

CSR POLICY

POLICY OBJECTIVE:

To be a catalyst for sustainable and inclusive development by empowering communities, fostering resilient ecosystems and driving positive social impact through innovation and collaboration powered by technology. As a socially responsible corporate entity our programs are aligned to community needs, National Development Goals and the United Nation's Sustainable Development Goals. This policy is the guiding document for achieving the above objectives and fulfilling the CSR vision while committing to growth and compliance.

CSR VISION:

Hindustan Zinc's vision is "To enhance the quality of life and economic well-being of the communities around our operations". Aligning corporate social responsibility with our core values, business growth and community aspirations.

COMPANY PHILOSOPHY:

Hindustan Zinc Limited is committed to creating a sustainable future in a Zero Harm environment encouraging innovation, protecting life, health and environment, ensuring social well-being and adding value to the communities around. We respect human dignity and believe in inclusive and equitable growth. Enhancing the quality of life and creating strong community led institutions lies at the core of our business philosophy and business operations.

FRAMEWORK:

I. Target geographies -

Hindustan Zinc shall focus on community development in its operational states. The Company may also periodically take up programs of national importance, community development, conservation of cultural heritage and social wellbeing outside its operational states.

II. Thematic Priorities -

Hindustan Zinc's CSR shall focus on Children's wellbeing and Education; Sustainable Livelihoods and Skilling; Women's Empowerment; Healthcare, Water & Sanitation; Sports & Culture; Environment & Safety; Animal Welfare and Community Development including Community Assets Creation. The initiatives are targeted to improve the quality of life of communities which are best suited for company-community collaboration for long term outcomes and impacts. Hindustan Zinc shall proactively promote the involvement of its employees and encourage the skill-based participation of external volunteers, to strengthen the effectiveness and impact of its corporate social responsibility

III. Implementation and Management of CSR -

a) Delivery Mechanism

HZL shall consider following implementation models for delivering its CSR programs.

- i. Through forming partnerships with civil society/NGOs, Academic and Training Institutions, Corporates, the Governments and community groups.
- ii. In House implementation by HZL - including design and delivery of the project.

The preferred mode for implementation shall be through partnerships - with civil society organizations, Government and others. HZL may also consider participation in larger projects/programs where more than one Corporate /National/ Multi-lateral/ International agencies are involved.

b) Governance Mechanism

HZL has a multi- tiered governance mechanism.

- **Implementation Monitoring Committee (IMC)** comprising Head CSR, CFC, CCO shall meet once every month to approve investments in projects/activities, partners and budgets; monitor audit reports and its compliances; review CSR program process and outcomes.
- **Project Steering Committee (PSC)** comprising of Head CSR or an appointed representative, CSR project lead, senior management of implementation partner for specific project with meeting cadence as suggested by Head CSR and/or mentioned in the partnership understanding
- **Project Advisory Committee (PAC)** comprising of Head CSR, project lead, implementation partner and industry experts as recommended by both HZL and implementing partner with meeting cadence as suggested by Head CSR and/or mentioned in the partnership understanding. **HZL Executive Committee (ExCo)**, shall approve annual CSR plans & budget and review the progress of the programs once every quarter.
- **HZL CSR Board Sub Committee** shall meet twice a year to approve and recommend the annual CSR plan and its budget, ensure CSR activities being undertaken are as per the CSR policy and review the progress of the projects and the Impact Assessment reports. The committee shall undertake 1) Selection 2) Implementation 3) Monitoring 4) Reporting 5) Recommending changes to board with respect to CSR.

The Board shall satisfy itself, that the funds so disbursed, have been utilized for the purposes and in the manner as approved by it and the CFO or the person responsible for financial management shall certify to the effect.

In case of ongoing project, the Board shall monitor the implementation of the project with

reference to the approved timelines and year-wise allocation and shall be competent to make modifications, if any, for smooth implementation of the project within the overall permissible time period.

IV. Audit -

All CSR activities and expenses made thereof shall be subject to an audit by auditor appointed by Board. CSR Board Sub Committee shall review the compliance to requirement of Companies (CSR Policy) Amendment Rules, 2021' & 2022.

V. Base Line and Impact Assessments -

CSR programs' governance and quality will be monitored & reviewed as per set protocols.

1. A third-party baseline survey, impact and need assessment shall be conducted post completion of 3 financial years from the financial year in which it was last conducted.
2. Impact assessments to be undertaken for projects through independent agency whose value exceeds Rs 1 crore before completion of one year from the End of the Project term

VI. The surplus arising out of CSR projects or programs or activities shall not form part of business profits. Further, any amount spent by the company in excess of the 2% obligation, the company shall carry forward the excess amount and set off the amount against the requirement to spend under section 135(5) up to immediate succeeding 3 financial years.

VII. Any unspent (after utilizing excess spend from the said financial years) shall be categorized into ongoing/not ongoing project and deposited into Escrow/Fund designated by Government as per the requirement of law.

VIII. The CSR activities are as per **Annexure I** or any other activity specified in Schedule VII of the Companies Act

IX. Responsibility -

The responsibility of compliance with this policy remains with the CSR Committee, the Board Directors, Chief Executive Officer, Chief Finance Officer & Senior management.

X. Review of Policy –

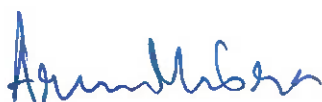
This CSR policy shall be reviewed and approved by the CSR Sub Committee at the beginning of each financial year. Inputs by the Committee shall be incorporated into the policy on immediate basis. Any **deviation** from CSR Policy to be notified and approved by signing authority of the document.

XI. Communication -

We shall voluntarily communicate the results of our social programs to our stakeholders on a periodic basis.

XII. Amendments in law -

Any subsequent amendment/modification in the Companies Act, 2013 and/or other applicable laws in this regard shall automatically apply to this Policy.



Arun Misra

Chief Executive Officer & Whole Time Director

Date: April 24, 2025

ANNEXURE-I
HZL'S CSR ACTIVITIES

Education

1. Nand Ghar Program, Child Care Project and any other similar programs for early childhood including setting up of Model Anganwadis/Nand Ghar
2. Shiksha Sambal Project and other educational initiatives in earmarked schools
3. Scholarships and financial assistance to meritorious students
4. Unchi Udaan – a program to groom students for entrance to Engineering Colleges
5. Jeevan Tarang: Support for the differently abled
6. Company Run Schools

Sustainable Livelihoods

1. SAMADHAN - Implementation of Agriculture and Livestock Development Projects in rural areas
2. Zinc Kaushal: Support to market- Linked vocational/technical/professional training for youths including coaching for various professional career streams.
3. Microenterprises – through Sakhi and SAMADHAN
4. Support for government exam preparation

Women's Empowerment

1. Sakhi: Micro Finance and strengthening of capacities of members.
2. Skill building of rural women in various trades.

Health, Water & Sanitation

1. Swasthya Sewa: Improving healthcare in the communities through mobile health vehicles/ camps/telemedicine
2. Build/enhance/support hospital and health initiatives.
3. Sanitation, drinking water facilities in rural areas.
4. Initiatives on reduction malnutrition and focus on nutrition
5. Company Run Hospitals

Sports & Culture

1. Zinc Football interventions through Vedanta Zinc Football & Sports Foundation
2. Cluster based sport promotion in communities
3. Conservation, protection and promotion of art, culture, heritage and entities of historic importance.

Environment & Safety

1. Water Augmentation projects in earmarked locations including waste/water treatment:
2. Environment projects for beautification of lakes & city like Sewage Treatment Plant implemented through Zinc India Foundation



3. Undertaking plantation and afforestation activities.
4. Undertaking Safety initiatives for community
5. Development of wildlife conservatory for eco-sensitivity

Community Development -

1. Model village development: Rural development projects for community asset creation like roads, bridges, culverts, drains, rural electrification, water and water recharge infrastructure, community centers, including Education infrastructure, Health & Water infrastructure & rural infrastructure.
2. Animal Welfare Initiatives

Disaster Management –

1. Disaster preparedness trainings to communities