

# Building the Future from Within at Vedanta Jharsuguda

Bhubaneswar, (NS): In a rapidly evolving industrial landscape, organizations that consistently invest in their people, particularly their young employees, are the ones who are best positioned to stay resilient and innovative. At Vedanta Jharsuguda, building a youth-centric working environment is not only a demographic imperative, but is also a definitive strategy shaping future leadership, innovation and operational excellence. With an average age of 32 years, the Vedanta Jharsuguda team represents one of India's youngest industrial teams, tasked with operating the world's largest aluminium plant.

A majority of the employees at Vedanta Jharsuguda are within 35 years of age. Of these, many are early-career professionals just starting out in the complex yet fascinating world of mining, metals and modern manufacturing. This youthful energy is complemented by a growing focus on enhancing diversity and inclusion within the industry. Over 500 women are presently contributing across functions from shopfloor operations to leadership roles. This milestone has been enabled by transformative initiatives such as Shree Shakti, an industry-first program to deploy women in night shift operations. Vedanta Jharsuguda is also the first in the industry to put together an all-women potline team and an all-women locomotive team, which predominantly comprises of young women professionals. These efforts are gradually reshaping traditional industrial narratives and strengthening leadership diversity, reflecting the company's belief that long-term sustainable growth needs to be driven by empowered, skilled and motivated young professionals.