

Responsible Today Sustainable Always

Sustainable Development Report | FY 2025

Aluminium and Power Division, Vedanta Limited



Responsible Today Sustainable Always

At the Aluminium and Power Division, our sustainability journey is anchored in the belief that responsible actions today pave the way for a resilient and sustainable future. The theme reflects our enduring commitment to ethical, environmentally conscious, and socially inclusive practices across all aspects of our operations.

Vedanta Limited, hereafter referred to as 'the Company,' stands as a global leader in the natural resources sector, with operations spanning metals (aluminium, zinc, copper, ferro chrome and nickel among others), minerals, mining, oil and gas, and energy.

Vedanta Aluminium which is the Aluminium and Power Division serves as a key business division of Vedanta Limited, hereafter referred to as 'we', 'Vedanta Aluminium'. Vedanta Aluminium's products are listed on the London Metal Exchange (LME) and are distributed to over 60 countries worldwide.

The Sustainable Development Report, referred to as 'the Report', is developed to inform and assure our stakeholders about our unwavering commitment to creating sustainable value across the globe through continuous enhancements in vital Environmental, Social, and Governance (ESG) aspects of our operations.

We believe in Transforming for Good

- Health, Safety and Well-Being
- Diversity, Equal Opportunity and Inclusion
- Labour Practices
- Learning and Development
- Talent Attraction and Retention
- Human Rights
- Business Ethics and Corporate Governance
- Sustainable And Inclusive Supply Chain
- Risk Management and Controls
- Responsible Advocacy
- Macro-Economic and Geopolitical Context
- Data Privacy and Cybersecurity
- Technology and Innovation
- Long Term Growth and Profitability
- Product Stewardship

Transforming the Workplace

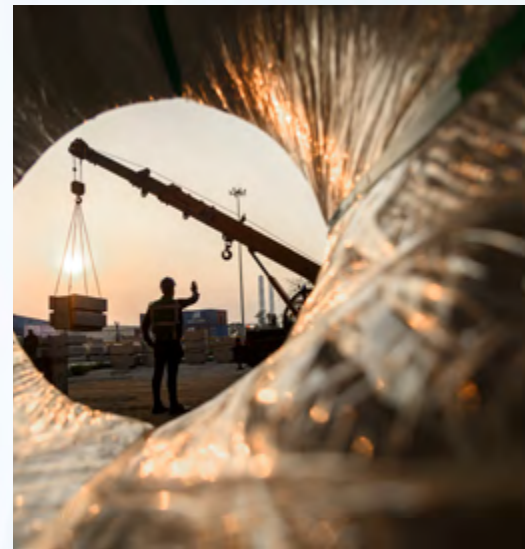


Transforming Communities

- Community Engagement and Development
- Decommissioning, Closure and Rehabilitation
- Indigenous People and Cultural Heritage
- Artisanal and Small-Scale Mining

Transforming the Planet

- Climate Change and Energy Transition
- Water and Wastewater Management
- Air Emissions and Quality
- Circularity and Waste Management
- Materials Management
- Tailings Management
- Biodiversity and Ecosystems



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TRANSFORMING FOR GOOD

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Transforming Communities

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About the Report

Vedanta Aluminium, henceforth referred to as 'we, and 'the Aluminium Sector,' is proud to present its sixth annual Sustainable Development Report, referred to as 'the Report', which reflects our commitment to running a business that aims to surpass the expectations of our stakeholders. Achieving sustainability demands a comprehensive strategy, and this report highlights the collaborative and diverse initiatives undertaken by every division and team member within Vedanta Aluminium and its value chain partners to build a sustainable business model.

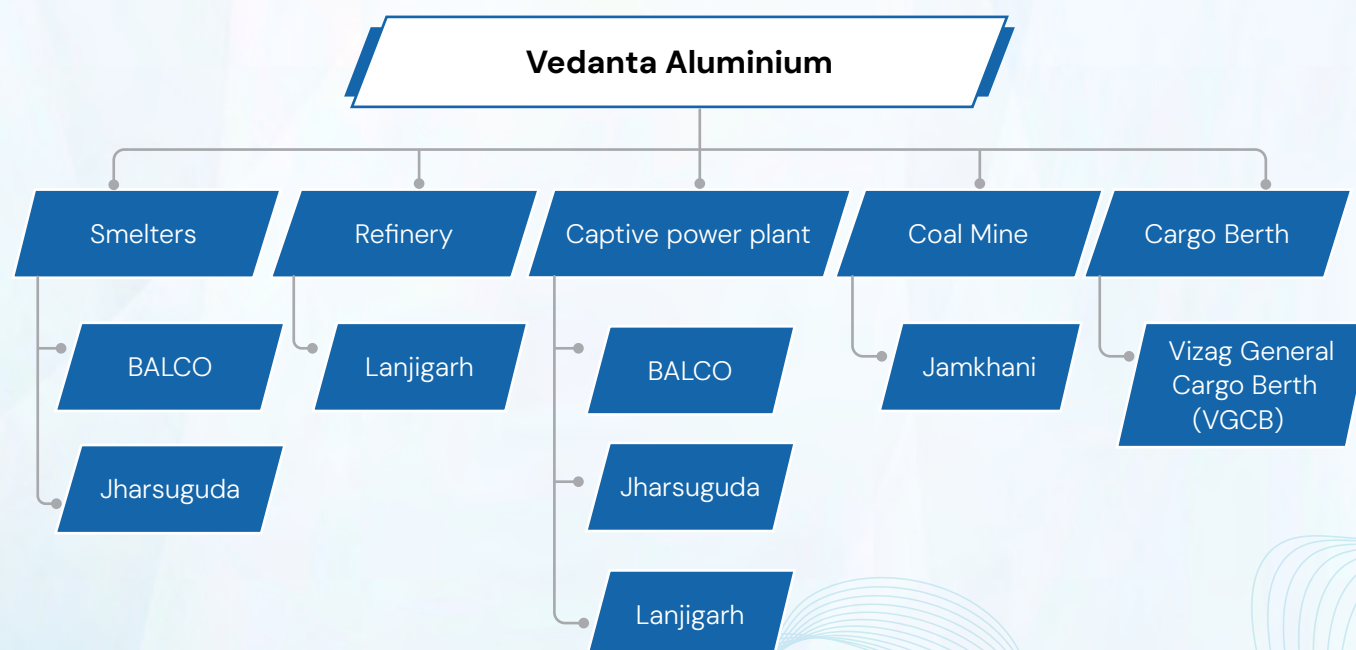
Vedanta Limited will be henceforth referred to as 'The Company'.

Scope and Boundary

The Aluminium Sector of Vedanta Limited encompasses of 5* sites which include our aluminium smelters located in Korba (Chhattisgarh), and Jharsuguda (Odisha), our alumina refinery situated in Lanjigarh (Odisha), the captive power plants at each of these sites, Jamkhani Coal Mine (Odisha) and Vizag General Cargo Berth Private Limited (VGCB) (Andhra Pradesh).

Vedanta Aluminium's financial statements are included in the Vedanta Limited Annual Report. All entities under Vedanta Aluminium's operational control that are audited for financial reporting are also covered in the sustainability report.

**In addition to our previous years' boundary, we have added Jamkhani Coal Mine and VGCB as part of this years' reporting boundary.*



Reporting Frameworks

This Report has been prepared with reference to the globally recognized GRI (Global Reporting Initiative) Standards. The report also aligns with the principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN-SDGs). Additionally, we have structured our report in accordance with the [IFRS Sustainability Disclosure Standard S2 – Climate-related Disclosures](#), TCFD (Task Force on Climate-Related Financial Disclosures) and TNFD (Task Force for Nature related Financial Disclosures) framework.

Reporting Period

The FY25 Sustainable Development Report covers our ESG performance from April 1, 2024, till March 31, 2025.

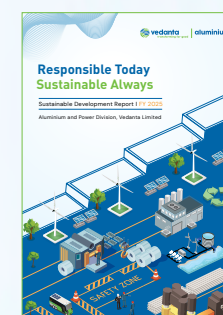
Responsibility Statement

Our Board of Directors recognize and ensure the accuracy and completeness of this Report, reflecting a shared commitment to transparency and adherence to GRI Standards. This demonstrates our dedication to responsible reporting and accountability to stakeholders and the broader community.

Assurance Statement

We have engaged SR Batliboi & Co. as an independent third-party assurance provider to deliver limited assurance on key sustainability performance indicators.

Our Reporting Suite



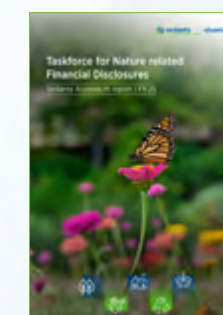
Sustainable Development
Report FY25



ESG Factbook
FY25



Climate Action
Report FY25



TNFD Report
FY25

Forward Looking Statements

This Report contains forward-looking statements, including statements of current intention and expectation and statements of opinion. This includes statements regarding climate change and other environmental and energy transition scenarios. While these forward-looking statements reflect the Company's expectations at the date of this Report (including with respect to its strategies and plans regarding climate change), they may be affected by a range of variables which could cause actual outcomes and developments to differ materially from those expressed in such statements. These variables include but are not limited to: financial and economic conditions in various countries; fluctuations in demand, price, or currency; operating results; development progress including approvals; risks, including physical, technology and carbon emissions reductions risks; industry competition; loss of market for our products; legislative, fiscal, and regulatory developments; the conduct of joint venture participants and contractual counterparties, and estimates relating to cost, engineering, reserves and resources.

Point of Contact for Queries

Any queries regarding this report, kindly reach us at ESG.Aluminium@vedanta.co.in and Sangita. Ghalay@vedanta.co.in.

Highlights of the Year



Transforming Communities

1.75 million Women and children impacted	INR 1,411 million CSR Expenditure	793 Nand Ghars established across Odisha and Chattisgarh	55,500+ Children and women benefitted from Nand Ghars across Odisha and Chattisgarh
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Transforming the Planet

1,570.02 MU Renewable energy consumption	378 MU Energy savings across all locations	16.79 million m³ Water recycled in FY25	All facilities are Zero Liquid Discharge
14.60 MMT Waste recycled and reused	35.96 million tCO₂e Scope 1 emissions	2.22 million tCO₂e Scope 2 emissions	8.72 million tCO₂e Scope 3 emissions



Transforming the Workplace

19% Women Employees	20 PwD (Employees + Business Partners)	48.16 Average hours of training / FTE	305,813.30 Employee Training Hours
0.13 LTIFR (Employees)	60% Overall customer satisfaction score	2 Women Board Directors	4 Independent Board Directors

Highlights of the Year

First-ever women operated smelter potline in Jharsuguda

In a landmark move for gender inclusion, we have launched India's first women-operated aluminium smelter potline cell at Jharsuguda, empowering women in core industrial roles. We have identified 100+ positions across levels, expertise, and competencies—executed in three streamlined phases.

Electric mobility initiatives

We introduced electric vehicles and forklifts across our operations in Jharsuguda, Lanjigarh and BALCO, reducing carbon emissions and promoting clean mobility solutions within its industrial ecosystem. As on March 2025, we have deployed 68 electric forklifts across our operations.

Suraksha Sarathi

We have launched the Suraksha Sarathi initiative to enhance road safety awareness and infrastructure, significantly reducing transport-related risks for employees, contractors, and local communities.

Fly Ash management

Celebrated more than 600 fly ash rakes milestone. We are reusing industrial waste into valuable raw material for cement and infrastructure sectors.



Rectification of Adverse socio-environmental impacts of process water reservoir breach from Lanjigarh refinery

We have undertaken comprehensive socio-environmental restoration following a process water reservoir breach at Lanjigarh, ensuring community rehabilitation, ecological recovery, and strengthened risk mitigation protocols.

Waste-to-Wealth

Through advanced technologies, we have recovered >99% pure graphite from spent pot liners and shot blast dust and synthesized aluminium fluoride (AlF₃) from cross slag. We have developed a proprietary technology for recovering high-purity materials, for which we were granted a patent in March 2025. Through these innovations, we convert hazardous waste into valuable inputs, reduce environmental risks, and reinforce our commitment to circular economy and resource efficiency.

Chairman's Note



We are working towards achieving Net Zero carbon by 2050 or sooner. Our integrated operations, low carbon products, technological capabilities, and scale enable us to drive meaningful change across the value chain.

Anil Agarwal

Chairman
Vedanta Group

Redefining Aluminium for a Greener Tomorrow

At Vedanta Aluminium, sustainability is the foundation upon which we are building our future. As India's largest aluminium producer, we recognize the critical role we play in enabling a low-carbon, resource-efficient economy that powers national progress and global climate action.

The global aluminium industry is at a defining crossroads. On one hand, the industry contributes nearly 2% of global greenhouse gas (GHG) emissions. On the other hand, it is emerging as a pillar of the green transition, essential for clean energy, electric mobility, digital infrastructure, and sustainable urban development. By 2050 the demand for aluminium is expected to grow manifold, and our industry must rise to the challenge.

Vedanta Aluminium is strategically positioned to lead this transformation from the front. We are working towards achieving Net Zero carbon by 2050 or sooner. Our integrated operations, low carbon products, technological capabilities, and scale enable us to drive meaningful change across the value chain. In line with our sustainability goals, we also secured the Aluminium Stewardship Initiative (ASI) Chain of Custody (CoC) certification in late 2024, underscoring our commitment to responsible sourcing and transparent operations. We made our first ASI CoC-certified shipment to Capral Aluminium in Australia in April 2025, further strengthening our global partnerships and sustainability credentials.

Vedanta Aluminium
at a Glance

Sustainability at
Vedanta Aluminium

Transforming
Communities

Transforming
the Planet

Transforming
the Workplace

Our facilities in Odisha and Chhattisgarh represent some of the most advanced aluminium assets globally, supported by robust power and logistics infrastructure. In FY25, we produced 2.42 MMT of aluminium, over half of India's total output. With plans to expand our smelting capacity from 2.45 MMTPA to 2.85 MMTPA and alumina refining from 4 MMTPA to over 5 MMTPA by FY26, we are laying the groundwork for a resilient and Atmanirbhar aluminium ecosystem in India. At Vedanta Aluminium, strategic backward integration and a strong commitment to green aluminium remain central to our corporate vision. With the acquisition of one of Odisha's largest high-grade bauxite reserves, we are securing long-term raw material reliability to support our ambitious expansion plans—targeting an additional 3 million tonnes of aluminium production capacity.

At the heart of all our endeavours lies a deeper purpose: to uplift lives and communities. Through flagship initiatives such as Nand Ghar and programmes in health, education, and cultural preservation, we are fostering inclusive growth and ensuring that progress that reaches every doorstep.

Vedanta Aluminium is driving a paradigm shift in the industry—one that balances scale with sustainability, innovation with inclusion, and growth with responsibility. As we move forward, our focus remains steadfast: to be a catalyst for India's green industrial revolution, to create enduring value for all stakeholders, and to shape a future where aluminium drives progress, sustainably.

Anil Agarwal
Chairman
Vedanta Group



Aluminium Sector CEO's Note



We are proud to have one of the largest female workforces in India's manufacturing sector and are making meaningful progress in supporting the LGBTQIA+ community through inclusive employment practices.

Rajiv Kumar

Chief Executive Officer
Vedanta Aluminium

Responsible Today Sustainable Always

As we reflect on FY25, I am proud to share the transformative strides Vedanta Aluminium has made in advancing our ESG commitments and reinforcing our leadership as India's largest aluminium producer. This year has been defined by purposeful innovation and progress, inclusive growth, and impactful collaborations that continue to shape a greener and more equitable future for all our stakeholders.

Our sustainability strategy is deeply rooted in the Company's ESG vision, which provides a clear and actionable roadmap for responsible growth. During the year, we advanced this vision by undertaking a comprehensive double materiality assessment, which considered both how ESG factors impact our business and how our operations affect the broader social and environmental landscape. This reflects our commitment to transparency, accountability, and long-term sustainable value creation, reinforcing our role as a responsible industry leader.

Strategic Sustainability and Environmental Leadership

We have taken bold steps towards decarbonizing our operations, and we plan to procure ~1,500 MW through renewable energy power purchase agreements (PPAs) by 2030, aligning to India's Net Zero 2070 target and position us ahead of regulatory curves, while also meeting the rising demand for low-carbon aluminium across clean-tech sectors.

Our commitment to innovation and sustainability is exemplified by the development of Restora and Restora Ultra, India's pioneering low-carbon aluminium products. These offerings represent a significant leap forward in clean manufacturing.

Restora achieves a greenhouse gas (GHG) intensity of less than 4 tCO₂e per MT, which is half the global threshold for low-carbon aluminium. Restora Ultra, ranks among the lowest GHG intensity (<1 tCO₂e per MT) aluminium products in the world. These products not only set new benchmarks for sustainable industrial practices but also align with our long-term vision of establishing Vedanta Aluminium as a global leader in green aluminium production. Beyond emissions, our environmental initiatives also extend to biodiversity and ecosystem restoration.

Empowering Communities and Driving Inclusion

At Vedanta Aluminium, diversity and inclusion are strategic imperatives for sustainable growth. A diverse workforce fosters innovation, enhances decision-making, and strengthens our ability to serve a broader market. We are proud to have one of the largest female workforces in India's manufacturing sector and are making meaningful progress in supporting the LGBTQIA+ community through inclusive employment practices. In a landmark move, we converted an entire smelter line at our Jharsuguda operations to be exclusively operated by women, reinforcing our commitment to gender parity in core industrial roles.

Moreover, through our community development programs, we have positively impacted approximately 1.75 million women and children impacted during the year. Key initiatives include:

- **Project Vidyagraha:** Delivering digital education to over 12,000 students across 106 government schools.
- **Project Saukhyam:** Operating a biodegradable sanitary napkin production unit led entirely by women.

- **Subhalaxmi Udyogini:** Supporting 5,000+ women through 440+ Self-Help Groups, with plans to expand to 10,000+ members.
- **Vedanta Skill School:** Training over 13,000 youth in industry-relevant skills, with 74% placement and 63% female participation.
- **Vedanta Run for Zero Hunger:** Our commitment to food security contributed 1.5 million meals in FY25.

These initiatives reflect our commitment to inclusive and sustainable development, empowering communities, fostering resilience, and creating long-term social impact across every facet of our operations.

I would like to express my sincere gratitude to all our employees, partners, and stakeholders for their continued trust and support. As we look ahead, Vedanta Aluminium remains firmly committed to responsible business practices—driving sustainable growth, fostering inclusive development, and creating lasting value for our stakeholders and the communities we serve.

Rajiv Kumar
Chief Executive Officer
Vedanta Aluminium



Aluminium Sector COO's Note



We partnered with over 70 startups, deploying 100+ technology-driven projects that integrate robotics, AI, IoT, and smart safety solutions, accelerating our shift toward intelligent, sustainable manufacturing.

Sunil Gupta

Chief Operating Officer
Vedanta Aluminium

Operational Excellence: Safety, Innovation, and Circularity

FY25 has been a defining year for Vedanta Aluminium, marked by operational transformation and a renewed focus on embedding sustainability into the core of our industrial practices. As we continue to scale our operations and meet growing market demands, our commitment to safety, innovation, and circularity has enabled us to deliver industry-leading performance while advancing our long-term ESG goals.

Safety and Operational Resilience

At Vedanta Aluminium, safety is not just a compliance requirement— it is a core leadership priority and a reflection of our values. In FY25, we made significant progress in strengthening our safety culture through Project Sankalp, which fosters leadership accountability and embeds safety governance across all levels. We completed 98,200+ Critical Risk Management (CRM) verifications across the sector, achieving 100% closure of action plans, underscoring our proactive approach to risk mitigation. We are leveraging technology to drive smarter, safer operations. Our leadership engagement programs, such as Safety Stand Downs and Suraksha Sankalp meetings, continue to foster open dialogue and reinforce a safety-first mindset. These initiatives, along with advanced risk assessments like Hazard and Operability (HAZOP), Layer of Protection Analysis (LOPA), and innovations such as our digital conveyor interlocking system, reflect our unwavering commitment to operational resilience and continuous improvement.

As we look ahead, safety will remain central to our operational strategy— driven by innovation, accountability, and a shared commitment to protecting our people and communities.

Circular Economy and Resource Efficiency

Our approach to resource efficiency is rooted in the belief that industrial by-products can be transformed into valuable assets, supporting both environmental stewardship and economic resilience. By reusing fly ash into inputs for the cement and infrastructure sectors, we reduce landfill dependency and contributing to greener construction practices. Similarly, our red mud utilization projects address one of the most pressing challenges in alumina refining by enabling its use in cement manufacturing, turning waste into opportunity. Furthermore, our waste-to-wealth initiatives have further expanded the scope of resource recovery.

Clean Mobility and Infrastructure Innovation

Infrastructure innovation continues to be a key enabler of our sustainability goals. At Jharsuguda, Lanjigarh and BALCO, we introduced electric forklifts which have been deployed for security patrols—reducing emissions and promoting clean mobility across our industrial ecosystem. We have also made significant investments in water conservation and pollution control across our operations. This includes the commissioning of advanced Zero Liquid Discharge (ZLD) systems and effluent and sewage treatment plants to

ensure that industrial and domestic wastewater is treated and reused responsibly. Additionally, we have implemented rainwater harvesting systems to support sustainable water use.

These initiatives reflect our broader vision of building a future-ready aluminium business—one that is efficient, responsible, and aligned with global sustainability standards.

Apart from the significant strides in the environment space, we have also invested heavily in innovation. Innovation remains central to our operational strategy. Through the Vedanta Spark initiative, we partnered with over 70 startups, deploying 100+ technology-driven projects that integrate robotics, AI, IoT, and smart safety solutions, accelerating our shift toward intelligent, sustainable manufacturing.

As we look ahead, we remain committed to operational excellence, safety, and innovation— delivering sustainable value across the aluminium value chain and contributing meaningfully to India's industrial and environmental future.

Warm regards,

Sunil Gupta
Chief Operating Officer
Vedanta Aluminium



Vedanta Aluminium at a Glance

At the forefront of India's aluminium industry, Vedanta Aluminium is a symbol of innovation, scale, and sustainability. As the country's largest aluminium producer, we power industries, enable infrastructure, and support livelihoods across the globe. Our operations are built on a foundation of excellence, driven by cutting-edge technology, responsible practices, and a commitment to nation-building.

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at a Glance

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About Vedanta Aluminium

Metal of the Future

Vedanta Aluminium stands among the world's leading aluminium producers and is India's largest, supplying high-quality aluminium to a diverse array of customers in nearly 60 countries.

During FY25, we produced over half of India's aluminium, amounting to 2.42 million tonnes (MMT). With extensive expertise in metal production and value addition, we harness cutting-edge technologies to offer our customers a range of benefits, including superior quality products and a supportive ecosystem tailored to their evolving business needs.

Vedanta Aluminium operates as a within the Aluminium & Power division of Vedanta Limited.

We supply premium aluminium products and alloys, which are essential in critical sectors such as aerospace, aviation, defense, transportation, and electricity distribution. Our products also cater to emerging sectors like electric vehicles and renewable energy. With our state-of-the-art facilities, we are dedicated to advancing new applications for aluminium, contributing to a greener, cleaner and more sustainable future.

Recognized as 'One of the Most Preferred Global Suppliers' of premium aluminium products and alloys

1. Aluminium Smelter, Jharsuguda (Odisha)

1.85 MMTPA

Smelting Capacity

1.83 MMT

Aluminium metal
production in
FY25

3,615 MW

Thermal power
generation facility

Our facility in Jharsuguda, Odisha is the biggest aluminium smelters globally. It stands out as the sole Indian smelter in the prestigious '1 Million Tonne' production and export category, excelling in producing high-value aluminium products utilized in various important industries.

The facility is also fully equipped with a coal-based Captive Power Plants (CPP), ensuring a consistent and reliable energy supply for operations and also hosts an Independent Power Plant (IPP) that contributes electricity to the respective state power grids.



2. BALCO, Korba (Chhattisgarh)

0.60 MMTPA

Smelting
Capacity

0.58 MMT

Aluminium metal
production in
FY25

1,740 MW

Thermal power
generation facility

Our Bharat Aluminium Company (BALCO) facility in Korba, Chattisgarh is a state-of-the-art aluminium manufacturing plant. The plant is co-owned by Government of India and Vedanta Limited in 49:51 ratio. While the plant capacity is significantly smaller than Jharsuguda, we have plans to expand the capacity to 1.085 MMTPA in the coming years.

The facility is also fully equipped with a coal-based Captive Power Plants (CPP), ensuring a consistent and reliable energy supply for operations and also hosts an Independent Power Plant (IPP) that contributes electricity to the respective state power grids.



3. Alumina Refinery, Lanjigarh (Odisha)

4.00 MMTPA

Capacity

1.97 MMT

Calcined Alumina
Production in
FY25

170 MW

Thermal power
generation
facility

Operational since 2007, this refinery has been supplying to our aluminium smelters located in Jharsuguda, Odisha, and BALCO in Chhattisgarh. The alumina refinery is commended for significantly transforming one of the country's most disadvantaged areas, helping integrate it into the socio-economic fabric of Odisha. The facility is also fully equipped with a coal-based Captive Power Plants (CPP), ensuring a consistent and reliable energy supply for operations. We aim to expand its capacity to 6 MMTPA by the FY30, aspiring to become the largest alumina producer globally soon.



4. Coal Mine (Odisha)

2.60 MMTPA

Jamkhani Coal
Mine Capacity

2.08 MMT

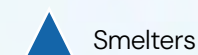
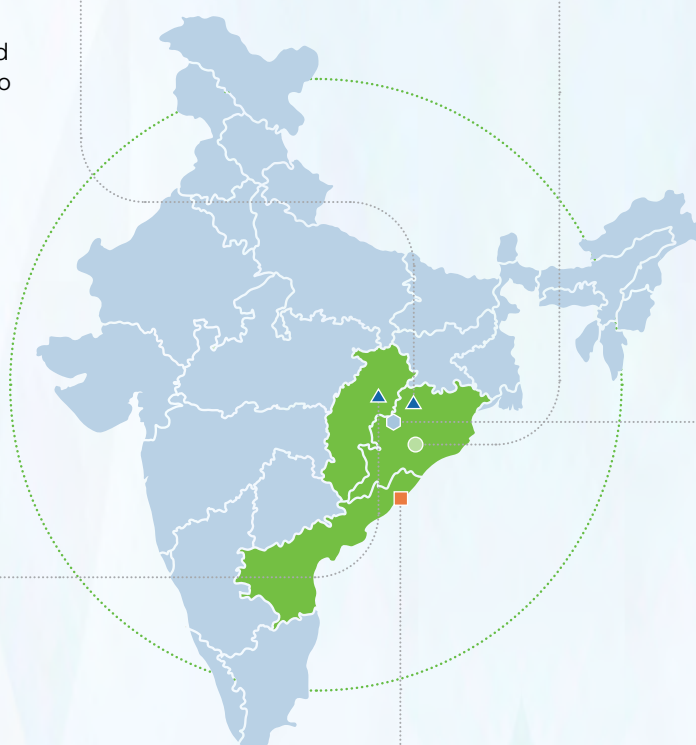
Coal Mined in
FY25

We have successfully operationalized the Jamkhani Coal Mine which boasts a capacity of 2.6 MMTPA.



5. Vizag General Cargo Berth Private Limited (VGCB)

VGCB is a port terminal operated by Vedanta Limited, located at the outer harbour of Visakhapatnam Port. Developed under a 30-year concession agreement on a Design, Build, Finance, Operate, and Transfer (DBFOT) basis, VGCB is a critical logistics hub for bulk cargo, including bauxite, alumina, and other raw materials essential to our operations. The terminal has been extensively modernized to support multi-cargo handling and reduce environmental impact through mechanized systems.



Smelters



Refinery



Mine



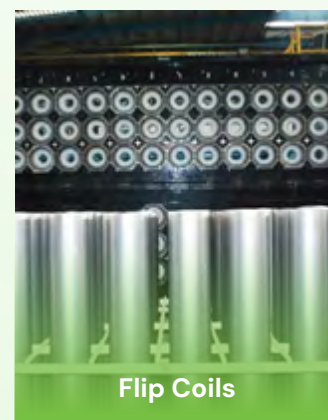
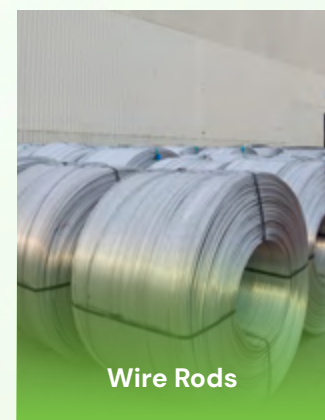
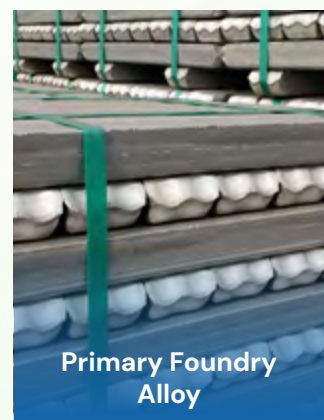
Port

Markets and Products

As the world accelerates its journey toward Net Zero carbon, the need for low carbon footprint and recyclable products is taking center-stage. Aluminium is emerging as a foundational material in enabling this sustainable transformation. Lightweight, infinitely recyclable, and versatile, aluminium is indispensable to both existing and future clean technologies—from electric vehicles and energy storage to renewable infrastructure, and sustainable packaging.

At Vedanta Aluminium, we are poised to lead this transition. As a trusted partner to customers in India and across 60 countries spanning the Americas, Europe, Asia, the Middle East, and Africa.

Moreover, we are continuously expanding our value-added offerings with advanced solutions such as alloy wire rods, aluminium circles, roofing sheets, high-speed billets, and cylinder-head alloys, tailored to meet the evolving needs of a low-carbon global economy. Our product portfolio is one of the most diversified in the industry, featuring:



Vedanta Metal Bazaar

To strengthen our market leadership and enhance customer experience, we launched the Vedanta Metal Bazaar—the world's largest online superstore for primary aluminium. Featuring over 750 product variants, it offers AI-powered price discovery, real-time shipment tracking, and streamlined B2B transactions, revolutionizing how aluminium is procured and delivered.

Vedanta Aluminium's Operations

Driving Sustainability Across the Operations



Reducing Carbon Footprint

Vedanta Aluminium is committed to achieving Net Zero Carbon by 2050, aligning with global climate goals and India's NDC commitments. Some of our interim targets include:

- GHG Emissions Intensity Reduction: Endeavor to reduce 28% of Scope 1 and 2 GHG intensity by 2030, compared to the 2021 baseline.
- Scope 3 Emissions Management: Endeavor to reduce 25% of Scope 3 emissions intensity (cradle to gate) by 2030, compared to the 2022 baseline.

KPIs we are tracking

- GHG emissions intensity (tCO₂e/MT of aluminium)
- Scope 1,2,3 emissions (% YoY)
- Renewable energy share in total energy mix (%)



Capitalizing on Low-Carbon Aluminium Opportunities

Recognizing aluminium's pivotal role in the low-carbon transition, we have pioneered the launch of Restora (India's first low-carbon aluminium) and Restora Ultra (ultra-low carbon aluminium).

- By 2030, we aim for 30% of our product portfolio to comprise low-carbon aluminium.

KPIs we are tracking

- Share of low-carbon aluminium in total production (%)
- Volume of Restora/Restora Ultra sold (tonnes)
- Customer adoption rate of low-carbon products (%)



Policy Integration and Internal Carbon Pricing

To embed climate-conscious decision-making, we have implemented an Internal Carbon Pricing (ICP) mechanism in FY22.

KPIs we are tracking

- Internal carbon price applied (INR/tCO₂e)
- New investments aligned with ICP (%)
- Number of projects influenced by carbon pricing (Number)



Enhancing Climate Resilience

We are proactively building climate resilience into our operations and surrounding communities. This includes integrating climate risk scenarios into project planning and infrastructure design and supporting community adaptation initiatives to mitigate the physical impacts of climate change.

KPIs we are tracking

- Climate risk assessments conducted
- Projects with climate adaptation features (Number)
- Community resilience programs implemented (Number)

Certifications



ISO 50001: 2018

Energy Management System

Certified for the production of primary aluminium and alloys



ISO 9001: 2015

Quality Management System

Certified for the production and supply of primary aluminium and alloys



ISO/IEC 14001: 2015

Environmental Management System

Certified for the production and supply of primary aluminium and alloys



ISO/IEC 17025: 2017

Testing and calibration laboratories

NABL accreditation for Laboratory testing and Accreditation Certification



ISO 45001: 2018

Occupational Health and Safety Management Systems

Operational sites are OHSMS certified



BCMS 721803 / ISO 22301: 2019

Business Continuity Management System

This system is deployed for Disaster recovery



IS 571546- ISO/IEC 27001:2013

Information Security Management System (Data security)



IATF 16949: 2016

International Standard for Automotive Quality Management Systems

Certified for the production and supply of PFA and Billets for various applications to the automotive industry



Environmental Product Declaration (EPD) in accordance with ISO 14025

Environmental labels and declarations

Environmental impact information is showcased



ISO 55001: 2014

Asset Management System



Bureau of Indian Standards (BIS)

For primary ingots, alloy ingots and cast bars, wire rods, rolled products (sheet, plate conductors, and plate- general engineering)



ASI Performance Standard V3 (2023) Certification

Certified for producing and delivering billets, wire rods, primary foundry alloys (PFA), ingots, sow ingots and our 'Restora' brand of eco-friendly aluminium products

Board of Directors



Anil Agarwal

Non-Executive Chairman



Navin Agarwal

Executive Vice Chairman



Arun Misra

Executive Director



Priya Agarwal Hebbbar

Non-Executive Director



Dindayal Jalan

Independent Director



P.K. Mukherjee

Independent Director



R. Gopalan

Independent Director



Pallavi Joshi Bakhru

Independent Director

4

Independent Directors

2

Women Directors

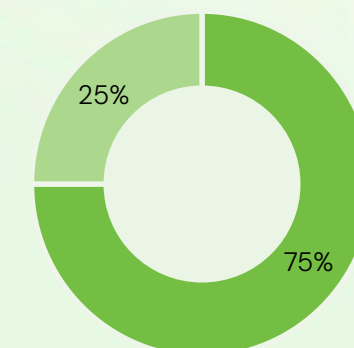
3.97 years

Average Board Tenure

93%

Board Attendance

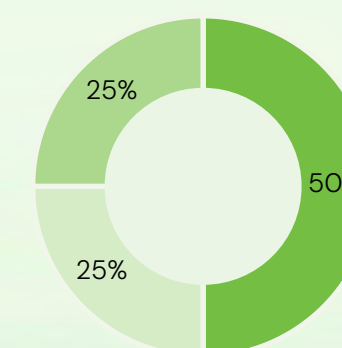
Board Diversity



Male

Female

Board Composition



Independent Directors

Non-Executive Directors

Executive Directors

Leadership Team



Rajiv Kumar

Chief Executive Officer,
Vedanta Aluminium



Sunil Gupta

Chief Operating Officer,
Vedanta Aluminium and
Chief Executive Officer,
Vedanta Jharsuguda



Anup Agarwal

Chief Financial Officer,
Vedanta Aluminium



Rajesh Kumar

Chief Executive Officer,
BALCO



**Pranab Kumar
Bhattacharyya**

Chief Executive Officer,
Alumina Business



Alok Ranjan

Chief Marketing Officer,
Vedanta Aluminium



Pankaj Sureka

Interim Chief Human
Resource Officer,
Vedanta Aluminium and
CHRO Vedanta Aluminium,
Jharsuguda



Sustainability at Vedanta Aluminium

Transforming for Good

Sustainability in Vedanta Aluminium is not a choice—it is our core philosophy. At Vedanta Aluminium, we embed sustainability into every decision, every process, and every partnership. From decarbonizing our operations to empowering communities and preserving ecosystems, we are shaping a future where growth and responsibility go hand in hand. Our ESG strategy, Transforming for Good, is our roadmap to creating long-term value for all stakeholders.

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Transforming
Communities

Transforming
the Planet

Transforming
the Workplace

ESG Strategy

At Vedanta Aluminium, integrating ESG principles into mainstream business operations is central to our strategy. Through adopting responsible practices, we strive to enhance societal and environmental well-being while increasing value for our shareholders.

MISSION



To create a leading global natural resources company

PURPOSE



Our goal is to create long-term value for all our stakeholders through research, discovery, acquisition, sustainable development, and utilisation of diversified natural resources.

CORE VALUES



Our core values underpin all our actions at Vedanta. These universal values guide our behaviour, as we expand into new markets and countries.



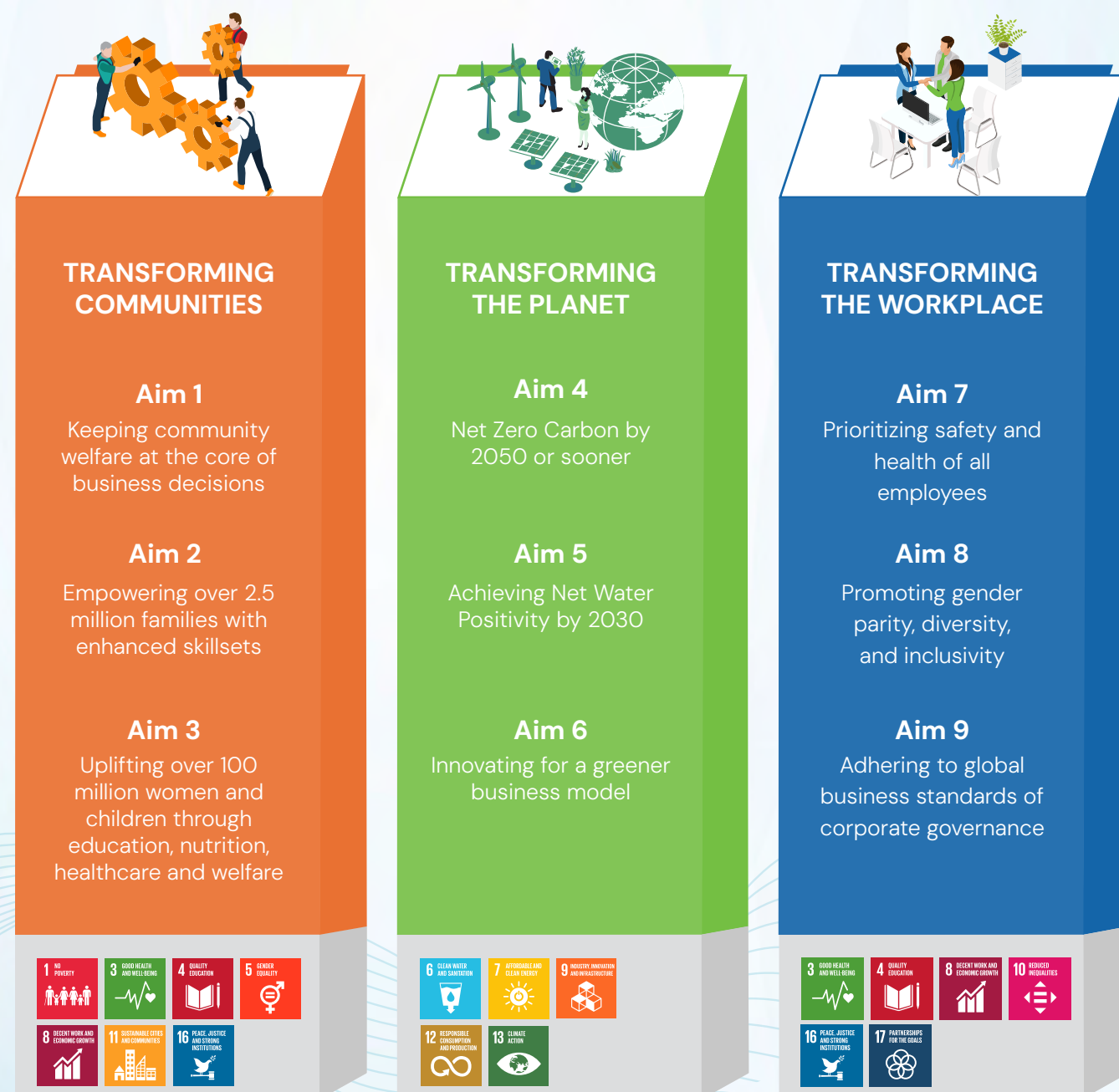
Our Pillars of Transformation

In alignment with the Vedanta Group, our sustainability strategy based on three key pillars:

- Transforming Communities
- Transforming the Planet
- Transforming the Workplace

This approach embodies our vision of how the environment, business, and society should interact, setting clear goals and targets to advance our social, environmental, and employee-focused agendas.

Our initiatives span various areas, including community health, education, skill development, empowerment, human rights, diversity, equity, inclusion, fair compensation, and representation, as well as the management of GHG emissions, air quality, water, biodiversity, and circularity. These efforts demonstrate our commitment to driving social change, environmental conservation, and stakeholder growth, ensuring our continued prosperity.



ESG Governance

We recognize the critical importance of a robust governance framework to effectively drive our ESG commitments. Our ESG governance hinges on the implementation of a three-tiered structure: 1) Group level, 2) Executive level, 3) BU/SBU level. This structure enables seamless implementation, rigorous monitoring, and strategic decision-making across all operational levels. This philosophy is anchored by the Vedanta Sustainability Framework (VSF), which outlines clear policies and operational guidelines, and the Vedanta Sustainability

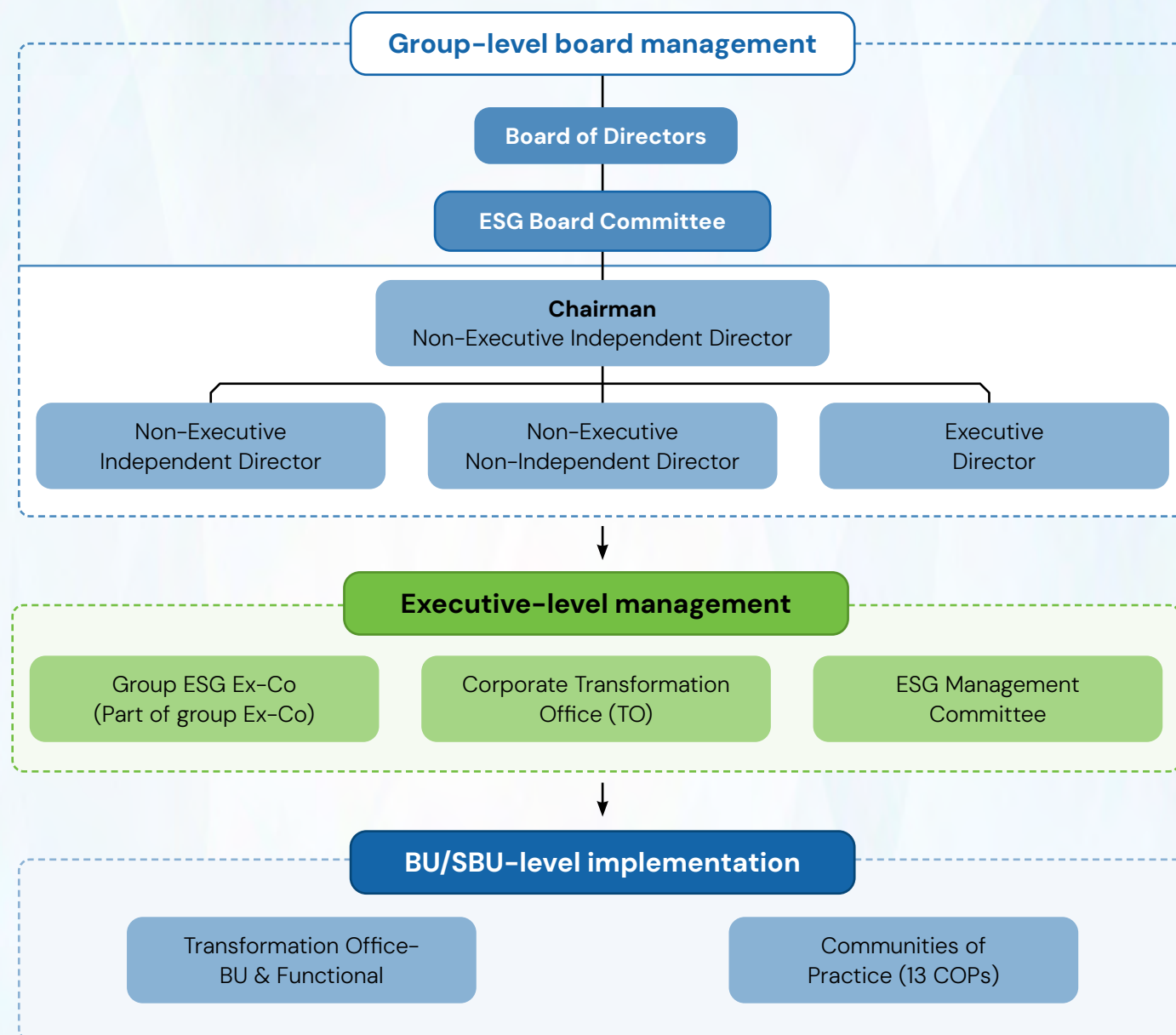
Assurance Programme (VSAP), which ensures consistent evaluation and accountability across business units.

We have a Board-level ESG Committee in place, which convenes biannually, playing a pivotal role in translating material sustainability issues into actionable strategies. It also ensures alignment with global ESG trends and industry benchmarks, keeping our business competitive and future-ready.

During FY25, the ESG Board Committee prioritized the following key areas:



Sustainability Governance Framework



Group-Level Board Management

At the apex, the Group Board provides strategic oversight and approves key sustainability initiatives. The ESG Board Committee, meeting biannually, reviews ESG performance, evaluates material issues, and guides their conversion into actionable strategies.

Executive-Level Management

Bridging strategy and execution, the Group ESG Executive Committee delivers monthly updates during Ex-Com meetings. Led by the Deputy Head HSE & Chief Sustainability Officer, this tier drives granular implementation and stakeholder engagement. The Corporate Transformation Office and ESG

Management Committee meet weekly and fortnightly to monitor progress across each ESG aim, ensuring transparency and alignment with business priorities.

BU/SBU-Level Implementation

At the operational level, dedicated ESG teams within Business Units (BUs) and Strategic Business Units (SBUs) execute sustainability initiatives. Thirteen Communities of Practice (COPs) foster cross-functional collaboration, while nine Transformation Offices (TOs) and one Reporting & Disclosure to oversee performance tracking and reporting. Regular reviews ensure real-time monitoring and consistent adoption of ESG goals across the organization.

Corporate Governance Committees Overview

- ESG Board Committee:** The Committee meets biannually to address material ESG risks systematically and promptly. The presence of executive Board members and key management personnel ensures the efficient implementation of the Board's directives into corporate initiatives.
- Audit & Risk Management Committee:** This essential component of corporate governance is an independent, Board-led Committee. It operates with complete independence, overseeing financial reporting, reviewing risk management systems, upholding internal financial controls and cybersecurity, and evaluating the performance and independence of both internal and external auditors.
- Nomination & Remuneration Committee:** The Committee oversees the structure and composition of the Board, manages the selection process, supports senior management talent development, evaluates Board and Committee performance, ensures competitive and equitable remuneration in line with the Nomination & Remuneration Policy, aligned with market benchmarks and shareholder expectations, and conducts annual performance evaluations.
- Executive Committee (EXCO):** The EXCO meets monthly to implement Board strategy, allocate resources, manage risk, and monitor performance. It delegates authority to business CEOs and keeps the Board informed of its activities, focusing on driving business growth, enhancing operational efficiency, and ensuring financial health and sustainability.

ESG Policies

Our policies are aligned with the overarching guidelines of the Vedanta Group and are applicable across all subsidiaries, operational sites, managed locations- including new acquisitions, corporate offices, and research facilities. These policies, which include commitments to human rights, extend to all employees, contractors, business partners, suppliers, and consultants, both existing and new. Anyone acting on behalf of Vedanta is expected to adhere to these standards, ensuring consistent compliance and responsible conduct across our value chain.

We ensure that our policies and standards are effectively communicated to employees and relevant stakeholders through structured induction programs, regular training sessions, and targeted awareness initiatives. Contractors and suppliers are informed of these expectations through formal agreements and ongoing engagement processes.





We also have standards and guidance notes that are aligned with our policies, in line with ICMM and IFC performance standards

17 Safety Standards	23 Technical Standards	1 Tailings Dam Standard with 6annexures	5 Environment Performance Standards
2 Social Performance Standards	14 Management Standards	28 Guidance Notes	

Read more about our sustainability standards [here](#).

Vedanta Sustainability Assurance Programme (VSAP)

VSAP serves as a key instrument for evaluating how well Vedanta Group's diverse business units adhere to the Vedanta Sustainability Framework. Through this program we ensure that sustainable development is woven into every facet of our business operations. Rigorous audit processes are also a part of the VSAP which focusses on crucial areas such as environmental stewardship, health and safety, community engagement, and human rights.

ESG-Linked Bonus Structures

For FY25, 15% of the total bonus for executives and employees is tied to ESG performance metrics, reflecting a strong emphasis on climate change mitigation efforts. This allocation includes:

- 5% linked to safety performance.
- 10% dedicated to sustainability achievements, including emission reductions and resource efficiency improvements.

A portion of the bonus payout is contingent upon meeting climate-related Key Performance Indicators (KPIs), reinforcing the importance of environmental responsibility in executive performance evaluations.

Long-Term Incentive Plan (LTIP) for Sustainability

To drive long-term sustainability performance, ESG considerations including climate targets are embedded in Vedanta's LTIP. ESOSs are directly linked to both business performance and individual contributions towards predefined sustainability goals. ESOSs mature over a three-year performance period upon achieving critical sustainability milestones.

By linking long-term incentives to climate goals, Vedanta fosters environmental stewardship and encourages leadership teams to actively contribute to the Company's agenda.

Since FY21, we have incorporated 10% of senior management KPIs linked to ESG performance, including GHG reduction metrics, alongside climate criteria visible in business-unit dashboards.

Employee Stock Ownership Plan

The Employee Stock Ownership Plan (ESOP) schemes of Vedanta Limited are designed as tenure and performance-based share schemes. We conduct regular training on risk management principles for all organizational members.



Stakeholder Engagement

At Vedanta Aluminium, stakeholder engagement is central to our sustainability strategy. Through meaningful, periodic interactions, we gain insights into evolving expectations, foster trust, and co-create innovative solutions. By aligning shared priorities with industry-relevant initiatives, we build resilient partnerships that drive long-term value.

Management Approach

Building robust and effective relationships with stakeholders allows us to contribute positively to their interests.

Vedanta Aluminium conducts stakeholder engagement through four stages:

- Stakeholder Identification
- Stakeholder Mapping and Analysis
- Stakeholder Engagement Plan Development
- Execution of Plan & Stakeholder Communication

Our Stakeholders



Employees



Nature of Engagement

- Diverse workshops, forums, gatherings, and feedback sessions
- Performance evaluation sessions
- Numerous plant-level committees, including mentorship programs, event management committees, welfare committees, women's clubs, etc.



Material Issues

- Health, Safety and Well-being
- Diversity, equal opportunity and inclusion
- Learning & development
- Talent attraction and retention
- Labor practices
- Human Rights



Importance to the Business

- Critical components for achieving operational efficiency
- Achieve corporate objectives and milestones
- Foundational elements of the organization



Value Created for Stakeholders

- **3,05,813.30** Hours of training provided
- **1,182** Women employees in workforce



Customers and Suppliers



Nature of Engagement

- Meetings with suppliers and vendors
- Conducting surveys to gauge customer satisfaction
- Establishing feedback channels and addressing grievances



Material Issues

- Sustainable and Inclusive Supply Chain
- Product Stewardship



Importance to the Business

- Directly linked to business growth and expansion
- Supportive in advancing product development
- Essential for shaping regulations and standards, fostering market growth, and improving operational processes



Value Created for Stakeholders

- **60%** Customer satisfaction score
- **427** Suppliers assessed via desk assessments/on-site assessments

**Community****Nature of Engagement**

- Meetings with community groups
- Local governing bodies (Panchayats)
- Public consultations
- Channels for addressing grievances
- Cultural gatherings and events

**Material Issues**

- Community Engagement and Development
- Decommissioning, Closure and Rehabilitation
- Indigenous People and Cultural Heritage

**Importance to the Business**

- Essential for the business's license to operate
- Improving social welfare and quality of life

**Value Created for Stakeholders**

- **1.75 million** Women and children impacted
- **INR 1,411 million** CSR Expenditure
- **793** Nandghars supported
- **55,500+** Children and women benefitted from Nand Ghars

**Civil Society/ Business Organizations****Nature of Engagement**

- Collaborative partnerships and affiliations
- Professional connections with organizations for specific projects
- Involvement with local civil society groups and non-governmental organizations (NGOs)

**Material Issues**

- Community Engagement and Development
- Responsible Advocacy

**Importance to the Business**

- Offer a discerning perspective on the business's operations
- Exchange and promote best practices
- Advocate for and contribute to the growth of the business

**Value Created for Stakeholders**

- **75+** Start-ups invested in during National Start-up Day

**Government & Regulators****Nature of Engagement**

- Involvement in government consultation initiatives
- Interactions with government entities at national, state, and regional levels, directly related to business operations

**Material Issues**

- Macro-economic & geopolitical context
- Responsible Advocacy

**Importance to the Business**

- Establishing the regulatory policies and framework including taxation, licensing, infrastructure & economic conditions conducive to growth, in which the business operates
- Partners in fostering development

**Value Created for Stakeholders**

- **INR 16,390 million** Taxes Paid

**Shareholders****Nature of Engagement**

- Annual general meetings
- Investor meetings
- Quarterly results calls
- Conferences

**Material Issues**

- Long term growth and profitability
- Macro-economic & geopolitical context

**Importance to the Business**

- Consistent disclosure of economic, social, and environmental performance

**Value Created for Stakeholders**

- Strengthened investor confidence through transparent ESG disclosures
- Enhanced long-term value through resource security and operational efficiency

Double Materiality Assessment

Materiality assessments are essential for businesses globally and are a strategic tool to align our sustainability efforts with stakeholder expectations, regulatory requirements, and global frameworks. These assessments help us identify and prioritize the ESG topics that are most relevant to our business and stakeholders—ensuring we focus on what truly matters.

In FY25, we undertook a comprehensive double materiality assessment, supported by a third-party expert. This approach evaluates both the impact of ESG issues on our business and our business's

impact on the environment and society. It reflects our commitment to transparency, accountability, and long-term value creation.

As compared to our previous impact materiality assessment undertaken in FY22, our material issues have been updated. This shift underscores our business's transition from reactive ESG planning, such as pandemic preparedness, to a more strategic and forward-looking approach. The inclusion of topics like **Climate Change and Energy Transition, Sustainable and Inclusive Supply Chain, and Artisanal and Small-scale Mining** reflects deeper engagement with global sustainability frameworks and local community dynamics. The refined focus on **technology and circularity** signals a commitment to innovation and long-term resilience.

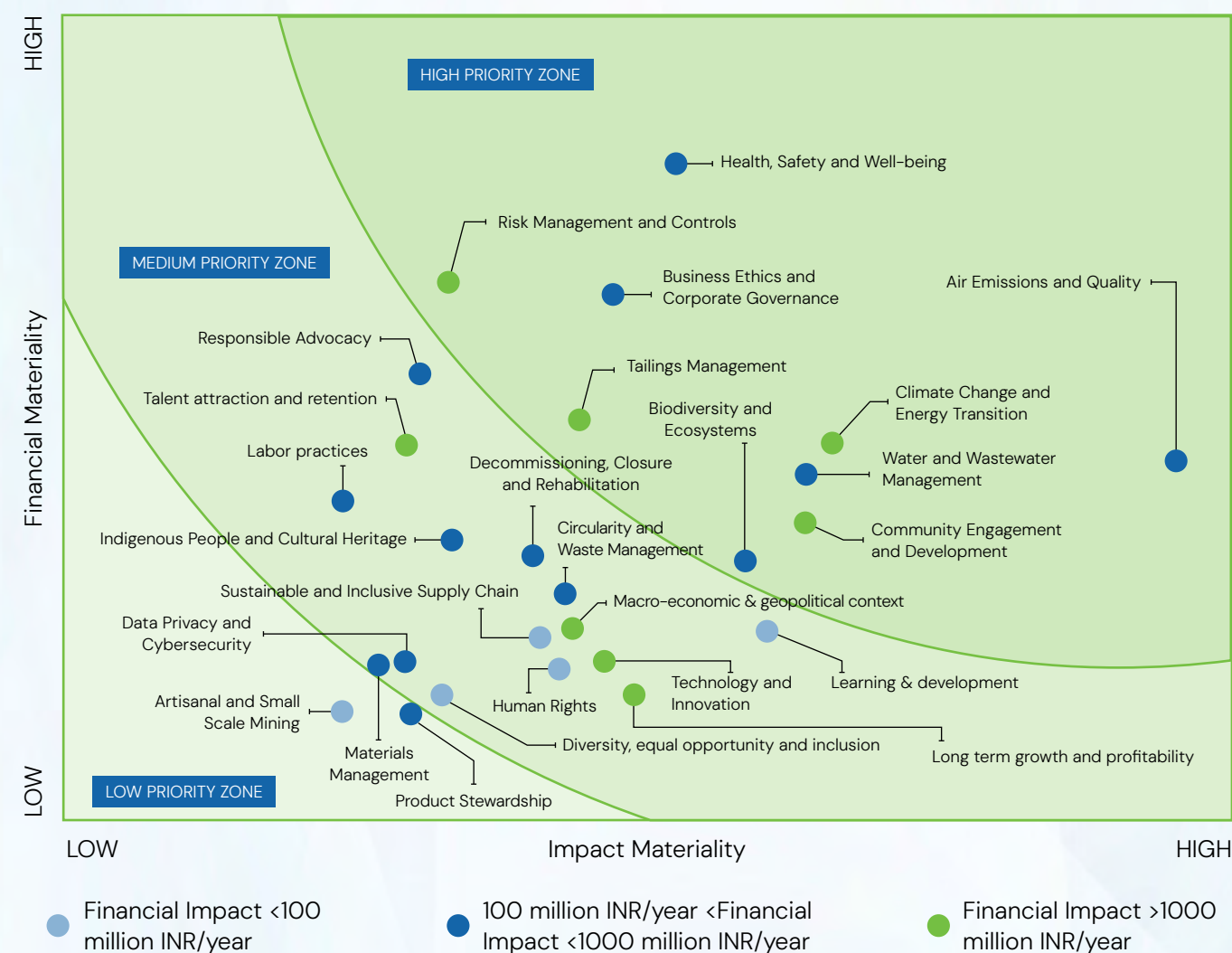
Our Methodology



The results of our materiality assessment were approved by the Board of Directors. From the 26 evaluated sustainability topics, we identified 9 high-priority material topics crucial to the sector and our stakeholders. For these identified material sustainability topics, business unit teams have developed strategies, action plans, and targets,

assigning responsibilities and setting timelines to ensure desired outcomes, all in consultation with stakeholders. We regularly review and manage these material sustainability risks alongside our business-related risks as part of our enterprise risk management system.

Materiality Matrix



ESG Awards

Jharsuguda

Received Commendation for Significant Achievement in Domain Excellence by CII-ITC Sustainability Awards 2024	Received an award at CII Odisha State Level Excellence Awards
Received the prestigious Grow Care Awards 2024	Won Three Gold Awards at the 3rd TQM-INDIA SUMMIT- 2025
Won Prestigious Awards at the 38th National Convention on Quality Concepts	Won Impactful Social Leader Award at the 15th CSR Leadership Summit 2025
Received Prestigious Kalinga Safety Excellence Award	Won the prestigious IMEXI Award for Manufacturing Excellence
Received Prestigious Awards for Pioneering Initiatives—Project Panchhi and Shree Shakti	Received Impactful Social Leader Award at the 15th CSR Leadership Summit
Awarded Best Women Empowerment Initiative at the World CSR Congress for Project Subhalaxmi Udyogini	Received Asia's Best CSR Initiatives—Best CSR Impact Initiative Award at the Asia Pacific Leadership Summit and Awards 2025
Received the Health Impact Award from the IHWC Council for Best Urban Healthcare Initiatives and Best Urban Plantation Drive Project.	Honored the CSR Journal Awards for outstanding healthcare contributions in FY25.

BALCO

 Won the Gold Award in the Manufacturing and Engineering Sector at the 6th ICC National Occupational Health and Safety Awards held in Kolkata, recognizing its excellence in health and safety.			
 Rated 4 stars in the British Safety Council's Five Star Safety Audit 2024, reflecting its commitment to maintaining high safety standards.	  Received the ISEI Excellence Award 2024 for Safety, acknowledging its outstanding safety measures.		
 Received the 17th EXCEED Occupational Health, Safety & Security Gold Award, further emphasizing its dedication to occupational health and safety.			

Lanjigarh

Received Kalinga Safety Award (Received the Kalinga Energy Excellence Award and Kalinga Environment Excellence Award, which were presented by the Institute of Quality and Environment Management (IQEMS) in association with the Odisha State Pollution Control Board and the Institute of Public Enterprise, Hyderabad.)	
Received Greentech Global EHS award 2024 for best safety practices.	Achieved Fame India award in "Safety Excellency"
Achieved Fame India award in "Safety Excellency"	Earned Golden Bird Award in "Safety Excellency"
Won APEX INDIA awards in the following categories:	
Great Indian ESG Organization of the Year Health & Safety (Mining & Metal)	Best ESG Initiative to improve Health and Well-being.
Best ESG Initiative to Improve EHS (Mining & Metals)	ESG Impact Leader of the Year in Mining and Metals

 Received British Safety Council award.	 Secured Best ESG Initiative award.	 Secured “CEE 3rd National Power-Gen Environment Excellence Summit & Awards 2024” in category: “CGPP Plant of the year”.	
 Received Great India ESG Organization of the year Award	 Secured Best ESG initiative to improve Health and Wellbeing Award.	 Received GOLD Award in “16th Exceed Environment award and conference 2024” – Environment category	 Won “Energy Efficient unit” in CII National award for energy management
 Received “CEE 3rd National Power-Gen Environment Excellence Summit & Awards 2024” in category: “Fly Ash utilization Plant of the year”.		 Received “Water Optimization 2024 Award” for Best Water Efficient unit	 Received “Grow Care Awards for Environment Excellence”.
 Won 17th Exceed Occupational Health and Safety Award.	 Received 6th ICC National Safety and Occupation Health Award.	 Conferred with ASSOCHAM Odisha CSR & Sustainability Excellence Awards 2024 in the category of Excellence in Community Sports Empowerment for the exceptional contributions in taking the sports culture from grassroot community to bigger platforms.	
 Received Kalinga Environment Excellence Award – five-star category	 Conferred with the “Platinum Award” in “FAME National Award 2024” – Environment Excellence.	 Won Platinum award of FAME India in Sustainability excellence	 Received Recognition in 3rd Odisha Mining and Infrastructure Conclave 2025



PILLAR 1: TRANSFORMING COMMUNITIES

We believe that true progress uplifts everyone it touches. Through inclusive development, skill-building, education, and healthcare, we are transforming the lives of millions across our operational landscapes. Our community initiatives are designed to create lasting impact—empowering individuals, strengthening institutions, and fostering resilience. Because when communities thrive, we all move forward.

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Aim 2 Empowering over 2.5 million families with enhanced skillsets **47**

Aim 3 Uplifting over 100 million women and children through education, nutrition, healthcare and welfare **48**

Material Issues

Community Engagement and Development

Indigenous People and Cultural Heritage

Decommissioning, Closure and Rehabilitation

Artisanal and Small-Scale Mining

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AIM 1 – Keeping Community Welfare at the core of Business Decisions



We believe our long-term success is closely tied to the prosperity of the communities around us. By placing community welfare at the core of our business decisions, we aim to foster inclusive and sustainable development. Our efforts focus on creating livelihood opportunities, enhancing local infrastructure, and improving quality of life. We are also committed to respecting Indigenous rights and preserving cultural heritage, recognizing their role in building resilient communities.

Our Strategic Approach to Community Welfare

We drive holistic community development through initiatives in education, healthcare, livelihoods, skill development, community infrastructure and social empowerment of vulnerable groups. Our people-first approach goes beyond compliance, working in collaboration with local governments and stakeholders to co-create impactful programs

through Public-Private Partnerships. Our strategy is rooted in three main dimensions that enable us to uphold trust and build long-term, lasting relationships with the communities in which we operate:

INR 1,411 million

CSR Expenditure in FY25

1.75 million

Women and children impacted



**Do no harm
to communities**



**Building
Trust**



**Benefit
Sharing**

We implement our strategy through partnerships with credible NGOs, implementation partners, and government bodies to drive scale and deepen impact. Social audits and third-party impact assessments are regularly conducted to ensure transparency, verify outcomes, and continuously improve program effectiveness. Our commitment to conducting Environmental and Social Impact Assessments to international standards ensures that potential social and environmental impacts are identified, mitigated, and transparently managed throughout the project lifecycle.

Policies and Accountability Mechanism

Our community welfare efforts are governed by Vedanta Limited's [Corporate Social Responsibility \(CSR\) Policy](#), which is aligned with the Companies Act, 2013, and the UN SDGs 3: Good Health and Well-being, 5: Gender Equality and 10: Reducing Inequalities. The Policy mandates that each business unit undertakes socially relevant, transparent, and high-impact programs that directly benefit local communities. These policies are supported by Vedanta Limited's [Social Performance Policy](#) and [Social Governance System Technical Standard](#) –

[Grievance Mechanism](#), which ensure structured, high-impact, and transparent social interventions.

At the governance level, the ESG Board Committee and the Vedanta Group CSR Committee provide oversight, regularly reviewing the design, deployment, and outcomes of our community initiatives. We also have a dedicated CSR team that works closely with plant leadership team to ensure strategic alignment and timely execution. Performance is tracked through key social impact indicators, which are reviewed quarterly at the business unit and group levels.

Our social performance is further strengthened by our [Land Acquisition and Resettlement Management Guidance Note](#), which ensures responsible land use and rehabilitation practices. Across all engagements, we prioritize culturally sensitive practices, guided by [Vedanta's Cultural Heritage Technical Standard](#).

AIM 2 – Empowering Over 2.5 Million Families with Enhanced Skillsets



We recognize that sustainable development must go beyond creating jobs linked to our operations—it must build economically resilient communities capable of thriving independently. This aim is our strategic response to aid communities in remote regions where access to education, skills, and livelihoods is limited. It reflects our belief that true transformation begins when people gain the power to shape their own futures.

Our Strategic Approach to Skill Development and Community Empowerment

Our approach is holistic, community-driven, and outcome-focused. We deliver skill-building programs that are aligned with local aspirations and market needs, ensuring they generate meaningful, sustainable livelihoods beyond the lifecycle of our operations. Our approach emphasizes leveraging partnerships—collaborating with government bodies, industry partners, NGOs, and financial institutions to co-create meaningful skilling programs and livelihood interventions. We have also

embedded climate-smart agricultural practices and sustainable micro-enterprise models into our programs to build the resilience of communities.

Beyond these deliver skill-building programs, we also focus on ecosystem strengthening by enabling access to resources, mentoring, and markets that sustain long-term livelihoods.

Policies and Accountability Mechanism

The skill development efforts are governed by Vedanta Group's [CSR Policy](#), supported by third-party impact assessments and independent evaluations that measure effectiveness, satisfaction, and long-term outcomes. Oversight from the ESG Board Committee, Vedanta Group CSR Committee, and site-level CSR teams ensures alignment and timely delivery.

We have also institutionalized community needs assessments and social baseline studies to ensure that our skilling programs remain relevant and responsive to local contexts, guided by our [Social Performance Policy](#).



AIM 3 – Uplifting Over 100 Million Women and Children Through Education, Nutrition, Healthcare and Welfare



At Vedanta Aluminium, we believe true progress is measured by its impact on the vulnerable groups, women and children. In remote communities, systemic barriers to education, healthcare, and nutrition hinder individual and collective growth. Our strategy goes beyond corporate responsibility, it is a committed effort to empower lives, foster equity, and create lasting pathways to social transformation.

Our approach is rooted in community partnerships. We work to eliminate barriers to education, healthcare, and nutrition, while creating inclusive spaces that promote dignity, equity, and opportunity for women and children through our interventions. [Our Cultural Heritage Technical Standard](#) ensures these interventions are locally appropriate and culturally sensitive.

Beyond institutional programs, we invest in community infrastructure that supports wellbeing, including water security projects like solar-powered borewells, bio-toilets in schools, and the rejuvenation of community ponds. By improving access to clean water and sanitation, we directly contribute to better health outcomes for women and children.

Policies and Accountability Mechanism

Women and child welfare is governed by Vedanta Group's [CSR Policy](#), [Social Policy](#), and [Social Performance Policy](#), which provide a structured mandate for improving the quality of life of vulnerable groups. We have embedded women and

child welfare KPIs into business-level sustainability dashboards, with regular performance tracking to ensure accountability at every level of the organization. Program design is guided by gender-sensitive needs assessments and third-party impact evaluations.

Oversight by the ESG Board Committee, Vedanta Group CSR Committee, and dedicated on-ground CSR teams ensures alignment and timely delivery. Our Grievance Mechanism is actively used to capture feedback, address concerns, and continuously improve inclusivity and impact.

S. No.	Material Issues
1	Community Engagement and Development
2	Decommissioning, Closure and Rehabilitation
3	Indigenous People and Cultural Heritage
4	Artisanal and Small-scale Mining

Community Engagement and Development

Why is it Material?

We believe that strong community engagement and development is not only a social responsibility but a strategic imperative. Our operations in remote regions depend on the goodwill, stability, and development of surrounding communities.

Refer to our [CSR Policy](#) and [Social Policy](#) here.

When local communities thrive, they provide a sustainable workforce and a stable operating environment. Investing in healthcare, education, skill-building, and local enterprises directly strengthens our value chain while ensuring our growth tangibly uplifts those around us.

Our Ambitions

Targets	FY25 Progress
100% Social incidents to be investigated and closed by FY25	100% social incidents resolved
Families impacted with enhanced skill set against a baseline of FY16*	
64,000 families by FY30**	55,409 families impacted
Women and children impacted through education, nutrition, healthcare, and welfare against a baseline of FY16*	
2.10 million by FY30**	1.75 million women and children impacted

*The above values are cumulative figures

**FY30 target has been revised since the previous target was achieved before time

Our Initiatives

We focus our community development efforts on fostering social inclusion and uplifting these underserved areas. Our initiatives are structured around a strategic 4Ps Model—Public-Private-People-Partnership—which emphasizes collaboration with local governments and community members. This model enables the co-creation and joint execution of long-term development programs, ensuring that solutions are both inclusive and sustainable. Our initiatives span across children well being and education, women empowerment, healthcare, water and sanitation, sustainable agriculture, skill development, environment protection, sports and culture and development of community infrastructure among others.

Our engagement efforts span a wide spectrum—from formal consultations and grievance redressal

mechanisms to cultural events and strategic partnerships with civil society and NGOs.

We actively engage communities at all our operational sites and ensure that all new development projects are consulted from inception to execution. Community consultation is a mandatory, integral part of our project lifecycle. We ensure that all our sites actively engage with communities through structured, ongoing consultation processes.

CSR Beneficiaries

1.75 million

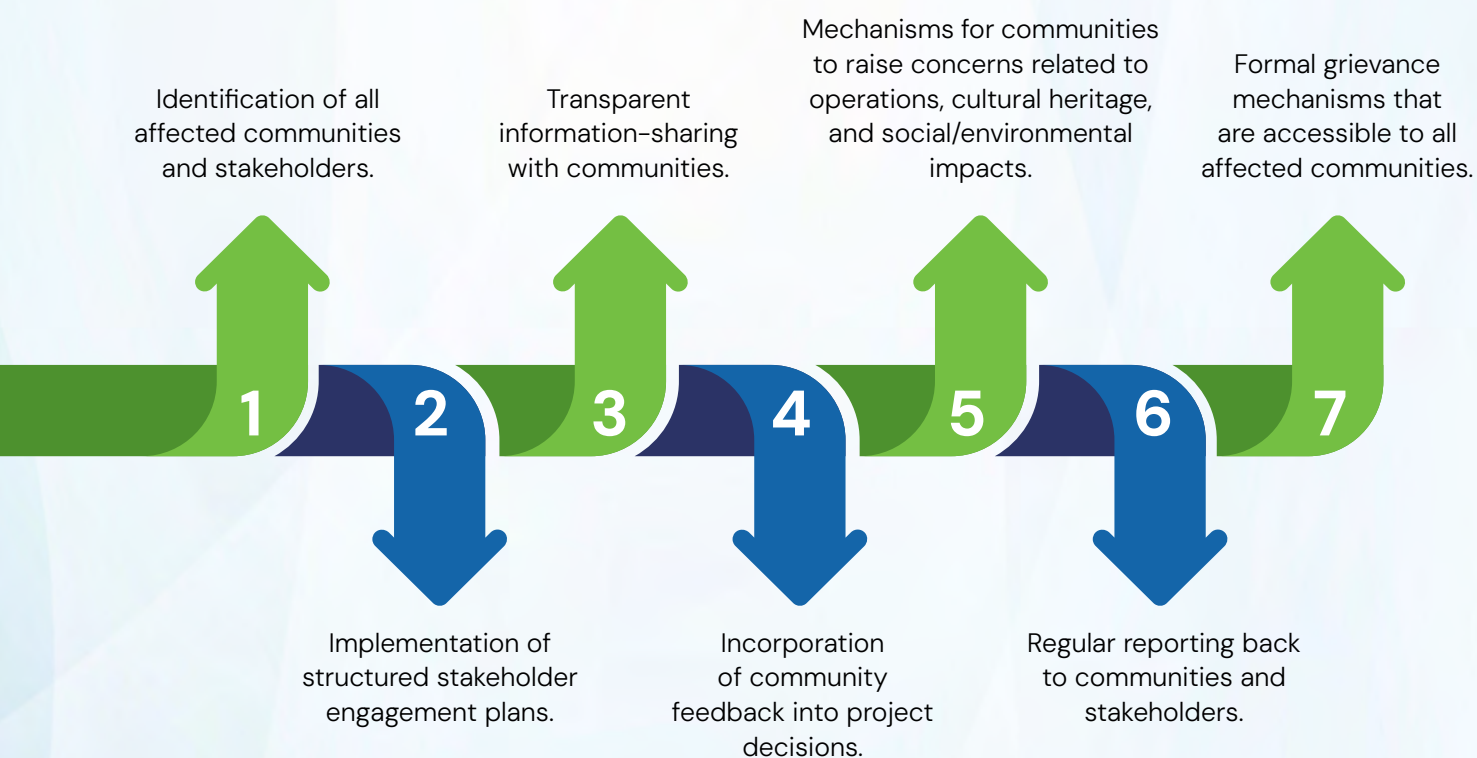
Women and children impacted

Our engagement with the community consists of various forms, such as:



Community Consultation Process

We have a company-wide community consultation process that ensures meaningful, inclusive, and continuous engagement with communities, supported by grievance redressal and transparent reporting processes, governed by our various policies and technical standards.



Total CSR Projects undertaken during FY25

Location	Number
BALCO	15
Jharsuguda	14
Lanjigarh	7
Jamkhani Coal Mine	6
VGCB	8

CSR Infrastructure projects completed during FY25

Location	Number
BALCO	5
Jharsuguda	0
Lanjigarh	5
Jamkhani Coal Mine	4
VGCB	1

Community Development Programs

We have a range of initiatives, including entrepreneurship development programs for women, vocational training, financial literacy, and agriculture-based skill and capacity building. These programs focus on promoting grassroots entrepreneurship in rural India, with women leading the way in economic activities. We proactively communicate this system during stakeholder engagements, including targeted outreach to vulnerable groups, to ensure broad awareness and accessibility

Our Initiatives

Project Pancchi

Through Project Pancchi, we are enabling young women from underserved communities near our Jamkhani Coal Mine to pursue education, develop essential skills, and build meaningful careers, through which we engaged 29 girls in apprenticeship programs.



Vedanta Run for Zero Hunger

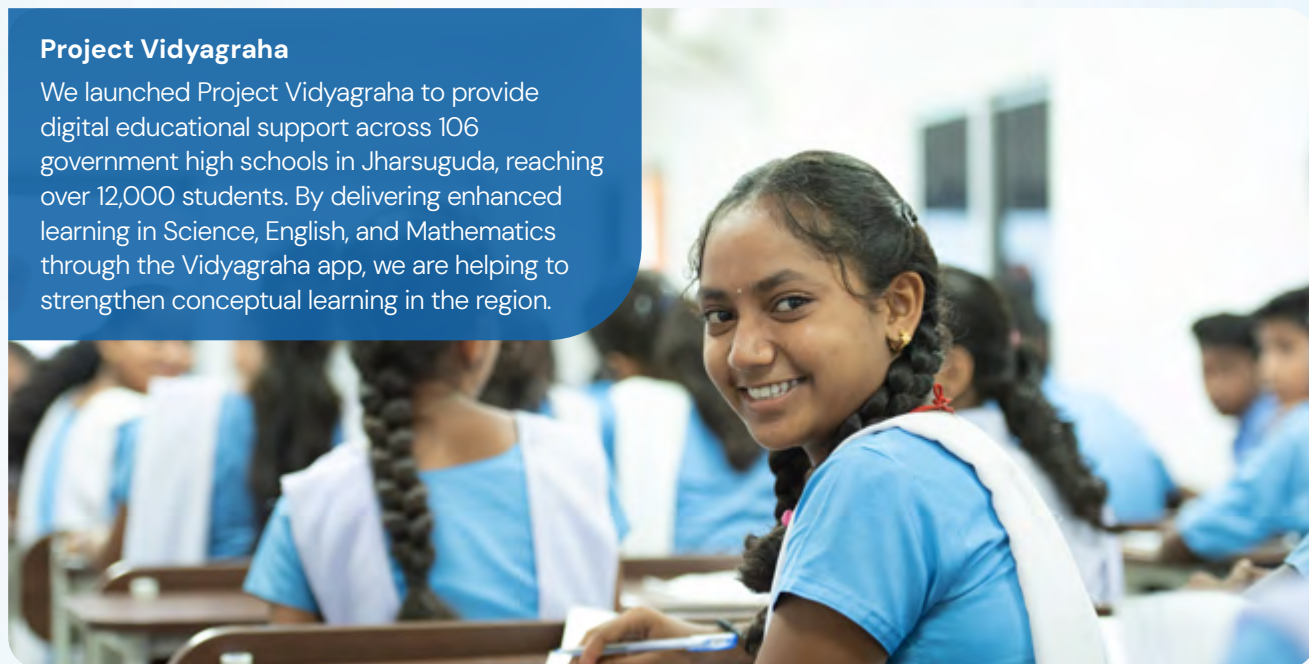
We secured the top position for the third consecutive year in the Vedanta Run for Zero Hunger at BALCO, contributing enough collective steps to provide 1.50 million meals in FY25.

Awa Fali Lagawa Initiative

During the year we launched the “Awa Fali Lagawa” initiative to support local farmers in diversifying their crops beyond paddy to higher-value options like peanuts. Through this, we are helping farming communities build more sustainable and profitable agricultural practices.

Project Vidyagraha

We launched Project Vidyagraha to provide digital educational support across 106 government high schools in Jharsuguda, reaching over 12,000 students. By delivering enhanced learning in Science, English, and Mathematics through the Vidyagraha app, we are helping to strengthen conceptual learning in the region.



Mobile Health Unit: Primary Health Care support

Our Mobile Health Unit program across our operations brings primary healthcare services directly to 60,000+ people annually across 90+ villages. Through monthly health awareness campaigns, we are strengthening health resilience at the grassroots.



Project Jeevika Samriddhi Phase III

Through Project Jeevika Samriddhi Phase III, we have enabled local farmers to increase household incomes by 50%, reaching more than INR 40,000 per month. By expanding irrigation from 5% to 21%, promoting solar irrigation, and supporting sustainable practices like the System of Rice Intensification (SRI), we are driving long-term agricultural prosperity for 545 farming households. Till March 2025, we have reached 986 households.



Project Nand Ghar:

The Nand Ghar initiative is designed to bridge the rural-urban divide by transforming traditional Anganwadi centres into modern community hubs. Nand Ghars are equipped with solar power, digital tools, smart learning kits, safe drinking water, and modern sanitation. These centres provide play-based learning for children, nutritious meals, telemedicine, mobile health vans, and skill development training for children under the age of 6 and women, thereby promoting holistic development in underserved communities. To date, 793 Nand Ghars (531 in Odisha and 262 in Chhattisgarh) have been established across India, directly benefiting more than 55,500 individuals (31,720 children and 23,790 women) in Odisha and Chattisgarh.



Art & Culture Promotion – Project Alamkrita

We initiated a gender-inclusive program training 26 non-native women artisans in the traditionally male-dominated craft of wooden lacquer toy making, out of which 22 applied for official artisan ID cards which was issued by the Department of Handicrafts (DCH).

**Sports Promotion –
Project Yuva**

We provided free karate coaching across four schools near operational areas, promoting self-defense and personal development. In total, 45 youth were trained in football, fostering teamwork and discipline.

**Women Empowerment – Project Jivika**

Through this project, we strived to enable economic independence through traditional snack outlets, beauty care centers, and eco-friendly craft training. A total of 40 women were trained jute bag making and we also helped establish a production unit with 15 artisans, generating sustainable income. Moreover, the artisan cards were facilitated in collaboration with DCH for formal recognition.

**Healthcare & Sanitation – Project Arogya**

Through Project Arogya, we are delivering quality healthcare solutions to remote and underserved communities by strengthening last-mile medical access and preventive care. Till March 2025, we have reached 59,405 community members through comprehensive health and sanitation initiatives.

**Project VeDakshata: Skill Training
Centre**

Through Project VeDakshata, for skilling and upskilling the rural youth, we are fostering sustainable livelihoods by equipping rural youth with trade-specific technical skills aligned with industry needs. The initiative combines classroom learning with hands-on practical exposure to ensure 100% employability. With 170+ youth already trained, the program emphasizes long-term impact through structured post-placement support and retention tracking, driving inclusive growth through skill empowerment.

**Project Shiksha**

Under this project we supported school programs, computer literacy, and plantation drives to enhance learning environments and also delivered awareness sessions at MVDM School, reaching 334 students.

Vedanta Hospital, Lanjigarh

We have established the Vedanta Hospital in Lanjigarh in 2010, which offers comprehensive medical services to underserved communities in the Kalahandi and Rayagada districts. Equipped with experienced doctors, physiotherapists, visiting specialists, and round-the-clock ambulance services, the hospital plays a vital role in delivering both preventive and curative care.

Project Impact – FY25

- Vedanta Hospital served about **56,597** people with quality health services in FY25
- **3,873** patients benefited from consultations with visiting specialist doctors.
- **5,388** patients accessed advanced physiotherapy services.
- **327** pregnant women received free ultrasound services for regular antenatal checkups under the Pradhan Mantri Surakshit Matritva Abhiyan (PMSMA), promoting safer and healthier pregnancies.

Infrastructure Development – Project Udaya

Through this project, we have renovated Anganwadi centers, community halls, and installed streetlights, while also expanding infrastructure support to include minority schools and provision of ambulance services.

Illuminating lives – Project Jyoti

Through Project Jyoti, we are illuminating communities and enhancing safety and security in underserved areas by upgrading community infrastructure. By installing 300 solar lights across public spaces, we have improved the lives of over 10,000 community members. By using 300 solar lights of 24W for 10 hours/day, 22.34 tCO₂e emissions is reduced annually.

Skill Training & Employment – Project Disha

Through this project, we organize and conduct career guidance sessions for youth. Moreover, we launched skill development programs for Inventory Controllers, CNC Operators, and Assistant Electricians in collaboration with CEMS, supported by the Ministry of Shipping & Waterways. This project has resulted in 90 youth being trained and students achieving 94% placement in reputed companies.

Partnership with NABARD

Vedanta Lanjigarh has partnered with the NABARD to implement an INR 10 million rural development initiative focused on workforce skilling, water resource management, and agricultural diversification in Odisha's Kalahandi district.

**Clean & Green Energy – Project Prakruti**

We have undertaken mass plantation drives to promote environmental conservation and have also been honored by the IHWC Council with the Best Urban Plantation Drive Project Award for FY25.

Project Adikala: Empowering Traditional Artisans in Kalahandi

Project Adikala is a cultural and economic empowerment initiative focused on preserving and promoting the traditional Dhokra and Saura art forms in Kalahandi District. The project has enabled over 100 artisans in Kanker and nearby villages to actively practice and innovate within their crafts. Additionally, more than 300 students have been trained in Saura art. The project has also facilitated participation in over 20 national and state-level exhibitions, enhancing visibility and market access for these heritage art forms.



Subhalaxmi Udyogini - Jharsuguda

In rural areas of Western Odisha, women often face significant barriers to financial independence due to deep-rooted gender inequalities, limited access to resources, and a lack of economic opportunities. These challenges restrict their ability to build sustainable livelihoods and achieve self-reliance. We recognized the need to create structured platforms that enable women to grow, lead, and contribute meaningfully to their communities.

Our approach focuses on empowering women by facilitating access to finance, skill development, and entrepreneurial opportunities through community-led structures. We believe that enabling women to take charge of their financial futures fosters inclusive growth, strengthens communities, and drives long-term socio-economic development.

The Initiative

Subhalaxmi Cooperative is one of the largest women-led cooperatives in Western Odisha, dedicated to enhancing the lives of underprivileged women through self-employment and entrepreneurship. The cooperative currently supports over 5,000+ women organized into 440+ Self-Help Groups (SHGs) and provides a wide range of livelihood opportunities.

We aim to expand membership to over 10,000 women and support more than 2,000 micro-enterprises while growing the cooperative's fund base beyond INR 50 million. This initiative strives for 100% financial independence for women in the community, enabling long-term economic self-sufficiency.

Over **5,000** women empowered through sustained livelihood opportunities.

440+ Self-Help Groups (SHGs) supported.

Disbursed INR **25.50** million in microfinance loans, supporting **1,500+** women entrepreneurs

Launch of new sustainable enterprises such as Vedamrit 100% pure natural honey with more than **100+** bee farmers in Laikera. Initiation of VedMurtika terracotta cluster with **60+** terracotta artisans through upskilling and sustainable livelihood generation.

Recognition of **29** meritorious 10th-grade students under the Mahila Kalyan Panthi scheme.

Recipient of the Best Cooperative Society in Odisha award at the State Journalist Meet-up.



Vedanta Skill School - BALCO

Unemployment among rural youth remains a persistent challenge in India, especially in regions where access to quality vocational training is limited. At Vedanta Aluminium, we identified this gap as an opportunity to create meaningful socio-economic change. Through the Vedanta Skill School, we aimed to build employability, promote self-reliance, and contribute to national skill development goals by offering industry-aligned vocational training.

The Initiative

Launched in collaboration with the Social Empowerment and Economic Development Society (SEEDS) and Learnnet Skills, the

Vedanta Skill School is a flagship community development project offering comprehensive vocational training in high-demand trades such as sewing machine operator, welder, fitter, electrician, food and beverage steward and solar PV technician among others.

The training is delivered by NSDC-certified trainers through a hybrid model that combines theoretical learning with hands-on practical exposure. The programme also includes free residential facilities, ensuring accessibility for rural youth.

Impact of the Initiative

40%

of trainees supported through government program and private sector partnerships.

63%

female participation, promoting gender inclusion in traditionally male-dominated sectors.

70%

retention rate in employment, indicating job satisfaction and sustainable outcomes.

74%

of trained youth placed in relevant industries.

Over **13,000**

youth trained in industry-relevant skills.



Grievance Redressal Mechanism for our Communities

At Vedanta Aluminium, we are committed to fostering transparent and responsive engagement with our communities. A dedicated grievance redressal cell is in place to ensure that community concerns are heard, acknowledged, and addressed in a timely and respectful manner. Our external-and

CSR teams, including Community Liaison Officers (CLOs), maintain regular presence in the field to facilitate direct communication and trust-building.

This mechanism is reviewed quarterly to ensure effectiveness and alignment with community expectations. Where necessary, support from district administration is sought to resolve escalated issues.

Grievance Submission

- Through multiple channels including face-to-face meetings, phone calls, written letters, emails, WhatsApp messages, and designated grievance boxes.

Acknowledgement

- All grievances to be formally acknowledged within 2 days.
- Updates are provided every 15 days until resolution

Review of Complaint

- Review by Grievance Response Committee and resolution ensured within 5 days.
- Delays and revised timelines communicated to the complainant.

Resolution and Closure

- Resolution documented and signed by complainant.
- Records maintained in centralized grievance register.

Decommissioning, Closure and Rehabilitation

Why is it Material?

We recognize that mining and metal operations carry long-term environmental and social responsibilities throughout their lifecycle.

We proactively embed comprehensive closure and rehabilitation plans from the outset of each project, safeguarding local ecosystems and community well-being while protecting our brand, operational continuity, and long-term competitiveness.

Our Initiatives

We adopt a lifecycle-based approach to mine closure, integrating environmental and social considerations from the planning stage through to post-closure monitoring. Our objective is to restore impacted areas to their pre-operational state, while generating long-term ecological and socio-economic value for local communities.

Rehabilitation and Resettlement

Our Land Acquisition and Resettlement Standard prioritizes minimizing displacement and delivering superior resettlement outcomes. The rehabilitation is done based on the ESIA previously conducted. Resettlement plans are developed through stakeholder consultations and validated by third-party audits. A robust grievance mechanism --including an internal HR Helpdesk and external Community Liaison Officer --ensures transparent and accessible resolution for all stakeholders.

Progressive Mine Closure Planning and Implementation

We have comprehensive social mine closure programs and mine closure planning processes in place. Our approach integrates social baseline studies and mine closure planning from the project development stage, ensuring that closure is considered from the outset. We actively collaborate with local economic diversification programs to support long-term community resilience. Our closure plans undergo regular reviews and revisions in consultation with stakeholders, especially during key project changes, and include measurable performance targets developed jointly with local communities and authorities.

Prior to closure, we conduct social impact assessments and targeted stakeholder engagement focused on ensuring a sustainable transition. We incorporate concurrent reclamation practices during operations to minimize future liabilities and maintain annual reviews of closure liabilities and financial provisions to keep them up to date. In cases of divestment, we ensure that formal agreements bind the new owner to fulfill all closure obligations, backed by financial security.

Land Rehabilitation and Reclamation

We have undertaken large-scale land restoration efforts and have planted 50,372 trees till March 2025 at Jamkhani Coal Mine. In cases of divestment, we ensure that formal agreements bind the new owner to fulfill all closure obligations, backed by financial security.

100%

Owned and operated mine in place where mine closure plans are implemented

Rehabilitation and Resettlement Processes

Vedanta Aluminium adopts a structured approach to managing physical and economic displacement in project-affected communities. Guided by our Land Acquisition and Resettlement Management Standard, we prioritize minimizing displacement and ensuring fair compensation. Resettlement and Livelihood Restoration Plans are developed through early stakeholder engagement and verified by third-party audits. Dedicated grievance mechanisms and regular assessments ensure transparency, effectiveness, and continuous improvement.

Projects for which Rehabilitation and Resettlement (R&R) were undertaken in FY25

Facility	Number of Projects in FY25
BALCO	0
Jharsuguda	0
Lanjigarh	1
Jamkhani Coal Mine	1
VGCB	0

Indigenous People and Cultural Heritage

Why is It Material?

Operating in culturally sensitive and indigenous regions, Vedanta Aluminium is committed to respecting the rights, heritage, and livelihoods of local communities.

Refer to our [Indigenous Peoples Vulnerable Tribal Group Policy](#).

Our Initiatives

Free, Prior, Informed Consent

Our framework for engaging with Indigenous Peoples and Vulnerable Tribal Groups includes identifying affected indigenous communities, understanding the local socio-cultural context, and adhering to principles of respectful and inclusive engagement. We are committed to securing free, prior, and informed consent (FPIC) and to protecting and preserving cultural heritage from the potential impacts of our operations. We provide accessible grievance mechanisms to address community concerns and conduct regular audits and assessments of any relocation or resettlement processes to ensure they are fair, transparent, and respectful of indigenous rights.

Moreover, wherever possible, we work to avoid or minimize physical and economic displacement through responsible and inclusive practices.

Zero

Violations against Indigenous Peoples related to land use, cultural rights, or displacement during FY25.

Zero

Violations relating to land use, customary rights of local communities and indigenous peoples were brought to our notice during the reporting year

Zero

Of our operating mine are operating in or adjacent to indigenous people territory

Zero

disputes relating to land use, customary rights of local communities and indigenous peoples were brought to our notice during the reporting year

Artisanal and Small-Scale Mining

Why is It Material?

Vedanta Aluminium recognizes the potential risks of Artisanal and Small-Scale Mining (ASM) in host communities and remains committed to safeguarding human rights, environmental integrity, and cultural heritage. While ASM can support local livelihoods, its informal nature may pose challenges. Through proactive engagement, we aim to promote safer, more sustainable practices and reduce conflict. No ASM-

related risks have been identified in our operational areas as of FY25, but we continue to monitor and engage constructively to ensure inclusive and responsible resource management.



PILLAR 2: TRANSFORMING THE PLANET

Our planet is our shared responsibility. At Vedanta Aluminium, we are reimagining industrial growth through the lens of environmental stewardship. From being on the journey of achieving Net Water Positivity to advancing towards Net Zero carbon, we are investing in green innovation, circularity, and resource efficiency.

In this Section

Aim 4	Net Zero carbon by 2050 or sooner	64
Aim 5	Achieving Net Water Positivity by 2030	79
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Material Issues

Climate Change and Energy Transition

Water and Wastewater Management

Air Emissions and Quality

Circularity and Waste Management

Materials Management

Tailings Management

Biodiversity and Ecosystems

AIM 4 – Net Zero Carbon by 2050 or Sooner



One of the core aims of Vedanta Aluminium is to achieve Net Zero Carbon by 2050 or sooner. This ambition aligns with the Vedanta Group's broader ESG vision of "Transforming for Good" and reflects the Company's commitment to embedding decarbonization into its growth trajectory. We aim to decouple business growth from carbon intensity by targeting Scope 1 and 2 emissions, while actively managing and reducing Scope 3 emissions across our value chain.

This climate ambition is underpinned by a robust Environmental Management System certified under ISO 14001:2015, which ensures systematic monitoring, compliance, and continual improvement across operations. We maintain a Zero-tolerance Policy for environmental violations, with no significant breaches reported in FY25. We also evaluate the Return on Environmental Investment (RoEI) to ensure that sustainability initiatives deliver measurable value alongside environmental benefits.

Our Strategic Approach to Net Zero Carbon

Our strategic approach to achieving Net Zero Carbon pursues a multi-pronged decarbonization roadmap encompassing energy transition, efficiency, and innovation. Essential to this strategy is the transition to renewable power, adopting low-carbon fuels and technologies, enhancing process efficiency, and developing carbon offset and sequestration strategies.

Energy efficiency remains a core priority in our sustainability strategy. Innovations such as our patented pot lining design and cathode graphitization technology have significantly reduced both energy consumption and CO₂ emissions. We are also transforming our transport and fuel usage, notably by deploying a large fleet of electric forklifts and electric vehicles, marking a major step toward low-emission logistics.

Our Net Zero Carbon target is backed by a clear strategy that includes:



Setting and progressively raising interim goals to reduce carbon intensity.



Driving innovation through our low-carbon aluminium brands, Restora and Restora Ultra.



Embedding climate action into capital planning, ensuring sustainability is central to investment decisions.

Policies and Accountability Mechanism

At the highest organizational level, Vedanta Group's Board and the ESG Board Committee oversee climate and ESG risks, supported by the BU Level Executive Committee. Climate expertise is seamlessly embedded across the Group, from the Group Head of HSE and Sustainability to ESG leads at the plant level, ensuring top-down accountability. We have also developed BU-level dashboards to monitor our progress and assign accountability.

Our policies and standards, such as the [Energy and Carbon Management Standard](#) and our TCFD-aligned Climate Action Reports, address climate related risks and strategies effectively. Moreover, introducing an internal carbon pricing mechanism has guided investment decisions while actively employing carbon sequestration (afforestation) to produce offsets. Climate-related incentives are embedded across leadership and operational levels.

For FY25, 15% of the total bonus for executives and employees is tied to ESG performance metrics,

At the employee level, a structured awards program recognizes contributions to ESG goals, including emissions reduction and energy efficiency, reinforcing climate action as a shared responsibility. Overall, our governance framework delivers focused performance incentives, systematically managing decarbonization as a strategic priority.

S. No.	Material Issue
1	Climate Change and Energy Transition

Climate Change and Energy Transition

Why is It Material?

Climate change and energy transition are critical to our business strategy, especially given the energy-intensive nature of the aluminium industry.

By investing in clean energy, we aim to reduce long-term operational costs, support national climate goals, and drive sustainable, future-ready growth.

Refer to our [Energy and Climate Change Policy](#).

Our Ambitions

Targets	FY25 Progress
GHG Emissions	
Net Zero Carbon by 2050 or sooner	
Endeavour to reduce Scope 1 & 2 GHG intensity (Aluminium business) by 11% from 2021 baseline by 2025	Achieved 17.01 tCO ₂ e/t emissions intensity which is 8.96% reduction from baseline of FY21
Endeavour to reduce Scope 1 & 2 GHG intensity (Aluminium business) by 28% from 2021 baseline by 2030	
Endeavour to reduce Scope 3 emissions intensity by 25% from 2022 baseline by 2030	3.61 tCO ₂ e/t of aluminium emissions intensity
Renewable Energy	
Increase the share of renewable energy consumption by 7% by 2025	4.5% share of renewable energy RTC
Increase the share of renewable energy consumption by 30% by 2030	
Endeavor to install and use 1500 MW renewable energy by 2030	Power Delivery Agreement signed in Phase 1 for 493 MW
Enter into Power Delivery Agreement and use 400 MW renewable energy by 2025	
30% share of low-carbon aluminium (Restora and Restora Ultra) in product portfolio by 2030	2.55% of our total revenues came from Restora and Restora Ultra

Our Initiatives

We have launched numerous programs to accelerate our transition to a low-carbon future. Key initiatives include:

Energy-Efficient Aluminium Manufacturing

At Vedanta Aluminium, we are committed to redefining sustainability in the aluminium industry by producing low-carbon aluminium which not only lowers our carbon footprint but also aligns with global climate goals and customer expectations for greener materials.

Restora

Low Carbon Aluminium:

We pioneered the first low carbon aluminium products (Restora and Restora Ultra). Produced at our advanced smelter powered by renewable energy sources, Restora has significantly lower GHG emissions below the industry benchmark of 4 tCO₂e per MT of Aluminium (Gate to Gate smelter boundary).



RestoraULTRA

It is manufactured from recovered aluminium dross, resulting in a Carbon footprint less than 1 tCO₂e per MT of Aluminium (Gate to Gate smelter boundary).



Also, the low-carbon credentials of our aluminium products have been independently verified by a global assurance firm.

Renewable Energy Use: We have taken bold steps towards decarbonizing our operations, and we plan to procure ~1,500 MW through renewable energy power purchase agreements (PPAs) by 2030. In FY25, we consumed ~ 1.55 billion units of renewable energy reducing our overall Scope 2 emissions, by far the largest renewable usage in India's aluminium sector. At the Aluminium sector level, we co-fired 3,941 MT of biomass as a part of our efforts to transition towards cleaner energy sources in our operations.

We are also replacing diesel generators with solar power and transitioning our alumina refinery to natural gas, with future plans for hydrogen.

Operational Upgrades: In FY25, BALCO advanced its climate and energy transition agenda through targeted operational upgrades. The completion of 100% graphitization of cathode lining in the smelter, resulted in an energy saving of 0.30 MWh per MT of aluminium, which marked a significant step toward reducing Scope 1 emissions carbon intensity and supporting our Net Zero Carbon commitment. Additionally, 47 pots were relined with copper insert, which resulted in an energy saving of 0.35-0.40 MWh per MT of aluminium, enhancing process efficiency and lowering overall Scope 1 emissions.

Electric Mobility Initiatives

As part of our commitment to reducing carbon emissions and promoting clean mobility, we have launched a series of electric vehicle (EV) initiatives that span both our industrial operations and community spaces.

Till March 2025 we have deployed 68 electric forklifts across our key operational sites—Jharsuguda, Lanjigarh, and BALCO. This move at Jharsuguda alone, is set to reduce 800 KI of diesel use and over 2,160 tonnes of emissions annually. At BALCO, the implementation this Technical Fleet Optimisation System has reduced the requirement of 5 forklifts this year, which has resulted in reduction of 18 KI diesel

consumption annually. These forklifts have helped us significantly cut down on emissions while improving operational efficiency and safety. This transition marks a major step forward in our journey toward low-emission manufacturing.

Moreover, at BALCO Township, we have launched a fleet of 6 electric vehicles, each with a capacity of 6,000 kg, dedicated to door-to-door garbage collection. These EVs enable source segregation of waste, which enhances recycling and supports a cleaner environment.



Digital Monitoring and Offsets: To strengthen our climate strategy, we leverage Industrial IoT devices and the LME Passport system to monitor Scope 3 emissions and ensure product quality and traceability. As part of our internal carbon governance, we have introduced shadow carbon pricing to evaluate the environmental impact of new projects. Moreover, for unavoidable emissions,

we plan to invest in carbon offsets and support large-scale afforestation initiatives. Our group is committed to planting millions of trees to help neutralize our residual carbon footprint and contribute to long-term ecological restoration.

Transition to Natural Gas for Sustainable Operations

We have partnered with GAIL Gas Limited to supply natural gas to our Jharsuguda smelter, aiming to reduce our carbon footprint by over 47,000 tCO₂ annually. This transition, expected to be operational by end-2025, supports the Company's Net Zero Carbon goal through cleaner energy and afforestation efforts.

The initiative also supports our upcoming 430 KTPA cast house, with GAIL constructing a 7.5 km pipeline to deliver 32,000 SCM/day of natural gas under a five-year agreement. This marks a major step in our clean energy transition across its operations.

“Vedanta Aluminium's partnership with GAIL exemplifies our ambition to lead the aluminium industry in reducing environmental impact. This agreement is in line with our efforts to reduce carbon emissions and enhance our production capabilities, contributing to India's growing demand for aluminium in critical sectors. By embracing cleaner energy solutions, we aim to lead the way in creating a more sustainable future for the aluminium industry and our communities.” **Sunil Gupta, Chief Operating Officer, Vedanta Aluminium**



Our Energy Profile– Aluminium Business

FY	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Renewable Energy Consumption (MWh)						
FY24	237,118.00	1,056,000.00	1,541.00	–	–	1,294,659.00
FY25	229,603.64	1,336,417.96	4,004.53	–	–	1,570,026.13
Non-Renewable Energy Consumption (MWh)						
FY24	24,997,684.00	63,886,444.14	5,547,402.00	–	–	94,431,531.14
FY25	25,197,634.00	66,593,192.00	7,099,728.00	654.25	16,502.07	98,907,710.30
Total Energy Consumption (MWh)						
FY24	25,234,802.00	64,942,444.14	5,548,944.00	–	–	95,726,190.14
FY25	25,427,237.64	67,929,610.00	7,103,732.53	654.25	16,502.07	100,477,736.49

Our Energy Profile– Power Sector

FY	BALCO IPP	Jharsuguda IPP	Total
Total Energy Generated (MWh)			
FY24	9,878,404.00	8,347,034.00	18,225,437.75
FY25	10,465,206.00	6,942,259.36	17,407,466.00

Energy Intensity

FY	BALCO	Jharsuguda	Lanjigarh
Energy Intensity (MWh / MT of Aluminium)			
FY24	14.62	14.30	2.02
FY25	14.41	14.22	2.62

Energy Efficiency Measures

We have implemented a range of initiatives across our locations to improve energy efficiency that have cumulatively led to 378,180.53 MWh of energy savings.

Jharsuguda:

These include using Vedanta Lining Design in 95 smelting pots, reducing voltage clamp drop from 11.5mV to 10.5mV, conducting hydro-jetting of airlift pipes and replacing pulse valve diaphragms, upgrading motors with energy-efficient IE3 and IE4 models, replacing conventional lighting with LED fixtures, installing high-efficiency motors in major equipment, overhauling compressors, cooling towers, and ETP units, optimizing HTM circuit temperatures.

Lanjigarh:

These include replacing economizer coils in Boiler 2, transitioning to two evaporator operations in 3D, reducing steam and fuel oil consumption through digestion heater upgrades, improving calciner performance, replacing 5,200 tubes in flash steam heaters and interstage coolers, upgrading equipment with VFDs, pulley modifications, and efficient motors, interconnecting cooling water and air systems for energy savings and installing advanced Static VAR generators to reduce harmonics among others.

378,180.53 MWh

Energy Saved from energy reduction initiatives

Fill-less Cooling Tower

We have also commissioned a fill-less induced draft mist cooling tower with a capacity of 2500 m³/hr—a first-of-its-kind technology in the aluminium industry. This advanced system represents a significant step forward in reducing environmental impact while enhancing operational efficiency.

Key Impact:

- Eliminates the use of PVC plastic fills, contributing to reduced plastic waste and environmental footprint.
- Energy savings of up to 480 kWh/day per cell, improving overall energy efficiency.
- Maximized cooling efficiency, ensuring optimal thermal performance.
- Improved structural integrity and reliability, supporting long-term operational resilience.
- Reduced water consumption, aligning with sustainable resource management goals.

Energy Savings Across Locations in FY25 (MWh)

Business	FY25
BALCO	141,761.73
Jharsuguda	94,916.60
Lanjigarh	141,502.20
TOTAL	378,180.53

GHG Emissions

We have calculated our GHG emissions in accordance with the GHG Protocol, ensuring consistency with globally recognized standards and methodologies. Our approach covers Scope 1, Scope 2, and relevant Scope 3 categories, using

a combination of activity data, industry-accepted emission factors, and market-based information where applicable. This allows us to establish a reliable emissions baseline, track performance over time, and identify opportunities for reduction in line with our broader sustainability strategy.

GHG Emissions Profile

Scope 1 emissions (tCO₂e)*

	Business	FY22	FY23	FY24	FY25
Aluminium	BALCO	9,314,128.00	8,274,647.00	9,137,379.00	9,215,942.10
	Jharsuguda	22,572,901.00	20,146,719.00	23,330,609.00	24,518,792.00
	Lanjigarh	1,785,313.00	1,856,600.00	1,719,740.00	2,227,575.98
	Jamkhani Coal Mine	-	-	-	-
	VGCB	-	-	-	1,227.33
	Total	33,672,342.00	30,277,966.00	34,187,728.00	35,963,537.76
Power	BALCO IPP	2,253,649.00	883,555.00	3,246,024.00	3,438,834.22
	Jharsuguda IPP	1,928,570.00	3,019,857.00	2,753,860.00	2,294,209.84
	Total	4,182,219.00	3,903,412.00	5,999,884.00	5,733,044.06
	Total	37,854,561.00	34,181,378.00	40,187,612.00	41,696,581.82

Scope 2 emissions (tCO₂e)*

Business	FY22	FY23	FY24	FY25
Aluminium				
BALCO	161,540.00	536,280.00	159,903.00	193,501.75
Jharsuguda	2,031,140.00	5,638,230.00	2,742,953.00	1,999,680.59
Lanjigarh	4,856.00	22,443.00	10,897.00	22,159.76
Jamkhani Coal Mine	-	-	-	523.79
VGCB	-	-	-	8,070.93
Total	2,197,536.00	6,196,953.00	2,913,753.00	2,223,936.82

* Scope 1 and Scope 2 calculations include the following greenhouse gases: CO₂, CH₄, N₂O, SF₆, CF₄ and C₂F₆ emissions

Scope 3 emissions (tCO₂e)

Business	FY22	FY23	FY24	FY25
Aluminium				
BALCO	1,833,349.00	1,991,987.00	1,765,377.00	1,481,106.14
Jharsuguda	5,005,929.00	5,567,124.00	5,236,182.00	5,245,583.33
Lanjigarh	540,241.00	542,966.00	816,464.00	1,164,115.69
Jamkhani Coal Mine	-	-	-	821,275.21
VGCB	-	-	-	5,385.32
Total	7,379,519.00	8,102,077.00	7,818,023.00	8,717,465.69

Category-wise Scope 3 for FY25 (tCO₂e)

The top 3 categories of our Scope 3 emissions i.e., category 1,3 and 4, account to more than 95% of our scope 3 emissions as per the baseline of FY22.

Scope 3 Categories	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Category 1: Purchased goods and Services	947,654.46	4,068,183.22	246,183.00	813,165.10	2,147.57	6,077,333.31
Category 3: Fuel- and Energy-related categories	318,747.43	860,273.70	610,760.86	233.57	3,004.53	1,793,020.09
Category 4: Upstream transportation and distribution	92,063.87	74,503.85	281,984.07	-	-	448,551.79

GHG Emissions Summary (tCO₂e)

GHG Emissions	FY22	FY23	FY24	FY25
Scope 1	37,854,561.00	34,181,378.00	40,187,612.00	41,696,581.82
Scope 2	2,197,536.00	6,196,953.00	2,913,753.00	2,223,936.82
Scope 3	7,379,519.00	8,102,077.00	7,818,023.00	8,717,465.69
Total	47,431,616.00	48,480,408.00	50,919,388.00	52,637,984.33

Scope 1 + 2 Emissions Intensity (tCO₂e/MT of Aluminium)

FY	BALCO*	Jharsuguda*	Lanjigarh
FY22	16.28	14.59	0.91
FY23	15.56	14.99	1.01
FY24	16.18	14.62	0.96
FY25	16.04	14.49	1.11

*Excluding IPP

Scope 3 Emission Intensity (tCO₂e /MT of Aluminium)

Particulars	FY22	FY23	FY24	FY25
Scope 3 Emission Intensity*	3.25	3.54	3.31	3.61

*During FY25, we have incorporated Jamkhani Coal Mine and VGCB in our reporting boundary resulting in an increase in Scope 3 emissions intensity.

Scope 1,2 & 3 Emission Intensity of all the business units have been recorded individually, however in scope 3 of Smelters considering Alumina Refining including Lanjigarh and Coal Mining including Jamkhani in Category 1,3 & 4

Internal Carbon Pricing

Vedanta Aluminium has embedded Internal Carbon Pricing (ICP) into its investment decision-making framework to proactively manage climate-related risks and guide capital allocation toward low-carbon solutions. In FY23, we adopted a shadow carbon price of USD 15 per tCO₂e, consistent with the Vedanta Group's strategic approach.

This pricing mechanism is used to evaluate the financial implications of carbon emissions across operations and to redirect investments toward clean technologies, renewable energy, and energy-efficient systems. By integrating ICP into project ROI assessments, we ensure that climate considerations are factored into long-term business planning and risk mitigation.

Climate Risk Assessment

We have developed a comprehensive and forward-looking climate risk assessment framework that is deeply embedded within our enterprise-wide risk management system. This framework is designed to identify, evaluate, and mitigate both physical and transition risks associated with climate change, ensuring our long-term resilience and alignment with global sustainability goals. Our approach is based on the principles of the Task Force on Climate-related Financial Disclosures (TCFD) and incorporates scenario analysis based on IPCC and IEA models to anticipate and respond to a range of climate futures.

The assessment of climate risks spans short-, medium-, and long-term horizons and covers the full value chain—from upstream suppliers to downstream stakeholders. We have evaluated the transition risks that affect our business, such as carbon pricing mechanisms and emissions trading schemes, technological shifts requiring investment in low-carbon alternatives, market dynamics influenced by consumer and investor expectations, and reputational risks arising from non-compliance or perceived inaction. One prominent example is the European Union's Carbon Border Adjustment Mechanism (CBAM), which poses a potential

financial and competitive risk to our exports.

In parallel, physical climate risks were rigorously assessed using high-resolution climate models and data from sources such as the World Bank and NOAA. These risks include acute events like cyclones and floods, as well as chronic stressors such as rising temperatures, erratic rainfall, and water scarcity. Our scenario analysis uses Representative Concentration Pathways (RCPs) 4.5 and 8.5 to model the potential impacts of climate change under moderate and high-emission scenarios, respectively.

To address these risks, we have implemented a multi-pronged mitigation strategy. This includes transitioning to cleaner energy sources such as natural gas and renewables, electrifying its fleet and equipment, enhancing energy efficiency, and adopting internal carbon pricing to guide investment decisions. We are also committed to achieving Net Zero Carbon by 2050 or sooner and increasing our renewable energy share. These efforts are complemented by nature-based solutions and community-focused water resilience programs.

Read more about the assessment in our Climate Action Report.

Vedanta Lining Design (VLD) at Jharsuguda

At Jharsuguda, we have developed the Vedanta Lining Design (VLD) to address inefficiencies in potline operations, such as high energy consumption and uneven current distribution. The existing cathode lining design limited pot life and performance, prompting the need for a more advanced solution.

Key Features

The VLD incorporates graphitized cathodes and copper collector bars to improve thermal performance and reduce current creep. Implemented in 373 pots so far, the design enhances energy efficiency and extends pot life, with modeling and simulation used to optimize the configuration.

Way Forward

We plan to scale up the VLD across all pots to maximize energy savings and sustainability

impact. In the short term, proprietary materials and design refinements will be used to accelerate implementation and performance gains.

Impact

The new design has reduced energy consumption and improved efficiency. The innovation has been recognized nationally and aligns with the Company's ESG goals.

0.34 million tCO₂e

Potential carbon emissions reduction annually

0.20 MWh

Energy reduced per MT of aluminium improving current efficiency by 0.50%



Interconnecting the Plant Air line & Instrument Air line at Lanjigarh

At Lanjigarh, three compressors were operating with 25% blowoff, while one compressor was running at 55% load. The Plant Air and Instrument Air lines were interconnected to enable efficient load sharing and better utilization of available capacity. The interconnection helped balance these loads more effectively.

Key Features

A 1.5 MW heater-based dryer was running continuously. By interconnecting the Instrument Air lines, two dryers with heaters were stopped, reducing energy consumption. Horizontal deployment across the plant included area-wise consumption optimization by lowering pressure set points, contributing to overall efficiency.

Impact

Load sharing improved compressor standby availability and system reliability, minimizing the risk of downtime. The changes prevented part-load operation of compressors, ensuring more stable and efficient performance across the system.

2,925 MWh

Reduction in Electrical Energy Consumption

2,432 tCO₂e

Reduction in GHG emissions annually



Optimizing Cooling Water Pump Efficiency in 3 MMTPA Evaporation System at Lanjigarh

In the evaporation system, the cooling water pump was operating inefficiently delivering 3,500 m³/hour at just 10% valve opening, with a head of 60m and a 0.95 MW motor. The motor was replaced with a 0.60 MW unit, and the pump was resized to deliver 3,600 m³/hour at a reduced head of 45m—matching the required flow for maintaining 650 mm Hg vacuum pressure in the evaporator. The same optimization was extended to a standby cooling water pump in the evaporation area, ensuring consistent performance and energy savings.

Impact

The resizing led to annual electrical energy savings significantly improving operational efficiency. Issues such as valve throttling and

seal leakage which were previously causing pump breakdowns, were eliminated, enhancing equipment reliability. The changes also led to a safer and cleaner workspace, with better housekeeping in the evaporation area.

2,243 MWh

Reduction in Electricity Consumption

1,640 tCO₂e

Reduction in GHG emissions annually



AIM 5 – Achieving Net Water Positivity by 2030



Vedanta Aluminium recognizes that water is not merely a resource, it is a shared, life-sustaining asset and we are committed to managing it responsibly. Recognizing the water-intensive nature of our operations, we focus on reducing our water footprint through efficiency improvements, recycling, and reuse. Our goal is to achieve zero liquid discharge while creating shared value and supporting sustainable development in the regions where we operate.

Our Strategic Approach to Water Stewardship

The Company has set a goal to achieve Net Water Positivity by 2030, a commitment that reflects our determination to give back more water than we consume. We are aligned to the vision and intend to support in the materialisation of the goal by growing our business but not the water footprint over FY21 baseline. We are actively reducing our freshwater dependency, advancing water recycling and reuse, and ensuring zero liquid discharge, ensuring that we

contribute to the sustainable management of water resources in the regions where we operate.

We are advancing the Company's comprehensive, multi-dimensional water management strategy that balances operational efficiency with environmental and social responsibility. Our approach integrates cutting-edge technologies, local community engagement, and robust monitoring systems to drive meaningful, measurable progress towards the Company's 2030 Net Water Positivity goal.

16.79 million m³

Water recycled in FY25

15.60%

Water Recycling Rate



Our Approach to Water Stewardship

Water Reduction

Process redesign, and continuous efficiency improvements.



Water Reuse

Closed-loop water recycling, deploying advanced treatment systems and zero liquid discharge solutions across our plants.



Rainwater Harvesting

Large-scale collection and storage systems, including rooftop harvesting and pond rejuvenation, to recharge groundwater and reduce dependence on external water sources.



Water for Community

Farm ponds, restoring traditional water bodies, providing safe drinking water and sanitation infrastructure



We have implemented robust water efficiency programs across our operations, starting with detailed water use assessments to identify improvement areas. Targeted actions such as advanced treatment, recycling systems have helped optimize water use and improve wastewater quality. We source surface water in line with state agreements and are committed to a zero-liquid-discharge (ZLD) approach, ensuring no effluent treated or untreated leaves our plant boundaries. Continuous monitoring and advanced technologies support full water reuse and regulatory compliance.

We also conduct employee awareness and capacity-building, providing regular training on water efficiency management practices to ensure our teams actively contribute to water conservation.

Policies and accountability mechanism

Our water governance framework is underpinned by a dedicated [Water Management Standard](#) that aligns with the International Council on Mining and Metals (ICMM) Water Stewardship Principles, Water Management Guidelines of Regulatory Bodies and is embedded within the Vedanta Sustainability Framework which outlines its [Water Management Policy](#).

This Policy sets a forward-looking commitment to achieving Net Water Positivity by 2030. The Policy mandates compliance with all applicable laws, adoption of global best practices such as zero liquid discharge wherever feasible, baseline assessments, regular water monitoring, and transparent public reporting across all operational stages and throughout the supply chain.

Oversight is anchored at the highest levels, with the Group's Board-level Sustainability Committee overseeing water management performance and progress towards the Company's Net Water Positivity target. We maintain open and regular communication with local communities, providing access to safe drinking water, sanitation facilities, and capacity-building initiatives for sustainable farming.

S. No.	Material Issue
1	Water and Wastewater Management

Water and Wastewater Management

Why is it Material?

Water is a critical resource for the aluminium business, primarily used in captive power plants to maintain thermal stability, control emissions, and treat effluents. Ensuring reliable access to water is therefore essential for business continuity and long-term sustainability.

Refer to our [Water Management Policy](#).

Our Ambitions

FY30 Target	FY25 Progress
Achieve Net Water Positivity by 2030 without exceeding the FY21 water footprint*	15.60% water recycling rate

*The Company has committed to achieving Net Water Positivity by 2030, and we are aligned to the vision and intend to support in the materialisation of the goal by growing our business but not the water footprint over FY21 baseline.

Our Initiatives



Zero Liquid Discharge Facility

All our facilities operate as Zero Liquid Discharge (ZLD) facilities, reinforcing our commitment to sustainable water management. In FY25, we commissioned Phase B and C of the advanced ZLD facility at BALCO, with Phase A already operational. This comprehensive system was developed with an investment of INR 760 million. It also features an augmented Effluent Treatment Plant (ETP) with a total capacity of 400 m³/hr, integrated with a Reverse Osmosis (RO) unit for treating cooling tower blowdown treatment.

Water Efficiency Enhancement Across Sites

We have implemented a series of water efficiency initiatives across our Lanjigarh, Jharsuguda, and BALCO sites. These include improving condensate return rates to 93%, optimizing cooling tower operations to reduce blowdown, reusing treated effluent from power plants, stormwater utilization, expanding the use of RO water to cut freshwater intake, and deploying IoT-based real-time water quality monitoring at Jharsuguda.

Integrated Watershed Management: Sangam Project at Lanjigarh

The Sangam Project is a flagship integrated watershed and livelihood development initiative in Lanjigarh, Odisha, focused on enhancing the socio-economic resilience of rural communities. The project combines artificial groundwater recharge, rainwater harvesting, promotion of climate-resilient agriculture, sanitation improvements, and renewable energy adoption to create a holistic water management and livelihood improvement framework. This project aims to benefit over 22,000 people and irrigated over 3,500 acres of farmland. In FY25, we impacted 2,622 beneficiaries and achieved a recharge potential of 0.21 million m³.

Effluent and Sewage Treatment Plants at Jamkhani Coal Mine

We have already established ETPs and STPs at all our operational sites, i.e., Jharsuguda, Lanjigarh and BALCO. During FY25, to advance water sustainability at the Jamkhani Coal Mine, we commissioned two 50 KLD treatment facilities—an Effluent Treatment Plant (ETP) for vehicle washing operations and a Sewage Treatment Plant (STP) at the MDO Staff Colony. The ETP treats wastewater from Heavy Earth Moving Machinery (HEMM) and Light Motor Vehicle (LMV) washing using oil-water separation, sedimentation, filtration, and tertiary treatment, enabling water reuse and achieving zero liquid discharge. The STP, based on Moving Bed Biofilm Reactor (MBBR) technology, processes domestic wastewater for reuse in horticulture and dust suppression. Together, these initiatives promote circular water use, reduce freshwater withdrawals, and support our zero liquid discharge commitment.

Rainwater Harvesting Initiatives at Jamkhani Coal Mine

We have various rainwater harvesting initiatives across all our operational sites, i.e., Jharsuguda, Lanjigarh and BALCO. During the year, to strengthen water sustainability at the Jamkhani Coal Mine, we have implemented both rooftop and surface rainwater harvesting systems. At the MDO Staff Colony, three rooftop rainwater harvesting structures with a combined capacity of 4,200 m³ were constructed to recharge local aquifers and reduce reliance on external water sources. Additionally, two rainwater harvesting ponds with a total storage capacity of 30,700 m³ were developed within the mine to capture monsoon runoff for operational uses



Community Pond Rejuvenation near Jamkhani Coal Mine

We have rejuvenated three community ponds in core villages surrounding the Jamkhani Coal Mine, adding a total capacity of approximately 70,000 m³. Through desilting, deepening, and structural upgrades, these water bodies have been restored to effectively capture rainwater, support livestock, and aid agricultural activities.



Restoration of Water Bodies Across Operational Areas

We have restored over 64 traditional water bodies in FY25 across our key operational regions, including 28 ponds in BALCO (Korba), saving 0.04 million m³, 8 ponds in Jharsuguda (Odisha), saving 0.02 million m³, 1 in Jamkhani Coal Mine, saving 0.01 million m³ and 27 in Lanjigarh, saving 0.21 million m³. These restorations have revitalized local water storage capacity, supported groundwater recharge, and improved access to water for domestic, agricultural, and livestock needs.

0.28 million m³

Water saved across our operational sites through our CSR initiatives

Water Risk Assessment

At Vedanta Aluminium, we conduct water risk assessments across all our operations to identify critical water sources, sensitive aquatic habitats, and the level of water dependency in each region and set appropriate targets and goals. Our risk assessments comprehensively consider both dependency-related and impact-related water risks, ensuring we proactively manage potential challenges associated with our reliance on shared water resources. We assess current and future water availability, future water quality-related risks, and potential impacts on local stakeholders, including surrounding communities

and ecosystems. In addition to water quantity and quality, our assessments also take into account anticipated regulatory changes at the local level that may affect water access and use.

Using tools like the WRI Aqueduct Water Risk Atlas, we have identified that our facilities at Lanjigarh and BALCO are located in high water-stress zones, highlighting the need for focused water management. These insights guide the development of targets and goals for managing water and build appropriate site-specific water risk mitigation strategies and long-term planning to ensure the resilience of both our operations and host communities.

Water Risk Exposure

Facility	Facility Locations	Major Basin	Minor Basin	Water-Stress	Degree of Future Water Stress (2030)
Jharsuguda	Jharsuguda, Odisha, India	Mahanadi	Hirakud Reservoir	Low (<10%)	Low (<10%)
BALCO	Korba, Chhattisgarh, India	Mahanadi	Hasdeo	High (40–80%)	High (40–80%)
Lanjigarh	Lanjigarh, Odisha, India	India Northeast Coast	Tel river	High (40–80%)	High (40–80%)

Community Water and Sanitation Infrastructure Development: Project Nirmal by Jamkhani Coal Mine

Through Project Nirmal, we are strengthening water and sanitation infrastructure in underserved communities to ensure safe, sustainable access to clean drinking water and hygienic living conditions. By installing 11 solar-powered borewells, over 20 water purifiers, and 50 bio-toilets across public spaces and schools in our mine, we have improved the lives of over 10,000 community members, especially women and children. These interventions are

reducing dependency on unsafe water sources, preventing the spread of waterborne diseases, and improving public health outcomes.

By using 11 solar borewells of 1.50 kW for 8 hours/day, we have avoided 40.95 tCO₂e annually. Leveraging renewable energy solutions, the project fosters long-term community resilience and promotes environmental sustainability.

“

Water scarcity had been a persistent problem in our village, affecting nearly every household. With everyone facing the same struggle, there was little hope for a solution. However, Vedanta's thoughtful intervention as Project Nirmal – through the installation of solar-powered borewells and water purifiers – has completely transformed our situation. We now have free and reliable access to clean groundwater for drinking, cooking, and daily household chores. This initiative has brought immense relief to our community, and we are sincerely grateful to Vedanta for this support.

Mrs. Belumati Sa, a resident of Mundherkhet Panchayat

”



Water Withdrawal and Consumption (million m³)

	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Water Withdrawal						
FY22	30.03	72.01	5.45	–	–	107.48
FY23	25.04	64.89	6.26	–	–	96.19
FY24	30.38	63.53	5.20	–	–	99.10
FY25	31.14	57.46	8.24	0.24	0.18	97.26
Water Consumption						
FY22	30.03	48.43	5.45	–	–	83.91
FY23	25.04	46.19	5.51	–	–	76.73
FY24	30.28	50.65	4.32	–	–	85.25
FY25	28.66	55.41	5.26	0.24	0.14	89.56

*The difference between water withdrawal and water consumption reflects losses due to leakages and water distribution under CSR activities in the distribution system.

Water Recycled in FY25 (million m³)

Water recycled	FY25
BALCO	5.20
Jharsuguda	7.95
Lanjigarh	3.64
Total	16.79

Water Consumption in Water-Stressed Areas

The water is withdrawn from Hirakud reservoir for Jharsuguda, Kesinga river for Lanjigarh and Hasdeo river for BALCO. Hirakud and Jharsuguda are low water stress areas (<10%). Lanjigarh and BALCO lie in high water stress category (40–80%) as per WRI Aqueduct Tool.

Freshwater Consumption In Areas with Water Stress (million m³):

FY22	FY23	FY24	FY25
35.48	31.29	35.58	39.38

Exposure to Water-Stressed Areas

Particulars	UoM	FY25
Total Production Plants	Number	4
Total Production Plants in Water-Stressed Areas	Number	2
Production Plants in Water-Stressed Areas	%	50

Business Impacts of Water Related Incidents

As part of our commitment to proactive risk management and environmental stewardship, we closely monitor and track water-related incidents across all our operations as. We have not experienced any water-related incidents that resulted in significant financial impacts in FY25. This reflects the effectiveness of our water efficiency, recycling initiatives, and robust water management

systems, which have successfully mitigated operational risks related to water availability and quality. Our diligent monitoring and preventative measures have ensured uninterrupted operations and safeguarded both environmental and business performance.

Zero

Water-related incidents in FY25

Business Impact of Water-Related Incidents (INR)

	FY22	FY23	FY24	FY25
Total costs from water-related incidents	0	0	0	0

AIM 6 – Innovating For a Greener Business Model



A greener business model is central to our growth strategy, enabling us to operate responsibly while driving innovation and efficiency. In order to do so, we are reimagining how we source materials, manage waste, conserve biodiversity, and reduce emissions across our aluminum value chain. The business models are guided by the imperative to protect natural ecosystems, strengthen community relationships and maintain a social license to operate.

Our Strategic Approach to Innovations for Greener Business Model

In FY25, we advanced our green innovation strategy by focusing on clean energy adoption and emissions reduction. We aim to source 30% of total energy from renewables through long-term solar and wind procurement. Low-carbon alternatives have been introduced in casthouse and logistics operations, reducing GHG intensity and improving air quality.

We are also embedding circularity and regeneration into our operations. More than 100% fly ash waste is now used as raw material for other industries. Our biodiversity efforts go beyond compliance, with site-specific restoration, native plantations, and carbon sequestration pilots supported by ecosystem mapping and expert partnerships.

Policies and Accountability Mechanism

Innovations for a greener business model are governed by a suite of dedicated policies that establish performance expectations and accountability. These include the [Environment Policy](#), [Energy and Climate Change Policy](#), [Tailings Management Policy](#) and [Biodiversity Policy](#). Accountability is operationalized through a tiered ESG governance structure, with oversight further reinforced through the VSAP. We operate under an ISO 14001:2015-certified Environmental Management System, which requires regular internal and third-party audits covering key environmental parameters such as ambient air, surface water, groundwater, soil quality, and noise levels. These audits enable us to monitor emissions and environmental performance, while driving continuous improvement in our management practices.

S. No.	Material Issues
1	Air Emissions and Quality
2	Circularity and Waste Management
3	Materials Management
4	Tailings Management
5	Biodiversity and Ecosystems

Air Emissions and Quality

Why is it Material?

Air quality plays a vital role in shaping our approach to responsible operations. We have integrated advanced systems like electrostatic precipitators followed by bag filters (hybrid) to minimize the emissions in our stacks and high-efficiency fume

treatment systems at our smelters. These measures are designed to ensure alignment with regulatory thresholds and reinforce our commitment to responsible environmental stewardship.

Refer to our [Environmental Policy](#).

Our Initiatives

Emission Controls at Captive Power Plants

We have installed hybrid electrostatic precipitators followed by bag filters at our captive power plants in Jharsuguda, Lanjigarh and BALCO to significantly minimize emissions.

Minimizing Fluoride and PFC Emissions at Aluminium Smelters

At our aluminium smelters in Jharsuguda and BALCO, we have deployed high-efficiency fume treatment systems to effectively capture and reduce fluoride emissions. Additionally, we have installed advanced pot controllers in our smelter potlines, which helped us achieve PFC emissions of 73.38 PFC MT production in FY25.

Reducing Fugitive Emissions Through Infrastructure and Monitoring

To reduce fugitive emissions and improve air quality, we have implemented a range of advanced infrastructure and monitoring systems across our operations. At Jharsuguda and BALCO, closed conveying systems for materials like CP Coke, Alumina, Coal, and Ash are supported by bag filters and dust collection systems at transfer points. Laser and cassette-based fluoride monitoring in smelter potlines enables real-time tracking and rapid corrective action. We have installed dust suppression measures like dry fog system/ fixed sprinkling system (at our raw material area). A Wind Defender system at the Red Mud stacking zone & ash siding area further minimizes dust emission. Electrostatic Precipitators (ESPs) with bag filters at the CPP maintain particulate matter levels below 50 mg/ Nm³, while ESPs at Calciner stacks help reduce stack emissions.

For dust control, we have developed adequate green cover, regular water sprinkling & HCSD system to transport ash in slurry form. Rotating water-spray nozzles in coal yards further suppress dust. These integrated measures reflect our commitment to clean, sustainable operations and proactive emissions management.

Transition to Cleaner Fuels: Biomass and LNG Pilots

As part of our decarbonization roadmap, At Lanjigarh & BALCO we have initiated biomass co-firing and LNG-based boiler pilots across various locations. At Lanjigarh, we co-fired 948 tonnes of biomass in alignment with our goals. These cleaner fuel transitions help lower criteria air pollutants and support our long-term GHG emission reductions.

Aluminium Value Chain Innovations

We have brought down the upstream & downstream emissions in our Value chain through our initiatives like recovery of metal from Aluminium dross to produce Restora Ultra, Fly ash & Red mud utilization in Cement Industry and others.

Direct Perfluorocarbons (PFCs) emissions (PFC MT):

Business	FY22	FY23	FY24	FY25
BALCO	40.72	28.32	28.73	14.32
Jharsuguda	33.73	68.79	35.67	59.05
Total	74.46	97.12	64.41	73.38

Air Emissions (MT):

We actively monitor air emissions across our operations, tracking key pollutants such as NOx, SOx, particulate matter (PM), volatile organic compounds (VOCs), and hazardous air pollutants (HAPs). In FY25, our recorded VOC emissions stood at 2.58 MT, while HAP emissions were 168.98 MT. Our continuous monitoring efforts are part of a broader commitment to minimizing environmental impact and complying with regulatory standards.

FY	BALCO	Jharsuguda	Lanjigarh	Total
NOx Emissions				
FY22	22,245.00	40,276.00	3,057.00	65,578.00
FY23	19,386.00	44,136.00	1,928.00	65,450.00
FY24	26,883.00	51,464.00	915.00	79,262.00
FY25	33,233.83	53,551.25	1,025.92	87,811.00
SOx Emissions				
FY22	48,437.00	126,842.00	11,269.00	186,548.00
FY23	121,072.00	144,842.00	4,474.00	270,388.00
FY24	98,785.00	178,682.00	1,668.00	279,135.00
FY25	119,869.07	182,387.52	1,858.49	304,115.08
Particulate Matter (PM)				
FY22	2,125.00	5,082.00	240.00	7,447.00
FY23	3,697.00	5,329.00	156.00	9,182.00
FY24	4,082.00	6,032.00	71.00	10,185.00
FY25	3,021.75	6,494.44	83.89	9,600.08

Advancing Cathode Lining Design for Enhanced Pot Life and Efficiency at Jharsuguda

At Jharsuguda, we have undertaken a cathode lining redesign project to enhance pot performance, focusing on improved energy efficiency and operational reliability. While the current average pot life is approximately 1,800 days, the existing design faces challenges such as high energy consumption, increased Cathode Voltage Drop (CVD), and inefficiencies in current distribution.

The Initiative:

The project focuses on improving the cathode lining design by incorporating upgraded cathodes and copper collector bars. These improvements aim to reduce current creep and enhance thermal performance. Additionally, simulation-based design optimizations and the use of proprietary materials are being explored to increase efficiency and reliability in the short term. In the long term, the goal is to develop a sustainable solution with recyclable materials, extended pot life, and lower emissions.

The new design has been implemented in 373 of 1,930 pots, accounting for 19% of the total pots. Each upgraded pot involves an investment of INR 72.50 million, representing a 12–14% increase in cost over the conventional design.

Impact of the initiative:

At full-scale deployment, the initiative is expected to deliver INR 1,693.2 million in annual savings for our Jharsuguda site.

The project has been recognized under the National Energy Efficiency Innovation Awards (NEEIA) 2023 by the Ministry of Power's Bureau of Energy Efficiency.

0.17 tCO₂e/MT

Reduction in GHG emission

360 million units

Reduction of energy consumption after 100% implementation of the advanced cathode lining design

0.34 million tCO₂e

Annual potential GHG emission reduction after 100% scale up



Circularity and Waste Management

Why is it Material?

We generate hazardous and non-hazardous waste as part of our operations. Non-hazardous waste includes categories such as organic waste, paper, plastics, metals, and construction debris, while hazardous waste includes items such as aluminium dross, ETP sludge, used oils, and residues from production processes. All such waste is managed through safe disposal and recycling practices, with a focus on minimizing environmental impact and reducing landfill dependency. In addition, High-Volume Low-Toxicity (HVL) waste such as fly ash, red mud, bottom ash and lime grit are directed towards sustainable utilization pathways, such as utilization in infrastructure projects such as highways.

As part of our commitment to sustainability, we have embraced a "waste to wealth" philosophy, actively exploring opportunities to convert waste into valuable resources. Regular internal audits

help identify process improvements and drive accountability across operations. Moreover all aluminium scrap generated during manufacturing is collected, segregated, remelted, and reused within the plant.

Refer to our [Environmental Policy](#).

Our Ambitions

Targets	FY25 Progress
Zero waste to Landfill by 2050	14,599,794.29 MT of waste recycled and reused
100% fly ash utilization	Achieved a 115.18% fly ash utilization rate

Our Initiatives

Resource Use and Waste Management Standard

We have implemented the [Resource Use and Waste Management Standard at Vedanta Aluminium](#), which guides our efforts to prevent and minimize waste generation, followed by recovery and recycling internally or through authorized third parties. Hazardous and non-hazardous waste is managed only through government-authorized vendors. Selection of partners involves due diligence on legal compliance, licensing, and capacity to meet environmental norms. We include contractual clauses and audit mechanisms to ensure proper disposal and adherence to applicable laws. We have adequate risk assessments and controls in place to manage spills and leakages, which are addressed in the onsite emergency plan and guided by this technical standard.

Fly Ash Utilization through Partnerships

In FY25, we achieved ash utilization of more than 100% against the 12.08 million MT of ash generated across our operations by utilizing the ash generated during the year as well as drawing from previously stored quantities. The ash was utilized by applying it in road construction, bricks, cement co-processing, and mine/quarry filling.

Further, we have supplied over 3.08 MMT of fly ash from Jharsuguda for Bharat Mala Pariyojana and other avenues, 2.68 MMT of fly ash from BALCO for road and highway construction under the Bharat Mala Pariyojana and 0.56 MMT of ash at Lanjigarh was utilized in different avenues such as the NHAI project and through distribution to 131 local brick manufacturers.

We have partnered with cement companies in Chhattisgarh and Odisha to supply 8.25 MMT of fly ash and bottom ash, saving up to 1.98 MMT of carbon emissions.

Moreover, we have launched the Ash Control Tower (ACT) at BALCO, which uses real-time AI-based monitoring. In FY25, BALCO achieved a 131% utilization rate by supplying over 4 MMT of fly ash for construction and cement co-processing. Additionally, we use High Concentration Slurry Disposal (HCSD) system in our CPP of smelter & refinery for ash transfer to ash pond.

High Recycling Rate of Hazardous Waste

In FY25, we achieved a hazardous waste recycling rate of more than 100% by recycling the waste generated during FY25 as well as a portion of the carried-forward inventory from previous periods.

Waste reduction in smelter

At BALCO, we implemented air blow off station at our Carbon rodding plant as an initiative towards reduction of generation of hazardous waste (flue gas dust). This initiative, while reducing up to 30% shot blast dust generation, resulted in higher bath recovery. Spent Pot Lining (SPL) Detoxification and Recovery

Waste Management Training

We have conducted offline waste management training programmes covering best practices, segregation, SOPs, and handling of all kinds of waste including e-waste, battery waste, hazardous waste among others, with participation of over 1,300 employees to strengthen our internal waste management practices.

Spent Pot Lining (SPL) Detoxification and Recovery

In FY25, we enabled the utilization of 36,320.86 MT of SPL against a generation of 39,684 MT at our BALCO and Jharsuguda facilities, through detoxification and channelization to government-authorized recyclers and cement plants, in strict adherence to CPCB guidelines. This achievement translates to an overall recycling rate of 116.37%.

We have dispatched 36,320.86 MT of SPL to government-authorized recyclers for material and for detoxification and production of carbon mineral fuel to be used in cement plants, steel industry and others as per CPCB guidelines.

Spent Pot Lining Waste Generated and Utilized (MT)

	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Spend pot lining waste generated	11,544.00	28,140.00	0	0	0	39,684.00
Utilization amount	23,587.52	12,733.34	0	0	0	36,320.86
Landfilling		9,858.46	0	0	0	9,858.46
Utilization %	204.33	80.30	0	0	0	116.37

Waste recycled and disposed (MT)

	FY22	FY23	FY24	FY25
Total waste recycled/ reused	14,744,632.00	25,597,993.00	28,804,836.00	14,599,794.29
Total waste disposed*	8,934.00	8,874.76	174,744.00	22,838.77
Landfill	8,699.00	8,649.00	174,508.00	22,724.31
Incineration with energy recovery	-	2.00	9.00	-
Incineration without energy recovery	235.00	220.76	222.00	113.46
Waste offsite disposal	-	3.00	5.00	1.00

*Total waste disposed numbers have been updated for the period of 4 years due to a change in calculation methodology

Waste Generated and Diverted from Disposal (MT)

FY	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Hazardous Waste Generated						
FY22	94,685.00	279,465.00	66.00	-	-	374,216.00
FY23	96,513.00	308,727.00	77.00	-	-	405,317.00
FY24	96,160.00	281,248.00	162.00	-	-	377,570.00
FY25	100,106.65	287,770.76	80.03	-	1.17	387,958.61
Hazardous Waste Recycled/Reused						
FY22	270,216.00	98,260.00	148.00	-	-	368,624.00
FY23	281,312.00	102,363.00	73.00	-	-	383,748.00
FY24	259,899.00	108,178.00	157.00	-	-	368,234.00
FY25	110,279.32	281,593.71	78.18	-	-	391,951.21
Non-Hazardous Waste Generated						
FY22	7,904,805.00	3,134,176.00	29,374,58.00	-	-	13,976,439.00
FY23	7,251,497.00	2,464,171.00	2,922,446.00	-	-	12,638,114.00
FY24	8,321,135.00	17,448,051.00	2,820,152.00	-	-	28,589,339.00
FY25	3,632,590.42	8,094,334.94	3,493,581.86	-	367.12	15,220,874.34
Non-Hazardous Waste Recycled/Reused						
FY22	9,496,357.00	4,034,278.00	100,845,374.00	-	-	14,376,009.00
FY23	7,740,698.00	16,888,381.00	584,866.00	-	-	25,213,945.00
FY24	9,340,510.00	18,421,582.00	674,511.00	-	-	28,436,603.00
FY25	4,729,179.42	8,833,368.92	645,022.51	-	272.23	14,207,843.08

Waste Breakdown in FY25**391,951.21 MT**

Total Hazardous Waste recycled/reused

14,207,843.08 MT

Total Non hazardous + HVLT waste recycled/reused

14,599,794.29 MT

Total waste recycled/reused (Hazardous + Non hazardous + HVLT waste)

Red Mud Utilization in Cement Industry at Lanjigarh

We launched an initiative to utilize red mud, a by-product of alumina refining at the Lanjigarh refinery—in cement manufacturing. The project addresses the challenge of red mud disposal while enabling resource recovery in the construction sector.

The initiative:

We facilitated the dispatch of 63,000 MT of red mud to cement manufacturers through 17 dedicated railway rakes. The project involved extensive coordination to ensure route optimization, secure rake slots, and implement customized handling protocols to maintain material integrity during transit.

The initiative was executed in full compliance with environmental and transportation

regulations. Safety data sheets were shared with receiving plants to ensure informed handling and integration of the material.

Impact of the initiative:

This project supports the reduction of environmental and health risks associated with red mud storage, while promoting industrial waste valorization.

By substituting red mud as a raw material in cement production, the initiative contributes to lowering the industry's dependency on virgin resources and advancing our circularity goals.

Fly Ash Utilization for Infrastructure at Lanjigarh

The Initiative:

We implemented a comprehensive initiative to ensure the sustainable disposal and utilization of fly ash, in alignment with the Fly Ash Notification.

The project focused on achieving 100% utilization of fly ash generated from operations by integrating it into construction activities. This included replacing natural soil with fly ash in the building of National Highway embankments and using it in place of traditional red bricks, thereby reducing topsoil extraction. We facilitated the supply of 234,000 MT of fly ash to local brick manufacturers and an additional 160,000 MT for the construction of highway embankments under the NHAI Kesinga Division.

The initiative involved coordinated efforts to comply with all regulatory guidelines and

enabled partnerships with local medium-scale industries to streamline distribution and application of fly ash.

Impact of the Initiative:

The project significantly contributed to environmental conservation by minimizing soil degradation and reducing the carbon footprint associated with construction materials. It also supported the circular economy by promoting the reuse of industrial by-products and generated secondary employment opportunities through its support to local brick manufacturing units. These initiatives allowed us to achieve a 101.12% utilization rate of ash at Lanjigarh in FY25. The initiative demonstrates a replicable model for sustainable waste management in the infrastructure sector.

Training on Menstrual Waste Management at Jharsuguda

On November 14, 2024, Vedanta Aluminium conducted a "Zero Menstrual Waste" training session in Jharsuguda, Odisha, aimed at promoting eco-friendly menstrual waste management and sustainable hygiene solutions.

Impact:

The training emphasized the environmental hazards of non-biodegradable sanitary waste, which contributes to pollution and landfill issues. Participants explored sustainable alternatives such as menstrual cups, cloth

pads, and biodegradable sanitary napkins, which can significantly reduce waste generation.



Inaugural Dispatch of SPL Refractory Waste for Disposal

Vedanta Jharsuguda has embarked on its pioneering SPL Refractory Disposal Project, adhering to the disposal guidelines outlined by the Central Pollution Control Board (CPCB). The project was officially launched by Mr. Jajneswar Dash, COO Metal at Vedanta Jharsuguda, and involves a strategic collaboration with ReSustainability. Under a formal work order, ReSustainability is responsible for handling the disposal of SPL refractory waste at their Treatment, Storage, and Disposal Facility (TSDF) in accordance with established protocols.



Materials Management

Why is It Material?

Our operations are heavily reliant on raw materials which are subject to volatility and infrastructure constraints. Materials management is thus material, as it directly affects cost efficiency, energy consumption, emissions profiles, and long-term resilience amid global supply chain pressures.

Our Initiatives

Aluminium Dross-to-AIF3 Conversion for Smelting Efficiency

In a first-of-its-kind initiative, we have successfully synthesized Aluminium Fluoride (AIF3) from aluminium dross. This not only converts hazardous waste into smelter inputs but also strengthens backward integration and reduces dependency on imported reagents.

Classification and Safe Handling of Hazardous Wastes

We generate hazardous waste such as cathode residue, dross, and spent pot lining, which are managed in strict compliance with regulatory requirements. This waste is safely collected, stored in covered facilities, and disposed of or recycled through partnerships with authorized entities, ensuring responsible and sustainable waste management.

Safe Storage of Low-Toxicity By-products

We have ensured that substantial volumes of low-toxicity by-products, such as mine overburden and mineral slag, are stored safely in authorized facilities before they undergo circular economy initiatives, minimizing environmental impact and maximizing value. In FY25, 100% of the overburden generated was utilized.

Overburden Generated and Utilized (MT)

	BALCO
Overburden generated	2,643,148.50
Utilization amount	2,643,148.50
Utilization %	100%

Emergency Preparedness Plans for BRDAs

We have developed Emergency Response Preparedness Plans for each of our Bauxite Residue Disposal Areas (BRDA) and ash dyke facilities to outline actions in case of any operational failure, reinforcing material safety and community protection.

Filtered Dry Stacking at Lanjigarh

We have employed filtered dry stacking technology in Lanjigarh to manage bauxite residue in a safer, environmentally responsible way. We have also implemented measures to reduce the alkalinity and toxicity of highly alkaline bauxite residue, making it easier to store, handle and reuse while minimizing environmental risks.

Steam Economy Improvement in Evaporators 1 & 2 at Lanjigarh

As part of its energy efficiency drive, we initiated a project to enhance the steam economy of its evaporator system.

The Initiative:

The project aimed to improve the steam economy from 3.50 to 3.80 T of moisture/T of steam. Although the original design targeted 4.10 T/T, practical limitations and lower evaporation rates—peaking at 440 tph, necessitated the operation of a third evaporator. To address this, we replaced 4,600 tubes across two calendrias with higher surface area variants and introduced a Maxtreat anti-scalent dosing system to prevent scaling and maintain optimal heat transfer efficiency.

Impact of the Initiative:

The project led to an improvement of 500 tph in evaporation rate, reducing the need to operate the third evaporator. These enhancements contributed to better energy utilization, increased system efficiency, and improved operational reliability

40,000 MT

Annual steam savings

9,500 tCO₂e

Reductions in GHG emissions

De-bottlenecking (DBNK) Cooling Water Pump Interconnection Line at Lanjigarh

We implemented a system optimization project to improve the efficiency and reliability of the DBNK cooling water system. The initiative targeted operational inefficiencies caused by suboptimal pump usage and aimed to reduce energy consumption and equipment breakdowns.

The Initiative:

The cooling system originally operated four pumps at 65% capacity, resulting in low flow conditions and high Condition-Based Monitoring (CBM) issues, leading to frequent breakdowns. A technical assessment revealed that only three pumps were needed to meet the system's flow requirements. Based on this, we constructed a 20-inch interconnection line between the two separate pump trains and

installed discharge header valves to enable seamless operation across the system.

Impact of the Initiative:

The optimization improved the flow rate to 1,800 m³/hr, enabling more effective maintenance planning, enhanced system reliability, and reduced unplanned downtime.

2,150 MWh

Annual energy savings

1,520 tCO₂e

Reduction in GHG emissions

Anti-Frictional Coating in Alkaline Cooling Water Pumps at Lanjigarh

We launched an initiative to enhance the performance and energy efficiency of its alkaline cooling water pumps by reducing internal friction losses.

The initiative:

The project involved the application of anti-frictional coatings to pump impellers and casings. This included ball blasting the impellers followed by a 3-layer Bellazona coating system. Initial trials were conducted on two pumps, which demonstrated measurable improvements in flow rate and overall efficiency. Based on these results, horizontal deployment is planned for 14 additional pumps across the system.

Impact of the initiative:

The improved pump performance has led to reduced frictional losses and enhanced energy efficiency.

The project also supports operational stability by reducing the need for additional pumps and improving the longevity of pump components.

469 MWh

Annual energy savings

355 tCO₂e

Reduction in GHG emissions

Tailings Management

Why is it Material?

Tailings (red mud & ash), generated primarily during alumina refining and power plant operation, represent one of our waste streams. Their safe storage and long-term stability are critical from both environmental and operational perspectives.

Refer to our [Tailings Management Policy](#)

Our Initiatives

Real-Time Digital Monitoring Systems

To ensure the structural integrity of tailings storage facilities (TSFs), we have deployed advanced digital systems. These include distributed acquisition systems, piezometers, inclinometers, satellite surveillance, and InSAR-based ground movement detection for early warning and slope stability monitoring. These tools allow predictive intervention, bolstering operational safety and environmental assurance.

Crisis Response and Design Reinforcement

Following the breach at the Process Water Reservoir in Lanjigarh in September 2024, we acted with speed and transparency. We initiated an internal and third-party investigation, collaborated with global experts, and redesigned the facility in alignment with the Global Industry Standard on Tailings Management (GISTM). These measures were overseen by an Independent Tailings Review Board (ITRB), reinforcing governance and community trust.

Vedanta Aluminium
at a Glance

Sustainability at
Vedanta Aluminium

Transforming
Communities

Transforming
the Planet

Transforming
the Workplace

Tailings Management Governance Framework

We operate under a stringent [Tailings Management Policy](#) aligned with ICMM and GISTM. All tailings infrastructure is governed by a site-specific Tailings Management Standard (TMS), with regular COP reviews, third-party audits, and mandatory onboarding of Engineers of Record (EoR). This system ensures full lifecycle compliance.

External Expert Engagement and Regular Audits

We have engaged independent industry experts to evaluate our tailings dams' performance, complemented by internal and external audits, daily and weekly checks, and employee training to ensure safe material management.

Capacity Building through Global Certification

To enhance technical expertise, all of our Accountable Executives and Responsible Engineers have undergone training from the Australian Institute of Mining and Metallurgy (AUSIMM). This globally recognized course strengthens competencies in geotechnical safety, closure planning, and socio-environmental aspects of tailings management.

Incident Learnings Shared Across Group

We are cascading our learnings from the Lanjigarh incident across all of our businesses. Group-wide sessions have been held to align Tailings Storage Facilities (TSF) governance, monitoring, and risk preparedness, enabling continuous improvement across entities. Rit; ex merictum forteat ilinatilne re

Transition to GISTM-Aligned Tailings Facilities

We are on track to achieve 100% GISTM alignment by FY26. As of FY25, majority of our Tailings Management Facilities are compliant. The remainder are undergoing system upgrades to meet this benchmark, with third-party verification and oversight in place.

Tailings Facilities

	BALCO	Jharsuguda	Lanjigarh	Total
Active tailing facilities	4	4	3	11
Categorized as high-risk potential	4	3	3	10
Inactive tailing facilities	4	3	0	7
Categorized as high-risk potential	4	3	0	7
Planned tailing facilities	0	0	0	0

Response to Process Water Storage Facility Breach at Vedanta Aluminium's Lanjigarh Refinery

At Vedanta Aluminium, the safe and responsible management of tailings storage facilities is at the core of our operations. We have integrated advanced digital technologies to continuously monitor and protect our infrastructure, aiming to reduce environmental impact and enhance safety for nearby communities.

Background

Our tailings storage facilities are equipped with real-time monitoring systems, including distributed acquisition systems with cabling networks, servers for data processing, data acquisition devices, consoles, portable data link modems and other hardware supporting slope stability monitoring. We also use remote monitoring tools such as survey monuments, piezometers and inclinometers to track pore pressure and displacement, which strengthens our predictive risk assessment and maintains

the Factor of Safety of the dams.

On 15 September 2024, following exceptionally heavy rainfall, the Process Water Reservoir (PWR) at our Lanjigarh Alumina Refinery in Odisha experienced a breach due to elevated water levels and increased pressure in the catchment area. The adjoining Red Mud Pond remained unaffected. The PWR is designed to collect rainwater run-off from tailings dams, and this unexpected breach tested our resilience systems and response mechanisms.

Impact

The breach created an urgent need to protect residents, address stakeholder questions transparently and strengthen confidence in our facility management.

Response

We quickly activated our Crisis Management Team to coordinate the immediate response and worked closely with local administration and government bodies to engage with stakeholders and resolve grievances. We took swift action to mitigate the impact on surrounding areas and committed to provide compensation as determined by local authorities.

At the same time, we launched an internal investigation led by senior leadership to identify the root cause of the breach. To complement this, we engaged independent global experts to conduct a thorough external assessment, determine causes of failure and recommend design improvements. Based on their recommendations, we redesigned the facility under the supervision of our Engineer of Record (EOR) and with oversight from an Independent Tailings Review Board (ITRB), ensuring compliance with the Global Industry Standard on Tailings Management (GISTM). Learnings from this incident were shared across all group companies under the supervision of the Group Executive Committee to prevent recurrence.

Beyond immediate corrective measures, we reinforced governance by revising our Tailings Management Policy in 2023, strengthening internal controls through monthly performance reviews, third-party audits, dedicated tailings managers, and the ongoing onboarding of EORs and the ITRB. As of FY25, we achieved 67% alignment with GISTM, moving steadily towards our target of full compliance by FY25.

To further enhance capability, all Responsible Tailings Facility Engineers and Accountable Executives completed a certified tailings management program from the Australian Institute of Mining and Metallurgy (AUSIMM). This specialized training covered geotechnical and geochemical considerations, governance, closure planning and overall risk management.

Through these coordinated actions — from real-time monitoring and governance upgrades to capability building and community engagement — we have strengthened the resilience and safety of our tailings operations, reflecting our commitment to protect people, the environment and the integrity of our facilities.

Biodiversity and Ecosystems

Why is It Material?

Biodiversity is material to us because it underpins ecosystem dependencies, and its conservation is crucial to prevent potential project delays, avert reputational risks, and respond to stakeholder expectations on sustainable outcomes.

Refer to our [Biodiversity Policy](#).

Our Ambitions

Targets	FY25 Progress
No Net Loss of Biodiversity by 2050	
To update all Biodiversity Management Plans (BMPs) by 2030	Updating the existing BMPs of 3 operational sites and preparing BMPs of remaining 2 sites.
Achieve habitat restoration of 998.5 hectares of habitat restoration by 2030:	Habitat restoration is under progress

Our Initiatives

Embedding Biodiversity in Business Practices

We have developed our maiden Taskforce on Nature-related Financial Disclosures (TNFD) Report for FY25, encompassing our 5 operational sites, including Jharsuguda, BALCO, Lanjigarh, Jamkhani Coal Mine and VGCB. This report is structured around four key pillars: Governance, Strategy, Risk & Impact Management, and Metrics & Targets. We have committed to align with the global initiative to integrate nature-related considerations into its business strategy.

To achieve this, we utilized the LEAP (Locate, Evaluate, Assess, and Prepare) Framework recommended by TNFD to identify its nature-related Dependencies, Impacts, Risks, and Opportunities (DIRO). The report focuses on direct operations, with future aspirations to include the value chain in its disclosures.

Comprehensive Biodiversity Management Plan

As a responsible business, Vedanta Aluminium understands that biodiversity loss and ecosystem collapse, and shortage of natural resources are among the top 10 ranked Global risks by severity (WEP, FY25). The proper management of such resources is the top priority of Vedanta Aluminium. The business unit is updating BMPs for 3 of its business operations namely, Korba(Chhattisgarh), Jharsuguda (Odisha), Lanjigarh(Odisha). Additionally, Vedanta Aluminium has initiated preparing a BMP for its remaining 2 sites, namely- Jamkhani Coal Mine (Odisha),VGCB (Andhra Pradesh). The BMP serves as a detailed document, guiding efforts to conserve biodiversity and addressing habitat loss through out the operational lifespan. The BMP outlines comprehensive strategies to assess, manage, and offset impacts on biodiversity, ensuring that Vedanta's operations harmonize with ecological preservation and contribute positively to habitat conservation.

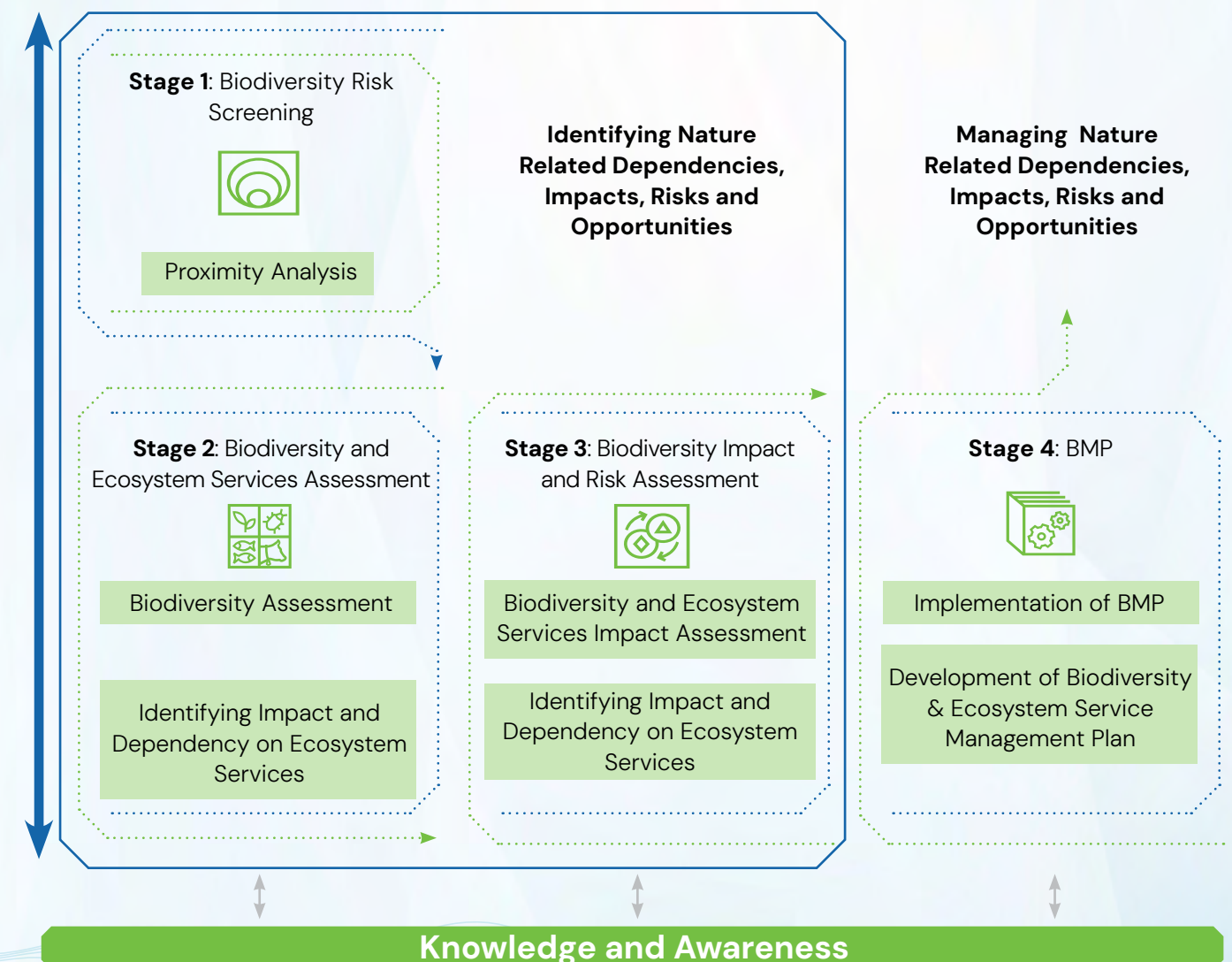
Habitat Development Plan

Our Jharsuguda site has developed a site-specific habitat development plan. The plan focuses on improving the existing green belt area and developing rehabilitation sites using native floral species.

Invasive Species Management

In tandem with habitat enhancement, addressing the challenges posed by invasive species is crucial to preserving biodiversity. An invasive species eradication program at Jharsuguda addresses ecological threats, reflecting our commitment to enriching local biodiversity.

Vedanta Aluminum's Process for Identifying and Managing Nature-related Dependencies, Impacts, Risk and Opportunities



Ecosystem Restoration and Biodiversity Enhancement

As part of our long-term dedication to ecosystem restoration, Vedanta Aluminium has participated in the 1 Trillion Trees Campaign (The Company's target) by planting over 2.90 million trees as of FY25, with an ambitious goal to reach 7 million trees by FY30. These efforts contribute to habitat restoration, carbon capture, and soil conservation across our operational landscapes.

Bamboo species are planted to strengthen structural vegetation and deliver environmental benefits. Across our facilities, we have introduced artificial nests, fruit orchards, and gardens with medicinal plants, all aimed at nurturing a rich and diverse ecosystem.

In terms of habitat restoration, we have completed afforestation on 150 hectares of reclaimed ash dykes at BALCO and utilized the Miyawaki method to plant vulnerable native species in Odisha. Our efforts have also resulted in the planting of over 200,000 saplings across 150 hectares in Odisha's Kalahandi district, near the Vamsadhara and Tel River basins. Additionally, we have planted over 1.3 million native saplings including 50,372 trees at Jamkhani Coal Mine, contributing to the creation of rich, restored habitats. Moreover, we have undertaken more than 100,000 saplings plantation under the Matrivan campaign, Ek Ped Maa Ke Naam, at Jharsuguda.

At Lanjigarh, we have planted threatened species of flora, such as 500 chloroxylon swietenia and 99,872 teak saplings until FY25. We have covered 278.216 hectares with 542,922 saplings around our Lanjigarh facilities.

Restoration efforts

We focus on ecological sustainability through green belt development and afforestation, transforming 150 hectares of reclaimed ash dykes into vibrant ecosystems. At the Jharsuguda facility, mixed planting patterns enhance soil health and growth, while the Odisha township's "Avian Arena" provides resources for birds. Moreover, a butterfly park has been developed to support butterfly conservation.

Protection of High Conservation Value Areas and Endangered Species

We have pledged not to explore or mine in World Heritage Sites and IUCN Category I-IV protected areas and have accounted for the presence of eleven endangered and critically endangered species—including Dhole, Asian Elephant, Teak, Indian Softshell Turtle, Yellow Monitor, Black-bellied Tern, Pallas's Fish Eagle, Egyptian Vulture, Indian Skimmer, Indian Pangolin, and Tiger—in our site-specific BMPs. We have ensured our aluminium smelters at Jharsuguda and BALCO operate in previously modified areas with minimal impact, and our Lanjigarh alumina refinery is located away from critically biodiverse zones.

Biodiversity Impact and Conservation Metrics Across Operational Sites in FY25:

Particulars	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB
Size of operational site in or adjacent to protected areas ha	1,099.91	1,173.97	833.30	847.00	0.016
Biodiversity impact assessments conducted (Number)	1	1	1	0	0
Area covered by Biodiversity Impact Assessments ha	1,099.91	1,173.97	833.30	847.00	7.28
Total number of IUCN Red List species with habitats in areas affected by the operations	19	14	12	0	0
Critically	0	0	0	0	0
Endangered	7	9	5	0	0
Vulnerable	8	5	7	0	0
Near Threatened	4	0	0	0	0
Least Concern	0	0	0	0	0

OB Dump Plantation at Jamkhani Coal Mine

Vedanta Aluminium has undertaken a large-scale afforestation initiative over reclaimed overburden (OB) dumps at the Jamkhani Coal Mine, planting 8,951 native and climate-resilient saplings. The effort aims to restore the ecological balance of mined-out areas, with a focus on slope stabilization, erosion control, biodiversity enhancement, and improving the visual landscape.

The Initiative:

As part of its land reclamation strategy, Vedanta Aluminium executed a targeted plantation drive on OB dumps using species suited to the local climate and ecology. The initiative is supported by systematic

maintenance activities, such as mulching and irrigation, to ensure high sapling survival and long-term environmental compatibility.

Impact of the Initiative:

The project has led to multiple environmental benefits, including improved soil retention, increased carbon sequestration potential, and an expansion of green cover.



It supports Vedanta Aluminium's broader land restoration goals by promoting climate resilience and ecological regeneration in post-mining areas.



PILLAR 3: TRANSFORMING THE WORKPLACE

Our people are our greatest strength. We are building a workplace that is safe, inclusive, and future-ready—where every individual is empowered to grow, lead, and thrive. With a strong focus on diversity, well-being, and continuous learning, we are nurturing a culture of excellence and integrity. Because a transformed workplace drives a transformed world.

In this Section

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Aim 8	Promoting gender parity, diversity, and inclusivity	117
Aim 9	Adhering to global business standards of corporate governance	130

Material Issues

Health, Safety and Well-being	Labour Practices
Diversity, Equal Opportunity and Inclusion	Learning and Development
Human Rights	Talent Attraction and Retention
	Business Ethics and Corporate Governance
	Sustainable and Inclusive Supply Chain
	Risk Management and Controls
	Responsible advocacy
	Macro-economic and geopolitical context
	Technology and Innovation
	Long term growth and profitability
	Data Privacy and Cybersecurity
	Product Stewardship

AIM 7 – Prioritizing Safety and Health of all Employees



Ensuring a safe and healthy work environment for all employees and partners remains our highest priority. Aligned with our commitment to a zero-harm workplace, we actively foster a strong safety culture and promote holistic well-being across all operations.

Our Strategic Approach to Health and Safety
We place the health and safety of our people at the heart of operational excellence. Through proactive risk management, customized training, and leadership involvement, we foster a zero-harm culture.

Policies and Accountability Mechanism
Vedanta Aluminium’s commitment to Occupational Health and Safety (OHS) is reflected in our comprehensive OHS Policy, applicable across all operations and personnel—including employees, business partners, and supervised individuals—the Policy is aligned with international standards such as ISO 45001:2018 and developed in consultation with workers’ representatives. It drives continuous improvement by setting measurable targets and prioritizing action plans. Endorsed by executive management, the Policy ensures accountability at the highest levels. Our OHS program further integrates rigorous risk and hazard assessments,

robust emergency preparedness, and regular internal and external evaluations to uphold and advance our health and safety standards. OHS criteria is also incorporated into procurement and contractual processes, ensuring a consistent and comprehensive safety strategy across all operations. Refer to our Health and Safety Policy [here](#).

Other Documents:

- Technical standard on [Occupational Health Management](#)
- Technical standard on [Safety Management](#)
- Guidance Note on [Hazard identification and Incident investigation](#)
- Guidance Note on [Risk Assessment](#)

S. No.	Material Issue
1	Health, Safety and Well-being



Health, Safety and Well-being

Why is it Material?

At Vedanta Aluminium, safety and employee well-being are not only ethical responsibilities but also strategic business priorities. Our workforce is the driving force behind our growth, and protecting their health, morale, and capabilities is essential to cultivating a positive, innovative, and high-performing work environment.

Refer to our [Health and Safety Policy](#).

Our Ambitions

Targets	FY25 Progress
Zero fatalities	Zero fatalities
Reduce RED ZONE exposure to 64 (From the 2018 baseline) by 2025	110 RED ZONE exposure
Reduce RED ZONE exposure to 0 by 2030	
Reduce LTIFR to 0	0.13 LTIFR – Employees 0.29 LTIFR – Business Partners

Our Initiatives

We have launched a series of targeted initiatives to reinforce our safety culture, enhance operational preparedness, and actively engage every member of our workforce in our safety journey. We are proud to share that 100% of our workforce is covered under our comprehensive Health & Safety Management System.

Safety Park: Our Commitment to a Safer Workplace

At Vedanta Aluminium, safety is more than a protocol—it is a deeply embedded core value that shapes our operational ethos. Through our innovative Safety Park initiative at Jharsuguda we are advancing safety awareness by creating immersive and engaging learning experiences for our workforce. Designed as an interactive space, the Safety Park enables employees to explore real-world scenarios through simulations and models that vividly illustrate potential hazards and reinforce safe practices. These experiential modules are crafted to be both impactful and memorable, equipping our teams with the confidence and competence to respond effectively in diverse workplace situations. By integrating modern, hands-on learning, we empower our people to be proactive stewards of safety.



Project Sankalp

Introduced as of FY24, continuing in FY25, our state-of-the-art immersive training center leverages AR/VR technology to simulate high-risk tasks, enabling employees to practice safety protocols in a controlled virtual environment. This forward-thinking approach enhances hands-on learning and builds muscle memory, equipping our workforce with the skills and confidence needed for real-world field operations. By offering training in a zero-risk setting, we are not only reducing incident rates but also strengthening overall safety competency across our teams.



V&D Simulator Training Program at Jharsuguda

This initiative is focused on enhancing the driving skills and safety awareness of Heavy Motor Vehicle (HMV) and Light Motor Vehicle (LMV) operators. Leveraging advanced simulator technology, the program provides a realistic and controlled training environment where drivers can build practical experience and confidence.

Introduced as of FY24, continuing in FY25, the program successfully trained 1,010 drivers—surpassing its initial target—including 636 HMV and 374 LMV operators. The curriculum covers a wide spectrum of competencies, from foundational to advanced driving techniques, defensive driving in diverse traffic and weather conditions, and clinical assessments of reaction time, anticipation, vision, and judgment. These comprehensive modules are designed to prepare drivers for real-world scenarios, significantly improving road safety and reducing traffic violations.

Extensive Digitalization & Surveillance We are advancing workplace safety through extensive digitization and intelligent surveillance systems. Our Manufacturing Execution System (MES) seamlessly integrates process data with safety controls, enabling remote monitoring and real-time oversight. Leveraging AI-powered video analytics, we proactively identify and address unsafe conditions, ensuring continuous compliance and transitioning from reactive to predictive safety management.

Safety Stand Down

This leadership engagement initiative is designed to foster a culture of safety through direct and meaningful dialogue with employees and business partners. By temporarily pausing operations, leaders conduct safety walkdowns, review incidents, and reinforce critical safety protocols, demonstrating visible commitment and building trust across teams.

Fatigue Monitoring Device:

At Jharsuguda, we have equipped all technological vehicles with fatigue monitoring devices to proactively protect our workforce from fatigue-related risks. These smart devices detect signs like head-down posture or inattentiveness and alert the operator instantly to prevent incidents. Each device is backed by its own software suite for real-time analysis and dashboard reporting.

Hazard and Operability (HAZOP) & Layer of Protection Analysis (LOPA)

We have conducted detailed HAZOP and LOPA studies for our BALCO operations and growth projects. These comprehensive risk assessments identify and mitigate potential hazards, ensuring safer and more efficient working environments by aligning with industry best practices in safety management.

Conveyor Interlocking System

To enhance safety and operational oversight, we introduced a digital conveyor interlocking system at its Jharsuguda facility. Previously, conveyor guards lacked effective monitoring, presenting potential safety risks. The newly deployed IoT-enabled system incorporates intelligent interlocking mechanisms that automatically halt conveyor operations and trigger real-time alerts when a guard breach is detected. Initiated in June 2021 and now 95% complete, this initiative has significantly contributed to injury prevention, improved monitoring capabilities, and enhanced production efficiency.

Mental Health and Wellbeing Program ('Your Dost')

We launched 'Your Dost', a mental health program designed to promote well-being and provide support at BALCO. This initiative fosters a culture of openness and care, enhancing overall workforce morale and creating a supportive environment where employees feel valued and understood.

Advanced Medical Amenities:

We have advanced medical facilities across all our sites. In FY25 we deployed two Advanced Life Support ambulances at the plant to improve emergency medical response capabilities at BALCO. This investment ensures rapid and effective medical interventions on-site, reflecting our commitment to employee health and safety.

'Suraksha Sarathi' Road Safety Initiative at Jharsuguda

During the year, we launched the third edition of its impactful road safety campaign, 'Suraksha Sarathi' which involved over 500 drivers, celebrated as 'Sarathis' (charioteers), emphasizing their crucial role in road safety. This initiative was designed to instill the importance of traffic regulations and safety protocols among drivers.

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The combined efforts of Vedanta Aluminium and the district administration are playing a significant role in fostering a culture of road safety among truck drivers. Initiatives like these are crucial in reducing accidents and enhancing overall safety in the region.

Mr. Lokanath Mehar, MVI – Jharsuguda

”

The campaign has fostered a culture of safety beyond Vedanta's operations, reaching the larger community. By educating and empowering drivers, Vedanta is contributing significantly to reducing accidents and promoting road safety in the region.

Suraksha Sankalp Meetings

Suraksha Sankalp Day is observed on the first day of every month at Vedanta Aluminium to reinforce safety awareness among our business partner workforce. Each session focuses on specific safety themes, encouraging open dialogue on best practices, key precautions, practical safety measures and recognizes exemplary safety behavior.

**Man-Machine Segregation**

At Jharsuguda, we have proactively implemented handrails along all footpaths to minimize the risk of man-machine interaction, particularly in zones with both pedestrian and vehicular movement. These physical barriers serve as clear demarcations between walking paths and operational areas, guiding foot traffic safely and significantly reducing the potential for incidents involving moving machinery.

Panel Back Door Interlocking

In our High-Tension (HT) panels at Jharsuguda, we have implemented panel back door interlocking mechanisms to enhance operational safety. This system prevents unauthorized or accidental access to the wrong panel during maintenance or operation by enforcing a predefined sequence of actions.

By restricting access and guiding personnel through a secure protocol, we significantly reduce the risk of electrical hazards such as arc flashes or equipment damage.

Visible Felt Leadership: Senior Management

Walkdowns are a cornerstone of our Visible Felt Leadership (VFL) approach, reinforcing our commitment to safety through direct, on-ground engagement. These walkdowns provide senior leaders with the opportunity to interact with employees, assess real-time working conditions, and visibly demonstrate their commitment to a safe and inclusive workplace. Any unsafe acts or conditions identified during these visits are either addressed immediately or logged in Enablon for timely resolution, ensuring continuous improvement and accountability.

At Lanjigarh, these walkdowns are conducted monthly across the plant, fostering a culture of proactive safety ownership. Leaders engage directly with the workforce, reinforcing safety protocols and encouraging open dialogue on potential risks.

At BALCO, the impact of VFL has been significant. In FY25, we achieved approximately 90% compliance in VFL and SI/CRM activities by senior management, with over 46,569 instances recorded.





Fire Safety Initiatives:
During Fire Service Week, we focused on 'Ensure Fire Safety to Contribute Towards Nation Building', identifying 120 fire-prone areas and training over 1,000 employees and schoolchildren.

Occupational Health Compliance

Achieving 100% compliance with PME regulations in FY25 for business partners, we ensured regulatory standards for our business partners. Initiatives include transforming red zones to green, demonstrating a proactive stance on occupational health and environmental integrity.

Safety Interaction:

Safety Interaction is a proactive engagement conducted during site visits whenever an unsafe act or condition is observed. Our employees initiate a structured 6-step safety interaction with the concerned business partner employees to explain the criticality of the risk and provide on-the-spot counselling. This dialogue also serves as a platform for workers to share their challenges or needs. All safety interactions are tracked through Enablon to monitor participation and impact.

Road Safety Measures:

We implemented GPS systems in 171 LMVs and 14 HMVs, enhancing vehicle oversight for 191 total vehicles at BALCO. Additional measures include procuring simulators for driver skill evaluation, installing safety cameras, and launching a comprehensive vehicle authorization portal to strengthen road safety.

Vehicle-Pedestrian

Interaction Training: To address the risks associated with shared zones, Lanjigarh conducted targeted vehicle-pedestrian interaction training. The sessions reinforced road safety rules, regulations, and standards, helping workers adopt safer practices and eliminate hazardous interactions, thereby enhancing overall workplace safety.

DSS Engagement:

DSS engagement at Lanjigarh plays a vital role in transforming safety culture through expert collaboration. The team conducts site visits, shares insights on safety fundamentals, and recommends improvements. By engaging with both Vedanta and business partner employees, DSS helps build a stronger, safer, and more informed workforce.

Scorecard System for

Business Partners: A monthly scorecard system evaluates business partners on safety performance, MIP compliance, and contributions to site improvement. Scores are based on active participation, including reporting unsafe acts and conducting site observations. This system promotes accountability and encourages consistent adherence to safe practices.

HSE&S Trainings

We believe continuous learning and awareness are key to creating a safe, healthy, and high-performing workplace. Across our sites, we conduct comprehensive training programs to equip employees with the skills and confidence to manage risks and promote well-being. At BALCO in FY25, we held extensive ISO training and certified First Aid and CPR sessions for over 210 employees, along with health awareness programs on heat stress and ergonomics. At Lanjigarh, regular HSE trainings for both direct and contract employees are led by experts, and initiatives like IQEMS training and school safety awareness programs help build a safety culture from the ground up.



Innovative Safety Apps:

We launched a new app at Lanjigarh to manage and track safety consequences, improving accountability and ensuring violations are systematically addressed. This digital tool represents a tech-driven approach to enhancing safety practices and responses throughout the operations. The newly launched SOP/SMP mobile application provides round-the-clock access to updated procedures, allowing employees to retrieve Standard Operating Procedures (SOPs) and Standard Maintenance Practices (SMPs) anytime, anywhere. This digital tool improves field efficiency, minimizes errors, and supports safe, streamlined operations by offering clear, on-demand guidance during tasks—ultimately fostering a safer work environment.

Key Performance Index (KPIs): At Vedanta Aluminium, we adopt a proactive and data-driven approach to workplace safety by closely monitoring a comprehensive set of Safety Key Performance Indicators (KPIs). These metrics are instrumental in evaluating the effectiveness of our safety programs, identifying potential risks, and driving continuous improvement across all operational areas.

Employees

KPIs	UoM	FY22	FY23	FY24	FY25
Manhours worked	Hours	13,194,470	13,027,112	13,808,618	15,208,394
Lost Time injuries	Number	3	4	4	2
LTIFR	Rate	0.23	0.31	0.29	0.13
LTIR	Rate	0.05	0.06	0.06	0.03
Total recordable injuries	Number	4	7	6	10
TRIFR	Rate	0.30	0.54	0.44	0.66
Fatalities	Number	0	0	0	0
Recordable ill-health	Number	0	28	0	0

Business Partners*

KPIs	UoM	FY22	FY23	FY24	FY25
Manhours worked	Hours	61,521,260	73,556,860	86,705,803	94,623,563
Lost Time injuries	Number	28	30	25	27
LTIFR	Rate	0.45	0.41	0.29	0.29
LTIR	Rate	0.09	0.08	0.06	0.06
Total recordable injuries	Number	48	46	44	71
TRIFR	Rate	0.81	0.62	0.51	0.75
Fatalities	Number	4	1	1	0
Recordable ill-health	Number	0	0	0	0

*At Vedanta Aluminium, business partners refer to our contractual workforce

T-Pulse: AI-Enhanced Safety Surveillance for Key Zones at Jharsuguda

The integration of T-Pulse AI-powered safety surveillance technology at Vedanta's manufacturing facility marks a significant advancement in elevating safety standards and streamlining operational efficiency. Utilizing advanced AI algorithms and high-resolution camera systems, the technology is designed to proactively identify and mitigate safety risks in critical operational zones.

Through real-time monitoring and intelligent analytics, T-Pulse enables early detection of potential hazards, significantly reducing the likelihood of incidents and enhancing workplace safety. The system supports

informed decision-making and ensures consistent compliance with safety regulations and industry benchmarks, while fostering a safety-first culture across the facility.

Now fully deployed and operational, the AI-enabled cameras are seamlessly integrated into the central monitoring system and have been rigorously tested for performance. The T-Pulse system delivers uninterrupted safety oversight and instant alerts, reinforcing Vedanta Aluminium's commitment to leveraging smart technologies for safe, efficient, and future-ready operations.

Drone-Based Safety Initiative for Blasting Operations at Jamkhani Coal Mine



Critical Risk Management (CRM) Verifications

Vedanta Aluminium's Critical Risk Management (CRM) framework focuses on nine high-risk activities, each systematically assessed to uphold the highest standards of workplace safety. Potential risks are proactively identified, analyzed, and documented in Enablon, with timely closure of action items ensuring a safe and compliant operational environment. The CRM process actively engages both Vedanta and business partner employees, fostering a culture of shared responsibility and transparency. All actions are meticulously tracked through Enablon, reinforcing

accountability across teams. To date, we have recorded 98,264 CRM reports and verifications for high-risk activities, achieving 100% closure of all action plans. This rigorous and data-driven approach reflects our unwavering commitment to operational safety, continuous improvement, and excellence.

98,264

Total CRM verifications undertaken in the sector in FY25

Sadak Suraksha Bahini

Sadak Suraksha Bahini is a dedicated road safety initiative at Lanjigarh aimed at identifying and addressing road safety violations, unsafe acts, and hazardous conditions within the plant. The observations are systematically reported and tracked for closure to ensure compliance. The team also installs road safety signboards across key plant locations to promote safe driving practices.

AIM 8 – Promoting Gender Parity, Diversity, and Inclusivity



At Vedanta Aluminium, we believe that a diverse and inclusive workforce is fundamental to our sustainable growth. A diverse team drives innovation, better decision-making, and enables us to cater to a broader market base and create long-term value for its shareholders.

Our Strategic Approach to Inclusive Growth

Our approach to inclusive growth is anchored in strong governance, clearly defined goals, and transparent accountability. We have established a Diversity, Equity & Inclusion (DE&I) Council, led by senior executives, to guide strategic initiatives and ensure organization-wide commitment. Inclusion metrics are monitored at the highest levels, with regular updates provided to the CEO and Board, reinforcing our dedication to building a diverse, equitable, and inclusive workplace.

Policies and Accountability Mechanism

We are an equal opportunity employer and have embedded non-discrimination and inclusivity principles in our Code of Conduct and HR policies.

We mandate diverse candidate slates during recruitment to ensure equitable representation. Our robust grievance redressal mechanisms—including anti-harassment protocols and ethics helplines—safeguard human rights and enable swift resolution of any bias-related concerns. Moreover, progress on Diversity, Equity & Inclusion (DE&I) is embedded into management KPIs, instilling ownership and accountability across all levels. Regular ESG reviews and annual sustainability reporting provide transparency on our performance and highlight opportunities for continuous improvement.

Our hiring and promotion processes are gender-neutral

S. No.	Material Issue
1	Diversity, Equal Opportunity and Inclusion
2	Human Rights
3	Labor Practices
4	Learning and Development
5	Talent Attraction and Retention



Diversity, Equal Opportunity and Inclusion

Why is it Material?

Promoting diversity and equal opportunity is a strategic priority at Vedanta Aluminium, especially in an industry like aluminium manufacturing that has historically seen low female representation globally. We believe that harnessing the full spectrum of talent—across gender, abilities, nationalities, and backgrounds—is essential to driving innovation and sustaining our leadership in responsible manufacturing.

Our Ambitions

Targets	FY25 Progress
100% of grievances to be resolved by FY25	100% grievances resolved
Achieve a higher percentage of women in various management positions by 2030	4% women in top senior management positions

Our Initiatives

Inclusive Hiring, Equal Pay, and Gender Equity

At Vedanta Aluminium, we are committed to ensuring equal opportunity from the very beginning of the recruitment process. Our gender-neutral hiring practices—including standardized assessments and blind résumé screenings—are designed to eliminate bias and promote fairness. We further strengthen this approach by ensuring diverse gender representation on interview panels.

These efforts have led to increased female participation across key functions such as operations, mining, power, and support roles. Through targeted campus drives and apprenticeship programs, we consistently achieve over 30% female representation, with women now comprising 19% of our total employees—underscoring our commitment to gender equity.

We also uphold pay equity through regular compensation reviews to eliminate gender-based disparities. All policies, from leave to promotions, are designed to be inclusive and equitable. To further ensure fairness, performance evaluations are calibrated across functions through cross-functional moderation, helping eliminate unconscious bias and promote merit-based growth.

Women in Leadership and Technical Roles

At present, women hold 4% of managerial and senior positions at Vedanta Aluminium, including operations, security, and project management. We ensure equal opportunity in promotions and succession planning, supported by mentorship and career development programs for high-potential women.

To increase women's participation in core technical roles, we launched Project Shree Shakti at our Jharsuguda smelter—Odisha's first program to induct women into night-shift operations. Since 2023, over 85 women have taken on roles such as PTM operators, FTA operators and Process supervisors. Women are now managing advanced shop-floor operations and leading production teams, contributing to higher productivity and operational diversity.

WINSPIRE Initiative at Lanjigarh

WINSPIRE is a women-centric initiative launched at Lanjigarh to uplift and empower female employees in the Aluminium Business. The program fosters ambition, resilience, and empowerment by sharing real-life stories of successful women leaders who overcame challenges with strategic thinking.

Key Outcomes and Impact

WINSPIRE has delivered tangible and transformative results. The initiative significantly deepened engagement among

female employees, cultivating a more supportive and goal-driven workplace culture. It empowered women to step into frontline roles, often beyond their traditional comfort zones, and nurtured a mindset of courage and initiative. As a result, there has been a marked increase in the readiness of female employees to pursue leadership and managerial positions. The program has helped build a more confident, proactive, and self-directed female workforce—one that is actively shaping its own career trajectory within the organization.

Project Panchhi

launched in Odisha and Chhattisgarh, focuses on enhancing education, healthcare, skill development, and financial literacy for young women, while raising community awareness on health and gender issues. Recently expanded to Jharsuguda, Odisha, Project Panchhi—championed by Chairman Anil Agarwal—aims to recruit 1,000 women from underprivileged backgrounds across India. It specifically supports girls from low-income families who face barriers to higher education due to financial constraints or societal pressures, helping bridge the gender gap and build a brighter, more equitable future.

191

Candidates onboarded in FY25

19%

Women employees

4%

Women in top senior management positions



Inclusion of Persons with Disabilities (PwDs)

We integrate PwDs across roles such as HR, Commercial, and Security, aligning tasks with their skills; for example, visually impaired staff handle analytical roles using assistive tools. Our inclusive growth strategy is supported by a structured five-step approach encompassing inclusive hiring, targeted training, sensitization programs, policy enablement, and infrastructure enhancements such as wheelchair-accessible facilities. We actively conduct awareness sessions and collaborate with organizations to further our impact. With a clear objective to double the representation of PwDs, we are setting a benchmark for inclusion within the manufacturing sector.

20Total PwD's (Employees
+ Business Partners)**Workforce Breakdown****Full-time equivalent Employees**

		BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
FY24	Male	1,538	2,663	960	–	–	5,161
	Female	253	521	297	–	–	1,071
	Total	1,791	3,184	1,257			6,232
FY25	Male	1,662	2,535	905	34	32	5,168
	Female	306	541	318	8	9	1,182
	Total	1,968	3,076	1,223	42	41	6,350

6,350

Employees

33,418

Business partners (Contractual workforce)

Global Representation

In FY25, Indian nationals made up 99.73% of the total workforce which includes permanent workers. Within senior management, 1.47% are Indian nationals. Meanwhile, Chinese constitute 0.20% of the workforce, Nepali constitute 0.03%, and 0.03% from other countries. We are committed to fostering a diverse workforce to drive business growth and aim to increase the representation of foreign nationals across all management levels.

Nationality wise workforce breakdown

Nationalities	% Share in Total Workforce	% Share in all Management Positions (P – M10)	% Share in Senior Management (P–M2)
Indian	99.73	86.23	1.47
Chinese	0.20	0.08	0.00
Nepali	0.03	0.00	0.00
Other	0.03	0.03	0.03

Diversity in Governance Body (BoD and KMP)

Age	BALCO	Jharsuguda	Lanjigarh	Jamkhani Coal Mine	VGCB	Total
Under 30 years old	2	0	1	0	0	3
30–50 years old	16	24	16	0	17	73
Over 50 years old	14	6	5	1	0	26

Senior management hired from the local community in FY25**29**

Employees in Senior Management Hired from the Local Community* in FY25
*In Jharsuguda

Ratio of Male and Female Wages

At all our key locations, we ensure that entry-level wages are fully compliant with applicable laws and meet or exceed the legal minimum requirements. We maintain a gender-neutral approach to compensation, with a 1:1 wage ratio between men and women and uphold a strict Non-discrimination Policy in determining standard entry-level pay.

Wages (In INR)	Type of Employee	Male	Female
Entry level	Direct Employee	538.51	538.51
	Contract Employee	260.60	270.13
Local minimum wage	Direct Employee	387.67	387.67
	Contract Employee	225.27	225.27
Ratio	Direct Employee	1.39	1.39
	Contract Employee	1.16	1.20

First-Ever Women Operated Smelter in Jharsuguda

During the year, we lead a transformative initiative to foster gender parity by converting an entire smelter line at its Jharsuguda operations to be exclusively operated by women.

The Initiative:

We undertook the pioneering task of transitioning one of the potlines of our Jharsuguda smelter into a women-managed operation. This project is being executed in phases, with over 100 positions identified for women across various levels. Women employees were selected through internal postings and diversity programs and are

receiving specialized training supported by senior leadership.

Impact of the Initiative:

The initiative is breaking industry stereotypes and creating an equitable workplace, setting a benchmark in gender diversity in manufacturing. Vedanta aims for 30% women workforce representation by FY30 and prioritizes 50% women hiring for fresher roles. Moreover, our projects like Shree Shakti and Panchhi, which aims to transform the lives of 1,000 girls from underserved communities nationwide, further reinforce its commitment to empowering women.

“

At Vedanta Aluminium, we believe in the philosophy of ‘Shakti se Pragati’ or progress through empowerment. We are creating equal opportunities and accelerating actions that enable women to lead across all functions, from shop floors to leadership roles.

Pankaj Sureka, Chief Human Resource Officer, Vedanta Aluminium

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Human Rights and Labor Practices

Why is it Material?

Responsible labour practices and respect for human rights are core pillars of Vedanta Aluminium's business ethos. Operating across multiple states with a large and diverse workforce, including direct employees and business partners, we are committed to safeguarding the rights of every individual. This includes ensuring safe working conditions, fair treatment, and protection from discrimination or harassment. These principles are not only legal obligations but integral to our values and reputation.

As part of Vedanta Limited, we align with global frameworks such as the UN Guiding Principles on Business and Human Rights and fully comply with national labour laws. Our focus areas include the prevention of child and forced labour across our operations and supply chain, upholding collective bargaining rights, and promoting ethical labour practices among our partners.

Refer to our [Human Rights Policy](#).

Our Initiatives

Non-Discrimination & Equal Opportunity

We reinforce a work culture free of bias or discrimination, whether based on gender, caste, religion, ethnicity, or disability. This principle is embedded in our HR processes from hiring to appraisals. Any allegations are investigated under a zero-retaliation framework. We ensure equal access to benefits for all employees. For example, health insurance coverage, training opportunities, retirement benefits including PF, gratuity and ESI and rewards programs are uniform and inclusive, aligning with emerging best practices.

We are an equal opportunity employer, committed to fostering a diverse and inclusive workplace. Across the Vedanta Group, we ensure that men and women are recruited and compensated equitably, maintaining parity in salary structures. Our remuneration framework is performance-driven, linking individual compensation to the achievements of the employee, the respective business unit, and the overall performance of the Company.

Zero

Cases of Discrimination in FY25

Particulars	Executive level (P to M2)	Middle Management level (M3 – M5)	Junior Management level (M6 – M10)
Ratio of average basic salary	1.28	0.90	1.06
Ratio of average remuneration	1.12	0.95	1.09

Fair Labor Standards

All our operations adhere to national labour laws on wages, hours, and rest, and often exceed them. We provide wages well above minimum wage benchmarks and implement fair working hours with proper overtime compensation. Our business partners across various functions within Aluminium are covered under our vigilance as well – we conduct periodic audits to ensure there are no exploitative practices or wage delays. We are also investing in improving quality of life for our business partners by upgrading amenities at site labour camps – clean water, sanitation, medical clinics, restrooms etc.

At all our significant locations, we ensure that the ratios of entry level wages meet or exceed the legal requirements and complies with all applicable laws. With regards to gender, the ratio is 1:1 and we don't discriminate in any way in terms of standard entry level wages. We also guarantee that our employees receive minimum notice periods regarding operational changes at least two months in advance. However, this process may be followed on a case-to-case basis.

Freedom of Association and Dialogue

We respect our employees' right to freedom of association and collective bargaining, in line with Indian law, where workers are represented by unions or collectives in certain operations, we maintain a positive and open dialogue with them. Every worker is aware of their rights, and these agreements reflect a collaborative effort between our management and union representatives, addressing key issues such as pay, allowances, incentives, working conditions, health and safety, and other crucial matters for our workforce. Regular meetings with union representatives are held to discuss any concerns, and we have successfully negotiated win-win agreements on wages and work conditions

in the past year without any industrial disruptions. Even in our non-unionized facilities, we have platforms for employees to voice their opinions – such as townhall meetings and an 'Open Door Policy' with the management. This culture of open dialogue ensures issues are addressed collaboratively, reinforcing trust.

14%

Total employees covered by collective bargaining agreements

Human Rights Due Diligence

We are committed to upholding human rights across our operations and value chain. Our policies align with the International Labour Organization's Core Conventions and the UN Universal Declaration of Human Rights, covering areas such as working hours, wages, occupational health and safety, and equal remuneration. We integrate human rights into our risk management processes and ensure all employees, including security personnel, undergo mandatory annual training. These sessions cover topics like anti-child labor, anti-forced labor, and respectful workplace behavior, with over 96% completion in FY25. We also expect our business partners to uphold similar standards, reinforcing our commitment to ethical and responsible practices.

Through our community grievance mechanism, we extend our commitment beyond the fence – for instance, ensuring that any land acquisition or resettlement processes for projects are done ethically and with consent, thereby respecting community rights.

Zero

Incidents of child labor or forced labor were identified in our operations or key suppliers during FY25

100%

Security personnel received training in the organization's policies for human rights during FY25

Accountability and Remediation

Oversight of labour and human rights practices is reinforced by our governance structure. The ESG Board Committee and the Management DE&I Council review human rights performance periodically. Any grievance or incident is reported to these committees along with remediation status.

Working Hours

Our operations run across three shifts to ensure seamless coverage and productivity. The general shift for employees is scheduled from 9:00 AM to 5:30 PM. In addition, we operate three rotational shifts: Shift A begins at 6:00 AM, Shift B starts at 2:00 PM, and Shift C commences at 10:00 PM. This structured shift system enables us to maintain operational efficiency while supporting workforce flexibility.



Learning and Development

Why is it Material?

At Vedanta Aluminium, learning and development plays a pivotal role in shaping a future-ready workforce. Through targeted upskilling in emerging domains such as digitalization and automation, employees are empowered to drive safety, operational excellence, and innovation.

Our Initiatives

We have a robust framework for learning at multiple levels – on-the-job training, classroom and e-learning modules, leadership development workshops, and extensive community training initiatives

Employee Training and Education

We delivered 305,813.30 hours of employee training in FY25. This included technical training (e.g., advanced metallurgy, process control, maintenance engineering), EHS trainings (mandatory safety refreshers, occupational health), and soft skills (communication, team management). We leverage the Company's e-learning platform for modular courses. We have also collaborated with reputed institutions for specialized courses – for instance, partnering with IIMs for leadership development of our mid-level managers. A notable program is V-Lead, a 9-month leadership development journey for emerging leaders, in which 60% leaders elevated to higher roles. Furthermore, recognizing that peer learning is powerful, we encourage knowledge-sharing sessions internally. Our in-house 'Aluminium Excellence Academy' invites experienced engineers to mentor younger ones on technical problem-solving.

INR 5,535.05

Average amount spent per FTE on training and development

1,148

Trainings undertaken for upgrading employee skills in FY25

6,350

Trainings undertaken in FY25

305,813.30

Hours of training provided

48.16

Average training hours/FTE

Continuous Learning Culture

We foster a culture of continuous learning and growth. Beyond structured training programs, employees are actively encouraged to take on stretch assignments and participate in cross-functional projects—broadening their skillsets and enhancing their leadership potential. This experiential learning approach strengthens adaptability and drives innovation across teams.

We view talent development as a strategic imperative, driven by robust workforce planning, skill gap assessments, and structured job rotation frameworks. Through Organizational Network Analysis, we gain deeper insights into collaboration patterns, enabling smarter talent deployment and growth opportunities.

To ensure our workforce remains future-ready and resilient, we conduct regular evaluations focused on training effectiveness, career development, and employee well-being.

Talent Attraction and Retention

Why is it Material?

Attracting and retaining top talent is essential for Vedanta Aluminium's leadership in the competitive aluminium sector. As we expand and adopt new technologies, being an 'employer of choice' is crucial. Talent retention affects employee satisfaction and our social performance, making supportive policies and career growth vital for success.

Our Initiatives

Local Hiring and Community Integration

We prioritize hiring from local communities to strengthen regional development and build lasting stakeholder relationships. In FY25, 83% of BALCO's, 76% of Jharsuguda's, and 58% of Lanjigarh's workforce came from the same state*. This approach supports social inclusiveness and aligns with our broader community development goals.

*Workforce includes all employees and business partners

Retention and Workforce Stability

Retention is a key focus, especially at our remote plant locations. We track turnover metrics closely and have adapted our compensation, benefits, and work environment to meet evolving expectations. Our differentiated performance appraisal system integrates our code of conduct and supports fair, transparent evaluations. During the year, we hired 883 new hires across all levels whereas our total turnover rate was 10.58% and voluntary turnover rate was 8.45%.

100%

of our employees receive regular performance reviews.

INR 29,702.88

Average hiring cost in FY25

Employee Engagement

At Vedanta Aluminium, we are committed to cultivating a vibrant, inclusive workplace that champions participation, recognition, and continuous learning. Through initiatives such as Rewards & Recognition, shopfloor mentoring for young professionals, and innovation-driven programs like Project Frugovation, we empower our employees to contribute meaningfully and unlock their full potential.

Our plant-level committees, structured mentorship programs, and open feedback channels ensure we remain attuned to employee aspirations, fostering a culture rooted in trust, collaboration, and transparency. We also prioritize holistic well-being through thoughtfully designed people-centric initiatives. Wellness programs by Mantra Care, daily yoga sessions, and mental health support via the YOUR DOST app reflect our integrated approach to physical and emotional health.

Infrastructure enhancements—including PVC-covered badminton courts, vending machines, and coin laundry facilities—further elevate the employee experience. Engagement is enriched through vibrant cultural celebrations such as Pride Month, Yoga Week, and Utkal Diwas, alongside initiatives like Happiness Happens with HR and the biannual V Pulse survey, which helps us gauge employee happiness and drive continuous improvement.

Our culture-building efforts are anchored in open dialogue and leadership visibility through platforms like Coffee with CEO, Women Townhall, and Next Gen Connect. Programs such as WINSPIRE nurture women leaders, while structured induction and training modules ensure seamless onboarding and capability development. Inclusivity is celebrated through multi-faith prayer rooms and community-driven events like Bhoji and Scrap to Sculpture, creating a dynamic, purpose-led workplace where every employee feels valued, supported, and inspired to grow.

77%

Employee satisfaction score FY25

Inclusive Growth and Capability Building

We invest in continuous learning through strategic workforce planning, skill gap analysis, job rotations, mentoring, and organizational network analysis. In FY25, we delivered over 305,813.30 hours of training, with 100% of employees receiving regular performance reviews. Our average training spend was INR 5,535.05 per employee.

Parental Leave

Our Parental Leave Policy includes maternity leave for 26 weeks, adoption leave for 12 weeks and paternity leave for 1 week. For managing both personal and professional priorities for returning mothers, we provide the option to continue in the same role or move to another job profile.

During the year 40 female employees and 259 male employees took parental leave and 69.5% female employees returned to work whereas 100% male employees returned to work.

Particulars Employees who:	Number of Employees (FY25)	
	Male	Female
Entitled to Parental leave	5,154	1,182
Took Parental leave	259	40
Resumed office post-completion of parental leave	252	16
In continuous service for the next 12 months after returning from Parental leave	143	10
Due to return to work in the reporting period, after taking parental leave	252	23
Returned from parental leave in the prior reporting period	223	16
Return to Work Rate	100%	69.5%
Retention rate	64%	63%



Enhancing Engagement and Culture

During the year, we organized an “On-The-Wheel Plant Visit” for employees and their families, involving 400 participants. This initiative aimed to enhance employee engagement, promote Company culture, and build pride and appreciation among employees and their families..

Outcome:

The visit significantly increased employee engagement by fostering a sense of belonging and pride. Families gained an understanding of the employees’ work, strengthening personal bonds and positively impacting their perception of the Company. Discussions on CSR and sustainable operations enhanced

the Company’s image and reinforced its commitment to community welfare. Open communication during interactive sessions–built trust and rapport among employees, families, and leadership.



Strengthening Bonds through the “Proud Parents” Event at Jharsuguda

During the year, we organized the “Proud Parents” event, which focused on enhancing employee morale, promoting transparency and trust, and highlighting Vedanta’s community impact.

Outcome:

The event garnered positive feedback from employees and their families, emphasizing Vedanta Aluminium’s dedication to excellence, safety, and innovation. Parents gained a deeper understanding and appreciation for their children’s roles and our community impact, fostering pride and respect.



AIM 9 – Adhering to Global Business Standards of Corporate Governance



We believe sound corporate governance is the cornerstone of sustainable and successful business.

Our Strategic Approach to effective Corporate Governance

At Vedanta Aluminium, we embed responsible business practices into our governance framework through robust, multi-layered systems. We conduct regular risk and audit reviews, supported by business-unit risk registers and quarterly oversight from our Group Risk Management Committee (GRMC). Our Audit & Risk Management Committee and other board-level bodies evaluate key risks and internal controls to ensure strategic alignment and operational resilience.

We uphold a globally benchmarked Code of Conduct and provide regular training on ethical decision-making, covering areas such as anti-corruption, data protection, confidentiality, conflicts of interest, and business ethics. Our confidential whistleblower and grievance mechanism --guided by Vedanta's Social Governance System Technical Standard --ensures fairness and transparency, with anonymous reporting options and escalation of critical concerns to the Audit and Risk Management Committee. We are also integrating sustainability into the backbone of our supply chain. Through our Supplier and Business Partner Sustainability Management Policy as well as the Supplier Code of Conduct, we roll out initiatives to promote ethical sourcing, reduce embedded carbon, and build supplier resilience.

We also nurture a proactive risk culture. Dedicated risk officers and site-level teams continuously monitor evolving risks and update mitigation strategies. To drive ownership and accountability, we integrate risk and compliance goals into individual performance metrics, with KRAs/KPIs

reflecting specific targets for risk mitigation and ethical adherence.

Policies and Accountability Mechanism

At Vedanta Aluminium, we ensure responsible governance through structured oversight, clear accountability, and integrated compliance systems. Our Board and Committees regularly review risks, controls, and audit findings, while business units conduct periodic audits aligned with risk registers. Compliance is embedded in our operations via management systems, a global Code of Conduct, and mandatory ethics training. Performance appraisals include governance metrics, and our confidential grievance and whistleblower mechanism ensures fair issue resolution. We continuously strengthen our governance by tracking ESG KPIs, expanding training, and monitoring emerging risks like climate, cyber, and regulatory changes—ensuring our policies are actively implemented across the business.

Targets	FY25 Progress
1	Business Ethics and Corporate Governance
2	Sustainable and Inclusive Supply Chain
3	Risk Management and Controls
4	Responsible advocacy
5	Macro-economic and geopolitical context
6	Long term growth and profitability
7	Technology and Innovation
8	Data Privacy and Cybersecurity
9	Product Stewardship

Business Ethics and Corporate Governance

Why is it material?

Business Ethics and Corporate Governance are material to us as they support stakeholder confidence, compliance, and long-term value creation. Operating in a highly regulated sector, we maintain governance frameworks that include board oversight, a Code of Conduct, and anti-corruption protocols. We also have defined processes to manage conflicts of interest at the Board level.

Refer to our [Code of Conduct](#).

Our Initiatives

Commitment To Ethical Standards

We reinforce our commitment to ethical business conduct through our comprehensive [Code of Business Conduct and Ethics \(CBCE\)](#) that guides every decision and action, fostering an environment of fairness and transparency. We uphold strict compliance with the Foreign Corrupt Practices Act, maintaining a zero-tolerance approach to bribery, kickbacks, and unethical contributions. To enhance transparency, we also disclose payments to governments through our annual tax transparency report, promoting openness about the distribution of economic benefits.

We maintain a strong commitment to fair and open competition across all markets in which we operate. We ensure full compliance with applicable competition and anti-trust laws, including those at both federal and state levels. Employees are expected to uphold these standards by refraining from any practices that could misrepresent competitors or misuse their confidential information. We strictly prohibit anti-competitive behaviors such as price fixing, market allocation, or any conduct that may restrict or distort market competition. This approach reflects our dedication to ethical business practices and reinforces our role as a responsible corporate entity in the marketplace.

Strengthening Governance Practices

In FY25, we strengthened the implementation of the CBCE across all directors, employees, business partners, and suppliers. We have prohibited the use of Company funds for political activities unless permitted by law and explicitly authorized and emphasized that charitable contributions must never disguise bribery.



Board-Level Oversight and ESG Governance

Governance oversight is anchored by a Board-led Independent Committee, chaired by an Independent Director, with 50% independent representation. The Committee ensures strategic alignment and accountability across material ESG topics, meeting biannually to review and guide corporate performance on sustainability goals.

Regular Assessments and Audits

We conduct regular internal audits and risk assessments to identify potential bribery and corruption issues. We updated our governance approach through supporting policies, including the [Insider Trading Prohibition Policy](#), [Whistle Blower Policy](#), [Anti-trust Guidance Notes](#), and [Supplier Code of Conduct](#). Our systems assure non-retaliation, confidentiality, and timely resolution. We also have a hotline and dedicated email (sglwhistleblower@vedanta.co.in), for this. We report findings from whistle-blower cases and internal audits quarterly to the Audit and Risk Management Committee, ensuring accountability and transparency.

100% of our operations are assessed for risks related to corruption. The assessments are conducted by the Management Assurance Services (MAS) team.

Training and Ethical Capacity Building

All our employees undergo mandatory annual ethics training, including modules on human rights, fair business practices, and workplace conduct. New hires receive onboarding on the CBCE, and refresher programs are held regularly. Targeted awareness sessions are conducted for high-risk roles, particularly in regions with elevated compliance risks.

Global Alignment and Disclosure Commitments

As a signatory to the United Nations Global Compact (UNGC) and in alignment with the UN Sustainable Development Goals (UN-SDGs), we embed international norms into its governance practices. We disclose governance metrics through GRI, TCFD, and BRSR Core frameworks, and engages third-party assurance to validate ethical performance indicators.

Reporting on breaches

Particulars	FY24	FY25
Corruption or bribery	6	5
Discrimination or harassment	2	0
Customer privacy data	0	0
Conflicts of interest	0	0
Money laundering or insider trading	0	0
Sexual harassment	12	8

Workforce coverage for training on Anti-Corruption Practices

Recipient	FY24	FY25
Directors	25%	25%
KMPs	75%	75%
Employees	100%	100%
Workers	100%	100%

Sustainable and Inclusive Supply Chain**Why is it Material?**

As a large integrated aluminium producer, our procurement network spans multiple tiers and geographies, creating opportunities to positively influence environmental and social outcomes beyond our own operations. Managing sustainability across this extended supply chain is material because it directly supports stakeholder confidence, aligns with evolving global expectations for responsible sourcing, and strengthens our ability to deliver resilient, long-term value in an increasingly sustainability-conscious marketplace.

Our Ambitions

Targets	FY25 Progress
Local Procurement 48% by 2025 50% by 2030	54.27% of local procurement

Our Initiatives**ESG-Integrated Supplier Governance**

We institutionalized responsible sourcing through a comprehensive [Supplier Code of Conduct](#) and the [Supplier & Business Partner Management Standard](#). These frameworks mandate supplier compliance with international ESG principles, including the ILO Core Conventions, UN Universal Declaration of Human Rights, and OECD Due Diligence Guidance for Conflict-Affected and High-Risk Areas (CAHRA). Suppliers are screened based on robust environmental, social, and governance criteria, and those not meeting minimum ESG thresholds are rejected.

All suppliers are expected to be certified with ISO 14001:2015 for environmental management. Additional due diligence protocols, including a Modern Slavery Act checklist, are implemented to prevent unethical practices across the supply chain.

Digital Traceability and Compliance

To enhance supply chain traceability and oversight, we employ SAP Ariba ERP systems. These platforms enable real-time policy communication, performance monitoring and documentation of ESG compliance. We also conduct bi-annual internal evaluations and regular third-party audits of critical suppliers to ensure continued alignment with our responsible sourcing standards.

Risk-Based Supplier Assessment

We conduct regular sustainability risk assessments through third-party service provider, covering desktop evaluations, on-site audits, and compliance checks. Suppliers are categorized as critical or non-critical based on ESG performance, geographic and sectoral risk factors, and contribution to Vedanta's operations.

427 and 278 suppliers

Assessed on environmental and social impact respectively in FY25

Supply Chain Decarbonization and ASI Certification

To address climate-related supply chain risks, we prioritize suppliers with low environmental footprints and actively support them in improving their carbon and water efficiency. We maintain certifications under the Aluminium Stewardship Initiative (ASI) Chain of Custody standards at our Jharsuguda SEZ and BALCO smelters, affirming its commitment to sustainability leadership across the aluminium value chain.

During the year, we conducted due diligence of our aluminium supply chain in alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This assessment covered both domestic and international suppliers.

Mitigative measures, including ongoing monitoring and supplier engagement, are currently underway. Corrective actions are in the implementation phase, and progress will be reported in next year's sustainability report.

Local and Inclusive Procurement

This effort strengthens regional economies and reduces the carbon footprint associated with long-distance logistics. Plans are underway to decentralize procurement to the district level, enhancing socio-economic impact in operational geographies. During FY25, 54.27% of our procurement was sourced locally, i.e., from within same state of operations.

Capacity Building and Supplier Enablement

These initiatives covered ESG compliance, environmental stewardship, and health and safety practices. Suppliers found with material ESG gaps were guided through corrective action plans. During FY25, 407 suppliers were engaged in capacity building programs.

Gender-Inclusive Supply Chain Development

We integrate community empowerment into its supply chain through women-focused entrepreneurship initiatives. Projects like Subhalaxmi Cooperative (Jharsuguda), Project Sakhi (Lanjigarh), and Project Unnati (Chhattisgarh) have supported over thousands of women through self-help groups, micro-financing, and skill development, creating an inclusive ecosystem that aligns procurement with social impact.

Supplier Screening

Particulars	UoM	FY25
Total number of Tier 1 suppliers	Number	2,614
Total number of significant Tier 1 suppliers	Number	77
% of total spend on significant suppliers in Tier 1	%	80
Total number of significant non-Tier 1 suppliers	Number	0
Total number of significant suppliers (Tier 1 and non-Tier 1)	Number	77

Supplier Assessment

Particulars	UoM	FY25
Total number of suppliers assessed via desk assessment/ on-site assessments	Number	427
% of suppliers assessed	%	18
Total number of significant suppliers assessed via desk assessment/ on-site assessments	Number	77
% of unique significant suppliers assessed	%	100
Number of suppliers assessed with substantial actual/ potential negatives impacts	Number	0
% of suppliers with substantial actual/ potential negatives impacts with agreed corrective action / improvement plan	%	0
% of suppliers with substantial actual/ potential negatives impacts that were terminated	%	0
Total number of suppliers supported in corrective action plan implementation	Number	0
% of suppliers with substantial actual/ potential negatives impacts supported in corrective action / improvement plan	%	0
Total number of suppliers in capacity building program	Number	407
% of suppliers in capacity building program	%	19
Total number of significant suppliers in capacity building program	Number	77
% of significant suppliers in capacity building program	%	100

Risk Management and Controls**Why is it Material?**

In recent years, global primary aluminum production has steadily risen, fueled by increasing demand from key sectors such as construction, transportation, and packaging. However, the industry is navigating a complex landscape of challenges. The aluminum industry's dependence on international trade exposes it to geopolitical uncertainties. Key issues such as trade tariffs, sanctions on Russian metals, China's significant role in primary aluminum production, Europe's energy crisis, and the global economic slowdown are impacting supply chains and lead to price fluctuations.

Amid this demanding and unpredictable environment, we at Vedanta Aluminium, are committed to proactively identifying and managing risks.

Risk Management System

We have embedded a robust enterprise risk management framework across our operations to proactively identify, assess, and mitigate potential risks across the value chain. By integrating risk management into our core systems and processes, we not only protect our assets but also foster a culture of continuous improvement and operational excellence.

Risk Management, ESG and Performance Incentives

Our financial incentives, compensation structures, and performance evaluations meticulously incorporate risk management metrics. This strategic framework cultivates a culture of effective risk management, encouraging employees to voice concerns without fear of repercussions.

An ongoing feedback system, including workshops and dedicated risk champions, provides a platform for employee input on risk management strategies and methods to enhance risk awareness.

- **Senior management** integrates risk management into objectives and KPIs, making ESG considerations mandatory for leaders and employees to promote sustainability and risk management across the organization.
- **Line managers** play a key role in incorporating risk management into business operations, ensuring adherence to the Company values

and principles, with deviations strictly prohibited.

- **Human Resources** assesses employees based on risk management criteria, encouraging staff to identify and report risks, which are valued in the annual assessment process.

Risk management standards are also integrated into the product development process at every stage, involving the identification of evident and potential risks, assessment of their impact on project schedules, expenses, workforce, and resources, and the development of proactive and remedial measures to address these risks.

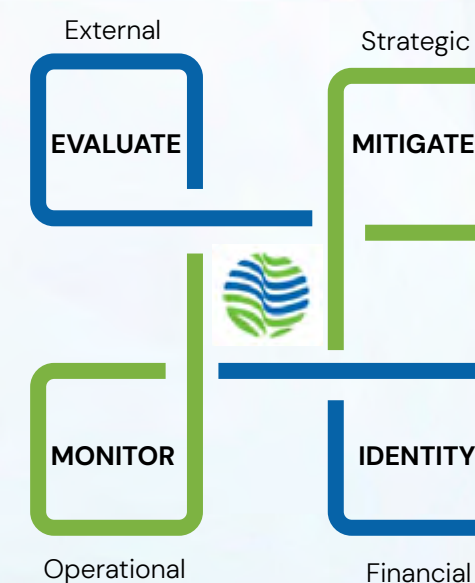
Performance Evaluation

Our KPIs are structured within a scorecard framework, emphasizing objective and transparent criteria that directly influence annual performance ratings and fixed compensations of employees.

For more details on ESG linked compensation please refer to Page 33.

Risk Management Framework

Our risk governance framework is crafted to enhance the resilience of our operational portfolio, safeguarding it against potential risks. This framework is underpinned by comprehensive evaluations of both current and emerging risks, carried out by our Business Units with the assistance of specialized risk management teams.



Board of Directors

- Responsible for overseeing the Group's risk management processes, systems, and guidelines.
- Regularly reviews reports from the Audit and Risk Management Committee on the risk matrix, significant risks, and corresponding mitigation strategies.

Executive Committee (EXCO) & Group Risk Management Committee (GRMC)

- Assists in assessing the design and effectiveness of the risk mitigation programs and control systems.
- Engages in discussions about significant events affecting the risk profile, identifies relevant and emerging risks, and monitors progress against planned actions.

Audit and Risk Management Committee

- Supports the Board in executing its risk management responsibilities.
- Conducts reviews of sustainability-related risks.
- Periodically evaluates the scope, authority, and resources of the Management Assurance Services (MAS).

Business Unit Management Systems

- Conduct regular assessments of risks, noting any changes since the last evaluation, and review control measures.
- Formulate further action plans, which are subsequently reviewed by the Business Management Committee.

Risk Management Teams

Each Business Unit undertakes risk assessments, spearheaded by the respective CEOs, with active participation from CXOs and the Risk Officer. These teams are pivotal in pinpointing and addressing risks.

Risk Communication:

To encourage proactive risk management throughout the organization, Risk Officers at each Business Unit, as well as at the Aluminium Sector and the Company level, serve as primary communicators. They raise awareness among senior management about potential business risks and provide guidance on mitigation or adaptive strategies.

Board Oversight:

The Company's Board includes four Non-Executive Directors (NEDs) with expertise in Enterprise Risk Management, underscoring our dedication to comprehensive risk oversight. Regular training on risk management principles and best practices is provided to NEDs and all organizational members. The HR department evaluates employees based on risk management criteria. Our Risk Management function operates independently from business verticals, ensuring fairness and objectivity.

Mr. Anup Agarwal, CFO of Vedanta Aluminium, oversees risk management within the aluminium sector, while Mr. Ajay Goel, CFO of Vedanta Limited, supervises risk management across the Group. Mr. Agarwal reports to Mr. Rajiv Kumar, CEO of Vedanta Aluminium, and Mr. Goel reports to Mr. Arun Misra, Executive Director of Vedanta Limited.

The Audit and Risk Management Committee, chaired by Independent Director Mr. Dindayal Jalan, enhances our risk management strategy by supervising the deployment of robust risk management systems to mitigate business risks.

Internal Audit

The Committee regularly reviews the scope, authority, and resource allocation of the Management Assurance Service (MAS). At the operational level, MAS is tasked with overseeing and evaluating risk management performance. Mr. Rohit Agarwal, Director of MAS, leads the overall Assurance vertical.

We also prioritize documenting and mitigating our business risks, details of which can be found in the following risk register.

Key Risks and Mitigation Measures

Raw Material and Commodity Security



Our operations depend heavily on a stable and cost-effective supply of bauxite, alumina, and energy. Disruptions in these supply chains—whether due to geopolitical tensions, regulatory changes, or natural calamities—can significantly increase costs and cause production delays, thereby impacting our operational continuity and profitability.



To address these challenges, we have taken proactive steps to secure coal supplies for power generation, especially in light of recent railway rake restrictions. We have operationalized the Jamkhani coal block.



We enhanced truck handling capacity at our Lanjigarh facility to better manage supply chain risks. Our strategic focus remains on expanding the Lanjigarh refinery to 6 MTPA. Additionally, we are securing long-term coal linkages and actively participating in coal auctions to ensure complete fuel security for our aluminium operations.



- Macro-economic and geopolitical context
- Long term profitability and growth
- Sustainable and inclusive supply chain
- Risk Management and Controls



Description And
Impact



Strategic Priorities
and Execution



Mitigation



Material Issues

Bauxite Residue Disposal Area Risk



Bauxite residue require safe handling, storage, and disposal. Additionally, increasing regulatory scrutiny and community concerns around waste management heighten the importance of robust residue disposal practices. Ineffective management can disrupt operations, increase compliance costs, and undermine stakeholder trust, thereby impacting long-term business sustainability and profitability.



We developed a 165-acre Residue Management Pond with a state-of-the-art wick drain system, implemented in phases based on expert guidance. Our advanced refining process reduces residue generation, helping to lower environmental impact and safeguard groundwater. We're also working to reduce the residue's alkalinity and toxicity, while exploring its reuse in construction and mineral recovery.



With the reinforced design and expanded capacity of the Residue Management Pond, we now have adequate space to accommodate BRDA disposal for the foreseeable future.



- Circularity and Waste Management
- Materials Management
- Tailings Management
- Long term profitability and growth
- Sustainable and inclusive supply chain
- Risk Management and Controls

Fly Ash Management



We process fly ash from coal combustion to reduce environmental and health risks. Proper storage and disposal are vital to avoid pollution, regulatory issues, and community health concerns. Our strategies include recycling fly ash into building materials, secure storage, and strict compliance with environmental regulations to minimize the impact on ecosystems and local communities.



We achieved more than 100% fly ash utilization, surpassing our FY24 goals and alleviating management challenges. Our approach involves partnering with cement industries, providing ash for infrastructure projects, and collaborating with local communities to develop fly ash products. We are also optimizing disposal options by obtaining approvals for backfilling abandoned quarries. During the current reporting period, our plants produced 12.08 million metric tonnes of ash and achieved high utilization rates, highlighting our dedication to environmental and operational excellence.



We focus on fly ash reuse and regulatory compliance through diverse disposal methods. Our use of ash includes cement co-processing, infrastructure projects, and mine backfilling, which supports environmental sustainability and development. Additionally, we are mapping and securing approvals for backfilling abandoned quarries as a sustainable disposal solution. These efforts have allowed us to maintain an over 100% ash utilization rate for the past three years, and we are confident in continuing this trend.



- Circularity and Waste Management
- Air emissions and Quality
- Risk Management and Controls



Description And
Impact



Strategic Priorities
and Execution



Mitigation



Material Issues

Risk of Infrastructure



Inadequate logistical infrastructure poses a significant risk for Vedanta Aluminium, potentially leading to operational inefficiencies, increased costs for operation and maintenance, safety issues, and project delays. Investing in robust infrastructure, regular maintenance, and effective contingency planning is crucial to address these risks and ensure operations remain continuous, efficient, and safe.



We are implementing measures to mitigate infrastructure risks at our operations:

LANJIGARH: Improving railway infrastructure to increase rail traffic capacity.

BALCO: Enhancing existing facilities, expanding logistics and rail sidings, and resolving regulatory challenges.



We are actively addressing infrastructure risks at our operations with the following initiatives:

LANJIGARH: Building a Y-shaped railway connection and doubling the railway line from the Mid Station to the plant.

BALCO: Securing land for efficient logistics and arranging rake placements for alumina, finished goods handling, and ash loading. Moreover, we plan to introduce a wagon tippler for coal handling and establish a limestone system.



- Long term profitability and growth
- Sustainable and inclusive supply chain
- Health, Safety and Wellbeing
- Risk Management and Controls

Occupational Health and Safety Management



At Vedanta Aluminium, occupational health and safety management is crucial for ensuring workforce well-being and maintaining regulatory compliance. Effective management minimizes injury risks, boosts productivity, and fosters a safety culture within the organization, reducing legal liabilities and enhancing corporate reputation.



We proactively identify and address safety risks at every operational stage, aligning with global best practices. Customized training and competency-building activities are provided at each location, considering local needs and language differences. By prioritizing safety, we integrate safety protocols into daily operations, making it a core organizational value.



Our aim is to establish a zero-harm environment by adhering to international health and safety standards. We continuously improve safety practices, aligning with global best practices. Significant investments are made in education and training to build competencies and nurture a safety culture, supported by initiatives such as Critical Risk Management and Visible Felt Leadership.



- Health, Safety and Wellbeing
- Risk Management and Controls



Description And
Impact



Strategic Priorities
and Execution



Mitigation



Material Issues

Cyber-Security and Innovation & Technology

This entails threats from cyber-attacks, data breaches, and IT system failures that can disrupt operations, lead to financial losses, and harm the company's reputation. Not keeping up with technological advancements and industry innovations can also result in competitive disadvantages and inefficiencies.



Our operations are certified under ISO 27000:2013 and ISO 22301:2019, with comprehensive cybersecurity protocols utilizing AI, machine learning, IoT, and digital twins to protect critical infrastructure and data. Collaborating with global tech firms and startups ensures continuous monitoring and proactive threat detection, boosting operational resilience and reliability while advancing our workforce's cybersecurity expertise.



Our strategic focus merges robust cybersecurity with cutting-edge technology integration. We emphasize ongoing innovation and technological progress, nurturing a culture of experimentation and excellence among our engineers. Through strategic partnerships and consistent upskilling efforts, we strive to lead in operational efficiency, resource management, and sustainable growth in India's manufacturing sector, ensuring a secure and innovative operational environment.



- Data Privacy and Cybersecurity
- Risk Management and Controls
- Technology and Innovation

Water Management

This addresses the challenges of maintaining a reliable and sustainable water supply for our operations, including water scarcity risks, regulatory compliance, and potential environmental impacts from water use and discharge.



To mitigate these risks and ensure operational continuity while reducing the impact on local water resources and communities, we implement effective water management strategies. Our approach utilizes advanced technologies like IoT, stringent monitoring, and water risk assessments. We emphasize water reuse and recycling, maximize water reutilization, and enhance cooling tower efficiency to reduce freshwater intake.



Our water management strategy focuses on achieving Net Water Positivity through comprehensive monitoring, maximizing water reuse, and forming strategic partnerships. We are committed to ensuring sustainable water availability for local communities and ecosystems, integrating water sustainability into all operational aspects, and promoting resilience and environmental stewardship. In support of this, we collaborate with local communities to execute an integrated watershed management program.



- Water and Wastewater Management



**Description And
Impact**



**Strategic Priorities
and Execution**



Mitigation



Material Issues

Emerging Risks**Evolving ESG Regulatory Compliance**

The aluminium industry is increasingly impacted by evolving and stringent ESG regulatory frameworks such as the Corporate Sustainability Reporting Directive (CSRD), Carbon Border Adjustment Mechanism (CBAM) and EU Deforestation Regulation (EUDR) among others. These frameworks demand enhanced transparency and accountability. As exporters of products to the European countries and market, we indirectly share responsibility with EU importers, which may involve financial risk.



Failure to comply with emerging ESG regulations could lead to financial penalties, legal liabilities, and reputational damage. Moreover, the implementation of the carbon pricing within the EU is anticipated to raise production costs for importers, prompting price and market negotiations for us. This development is expected to intensify competition not only internationally but also among Indian aluminium companies supplying to the EU.



To address this risk and to strengthen alignment with global ESG standards, we are integrating international frameworks such as the Corporate Sustainability Reporting Directive (CSRD), EU Deforestation Regulation (EUDR), and CBAM requirements, alongside existing GRI and BRSR disclosures. We are enhancing our ESG data management systems to ensure accurate, transparent, and consistent reporting across jurisdictions. We are conducting training and awareness programmes across departments, ensuring that employees understand and support ESG objectives.



- Macro-economic and geopolitical context
- Responsible Advocacy

Rising use of Artificial Intelligence

The integration of Artificial Intelligence (AI) into the aluminium industry is accelerating, transforming operations across mining, refining, smelting, and logistics. AI is being used for predictive maintenance, process optimization, energy efficiency, quality control, and supply chain automation.



Unmanaged adoption of AI could lead to cybersecurity vulnerabilities, especially with increased reliance on interconnected systems and real-time data. Overdependence on AI systems without proper oversight could also lead to operational disruptions in case of system failures or data inaccuracies.



To proactively manage the risks associated with the rise of AI, we have already begun implementing a structured mitigation strategy. Our information security infrastructure is being continuously upgraded to safeguard AI-driven systems and sensitive data. We are actively conducting reskilling and upskilling programmes to prepare our workforce for AI-integrated roles, ensuring smooth adoption and minimizing displacement risks. We are also closely monitoring global regulatory developments related to AI and aligning our practices with emerging standards to ensure compliance and operational resilience.



- Risk Management and Controls



**Description And
Impact**



**Strategic Priorities
and Execution**



Mitigation



Material Issues

Responsible Advocacy

Why is it Material?

Our policy engagement plays a strategic role in shaping and responding to India's evolving landscape on low-carbon transition, resource security, and trade. As a leading aluminium producer, our active participation in industry forums and regulatory consultations ensures alignment with national priorities while maintaining operational viability. We uphold transparent and ethical advocacy practices, championing policies that support decarbonization, sustainable mining, and circularity across the value chain.

Our Initiatives

Advocating Sustainability and Circularity

We actively engage with over nine national and international industry bodies and government institutions to promote sustainable practices in the aluminium sector. For instance, we collaborate with the Ministry of Mines and Bureau of Energy Efficiency to co-develop a decarbonisation roadmap for Indian industries. We support establishing BIS Quality Standards for aluminium scrap and finished products to improve product quality and encourage responsible material use. Through the Coal Consumers Association of India, we advocate for the beneficial use of fly ash and bauxite residue, advancing a circular economy.

Aligning With Climate Commitments

We ensure our public policy engagements align with the Paris Agreement and India's Net Zero goals. Our Executive Committee meets monthly to review climate-related strategies, while our Carbon and Energy Community of Practice (CoP) coordinates engagement across business units. We partner with NITI Aayog to co-create decarbonisation strategies, helping define pathways for the Indian aluminium industry to reduce carbon emissions. As part of the CII Charter on Climate Change, we encourage Indian industries to set ambitious climate targets.

Enhancing HSE Standards

We advocate for stronger Health, Safety and Environmental standards across the sector to reduce workplace risks and promote sustainability. Our efforts address issues like unsafe dismantling practices and uncontrolled disposal, aiming to protect worker safety and reduce the ecological footprint of aluminium production. We promote circular economy practices by encouraging recycling, reuse, and innovation in product design.

Building Global Collaboration

We are part of the International Aluminium Institute, promoting knowledge sharing and industry-wide best practices. This collaboration helps us and our peers raise standards for environmental responsibility, product stewardship, and innovation.

Measuring Impact and Ensuring Transparency

In FY25, we supported trade associations and industry initiatives with total membership fees of INR 7,118,066.

During the year, we made political contributions of INR 250 million through Electoral Bonds in compliance with laws and internal governance policies. We publish an annual tax transparency report and regularly communicate updates on advocacy initiatives, reflecting our commitment to transparency. Moreover, we do not receive any financial assistance from government.

Stakeholder-Centric Policy Engagement

Our advocacy is stakeholder-driven and follows a four-stage engagement framework: stakeholder identification, mapping, plan development, and implementation. We maintain regular dialogue with government bodies, communities, NGOs, and industry groups to align advocacy with shared goals.

Recognitions Supporting Advocacy Credibility

We hold the ASI Chain of Custody certifications (V2 & V3) for our Jharsuguda and BALCO smelters, demonstrating adherence to international ESG and ethical sourcing standards—further legitimizing our role in public policy leadership.

Promoting Domestic Capacity and Economic Growth

We support India's vision of self-reliance by advocating for policies that enhance domestic aluminium production and reduce import dependency. Through the Federation of Indian Mineral Industries, we work to strengthen local supply chains. Our engagement with FICCI focuses on boosting mineral production and value addition, helping create employment opportunities, particularly for MSMEs. We also partner with ASSOCHAM to secure reliable access to critical raw materials for sustainable industry growth.



Advocacy Initiatives through our Partnerships with Industry Bodies and Trade Associations

Confederation of Indian Industry (CII)

We are driving the establishment of BIS (Bureau of Indian Standards) quality benchmarks for aluminium scrap and finished products. This initiative is aimed at fostering the production of superior-quality aluminium goods across the industry.

Coal Consumers Association of India (CCAI)

Our efforts are centered on advancing a circular economy by promoting the sustainable and value-driven utilization of fly ash and bauxite residue. We focus on integrating these materials into diverse industrial applications to enhance resource efficiency and environmental sustainability.

The Federation of Indian Mineral Industries (FIMI)

We actively support the Government of India's vision for self-reliance by strengthening domestic aluminium production. Our initiatives are geared toward meeting national demand and minimizing dependence on imports.

The Aluminium Association of India (AAI)

Vedanta Aluminium is committed to elevating the Indian aluminium sector's strategic importance within the national economic landscape, positioning it as a key contributor to industrial growth.

The Federation of Indian Chambers of Commerce & Industry

We advocate for policy frameworks that stimulate growth in India's mineral and metal sectors. Our focus is on increasing mineral output, enhancing value addition, and fostering employment—particularly through the development of Micro, Small, and Medium Enterprises (MSMEs).

The Associated Chambers of Commerce and Industry (ASSOCHAM)

Our advocacy efforts prioritize securing consistent access to critical raw materials for domestic aluminium production. We work to influence policies that ensure supply chain reliability and support long-term industry sustainability.

International Aluminium Institute (IAI)

Vedanta Aluminium collaborates with the International Aluminium Institute to promote industry-wide knowledge sharing, adoption of best practices, and innovation. This partnership fosters collaborative learning and continuous improvement across the global aluminium ecosystem.

NITI Aayog

Vedanta Aluminium has joined hands with NITI Aayog to formulate decarbonization strategies for the Indian aluminium sector, aligned with India's Net Zero ambitions and NDC commitments. This collaboration explores technological and policy interventions to significantly reduce emissions and support the transition to a low-carbon economy.

Ministry of Mines and Bureau of Energy Efficiency of India

In partnership with the Ministry of Mines, we are developing a decarbonization roadmap for the power-intensive sectors. This initiative focuses on reducing carbon emissions through advanced technologies and sustainable practices. Additionally, we work closely with the ministry to enhance Health, Safety, Environment & Sustainability (HSE&S) standards and promote circularity in the aluminium industry.

Macro-Economic and Geopolitical Context

Why is it Material?

The macro-economic and geopolitical context is material due to our exposure to global aluminium prices, input cost volatility, trade barriers, and currency fluctuations. These external factors significantly influence our financial performance, supply chain stability, and capital investment decisions.

Our Initiatives

Strengthening National Self-Reliance and Economic Resilience

As a critical enabler of India's industrial ecosystem, we are aligned with the Government of India's vision of Atmanirbhar Bharat (self-reliant India). Through strategic expansions of our aluminium smelters and alumina refinery, we are significantly reducing national dependency on aluminium imports. In FY25, our production reached 2.42 MMT, accounting for more than half of India's total aluminium output, thereby bolstering domestic industrial capacity and contributing to India's economic growth.

Responding to Global Trade Mechanisms

Considering emerging global climate-related trade frameworks such as the EU CBAM, we have proactively initiated a structured response to maintain market competitiveness. We are developing a SOP for the monitoring and reporting of embedded carbon emissions in line with CBAM guidelines. Additionally, efforts are underway to align with international expectations by supporting policy advocacy initiatives and contributing to India's national position on climate-aligned trade policies.

Managing Geopolitical Supply Chain Disruptions

The intensifying global scrutiny on ethical sourcing and environmental compliance has elevated the importance of supply chain sustainability. We are actively enhancing transparency and traceability through digital solutions, diversifying our supplier base to reduce dependency on geopolitically sensitive regions, and localizing critical inputs wherever feasible. We are also strengthening partnerships through supplier training, regular audits, and adherence to international standards such as ASI Chain of Custody and Performance Standards to mitigate exposure to global market and political volatility.

Infrastructure Risk Mitigation in Challenging Geographies

Operating in remote and industrially underdeveloped regions presents logistical and infrastructural challenges. To ensure uninterrupted operations and address potential geopolitical barriers to transportation and energy access, we have made substantial investments in infrastructure. These include railway line expansion at Lanjigarh, logistics upgrades at BALCO, and land acquisitions to streamline coal, alumina, and finished goods handling.

Scenario-Based Risk Assessment and Climate Adaptation

Given the growing climate-linked geopolitical risks, we have adopted advanced climate scenario analysis aligned with RCP 4.5 and 8.5 pathways and India's Nationally Determined Contributions (NDCs). The analysis covers geopolitical variables such as policy transitions, regulatory compliance, and reputational risks associated with lagging decarbonization. By forecasting region-specific vulnerabilities (e.g., floods, droughts in Odisha and Chhattisgarh), we are enabling robust decision-making across short-, medium-, and long-term horizons.

Read more in our Climate Action Report [here](#).

Innovation-Driven Market Positioning

In response to market shifts and global demand for low-carbon commodities, we have launched Restora and Restora Ultra. This positions us as a frontrunner in the green materials segment, addressing emerging regulatory and consumer preferences in global markets while mitigating the economic risks of carbon pricing and sustainability-linked trade barriers.

Economic Value Contribution

Despite a volatile economic environment, we distributed over INR 446,901 million in economic value in FY25 through operating costs, capital investments, government payments, and community development. Notably, 54.27% of our procurement was localized, enhancing regional economic resilience while mitigating exposure to global trade disruptions.

Technology and Innovation

Why is it Material?

We recognize that innovation is integral to improving resource efficiency, reducing environmental impact, enhancing safety performance, and delivering stakeholder value.

Our Initiatives

Digitization and Automation

At Vedanta Aluminium, we are implementing a suite of digital solutions to optimize plant operations. From real-time monitoring of smelting and casting to predictive maintenance of critical equipment, automation is helping us reduce unplanned downtime, energy use, and GHG emissions. At Jharsuguda and Lanjigarh, we have deployed advanced analytics and digital twins to simulate process improvements and identify efficiency gains. These tools enable data-driven decisions and reduce manual intervention risks, aligning with our “Zero Harm, Zero Waste, Zero Discharge” philosophy. Further strengthening our digital infrastructure, we have implemented comprehensive cyber-security protocols leveraging AI, machine learning, IoT, and digital twins to safeguard critical infrastructure and data.

Innovation-Driven Product Development

Our product development strategy is guided by the evolving needs of customers in sectors like automotive, renewable energy, and construction. We continue to co-develop high-strength, lightweight aluminium alloys with OEMs to support electric vehicle platforms and sustainable infrastructure.

Fostering a Culture of Innovation

Through internal campaigns like Ideas@Work and digital hackathons, we encourage employees to solve real-world challenges. Our innovation cell captures ideas from across the organization, fostering a mindset of continuous improvement.

Innovation and Collaborations (National Startup Day)

On National Startup Day, we celebrated our commitment to innovation by showcasing successful collaborations with over 70 startups. Through the Vedanta Spark initiative, these partnerships have led to the deployment of more than 100 projects that incorporate cutting-edge technologies such as robotics, AI, IoT, and smart safety solutions.

The initiative:

We leveraged our Vedanta Spark initiative to foster partnerships with startups addressing critical business challenges in the aluminium sector. By integrating innovative technologies, these collaborations focused on enhancing operational efficiency, optimizing production processes, and driving cost savings. They targeted diverse areas, such as volume management, cost reduction, and

environmental sustainability, aligning with Vedanta Aluminium’s goal of achieving Net Zero Carbon by 2050.

Impact of the Initiative:

The collaborative ventures have had a profound impact, promoting sustainable practices and advancing industry standards. Notable startups like Infinite Uptime and Glovision Techno Services exemplify the success of these partnerships. Infinite Uptime’s AI-driven predictive maintenance solutions saved 2,000 hours of unplanned breakdown time, while Glovision’s IoT solutions saved over USD 5 million by improving coal truck turnaround time and safety. These achievements highlight Vedanta Aluminium’s role in driving innovation and sustainability in the sector.

“

The Indian startup ecosystem is rapidly advancing, with dynamic entrepreneurs and innovative solutions transforming industries and redefining business models. We are excited to collaborate with these startups, whose cutting-edge technologies and fresh ideas will help us drive efficiency, sustainability, and innovation in the aluminium sector. At Vedanta Aluminium, we are proud to work alongside the Vedanta Spark team and startups to bring transformative solutions that are shaping the future of our industry.

Mr Sunil Gupta, COO, Vedanta Aluminium

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Long-term Growth and Profitability

Why is it Material?

Our long-term growth and profitability are essential to delivering consistent value to our stakeholders and building a resilient, future-ready business. By integrating environmental and social performance into our strategy, we ensure that the value we create today supports inclusive development and long-term competitiveness.

Our Initiatives

Capacity Expansion & Integration

We are enhancing our smelting and downstream capacities while developing backward linkages to secure raw material availability. Our Lanjigarh alumina refinery and captive power plants are being modernized to reduce costs and emissions.

Smelter Expansion at Jharsuguda

We have scaled up our capacity to 1.85 MMTPA at Jharsuguda, supported by advanced casting technology and a shift towards greener energy sources, to meet growing demand from sectors like renewables and transportation.

Product Diversification & Value Creation

We have transitioned from a commodity-driven portfolio to engineered aluminium solutions for niche applications. Our foundry alloys and wire rods are already serving the auto, solar, and construction industries.

Developing High-Value Alloys

Our product innovation team is collaborating with OEMs to produce lightweight aluminium alloys tailored for electric mobility and green buildings, helping decarbonize customer value chains.

Cost Leadership and Operational Excellence

We are optimizing logistics, asset utilization, and digital operations to reduce overheads and increase throughput. Our benchmarking with global peers supports continuous performance improvement.

Economic Value Generated and Distributed (in INR million)

Particulars	FY22	FY23	FY24	FY25
Economic Value Generated (Revenues)	536,767	559,540	516,839	621,665
Economic Value Distributed	396,760	501,233	432,803	446,901
a) Operating costs	330,117	441,470	360,320	379,588
b) Employee wages and benefits	8,310	9,186	10,330	11,840
c) Payment to providers of capital	50,954	49,089	58,269	46,906
d) Payment to government	6,280	530	3,117	7,156
e) Community investments (including donation)	1,099	957	767	1,411
Economic Value Retained	140,007	58,308	84,036	174,764

Tax Strategy

Every year, the Vedanta Group publishes a detailed Tax Transparency Report outlining the taxes paid to various government authorities. This report underscores our commitment to complying with both the explicit provisions and underlying principles of tax laws and regulations across all jurisdictions in which we operate.

We recognize the importance of global initiatives such as the Extractive Industries Transparency Initiative (EITI), which promote openness and accountability in the extractives sector and help deter corruption. The Company is committed to ensuring that the economic value we generate is not shifted to low-tax or secrecy jurisdictions for the purpose of tax avoidance.

Effective Tax Rate (in INR million)

Particulars	FY24	FY25
Earnings before (Tax A)	137,350	200,090
Reported Taxes (B)	71,120	20,810
Cash Taxes Paid (C)	-2,370	16,390

Cumulative acceptable adjustments (Average Rate for 2-year period)

Particulars	FY24	FY25	Average
Effective Tax Rate (B/A)	51.78%	10.40%	27.24%
Cash Taxes Rate (C/A)	-1.73%	8.2%	4.15%

Data Privacy and Cybersecurity

Why is it Material?

In an increasingly digitized operational landscape, data privacy and cybersecurity have become critical to our business continuity, stakeholder trust, and regulatory compliance.

The aluminium industry, in particular, faces heightened risks due to its reliance on automated control systems and global supply chains. We recognize this and has adopted a comprehensive cybersecurity framework aligned with international standards to safeguard both enterprise and operational technologies.

Cybersecurity Governance

The governance of cybersecurity is managed by the Audit and Risk Management Committee of the Board, while the Vedanta Executive Committee (Vedanta ExCo), led by the CEO and leaders from all business divisions, is charged with implementing cybersecurity measures. The Chief Information Officer (CIO) formulates the cybersecurity vision and strategy and reports to the Vedanta ExCo and the Board's Audit and Risk Management Committee. The Chief Security Officer (CSO) leads cybersecurity initiatives to achieve business goals, and the Chief Information Security Officer (CISO) ensures their effective execution.

Our cybersecurity risk management approach includes continuous monitoring and evaluation at both the Board and executive management levels. We have established two committees: the Vedanta Limited Information Security Committee (VLISC), which oversees sector-wide information security strategy, and the Business Information Security Committee (BISC), responsible for individual business units, including Vedanta Aluminium.

Information Security Framework

We have implemented a comprehensive cyber risk management system governed by our Group IT and Security Office. This includes endpoint detection, firewalls, encryption, and incident response protocols.

A centralized CSOC monitors real-time threats using AI-based anomaly detection. It ensures 24x7 oversight, immediate escalation, and response planning, safeguarding both enterprise and operational technologies.

Cybersecurity Process and Infrastructure

Our Information Security and Cybersecurity Policy is accessible to all employees. We provide regular cybersecurity awareness training, emphasizing the risks associated with inadequate security measures. A structured escalation process is in place for employees to report suspicious activities. Annual cybersecurity audits are conducted to identify new threats, and any risks discovered are promptly addressed within set timelines. Information security and cybersecurity are integral to employee performance evaluations, which include disciplinary actions if necessary. Moreover, our Information Security and Cybersecurity Policy mandates formal contracts with third-party partners detailing security controls and compliance.

We have established business continuity and incident response plans, tested annually, and our entire IT infrastructure is ISO 27001:2013 certified. Incidents are tracked through Security Information and Event Management (SIEM) and Data Loss Prevention (DLP) systems, with evaluations conducted by the BU's CISO and Data Governance and Privacy Officer. Our risk management framework aligns with international standards, including ISO 27001:2013 and ISO 22301:2019. This framework comprises comprehensive annual risk assessments, including simulated cyberattacks, to assess system readiness. IT-related risks are categorized by domain, and our IT team addresses these risks based on type and severity. In addition to ISO 27001:2013, we adhere to ISO 22301:2019 for business continuity management, ensuring a robust system for planning, implementing, and improving our Business Continuity Management System (BCMS). This dual alignment strengthens our security posture and enhances our operational resilience.

Zero

Cybersecurity related breaches during FY25

Employee Training & Governance

We have institutionalized mandatory cyber awareness programs across all departments. Simulated phishing exercises are conducted quarterly to build resilience against social engineering attacks. We have launched a comprehensive Information Security and Awareness Programme for employees and partners, expanding on our Information Security and Cybersecurity Policy

During FY25, 1,934 employees participated in the Data Governance and Cybersecurity Training Program. Our Business Continuity Management Plan includes a Disaster Recovery Plan to sustain or restore critical IT operations during unprecedented scenarios. The Chief Digital and IT Officer (CDIO)

reports to the executive management team and oversees cybersecurity across the business. We conduct risk assessments of threats from third-party outsourcing and demonstrate our commitment to cybersecurity education through staff training on risks associated with inadequate measures. Our approach includes an annual review of our risk assessment and mitigation plan, and we perform annual audits to ensure compliance with ISO 27000:2013 and ISO 22301:2019, swiftly addressing identified risks. Our IT professionals conduct internal audits to elevate IT security standards and strengthen our infrastructure.

Third-Party Risk & Data Compliance

We ensure that vendors and partners handling our data follow the same standards through binding contractual clauses. All our policies align with India's IT Act and relevant data protection rules. As digital interfaces expand, safeguarding customer data privacy remains a priority. We ensure that personal and sensitive data is protected in accordance with applicable laws and internal policies.



Product Stewardship

Why is it Material?

Product stewardship is material to us due to its direct influence on environmental sustainability, operational efficiency, customer satisfaction, and regulatory compliance. As a vertically integrated aluminium producer, our responsibility extends beyond production to the ethical sourcing of raw materials, sustainable manufacturing, and post-sale engagement.

Product stewardship is a strategic imperative that guides the responsible management of our products across their entire lifecycle—from raw material sourcing and design to manufacturing, use, and end-of-life disposal. As India's largest producer of primary aluminium, our operations span bauxite mining, alumina refining, aluminium smelting, and downstream product development. This integrated value chain places us in a unique position to embed sustainability at every stage of production.

Our Initiatives

Lifecycle Assessments

We have conducted comprehensive cradle to gate LCA for our low carbon embodied products in conformance to 14040/14044 methodology.

Waste-to-Wealth: Resource Recovery from Industrial By-products

We have implemented advanced waste-to-resource initiatives to convert industrial by-products into valuable inputs. We have developed a proprietary technology for recovering high-purity materials, for which we were granted a patent in March 2025. Through extensive research, we have discovered that we can recover >99% pure graphite from spent pot liners and shot blast dust and synthesized aluminium fluoride (AlF₃) from dross slag. We have partnered Runaya Refining to improve aluminium recycling efficiency. Using Runaya's technology, aluminium recovery has reached nearly 90%, while the remaining non-metallic waste is converted into briquettes for use in the steel industry. These initiatives not only reduce waste and environmental risk but also enhance resource efficiency and support circular economy principles.

Customer Technical Support (CTS): Lifecycle Engagement

Our Customer Technical Support (CTS) unit works closely with clients to ensure that products are used, maintained, and disposed of responsibly. We also develop our products as per customer requirements and are aligned with the applicable product standards. The CTS team provides technical guidance, quality assurance, and feedback mechanisms that help customers optimize product performance while adhering to environmental and safety standards. The positive response in our customer satisfaction survey underscores the effectiveness of this engagement model.

ASI Certification: Global Standards for Responsible Production

Our commitment to responsible production is validated through certifications under the Aluminium Stewardship Initiative (ASI). Both our Jharsuguda SEZ and BALCO operations are certified against the ASI Performance Standard and Chain of Custody Standard. These certifications affirm our adherence to rigorous ESG criteria across the value chain—from bauxite mining to product delivery—and strengthen our position as a preferred supplier to customers in over 60 countries.



Customer Satisfaction

Based on our Customer Satisfaction Survey for FY25, 60% of customers indicated they were pleased with our services, highlighting our dedication to providing outstanding customer experiences.

Zero

Incidents of non-compliance concerning the health and safety impacts of products and services

Particulars	FY22	FY23	FY24	FY25
% of satisfied respondents out of total number of respondents to the survey	59	48	48	60
% Customers surveyed	80	59	59	62

Assurance Statement

S.R. BATLIBOI & Co. LLP
Chartered Accountants

67, Institutional Area
Sector 44- Gurugram-
122033 Haryana, India
Tel: +91 124 681 6000

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON SELECT NON-FINANCIAL INDICATORS CONTAINED IN ALUMINIUM AND POWER DIVISION, VEDANTA LIMITED'S SUSTAINABILITY REPORT

Aluminium & Power Division, Vedanta Limited
Village Bhurkamunda,
P.O. Kalimandir,
District Jharsuguda
Odisha —768202, India

Scope

We have been engaged by Aluminium and Power Division, Vedanta Limited (hereafter "Vedanta Aluminium") to perform a 'Limited assurance engagement,' as defined by International Standards on Assurance Engagements 3000 (Revised), here after referred to as the engagement, to report on select non-financial indicators as per Annexure 1 (the "Subject Matter") contained in Vedanta Aluminium's (the "Company's") Sustainability Report **as of September 26, 2025 for the year ended March 31, 2025 and for the period from April 01, 2024 to March 31, 2025** (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Aluminium and Power Division, Vedanta Limited

In preparing the Subject Matter, Vedanta Aluminium applied the Global Reporting Initiative (GRI) Standards (the "Criteria"). As a result, the Subject Matter information may not be suitable for another purpose.

Aluminium and Power Division, Vedanta Limited's responsibilities

Aluminium and Power Division, Vedanta Limited's management is responsible for selecting the Criteria, and for presenting the **Subject Matter** in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

Our responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Vedanta Aluminium on April 14, 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the



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Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

We also apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the **Subject Matter** and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Assessing the suitability of the criteria used by the entity in preparing the subject matter
- Conducting interview of select representatives of the Company's management to understand the reporting process, including management's processes to identify the Company's material nature-related risks and opportunities;
- Obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities or test their operating effectiveness;
- Inspected, at selected sites, a limited number of samples as appropriate to check the accuracy of the data:



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- Bharat Aluminium Company Limited (BALCO): Smelters and Captive Power Plants
- Vedanta Aluminium – Jharsuguda: Smelters and Captive Power Plants
- Vedanta Aluminium – Lanjigarh: Alumina Refinery and Captive Power Plant
- Jamkhani Coal Mine: Captive Mine
- Vizag General Cargo Berth Private Limited (VGCB): Cargo berth
- Conducted analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
- Evaluated the overall presentation of the subject matter to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's operations.

We also performed such other procedures as we considered necessary in the circumstances.

Other Information

- The Company's management is responsible for the other information. The other information comprises the information included within the Sustainability Report other than Subject Matter and our independent assurance report dated September 26, 2025, thereon.
- Our conclusion on the Subject Matter does not cover the other information and we do not express any form of assurance thereon. In connection with our assurance engagement of the Subject Matter, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Exclusions

- Data and information outside the defined reporting period: April 01, 2024 – March 31, 2025;
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to **the Subject Matter as of September 26, 2025 for the year ended March 31, 2025 and for the period from April 01, 2024 to March 31, 2025**, in order for it to be in accordance with the Criteria.

Restricted use

Our Limited Assurance report has been prepared and addressed to the Management and Board of Directors of Aluminium and Power Division, Vedanta Limited, at the request of the Company solely, to assist the Company in responding on its sustainability performance and activities.



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Accordingly, we accept no liability to anyone other than the Company. Our Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **S.R. Batliboi & CO. LLP**

Chartered Accountants

Firm's Registration No.: 301003E/E300005

Amit Chugh
Partner

Membership No.: 505224

UDIN: 25505224BMLAFV8179

Place of Signature: Gurugram

Date: 26 September 2025

Annexure-1

Indicator	Description	Indicator	Description
GRI 2-1	Organizational details	305-1	Direct (Scope 1) GHG emissions
GRI 2-2	Entities included in the organization's sustainability reporting	305-2	Indirect (Scope 2) GHG emissions
GRI 2-6	Activities, value chain and other business relationships	305-3	Other Indirect (Scope 3) GHG emissions
GRI 2-7	Employees	305-4	GHG emission intensity
GRI 2-8	Workers who are not employees	305-5	Reduction of GHG emissions
GRI 2-9	Governance structure and composition	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
GRI 2-22	Statement on sustainable development strategy	306-3	Waste generated
GRI 2-24	Embedding Policy commitments	306-4	Waste diverted from disposal
GRI 2-28	Membership associations	306-5	Waste directed to disposal
GRI 2-29	Approach to stakeholder engagement	308-1	New suppliers that were screened using environmental criteria
GRI 2-30	Collective bargaining agreements	401-1	New employee hires and employee turnover
GRI 3-1	Process to determine material topics	401-2	Benefits provided to full-time employees that are not

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			provided to temporary or part-time employees
GRI 3-2	List of material topics	401-3	Parental leave
GRI 3-3	Management of material topics	402-1	Minimum notice periods regarding operational changes
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	403-1	Occupational health and safety management system
202-2	Proportion of senior management hired from the local community	403-2	Hazard identification, risk assessment, and incident investigation
205-1	Operations assessed for risks related to corruption	403-3	Occupational health services
205-2	Communication and training about anti-corruption policies and procedures	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
205-3	Confirmed incidents of corruption and actions taken	403-5	Worker training on occupational health and safety
302-1	Energy consumption within the organization	403-9	Work-related injuries
302-2	Energy consumption outside of the organization	404-1	Average hours of training per year per employee
302-3	Energy intensity	404-2	Programs for upgrading employee skills and transition assistance programs
302-4	Reduction of energy consumption	404-3	Percentage of employees receiving regular performance and career development reviews
303-1	Interaction with water as a shared resource	405-1	Diversity of governance bodies and employees
303-3	Water withdrawal	405-2	Ratio of basic salary and remuneration of women to men
303-4	Water discharged	406-1	Incidents of discrimination and corrective actions taken
303-5	Water consumption	410-1	Security personnel trained in human rights policies or procedures
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	411-1	Incidents of violations involving rights of indigenous peoples
304-2	Significant impacts of activities, products and services on biodiversity	413-1	Operations with local community engagement, impact assessments, and development programs
304-3	Habitats protected or restored	414-1	New suppliers that were screened using social criteria



Abbreviations

Abbreviation	Full Form
AAI	Aluminium Association of India
ACT	Ash Control Tower
AI	Artificial Intelligence
AIF ₃	Aluminium fluoride
ASI	Aluminium Stewardship Initiative
ASM	Artisanal and small-scale mining
ASSOCHAM	Associated Chambers of Commerce and Industry of India
AUSIMM	Australian Institute of Mining and Metallurgy
B2B	Business-to-business
BALCO	Bharat Aluminium Company
BCMS	Business Continuity Management System
BCMS	Business Continuity Management System
BIS	Bureau of Indian Standards
BISC	Business Information Security Committee
BMP	Biodiversity Management Plan
BoD	Board of Directors
BRDA	Bauxite Residue Disposal Areas
BRF	Biodiversity Risk Filter
BRSR	Business Responsibility and Sustainability Reporting
BU	Business Unit
CAHRA	Conflict-Affected and High-Risk Areas
CBAM	Carbon Border Adjustment Mechanism
CBCE	Code of Business Conduct and Ethics
CBM	Condition-Based Monitoring
CCAI	Coal Consumers Association of India
CDIO	Chief Digital and IT Officer

Abbreviation	Full Form
CDPP	Captive Generating Power Plant
CEE	Council of Enviro Excellence
CEO	Chief Executive Officer
CHRO	Chief Human Resources Officer
CII	Confederation of Indian Industry
CISO	Chief Information Security Officer
CLO	Community Liaison Officers
CNC	Computer numerical control
CoC	Chain of Custody
COO	Chief Operating Officer
COP	Community of Practice
CPCB	Central Pollution Control Board
CPP	Captive Power Plants
CPR	Cardiopulmonary resuscitation
CRM	Critical Risk Management
CSO	Chief Security Officer
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
CTS	Customer Technical Support
CVD	Cathode Voltage Drop
DBFOT	Design, Build, Finance, Operate, and Transfer
DBNK	De-bottlenecking
DCH	Development Commissioner (Handicrafts)
DE&I	Diversity, Equity and Inclusion
DIRO	Dependencies, Impacts, Risks, and Opportunities
DLP	Data Loss Prevention
DSS	Decision Support System
EITI	Extractive Industries Transparency Initiative
EMS	Environmental Management System

Abbreviation	Full Form
ENCORE	Exploring Natural Capital Opportunities, Risks, and Exposure
EOR	Engineer of Record
EPD	Environmental Product Declaration
ESG	Environmental, Social, Governance
ESH	Environment, Health and Safety
ESIA	Environmental and Social Impact Assessment
ESOP	Employee Stock Ownership Plan
ESP	Electrostatic Precipitators
ESR	Ecosystem Services Review
ETP	Effluent treatment plant
EUDR	European Union Deforestation Regulation
EUDR	European Union
EXCO	Executive Committee
F&B	Food & beverages
FAME	Foundation for Accelerated Mass Empowerment
FICCI	Federation of Indian Chambers of Commerce & Industry
FIMI	Federation of Indian Mineral Industries
FPIC	Free, Prior and Informed Consent
FTA	Furnace Tending Assembly
FTE	Full-time equivalent
FY	Financial Year
GAIL	Gas Authority of India Limited
GHG	Greenhouse gas
GISTM	Global Industry Standard on Tailings Management
GRI	Global Reporting Initiative
GRMC	Group Risk Management Committee
HAZOP	Hazard and Operability
HCSD	High concentration slurry disposal
HEMM	Heavy earth moving machinery

Abbreviation	Full Form
HMV	Heavy motor vehicle
HR	Human Resource
hr	Hour
HSE	Health, Safety, and Environment
HSE&S	Health, Safety, Environment and Sustainability
HTP	Humidity Temperature Module
HVLT	High-volume lowtoxicity
IAI	International Aluminium Institute
IATF	International Automotive Task Force
ICC	Indian Chamber of Commerce
ICMM	International Council on Mining and Metals
ICP	Internal Carbon Pricing
IFC	International Finance Corporation
IHWC	Integrated Health and Well-Being Council
ILO	International Labour Organization
IMEXI	Integrated Manufacturing Excellence Initiative
INR	Indian Rupee
IoT	Internet of Things
IP/VGT	Indigenous Peoples/ Vulnerable Tribal Group
IPCC	Intergovernmental Panel on Climate Change
IPP	Independent Power Producer
IQMES	Integrated Quality and Environment Management System
ISEI	Institution of Safety Engineers (India)
ISO	International Organization for Standardization
ITRB	Independent Tailings Review Board
IUCN	International Union for Conservation of Nature
kg	Kilogram

Abbreviation	Full Form
KPI	Key Performance Indicator
KTPA	Kilo tonnes per annum
LEAP	Locate, Evaluate, Assess, and Prepare
LED	Light-emitting diode
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer and others
LME	London Metal Exchange
LMV	Light motor vehicle
LNG	Liquefied Natural Gas
LOPA	Layer of Protection Analysis
LTIFR	Lost time injury frequency rate
LTIP	Long-term incentive plan
LTIR	Lost time incident rate
m ³	Cubic meter
MAS	Management Assurance Services
MBBR	Moving Bed Biofilm Reactor
MES	Manufacturing Execution System
MHU	Mobile Health Unit
MSME	Micro, small and medium enterprises
MT	Metric tonnes
MTPA	Metric tonnes per annum
MMTPA	Million Metric tonnes per annum
MU	Million units
mV	Megavolt
MWh	Megawatt-hour
NABL	National Accreditation Board for Testing and Calibration Laboratories
NDC	Nationally Determined Contribution
NED	Non-Executive Director
NEEIA	National Energy Efficiency Innovation Awards
NGO	Non-governmental organization
NNL	No Net Loss

Abbreviation	Full Form
NOAA	National Oceanic and Atmospheric Administration
NOx	Nitrogen Oxides
NPI	Net Positive Impact
NSDC	National Skill Development Corporation
OB	Overburden
OECD	Organisation for Economic Co-operation and Development
OEM	Original equipment manufacturer
OHS	Occupational Health and Safety
PFA	Primary Foundry Alloys
PFC	Perfluorocarbon
PME	Preventive Medical Examination
PMSMA	Pradhan Mantri Surakshit Matritva Abhiyan
PPA	Power purchase agreement
PTM	PTM – Pot Tending Machine
PVC	Polyvinyl chloride
PwD	Person with disability
PWR	Process Water Reservoir
QGIS	Quantum Geographic Information System
R&R	Rehabilitation and resettlement
RCP	Representative Concentration Pathways
RO	Reverse Osmosis
RoEI	Return on Environmental Investment
ROI	Return on Investment
SASB	Sustainability Accounting Standards Board
SBU	Sub-business unit
SC/ST	Scheduled Caste/Scheduled Tribe
SDG	Sustainable Development Goal

Abbreviation	Full Form
SEEDS	Social Empowerment and Economic Development Society
SEZ	Special economic zone
SHG	Self-help group
SIEM	Security Information and Event Management
SMO	Sewing Machine Operator
SMP	Standard Maintenance Practices
SOP	Standard Operating Procedure
SOx	Sulfur Oxides
SPL	Spent Pot Lining
TCFD	Task Force on Climate-Related Financial Disclosures
tCO ₂ e	Tonnes of carbon dioxide equivalent
TMS	Tailings Management Standard
TNFD	Task Force for Nature-Related Financial Disclosures
TO	Transformation Office
tph	Tonnes per hour
TRIFR	Total recordable injury frequency rate

Abbreviation	Full Form
TSDF	Treatment, storage, and disposal facility
TSF	Tailings Storage Facility
UN	United Nations
UNGC	United Nations Global Compact
V&D	Virtual and Drone
VAR	Volt-Amperes Reactive
VFD	Variable Frequency Drive
VFL	Visible Felt Leadership
VGCB	Vizag General Cargo Berth
VLD	Vedanta Lining Design
VLISC	Vedanta Limited Information Security Committee
VSAP	Vedanta Sustainability Assurance Program
VSF	Vedanta Sustainability Framework
WLCP	Wildlife Conservation Plans
WRI	World Resources Institute
YoY	Year-on-year
ZLD	Zero Liquid Discharge

GRI and ASI Content Index

GRI Content Index	
Statement of use	Vedanta Aluminium has reported with reference to the GRI Standards for the period of April 1, 2024 to March 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 2021 Standards We have undertaken early adoption of the GRI Mining Sector disclosures and will be fully aligned with the standard from FY26 onwards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	2, 6, 17		
	2-2 Entities included in the organization's sustainability reporting	6		
	2-3 Reporting period, frequency and contact point	6-7		
	2-4 Restatements of information	There are restatements of information from last year's SD Report. Waste recycled data has been restated.		
	2-5 External assurance	7, 154-158		
	2-6 Activities, value chain and other business relationships	16-20		
	2-7 Employees	120		
	2-8 Workers who are not employees	120		
	2-9 Governance structure and composition	23, 24, 30		ASI 1.3 Code of Conduct
	2-10 Nomination and selection of the highest governance body	29-30; Vedanta Limited IR Page 293		
	2-11 Chair of the highest governance body	Vedanta Limited Integrated Report 2024-25; Page 286		
	2-12 Role of the highest governance body in overseeing the management of impacts	Vedanta Limited Integrated Report 2024-25; Page 244-245		ASI 2.3 EMS ASI 2.5 ESIA
	2-13 Delegation of responsibility for managing impacts	29-30		
	2-14 Role of the highest governance body in sustainability reporting	7		ASI 2.2 Leadership ASI 3.1 Sustainability Reporting
	2-15 Conflicts of interest	Vedanta Limited Integrated Report 2024-25; Page 295, 349		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	29-30, 130		
	2-17 Collective knowledge of the highest governance body	Vedanta Limited Integrated Report 2024-25; Page 149		
	2-18 Evaluation of the performance of the highest governance body	Vedanta Limited Integrated Report 2024-25; Page 296		
	2-19 Remuneration policies	32; Vedanta Limited Integrated Report 2024-25; Page 247		ASI 10.7 Remuneration
	2-20 Process to determine remuneration	Vedanta Limited Integrated Report 2024-25; Page 247		
	2-21 Annual total compensation ratio	Vedanta Aluminium ESG Factbook FY 2025		
	2-22 Statement on sustainable development strategy	10-15		
	2-23 Policy commitments	29-33		ASI 2.1 ESG Policy
	2-24 Embedding policy commitments	130-131		
				ASI 2.6 Human Rights Impact Assessment
				ASI 2.7 Emergency Response Plan
	2-25 Processes to remediate negative impacts	130		ASI 2.8 Suspended Operations
				ASI 9.1 Human Rights Due Diligence.
	2-26 Mechanisms for seeking advice and raising concerns	130-131		
	2-27 Compliance with laws and regulations	64, 130-131, 153		ASI 1.1 Legal Compliance
				ASI 3.2 Non- compliance and Liabilities
	2-28 Membership associations	144		
	2-29 Approach to stakeholder engagement	34-37		ASI 3.4 Stakeholder Complaints, Grievances and Requests for Information
	2-30 Collective bargaining agreements	124		
GRI 3: Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	38-39		
	3-2 List of material topics	38-39		
GRI 101: Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.1	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.2	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.3	ASI 8.2 Biodiversity Management
	101-3 Access and benefit-sharing	Vedanta Aluminium does not utilize biological resources in its operations. Therefore, the provisions related to access and benefit-sharing are not applicable.		
	101-4 Identification of biodiversity impacts	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.4	ASI 8.1 Biodiversity and Ecosystem Services Risk and Impact Assessment
	101-5 Locations with biodiversity impacts	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.5	ASI 8.6 Protected Areas
	101-6 Direct drivers of biodiversity loss	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.6	
	101-7 Changes to the state of biodiversity	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.7	
	101-8 Ecosystem services	102-105; Vedanta Aluminium TNFD Report FY 2025	GRI 14.4.8	ASI 8.3 Management of Priority Ecosystem Services
GRI 201: Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	148-149	GRI 14.2.1 GRI 14.9.1 GRI 14.23.1	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	149	GRI 14.9.2 GRI 14.23.2	
	201-2 Financial implications and other risks and opportunities due to climate change	75; Vedanta Aluminium Climate Action Report	GRI 14.2.2	
	201-3 Defined benefit plan obligations and other retirement plans	123; Vedanta Limited Integrated Report 2024-25 Page 488-489		
	201-4 Financial assistance received from government	143	GRI 14.23.3	
GRI 202: Market presence				
GRI 3: Material Topics 2021	3-3 Management of material topics	117-118	GRI 14.17.1 GRI 14.21.1	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	121	GRI 14.17.2	
	202-2 Proportion of senior management hired from the local community	121	GRI 14.21.2	
GRI 203: Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	45-48	GRI 14.9.1	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	51	GRI 14.9.3	
	203-2 Significant indirect economic impacts	51-59	GRI 14.9.4	
GRI 204: Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	133-134	GRI 14.9.1	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	134	GRI 14.9.5	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 205: Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	130-131	GRI 14.22.1	ASI 1.2 Anti-Corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	131-132	GRI 14.22.2	
	205-2 Communication and training about anti-corruption policies and procedures	132	GRI 14.22.3	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	132	GRI 14.22.4	
GRI 206: Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	130-131		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Vedanta Limited Integrated Report 2024-25; Page 249-250		
GRI 207: Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	148-149	GRI 14.23.1	
GRI 207: Tax 2019	207-1 Approach to tax	149; Vedanta Limited Tax Transparency Report – Page 18, 22	GRI 14.23.4	
	207-2 Tax governance, control, and risk management	Vedanta Limited Tax Transparency Report – Page 18	GRI 14.23.5	
	207-3 Stakeholder engagement and management of concerns related to tax	Vedanta Limited Tax Transparency Report – Page 26	GRI 14.23.6	
	207-4 Country-by-country reporting	Vedanta Limited Tax Transparency Report – Page 34	GRI 14.23.7	
GRI 302: Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	64-65	GRI 14.1.1	ASI 5.1 Disclosure of GHG Emissions and Energy Use
GRI 302: Energy 2016	302-1 Energy consumption within the organization	69	GRI 14.1.2	
	302-2 Energy consumption outside of the organization	Not Applicable		
GRI 302: Energy 2016	302-3 Energy intensity	69	GRI 14.1.4	
	302-4 Reduction of energy consumption	66-71		
	302-5 Reductions in energy requirements of products and services	66-71		
GRI 303: Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	79-81	GRI 14.7.1	ASI 7.2 Water Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	79-81	GRI 14.7.2	ASI 7.1 Water Assessment and Disclosure.
	303-2 Management of water discharge-related impacts	79-81	GRI 14.7.3	
	303-3 Water withdrawal	85	GRI 14.7.4	
	303-4 Water discharge	81	GRI 14.7.5	ASI 6.2 Discharges to Water
	303-5 Water consumption	85	GRI 14.7.6	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 305: Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	64-65	GRI 14.1.1 GRI 14.3.1	ASI 5.4 GHG Emissions Management
	305-1 Direct (Scope 1) GHG emissions	71	GRI 14.1.5	ASI 5.1 Disclosure of GHG Emissions and Energy Use
	305-2 Energy indirect (Scope 2) GHG emissions	72	GRI 14.1.6	
	305-3 Other indirect (Scope 3) GHG emissions	73	GRI 14.1.7	
	305-4 GHG emissions intensity	74	GRI 14.1.8	ASI 5.2 Aluminium Smelter GHG Emissions Intensity
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	66-71	GRI 14.1.9	ASI 5.3 GHG Emissions Reduction Plans
	305-6 Emissions of ozone-depleting substances (ODS)	Not Applicable		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	89	GRI 14.3.2	ASI 6.1 Emissions to Air
GRI 306: Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	91	GRI 14.5.1	ASI 6.5 Waste Management and Reporting
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	91	GRI 14.5.2	ASI 4.3 Aluminium Process Scrap
				ASI 4.4 Collection and Recycling of Products at End of Life
				ASI 6.3 Assessment and Management of Spills and Leakages
				ASI 6.4 Public Disclosure of Spills and Leakages
				ASI 6.7 Spent Pot Lining (SPL)
	306-2 Management of significant waste-related impacts	91	GRI 14.5.3	
	306-3 Waste generated	93	GRI 14.5.4	
	306-4 Waste diverted from disposal	92	GRI 14.5.5	
	306-5 Waste directed to disposal	92	GRI 14.5.6	
GRI 308: Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	133-134		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	133		ASI 2.4 Responsible sourcing
	308-2 Negative environmental impacts in the supply chain and actions taken	134		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 401: Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	117	GRI 14.17.1 GRI 14.21.1	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	127	GRI 14.17.3	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	127	GRI 14.17.4	
	401-3 Parental leave	128	GRI 14.17.5 GRI 14.21.3	
GRI 402: Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.8.1 GRI 14.17.1	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	124	GRI 14.8.2 GRI 14.17.6	
GRI 403: Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	107-108	GRI 14.16.1	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	107-108	GRI 14.16.2	ASI 11.1 Occupational Health and Safety (OH&S) Management System
	403-2 Hazard identification, risk assessment, and incident investigation	107-108	GRI 14.16.3	ASI 2.7 Emergency Response Plan
	403-3 Occupational health services	107-108	GRI 14.16.4	
	403-4 Worker participation, consultation, and communication on occupational health and safety	107-108	GRI 14.16.5	ASI 11.2 Employee engagement on Health and Safety
	403-5 Worker training on occupational health and safety	113	GRI 14.16.6	
	403-6 Promotion of worker health	107-116	GRI 14.16.7	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	107-108	GRI 14.16.8	
	403-8 Workers covered by an occupational health and safety management system	108	GRI 14.16.9	
	403-9 Work-related injuries	114	GRI 14.16.10	
	403-10 Work-related ill health	114	GRI 14.16.11	
GRI 404: Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	126	GRI 14.8.1 GRI 14.17.1 GRI 14.21.1	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	126	GRI 14.17.7 GRI 14.21.4	
	404-2 Programs for upgrading employee skills and transition assistance programs	126	GRI 14.8.3 GRI 14.17.8	
	404-3 Percentage of employees receiving regular performance and career development reviews	126		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 405: Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	118	GRI 14.21.1	ASI 9.2 Gender Equity and Women's Empowerment
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	121	GRI 14.21.5	
	405-2 Ratio of basic salary and remuneration of women to men	121, 123	GRI 14.21.6	
GRI 406: Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.21.1	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	123	GRI 14.21.7	ASI 10.4 Non-Discrimination ASI 10.6 Violence and Harassment.
GRI 407: Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.20.1	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	124	GRI 14.20.2	ASI 10.1 Freedom of Association and Right to Collective Bargaining. ASI 10.9 Informing Workers of Rights
GRI 408: Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.18.1	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	125	GRI 14.18.2	ASI 10.2 Child Labour
GRI 409: Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.19.1	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	125	GRI 14.19.2	ASI 10.3 Forced Labour
GRI 410: Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	123-125	GRI 14.14.1	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	125	GRI 14.14.2	ASI 9.9 Security practice

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.	ASI Standard Ref. No.
GRI 411: Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	61-62	GRI 14.11.1	ASI 9.3 Indigenous Peoples
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	62	GRI 14.11.2	ASI 9.4 Free, Prior, and Informed Consent (FPIC)
GRI 413: Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	45-49	GRI 14.10.1	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	49-59	GRI 14.10.2	
	413-2 Operations with significant actual and potential negative impacts on local communities	49-59	GRI 14.10.3	
GRI 414: Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	133-134	GRI 14.17.1 GRI 14.18.1 GRI 14.19.1	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	133	GRI 14.17.9 GRI 14.19.3	
	414-2 Negative social impacts in the supply chain and actions taken	134	GRI 14.17.10 GRI 14.18.3	
GRI 415: Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	142-143	GRI 14.24.1	
GRI 415: Public Policy 2016	415-1 Political contributions	143	GRI 14.24.2	ASI 3.3 Payments to Governments
GRI 415: Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	152-153		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	153		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	153		

UNGC Index

Principles	Description	Page No.
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	123-125
Principle 2	make sure that they are not complicit in human rights abuses.	123-125
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	123-125
Principle 4	the elimination of all forms of forced and compulsory labour;	123-125
Principle 5	the effective abolition of child labour; and	123-125
Principle 6	the elimination of discrimination in respect of employment and occupation.	123-125
Principle 7	Businesses should support a precautionary approach to environmental challenges;	63-106
Principle 8	undertake initiatives to promote greater environmental responsibility; and	63-106
Principle 9	encourage the development and diffusion of environmentally friendly technologies	63-106
Principle 10	Businesses should work against corruption in all forms, including extortion and bribery.	130-132



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REGISTERED OFFICE: Vedanta Limited, 1st Floor, 'C' wing, Unit 103,
Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093
Maharashtra, India T +91 22 6643 4500 | F +91 22 6643 4530
CIN : L13209MH1965PLC291394
www.vedantalimited.com