

## Health and Safety

Safety management is a material issue for Vedanta and FACOR, and we are committed to using internationally recognized standards on health and safety to create a 'zero-harm' environment for our employees. Our approach to health and safety is tailored according to the challenges posed by various stages of our operations, from exploration to exports, and the geographies in which they are situated.

To manage safety risks, we have a clear process of identifying hazards and managing these proactively and appropriately. With evolution of our operations, our risk mitigation strategies and methods have also evolved, keeping pace with global best practices. We have a structured and robust process of on-site trainings and competency building exercises that are appropriate to each site's operations and contextual needs, such as the linguistic and literacy skills of employees and business partners in that area, to build a culture where the motto of 'safety-first' is encoded into the DNA of our people. Our Charge Chrome Plant is ISO 45001:2018 certified for Health and Safety Management Systems.

## Health Services

For the treatment of First Aids and minor illnesses, we have set up dispensaries and first aid centers at our Charge Chrome Plant, Mines and Power Plant. We have hired full time doctors, pharmacists, dressers and nurses to look after the dispensaries which are running 24\*7 at all the sites. Apart from occupational injuries and illness, non-occupational injuries and illnesses are getting addressed as well at our dispensaries. These facilities are provided to all our employees and business partners.



(First Aid trainings at FPL and CCP)

## CASE STUDY

### Covid-19 vaccination camps

For this generation, there is very little that will compare to the last 1 year we have experienced due to the COVID pandemic. We had to reimagine how we work and live our lives. Through these rapid changes at FACOR, we maintained business continuity. We were supported by our highly skilled and agile workforce. We sought to respond quickly to protect the health of our employees, business partners and communities. These steps are in response to (and often ahead of) emergency measures and lockdowns implemented by government to control the spread of the pandemic.

We have been providing vaccination camps at our facilities to our employees, business partners and their family members as well. By the end of Dec'21, we have had 7 phases of vaccination camps where we have provided 100% 1<sup>st</sup> dose and more than 50% of 2<sup>nd</sup> dose vaccination to all of our employees, business partners and their family members.



(Covid Vaccination Camp at FACOR Club House)

### **Safety and Wellbeing of Our Employees**

Safety is – and will always remain – our highest priority. All lives are precious, and as a responsible organisation we owe it to each other, and to all our communities and stakeholders, to always choose the safest way. Those who have suffered a fatality at a plant know just how devastating it is, and that nothing is more important than safety of life. Therefore, we are determined to embed a safety-first culture throughout all our operations.

A safe work environment is a business imperative, and an essential element in building a high performing organisation. We want to ensure that all of our 1500+ diverse workforce goes back home every day. We routinely assess our safety performance – by benchmarking our practices with peers, with an eye to build a best-in-class safe workplace for our employees and contract workers.

## **Safety as a value**

The health and safety is our top priority, and we believe all fatalities, injuries and occupational diseases are preventable. Through strong safety leadership, we can create and maintain safe workplaces for all our people. Our safety culture empowers every individual, to take responsibility for their own safety as well as for the safety of their colleagues and the communities in which they work. We at FACOR believe that Safety is a value that is paramount.

## **Safety policies and framework**

Our safety culture is guided by a robust health and safety framework encompassing all activities across the organisation. A definite structure helps in implementing the framework. Vedanta Sustainability Framework (VSF) puts significant emphasis on Safety & Occupational Health. We have 16 safety performance standards and over 20 health and safety technical and management standards under VSF. The robust framework, guided by our commitment to ensuring a reliable workplace, equips us to deal with setbacks that we face. Our safety standards portfolio has gradually expanded to incorporate additional critical risks identified because of the incident investigations at our unit and other Vedanta group units. We aim to continually learn from our past and look out to a safer future.

## **Monitoring, evaluation and leadership accountability**

We are proud that all our operational facilities are certified with ISO 45001 and align to ICMM guidelines and other applicable international occupational health and safety management systems. The robust framework, guided by our commitment to ensuring a reliable workplace, equips us to deal with setbacks that we face. Our safety standards portfolio has gradually expanded to incorporate additional critical risks identified because of our incident investigations. We aim to continually learn from our past and look out to a safer future.

Being aware of the safety-related risks associated with our operations, capacity-building of our employees is one of the key priorities for us. Trainings, being a key factor of these controls, are provided to all our employees and contractual staff in order to increase the competency in identifying and preventing the H&S risks. Through various trainings we have achieved a continuous improvement in performance standard compliance. Our target now is to draw from our learning of these trainings through various high-performing regions throughout our operations.

Training programs include programs to help employees make better risk decisions, understand our safety standards and share learnings & best practices across the organization. Training Initiatives like Monthly Safety Theme based Trainings, Mock Drills, Vedanta Safety Standard (VSS) meetings, Visible Felt Leadership (VFL) or Gemba Walk have been pivotal in incorporating Occupational health and safety throughout our organization.



(Training on Critical Risk Identification) (Training on Safety Harness at Mines) (Training on VSS Standards)

## Case Study

### VISIBLE FELT LEADERSHIP (VFL)

Our leadership team has put their roles and responsibilities under a microscope and identified KPIs for safety as a competency metric that we will be focusing on, to enhance our safety performance. Those KPIs are carrying significant weight as part of our annual performance assessment. From July'21 onwards, we initiated Visible Felt Leadership (VFL) initiative at FACOR.

Under VFL, our leaders and support personnel spend quality time in the field performing safety interactions and workplace hazard reviews. They interact with the ground workers and impart safety knowledge and awareness among the business partners and employees. Leaders also assess the safety related risks at workplace and ensure the timely closure of the risks.

Later from October'21 onwards, our management decided to merge VFL with Gemba Walk which aims to observe employees, ask about their tasks, and identify productivity gains. This merger was conducted to make the VFL more efficient and effective.



(VFL Site visit by Sector CEO and FACOR CEO)