



ELEMENTAL

Vedanta Aluminium Business' Monthly Newsletter

Say hello to our newly inducted differently-abled colleagues!

Championing Diversity: Empowering Differently-Abled Professionals Through Inclusive Hiring

Vedanta Aluminium has recently inducted specially-abled individuals into our diverse workforce, across our operations in Odisha and Chhattisgarh. These extraordinary professionals are carefully mapped to appropriate roles and nurtured by adept mentors. Currently, over 20 team members from our community flourish in positions ranging from HR to asset security and carpentry. We are cultivating a dynamic workforce and championing socio-economic integration that is rooted in a five-fold approach, including identifying and mapping potential hires to correct roles, skill-focused training by experts, creating an inclusive environment through sensitization sessions, inclusive policies & processes, and infrastructure enhancements.



Embracing diversity isn't just a moral imperative; it's a strategic advantage for us. When we hire differently abled individuals, we open doors to added innovation, unbounded creativity, and a rich tapestry of perspectives within our organization that can be leveraged for exponential growth.



Sunil Gupta
COO,
Vedanta
Limited. -
Aluminium
Business



We are nurturing an inclusive workforce environment that surpasses conventional perceptions and rewards aptitude and sheer passion for the job. Recognizing the immense value of embracing inclusivity in all its forms, we welcome our new employees and wish them a successful career.



Rajesh Kumar
CEO and
Whole-time
Director,
BALCO

IN THIS ISSUE

BUSINESS HIGHLIGHTS

A new milestone in transporting molten aluminium

HSE & SUSTAINABILITY

Miyawaki plantation to bolster nature conservation efforts

DIGITAL & INNOVATION

Digital face and mood recognition at BALCO

COMMUNITY DEVELOPMENT

Inauguration of diagnostic centres at Jharsuguda

LIFE AT VEDANTA

A mega football tournament at BALCO

EMPLOYEE SPOTLIGHT

An inspiring journey: from CRPF to Vedanta

AWARDS

CII - Gold Award for Safety Digitalization

MEDIA

How India's largest aluminium producer is going green



A new milestone in transporting molten aluminium!

Vedanta Jharsuguda has recently achieved a groundbreaking milestone, successfully achieving India's first-ever supply of molten aluminium by road. The innovative effort involved the use of closed ladles with advanced thermal insulation, ensuring that the molten aluminium retained its temperature during transportation.

Vedanta Aluminium sets benchmark in renewable energy sourcing

We have achieved a milestone in long-term power delivery agreements, by sourcing over 1335 MW of renewable energy. Comprising a mix of both solar and wind energy, it contributes significantly to powering Vedanta Aluminium's operations across Odisha and Chhattisgarh. The initiative is also expected to result in a reduction of greenhouse gas (GHG) emissions of ~3.2 million tonnes of CO₂ per year, significantly contributing to our continued decarbonization efforts.



Impressive advancements in outbound logistics Ingot loading

BALCO has achieved noteworthy advancements in its Outbound Logistics by deploying telehandlers for Ingot Loading Mechanization. This innovation revolutionizes the ingot loading with advanced automation. The process eliminates human-machine interaction and manual steps, reducing loading time, enhancing productivity, and mitigating safety risks associated with manual hydraulic loading.



A new feat for the alumina business: disbursing 1.6 MT of bauxite in record time

Vedanta Alumina celebrates a remarkable achievement, swiftly unloading an impressive 1.6 million tonnes of bauxite in record time. The operation and maintenance team was felicitated by Mr. GG Pal for its outstanding performance. The achievement is a testament to our operational prowess and commitment to efficiency in the mining sector.



Vedanta Aluminium shines bright at vedantaspark 3.0

Vedanta Aluminium was felicitated by Ms. Priya Agarwal, Director - Vedanta Ltd., Mr. Akarsh Hebbar, Managing Director - Display and Semiconductor Business, Mr. Arun Misra, CEO and Whole Time Director - HZL and Mr. Amitesh Sinha, Head - Vedanta Spark for engaging more than 50 startups, the highest among all Vedanta group companies. The startups are working towards enhancing business efficiency, digital transformations, and achieving Net-Zero sustainability goals.



Mr. Shibnarayan Rath, CDIO - Aluminium Business, accepted the award on behalf of Vedanta Aluminium



Mr. Nawdeep Agrawal, Interim CDO, BALCO awarded by Priya Agarwal Hebbar for stellar delivery at BALCO



Mr. Nawdeep Agrawal and Mr. Shibnarayan Rath with Mr. Arun Misra



Mr. Shibnarayan Rath showcasing the exceptional collaborations with the startups on diverse business topics

Vedanta Spark is Vedanta group's corporate innovation accelerator & ventures program aimed at providing over 100 project opportunities worth up to \$ 5 million to startups in sustainable and transformative technologies. The 3rd edition of the program was launched at Udaipur recently.

Working with next-gen startups to usher in a new age of manufacturing



and many more...

Introducing digital face recognition and mood recognition for enhanced employee well-being

In our continuous endeavor to integrate the latest technological innovations, our team at BALCO has implemented Face Recognition for enhanced security and convenience. In addition, we have also introduced Mood Recognition Technology which will help us gain valuable insights into our employees' mental wellbeing. The intervention will revolutionize engagement, productivity, and safety measures at the workplace.



Digitalizing SLAs and Process Score Cards for streamlining operations

BALCO has digitalized its Service Level Agreements (SLAs) and Process Score Cards maintaining consistent service standards. These advances streamline operations, boost customer satisfaction through transparent monitoring, and exemplify customer-centric practices. Significant reductions in Cost Of Poor Quality (COPQ) are expected.

Alumina rake analysis report integration in SAP

Our team at Lanjigarh has completed rake analysis report integration in SAP, which displays product quality parameters and NABL certification in the SAP platform for each rake dispatched from the site. This enables us to track product quality (rake-wise) through the unified platform, eliminating manual interventions in maintaining a secondary database for quality data, thereby sending quality-related data directly to our customers.



'Paperless Office' project: Introducing Smart Petrol Dispensing System

BALCO has modernized its petrol pump operations by introducing the Smart Petrol Dispensing System, replacing the old paper coupon system. This advancement eliminates the manual process of using paper slips for fuel purchases, offering a more efficient and convenient experience for employees. The move is a step forward in embracing paperless digital systems.

Fuelling the future: 100% transition from HFO to LSHS

At BALCO, we embarked on a journey to transition from Heavy Fuel Oil (HFO) to Low Sulphur Heavy Stock (LSHS). LSHS, derived from indigenous crude oil, has numerous benefits including reduced SOx emissions by approximately 70%, a 20% reduction in PM emissions, and extended equipment lifespan by mitigating corrosion effects. We have implemented 100% LSHS in critical departments within our metal area.



Miyawaki plantation to bolster efforts towards nature conservation

Using the unique Miyawaki method, we've begun rapid afforestation at Jamkhani coal mines, Sundargarh, Odisha. Starting with 1 acre, we'll expand to 61 hectares in 2 years. This method ensures dense, native species-rich plantations and we are aiming for 1.25 million self-sustaining plants, including fruit-bearing ones in the near future.

Elevating safety through Behavior-Based Safety (BBS) training

Our teams at Vizag General Cargo Berth (VGCB) took part in comprehensive Behavior Based Safety (BBS) training. This training is a crucial step in ensuring the well-being of our workforce, including valued business partners. Such safety trainings cultivate a safer and more conscious work environment by focusing on behavior patterns and proactive measures. The training was conducted in partnership with NIST.



A new occupational health center for employee well-being

BALCO has taken employee well-being to new heights with the inauguration of an Occupational Health Center (OHC) at its power plants. Providing round-the-clock first aid services, this cutting-edge facility covers both OHC Metal Division and OHC Power Division, ensuring swift and efficient medical assistance for employees, business partners, and visitors.

Dedicating two state-of-the-art diagnostic centres to the community

Supported by Vedanta Jharsuguda, two cutting-edge Diagnostic Centres in Jharsuguda and Laikera were inaugurated virtually by Shri Naveen Patnaik, Hon'ble Chief Minister of Odisha. These largest facilities in Western Odisha offer extensive Radiology and Pathology services, benefiting over 10 districts and promoting healthcare accessibility in Western Odisha.



Vedanta Lanjigarh launches goat farming project

Vedanta Lanjigarh has launched a new Goat Farming Project at Bhatangpadar in Lanjigarh block, which will augment farmer's income, providing a new avenue for building sustainable livelihoods to over 100 families in Kalahandi, Odisha. During the launch event, over 200 goats were distributed to people from across 26 villages.

Empowering Dreams through Project Panchhi at Jamkhani Mines

Project Panchhi's election drive, aimed at uplifting girls from marginalized backgrounds, saw 38 enthusiastic enrolments in Jamkhani Mines. Project Panchhi is Vedanta's innovative corporate recruitment drive which aims to employ 1000 girls from economically backward communities and help them pursue meaningful careers.



A fight against filaria in Jharsuguda

Team Jharsuguda conducted a filaria awareness through a mobile unit 'Filaria Awareness Rath' equipped with visual aids. The campaign covered 70+ villages, distributing prevention tablets and reaching over 7000 residents. The Awareness Rath was flagged off by Ms. Dipali Das, MLA, Jharsuguda.

A multi-speciality medical camp at Vishakhapatnam

Our unit VGCB Port conducted a multi-specialty health camp at Vishakhapatnam in partnership with Gayatri Medical College. The health camp provided Pulmonary, Dermatology, Orthopaedic, Pediatric, and General Medicine services, reaching out to more than 150 residents. Aligning with the National Tuberculosis Elimination Program, the event included active case testing and awareness sessions for tuberculosis.



Promoting maternal and child health

Our units in Odisha and Chhattisgarh observed Breastfeeding Week in the community, promoting maternal and child health. BALCO's Project Arogya educated over 500 pregnant and lactating women about breastfeeding while Vedanta Jharsuguda conducted awareness programs for 500+ mothers across 8 villages, in partnership with ICDS, ANM, ASHA workers, conducting informative sessions followed by distribution of health supplements.



Celebrating the vibrant indigenous cultures of Odisha

Vedanta Lanjigarh marked International Day of Indigenous People by engaging with the Kutia Khond tribe in Banigaon Village. The event highlighted the need to preserve ancient indigenous culture for the future generations. A lively traditional dance by the children paid homage to ancient traditions. Our Mines team also celebrated the occasion with the community at Laxmipur Block in Koraput District.



Hareli festival celebrated with an unique initiative- 'Let's do Ropai'

Celebrating the festival of Hareli, over 80 employees of BALCO joined forces with local farmers to volunteer in rice planting under a unique initiative called 'Let's Do Ropai'. Contributing 170+ hours, the volunteers helped in planting across 4 acres, reducing costs by 50% and boosting farmers' income by 25%. This initiative exemplifies remarkable collaboration between community and corporate.





Introducing our latest omni-channel campaign '#AzadiKaAsliMatlab', celebrating India's Independence Day 2023 with pride and progress. The captivating film highlights India's strides on all fronts, powered by the versatility of aluminium. From manufacturing to innovation, we're driving the nation forward with aluminium - the Metal of the Future.

Independence Day celebrations across our operations



Vedanta Ltd, Jharsuguda



BALCO



Vedanta Ltd, Lanjigarh

VGCB



Aluminium Business Mines

Raksha Bandhan: Strengthening bonds within the Vedanta Aluminium family



This Raksha Bandhan, we had some heartwarming moments with our security personnel and support staff

Onam Ashamsakal: Vedanta Aluminium's Joyous Onam Celebrations



Our offices were decked in the brightest hues as we came together to celebrate the festival of Onam

Gender Reaffirmation Policy goes live, in boost to inclusivity



As a significant addition to our extensive Diversity and Inclusion (D&I) efforts, we have introduced a ground-breaking 'Gender Reaffirmation Leaves and Compensation Policy' for LGBTQ+ employees at our operations. The policy supports all employees contemplating the transformative journey of gender reassignment through surgery with a grant of 2 lakh rupees along with a 30-day paid leave of absence, ensuring a comforting transition period.



Elevating health and well-being through the power of sports

We celebrated National Sports Day by organizing various indoor and outdoor activities. In Jharsuguda, we supported a Cyclothon while an indoor games competition was hosted in our alumina refinery in Lanjigarh. In addition, our Mines team celebrated Sports Day by organizing engaging inter-school competitions, through these activities, we continue to promote employee well-being beyond the workplace.

A mega football tournament at BALCO

BALCO's Football Championship culminated recently, gaining added significance through a unique sustainability endeavor. For every goal scored during the tournament, BALCO pledged to plant 10 trees. With 75 goals notched, the company is poised to sow 750 trees, exemplifying its dedication to a greener future. Engaging over 1500 employees and partners, the tournament featured 32 formidable teams, showcasing their sporting prowess across 25 exhilarating days.



Vedanta Jharsuguda felicitates 'Stars of the Business'

Vedanta Jharsuguda felicitated its Business Stars and Technical Stars for the year 2022-2023 to acknowledge their exceptional contribution to the organization. Our teams led by Mr. Sunil Gupta, COO, Aluminium Business, honoured the winners in the presence of their family members for their commendable performance. 71 employees made their mark as 'Stars of the Business'.

“Security is about creating an environment of trust and peace of mind”

Shashi Shekhar, Head - Security Operations at Vedanta alumina refinery in Lanjigarh, Odisha reflects on his journey from Central Reserve Police Force to helping the security operations at our world-class operations.

Could you share a glimpse of your professional journey so far?

I began my journey in CRPF from 2005 to 2010, serving in diverse roles like VIP security and Anti-Naxal operations. Subsequently, I took on significant security leadership positions at Electro-steel Steels, Hindalco, and JSW Cement. Currently, I'm the Head of Security Operations at Vedanta Ltd., Lanjigarh, aiming for comprehensive growth and skill enhancement.

Can you highlight some of the memorable roles you've undertaken?

I've had the privilege of securing sensitive establishments like Tihar Jail, guarding VIPs including former PM HD Deve Gowda, and contributing to anti-Naxal operations. Notably, I headed security operations at many leading plants, focusing on expanding my horizons and competencies.

How did your experience in CRPF prepare you for corporate security leadership?

My time at CRPF instilled adaptability, crisis management, and precision in me. These skills seamlessly translated into my corporate roles. From securing high-profile personalities to leading security teams at major companies, the CRPF foundation fortified my ability to handle diverse challenges.

Could you share your driving motivation behind joining Vedanta's security team?

I joined Vedanta to fuel my pursuit of expertise diversification, professional advancement, internal mentorship, and honing my competencies. The prospect of contributing to Vedanta's security operations, while continually learning and growing, aligned perfectly with my career aspirations.

What advice would you offer to those aspiring for a successful journey in the security domain?

I'd suggest aspiring professionals prioritize adaptability, as security landscapes evolve rapidly. Develop interpersonal skills to lead diverse teams effectively. Seek learning opportunities in varied roles and industries to build a robust skill set. Most importantly, maintain an unwavering commitment to continuous growth and refinement in this dynamic field.





BALCO's "Saman Samman" movie awarded Best Storytelling - Cause Related Video on Diversity & Inclusion by Bharat 24 Daily



Vedanta Jharsuguda wins CII - Gold Award in Supply Chain & Safety Digitalization



Vedanta Jharsuguda receives the FIST Award conducted by the Fire & Security Association of India (FSAI)

[Click on the images to view more!](#)

ET Edge Insights

INSIGHTS

Aluminium: Taking flights to infinity and beyond

Industry / By Rahul Sharma / August 23, 2023



Aluminium is used as a building material for space shuttles and other space equipment

Financial Express

Vedanta Aluminium commits to green future, secures 1335 MW renewable energy deal

The firm has started using biomass pellets and briquettes produced from agriculture residue.

Vedanta Aluminium has announced that it has signed long-term power delivery agreements in order to source 1335 MW of renewable energy to power its operations. The firm made the announcement on the occasion of Akshay Urja Diwas. The agreements will see Vedanta Aluminium use a mix of both solar and wind energy, which will together contribute to its operations

MoneyControl

Culture-building sessions undergo change in the post-pandemic world

At Vedanta Aluminium, the culture-building initiatives vary from hours to months, depending on employee and organisation needs. Digital interventions have increased both in frequency and impact of sessions.

First, the company was able to closely review the business in real time due to a robust digital framework, transitioning from traditional in-person structures to a blend of both offline and online platforms. This has also helped streamline the

BusinessWorld

"Merit-Based Culture Spurs Women Representation At Work": Dilip Sinha

Dilip Sinha, CHRO of Vedanta Aluminium, advocates that holistic solutions for new mothers and older employees helps foster workforce diversity balance



In an exclusive conversation with BW People, Dilip Sinha, chief human resource officer (CHRO) of Vedanta Aluminium shares his thoughts on building meaningful and merit-based growth culture to accelerate the representation of women at work, especially post-pandemic. He believes that developing a holistic and supportive ecosystem helps promote an inclusive and diverse workforce in organisations.

Economic Times

How India's largest aluminium producer is going green and increasing production



Synopsis
Though manufacturers cannot bypass environmental-friendly measures anymore, several companies fear that embracing environmental-friendly measures might affect their production. Vedanta Aluminium shows how green solutions can be good for the top line and bottom line.

Vedanta Aluminium, a business of **Vedanta Limited**, is one of the world's leading aluminium producers and the country's largest. It makes over half of India's aluminium, at 2.29 million tonnes in FY23. It has also been named the second most sustainable aluminium producer in the world, as it has moved up from fourth to the second spot in the Dow Jones Sustainability Index (DJSI) 2022 world rankings for aluminium industry. The company was India's largest industrial consumer of renewable energy in FY22, procuring nearly 3 billion unit. This feat, says Sunil Gupta, COO of Vedanta Ltd - Aluminium Business, resulted

ET Edge Insights

INSIGHTS

Skilling India's Youth: A national priority for business and beyond

Strategy / By Sunil Gupta / August 14, 2023



Upskilling is vital for the sustained growth of the Indian industry, boosting female representation across a spectrum of sectors and creating wider opportunities

The Last Laugh



You know why aluminum is a great element?

It always "alloys" you to have fun!

Aluminum can recycling is 'soda-lightful' for the environment



FOR MORE EXCITING STORIES, CONNECT WITH US ON SOCIAL MEDIA!

Click on the icons to be directed to our social media handles.



Got something interesting to share? Share your comments & feedback on AluminiumPower.Communications@vedanta.co.in