VEDL/Sec./SE/26-27/54 June 19, 2026

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001

Scrip Code: 500295

National Stock Exchange of India Limited
"Exchange Plaza" 5th Floor Plot No., C/l, G Block
Bandra-Kurla Complex, Bandra (East),
Mumbai – 400 051

Scrip Code: VEDL

Sub: Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (**"SEBI"**) (Listing Obligations and Disclosure Requirements) Regulations, 2015 and relevant circulars issued by SEBI in this regard, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report (**"BRSR"**) for the Financial Year 2025-26, along with Independent Auditors' Assurance Report provided by M/s. S.R. Batliboi & Co. LLP.

The BRSR forms the part of the Integrated Report and Annual Accounts for the Financial Year 2025-26, submitted to the stock exchange(s) vide letter no. VEDL/Sec./SE/26-27/53 dated June 19, 2026 and has been also made available on the website of the Company at www.vedantalimited.com.

We request you to please take the above on record.

Thanking you.

Yours faithfully,
For Vedanta Limited

Prerna Halwasiya
Digitally signed by Prerna Halwasiya
Date: 2026.06.19 17:20:45 +05'30'

Prerna Halwasiya
Company Secretary and Compliance Officer
ACS: 20856

Enclosed: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A- GENERAL DISCLOSURE

I. Details of the listed entity:

S. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L13209MH1965PLC291394
2.	Name of the Listed Entity	Vedanta Limited
3.	Year of incorporation	1965
4.	Registered office address	1st Floor, 'C' Wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai, Maharashtra – 400 093, India
5.	Corporate address	Core-6, 3rd Floor, Scope Complex 7, Lodhi Road, New Delhi - 110 003
6.	E-mail	comp.sect@vedanta.co.in
7.	Telephone	+91 22 6643 4500
8.	Website	www.vedantalimited.com
9.	Financial year for which reporting is being done	FY 2025-26 From 01-04-2025 to 31-03-2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 3,91,06,86,689
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Gaurav Sarup Deputy Head HSE & Chief Sustainability Officer Tel: +91 294 660 4053 Email: esg@vedanta.co.in
13.	Reporting boundary	The disclosures under this report are made on a consolidated basis. Vedanta Group comprises of Vedanta Limited, its Subsidiaries, Associates and Joint Ventures, the details of which are given in point No. 23 of Section A of Business Responsibility and Sustainability Report (BRSR) and on page 349 of the Integrated Report and Annual Accounts FY 2025-26. All these entities are considered for the purpose of Financial Consolidation of the Group; however, for the purpose of reporting data and information in BRSR, the following categories of Entities/Sites have not been considered for the purpose of this report: • Newly incorporated Entities or Entities/Sites operational for less than 12 months; • Non-operational/ intermittent operational Entities/Sites; and entities/sites discontinued or outsourced; • Further, the GHG footprint, Water footprint, Energy footprint and details of the Waste Management with respect to the following have not been considered, based on our assessment of being immaterial to the Group's reporting: • The Corporate Offices with respect to the Entities as considered under the Reporting Boundary. • Guesthouses and Colonies being owned and maintained by the Group. Furthermore, for the purpose of BRSR reporting, following methodology has been used: • The financial numbers used in some of the indicators of the BRSR are extracted from the Integrated Report and Annual Accounts FY 2025-26. • While the financial numbers related to certain entities include inter-company consolidation adjustments as per the applicable financial reporting framework (net figures), the nonfinancial data used in some of the indicators of the BRSR related to these entities are given without adjustments (gross figures). Further, some of the Entities/ Sites are considered for the purpose of said financial numbers, which may have been excluded from the Reporting Boundary. • Some of the Entities are considered for the purpose of preparation of the BRSR on full consolidation method, without adjusting for minority interest in the relevant group entity, based on operational control, as per our assessment
14.	Name of assessment or assurance provider	S.R. Batliboi & Co. LLP
15.	Type of assessment or assurance obtained	BRSR Core: Reasonable BRSR (Rest of indicators): Limited

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal products	83.60%
2.	Mining and quarrying	Extraction of Crude petroleum and natural gas	5.41%
3.	Mining and quarrying	Mining of metal ores	1.61%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Aluminium products	242005	36%
2.	Zinc metal	242006	15%
3.	Copper products	242002	16%
4.	Oil	610	4%
5.	Silver metals and bars	242008/072907	5%
6.	Steel products	2410/243102	3%
7.	Power CPP	351101	4%
8.	Lead metal	242006	2%
9.	Gas	0620	1%
10.	Iron ore	710	2%
11.	Pig Iron	241001	2%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	215	23	238 b)
International	9	12	21 a)

This number does not include warehouses operated by vedanta and its business entities
a) This number includes all international entities under Vedanta Group
b) This number is not with standing the reporting boundary described in Section A-13

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	79

b) What is the contribution of exports as a percentage of the total turnover of the entity? 35.02

c) A brief on types of customers

Vedanta Limited operates in the mining and manufacturing sectors, focussing on the extraction and processing of metal ores, metals, and metal products. The Company is also engaged in oil and gas exploration and production, along with power generation and sales. Its diverse product portfolio includes aluminium, copper, iron ore, zinc, silver, and lead, catering to a wide range of industrial consumers. Vedanta primarily serves industries such as automotive, steel, power generation, infrastructure, battery manufacturing, and oil, reinforcing its role as a key supplier in the global commodities market.

IV. Employees

20. Details as of 31 March 2026

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)
	Employees							
1.	**Permanent (D)**	12,115	9,282	76.62	2,830	23.36	3	0.02
2.	**Other than Permanent (E)**	133	102	76.69	31	23.31	0	0.00
3.	**Total employees (D + E)**	12,248	9,384	76.62	2,861	23.36	3	0.02
	Workers							
4.	**Permanent (F)**	3,975	3,786	95.25	189	4.75	0	0.00
5.	**Other than Permanent (G)**	92,682	89,476	96.54	3,164	3.41	42	0.05
6.	**Total workers (F + G)**	96,657	93,262	96.49	3,353	3.47	42	0.04

b) Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female		Others	
			No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)
	Differently Abled Employees							
1.	**Permanent (D)**	10	8	80	2	20	0	-
2.	**Other than Permanent (E)**	0	0	-	0	-	0	-
3.	**Total differently abled employees (D + E)**	10	8	80	2	20	0	0
	Differently abled Workers							
4.	**Permanent (F)**	9	8	88.89	1	11.11	0	-
5.	**Other than Permanent (G)**	31	29	93.55	2	6.45	0	-
6.	**Total workers (F + G)**	40	37	92.50	3	7.50	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. & % of Females	
		No (B)	% (B/A)
Board of Directors	8	2	25
Key Managerial Personnel (KMP)[a)]	4	1	25

a) The definition of Key Managerial Personnel (KMP) is as per the Section 2(51) of Companies Act, 2013. The term Key Managerial Personnel (KMP) mentioned above includes two members of the Board of Directors

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26 (In %)			FY 2024-25 (In %)			FY 2023-24 (In %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.00	17.21	13.94	15.3	17.23	15.84	14	17	14
Permanent Workers	13.05	6.59	12.76	6.29	8.57	6.38	7	8	7

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures (As on 31 March 2026)

S. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)*
1	Vedanta Incorporated (formerly known as Volcan Investments Limited)[a)]	Ultimate Holding Company	56%	Yes
2	Thalanga Copper Mines Pty Limited ("TCM")	Subsidiaries	100%	Yes
3	Bharat Aluminium Company Limited ("BALCO")	Subsidiaries	51%	Yes
4	Desai Cement Company Private Limited	Subsidiaries	100%	Yes
5	ESL Steel Limited	Subsidiaries	95.49%	Yes
6	Ferro Alloy Corporation Limited ("FACOR")	Subsidiaries	100%	Yes
7	Hindustan Zinc Alloys Private Limited	Subsidiaries	60.71%	Yes
8	Hindustan Zinc Fertilizers Private Limited	Subsidiaries	60.71%	No
9	Hindmetal Exploration Services Private Limited	Subsidiaries	60.71%	No
10	Hindustan Zinc Limited ("HZL")	Subsidiaries	60.71%	Yes
11	MALCO Energy Limited ("MEL")	Subsidiaries	100%	Yes
12	Meenakshi Energy Limited	Subsidiaries	100%	Yes
13	Sesa Mining Corporation Limited	Subsidiaries	100%	Yes
14	Sesa Resources Limited ("SRL")	Subsidiaries	100%	Yes
15	Talwandi Sabo Power Limited ("TSPL")	Subsidiaries	100%	Yes
16	Vedanta Aluminium Metal Limited	Subsidiaries	100%	Yes
17	Vedanta Base Metals Limited	Subsidiaries	100%	No
18	Vedanta Displays Limited	Subsidiaries	100%	No
19	Vedanta Iron and Steel Limited	Subsidiaries	100%	No
20	Vedanta Semiconductors Private Limited	Subsidiaries	100%	No
21	Zinc India Foundation	Subsidiaries	60.71%	No
22	Vedanta Zinc Football & Sports Foundation	Subsidiaries	60.71%	Yes
23	Vizag General Cargo Berth Private Limited	Subsidiaries	100%	Yes
24	AvanStrate Inc. ("ASI")	Subsidiaries	98.20%	Yes
25	Cairn India Holdings Limited	Subsidiaries	100%	Yes
26	AvanStrate Korea Inc	Subsidiaries	98.20%	Yes
27	Western Cluster Limited	Subsidiaries	100%	No
28	Bloom Fountain Limited	Subsidiaries	100%	Yes
29	THL Zinc Ltd	Subsidiaries	100%	Yes
30	THL Zinc Ventures Ltd	Subsidiaries	100%	No
31	Amica Guesthouse (Proprietary) Limited	Subsidiaries	100%	Yes
32	Namzinc (Proprietary) Limited	Subsidiaries	100%	Yes
33	Skorpion Mining Company (Proprietary) Limited ('NZ')	Subsidiaries	100%	Yes
34	Skorpion Zinc (Proprietary) Limited ("SZPL")	Subsidiaries	100%	Yes
35	THL Zinc Namibia Holdings (Proprietary) Limited ("VNHL")	Subsidiaries	100%	Yes
36	Killoran Lisheen Mining Limited	Subsidiaries	100%	Yes
37	Lisheen Milling Limited	Subsidiaries	100%	Yes
38	Lisheen Mine Partnership	Subsidiaries	100%	Yes
39	Vedanta Lisheen Mining Limited	Subsidiaries	100%	Yes
40	Cairn Energy Hydrocarbons Limited	Subsidiaries	100%	Yes
41	Black Mountain Mining (Proprietary) Limited	Subsidiaries	74%	Yes
42	Vedanta Copper International VCI Company Limited	Subsidiaries	100%	No
43	AvanStrate Taiwan Inc	Subsidiaries	98.20%	No

S. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)*
44	Monte Cello BV ("MCBV")	Subsidiaries	100%	No
45	THL Zinc Holding BV	Subsidiaries	100%	No
46	Vedanta Lisheen Holdings Limited	Subsidiaries	100%	No
47	Fujairah Gold FZC	Subsidiaries	100%	Yes
48	Vedanta Finance IFSC Limited	Subsidiaries	100%	No
49	Incab Industries Limited [b]	Subsidiaries	100%	No
50	Gaurav Overseas Private Limited	Associate/ Joint Venture	50%	No
51	Madanpur South Coal Company Limited	Associate/ Joint Venture	18.05%	No
52	Rosh Pinah Health Care (Proprietary) Limited	Associate/ Joint Venture	69%	No
53	Gergarub Exploration and Mining (Pty) Limited	Associate/ Joint Venture	51%	No
54	Roshskor Township (Pty) Limited	Associate/ Joint Venture	50%	No
55	Raykal Aluminium Company Private Limited	Associate/ Joint Venture	50%	No

[a]Vedanta Incorporated holds 56.38% shares in Vedanta Limited
**This number includes all entities in Vedanta Group, notwithstanding the reporting boundary described in Section A-13*
[b]Incab Industries Limited is currently under Corporate Insolvency Resolution Process (CIRP) and is non-operational; however, it is under resolution for revival following approval of Vedanta Limited's acquisition plan.
i) Goa Maritime Private Limited has been struck off from the register of companies and stands dissolved with effect from 16 March 2026.
ii) Sesa Iron and Steel Limited has been struck off from the register of companies and stands dissolved with effect from 16 March 2026.
iii) Cairn Lanka Private Limited is currently not active and is under liquidation, with no ongoing business operations.

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

ii. Turnover (in ₹ crore):	Standalone:	₹ 88,301 crore
	Consolidated:	₹ 1,77,194 crore
iii. Net worth (in ₹ crore):	Standalone:	₹ 78,049 crore
	Consolidated:	₹ 68,577 crore

VII. Transparency and Disclosures Compliances

25. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		Number. of complaints filed during the year	Number. of complaints pending resolution at close of the year	Remarks	Number. of complaints filed during the year	Number. of complaints pending resolution at close of the year	Remarks
Communities	Yes, Grievance Mechanism	160	5		194	20	
Investors (other than shareholders)	Yes, Investor grievance redressal management	0	0		0	0	
Shareholders	Yes, Grievance redressal management	326	0		285	3	
Employees and workers	Yes, Code of business conduct and ethics	2,687	149		514	26	
Customers	Yes, Metal bazaar	193	3		275	14	
Value Chain Partners Procurement	Yes, Sustainability Governance System	5	2		9	1	

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Business ethics & corporate governance	Risk	Inadequate governance practices, vulnerability to corrupt activities, non-adherence to tax regulations, and non-transparent financial dealings can result in significant reputational harm, heightened regulatory oversight, potential legal fines and/or penalties, and loss trust among investors.	Enhance corporate governance by implementing strong anti-corruption policies, ensuring compliance with tax regulations, and using digital tools for better oversight. Establish clear and transparent disclosure practices along with effective grievance redressal mechanisms.	Negative: Legal and regulatory fines and/ or penalties, higher compliance costs, loss of investor confidence, and damage to reputation.
		Opportunity	Integrating ethical practices into governance builds stakeholder trust, supports long-term operational approvals, improves compliance efficiency, and enhances overall business resilience. Incorporating ESG considerations into governance also strengthens stakeholder confidence and perception.		Positive: Strong stakeholder relationships, lower compliance costs, increased investor interest, long-term license security, and an enhanced brand reputation.
2	Health safety & well-being	Risk	Several risks have been identified in this area, including financial impacts such as costs related to injuries, operational disruptions like downtime, reputational concerns linked to public perception, and investor-related risks associated with performance metrics.	Establish robust health and safety policies supported by regular audits, ongoing training, well-defined emergency response plans, and clear disclosures aligned with European Sustainability Reporting Standards (ESRS). Vedanta follows a comprehensive risk management approach that emphasises early risk identification, use of technology, leadership accountability, and active community engagement to safeguard the health, safety, and well-being of its workforce.	Negative: Higher legal and insurance expenses, reputational damage, operational disruptions, and possible investor withdrawal due to weak performance indicators.
3	Climate change and energy transition	Risk	Climate-related risks include potential regulatory penalties for failing to meet emission requirements, operational interruptions caused by extreme weather events, reduced competitiveness due to slow adoption of low-carbon technologies, reputational damage from misleading sustainability claims, and the risk of asset devaluation in portfolios heavily reliant on fossil fuels.	Invest in climate-resilient infrastructure, adopt established low-carbon technologies, carry out scenario-based assessments, track evolving regulatory requirements, and provide clear and credible updates on climate actions to stakeholders.	Negative: Potential impacts include regulatory penalties, business interruptions, reputational harm, loss of market share, and financial setbacks due to stranded assets or outdated operations.
		Opportunity	Transitioning to low-carbon energy and cleaner production methods presents key strategic advantages, including lower operating costs, improved resilience to energy price fluctuations, greater investor interest, and opportunities to enter new markets driven by demand for sustainable materials and technologies.		Positive: Lower long-term energy expenses, increased stakeholder confidence, a stronger position in the market, better access to climate-focussed funding, and improved overall competitiveness.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Air emission & quality	Risk	Failure to meet emission standards, non-compliance with regulations, and reliance on outdated technologies can result in penalties, operational shutdowns, reputational damage, and even loss of license to operate. Tightening regulations may also require additional capital investment and lead to financial losses from obsolete emission control systems.	Modernise emission control systems, strengthen monitoring and tracking processes, and maintain strict adherence to prescribed emission limits. Plan investments proactively to manage and reduce risks from future regulatory changes.	Negative: Potential impacts include financial penalties, increased capital expenditure, asset stranding, loss of operating licenses, reputational damage, and interruptions to business operations.
5	Waste and wastewater management	Risk	Breakdowns in equipment or ineffective water management can lead to spills, contamination incidents, operational interruptions, and reputational harm. Non-compliance with regulations, climate-driven water scarcity, or disputes over local water usage may also result in penalties or even temporary shutdowns.	Ensure strong and reliable infrastructure, carry out regular system audits, establish contingency measures, and track rainfall and water availability to anticipate potential shortages. Maintain strict compliance with applicable local and international discharge standards.	Negative: Potential impacts include regulatory fines, business interruptions, legal liabilities, higher water-related costs, and the risk of losing the social license to operate.
		Opportunity	Advances in water management technologies create opportunities to lower water intake, reuse process water, and improve operational efficiency through tools such as sensors, AI, and biological treatment methods. Waste can also be repurposed to generate additional revenue. These innovations support better compliance, reduce costs, and minimise environmental impact.		Positive: Lower resource costs, improved operational efficiency, stronger compliance performance, sustained cost savings over time, and a more credible reputation for environmental responsibility.
6	Tailings management	Risk	Failure of tailings storage facilities (TSFs) can have serious impacts on nearby communities and the environment. Such events may cause operational disruptions, attract legal penalties for non-compliance, and create financial pressure due to high-cost upgrades or unsuccessful technology investments.	Enhance TSF design and maintenance practices, adopt proven and reliable technologies, ensure full regulatory compliance, and invest in contingency measures to minimise environmental and legal risks.	Negative: Potential impacts include regulatory fines and penalties, legal proceedings, higher capital spending, reputational harm, and the diversion of resources from core operations due to costly failures.
7	Community engagement & development	Risk	Insufficient sharing of socio-economic benefits, land-related conflicts, limited stakeholder engagement, and unmet community expectations can lead to disputes, reputational harm, and risk to the company's social license to operate.	Engage with communities at an early stage, ensure fair distribution of benefits, put in place clear grievance redressal processes, and maintain transparency to minimise conflicts and build trust.	Negative: Potential impacts include project delays, additional costs related to grievance resolution, possible export restrictions, and the risk of losing access or operating rights.
		Opportunity	A well-defined community engagement approach can build local goodwill, increase the likelihood of project success, support workforce development, and strengthen the long-term social license through trust, collaboration, and effective grievance redressal systems.		Positive: Stronger social license to operate, better access to local talent, lower risk of conflicts, improved brand image, and sustained operational continuity over the long term.
8	Risk management & controls	Risk	Not incorporating ESG risks into enterprise risk management can result in financial penalties, increased investor scrutiny, reputational harm, and limited access to capital. Weak controls may also lead to operational disruptions.	Enhance the integration of ESG considerations into enterprise risk frameworks and carry out regular risk assessments.	Negative: Potential impacts include financial penalties, reputational damage, reduced investor confidence, and a higher cost of capital.
		Opportunity	Implementing proactive risk controls, such as spill containment measures and independent audits, improves operational resilience and supports regulatory compliance. Stronger frameworks also help build stakeholder confidence and ensure continuity of operations.		Positive: Lower potential liabilities, stronger operational continuity, greater investor confidence, and an improved reputation supported by effective governance.

SECTION B- MANAGEMENT & PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available									
Code of business conduct and ethics	✓	✓	✓	✓	✓	✓	✓	✓	✓
Supplier code of conduct	✓	✓		✓		✓			
Code of Practice and Fair Disclosure of unpublished sensitive information	✓								
Dividend distribution policy	✓								
Policy for determining material subsidiaries	✓								
Nomination and Remuneration policy	✓								
Policy on Board Diversity	✓								
Familiarization Program for Directors	✓								
Policy on Risk Management	✓								
Insider Trading Prohibition Code	✓								
Related Party Transaction Policy	✓								
Equal Opportunity Policy	✓								
Policy on Prevention Of Sexual Harassment At The Workplace	✓								
Environmental Policy		✓		✓		✓			
Supplier Sustainability Management Policy		✓		✓	✓	✓			
Climate Change Policy		✓	✓						
Information Security Policy		✓							✓
Biodiversity Policy		✓				✓			
Water Management Policy		✓				✓			
Supplier Business Partner Sustainability Management Policy			✓						
Social Performance policy			✓	✓	✓			✓	
Human Rights Policy			✓		✓				
Anti-harassment and Anti-Discrimination Policy			✓		✓				
POSH Policy			✓		✓				
Diversity and Inclusion Policy			✓		✓				
Remuneration Policy			✓						
Health & Safety Policy			✓		✓				
Equal Opportunity Policy			✓					✓	
Grievance Redressal Mechanism				✓					
Stakeholder Engagement Standard				✓					
CSR Policy				✓				✓	
Energy and Climate Change Policy						✓			
Tailings Management Policy						✓			
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 9001:2015, ISO 31000 (Risk Management System) ISO 37301 (Compliance Management)	ISO 14001:2015 Aluminium Stewardship Initiative (Jharsuguda) ISO 9001 (Quality Management System)	SA8000:2014 ISO 45001:2018 ISO 22301 (Business Continuity Management System and Disaster Recovery System)	SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda)	SA8000:2014, Aluminium Stewardship Initiative (Jharsuguda)	ISO 14001:2015 ISO 50001:2018 TCFD SBTi TNFD Aluminium Stewardship Initiative (Jharsuguda)	ISO 9001:2015	SA8000:2014 Aluminium Stewardship Initiative (Jharsuguda)	ISO 9001:2015 (Quality Management System) ISO 27001 (Information Security Management System))
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of Vedanta's commitment to 'Transforming for Good', driving a positive impact across the planet, communities, and the workplace, the Company has developed a comprehensive **ESG scorecard** to track progress against its stated aims and targets. This framework enables ongoing performance monitoring, supports timely corrective actions, and ensures alignment with its broader sustainability objectives. **Transforming Communities** Aim 1: Keep community welfare as the guiding principle for our business decisions Aim 2: Empower 2.5 million individuals with enhanced skillsets Aim 3: Uplift 100 million women and children via social welfare interventions **Transforming Planet** Aim 4: Net Zero Carbon by 2050 or sooner Aim 5: Achieving net water positivity by 2030 Aim 6: Enhance our business model by incorporating innovative green practices **Transforming the Workplace** Aim 7: Prioritise the safety and health of our workforce Aim 8: Promote gender parity, diversity and inclusivity Aim 9: Align with global standards of corporate governance For further details related to the ESG targets, sustainability strategy and ESG pillars, please refer to **page 107** of the Integrated Annual Report FY 2025–26								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Vedanta has implemented a comprehensive ESG scorecard to track progress against its key aims and targets. This tool enables the Company to effectively monitor performance and undertake timely corrective actions, ensuring continuous improvement. For detailed insights into FY 2025–26 performance against the established goals, please refer to the ESG Scorecard on **page 114** of the Integrated Annual Report FY 2025–26								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Please refer to the Chairman's, and Group Executive Director's (ED) statement on **page 28** and **page 32** respectively of the Integrated Annual Report FY 2025-26								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board-level ESG Committee serves as the apex body responsible for overseeing the implementation of Business Responsibility policies. The Group's Executive Director (ED), in their capacity as a member of this Committee and as Chairperson of the Group HSES-Executive Committee, where ESG-related matters are also deliberated, ensures the effective execution and monitoring of these policies								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Vedanta Limited has constituted key committees to oversee sustainability, governance, and compliance, ensuring alignment with its strategic priorities. The principal committees include: **ESG Committee**: The Board-level ESG Committee oversees all sustainability and ESG matters. It works closely with the Corporate Sustainability and ESG function to drive and monitor initiatives under the Transforming for Good agenda. The Committee is appointed by the Board, chaired by a Non-Executive Director, and includes at least one Independent Director. The Group HSE & Sustainability Head and ESG Director are permanent invitees. **Corporate Social Responsibility (CSR) Committee**: The CSR Committee supervises the Company's CSR initiatives, recommends the annual CSR plan and resource allocation to the Board, and reviews performance against approved plans. **Audit and Risk Management Committee**: This Committee oversees financial reporting, internal controls, and risk management frameworks, including cybersecurity. It monitors strategic, operational, financial, sustainability, and compliance risks, and evaluates the performance and independence of auditors. **Stakeholders' Relationship Committee (SRC)**: The SRC focusses on stakeholder engagement, ensuring timely resolution of shareholder grievances, improving shareholder experience, and overseeing registrar and shareholding-related matters. For additional information on the roles and responsibilities of the above-mentioned Committees and their members, please refer to the Corporate Governance section on **page 322** of the Integrated Annual Report FY 2025–26.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow-up action	Committee of the Board	The policies of the Company are reviewed Annually by Director / Board committees
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, Compliance with all applicable statutory requirements is reviewed quarterly by the Board Committees. In addition, the Internal Executive Committee (ExCo) and functional teams undertake a monthly assessment of compliance status.	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, Vedanta conducts an annual independent audit, the Vedanta Sustainability Assurance Process (VSAP), carried out by the external assurance provider Deloitte Touche Tohmatsu India LLP (DTTILLP) to evaluate the effectiveness of policy implementation. The audit is conducted across all business locations to verify compliance with the Vedanta Sustainability Framework (VSF). The outcomes of the VSAP are actively reviewed by the Board-level ESG Committee, which reports to the Group Executive Committee, and subsequently to the Board.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C- PRINCIPLE WISE PERFORMANCE DISCLOSURES

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

UN SDG mapped

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors [a)]	3	1. Engagement of Directors in ESG and sustainability matters through Board level ESG Committee meetings, in turn, ensuring participation in overall oversight and transformation initiatives. 2. Completion of training on Cybersecurity and Data Governance in collaboration with a third-party expert	75%
Key Managerial Personnel [a)]	3		75%
Employees other than BOD and KMPs	7,843	1. Code of Business Conduct and Ethics (COBCE) 2. POSH:Prevention of Sexual Harassment 3. Awareness session on environment, health and safety laws 4. Climate Change: A Top ESG Concern 5. ESG Disclosures and Compliance 6. Human Rights, UKBA, Modern Slavery & Business Ethics 7. Risk Management, Hazard Management, Golden Rules & SLAM 8. Stakeholder Management 9. Cybersecurity Awareness Session 10. Fire and Emergency Training	100%
Workers	10,102	1. Training in COBCE, Ethics, PoSH & Human Rights 2. Safety Induction 3. Emergency Preparedness Training	93.97%

a) Board of Directors and Key Managerial Personnels include only Vedanta Ltd.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

Monetary					
Type	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty Fine	Principle 1	Director Mines and Geology, Goa	15,00,000	Sesa Goa (SRL): Director Mines & Geology, Goa passed an order earlier wherein Sesa Resources Limited, wholly owned subsidiary of Vedanta Limited, was held liable for Illegal Laterite Mining because we were the owners of the property over which illegal mining was carried out by unknown individuals. DMG imposed a total penalty of ₹ 1.25 crore on SRL. We preferred a revision application before Mines Secretary. The Mines Secretary passed an order dated 08/09/2023 wherein it was stated that SRL cannot be held liable under Rule 63(3) since the penalty was levied by DMG on presumption of guilt only. We were directed to pay ₹ 15,00,000 (Fifteen Lakhs). Mines Secretary on merits held us not liable for illegal mining.	No*
Penalty Fine	Principle 1	CESTAT, Delhi	10,000	BALCO: BALCO has received favourable order from Hon'ble CESTAT, Delhi setting aside service tax demand of ₹ 9,45,494, applicable interest and penalty of ₹ 15,69,569 under relevant provisions of Finance Act, 1994. The penalty amounting to ₹ 10,000 imposed vide Commissioner (A) order due to procedural lapses is reaffirmed by CESTAT, Delhi. The matter in consideration pertains to demand of service tax on account of payment made to foreign service provider which has been set aside by Hon'ble CESTAT, Delhi.	No
Penalty Fine	Principle 1	BSE Limited and National Stock Exchange of India Limited	23,600	Vedanta Limited: Deviation under Regulation 29 of SEBI Listing Regulations pertaining to delay in furnishing prior intimation of the meeting of Board of Directors for the quarter ended 30 September 2023.	No
Penalty Fine	Principle 1	BSE Limited and National Stock Exchange of India Limited	19,87,200	Hindustan Zinc Limited: Shortage of Independent Directors on the Board of Hindustan Zinc Limited.	No
Penalty Fine	Principle 1	Office of The Assistant Commissioner, Uttar Pradesh	21,72,808	Cairn Oil & Gas: The Company in respect of an Oil & Gas block where it is an operator has received an Order from Office of The Assistant Commissioner, Sector 1 Basti, Uttar Pradesh ('Tax Authority'), confirming demand of GST Penalty related to Detenton of Goods and Conveyance with respect to tendered tax invoice unsigned and mismatch between tax invoice date and E-way bill date. The said demand pertains to FY 2023-24 and has been issued pursuant to stock transfer. Demand issued: GST Penalty of ₹ 21,72,808 (The Company's share of demand, based on participating interest of 70%, is ₹ 15,20,966).	No**
Penalty Fine	Principle 1	Office of State tax officer, Rudrapur, Uttarakhand	8,82,588	Hindustan Zinc Limited: The Company has received an Order from State Tax officer, Rudrapur, Uttarakhand, confirming the below demand on account of procedural issues. The demand pertains to the period 2023-24: Demand issued: Penalty of ₹ 8,82,588/-	No
Penalty Fine	Principle 7	The Deputy Director of Mines (DDM), Baripada Mining Circle, Baripada, Department of Steel & Mines, Government of Odisha	2,79,361	Vedanta Aluminium: Mining squade from DDM, Baripada Circle visited our Company. During their visit they found some irregularties /discrepanices in minerals viz. dolomite, bauxite, quartzite, magnesite etc. laying at plant. Specifically, they found excess physical stock of above mentions minerals as compared to stocks mentioned in Books. Thereafter DDM, Baripada initiated compounding the offence under Rule 16 of Orissa Minerals (Prevention of Theft, Smuggling, and illegal Mining & Regulation of Possession, storage, Trading & Transporting) Rules 2007.	No

Non-Monetary				
Type	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	Not Applicable			
Punishment				

Note: In accordance with the prescribed format of this report, the details of remittances for only those fines and penalties have been reported above which have been disclosed to the stock exchanges under Regulation 30 of SEBI Listing Regulations and made available on the Company website also.
**No appeal was filed as the original demand was ₹ 1.25 crore and based on our intervention, the Mines Secretary closed the matter.*
***The Company shall file appeal before the Appellate Authority within the time-limit prescribed under the GST Law.*

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, Vedanta is committed to conducting business with the highest standards of integrity, transparency, and accountability. This commitment is embedded in its Code of Business Conduct and Ethics (COBCE), which establishes a zero-tolerance approach to bribery and corruption and also addresses key areas such as conflict of interest, confidentiality, anti-trust, insider trading, and whistle-blower protection. The Code of Business Conduct and Ethics (COBCE) is available on the Company's website (Click here).

The Anti-Bribery and Anti-Corruption (ABAC) framework forms an integral part of the COBCE and is aligned with applicable laws, including the Prevention of Corruption Act, 1988 (India), the UK Bribery Act, 2010, and the U.S. Foreign Corrupt Practices Act, 1977.

The COBCE is supported by a set of enabling policies and guidance documents, including the Insider Trading Prohibition Policy, Anti-Trust Guidance Notes, Supplier Code of Conduct, and Whistle-Blower Policy.

A formal vigilance mechanism is in place to enable both internal and external stakeholders to report concerns, supported by structured investigation and resolution processes. All employees and Board members are required to periodically affirm compliance with the COBCE. This is reinforced through regular training programmes covering the Code of Business Conduct and Ethics and ABAC principles, ensuring 100% employee coverage.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions on cases of corruption and conflicts of interest.

Not Applicable as there are no incidents noted

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	59	57

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases [a]	a. Purchases from trading houses as % of total purchases	18.81%	22.41%
	b. Number of trading houses where purchases are made from	234	221
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	86.09%	90.22%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	23.56%	30.70%
	b. Number of dealers / distributors to whom sales are made	263	281
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	61.36%	64.55%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.54%	3.48%
	b. Sales (Sales to related parties / Total Sales)	2.46%	1.68%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances) [b]	98.08%	99.92%
	d. Investments (Investments in related parties / Total Investments made)	5.29%	9.77%

a) Purchases do not include provisions.

b) The closing balances disclosed in the audited consolidated financial statements for the year ended 31 March 2026 have been considered for Loans & advances and Investments.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2,234	1. TNFD 2. Climate Change & GHG Emissions 3. Sustainable Supply Chain 4. ESG Assessment Training 5. Human Rights & Labour Laws 6. Health & Safety 7. Energy Management 8. Water Stewardship 9. Modern Slavery Act 10. Ethics	31%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No). If yes, provide details of the same.

Yes, the Company has in place a well-defined process with respect to the disclosure of interest and associated matters in accordance with the guidelines prescribed by the Companies Act, 2013 and SEBI Listing Regulations. Each Director/ Key Managerial Personnel (KMP)/Senior Managerial Personnel (SMP) promptly reports any actual or potential conflicts to the Board, which are noted and deliberated upon during subsequent Board meetings. The Board evaluates and approves actions regarding potential or actual conflicts as deemed appropriate. Directors facing conflicts abstain from participating in discussions or voting on pertinent governance issues.

Furthermore, the Company's Code of Business Conduct and Ethics provides comprehensive directives to address instances of conflict of interests. An annual affirmation from the Board of Directors for complying with the provisions also forms a part of the Integrated Annual Report.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

UN SDG mapped

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	Over 82.27% total Vedanta's R&D investment was spent on improving environmental performance: a. Hindustan Zinc Limited ₹ 22,82,74,127 b. Vedanta Aluminium-Jharsuguda- ₹ 1,28,22,297	Over 84.89% total Vedanta's R&D investment was spent on improving environmental performance: a. Hindustan Zinc Limited- ₹ 10,23,58,000 b. Cairn Oil & Gas- ₹ 3,23,32,199 c. Vedanta Aluminium-Jharsuguda- ₹ 12,98,000	In FY 2025-26, Vedanta Limited directed a significant share of its R&D investments towards improving environmental performance across key business units. At Hindustan Zinc Limited (HZL), R&D efforts focussed on resource efficiency and clean energy innovation. An MoU was signed with Virginia Tech, USA, to improve silver recovery from lead–zinc concentrators through advanced flotation techniques and reagent optimisation, reducing material losses and enhancing concentrate quality. HZL also reported early breakthroughs in next-generation zinc-based battery technologies, developing a 1 kWh rechargeable Zinc-Air battery module with IIT Madras and advancing zinc-ion battery research with JNCASR, Bengaluru, offering a safer, more sustainable alternative to lithium-based energy storage. At Vedanta Aluminium Jharsuguda, R&D investment was channelled into energy efficiency at the smelter. An in-house developed Forced Cooling Network (FCN), using 3D Computational Fluid Dynamics modelling, delivered energy savings of 15.3 kWh per tonne of aluminium produced and was recognised with a Certificate of Merit at the National Energy Conservation Awards 2025 by the Bureau of Energy Efficiency, Ministry of Power. These investments reflect Vedanta's commitment to technology-driven environmental improvement across its operations.
Capex	Out of the total CAPEX, nearly 3.70% was spent on Environmental performance and about 0.21% was spent on Social Performance improvement of the company: a) Hindustan Zinc Limited (Envt and Social) ₹ 1,93,51,49,461 b) Vedanta Aluminium Jharsuguda (Envt)- ₹ 2,35,80,05,867 c) Sterlite Copper (Envt) - ₹ 3,54,52,963 d) Vedanta Aluminium Lanjigarh (Envt and Social) - ₹ 1,30,25,74,648 e) BALCO (envt) ₹ 48,96,97,184 f) Iron Ore Business (Envt)- ₹ 1,45,07,527	Out of the total CAPEX nearly 7.53% was spent on Environmental performance and about 0.24% was directed towards Social Performance improvement of the company: a) Cairn Oil & Gas (Envt)- ₹ 1,42,45,523 b) Hindustain Zinc (Envt)- ₹ 3,89,94,00,000 c) Vedanta Aluminium Jharsuguda (Envt and Social)- ₹ 55,18,17,209 d) Iron Ore Business (Envt)- ₹ 2,73,10,049 e) Vedanta Aluminium Lanjigarh (Envt and Social) - ₹ 77,04,13,754 f) BALCO (Envt)- ₹ 7,31,32,96,438	In FY 2025-26, Vedanta Limited directed capital expenditure (capex) across its business units towards technologies aimed at improving the environmental and social impacts of its operations. Investments spanned a range of focus areas including wastewater and sewage treatment (Sewage Treatment Plants, Wheel Washing System with Water Recirculation), solid waste and ash management (Ash Loading Platform, Secured Landfill Capping, Ash Pond Retention Tank), air quality and emission monitoring (Online Flow Analyzers, Fume Duct Installations, ODS-Compliant AC Units), energy efficiency improvements (Bare Tube Economizer Replacement, Pot Controller Upgrades), and HSE compliance upgrades (Electrification of Ash Ponds, Drainage and Road Infrastructure). These covered infrastructure such as treatment plants, drainage systems, monitoring equipment, and process technology enhancements across smelter and mining operations. Across all business units, investments were directed towards reducing environmental impact, improving statutory compliance, and strengthening sustainability within core operational processes. These efforts reflect Vedanta's ongoing commitment to embedding environmental and social considerations into its capital investment decisions.

2. (a) Does the entity have procedures in place for sustainable sourcing?

Yes, Vedanta Limited has established structured procedures for sustainable sourcing across its value chain.

Sustainable procurement is governed through the Company's Supplier Code of Conduct (SCOC) and Supplier Sustainability Management framework, which are mandatory for all suppliers, vendors and contractors. These frameworks set clear expectations across key areas including human rights, labour standards, occupational health and safety, environmental management, business integrity and anti-corruption.

Critical and high-risk suppliers are subject to risk-based due diligence, including third-party assessments where applicable, to evaluate compliance with regulatory requirements and sustainability standards. Suppliers are required to adhere to applicable human rights laws and, where relevant, commit to the principles of the Modern Slavery Act.

Environmental stewardship is a core component of supplier expectations, requiring responsible resource use, emissions management, and waste-handling practices across supply chains. Vedanta also mandates ethical business conduct, zero tolerance for bribery and corruption, and the establishment of grievance redressal mechanisms for supplier employees and stakeholders.

Capacity-building initiatives and internal training programmes support procurement teams in embedding sustainability considerations into supplier selection, onboarding and performance monitoring processes, ensuring continuous improvement and alignment with responsible sourcing objectives

Supplier Code of Conduct

(b) If yes, what percentage of inputs were sourced sustainably? 90.86%

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) plastic (including packing) (b) e-waste (c) hazardous waste and (d) other waste.

This indicator is not applicable to Vedanta Limited, as our business primarily operates on a B2B model, supplying our products as raw materials to various industries. However, Vedanta's waste management philosophy is rooted in its Waste-to-Wealth commitment. While end of life product reclamation is not relevant to our core operations, circular economy principles are deeply embedded across our value chain, focussing on minimising waste disposal, maximising resource efficiency, and converting process residues into value added materials.

Governance Framework

All business units are governed by Vedanta's Technical Standard on Resource Use and Waste Management, aligned with the Basel Convention, ICMM Principles, and IFC Performance Standards. Waste management is structured around the hierarchy:

Avoid → Reduce → Reuse → Recycle → Recover → Treat → Dispose

Compliance is mandated under the Hazardous Waste Rules 2016, E-Waste Management Rules, Plastic Waste Management Rules, and applicable State Pollution Control Board (SPCB) requirements. Vedanta's long-term ambition is to achieve Zero Waste to Landfill across all operations.

Plastic Waste

Bulk dispatch of metals and minerals means plastic packaging is minimal. Where plastic waste arises, it is segregated at source and channelled through authorised recyclers. Notably:

- HZL, BALCO, and TSPL operate under a strict single-use plastic prohibition
- TSPL and Cairn hold CII Single-Use Plastic-Free certification
- Meenakshi Energy maintains a traceable scrap yard management system

E-Waste

Not a material stream for core operations. All e-waste from IT, instrumentation, and administrative equipment is disposed of exclusively through government authorised recyclers, with full inventory tracking and recycling certification maintained.

Hazardous Waste

Classified and managed under the Basel Convention and Hazardous Waste Rules 2016. Key streams such as spent oils, refractories, spent pot lining, smelter residues are managed through a recovery-first approach:

- Co-processing in cement kilns as an alternative fuel
- Treatment through registered recyclers
- Disposal at authorised TSDFs only, via SPCB approved vendors
- Used oil re-refined through certified agencies

Robust manifest systems ensure end to end traceability and regulatory compliance.

High-Volume, Low-Toxicity (HVLT) Waste and Other Non-Hazardous Waste

HVLT streams: ash, red mud, jarofix, slag, and lime grit are inherent to metals and mining operations. All are stored in scientifically engineered facilities, including tailings dams and ash dykes, under continuous geotechnical and environmental monitoring.

Circular utilisation is prioritised over disposal. Fly ash is supplied to the cement and construction industries; slag is channelled into road construction and building materials; jarofix serves as structural fill. Red mud valorisation initiatives are currently under development. Remaining non-hazardous waste is managed through recycling, composting, and, as a last resort, scientifically managed landfill.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

Yes, Extended Producer Responsibility (EPR) applies to specific business units of Vedanta Limited where regulatory requirements arise, primarily for plastic packaging and related materials.

Applicable entities including BALCO, Cairn, VAL-Jharsuguda, Sterlite Copper- Silvassa, and ESL Steel Limited, have aligned their waste-collection mechanisms with the EPR plans submitted to the respective Pollution Control Boards. The waste collection plans align with statutory EPR obligations and are implemented through authorised recyclers and traceable disposal channels.

BALCO is now formally registered as a Brand Owner under the applicable Plastic Waste Management Rules, thereby strengthening regulatory compliance and reporting transparency. The unit continues to enforce a ban on single-use plastic within plant premises and ensures that plastic waste generated within operational and township areas is channelled to authorised recyclers, including co-processing in cement plants where appropriate.

Furthermore, all business units ensure that plastic packaging materials received, particularly for imported goods, are segregated at the source and routed for recycling through authorised agencies, in line with approved EPR action plans.

Leadership Indicators:

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
242006	Zinc	15%	Cradle to Grave	Yes	Yes, https://api.environdec.com/api/v1/EPDLibrary/Files/2e5fdc61-b98c-42b9-90d0-08db0d9b78e5/Data
242008	Silver	5%	Cradle to Grave	Yes	Yes HZL - Integrated Annual Report 2025-26, Page No. 193
242006	Lead	2%	Cradle to Grave	Yes	Yes HZL - Integrated Annual Report 2025-26, Page No. 193

NIC	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
242004	Aluminium Ingots	36%	Cradle to Gate	Yes	No
	Aluminium Wire Rods		Cradle to Gate	Yes	No
	Aluminium Flip coil		Cradle to Gate	Yes	No
	Aluminium Billets		Cradle to Gate	Yes	No
	Aluminium Primary foundry alloys		Cradle to Gate	Yes	No
061001	Offshore extraction of crude petroleum oils	4%	Cradle to Gate	Yes	Yes, https://www.cairnindia.com/wp-content/themes/cairn/assets/Cairn-Lifecycle-Assessment-Report-Executive-Summary.pdf
061002	Onshore extraction of crude petroleum oils		Cradle to Gate	Yes	
062001	Offshore Extraction of natural gas	1%	Cradle to Gate	Yes	
062002	Onshore Extraction of natural gas		Cradle to Gate	Yes	
241004	High Carbon Ferro Chrome (HCFC)	0.6%	Cradle to Gate	Yes	No
242002	Copper Rod	16%	Cradle to Grave	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Sl. No.	Name of Product / Service	Description of risk / concern	Action Taken
1	Zinc	No Risk Identified	Life Cycle Assessments (LCA) have not identified significant risks in Vedanta's product production or disposal. However, Hindustan Zinc Limited (HZL) has implemented measures to enhance sustainability, including: Identifying improvement areas to minimise environmental impact and benchmark against the best technologies. Optimising production processes and end-of-life management. Generating life cycle data to reduce upstream footprints and promote sustainable applications. Assessing future scenarios for informed decision-making. Adopting third-party standards to improve environmental performance. These initiatives align with Vedanta's commitment to sustainability and process optimisation.
2	Silver	No Risk Identified	
3	Lead	No Risk Identified	
4	Aluminium Ingots	Energy Intensive Operations	The substitution of machinery and equipment with highly automated and energy-efficient alternatives. Research and Development (R&D) efforts should focus on assessing both the quality and environmental ramifications of the materials used Augment its use of renewable energy sources and potentially obtain International Renewable Energy Certifications (I-RECs)
5	Aluminium Wire Rods		
6	Aluminium Foil coil		
7	Aluminium Billets		
8	Aluminium Primary foundry alloys		
9	Offshore extraction of crude petroleum oils	No Risk Identified	-
10	Onshore extraction of crude petroleum oils	No Risk Identified	-
11	Offshore Extraction of natural gas	No Risk Identified	-
12	Onshore Extraction of natural gas	No Risk Identified	-
13	High Carbon Ferro Chrome (HCFC)	Yes	To reduce the carbon footprint of the product few measures are taken: - Integration of more Renewable energy. - Technological advancement implemented in growth projects: switching to closed submerged arc to preheat.
14	Copper Rod	No Risk Identified	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Lead Bullion, Cobalt Cake, Zinc Sulphate, Copper Cement, Copper	6%	-

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.

This indicator is not applicable to Vedanta Limited, as the Company primarily operates under a B2B business model, supplying raw materials to downstream industries. Consequently, end-of-life product collection, reuse, recycling, or disposal does not fall within the Company's direct operational scope.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

During FY2025-26, no reclaimed products or the packaging material was done.

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

UN SDG mapped

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	9,282	9,282	100	9,282	100	NA	NA	9,282	100	7,813	84
Female	2,833	2,833	100	2,833	100	2,833	100	NA	NA	2,511	89
Total	**12,115**	**12,115**	**100**	**12,115**	**100**	**2,833**	**23.38**	**9,282**	**76.61**	**10,324**	**85**
Other than permanent employees											
Male	102	40	39.22	75	74	NA	NA	73	71.57	12	12
Female	31	4	12.90	22	71	21	67.74	NA	NA	4	13
Total	**133**	**44**	**33.08**	**97**	**73**	**21**	**15.78**	**73**	**54.88**	**16**	**12**

b. Details of measures for the well-being of workers:

Category	Total (A)	Health Insurance		Life/Accident Insurance		Maternity Benefit*		Paternity Benefit*		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	3,786	2,990	78.98	3,786	100.00	NA	NA	2515	66.43	3,269	86
Female	189	136	71.96	189	100.00	189	100	0	0	70	37
Total	**3,975**	**3,126**	**78.64**	**3,975**	**100.00**	**189**	**4.75**	**2,515**	**63.27**	**3,339**	**84.00**
Other than Permanent workers											
Male	89,476	25,653	28.67	32,184	36	0	NA	23,645	26.43	34,927	39
Female	3,206	421	13.13	637	20	834	26.01	0	0	1,085	34
Total	**92,682**	**26,074**	**28.13**	**32,821**	**35**	**834**	**0.008**	**23,645**	**25.51**	**36,012**	**39**

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company [a)]	0.06%	0.06

a) Cost incurred for other than permanent employees/ workers have not been considered due to non-availability of information

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97	45	Y	95	100	Y
Gratuity	97	33	Y	100	100	Y
ESI [a)]	100	100	Y	100	100	Y
Others - Please Specify	-	-	-	-	-	-

ESI percentage is calculated based on the number of employees and workers who are eligible for the benefit

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Vedanta's Human Rights Policy and Diversity & Inclusion Policy establish a clear commitment to enabling participation, dignity, and equal opportunity for persons with disabilities (PwDs), going beyond regulatory compliance. Most corporate offices and operational sites are aligned with the Rights of Persons with Disabilities Act, 2016, with accessibility provisions spanning physical infrastructure, assistive technologies, and awareness initiatives.

Across the Group, key accessibility measures include ramps, accessible washrooms, elevators with Braille signage, wheelchair access, touchless entry systems, and text-to-speech tools.

Business-wise accessibility infrastructure (FY 2025–26):

- **Hindustan Zinc Limited (HZL):** Ramps, elevators with Braille signage, touchless entry systems, wheelchair access, and text-to-speech software across offices; some manufacturing units have constraints due to safety and structural design.
- **Cairn Oil & Gas:** Specially designed washrooms, elevators, wheelchairs, and inclined pathways at OB office, OB LQ, and Gurugram Corporate office.
- **Iron Ore Business:** Ramps, lifts, stair railings, and accessible washrooms across locations.
- **Vedanta Aluminium, Jharsuguda:** Accessible washrooms and entrance slopes across office premises.
- **Vedanta Aluminium, Lanjigarh:** Accessibility infrastructure being progressively integrated as part of ongoing expansion.
- **Jamkhani Coal Mine:** Accessible restrooms, ramps, and wheelchairs across facilities.
- **Sterlite Copper, Silvassa:** Wheelchair access at premises.

Disability awareness remains an active area of focus: Hindustan Zinc Limited continues to run Indian Sign Language training for employees, reinforcing an inclusive workplace culture beyond physical access alone.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Vedanta upholds an Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016. Its Code of Business Conduct and Ethics (COBCE) and Diversity & Inclusion Policy prohibit discrimination based on disability, gender, or identity, ensuring that all employment decisions are merit-based.

The company maintains zero tolerance for discrimination, provides equitable opportunities for persons with disabilities, and ensures reasonable accommodations to enhance accessibility. Vedanta is committed to fostering an inclusive workplace supported by continuous improvements in infrastructure and policies.

Respect for employees' fundamental rights is central to Vedanta's philosophy, with practices aligned to national and international standards. The COBCE further reinforces equal opportunity, accessibility, and fair treatment across all business units.

COBCE: Click here

5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent employees		Permanent workers	
	Return to work rate in %	Retention rate in %	Return to work rate in %	Retention rate in %
Male	100	90	100	96
Female	82	97	100	80
Total	98	91	100	94

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, Vedanta promotes a culture of open communication, enabling employees to raise concerns with managers, HR, or senior leadership. **Reporting Channels** • Anonymous reporting is available to all employees, including contractual staff, via sgl.whistleblower@vedanta.co.in. • Concerns may also be raised directly with managers, HR, senior leadership, or through engagement forums. • Suggestion boxes provide an additional avenue for feedback and grievance reporting. **Grievance Framework and Process** • The Technical Standard on Grievance Mechanisms establishes a structured approach for internal and external stakeholders. https://www.vedantalimited.com/Media/VSFDocuments/Technical%20Standard%20V-one/TS%204_Grievance%20Mechanisms.pdf • All grievances are securely recorded, tracked, and investigated, ensuring confidentiality and fair representation. • A centralised HRMS platform (Darwinbox) provides an integrated helpdesk for efficient grievance management. • Designated HR Single Points of Contact facilitate timely and effective solution. **Resolution and Escalation** • Grievances are addressed within defined timelines to ensure prompt action. • Unresolved cases are escalated to the Grievance Committee for further review and closure. These structured mechanisms ensure transparent, consistent, and timely grievance resolution, reinforcing Vedanta's commitment to employee well-being and accountability.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
		Permanent employees				
Total Permanent Employees	12,115	21	0.17	13,723	876	6.38
Male	9,282	13	0.14	10,779	817	7.58
Female	2,833	8	0.28	2,944	59	2.00
		Permanent workers				
Total Permanent Workers	3,975	3,267	82.19	3,609	2,849	78.94
Male	3,786	3,102	81.93	3,464	2,735	78.95
Female	189	165	87.30	145	114	78.62

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
				Employees						
Male	9,384	9,263	99	6,390	69	10,964	10,964	100	6,750	62
Female	2,864	2,749	96	2,154	75	3,000	3,000	100	2,042	68
Total	12,248	12,012	99	8,544	70	13,964	13,964	100	8,792	63
				Workers						
Male	93,262	93,262	100	38,813	42	1,00,819	1,00,819	100	20,616	20
Female	3,395	3,395	100	558	16	2,478	2,478	100	361	15
Total	96,657	96,657	100	39,371	41	1,03,297	1,03,297	100	20,977	20

9. Details of performance and career development reviews of employees and worker*:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
		Employees**				
Male	9,282	8,911	96	10,779	10,779	100
Female	2,833	2,569	91	2,944	2,944	100
Total	**12,115**	**11,480**	**95**	**13,723**	**13,723**	**100**
		Workers				
Male	3,786	669	18	3,464	619	18
Female	189	0	0	145	0	0
Total	**3,975**	**669**	**17**	**3,609**	**619**	**17**

**Only permanent employees and workers are considered*
***Data under the employees category is for employees eligible for performance and career development reviews for the year*

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, Vedanta has established a comprehensive Occupational Health and Safety Management System aligned with International Council on Mining and Metals (ICMM) guidelines, International Finance Corporation (IFC) recommendations, and applicable global standards. The framework is implemented across all operations, including subsidiaries, joint ventures, associates, and acquisitions, ensuring a consistent and rigorous approach to workplace safety.

The company is committed to achieving excellence in health and safety management, with a strong focus on eliminating unsafe conditions and practices. Its operations are certified to ISO 45001:2018, reflecting adherence to internationally recognised standards.

Governance is reinforced through a robust oversight structure, supported by the Vedanta Safety Performance Standard, which enables systematic monitoring and continuous improvement across all business units.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Vedanta adopts a structured and multi-layered approach to identify and manage work-related hazards across routine and non-routine activities, aligned with ISO 45001:2018 and internal risk assessment standards.

Routine Risk Identification and Control

- Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) are used to identify task-level risks and implement preventive controls.
- Standard Operating Procedures are developed and periodically updated to ensure safe and consistent practices.
- Site-level HIRA registers are maintained and regularly updated to reflect operational changes and emerging risks.

Advanced Risk Assessment for Non-Routine Activities

- Hazard Identification Study (HAZID), Hazard and Operability Study (HAZOP), and Quantitative Risk Assessment (QRA) are used for complex and high-risk scenarios.
- A Permit-to-Work (PTW) system ensures that such activities proceed only after thorough risk assessment and control implementation.
- Simultaneous Operations (SIMOPS) reviews are conducted to manage overlapping risks.

Critical Risk Management (CRM)

- A structured CRM programme identifies and manages critical risks across operations based on ICMM methodology.
- Key risks include working at height, energy release, confined spaces, electrical hazards, loss of containment, vehicle pedestrian interaction, uncontrolled loads during lifting, uncontrolled release of energy, and loss of containment of molten material.
- Controls are continuously strengthened based on incident data and risk evaluations.

Workforce Engagement and Monitoring

- Toolbox Talks (TBTs) are conducted regularly to communicate task-specific risks and reinforce safe practices at the worksite.
- Safety interactions, Visible Felt Leadership visits, and Contractor Safety Field Audits support ongoing monitoring and compliance.
- A digital platform (Enablon) enables data-driven tracking, assessments, and corrective actions.

This integrated framework ensures proactive risk identification, effective mitigation, and continuous improvement, supporting Vedanta's commitment to a zero-harm workplace.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Ensuring a safe and responsive work environment, Vedanta has put in place robust systems that enable workers to report hazards and step away from unsafe conditions when required. The Company's digital platform, "V-Unified", provides a centralised channel for employees, workers, and visitors to log safety concerns, facilitating effective tracking, timely intervention, and closure. In parallel, site-level healthiness scores are continuously monitored to strengthen safety controls and drive improvements in workplace conditions.

Proactive hazard identification is reinforced through structured safety practices such as regular safety interactions, planned hazard tours, and critical risk verification exercises across operations. These efforts are further supported by AI-enabled monitoring tools, including T-Pulse cameras, which help identify and flag unsafe acts and conditions in real time.

Vedanta also emphasises individual accountability and empowerment by upholding the right to refuse unsafe work, supported through ongoing awareness and training initiatives. Additionally, the 'Safety Pause' protocol enables immediate stoppage of work in case of potential risks, ensuring that hazards are addressed before operations resume.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, Most employees and workers at Vedanta are covered under comprehensive medical insurance, along with life, personal accident, and related risk coverage, providing financial protection during unforeseen events. Employee well-being is a key priority, with emphasis on sustaining physical, mental, and emotional health to support overall effectiveness and engagement.

Vedanta maintains a strong healthcare ecosystem across its operations, including access to well-equipped hospitals at major locations with qualified medical professionals. Preventive healthcare is supported through annual medical check-ups and awareness initiatives focussed on both physical and psychological well-being. Emergency response capability is strengthened through Advanced Life Support (ALS) ambulance services at key sites, supported by trained medical responders to ensure rapid intervention in critical situations.

Well-being support is further enhanced through the Employee Well-being & Assistance Programme (EWAP), which provides 24x7 confidential counselling and holistic assistance covering mental health, stress management, nutrition, legal support, and financial guidance for employees and their dependents. These services are complemented by structured wellness and stress management programmes across locations, aimed at strengthening resilience and promoting balanced lifestyles. Access to sports and fitness infrastructure further reinforces preventive health and overall well-being.

Collectively, these measures reflect Vedanta's integrated approach to employee health and safety, combining preventive care, emergency readiness, and continuous well-being support.

11. Details of safety-related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees#	0.35	0.37
	Workers*	0.45	0.55
Total recordable work-related injuries	Employees#	38	39
	Workers*	350	311
No. of fatalities	Employees#	0	1
	Workers*	4	6
High consequences for work-related injury or ill health (excluding fatalities)	Employees#	0	1
	Workers*	2	5

** Workers data include injuries and man-hours of "Other than permanent employees" and "Third party visitors".*

 # Employees data reported includes only permanent employees. Data for Other than peramanent employees is reported under Workers category.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Vedanta has established a Group-wide Health, Safety and Environment (HSE) framework comprising technical standards, management systems and site-specific safety programmes, with "zero harm" as the overarching objective.

Critical Risk Management and Infrastructure

The Critical Risk Management (CRM) programme identifies 17 critical risks based on historical incident data. Control measures have been defined for each risk and are subject to continuous monitoring at the shop-floor level by line functions. The Infra-Matrix framework is deployed across sites to map critical risks with corresponding physical safety infrastructure, including pedestrian pathways, man-machine segregation corridors, conveyor guarding and restricted-access zones.

Engineering Controls

The Company undertook targeted interventions to eliminate or mitigate risks at source. Key initiatives include:

- **BALCO:** 21 km of a 23-km man-machine segregation corridor commissioned; 2 km in progress
- **VAL–Lanjigarh:** Wagon tippler installed for bauxite unloading, eliminating manual worker exposure to wagon door line-of-fire
- **ESL Steel:** Segregation of routes for raw material vehicles and personal vehicles to avoid interaction between heavy vehicle and personal vehicles
- **Athena Power:** Integration of Enablon for health risk tracking to conduct risk identification and closure proactively
- **MEL Nickel:** Installation of Isolators to eliminate the need of isolation inside the group feeders to avoid direct touch of panel when in live

Behavior-Based Safety and Culture

Behavior-based safety programmes, including Visible Felt Leadership (VFL), CRM audits and Contractor Field Safety Audits, are implemented across sites to identify and address unsafe acts and conditions. Cairn Oil & Gas continues to operate a structured observation programme to maintain LTIFR and TRIFR within defined targets. ESL Steel is implementing a safety culture transformation programme ('Prarambhik') with external advisory support, with progressive ownership by line functions. AI-enabled surveillance systems have been deployed at Silvassa for real-time monitoring of unsafe behaviours.

Training and Emergency Preparedness

Mandatory safety induction is conducted for all personnel prior to site entry. Regular Toolbox Talks, Pre-Activity Briefings (PAP Talks) and Pre-Job Safety Meetings are conducted across shifts. Competency-based training is ensured prior to authorisation for hazardous operations. Emergency preparedness is strengthened through periodic mock drills conducted across locations, including ESL Steel and Fujairah. At Fujairah, remote working protocols and contingency plans were activated in response to regional developments.

Occupational Health

Pre-employment and periodic medical examinations are conducted for all employees and contract workers, as applicable. Long-term health surveillance programmes are in place at select units, supported by engineering controls for ventilation, dust and noise management. Chemical safety measures, including installation of Diphoterine stations, and occupational health risk assessments have been implemented at MEL Nickel.

Safety Governance

A Group-level, CEO sponsored committee oversees CRM implementation, safety infrastructure and injury prevention initiatives. Safety alerts issued post any fatal incident are tracked for closure of corrective and preventive actions across all business units to enable cross-functional learning and strengthen accountability.

Through these measures, Vedanta continues to build a culture where safety is non-negotiable, embedding accountability at every level of the organisation, from the shop floor to the boardroom, and driving measurable progress towards a zero-harm workplace across all its operations and geographies.

13. Number of Complaints on the following made by employees and workers:

Type	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	678	83		851	44	
Health & Safety	405	40		1,363	135	

14. Assessments for the year:

Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	91
Working Conditions	91

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

During the year, Vedanta continued to strengthen its safety management approach in response to identified risks and incident learnings. All safety incidents, including near misses, are systematically reported and investigated through the Enablon platform, enabling structured Root Cause Analysis (RCA) and tracking of Corrective and Preventive Actions (CAPA). Learnings from incidents are further disseminated across business units to ensure horizontal deployment and prevent recurrence.

Health and safety observations and audit findings are integrated into the GAT portal, with regular monitoring to ensure timely closure and compliance. The Company has reinforced its focus on Critical Risk Management (CRM), targeting key risk areas identified through analysis of past incidents, alongside structured CAPA compliance monitoring mechanisms such as VSAP.

At the operational level, several targeted interventions have been implemented. These include leadership-driven initiatives such as SAFE Leadership Coaching, strengthening of CAPA frameworks, and enhanced audit and compliance mechanisms, including external certifications and assessments (e.g., ISO 45001, BSI audits). Risk-specific tools such as HIRADeC, JSEA, and Red Zone identification have been deployed to improve hazard recognition and control effectiveness. Engineering controls, such as installation of additional safety infrastructure, have also been undertaken to address site-specific risks.

Business units continue to adopt tailored measures to improve safety outcomes. These include structured incident investigations and action tracking, third-party audit compliance, enhanced monitoring systems, and site-specific risk mitigation initiatives.

Through these integrated efforts, spanning digital monitoring, leadership engagement, risk-based interventions, and continuous learning, Vedanta is strengthening its safety performance and advancing towards its goal of a zero-harm workplace.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

(A) Employees- Yes

(B) Workers- Yes

Vedanta offers life and accident insurance coverage to employees and workers (except for workers at Cairn Oil & Gas, TSPL, Athena Power, VAL-Jharsuguda, MEL Nickel & VGCB), providing financial security to them and their families in case of workplace incidents or fatalities. Several group companies, including HZL, BALCO, IOB, VZI, and Meenakshi, extend this coverage across their workforce. In addition, the Company prioritises employee wellbeing by organising regular health check-ups, supporting early identification of health concerns and enabling timely medical care.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Vedanta has put in place robust controls to ensure that its Tier 1 suppliers comply with statutory requirements. Contracts clearly outline the responsibility of contractors to meet all legal obligations, including payment of wages, Provident Fund (PF), Employee State Insurance (ESI), and Goods and Services Tax (GST). Vendors are required to submit wage registers and PF challans on a monthly basis as proof of compliance before invoices are processed. In addition, regular internal audits are carried out across sites and work centres to monitor adherence to labour laws and statutory norms.

Some of our business units have strengthened oversight through enhanced due diligence by engaging external agencies to verify statutory compliance using public records, enabling timely action against non-compliant partners.

At the business unit level, additional measures have been implemented, for example:

- Hindustan Zinc Limited (HZL) conducts compliance checks through an external agency covering PF, ESIC, and GST, with strict action taken in case of any lapses.
- Cairn Oil & Gas ensures that all contracts clearly define statutory obligations, requires submission of compliance documents prior to invoice processing, and conducts periodic HR/IR audits.
- Vedanta Aluminium, Jharsuguda (VALJ) verifies statutory deductions such as ESI and PF before releasing payments and incorporates liquidated damages clauses and KPI-linked payment conditions to strengthen accountability.

Together, these measures promote transparency and strengthen compliance across Vedanta's supply chain, reducing the risk of statutory lapses while upholding strong contractual and financial discipline.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	Total number of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	2	0	0
Workers	6	11	2	3

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Most Vedanta business units do not have formal post-employment or continued employability programmes. However, strong focus is placed on continuous skill development during employment to enhance long-term employability.

Selective retention beyond superannuation is provided in certain cases based on business need and role criticality, with some experienced professionals engaged as advisors post-retirement.

At Hindustan Zinc, such retention is considered on a case-by-case basis, while structured training and capacity-building programmes are provided throughout employment to support ongoing skill enhancement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	40
Working Conditions	40

6. Provide details of any corrective action taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Vedanta conducts a structured, multi-stage assessment of its value chain partners on health, safety, and working conditions. All new Tier-1 suppliers undergo mandatory ESG screening at onboarding, covering health and safety systems, human rights standards, and code of conduct adherence. This is reinforced through induction sessions that orient partners to Vedanta's sustainability policies before work commences. Ongoing oversight is maintained through Contractor Field Safety Audits (CFSAs), which verify on-ground compliance with safety protocols and working conditions at operational sites. Findings from these audits feed directly into corrective and preventive action plans, which are tracked to closure.

Corrective Actions and Grievance Redressal

Where assessments identify significant risks or concerns in the working conditions of value chain partners, Vedanta's business units have formalised redressal pathways to ensure issues are documented, escalated, and resolved in a time-bound manner:

- **Cairn Oil & Gas:** Business partner workers can register grievances through GRM Forms, email, call, or SMS. The Grievance Redressal Committee resolves reported concerns within 15 working days, with formal closure communicated to the reporting party.
- **ESL Steel Limited:** A physical grievance register is maintained at every time office for contractual workers. Grievance closures are formally acknowledged through signatures or thumb impressions, ensuring a documented audit trail.

- **Iron Ore Business:** Contract workers can raise concerns through safety committee meetings, direct supervisor channels, or dedicated grievance registers managed by HR SPOCs across units. Grievances are also surfaced through quarterly town halls and women's meetings.
- **VAL – Lanjigarh:** Each business partner entity is required to maintain its own grievance committee with defined procedures. Grievances involving partner workers are reviewed weekly or fortnightly, resolved within 45 days, and formally closed with documentation and employee acknowledgement.
- **Silvassa:** A site-specific grievance management plan is operational, with the Grievance Redressal Committee convening monthly. Concerns are captured through Employee Connect sessions, suggestion boxes, and whistleblower mechanisms.
- **Jamkhani Coal Mine:** A Grievance Redressal Policy has been operationalised, with monthly grievance review meetings conducted for business partner workers.

Through Contractor Field Safety Audits and structured redressal mechanisms, Vedanta has observed measurable improvement in health and safety awareness among value chain partners and stronger adherence to safe and decent working conditions across its operational footprint. Through these mechanisms, Vedanta ensures that concerns related to working conditions and safety within its value chain are addressed in a timely, fair, and structured manner, reinforcing its commitment to responsible business practices.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

UN SDG mapped

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity

Vedanta adopts a systematic and dynamic approach to identifying its key stakeholder groups, enabling a comprehensive understanding of those impacted by, or interested in, its operations. The process begins with broad-based stakeholder mapping, covering individuals and groups across the value chain, including employees, local communities, suppliers, government authorities, civil society organisations, and other relevant entities.

At the operational level, stakeholder identification is tailored to the local context, incorporating socio-economic and demographic considerations such as gender, cultural diversity, livelihood dependencies, and vulnerability. This ensures that diverse perspectives are recognised and appropriately represented. Stakeholder representatives, including community leaders or nominated members, are identified through participatory processes to facilitate effective and transparent engagement.

The identification process is further informed by insights from risk assessments, incident records, and ongoing stakeholder feedback, enabling the Company to continuously refine its stakeholder understanding. This is treated as an iterative exercise, carried out across the lifecycle of operations to proactively manage risks, strengthen relationships, and support informed decision making.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Sr. No	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees and Workers	Certain groups, including women, LGBTQ+ individuals, persons with disabilities, and contractual workers, are considered vulnerable within this category.	Chairman's workshops, CEO town halls, feedback sessions, performance management systems, plant-level meetings, mentorship programmes, event management committees, and women's clubs.	Monthly	Ensure employee wellbeing, skill development. This engagement also aims to maintain workplace safety, career growth, health benefits and Diversity & inclusion.
2	Investors, Lenders, and Shareholders	No	Investor presentations, general meetings, Annual General Meetings (AGMs), quarterly result calls, and dedicated email communication.	Annually, Quarterly	Provide transparency on its financial performance and strategic direction by regularly communicating financial results, governance practices, sustainability initiatives, and risk management measures to its stakeholders
3	Local Community	Certain sections, including tribal communities and economically weaker groups, are identified as vulnerable	Interaction methods include community meetings, village council discussions, social impact assessments, public hearings, grievance redressal mechanisms, and cultural events.	Monthly	Engage with local communities to build trust, support local development, and address concerns related to environmental impact, employment opportunities, and health and education support.
4	NGOs and Civil Society	No	Partnerships with international organisations, collaborations on specific projects, conferences, workshops, and a dedicated contact channel.	Periodic consultations; project-specific engagements	Collaborate with NGOs and civil society to advance social and environmental initiatives focussed on environmental conservation, human rights, and community welfare, fostering sustainable development and addressing local concerns through inclusive, impactful partnerships
5	Suppliers and Customers	No	Customer satisfaction surveys, vendor scorecards, in-person visits, and supplier meetings.	Quarterly, need based	Engage with suppliers and customers through transparent, collaborative communication to ensure ethical sourcing, quality, compliance, and sustainability, fostering mutual growth, operational excellence, and long-term trust while promoting responsible practices and delivering superior products and services
6	Regulators	No	Engagement methods include government consultation programmes, meetings with national and regional authorities, and compliance with regulatory requirements	Continuous	The purpose of engagement is engage with regulators through transparent communication and proactive compliance, ensuring adherence to environmental, safety, and governance regulations. The company fosters collaboration, timely reporting, and continuous improvement to support responsible, ethical operations and align with evolving legal and sustainability standards.

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board**

   Vedanta follows a structured and multi-tiered approach to stakeholder consultation, ensuring that insights on economic, environmental, and social matters are effectively captured and escalated to the Board. Stakeholder engagement is an ongoing process, led by business and functional leadership through formal engagement platforms across all operations. Each business unit implements a defined stakeholder engagement plan, with unit heads responsible for conducting regular interactions and capturing stakeholder feedback.

   Inputs gathered from these engagements are periodically reviewed at the business unit level and form the basis for further consultations with senior management, including the CEO. Key outcomes and strategic insights from such interactions are subsequently presented to the Board during quarterly meetings, enabling informed decision-making at the highest level.

   Community-related feedback is systematically reviewed through Social Performance Committee meetings at the unit level and further deliberated at the Corporate Social Responsibility (CSR) Committee. In addition, independent third-party assessments including baseline studies, impact assessments, and need assessments conducted at periodic intervals provide structured feedback from stakeholders, which is presented to the CSR Committee of the Board.

   At the governance level, the Board ESG and Sustainability Committee oversees stakeholder-related matters, including periodic review of stakeholder groups and their material concerns. Stakeholder inputs are also integrated into the Company's materiality assessment process, which is reassessed in consultation with stakeholders.

   Furthermore, shareholders are provided with a formal platform to engage directly with the Board during the Annual General Meeting (AGM), ensuring transparency and accountability. Through this integrated framework, Vedanta ensures that stakeholder perspectives are systematically incorporated into Board-level deliberations and strategic decision making.

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity**

   Yes, Stakeholder consultation is integral to Vedanta's identification, prioritisation and management of environmental and social topics, and forms the basis of its materiality assessment process.

   In FY 2024–25, the Company conducted a Group-wide double materiality assessment, engaging internal and external stakeholders through structured tools and consultations. Stakeholders included communities, regulators, investors, employees and civil society organisations. Inputs were assessed across impact and financial materiality, and prioritised based on severity and likelihood in line with ICMM requirements. The outcomes informed Vedanta's KPIs, policies and sustainability programmes.

   In FY 2025–26, stakeholder engagement continues through ongoing interactions across community, investor, regulatory and employee channels, enabling timely identification of emerging issues and alignment of ESG priorities with stakeholder expectations.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups**

   Vedanta adopts an inclusive and participatory approach to engaging with vulnerable and marginalised stakeholder groups, with programmes designed to address their evolving needs and improve socio-economic outcomes. These initiatives are informed by ongoing community interactions, baseline assessments, and feedback mechanisms to ensure relevance and effectiveness. Key interventions include:

   - **Women Empowerment:** Through programmes such as Sakhi and women's self-help groups, Vedanta supports capacity building, access to finance, and enterprise development, enabling women to enhance their livelihoods and participate more actively in community decision-making.
   - **Child Development and Education:** The Nand Ghar initiative, implemented in collaboration with the Ministry of Women and Child Development, focusses on transforming anganwadis into modern centres that provide integrated services, including nutrition, early learning, and healthcare support for children and mothers.
   - **Healthcare Outreach:** Vedanta strengthens access to healthcare in remote and underserved areas through mobile health units, medical camps, support to primary health centres, and availability of specialised medical services, addressing critical health gaps within communities.
   - **Livelihood Promotion:** Targeted livelihood programmes in agriculture, allied activities, and micro-enterprises are implemented to enhance income opportunities for marginalised groups, with a particular focus on rural households and women-led initiatives.
   - **Community Engagement:** A structured engagement process enables continuous dialogue with communities, facilitating identification of concerns, co-creation of solutions, and effective grievance resolution, ensuring that marginalised voices are actively considered in decision-making.

Through these focussed efforts, Vedanta continues to promote inclusive growth and strengthen the resilience of vulnerable communities across its areas of operation.

PRINCIPLE 5

Businesses should respect and promote human rights

UN SDG mapped

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
			Employees			
Permanent	12,115	10,901	90	13,723	13,723	100
Other than Permanent	133	53	40	241	241	100
Total Employees	**12,248**	**10,954**	**89**	**13,964**	**13,964**	**100**
			Workers			
Permanent	3,975	1,366	34	3,609	3,609	100
Other than Permanent	92,682	19,604	21	99,688	99,688	100
Total Workers	**96,657**	**20,10,954**	**22**	**1,03,297**	**1,03,297**	**100**

2. **Details of minimum wages paid to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
				Employees						
Permanent	**12,115**	**0**	**0**	**12,115**	**100**	**13,723**	**0**	**0**	**13,723**	**100**
Male	9,282	0	0	9,282	100	10,779	0	0	10,779	100
Female	2,833	0	0	2,833	100	2,944	0	0	2,944	100
Other than Permanent	**133**	**0**	**0**	**133**	**100**	**241**	**0**	**0**	**241**	**100**
Male	102	0	0	102	100	185	0	0	185	100
Female	31	0	0	31	100	56	0	0	56	100

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	**3,975**	**0**	**0**	**3,975**	**100**	**3,609**	**0**	**0**	**3,609**	**100**
Male	3,786	0	0	3,786	100	3,464	0	0	3,464	100
Female	189	0	0	189	100	145	0	0	145	100
Other than Permanent	**92,682**	**22,356**	**24**	**70,326**	**76**	**99,688**	**23,187**	**23**	**76,501**	**77**
Male	89,476	21,855	24	67,621	76	97,355	22,752	23	74,603	76
Female	3,206	501	16	2,705	84	2,333	435	19	1,898	81

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) [a]	2	12,76,65,167	2	
Key Managerial Personnel (KMP) [a]	3	12,46,99,557	1	2,44,43,052
Employees other than BoD and KMP [b]	9,384	14,76,343	2,861	11,63,712
Workers	3,786	20,95,457	189	9,64,948

[a] BoD, and KMP data has been disclosed for VEDL Standalone

[b] Median data is calculated only for those individuals who are on payroll as at 31 March 2026 Covered only permanent workers

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	14.78	12.98

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, Vedanta has a defined governance structure with designated focal points at both Group and operational levels responsible for identifying, managing, and addressing human rights impacts.

At the Group level, the Board ESG Committee provides oversight of Vedanta's Human Rights Policy, approved by the Board, reviewing it annually and recommending updates. The Executive Sustainability Committee, chaired by the CEO and comprising senior leaders, oversees the identification and management of social and human rights risks across project lifecycles.

At the operational level, Social Performance Steering Committees (SPSCs) are established at all sites, adopting a cross-functional approach that draws on External Affairs, Operations, Security, CSR, HR, HSE, Finance, and Corporate Communications. Each function carries defined responsibilities for preventing and addressing specific human rights concerns, covering wages, working hours, child and forced labour, health and safety, discrimination, and freedom of association. The Social Performance Manager convenes the SPSC, supported by a Community Liaison Officer responsible for regular community interactions and timely grievance resolution.

Every operational unit additionally maintains a Grievance Redressal Committee with a structured grievance-handling procedure, accessible through formal reporting systems, grievance boxes at prominent site locations, and confidential whistleblowing channels. An Internal Complaints Committee handles human rights grievances requiring formal adjudication.

Human rights awareness training is provided to employees and security personnel, reinforcing the governance structure with competency at the ground level.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Aligned with the Vedanta Sustainability Framework (VSF), the grievance mechanism is designed to be accessible, confidential, culturally appropriate, and free of cost and retaliation for all complainants, including employees, workers, contractors, and community members.

Channels for Submission

Grievances can be raised verbally or in writing through face-to-face meetings, phone calls, letters, dedicated email addresses, physical grievance boxes at site locations, and confidential whistleblowing channels.

Tiered Resolution Structure

- **First Order:** Direct resolution between the Company and complainant, with formal acknowledgement within two business days and progress updates every 15 days
- **Second Order:** Unresolved complaints are referred to an independent third party for mediation
- **Third Order:** Matters not resolved through the above are escalated to judicial processes

Oversight and Tracking

A Grievance Response Committee, comprising the General Manager (or delegate), Social Performance Manager, and relevant department heads, oversees investigations, corrective actions, and closure. All grievances are registered, tracked, and analysed in a secure system to identify patterns and ensure timely resolution. Target resolution is within 30 days; where this is not achievable, the Community Liaison Officer updates both the Social Performance Manager and the grievance holder on a bimonthly basis.

Post-resolution, feedback is obtained from the grievance holder on the redressal experience. The Social Performance Manager monitors quarterly performance of the mechanism against defined outcome indicators, sharing findings with the location head, SPSC, and Corporate HSES.

pecialised committees, including Internal Complaints Committees (ICCs) for sexual harassment and related matters, operate in parallel, ensuring compliance with applicable legal requirements and providing safe, dedicated channels for specific categories of concern.

This mechanism aligns with the UN Guiding Principles on Business and Human Rights, reinforcing Vedanta's commitment to dignified, fair, and effective redressal across all operations.

6. Number of complaints on the following made by employees and workers:

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	15	3		20	2	
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	17	0		27	1	
Other human rights related issues	0	0		2	2	

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013:

Particulars	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	15	20
Complaints on POSH as a % of female employees/workers	0.24	0.37
Complaints on POSH upheld	12	17

8. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company is committed to fostering a safe, equitable, and inclusive workplace, underpinned by a zero-tolerance approach to discrimination and harassment. This commitment is operationalised through its Diversity & Inclusion Policy, Human Rights Policy, and Policy on Prevention, Prohibition and Redressal of Sexual Harassment, aligned with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

To safeguard complainants against any adverse consequences, the Company has instituted robust and structured mechanisms, including:

- **Confidentiality and Protection Measures:** All complaints are handled with strict confidentiality to protect the identity and privacy of the complainant. Appropriate interim relief measures—such as change in reporting structure, transfer of workplace, or grant of leave—are provided, where necessary, to ensure safety and prevent any form of retaliation.
- **Non-Retaliation Commitment:** The Company enforces a strong non-retaliation framework through its Human Rights and POSH policies, explicitly prohibiting any form of victimisation or adverse action against individuals who raise concerns in good faith.
- **Institutional Mechanism (ICC):** An Internal Complaints Committee (ICC), constituted in compliance with statutory requirements, is responsible for the fair, impartial, and time-bound investigation of complaints related to sexual harassment.
- **Fair and Independent Investigation:** A structured investigation process is followed to assess the merits of each complaint, ensuring due process, neutrality, and sensitivity. This includes gathering evidence, examining witnesses, and maintaining procedural integrity.
- **Remedial and Disciplinary Actions:** Where allegations are substantiated, the Company undertakes appropriate corrective actions, including disciplinary measures against the respondent, policy revisions, and targeted training interventions to prevent recurrence.
- **Grievance Redressal and Support Systems:** In addition to the ICC, a formal grievance redressal mechanism is in place to address broader concerns related to discrimination and workplace conduct. Complainants are also provided access to counselling and support services to address emotional and psychological well-being.

Through these integrated measures, Vedanta ensures that individuals can report concerns without fear, thereby reinforcing a culture of trust, accountability, and respect across the organisation.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Human rights requirements are embedded in Vedanta's business agreements and contracts. The Supplier Code of Conduct sets mandatory standards for all suppliers, vendors, and contractors, requiring adherence to Vedanta's human rights expectations as a condition of doing business with the Company. Prior to onboarding, all contractors and vendors undergo a structured screening process to assess alignment with these standards.

Vedanta's human rights requirements are anchored in internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, ILO standards, the Modern Slavery Act (UK) 2016, and applicable national and local legislation, ensuring that human rights obligations extend across the value chain and are not limited to direct operations alone.

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	90
Forced/involuntary Labor	90
Sexual harassment	90
Discrimination at workplace	90
Wages	90
Others	90

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Since no significant risks and concerns have been identified in FY 2025-26 human rights-self assessment, therefore, no corrective actions were undertaken.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

In FY 2025-26,Vedanta has undertaken comprehensive human rights assessments across all its operational sites. These assessments are led by cross-functional teams under the guidance of site leadership and cover key areas such as labour rights, health and safety, and anti-corruption practices. The insights from these exercises have been used to continuously refine site-level policies and action plans, strengthening human rights safeguards, promoting dignity in day-to-day operations, and ensuring fair and equitable treatment for all employees.

During this period, no human rights grievances or complaints have been reported. At the same time, Vedanta has maintained a proactive approach by regularly reviewing and enhancing its policies, processes, and grievance mechanisms to prevent potential issues. This ongoing focus reinforces the Company's commitment to ethical business practices, alignment with international human rights standards, and the creation of a safe and inclusive workplace.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Yes, Human rights requirements are embedded in Vedanta's business agreements and contracts. The Supplier Code of Conduct mandates adherence to Vedanta's human rights standards as a condition of engagement, with all contractors and vendors undergoing structured pre-onboarding screening. These requirements are anchored in internationally recognised frameworks, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, ILO standards, the Modern Slavery Act (UK) 2016, and applicable national legislation.

In FY 2025–26, Vedanta conducted a risk-based human rights due diligence assessment across its owned operations, with 100% site coverage. The assessment covered the full business lifecycle, from supplier pre-qualification through ongoing operations and new project developments, using structured inductions, screenings, site inspections, and periodic audits.

The scope encompassed forced and compulsory labour, child labour, slavery, human trafficking, freedom of association, collective bargaining, and compliance with applicable labour, commercial, and HSE laws. Identified risks are addressed through corrective and preventive action plans, with stakeholder concerns independently assessed and resolved in a timely manner.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Vedanta is committed to ensuring accessibility across its locations in alignment with the Rights of Persons with Disabilities Act, 2016, and has undertaken site-specific initiatives to support differently abled employees, workers, and visitors.

- Hindustan Zinc Limited (HZL), offices and premises are generally accessible and designed to accommodate persons with disabilities alongside other employees. However, access to certain manufacturing and operational areas remains limited due to safety requirements and structural constraints.
- Cairn Oil & Gas, administrative facilities are equipped with accessibility features such as dedicated washrooms for persons with disabilities, elevators, wheelchair support, and inclined entryways to enable ease of movement within office premises.

- Vedanta Aluminium Limited (VAL) Jharsuguda, infrastructure provisions include toilets for differently abled individuals and sloped entrances to facilitate barrier-free access to office buildings.
- VAL, Lanjigarh, accessibility infrastructure is currently being strengthened, with ongoing initiatives as part of the Company's expansion plans to enhance inclusivity and compliance.

Overall, while accessibility features have been implemented across key locations, the Company continues to progressively upgrade its infrastructure to improve access, ensuring a more inclusive and enabling environment across all its operations.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	40
Discrimination at workplace	40
Child Labor	40
Forced Labor/Involuntary Labor	40
Wages	40
Others - please specify (Environmental Impacts)	40

5. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 4 above.

No significant risks and concerns have been identified in FY 2025-26. Therefore, no corrective actions were undertaken.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

UN SDG mapped

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25*
From renewable sources		
Total electricity consumption (A) (GJ)	1,16,94,056	71,07,074
Total fuel consumption (B) (GJ)	52,44,139	6,55,218
Energy consumption through other sources (C) (GJ)	19,72,816	16,24,553
Total energy consumed from renewable sources (A+B+C)	1,89,11,011	**93,86,845**
From non-renewable sources		
Total electricity consumption (D) (GJ)	1,59,45,461	1,76,81,973
Total fuel consumption (E) (GJ)	69,37,70,299	64,55,32,166
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	70,97,15,760	**66,32,14,139**
Total energy consumed (A+B+C+D+E+F)	72,86,26,770	**67,26,00,984**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/₹)	0.000411	0.000440
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [a] (Total energy consumption/ Revenue from operations adjusted for PPP)	0.008364	0.009084
Energy intensity in terms of physical output (GJ/MT of production) [b]	61.23	66.63

a) PPP: ₹ Revenue X PPP Factor (US$/₹) PPP Factor = 20.34; World Economic Outlook (April 2026) - Implied PPP conversion rate (imf.org)
b) The calculation for intensity includes only data related to the metal & mining business
**Numbers has been restated from last year*

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, Vedanta has three entities identified as Designated Consumers (DCs) under the PAT Scheme:

S. No.	Entity	Status & Remarks
1	**TSPL – TPP**	Target Achieved
2	**FACOR**	Target not yet achieved
3	**VAB**	Target Achieved

Target Achievement

VAB has met its PAT energy-intensity target, achieving 0.489 TOE per tonne of hot metal (THM) against a target of 0.5176 TOE/THM. The remaining entities are progressing towards their respective targets.

Remedial Actions at Sites with Pending Targets

- **FACOR:** Replacement of motors across the 3.7 kW–30 kW range with energy-efficient alternatives across various applications; replacement of 50 legacy MV/MH/HPSV luminaires with LED lighting systems

Group-wide PAT compliance is monitored through structured energy management systems and periodic review mechanisms.

3. Provide details of the following disclosures related to water:

Parameter	FY 2025-26	FY 2024-25*
Water withdrawal by source (in kiloliters)		
(i) Surface water	14,49,74,180	13,91,26,699
(ii) Ground water (including mine water)	1,89,72,330	2,01,75,215
(iii) Third party water (municipality + tankers + mineral water)	73,13,700	67,86,165
(iv) Seawater / desalinated water	1,46,22,442	40,65,199
(v) Others (Rainwater harvesting+ Produced water + Treated water (outside boundary))	4,72,95,888	4,65,19,929
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**23,31,78,541**	**21,66,73,207**
Total volume of water consumption (in kilolitres)	**23,93,58,503**	**22,67,17,255**
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (kl/₹)	0.0001351	0.0001482
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) [a]	0.00275	0.00306
Water intensity in terms of physical output (Kilo litres/MT of production) [b]	17.56	18.93

a) PPP: ₹ Revenue X PPP Factor (US$/₹) PPP Factor = 20.34; World Economic Outlook (April 2026) - Implied PPP conversion rate (imf.org).
b) The calculation for intensity includes only data related to the metal & mining business.

**Number has been restated for FY 2024-25*

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	84,04,992	81,00,652
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		-
- No treatment	-	-
- With treatment – please specify level of treatment	93,13,135	41,68,249
(iv) Sent to third parties		-
- No treatment	-	-
- With treatment – please specify level of treatment	21,061	2,089
(v) Others		
- No treatment	-	
- With treatment – please specify level of treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**1,77,39,189**	**1,22,70,991**

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, Vedanta Limited has implemented Zero Liquid Discharge (ZLD) mechanisms across multiple operations, particularly at facilities located in water-stressed regions. The Company remains committed to responsible water stewardship by ensuring that treated wastewater is fully recycled within plant boundaries, and no process effluent is discharged outside operational premises.

ZLD systems are implemented at the following business units: Hindustan Zinc Limited (HZL), BALCO, TSPL, Athena Power, ESL Steel Limited, IOK, Vazare, Jamkhani Coal Mines, Vedanta Aluminium (Jharsuguda and Lanjigarh), Silvassa, Fujairah, MEL Nickel, Black Mountain, Gamsberg Operations and VGCB.

Implementation Framework

Across the units, ZLD is achieved through a combination of:

- Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) for treating industrial and domestic wastewater
- Advanced wastewater treatment technologies, including filtration, reverse osmosis and evaporation systems
- Recycling and reuse of treated water for process applications, cooling tower makeup, ash handling, dust suppression and horticulture
- Engineered storage systems to prevent groundwater contamination
- Real-time monitoring systems including flow meters, piezometers and Pan-Tilt-Zoom (PTZ) cameras
- Continuous online effluent monitoring systems with live data connectivity to the Central Pollution Control Board (CPCB), wherever applicable

In aluminium operations, wastewater from bauxite residue management is fully recovered and reused, and the residue is safely stored in scientifically engineered and monitored facilities. The thermal power unit (TSPL) operates under ZLD by treating coaly wastewater, oily wastewater, industrial effluent, and cooling tower blowdown for complete internal reuse.

Through these measures, Vedanta ensures compliance with regulatory standards while significantly reducing freshwater dependency and strengthening water circularity across operations.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	MT	1,15,992	1,22,452
Sox	MT	4,21,680	4,47,109
Particulate Matter (PM)	MT	15,534	18,011
Persistent organic pollutants (POP)	MT	-	
Volatile organic compounds (VOC)	MT	3	3
Hazardous air pollutants (HAP)	MT	177	169
Others- please specify	MT		

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	68,218,241	6,33,24,730
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	32,30,048	35,94,210
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / ₹	0.000040322	0.000043747
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) [a)]	tCO_2e/per ₹ of turnover adjusted to PPP	0.0008201	0.0009019
Total Scope 1 and Scope 2 emission intensity in terms of physical output[b)]	(Metric tonnes of CO_2 equivalent / MT of production)	5.51	6.00

a) PPP: ₹ Revenue X PPP Factor (US$/₹) PPP Factor = 20.34; World Economic Outlook (April 2026) - Implied PPP conversion rate (imf.org)
b) The calculation for intensity includes only data related to the metal & mining business.

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

8. Does the entity have any projects related to reducing greenhouse gas emissions? If yes, then provide details.

Yes, Vedanta has a structured greenhouse gas (GHG) emission reduction strategy aligned with the Paris Agreement, aimed at transitioning towards a lower-carbon economy. The roadmap follows four key stages:

- **Stage I (2021–2026):** Targeting a 20% reduction in GHG intensity (tCO_2e/MT) of metal businesses compared to the FY 2020-21 baseline.
- **Stage II (2021–2030):** Establishing 2.5 GW of round-the-clock (RTC) renewable energy capacity by FY 2029-30.
- **Stage III (2026–2030):** Achieving a 25% reduction in absolute GHG emissions compared to FY 2020-21 levels through focussed decarbonisation efforts.
- **Stage IV (Beyond 2030):** Scaling up renewable energy integration and emerging technologies to achieve net-zero carbon emissions by FY 2049-50.

During the reporting year, the Company implemented multiple GHG reduction initiatives across renewable energy adoption, process optimisation, technology upgradation, and low-carbon product innovation. Among these, key initiatives include:

A. Renewable Energy & Clean Energy Integration
   - Partnership with Serentica to scale up to 2.5 GW RTC renewable capacity (1.03 GW RE-RTC PDAs in place).
   - ~19 million GJ of renewable energy utilised in FY 2025-26, including waste heat recovery.
   - 100 kW solar installation (125 tCO_2e annual reduction) and GEG integration at Raag Oil-03 (644 tCO_2e annual reduction).

B. Energy Efficiency & Technology Upgradation
- STG upgradation, resulting in annual GHG emission savings of approximately 1,07,800 tCO_2e.
- Senior APH replacement in Boiler-2, reducing emissions by approximately 4,073.22 tCO_2e annually.
- Cellhouse rating improvement leading to annual savings of approximately 7,667.15 tCO_2e.
- Implementation of new pot relining design, reducing emissions by approximately 3,636 tCO_2e.
- Conversion of induction motors to Permanent Magnet Motors, resulting in annual emission reduction of approximately 877.56 tCO_2e.

C. Low-Carbon Products & Circularity
- Commercialisation of low-carbon aluminium products "Restora" and "Restora Ultra" and zinc product "EcoZen".
- Pilot project producing copper from recycled copper.
- Biomass-based fuel switching in thermal power plants.

Through these and several other operational decarbonisation initiatives undertaken across business units, Vedanta continues to strengthen its progress towards its FY 2030 milestones and long-term net-zero commitment.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	539	709
E-waste **(B)**	259	138
Bio-medical waste **(C)**	34	28
Construction and demolition waste **(D)**	67,753	1,95,815
Battery waste **(E)**	313	448
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	5,72,728	5,22,169
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14,90,36,079	14,21,39,425
Total (A+B + C + D + E + F + G + H)	**14,96,77,704**	**14,28,58,730**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00008447	0.00009339
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) a)	0.001718	0.001923
Waste intensity in terms of physical output (MT of production) b)	15.77	16.90
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	86,88,786	53,90,266
(ii) Re-used	3,08,69,094	2,95,85,146
(iii) Other recovery operations	85,83,605	1,34,55,865
Total	**4,81,41,485**	**4,84,31,276**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3,934	1,028
(ii) Landfilling	10,09,30,570	7,70,51,526
(iii) Other disposal operations	1,416	1,177
Total	**10,09,35,920**	**7,70,53,731**

a) PPP: INR Revenue X PPP Factor (US$/INR) PPP Factor = 20.34; World Economic Outlook (April 2026) - Implied PPP conversion rate (imf.org).
b) The calculation for intensity includes only data related to the metal & mining business.

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Vedanta Limited implements an integrated waste management framework designed to minimise environmental impact through source reduction, resource recovery, and responsible disposal. The Company adopts a lifecycle-based approach to waste, with a strong emphasis on maximising by-product utilisation, including 100% utilisation of ash, while progressively eliminating legacy waste by 2035 and legacy ash by 2030. Hazardous waste streams are governed by stringent operational controls, independently audited tailings management systems, and real-time monitoring mechanisms to ensure environmental integrity and regulatory compliance.

In parallel, Vedanta systematically reduces the use of hazardous and toxic chemicals by deploying cleaner production technologies, optimising process efficiency, and substituting high-risk substances with safer alternatives wherever feasible. Anchored in its "Zero Harm, Zero Waste, Zero Discharge" philosophy, the Company prioritises prevention at source, material recovery, recycling, and safe treatment to mitigate environmental and health risks across its operations.

Beyond routine compliance and waste handling practices, Vedanta has implemented the following advanced initiatives to strengthen circularity, reduce hazardous waste generation, and enhance sustainable resource utilisation:

Circular Economy & Resource Recovery
- Achieved 101% ash utilisation in FY 2025-26 through structured monitoring and end-use partnerships.
- Commissioned a Fumer plant, eliminating jarosite generation at one Hydro Zinc Smelter; resultant slag is fully utilised in cement manufacturing.
- Commissioned a residue treatment plant at Chanderiya Lead-Zinc Smelter to enhance metal recovery from process waste.
- Implemented sodium sulphate recovery from RO reject at Dariba Zinc Smelter.
- Utilised jarosite, jarofix, slag, fly ash, and tailings in cement manufacturing, road construction, and underground mine backfilling (paste fill/hydrofill).

Water Stewardship & Zero Liquid Discharge
- Maintained Zero Liquid Discharge (ZLD) across most operations.
- Recycled approximately 90 million kL of water in FY 2025-26, reducing freshwater withdrawal and preventing water pollution.

Tailings & Hazardous Waste Management
- Operated 16 active tailings facilities, all independently audited.
- Deployed dry tailings disposal technology at select sites to reduce long-term environmental risk.
- Established secure storage infrastructure for used oil, lead-acid batteries, and fluoride-bearing hazardous waste (Jharsuguda).
- Commissioned a hazardous waste incinerator with a double scrubbing system.
- Disposed of hazardous waste through authorised recyclers and TSDF facilities; non-hazardous waste managed through structured scrap recovery systems.

Reduction of Hazardous & Toxic Chemicals
- Implemented risk-based chemical prioritisation and lifecycle monitoring (Cairn Ravva site).
- Engaged suppliers to identify and adopt greener substitutes.
- Applied green chemistry principles and continuous process optimisation.
- Conducted employee training and ensured strict regulatory compliance.

Innovation & Strategic Partnerships
- Developed a breakthrough process to recover battery-grade graphite from Spent Pot Lining (SPL) and Shot Blast Dust (Vedanta Aluminium).
- Produced biomass briquettes from agricultural residues, supporting circular economy objectives.
- Partnered with VEXL Environ Projects to convert jarosite and jarofix into usable resources (Hindustan Zinc Ltd.).

Through these integrated measures, Vedanta continues to advance circular economy practices, reduce dependence on hazardous materials, strengthen waste recovery systems, and ensure environmentally responsible operations across its value chain.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
1	Ravva (Agr)	Crude Oil & Gas Extraction Crude Oil & Gas processing	Yes
2	Zawar Mines	Ore extraction	Yes
3	OALP Northeast-Operation & Maintenance-Hazarigaon	Exploration	Yes
4	Meenakshi Energy	Power Plant Operations	Yes
5	ESL Steel Limited	Ore processing	Yes
6	Nadidihi Iron ore mines (BICO)	Ore Extraction	Yes
7	Black Mountain	Mine Planning Mine Development Ore Extraction Ore processing	Yes
8	Gamsberg Operations	Ore Extraction Ore processing	Yes
9	VAL- Lanjigarh	Metal smelting and refining	Yes
10	VGCB	Port	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public Domain (Yes / No)	Relevant Web Link
1) 2*600 MW Thermal Power Plant of Vedanta Limited Chhattisgarh Thermal Power Plant, Village- Singhitarai, Tehsil- Dabhra,District- Sakti (CG)	EIA Notification 2006		yes	yes	https://parivesh.nic.in/
2) Block I Bicholim Mineral Block Production of 3.0 million tonnes Per Annum of Iron Ore at Villages: Bicholim, Bordem, Lamgao, Mulgao, Mayem& Sirigao Taluka: Bicholim, District: North Goa, State: Goa	MES/ EIASEC-1/23-03		yes	yes	sesagoaironore.com/pdf/certification/EIA-and-EMP-REPORT.pdf

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, Vedanta maintains a comprehensive compliance framework aligned with all applicable environmental legislation in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the rules framed thereunder. Across our diverse, large-scale operations, most of our sites consistently meet or exceed regulatory requirements. Where isolated instances of non-compliance have occurred, we have treated these as opportunities for systemic improvement, ensuring root cause analysis, corrective action, and enhanced monitoring are implemented promptly. Our commitment to environmental stewardship is reflected not only in our compliance record but also in our willingness to hold ourselves to account when we fall short.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Waste Management Rules	Non-availability of authorisation for hazardous waste management and biomedical waste management	No fine/penalty by regulatory agency. The Supreme Court has ordered that operation shall not be interfered with on the grounds of want of EC, FC, CTE, and CTO.	Environmental Clearance application in process

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility / plant located in areas of water stress, provide the following information:

S. No.	Does any of the area/entity/facility/plant located in areas of water stress?	Name of the area	Nature of operations
1	Yes	Cairn Oil & Gas, RJ Asset	Crude Oil and Natural Gas Exploration & Production
2	Yes	IOK, Narrain mines	Mining
3	Yes	Silvassa - Chinchpada, Piparia	Copper Rod Manufacturing
4	Yes	HZL Mines	Mining and smelting of zinc & lead

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25*
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,53,48,433	1,46,25,989
(ii) Ground water (including mine water)	86,25,804	95,11,175
(iii) Third party water (municipality + tankers + mineral water)	5,33,364	4,85,485
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater harvesting+ Produced water + Treated water (outside boundary))	4,20,81,620	4,19,86,162
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**6,65,89,220**	**6,66,00,685**
Total volume of water consumption (in kilolitres)	**6,42,51,735**	**6,53,49,490**
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (kl/INR)	0.0000981	0.0000997
Water intensity in terms of physical output (Kilo litres/MT of production)	20.72	22.05
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		-
- No treatment	-	-
- With treatment – please specify level of treatment	3,533	947
(iv) Sent to third parties		-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	
- With treatment – please specify level of treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**3,533**	**947**

** Number has been restated for FY 2024-25*

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4,20,91,459	4,58,02,444*
Total Scope 3 emissions per rupee of turnover		0.00002375	0.00002994

** Number has been restated for FY 2024-25*

Note: If any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, an independent assurance has been carried out by S. R. Batliboi & Co. LLP

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities

Vedanta adopts a proactive and science-based approach to managing biodiversity impacts in ecologically sensitive areas. The Company conducts comprehensive assessments of both direct and indirect impacts across the entire operational lifecycle — from exploration and project planning to operation and closure — and implements robust prevention, mitigation, and remediation measures aligned with sustainable development principles.

Significant Direct and Indirect Impacts on Biodiversity

Direct Impacts

Direct impacts primarily arise from operational and infrastructure activities, including:

- Habitat loss and fragmentation resulting from infrastructure development such as tailings dams, water reservoirs, processing plants, and access roads
- Air emissions and effluent discharge affecting terrestrial and aquatic ecosystems
- Disturbance from exploration drilling and mining operations
- Introduction of invasive alien species, whether accidental or intentional, potentially disrupting native ecosystems

Indirect Impacts

Indirect impacts extend beyond immediate operations and may include:

- Supply chain-related biodiversity impacts, such as the production and transportation of materials and equipment
- Ecosystem alterations due to pollution, including chemical discharges and water contamination
- Noise pollution and habitat disturbance, influencing wildlife movement and behaviour
- Climate change impacts associated with greenhouse gas emissions from fossil fuel extraction and processing

Prevention, Mitigation and Remediation Measures

Vedanta implements a structured mitigation framework guided by the mitigation hierarchy — **Avoid, Minimise, Restore, Offset** — to ensure responsible biodiversity stewardship.

- Biodiversity Risk Assessment and Management: Conducting baseline surveys and ecological risk screenings to identify sensitive areas and integrate mitigation measures into project planning.
- Biodiversity Management Plans (BMPs): Developing site-specific plans outlining prevention, mitigation, restoration, conservation actions, and ongoing monitoring.
- No Net Loss (NNL) and Net Positive Impact (NPI): Targeting no net loss of biodiversity and striving for net positive impact in critical habitats through on-site and off-site conservation and restoration initiatives.
- Habitat Restoration and Conservation: Implementing reforestation with native and fruit-bearing species, groundwater recharge through water reservoirs, and wildlife-support initiatives such as butterfly parks, birdhouses, and artificial nests.
- Invasive Species Control: Conducting pre-introduction risk assessments and implementing monitoring and eradication measures to prevent and manage invasive alien species.
- Community and Employee Engagement: Promoting biodiversity stewardship through awareness programmes, water body clean-up initiatives, and capacity-building activities.
- Compliance and Strategic Integration: Ensuring compliance with local, national, and international biodiversity standards, while embedding biodiversity considerations into strategic planning, financial decisions, and lifecycle management.

Through this comprehensive framework, Vedanta seeks to responsibly manage biodiversity risks, enhance ecosystem resilience, and contribute meaningfully to long-term environmental sustainability.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative
1	Resource Efficiency Project – Digitalisation of Beneficiation Plant Operations (Rampura agucha and SK mines)	Deployed Advanced Process Control (APC) systems in grinding and flotation circuits at Rampura Agucha and SK Mines to stabilise operations and optimise metal recovery.	• Pb and Zn recovery improved by 0.9% each. • Improved process stability and resource efficiency
2	Chrome Ore Beneficiation at FACOR COB Plant	Upgraded low-grade ore (27-29% Cr_2O3 to 47% Cr_2O3) through a 20 TPH beneficiation plant.	Higher efficiency and cost savings
3	Improving Resource Utilisation at TSPL	Digital tools and analytics are deployed to optimise resource use and reduce inefficiencies.	Better Resource Efficiency
4	Energy Efficiency Initiative - Cairn (MBA)	Converted 10 conventional induction motors to Permanent Magnetic Motors	• Improve energy efficiency • Reduction in power consumption and emissions
5	Air Emission Control (FACOR mines)	Installed one real-time Online Ambient Air Quality Monitoring System and four Offline monitoring systems within the mines to continuously assess air quality. Regular dust suppression through water sprinkling is also undertaken to control particulate matter.	Reduced particulate emissions
6	Zero Liquid Discharge (ZLD) Plant – Zawar	Commissioned a 4 MLD Zero Liquid Discharge (ZLD) plant at Zawar Mines to treat and recycle process water, ensuring no liquid effluent discharge.	Reduced freshwater consumption
7	Sewage Treatment Plant (STP) – IOK	Installed Sewage Treatment Plant (STP) with Moving Bed Biofilm Reactor (MBBR) technology for effective treatment and recycling of domestic wastewater.	Improved wastewater treatment efficiency
8	Hydrocarbon Recovery – MPT	Recovery of hydrocarbons through the processing of skimmed oil and oily sludge at MPT to extract reusable oil and reduce hazardous waste.	• Reduced hazardous waste disposal • Improved resource recovery

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, Vedanta Limited has a comprehensive Business Continuity and Disaster Management framework governed by its Technical Standard on Emergency and Crisis Management.

The framework aligns with Group-level crisis management protocols and includes systematic identification of potential emergency scenarios, risk assessments and site-specific Emergency Preparedness and Response Plans based on the scale and nature of operations. It clearly defines roles and responsibilities, establishes escalation and communication protocols and ensures availability of critical resources.

Regular mock drills, training programmes and periodic reviews are conducted to strengthen preparedness, minimise operational disruption and ensure swift recovery while safeguarding employees, communities and assets.

Emergency and Crisis Management Standard

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

In FY2026, no such incidents and impacts were aroused.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   In FY 2026, 40% of value chain partners were assessed for environmental impacts.

8. **Number of Green Credits that have been generated or procured:**

   a. **By the company:** The company does not have any green credits

   b. **By their top 10 value chain partners (in terms of value of purchases and sales, respectively):** NIL

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

UN SDG mapped

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations:** 22

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to**

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	International Zinc Association	International
2	International Council on Mining and Metals (ICMM)	International
3	Extractive Industries Transparency Initiative	International
4	Association of Power Producers	National
5	Federation of Indian Petroleum Industries	National
6	Association of Oil & Gas Operators	National
7	UN Global Compact Network - INDIA	National
8	International Copper Association India	National
9	India Lead-Zinc Development Association	National
10	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities**

Name of authority	Brief of the case	Corrective action taken
There were zero cases related to anti- competitive conduct by Vedanta or its associated subsidiaries and joint ventures.		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Area relaxation for base metals (zinc, lead, silver, iron, etc.) in the state of Rajasthan	Advocacy with the State Mines department as well as the Industry Association for the benefit of pioneer companies to get more area for enhancement of production and reduce imports. Relaxation of maximum area limit in exercise of powers conferred under provision 6(1)(b) of MMDR Act. GOI Ministry of Mines order number 16/33/2016-M PART IV issued in September '25	No	NA	NA
2	Mineral exploration	Representations through National level industry associations/geological conferences and meetings have been sent to apprise the concerned authorities of the process and complexities involved in the exploration of deep-seated base metals.	No	NA	NA
3	Critical associated minerals mining and processing	Representations through National level industry associations, NITI and Think Tanks. Amendment act passed by the Parliament and the President. Rules awaited.	No	NA	THE MINES AND MINERALS (DEVELOPMENT AND REGULATION) AMENDMENT ACT, 2025
4	Contiguous mining of deepseated minerals	Representations through National level industry associations, NITI and Think Tanks. Amendment act passed by the Parliament and the President. Rules awaited.	No	NA	THE MINES AND MINERALS (DEVELOPMENT AND REGULATION) AMENDMENT ACT, 2025
5	Lease validity extension	Representations through National level industry associations.	No	NA	NA
6	Policy incentives for greening of mining operations and mineral processing	Direct representation through industrial consultation process and indirect representation through National level industrial associations	No	NA	NA
7	Reinstating of QCOs for Lead and Zinc	Refined Zinc (Quality Control) Order, 2025 (S.O. 1768(E), 17 April 2025) and Primary Lead (Quality Control) Order, 2025 (S.O. 1767(E), 17 April 2025) were removed by Ministry of Mines vide order dated 13 November	No	NA	NA
8	Permitting women to work in underground mines round the clock.	Direct representation through industrial consultation process and indirect representation through National level industrial associations.	No		https://www.pib.gov.in/FactsheetDetails.aspx?Id=150475&reg=3&lang=2

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

UN SDG mapped

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessment projects were undertaken for FY 2025-26					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

Sr. No.	Name of Project for which R&R is ongoing	State	District	Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
1	SK Village R&R as per LARR act 2013	Rajasthan	Rajsamand	325 families (Estimated) as per Gazette Notification and 228 families (including 168 nuclear and 60 joint families) as per SIA report by Dr. Alpana Kateja	The final number of projected affected families shall be identified accurately by the administration after undertaking a detailed survey of the population and final number of families to be shifted and compensated shall also be finalised basis the same only	Not yet decided
2	Vedanta Aluminium-Lanjigarh	Odisha	Kalahandi	261	84.7	15,15,47,436
3	Jamkhani Coal Mine	Odisha	Sundergarh	1142	11.6	2,18,97,63,065

3. Describe the mechanisms to receive and redress grievances of the community

Yes, Vedanta has a structured community grievance redressal mechanism embedded within its Vedanta Sustainability Framework (VSF), designed to be accessible, transparent, and resolution focussed at the site level.

Channels for Submission

Grievances are received through Community Liaison Officers (CLOs), grievance boxes placed outside plant gates, and written submissions in local languages — ensuring accessibility for all community members.

Seven-Step Resolution Process

All grievances follow a defined sequence: **Receive → Acknowledge → Assess & Assign → Investigate → Respond → Resolve/Recourse → Close-out.** Acknowledgement is provided within 24 hours (maximum two business days), with progress updates every 30 days.

Tiered Escalation Structure

- **First Order:** Direct resolution between the Company and complainant at site level
- **Second Order:** Unresolved grievances escalated to a third-party mediator with complainant consent
- **Third Order:** Legal recourse as a last resort, initiated by either party

Site-Level Governance

Each location has a Social Performance Steering Committee (SPSC), chaired by the Social Performance Manager, overseeing grievance discussion and timely closure. At HZL, resolution is targeted within 15 days with escalation to senior management if unresolved. At TSPL, the CLO ensures resolution within 30 days, with bimonthly updates provided for pending cases. At VAL–Jharsuguda, a Grievance Response Committee comprising the CLO, SP Manager, and General Manager determines the Company's response within five days of investigation findings, communicating resolutions both verbally and in writing.

All business units maintain detailed grievance records to identify patterns, assess training needs, and continuously improve community engagement practices.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	8.17%	8.34%
Directly from within India	56.85%	65.98%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	28.2%	32.27%
Semi-urban	19.4%	21.42%
Urban	36%	40.12%
Metropolitan	16.3%	6.20%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Sr. No.	Details of negative social impact identified	Corrective action taken
Not Applicable		

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No	State	Aspirational District	Amount Spent (₹)
1	Jharkhand	Bokaro	3,19,33,277
2	Chhattisgarh	Korba	10,75,00,000
3	Odisha	Kalahandi	19,36,30,396
4	Andhra Pradesh	Vishakhapatnam	1,87,48,000
5	Rajasthan	Dholpur	2,39,73,945
6	Uttarakhand	Udham Singh Nagar	12,34,87,340
7	Odisha	Dhenkanal	38,53,317

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

Yes, Vedanta's preferential procurement policy prioritises sourcing from suppliers belonging to marginalised and vulnerable groups, creating structured economic opportunities for historically disadvantaged businesses and individuals. This extends beyond commercial procurement, by channelling business to these suppliers, Vedanta directly contributes to reducing social inequality and building economic resilience within the communities where it operates.

(b) From which marginalised /vulnerable groups do you procure?

Vedanta procures from the following marginalised and vulnerable groups across its operations:

- **Women-led enterprises and Self-Help Groups (SHGs):** engaged across multiple business units as part of women's economic empowerment initiatives
- **Micro-vendors:** small-scale local suppliers operating in the vicinity of Vedanta's operational sites
- **Local community suppliers:** sourced preferentially under localisation commitments at TSPL, Cairn Oil & Gas, and Vedanta Zinc International (VZI)

(c) What percentage of total procurement (by value) does it constitute?

Less than **0.02%** of the total procurement spend constitutes procurement from marginalised/vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	NIL	NIL	NA	NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	MHU and Awareness	7,22,635	100%
2	Mobile Health Van	1,73,588	100%
3	Nand Ghar	3,28,736	100%
4	Pehli udaan	8,323	100%
5	Project Arogyam	20,757	100%
6	Project Jivika	3,092	100%
7	Project VIDYA	2,475	100%
8	Sakhi	30,833	100%
9	Subhalaxmi	10,670	100%
10	Vedanta Sports Initiative	110	100%

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

UN SDG mapped

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

Vedanta continues to implement its Technical Standard for Grievance Mechanisms to address concerns raised by external stakeholders, including customers, ensuring a consistent and structured approach across operations. Customers can raise complaints and provide feedback through multiple channels, including the "Vedanta Metal Bazaar" portal. Upon submission, an automated ticket is generated and routed to the relevant team for further action. Each complaint undergoes a Root Cause Analysis (RCA), followed by implementation of appropriate corrective and preventive measures. Customers can track the status of their complaints and provide confirmation upon closure.

This portal can be accessed through the following link: https://vedantametalbazaar.moglix.com/#/login

In addition, across business units, Vedanta proactively gathers customer insights through satisfaction surveys and periodic engagements to identify service gaps and improve responsiveness. Contact details, including email address, and phone numbers, are readily available on the Company's website to facilitate ease of access. All complaints, along with actions taken and outcomes, are systematically documented to support continuous improvement in customer service.

2. Turnover of products and/ services as a percentage of turnover from all products/services carry information about

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable*
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

***Since we provide services in a B2B market and such information on products is provided by the final end product manufacturers.**

3. Number of consumer complaints in respect of the following:

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	193	3		263	22	

4. Details of instances of product recalls on account of safety issues:

Particulars	Number	Reasons for recalls
Voluntary recalls	0	NA
Forced recalls	0	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   Yes, Vedanta maintains a comprehensive Information Security Management Framework encompassing cybersecurity and data privacy policies, standard operating procedures, and technology standards, aligned with the Information Technology Act, 2000 and Information Rules, 2011.

   Governance: Cybersecurity oversight is provided by the Board's Audit and Risk Committee, with execution led by the CIO, CSO, and CISO. Suspicious activity can be reported directly to the CISO at gc@vedanta.co.in, with all reports subject to formal investigation and remediation.

   Programme Scope: The framework covers risk management, vulnerability assessments, incident response, business continuity, and data privacy, with physical, technological, and organisational safeguards in place to protect personal data and confidential information.

   Certifications: Vedanta's business units hold the following ISO certifications under an integrated management system:

   - ISO 27001: Information Security Management
   - ISO 22301: Disaster Recovery and Business Continuity
   - ISO 31000: Risk Management
   - ISO 27701: Privacy Information Management

   Awareness and Training: Mandatory cybersecurity training is required for all new joiners at onboarding, with annual training covering IT risks and data protection for all employees. Periodic dip-stick assessments and targeted quizzes are conducted to measure awareness levels and calibrate communications accordingly.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   Not applicable, as there are no complaints with respect to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls. Further, no penalties were paid or regulatory actions were taken by regulatory authorities on account of the safety of our products/services.

7. **Provide the following information relating to data breaches:**

   a) **Number of instances of data breaches:** 0

   b) **Percentage of data breaches involving personally identifiable information of customers:** Not applicable

   c) **Impact, if any, of the data breaches:** Not applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)**

   Vedanta ensures that comprehensive and accessible product and service information is available to all its customers and stakeholders across multiple channels.

   Documentation provided to customers:

   - Material Safety Data Sheet (MSDS)
   - Restriction of Hazardous Substances (RoHS) declaration
   - Environmental Product Declaration (EPD)
   - Other applicable compliance and regulatory documents

   Digital platforms:

   - Company website: Business and product overview: Business Overview | Leading Natural Resources and technology Conglomerate | Vedanta
   - Vedanta Metal Bazaar: online metals trading portal: https://vedantametalbazaar.com

   Customer engagement channels:

   Email, phone support, webinars, and online platforms for direct product and service enquiries

   Through these channels, Vedanta ensures that customers have ready access to technical, safety, environmental, and commercial information, enabling informed procurement decisions, supporting regulatory compliance across supply chains, and reinforcing the Company's commitment to transparency and responsible business conduct.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   Vedanta ensures customers are equipped with the information needed for safe and responsible product use through the following measures:

   Documentation

   - **Material Safety Data Sheets (MSDS)** are shared with all customers at the point of sales agreement and updated periodically, covering product characteristics, handling instructions, and usage guidelines
   - **REACH** (Registration, Evaluation, Authorisation and Restriction of Chemicals) documentation and **RoHS** declarations are provided alongside MSDS where applicable, particularly at BALCO and VAL–Jharsuguda
   - **MSDS catalogues** are shared at FACOR; at Cairn Oil & Gas, MSDS is additionally made available on the company website for open access

   Direct Engagement

   - **Webinars and mailers** are conducted at Silvassa, with formal stakeholder invitations issued in advance, a dedicated company SPOC assigned to support participation, and post-webinar feedback collected to improve future sessions
   - **Brochures and customer meetings** are used at IOK for product education
   - **Direct mail and phone calls** are the primary communication channels at Sesa Coke–Vazare

   Continuous Product Development Vedanta conducts ongoing studies on product applications across sectors to develop value-added products and improve services, ensuring that consumer safety and satisfaction remain integral to product evolution.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   Vedanta maintains structured communication protocols to keep consumers informed of any risk of service disruption or discontinuation:

   Advance Notification: Customers are notified proactively via email in the event of breakdowns, production shortfalls, or quality variations, enabling them to activate alternative contingency plans ahead of any material impact.

   Contractual Safeguards: All contracts incorporate a force majeure clause, providing a structured framework for both Vedanta and its customers to manage obligations in the event of circumstances beyond either party's control.

   Business Unit-Specific Channels

   - **Cairn Oil & Gas:** The Marketing & Operations team is responsible for promptly notifying buyers of disruption risks via email
   - **Hindustan Zinc Limited:** Market circulars and direct emails are issued to customers to communicate potential disruptions
   - **Iron Ore Business (Nadidihi Mine):** Customers are kept informed on production status and availability of auction-grade materials through regular communication

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No Indian regulatory mandate exists requiring product information to be displayed on Vedanta's manufactured products, this requirement is therefore Not Applicable for domestic operations. Where products are supplied to international markets, applicable country-specific labelling and product information standards are adhered to. Hindustan Zinc Limited (HZL) goes beyond mandated norms by implementing tailored communication strategies for its zinc and silver customers, ensuring product transparency and proactive engagement to address customer preferences and concerns.

Yes. Consumer satisfaction surveys are conducted across business units as part of structured customer engagement, assessing product quality, packaging, delivery efficiency, contracting processes, and complaint handling. Key practices include:

- **HZL:** Periodic customer satisfaction surveys complemented by regular interactions through senior management and dedicated customer facing teams
- **FACOR:** Regular team meetings to discuss and address customer concerns directly
- **Iron Ore Business:** Grievance redressal meetings involving root cause analysis (RCA) and corrective action plans (CAPA) with relevant stakeholders

Findings from these engagements are used to drive targeted improvements in product and service delivery, reflecting Vedanta's commitment to continuous improvement and customer-centric operations.

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INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT AND LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN VEDANTA LIMITED's BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
To the Board of Directors of Vedanta Limited

1. We have undertaken to perform a reasonable assurance and limited assurance engagement, for "Vedanta Limited" ("the Company"), its subsidiaries and joint venture (together referred to as "the Group") vide our engagement agreement dated "January 29, 2026", in respect of the agreed Sustainability Information in accordance with the criteria listed in the "Identified Sustainability Information and Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") of the Group for the financial year ended March 31, 2026 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and specialists.

Identified Sustainability Information and Criteria

2. We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR, on consolidated basis. Identified Sustainability Information (ISI) is detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Group to prepare Identified Sustainability Information
BRSR Core (Refer to Appendix 1)	From April 01, 2025 to March 31,2026	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.
Other than BRSR Core (in BRSR)	From April 01, 2025 to March 31,2026	Limited	

3. Our reasonable and limited assurance engagement was with respect to the year ended March 31, 2026 information only and we have not performed any reasonable assurance procedures with respect to any other elements included in the BRSR (i.e. non- BRSR Core attributes) and, therefore, do not express any opinion thereon.

Management's Responsibility

4. The Group's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Group's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

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Inherent limitations

5. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

6. Measurement of certain amounts and BRSR attributes, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG footprint, water footprint, embracing circularity (waste management), energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and attributes.

Our Independence and Quality Control

7. We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

8. We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

9. Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 and limited assurance conclusion on the Identified Sustainability Information (Other than BRSR Core) based on the procedures we have performed and evidence we have obtained.

   We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria and to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

   A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

   A limited assurance engagement involves assessing the suitability in the circumstances of the Group's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

10. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

    Below is the informative summary of the procedures performed by us for obtaining reasonable assurance:

    - Obtained an understanding of the Identified Sustainability Information and related disclosures.
    - Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
    - Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Group's BRSR.
    - Obtained an understanding and performed an evaluation of the design of the key processes and controls for recording, processing and reporting on the Identified Sustainability Information on sample basis of different sites. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.
    - Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, we determined the nature, timing and extent of further procedures.
    - At each site visited, performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
    - Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited consolidated financial statements of the Group for the year ended March 31, 2026 and the underlying trial balance.
    - Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainability Information.
    - Obtained representations from Company's management.

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

    Below is the informative summary of the procedures performed by us for obtaining limited assurance:

    - assessed the suitability of the criteria used by the entity in preparing the information subject to limited assurance;
    - interviewed relevant staff at corporate and selected sites, concerning policies on environmental and social aspects and the implementation of these across the business;
    - through inquiries, 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, obtain evidence about their implementation or test their operating effectiveness;
    - inspected, at each site visited, a limited number of samples as appropriate to check the accuracy of the data
    - applied analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
    - recalculated the information subject to limited assurance based on the criteria;
    - evaluated the overall presentation of the information subject to limited assurance 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.

The 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 we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion and limited assurance conclusion.

Exclusions

11. Our assurance scope excludes the following and therefore we do not express an opinion on the same:
    - Operations of the Group other than the Identified Sustainability Information;
    - Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
    - The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Group.

Reasonable assurance Opinion

12. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2026 are prepared in all

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material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

Limited assurance Conclusion

13. Based on our procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Group's Identified Sustainability Information included in the BRSR for year ended March 31, 2026 are not prepared, in all material respects, in accordance with the criteria (as stated under "Identified Sustainability Information and Criteria").

Restriction on use

14. Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "Vedanta Limited" at the request of the Company solely, to assist the Group in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Group. Our Reasonable and 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 Digitally signed by Amit Chugh Date: 2026.06.16 20:44:10 +05'30'

Amit Chugh
Partner
Membership No.: 505224
UDIN: 26505224QBJZDI4165
Place of Signature: Gurugram Date: 16 June 2026

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Chartered Accountants

Appendix-1

BRSR Core KPIs			
S. No	**Attribute**	**Principle and indicator reference**	**Parameter**
1	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and scope 2 emissions 2. GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	1. Total water consumption 2. Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Embracing Circularity (waste management)	Principle 6 – E9	1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 – E1(C) Principle 3- E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 – E3(b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties.