

# From quality labs to smelter lines: Women power a new Industrial story at Vedanta Jharsuguda

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AT Vedanta Aluminium's mega aluminium plant in Jharsuguda, where powerful machines rumble, furnaces burn bright and molten aluminium moves through intricate production processes, women professionals are increasingly leading the critical function of quality. Inside the plant's quality laboratories, women engineers and technicians oversee rigorous testing processes that establish reliability and consistency at the very first stage, validating raw materials, monitoring electrolytic conditions, and certifying finished metal against stringent standards. Their work forms a vital foundation for stable, high-purity aluminium production across the plant, where over 550 direct women employees now contribute to operations, reflecting the company's ongoing transformation towards greater gender diversity and technical inclusion.



In these quality labs, teams manage reduction process testing, which evaluates smelting pot conditions to ensure alumina is consistently converted into high-purity aluminium. They also conduct material analysis, verifying the chemical and physical integrity of both inputs and finished products against stringent quality benchmarks. These assessments form the foundation of smooth plant operations, supporting safety, precision, and performance across smelter lines and downstream units.

This emphasis on quality reflects a broader transformation across operations, where women engineers and operators are tak-

ing on critical roles in manufacturing processes once considered beyond their reach. From laboratory benches to operational control rooms, their growing presence is reshaping what industrial participation looks like.

Vedanta Aluminium is driving this shift with a structured commitment to enhancing representation, aiming for 30% women in its workforce by 2030. Over the past year, the company has introduced milestone initiatives such as India's first all-women potline, an all-women locomotive team, and an all-women power plant unit. Through the Shree Shakti initiative, Jharsuguda also became the first manufacturing site in Odisha to deploy women employees in night-shift operations, strengthening opportunities for skill development and career progression.

Sharing the impact of these initiatives, C Chandru, CEO, Vedanta Jharsuguda said, "We believe that inclusion is a catalyst

for innovation and excellence. The growing participation of women professionals at our operations reflects our commitment to building an equitable workplace where talent and determination define success. These women are not only driving operational excellence but also inspiring a new generation to see manufacturing as a space of equal opportunities."

Across the company's operations, women are leading in driving innovation and combining expertise and leadership to shape the future of aluminium production. Their growing presence reflects a broader shift in the industrial landscape, demonstrating that skill, commitment, and determination are not defined by gender. In the process, these women are not only managing critical operations but are also creating pathways for more to follow. Their journey is a true testament of what becomes possible when skill meets opportunity.