spills reporting process and we will report in greater detail next year.										
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.	No hazardous waste is imported/ exported during the year which is covered under Basel Convention.										

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.	At Balco unit-1, CMT, KCM, Malco and VAL-J power plant, wastewater is properly treated/ neutralized to within permissible limits before discharge outside the plant. All other operations operate as zero discharge process where no treated water is discharged outside..
EN26 Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Most of our operations are ISO 14001 certified. We are cataloguing specific initiatives and will report in more detail in the future.
EN27 Core	Percentage of products sold and their packaging materials that are reclaimed by category.	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 product and by-product includes Zinc, Lead, Copper, Pig Iron, Aluminum, Silver, Sulphuric acid, and power.
EN28 Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	No monetary fines were observed during the year. We are modifying our finance reporting structure to record this as separate line item.
EN29 Add	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	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' CO ₂ equivalent.
EN30 Add	Total environmental protection expenditures and investments by type.	~ 6870 million (\$ 152.66 million)

LA1 Core	Total workforce by employment type, employment contract, and region.		India	Zambia	Australia	Total	
		Full time employees	19,339	9,784	97	29,220	
		Contract employees	56,505	1,525	168	58,198	
		Total	75844	11309	265	87418	
LA2 Core	Total number and rate of employee turnover by age group, gender, and region.	Employee breakdown by age	Total			% of total full time employees	
		< 30 yrs	11,352			39%	
		31 – 40 yrs	5,738			20%	
		41- 50 yrs	7,160			25%	
		51 – 58 yrs	4,540			16%	
		> 58 yrs	430			1%	
		Employee breakdown by gender	India	Zambia	Australia	Total	% of total full time employees
		Male	17,814	9,025	79	26,918	92%
		Female	1,525	759	18	2,302	8%
			% of full time employee strength				
		Total employee turnover including retirements but excluding VRS	12				
		Total attrition	4				
		LA3 Add	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		Monetary value of benefits (million)		
Salaries and Wages	19,473						
Defined contribution towards pension schemes	839						
Defined benefit pension scheme cost	972						
Share based payment charges	739						
Total	22,024						

		We do not have any part time employee.															
LA4 Core	Percentage of employees covered by collective bargaining agreements.	<p>Collective bargaining is a key mechanism through which we engage with our workmen. We have collective bargaining agreements with our non supervisory staff. The agreements are negotiated and agreed by both management and union representatives.</p> <table border="1"> <thead> <tr> <th>S/no</th> <th>Units</th> <th>(%) of Employees covered under collective bargain</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>HZL</td> <td>62.70</td> </tr> <tr> <td>2</td> <td>SESA GOA</td> <td>68.68</td> </tr> <tr> <td>3</td> <td>BALCO</td> <td>66.76</td> </tr> <tr> <td>4</td> <td>KCM</td> <td>81.00</td> </tr> </tbody> </table>	S/no	Units	(%) of Employees covered under collective bargain	1	HZL	62.70	2	SESA GOA	68.68	3	BALCO	66.76	4	KCM	81.00
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LA5 Core	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Notice periods vary significantly based on skills set and national norms, and are generally specified in both individual and collective contractual agreements.															

LA6 Add	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	<p>All units are having safety committee, having representation from management and workers, which meets on regular basis to advice on occupational health and safety improvement.</p> <table border="1" data-bbox="758 358 2018 802"> <thead> <tr> <th>Unit</th> <th>Total number of committees at all the levels</th> <th>Levels at which the committees typically operates</th> <th>Number of management personnel in the committee</th> <th>Number of non-management personnels in the committee</th> </tr> </thead> <tbody> <tr> <td>BALCO</td> <td>6</td> <td>Unit & Departmental</td> <td>64</td> <td>58</td> </tr> <tr> <td>MALCO</td> <td>2</td> <td>Unit</td> <td>10</td> <td>5</td> </tr> <tr> <td>HZL</td> <td>38</td> <td>Unit, Departmental</td> <td>284</td> <td>299</td> </tr> <tr> <td>Val-L</td> <td>6</td> <td>Unit & Departmental</td> <td>60</td> <td>60</td> </tr> <tr> <td>SIIL</td> <td>1</td> <td>Unit</td> <td>87</td> <td>70</td> </tr> <tr> <td>Val-J</td> <td>1</td> <td>Unit</td> <td>18</td> <td>0</td> </tr> <tr> <td>CMT</td> <td>4</td> <td>Unit & Departmental</td> <td>52</td> <td>48</td> </tr> <tr> <td>KCM</td> <td>5</td> <td>Unit & Departmental</td> <td>62</td> <td>38</td> </tr> </tbody> </table>	Unit	Total number of committees at all the levels	Levels at which the committees typically operates	Number of management personnel in the committee	Number of non-management personnels in the committee	BALCO	6	Unit & Departmental	64	58	MALCO	2	Unit	10	5	HZL	38	Unit, Departmental	284	299	Val-L	6	Unit & Departmental	60	60	SIIL	1	Unit	87	70	Val-J	1	Unit	18	0	CMT	4	Unit & Departmental	52	48	KCM	5	Unit & Departmental	62	38
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LA7 Core	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	<p>We regret the loss of 67 employees and contractors, of which 13 people were lost in our operations and 54 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, 156,000 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>At our KCM operation in Africa, 21 employees received diploma in Occupational Health and Safety and 25 employees completed international certification course on Occupational Health and Safety conducted by British Safety Council.</p> <p>At Vedanta Aluminum Jharsuguda project site, 20,000 contract employees underwent a specialized training program spread over three months conducted in collaboration with the Indian National Safety Council.</p> <p>Over the last 5 years, we have achieved steady decline in the employee and contractor LTIFR in operation from 5.5 per million hours worked in 2004-05 to 1.52 during 2009-10.</p> <p>All our statistics are calculated on based on the people working within facilities.</p>																																													

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, 156,000 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>At our KCM operation in Africa, 21 employees received diploma in Occupational Health and Safety and 25 employees completed international certification course on Occupational Health and Safety conducted by British Safety Council.</p> <p>At Vedanta Aluminum Jharsuguda project site, 20,000 contract employees underwent a specialized training program spread over three months conducted in collaboration with the Indian National Safety Council.</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, more than over 73,000 employees and contractors have undergone medical examinations. There was no significant case of occupational health diseases, except some tuberculosis cases at KCM, which were appropriately addressed. Regular health monitoring also helps the group in reducing absenteeism amongst employees and increase overall productivity.</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>
LA9 Add	Health and safety topics covered in formal agreements with trade unions.	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. Beside this, Certified Standing Orders of units also covers these topics.

LA10 Core	Average hours of training per year per employee by employee category.		Total training man-hours (thousand)	Average man-hours per employee
		KCM	1,592.60	158.00
		MALCO	9.70	46.50
		SIIL	71.40	73.00
		VAL Lanjigarh	136.20	41.20
		VAL Jharsuguda	26.80	35.70
		BALCO	77.10	18.30
		SESA Goa	37.20	13.60
		HZL	235.60	34.00
		Total	2,186.90	52.54
LA11 Add	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	All our Group companies have online systems which enable us to build an integrated and process oriented organisation. It also facilitates transparency across all levels in the organisation. 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 unique 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.		
LA12 Add	Percentage of employees receiving regular performance and career development reviews.	<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 strength – age wise (only for full time employees)												
		Employee strength – age wise (only for full time employees)						Nos strength	% of total full time employee strength					
		< 30 yrs						11352	39%					
		31–40 yrs						5738	20%					
		41–50 yrs						7160	25%					
		51–58 yrs						4540	16%					
		More than 58 yrs						430	1%					
		Table : Employee strength – gender wise (only for full time employees)												
		Gender category						Nos	% of total full time employee strength					
		Male						26918	92%					
		Female						2302	8%					
		Manpower	CMT	BALCO	HZL	MALCO	SIIL CU	Group	VAL- L	KCM	VAL J	Sesa Goa	Total	India
		BSc Trainees	0	38	291	0	0	0	0	0	0	42	371	371
		Below M9 Grade	44	3404	4380	40	7	0	75	1759	22	1782	11513	9710
M9	0	10	444	10	567	2	203	2670	1192	253	5351	2681		
M8	0	268	232	14	191	1	67	2666	30	0	3469	803		
GETs	0	219	133	0	44	0	24	11	242	8	681	670		
MTs	0	4	5	3	5	0	1	236	2	8	264	28		
M7	28	420	757	33	237	12	211	1386	563	341	3988	2574		
M6	11	232	266	9	108	12	83	0	138	120	979	968		
M5	3	170	162	7	45	6	24	896	60	72	1445	546		
M4	9	115	228	5	31	10	20	108	93	58	677	560		
M3	1	64	45	6	26	7	26	0	35	36	246	245		
M2	1	21	35	1	14	6	9	40	25	12	164	123		
M1	0	7	6	0	5	3	4	10	10	9	54	44		
P	0	1	2	0	0	8	0	2	4	1	18	16		
Total	97	4973	6986	128	1280	67	747	9784	2416	2742	29220	19339		

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.	We operate in compliance to all laws and regulations including protection of fundamental human rights of all employees. In response to Scott Wilson recommendations, we are reviewing our current Code of Conduct as well as developing our own human rights policy.
HR2 Core	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	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.	Following the recommendations of the Scott Wilson Report, we are reviewing our Code of Conduct and developing a Human Rights policy.
HR4 Core	Total number of incidents of discrimination and actions taken.	<ul style="list-style-type: none"> • Our internal Audit function regularly looks into all such matters. • Our whistle blower policy is available to all employees in case of any grievances. • Our businesses also have Sexual Harassment policy in place consisting of women employees. The committee meets regularly to review the status update and for any action if needed.
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. We have collective bargaining agreements with our non supervisory staff. 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 employment of any child labour or forced labour at any of our operating locations. We have in place strict monitoring practices like verification of age proof, issuance of identity proofs and records for gate entry and exit for all contractual labour entering our facilities. This helps us mitigate risk involved in child labour employment through contractors. All our contracts with contractors 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.
HR9 Add	Total number of incidents of violations involving rights of indigenous people and actions taken.	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.
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.	Our approach to community engagement and development, processes, internal and external review mechanism, and social audits has been extensively covered in the community section under sustainable development of the company website. . The section also highlights comparative data of our progress year on for the last 3 years.
SO2 Core	Percentage and total number of business units 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 under go a formal training on the same and have to certify that they have understood the policy and will abide by the policy. 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 maintains all the required training details and also runs the programs as the training calendar prepared based on need analysis. Individual business is empowered to take required call with respect to training function.
SO4 Core	Actions taken in response to incidents of corruption.	<p>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>
SO5 Core	Public policy positions and participation in public policy development and lobbying.	<p>There is no direct participation of our company in public policy development and lobbying. Vedanta is not a member of any public bodies or institutions. 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

		<ul style="list-style-type: none"> - Indian Institute of Metal - Federation of Indian Chambers of Commerce & Industry - United Nations Global Compact (HZL, SIIL, and Sesa)
SO6 Add	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	During the year, the Group made political donations in India of US\$ 3.66 million either through trust or directly in respect of Indian general elections.
SO7 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.
SO8 Core	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No significant fines on sanctions imposed on any of our operations.

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.	<p>Most of our 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.</p> <p>We are the raw material supplier for a very large number of industries. We are studying the life cycle of our products.</p>										
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.	<p>Our operations involve mining, processing, smelting of various minerals and power generation using well established processes/technologies.</p> <p>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.</p>										
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
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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 sponsorship by type of outcomes.	No such incidents occurred,

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.	We have not had any complaints relevant to it.
