

# GRI Content Index

<b>STANDARD DISCLOSURES PART I: Profile Disclosures</b>				
<b>1. Strategy and Analysis</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
1.1	Statement from the most senior decision-maker of the organization	4-5	Full	
1.2	Description of key impacts, risks, and opportunities.	13	Full	
<b>2. Organizational Profile</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
2.1	Name of the organization.	6	Full	
2.2	Primary brands, products, and/or services.	6-7	Full	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	6-7	Full	
2.4	Location of organization's headquarters.	50	Full	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	6-7	Full	
2.6	Nature of ownership and legal form.	6	Full	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers / beneficiaries).	8	Full	
2.8	Scale of the reporting organization.	6-7	Full	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	--	Full	No change
2.10	Awards received in the reporting period.	42	Full	
<b>3. Report Parameters</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	13	Full	
3.2	Date of most recent previous report (if any).	13	Full	
3.3	Reporting cycle (annual, biennial, etc.)	13	Full	
3.4	Contact point for questions regarding the report or its contents.		Full	For any queries regarding the SDR 2009 please contact <a href="mailto:sdr@vedanta.co.in">sdr@vedanta.co.in</a>
3.5	Process for defining report content.	10-11	Full	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	13	Full	
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	--		No specific limitations on the scope or boundary defined.
3.8	Basis for reporting on joint ventures,	6	Full	

	subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	11-13	Full	No divergence from GRI indicator protocols
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers / acquisitions, change of base years / periods, nature of business, measurement methods).	--	Full	No re-statement of information
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	--	Full	No significant changes
3.12	Table identifying the location of the Standard Disclosures in the report.	45-46	Full	
3.13	Policy and current practice with regard to seeking external assurance for the report.	43-44	Full	
<b>4. Governance, Commitments, and Engagement</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	11	Full	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	11	Full	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Page 38 of Annual Report	Full	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Page 43 of Annual Report	Full	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Page 45 of Annual Report	Full	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Page 38 - 44 of Annual Report	Full	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Page 36 - 37 of Annual Report	Full	

4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	1	Full	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	11	Full	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	11	Full	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	13	Full	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	13, 28	Full	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	33-34	Full	Across operations our employees are members of local action groups in the Mining sector.
4.14	List of stakeholder groups engaged by the organization.	12	Full	
4.15	Basis for identification and selection of stakeholders with whom to engage.	12	Full	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	12	Full	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	12	Full	
<b>STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)</b>				
<b>G3 DMA</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>DMA EC</b>	Disclosure on Management Approach EC	8	Full	
<b>DMA EN</b>	Disclosure on Management Approach EN	14	Full	
<b>DMA LA</b>	Disclosure on Management Approach LA	24	Full	
<b>DMA HR</b>	Disclosure on Management Approach HR	28	Full	
<b>DMA SO</b>	Disclosure on Management Approach SO	32	Full	
<b>DMA PR</b>	Disclosure on Management Approach PR	23	Full	
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>				
<b>Economic</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference</b>	<b>Extent of reporting</b>	<b>Explanation</b>

		<b>(Page No.)</b>		
<b>EC1 Core</b>	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.	8-9	Full	
<b>EC2 Core</b>	Financial implications and other risks and opportunities for the organization's activities due to climate change.	19	Full	
<b>EC3 Core</b>	Coverage of the organization's defined benefit plan obligations.	8	Full	
<b>EC4 Core</b>	Significant financial assistance received from government.	8	Full	
<b>EC5 Add</b>	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	27	Full	
<b>EC6 Core</b>	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	--	Partial	We encourage local supplier development across our operations. Till this year, we considered suppliers based out of any Indian state as a local supplier. We are in the process of defining local suppliers specific to our operations and will report on the same within next three years.
<b>EC7 Core</b>	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	25	Full	
<b>EC8 Core</b>	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	9	Full	
<b>EC9 Add</b>	Understanding and describing significant indirect economic impacts, including the extent of impacts.	33-34, 35	Full	
<b>Environmental</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>EN1 Core</b>	Materials used by weight or volume.	15	Full	
<b>EN2 Core</b>	Percentage of materials used that are recycled input materials.	15	Full	
<b>EN3 Core</b>	Direct energy consumption by primary energy source.	15-16	Full	
<b>EN4 Core</b>	Indirect energy consumption by primary source.	15-16	Full	
<b>EN5 Add</b>	Energy saved due to conservation and efficiency improvements.	16	Full	
<b>EN6 Add</b>	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	15-17	Full	

<b>EN7 Add</b>	Initiatives to reduce indirect energy consumption and reductions achieved.	15-17	Full	
<b>EN8 Core</b>	Total water withdrawal by source.	16-17	Full	
<b>EN9 Add</b>	Water sources significantly affected by withdrawal of water.	17-18	Full	Water sources around any of our operations have not been affected in any manner whatsoever by withdrawal of water by our respective operations
<b>EN10 Add</b>	Percentage and total volume of water recycled and reused.	17-18	Full	
<b>EN11 Core</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	18-19	Full	
<b>EN12 Core</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	18-19	Full	
<b>EN13 Add</b>	Habitats protected or restored.	18-19	Full	
<b>EN14 Add</b>	Strategies, current actions, and future plans for managing impacts on biodiversity.	18-19	Full	
<b>EN15 Add</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	--	Full	No IUCN species affected by our operations: Based on the (2008) Environment Impact Assessment Reports
<b>EN16 Core</b>	Total direct and indirect greenhouse gas emissions by weight.	18-19	Full	
<b>EN17 Core</b>	Other relevant indirect greenhouse gas emissions by weight.	18-19	Full	
<b>EN18 Add</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	19	Full	
<b>EN19 Core</b>	Emissions of ozone-depleting substances by weight.	20	Full	
<b>EN20 Core</b>	NOx, SOx, and other significant air emissions by type and weight.	20	Full	
<b>EN21 core</b>	Total water discharge by quality and destination.	18	Full	
<b>EN22 Core</b>	Total weight of waste by type and disposal method.	21-22	Full	
<b>EN23 Core</b>	Total number and volume of significant spills.	22	Full	
<b>EN24 Add</b>	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.	--	Full	None of our operations are involved in transportation, import, export or treatment of waste deemed hazardous under the Basel Convention
<b>EN25 Add</b>	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.	--	Full	Water sources around any of our operations have not been affected in any manner whatsoever on account of discharge of waste water or runoffs by our respective operations
<b>EN26 Core</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	18-19, 23	Full	

<b>EN27 Core</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	--	Full	None of our products require packaging material that has a potential of recycling
<b>EN28 Core</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	14	Full	We have not received any fine or sanction that had monetary implications across our operations
<b>EN29 Add</b>	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	21	Full	Emissions due to employee travel are miniscule compared to process emissions as our colonies are located in close vicinity to our operations and most of the employees travel by company transport.
<b>EN30 Add</b>	Total environmental protection expenditures and investments by type.	14	Full	
<b>Social: Labor Practices and Decent Work</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>LA1 Core</b>	Total workforce by employment type, employment contract, and region.	29	Full	
<b>LA2 Core</b>	Total number and rate of employee turnover by age group, gender, and region.	29	Full	
<b>LA3 Add</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	8, 27	Full	
<b>LA4 Core</b>	Percentage of employees covered by collective bargaining agreements.	26	Full	All non executive employees are covered by collective bargaining agreements.
<b>LA5 Core</b>	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	26	Full	
<b>LA6 Add</b>	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.	30	Full	
<b>LA7 Core</b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	31	Full	Lost time injury freq. rate: 1.67 Severity Rate 4.03
<b>LA8 Core</b>	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	25, 38	Full	
<b>LA9 Add</b>	Health and safety topics covered in formal agreements with trade unions.	30-31	Full	
<b>LA10 Core</b>	Average hours of training per year per employee by employee category.	26	Full	
<b>LA11 Add</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	26	Full	
<b>LA12 Add</b>	Percentage of employees receiving regular performance and career development reviews.	27	Full	
<b>LA13 Core</b>	Composition of governance bodies and breakdown of employees per category	29	Full	

	according to gender, age group, minority group membership, and other indicators of diversity.			
<b>LA14 Core</b>	Ratio of basic salary of men to women by per employee category.	26	Full	
<b>Social: Human Rights</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>HR1 core</b>	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	28-29	Full	All are business operations are in accordance with our Code of Conduct which has no tolerance for Corruption
<b>HR2 Core</b>	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	--	Partial	Currently we are running a pilot program where few suppliers have been asked to endorse our code of conduct that includes clauses on human rights. Based on the feedback received this will be introduced to all suppliers within next three years.
<b>HR3 Add</b>	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.	28-29	Full	
<b>HR4 Core</b>	Total number of incidents of discrimination and actions taken.	28-29	Full	
<b>HR5 Core</b>	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.	28-29	Full	
<b>HR6 Core</b>	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	28-29	Full	
<b>HR7 Core</b>	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.	28-29	Full	
<b>HR8 Add</b>	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	28-29	Full	
<b>HR9 Add</b>	Total number of incidents of violations involving rights of indigenous people and actions taken.	34	Full	
<b>Social: Society</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>SO1 Core</b>	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	32-34	Full	
<b>SO2 Core</b>	Percentage and total number of business units	--	Full	All our business units are

	analyzed for risks related to corruption.			analysed for risks related to corruption by our Management Assurance Services team.
<b>SO3 Core</b>	Percentage of employees trained in organization's anti-corruption policies and procedures.	28	Full	
<b>SO4 Core</b>	Actions taken in response to incidents of corruption.	--	Full	No incidents related to corruption have occurred
<b>SO5 Core</b>	Public policy positions and participation in public policy development and lobbying.	33, 34	Partial	We participate in a large number of public policy development forums across our operations. Currently we are consolidating information on the same. A brief snapshot of our participation has been described on the pages referred in this index. We will fully report on this information within next three years.
<b>SO6 Add</b>	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	--	Full	We do not support any particular political party in India
<b>SO7 Add</b>	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	--	Full	No legal actions have been taken in this regard
<b>SO8 Core</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	--	Full	No fine or sanctions imposed on any of our operations
<b>Social: Product Responsibility</b>				
<b>Performance Indicator</b>	<b>Description</b>	<b>SDR Reference (Page No.)</b>	<b>Extent of reporting</b>	<b>Explanation</b>
<b>PR1 Core</b>	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.	23	Full	
<b>PR2 Add</b>	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.	23	Full	
<b>PR3 Core</b>	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	23	Full	
<b>PR4 Add</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	23	Full	
<b>PR5 Add</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	12, 20	Full	
<b>PR6 core</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	--	Full	We strictly adhere to the norms laid out by the Advertising Council of India for any medium of advertising

<b>PR7 Add</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	--	Full	No such incidents occurred throughout FY'09
<b>PR8 Add</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	--	Full	No such incidents occurred throughout FY'09
<b>PR9 core</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	--	Full	No fine or sanctions imposed on any of our operations

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