

FeCr Chronicles

FACOR'S QUARTERLY NEWSLETTER



Mr. Pankaj Sharma
CEO, VEDANTA FACOR

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Dear Team,

I'm delighted to introduce the first edition of **FACOR Chronicles**. This quarterly newsletter aims to keep us all informed about the latest developments across our business, our people, and our community.

With a sound balance of Cost and volume, we aim to achieve exponential growth in the near future thereby accelerating Odisha's growth story. To ensure excellence in results, we have given utmost priority to stringent quality and cost control measures coupled with a commitment to ESG principles of Zero harm, Zero Waste, and Zero Discharge. We prioritize our people through a diverse workforce, maintaining a mix of strategic talent and operational leadership.

It is with great pride that I affirm our unwavering commitment to the pillars of safety and sustainability, which are non-negotiable values for us. In line with this commitment, we at FACOR, through our structured Corporate Social Responsibility (CSR) initiatives in health, education, livelihood, and community development, are committed to creating a positive impact in our community. Aligned with the sustainable goals, FACOR is dedicated to fostering enduring partnerships and coexistence.

As we venture into the second half of the current financial year, I urge you all to continue scaling new records and challenges.

Happy Reading!

A BEGINNER’S GUIDE TO FACOR



The Legacy of FACOR

FACOR was inaugurated by the late honorable President of India, Shri Giani Zail Singh in the year 1983 at Bhadrak. Known for its rich legacy of consistent performance, FACOR became a part of the Vedanta group in the year 2020. It is one of India’s significant producers and exporters of Ferro Alloys.

Taking the rich legacy forward Vedanta has contributed to the exponential growth of FACOR. Our mining complexes are based in Sukinda Valley, which has a combined annual capacity of 390 KTPA of chrome ore. Further, we have the capacity to produce 160 KTPA of Ferro Chrome with a 100-megawatt coal-based thermal Captive Power Plant.

Our excellent market reputation is achieved by factors like unrelenting innovations, a consistent supply of raw materials, quality and cost control, a dedicated R&D lab, process improvement initiatives, and a continuous endeavor to reach operational excellence.

FACTS ABOUT FERRO CHROME



- Over 80% of the world’s ferrochrome is utilized in the production of stainless steel
- The alloy of iron and chromium, containing 50%-70% chromium is used in stainless steel production
- Major exporters of Ferro Chrome are India, South Africa, Kazakhstan, China and Russia
- Production involves an electric arc furnace smelting process, as it has a high melting point, suitable for high-temperature applications
- High Carbon Ferro Chrome is used in the manufacturing of ball-bearing steels, tool steels as well as other alloy steels.

LEADERSHIP CONNECT- MR. ARUN MISRA



FACOR experienced a day filled with valuable lessons along with personal growth from Mr. Arun Misra, upon his visit to the FACOR Plant at Bhadrak and Mines in Sukhinda, Odisha. His visit not only served as a source of inspiration and motivation for our team but also kindled a newfound drive within us to reach greater heights and explore new opportunities. Mr. Misra not only shared insights on personal growth with the younger generation but also engaged in insightful discussions about various aspects, urging the FACOR team to concentrate on all facets of our business, workforce, and broader community.



PLANT VISIT



MINES VISIT



UNNATI TRAINING CENTER INAUGURATION



MEETING WITH DIVERSITY AND HIPO



PLANTATION DRIVE

HSE / SUSTAINABILITY

FACOR’s pledge to safety- Suraksha Sankalp



Emphasizing companies’ commitment to safety, FACOR organizes Suraksha Sankalp (a monthly safety townhall) to motivate employees and business partners to adhere to safety measures. This quarter, FACOR has successfully organized 3 Suraksha Sankalp, with an attendance of 250+ employees and business partner participants. The themes panned across Emergency Preparedness, Fire Safety, Confined Space Safety, and the Vision of Zero Harm as a whole.

Electrical Safety Week



Electrical Safety Week was observed at FACOR with various campaign events such as workshops and awareness sessions on Electrical Safety at the Workplace, Crane Safety, etc. along with a slogan and poster-making competitions. Employees participated in an Electrical Safety Conference conducted by the National Safety Council at Bhubaneswar.

Achieving Successful Plantation at North Dump at Ostapal Mines



In FY 23-24, a plantation activity was initiated at FACOR chromite mines. The plantation consisted of 2,770 trees over an area of 1.108 hectares. Native tree species were considered for plantation while special attention was given to fruit-bearing tree species. Replication of the surrounding natural ecosystem was kept as a priority while selecting the species of the plants. FACOR collaborated with CSIR-IMMT Bhubaneswar for the plantation of lemongrass, which is ideal due to its erosion-fighting capabilities, extensive root system, and inedibility to animals. Going forward, we aim to plant 3,000 lemon grass specimens, out of which 1250 are already thriving.

HSE / SUSTAINABILITY

FACOR'S WATER POSITIVITY FRAMEWORK

Achieving water positivity involves optimizing water usage within our operations and replenishing more water than we draw from water-scarce areas through initiatives tailored to local requirements. At FACOR, our unwavering goal is to attain water positivity across all facets of our business. Our Mines has already achieved this remarkable goal. Further to realize this vision for our plant, we have implemented a robust framework that actively advances our journey towards becoming a water-positive enterprise. This framework encompasses our plant sites and mining operations, where we are committed to fostering practices centered around conservation, reusability, and environmentally viable recycling methods.

Initiatives for Water Positivity at Mines



SEWAGE TREATMENT PLANT



GARLAND DRAINS



ROOFTOP RAINWATER HARVESTING



EFFLUENT TREATMENT PLANT (ETP)

Initiatives for Water Positivity at Plant



SEWAGE TREATMENT PLANT



EFFLUENT TREATMENT PLANT (ETP)



RAINWATER HARVESTING STRUCTURE



SURFACE RUN-OFF TREATMENT PLANT (S RTP)



RAINWATER HARVESTING POND

In conclusion, Vedanta's pursuit of net water positivity by 2030 stands as a testament to our unwavering commitment to sustainable and responsible ESG practices. At FACOR, we have not only embraced this vision but have also translated it into concrete action. Our water-positivity status across our plants and mines is a testament to our dedication to using this invaluable resource judiciously and efficiently, embodying a 'zero discharge' policy that leaves no room for waste.

DIGITAL AND INNOVATION

Monitoring Real-Time equipment health through I-DAP Service



Monitoring the real-time health of equipment through smart sensors leads to Smart Predictive Maintenance. Following that, the installation of smart sensors at the Charge Chrome Plant has resulted in a significant reduction of approximately 15+ hours of unplanned downtime in Q2 FY24 for the 8 remote equipment.

Key benefits:

- Remote equipment health notification in real-time.
- User-configurable rule-based defect detection.
- Cut down on service visits by remotely diagnosing machine problems.
- Remotely help technicians on the ground to take corrective actions.
- Offer extended equipment warranty based on machine health data.
- Plan spare part availability observing machine health data.
- Increase MTBF (Mean Time Between Failure).
- Reduce MTTR (Mean Time to Repair).
- Equipment data can be used by R&D teams for product improvement.

FACOR's Commitment to growth – Gemba Walk



Gemba Walk, derived from the Japanese term "The Real Place," is a **fundamental practice within lean methodology**. It involves leaders and managers visiting the actual shop floor or work site to observe processes as they unfold in real time. This approach serves as a powerful bridge between theory and practice, enabling leaders to gain first-hand insights into how effectively their teams are performing on-site.

The outcomes of a Gemba Walk are manifold, including:

- Fostering strong relationships with site workers and boosting morale by demonstrating leadership's genuine interest in their work.
- Cultivating a culture of continuous improvement by encouraging dialogue and collaboration between management and frontline employees.
- Plays a vital role in identifying safety and quality concerns early on, thereby contributing to overall operational excellence and the continuous pursuit of excellence in the workplace.

FACOR continues to achieve 100% Gemba Walk Compliance this quarter, further marking the importance of the same across our plant.

PARTNERING CHANGE- FACOR & COMMUNITY

LEADERSHIP CONNECT WITH COMMUNITY



FACOR Sathi Siksha Amrut Pariyojna (Education)



With an aim to promote quality education, FACOR is implementing Project FACOR Sathi Siksha Amrut. In this project FACOR is supporting 02 schools where 157 students (Class 1 to 8) with 100% free education.

FACOR is also supporting 02 Remedial Coaching Classes wherein 100 students (class 8th to 10th) are being taught science subjects. The project is promoting digital inclusion as a part of its objective.

FACOR Sathi Arogya (Health)

Under FACOR's CSR initiative 'FACOR Sathi Arogya,' FACOR successfully organized 7 health camps, extending vital medical care to 454 beneficiaries, with a significant focus on 310 children and women. In the FY 2023-24, our unwavering commitment to the community has resulted in a total of 83 health camps, positively impacting the lives of over 5,400 community members.



FACOR Sathi Pashu Kalyan (Animal Welfare)

FACOR organized Anti-Rabies Vaccination Drives for celebrating World Rabies Day on 28th Sep' 23 and vaccinated and collared 60 dogs in Bhadrak region. FACOR is providing healthy and nutritional fodder support to 30 cattle of Sri Sri Gopalji Gowsala in Bhadrak. FACOR organized Anti-Rabies Vaccination Drives for celebrating World Rabies Day on 28th Sep' 23 and vaccinated and collared 60 dogs in Bhadrak region.

FACOR Sathi Gaon Kalyan (Community Infra)

FACOR has supported renovation of 1 government schools at Ostapal and 1 school at Kathpal. A total of 166 children have who are enrolled at these two schools. FACOR constructed community toilet for promoting the open defecation-free village campaign of Indian govt. under Swachh Bharat Abhiyan



PARTNERING CHANGE- FACOR & COMMUNITY

Nand Ghar – Tiger Day Celebration in the Community

On 29th July, we at FACOR celebrated International Tiger Day. The event was held at the Nandghar embracing everyone in its meaningful cause. With hearts united, the community, children, and all who were connected, stood as one, taking an oath to safeguard India's national pride- The Tiger.



Anti-Rabies Vaccination and Collaring Drive with TACO



In observance of World Rabies Day, FACOR proudly joined forces with The Animal Care Organization (TACO) to launch a highly successful Anti-Rabies Vaccination and Collaring Drive. This collaborative effort resulted in the successful administration of anti-rabies vaccinations to 60+ dogs over the two-day campaign, further advancing the cause of rabies prevention. We extend our heartfelt appreciation to TACO and all those who contributed to this significant achievement, emphasizing our shared commitment to responsible pet care and a rabies-free future.

FACOR Sathi Pragati (Livelihood): Jivika Center New Batch Inauguration

Under the FACOR CSR initiative, Project FACOR Sathi Pragati, a new batch has been started to provide tailoring training to aspiring women entrepreneurs. The training is underway in Ransol GP as well as Gram Panchayats around FACOR. Under the Employee Volunteer Programme, FACOR employees encouraged the participants to attain financial independence by turning into entrepreneurs.



Raksha Bandhan Celebration in the Community



FACOR celebrated Raksha Bandhan in the operational areas of CSR initiatives. The event saw active participation from employee volunteers working alongside the CSR team. The occasion was marked by heartwarming interactions that symbolized trust, care, love, and protection, bringing immense happiness to everyone involved.

FACOR EMBARKS ON RUN FOR ZERO HUNGER- VDHM 2023

The Vedanta Delhi Half Marathon serves as a powerful testament to what Vedanta represents. With every stride we take, we are not just covering miles; we are pursuing a noble mission, one that resonates deeply with our core values. FACOR proudly donated 99,181 meals, with more than 500 participants. As a part of our commitment, I encourage all to continue to grow and strive for such values in ways that takes the community and our people together.

- Mr. Pankaj Sharma, CEO FACOR

~530
participants

99,181 meals
donated



LIFE AT FACOR

FACOR Welcomes Fresh Batch of Talent



FACOR extends a warm and heartfelt welcome to the exceptional talents comprising our 2023 cohort of young professionals. These individuals are poised to embark on a remarkable journey within our organization, taking over pivotal roles across a diverse spectrum of functions. Their infusion of boundless energy, insatiable curiosity, and innovative thinking promises to breathe new life into every project they undertake. Let's unite our collective efforts to make a positive, lasting impact and forge a brighter, more sustainable future for our beloved planet. We are truly elated to have you on board, team!

Independence Day Celebration



On the special occasion of India's 77th Independence Day, FACOR Security Team organized several events engaging all the Employees, Families, and stakeholders and celebrated Independence Week. CEO FACOR, Mr. Pankaj Sharma, hoisted the National flag and shared his thoughts and best wishes to FACOR Parivar for the development of the state of Odisha and the nation and, the contribution of the company and stakeholders for the development of our nation. The occasion was also witnessed in the community at FACOR Kathpal and Ostapal Schools. Everyone from the FACOR Parivar and the community celebrated the national festival together to mark the spirit of freedom and unity that defines our great nation.

LIFE AT FACOR

World Nature Conservation Day

This Nature Conservation Day, FACOR organized a BAG MAKING COMPETITION, in which, participants reused old clothes and repurposed them in making fashionable bags. A PAINTING EVENT for children was also conducted on the theme "Nature Conservation," where all participated and displayed their innovative ideas for the same.



Fun Fridays

At FACOR, we believe in fostering a workplace environment that not only promotes professional growth but also nurtures happiness and engagement among our incredible employees. Every Friday, we organize fun engagement activities to end the week on an active, fun note. Here are glimpses of our FunFriday dedicated to creating moments of fun, laughter, and connection within our organization.

FACOR Football League



On the occasion of National Sports Day, '**FACOR Football Champions League**' was kicked off with a thrilling football tournament held on August 13, 2023. The event showcased a dynamic competition involving 6 teams which comprised of both employees and business partners. The teams demonstrated a strong commitment and zeal for the event, reflecting the company's values. FACOR's CMO, Mr. Gaurav Sharma facilitated the winning teams and congratulated all the participants for their sportsmanship and team spirit.

MEDIA

We should recommit ourselves to fostering a culture of care, safety: FACOR CEO Sharma



PBD BUREAU
BHUBANESWAR, JUL 1

"We should recommit ourselves to fostering a culture of care and safety, both for ourselves and our families," said FACOR CEO Pankaj Sharma. Reiterating the company's safety-first culture on the occasion of the Suraksha Sankalp Diwas at its Charge Chrome Plant in Bhadrak, Sharma said, "Our Company is committed to a safe workplace, and for that, we all need to work together. We should recommit ourselves to fostering a culture of care and safety, both for ourselves and our families."

teen ki 'swayam, sathi aur machine ki,' he added.

FACOR launched Suraksha Sankalp Diwas at the Charge Chrome Plant, Bhadrak with the theme 'Our Aim - Zero Harm' and the aim to motivate employees and business partners to adhere to safety measures. The program started with the safety flag hoisting and safety oath. Speaking on the occasion, Head-HSE Sandeep Acharya stressed on the importance of mandatory usage of seven personal protective equipment such as safety shoes, safety helmets, reflective jackets, eye protection, ear plugs, mask, and gloves. The event was attended by employees and business partners who committed themselves to adhering to all safety norms at the workplace. Besides, safety champions were also identified and rewarded for their safety initiatives.

FACOR in Collaboration with TACO Organized Anti-Rabies Vaccination Drive

Bhadrak (Ao Bureau) :- Facor in collaboration with The Animal Care Organisation (TACO) is establishing an animal welfare ecosystem. Under the same initiative, FACOR conducted an anti-rabies vaccination drive along with collating drive at Bhadrak. This drive was carried out on the occasion of World Rabies Day (28th September, 2023). The collaborated effort resulted in the successful administration of anti-rabies vaccination to 60+ stray dogs over the two day campaign, further advancing the cause of rabies prevention.



During the drive, over 15 FACOR employees

the CSR team to show their care and support for the animals. Ferro Alloys Corporation Limited (FACOR), is one of the oldest & reputed producers of Charge Chrome in India, an essential ingredient to produce Steel & Stainless Steel. It was established in 1983 and recently became a in September 2020. As a responsible corporate FACOR is also working towards the Socio-Economic development of the community through structured CSR interventions. It has a robust mechanism in place to execute community development programs for the benefit of the community at

FACOR observes Electrical Safety Week



PBD BUREAU
BHUBANESWAR, JUL 5

VEDANTA-OWNED Ferro Alloys Corporation Limited (FACOR) observed Electrical Safety Week with the theme "Electrical Safety: Don't Compromise, Be Wise", from June 26 to July 2.

Speaking on the National Electrical Safety Week, FACOR Chief Executive Officer Pankaj Sharma motivated employees to adhere to FACOR's motto of "Zero Harm" by having an uncompromising approach toward safety practices. The HSE Department organized various awareness programs on electrical safety, crane & welding machine safety, power tools inspection, etc. along with quizzes, slogan writing, and poster-making competitions. These events further encouraged employees to participate and to spread the message of safety. The employees and business partners were made aware of various hazards and dangers in the workplace, and how to avoid them. Besides the campaign, the employees also participated in an Electrical Safety Conference conducted by the National Safety Council, here.

ଫେକର୍ ପକ୍ଷରୁ ରୋଗ ପ୍ରତିରୋଧ ସଚେତନତା



ଭଦ୍ରକ, ୪/୧୦(ଫେରିସ): ପୋକର ଉଚ୍ଚ ଆକ୍ରମଣ ପ୍ରତ୍ୟକ୍ଷ ଆକାରରେ ଭୟର ସୂଚକ ଭାବେ ରୋଗ ଓ ବେଦନା ସୃଷ୍ଟିକାରୀ ହୋଇପାରେ ଏବଂ ସେଗୁଡ଼ିକର ଆକ୍ରମଣ ସମ୍ଭବ ହେବା ସହିତ ଉଚ୍ଚ ମୃତ୍ୟୁ ହାର ସହିତ ଜଡ଼ିତ ହୋଇପାରେ। ଏହାର ଆକ୍ରମଣରୁ ରକ୍ଷା ପାଇବା ପାଇଁ ସଚେତନତା ଆବଶ୍ୟକ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ।

ମନୁଷ୍ୟମାନଙ୍କ ଉପରେ ହୋଇପାରେ। ଆକ୍ରମଣକାରୀ ଭାବେ ଆକ୍ରମଣ ପରେ ପରାଜୀବୀ ଆକ୍ରମଣକାରୀ ହୋଇପାରେ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ। ଏହାକୁ ପ୍ରତିରୋଧ କରିବା ପାଇଁ ସମସ୍ତଙ୍କର ସହଯୋଗ ଆବଶ୍ୟକ।

FACOR committed to fostering a culture for greener tomorrow: CEO Pankaj Sharma

PBD BUREAU
BHUBANESWAR, JUL 28

REAFFIRMING its commitment towards a greener environment for a sustainable future, FACOR said that the company has been working for the protection of the environment. "We recognize the responsibility we hold towards the environment and the communities we operate in. Our initiatives embody and reinforce our commitment to 'Transforming for Good.' At FACOR, we are committed to fostering a culture for greener tomorrow," said Pankaj Sharma, CEO, FACOR while speaking on the occasion of the World Nature Conservation Day on Friday.



On the occasion of World Nature Conservation Day, FACOR reaffirmed its commitment to nature conservation and sustainable development by organizing an initiative to promote the reuse of old clothes and repurposing them. Employees and families participated in the cause and showed their creativity in reusing old cloth into fashionable bags.

development by organizing an initiative to promote the reuse of old clothes and repurposing them. Employees and families participated in the cause and showed their creativity in reusing old cloth into fashionable bags. FACOR also conducted a drawing competition on the theme "Nature Conservation" for the children in which the participants displayed their innovative ideas for the same. As a responsible corporate FACOR is moving towards 100 per cent waste utilization and net water positivity. The company always looks toward the protection of the environment. Keeping this thought in mind, FACOR has been actively implementing various initiatives like plantation drive, installation of 300 solar street lights for promotion of renewable energy, the company said in a statement.

FACOR reiterates commitment to greener & sustainable tomorrow

PBD BUREAU
BHUBANESWAR, JUL 6

VAN Mahotsav is an annual tree-planting festival used to spread awareness of forest conservation and the environment. As a responsible corporate, FACOR has been consistently working for the conservation of ecological balance by implementing a host of environmental practices. Besides regularly



planting thousands of trees, the company is also focused on promoting renewable energy in its vicinity. A testimony to this effort is the installation of 300 solar lights in peripheral gram panchayats of FACOR. Under its CSR program 'FACOR Sathi Clean and Green

Village', the company has partnered with Baudpur Gram Panchayat for the promotion of waste segregation practices at the household level. Two e-rickshaws have been provided for collecting waste in the village. To strengthen the importance of plantation five eco clubs

have also been constituted at the primary school to imbibe the green practices. Through annual initiatives like 'Van Mahotsav', the company is trying to plant as many trees as possible. FACOR plans to plant nearly 2000 saplings during this monsoon. The company also endeavors to maintain balance with the environment and remind people of the importance of protecting nature.

What happens if you steel? You have to get Alloy-er

FACOR's COMIC STRIP