Slavery and Human Trafficking Statement for financial year ended March, 2018
Vedanta Resources plc.
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This statement is being published in accordance with Section 54 of the Modern Slavery Act, 2015 (MSA) and sets out the initiatives that Vedanta Resources plc (Vedanta or the Company) has taken to prevent occurrence of slavery and human trafficking (Modern Slavery) in our business & supply chain.

Overview of our business

Vedanta is a London Stock Exchange listed, globally diversified natural resources company with interests in Zinc, Lead, Silver, Copper, Iron Ore, Aluminum, Power and Oil & Gas. We have operations in India, South Africa, Zambia, Namibia, and Australia.

Vedanta Resources has majority stake in Vedanta Limited and Konkola Copper Mines. Vedanta Limited is listed on the Bombay Stock Exchange and National Stock Exchange in India & has ADRs listed on the New York Stock Exchange. In FY 2018 Vedanta contributed US$ 5.4 billion to our host governments through taxes & royalties and invested US$ 39 million towards community development.

Vedanta operates on the belief that people are its core assets. We empower our people to drive excellence and innovation to create value for our stakeholders & surrounding communities. With a business model of growth, constant value creation and improved operations, our vision is focused towards building the wealth of all our stakeholders and sustainably engaging the communities we operate in.

Policies and Governance

Vedanta Code of Business Conduct & Ethics gives general guidelines for conducting the business of the Group consistent with the highest standards of business ethics. Through the code of conduct, we seek to promote high standards of ethical behavior and integrity, deter wrongdoing & support compliance to applicable laws & regulations. Our senior management regularly communicates with employees regarding the importance of ethics and compliance. We have dedicated policies and systems in place
in relation to whistle-blower & grievance redressal. We believe that the “tone from the top” combined with our compliance training & regular communications throughout the year helps to create an ethical and compliant culture.

At Vedanta, we are committed to the principles of sustainable development including protecting human life, health and environment, promoting social well-being & adding value to the communities in which we operate. Protecting and respecting human dignity is central to our everyday business operations. We conduct our businesses in a fair and equitable manner, meeting our social responsibilities as an organization & respect the human rights of all our stakeholders. Our policies and operational processes reflect our commitment to respect for human rights.

Our Sustainable Development Framework includes Human Rights policy and Supplier & Contractor Management policy, relevant standards which are aligned to the UN Guiding Principles on Business and Human Rights and includes prohibition of child or forced or compulsory labour – either directly or through contract labour. Our commitment to human rights has also been outlined in Vedanta Code of Business Conduct & Ethics and Vedanta Supplier Code of Conduct. MSA related provisions have been incorporated in Vedanta Code of Business Conduct & Ethics and Supplier Code of Conduct.

This Supplier Code of Conduct is applicable to all ‘Suppliers’ globally. ‘Supplier’ here refers to suppliers/ service providers/ vendors/ traders / agents/ consultants/ contractors/ joint venture partners/ third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to Vedanta Resources Plc or any of its subsidiaries, affiliates, divisions (“Vedanta”).

This Supplier Code of Conduct embodies Vedanta’s commitment to internationally recognized standards, including the Core Conventions of the International Labour Organization, United Nations’ Universal Declaration of Human Rights as well as prevalent industry standards, and all other relevant and applicable statutory requirements concerning Environment Protection, Minimum Wages, Child Labour, Anti-Bribery, Anti-Corruption, Health and Safety, whichever requirements impose the highest standards of conduct. The Supplier code of conduct sets out our expectations of suppliers, their subsidiaries and subcontractors with respect to key issues including human rights. This includes ensuring all work is freely chosen and without the use of forced or compulsory labour. The Supplier code of conduct confirms that we may choose not to work with suppliers who do not meet our expectations. The Supplier Code of Conduct requires suppliers to implement systems to mitigate risks related to Modern Slavery and confirmation is sought from suppliers on adherence.

Vedanta expects the Supplier to adhere to all applicable laws and regulations and in particular comply with this Code in letter and spirit. It is the Supplier’s responsibility to read and understand the contents of this Code and Vedanta’s Code of Conduct & Business Ethics Policy. As a condition of doing business with Vedanta, the Supplier must comply with this Code and agree to uphold such values during its business association with Vedanta. The Supplier shall maintain adequate documentation to demonstrate compliance with the principles of this Code, and allow access to Vedanta to check compliance upon request with reasonable notice

In order to drive the procurement initiatives across the group, group Procurement Council has been formulated. The group procurement council drives initiatives related to Modern Slavery policies and standards supplemented by a cross-business core team to implement coordinated human rights approach at the operational level in our Supply Chain.

**Risk Assessment and Due-Diligence**

With the objective of responsible procurement and vendor partnerships, we seek to work with suppliers and service providers who can share similar values around human rights. Our Supplier Code of Conduct
embodies certain principles against slavery and servitude. Vendors are required to comply with the Supplier Code of Conduct as part of our vendor engagement process.

In line with the governance framework, we conduct risk categorization of our supplier base on an annual basis. For high risk vendors a detailed audit, either through third party or directly by businesses, is conducted and followed up for improvement. Key aspects around implementation of policies, whistle blower, sexual harassment, labour laws and other human rights related issues are covered during these audits. Various actions, ranging from close supervision to blocking the vendor, is exercised based on case to case evaluation of the vendors’ demonstration to meet our expectations of zero tolerance towards Human rights non-compliance.

Some of our business units have engaged reputed firms to conduct due diligence checks with on our active vendors. This due diligence also covers human rights and modern slavery issues. The due diligence process for supplier on-boarding has been refined with inclusion of assessment of human rights and labour compliance management. The group procurement council intends to extend similar due diligence checks progressively across our business units in 2018-19.

We have made progress on the vendors audit program this year. We have improved our understanding of the systems & practices at our vendor’s establishments and identified areas of improvement. Our commercial and sustainability teams are engaging with the suppliers to build capability and address the identified areas.

We will continue to develop our processes and practices to have a robust risk assessment and due diligence system in place.

**Training & Capacity Building**

It is crucial that we build capacity to help our employees, suppliers and other business partners identify, report and address modern slavery issues. We regularly conduct internal training of our Vedanta Code of Business Conduct & Ethics, Vedanta Supplier Code of Conduct and Human Rights Policy with our procurement, commercial & human resources managers. We continue to expand the coverage of human right compliances and aspects related to Modern Slavery Act in the suppliers training framework. Training has been imparted to concerned stakeholders across business units on aspects related to Modern Slavery. Dedicated sessions on the topic of Modern Slavery Act were conducted with our vendors during the vendor conferences/meetings held during the course of the year. In addition, flash messages are sent to suppliers on the Modern Slavery Act as a means to reinforce our zero tolerance approach. We will continue to reinforce this with our suppliers through training and regular communications.

We are also working on enhancing the level of awareness related to modern slavery within the organization especially to our fresh and lateral recruits, thereby creating a foundation of strong values around human rights. We will look to raise awareness of such issues across the wider workforce including incorporating guidance regarding the Modern Slavery Act into regular company training briefings.

We understand that Modern Slavery risk is evolving and we will continue to collaborate with internal and external stakeholders to mitigate this risk. In order to enhance our ability to identify, prevent and mitigate such risks, we shall continue to update our policies and procedures thereby building adequate safeguards.

This statement has been approved by the Board of Vedanta Resources plc.

Signed
Kuldip Kaura
Chief Executive Officer – Vedanta Resources plc.