

# FeCr Chronicles

FACOR'S QUARTERLY NEWSLETTER



**Mr. Pankaj Sharma**  
CEO, VEDANTA FACOR

Dear All,

As we wrap up a dynamic quarter, I am pleased to address you all through this quarterly magazine.

The past quarter spanned across the topics of ethics, safety, and meeting future goals while keeping our key resolutions in mind. Along with successfully implementing a Critical Risk Management module, we are in line to achieve Safe operations and People's safety at the workplace. Further, through various leadership visits and targeted growth interventions, we've propelled ourselves toward low-cost production, while ensuring a secure raw material pipeline.

I have always believed that people are central to the success of any organization. We are consciously working towards promoting diversity and inclusivity in the workplace, along with a special focus on employee well-being where employee engagement and recognition, and organizational ethics, stand out as our priorities. Further, through our CSR interventions, we stand strong on our value of creating a positive impact on the community across health, education, livelihood, and community development. Aligned with our sustainable goals of achieving zero harm, zero waste, and zero discharge, FACOR is dedicated to fostering business excellence, co-existence with the environment, and development of the community.

As we embark on the final quarter of this financial year, I implore each of you to continue reaching new heights and embrace challenges. Let us collectively shape a future where excellence knows no bounds.

Happy Reading!

## IN THIS ISSUE

- BUSINESS HIGHLIGHTS
- SAFETY AT SPOTLIGHT- SURAKSHA SANKALP
- HSE/SUSTAINABILITY
- FACOR'S COMMITMENT TOWARDS COMMUNITY HEALTHCARE
- COMMUNITY DEVELOPMENT
- MARKING A BRIGHTER FUTURE WITH DAV SCHOOL
- LIFE AT FACOR
- MEDIA

# BUSINESS HIGHLIGHTS

## Building a Culture of Integrity: Ethics Month Workshop



An Ethics workshop was held in October by MASS. The session, with employee participation of more than 120, focused on values like **Respect, Honesty, and Integrity**, emphasizing their importance in building strong relationships within the team and with clients. By honing in on Honesty and Integrity, the workshop aimed to help team members become more reliable and accountable, contributing to overall productivity and team success. The session provided practical insights, helping FACOR's team establish a **solid ethical foundation for their work**.

## Expert Insights on Vedanta's Safety Culture



FACOR observed Suraksha Sankalp-06, on December 2023, on the **Theme- "Fall From Height"**. In this Safety Standdown, FACOR hosted two leadership delegations **Mr. Bimal Saha**, Vehicle and Pedestrian Interaction Risk expert, Cairn India, and **Mr. Mahesh Mahajan**, Group Health, and Safety Head. At the event, Mr. Bimal Saha addressed the gathering imparting an important message "Always work safely, following procedures and taking necessary safety precautions as there is always a set of eyes waiting for us at home" message "Always work safely, following procedures and taking necessary safety precautions as there is always a set of eyes waiting for us at home". Mr. Mahesh Mahajan highlighted various risks related to Working at Height and steps on how the risks must be addressed. Further, he mentioned good safety practices followed on FACOR's site, observed during his site visit.



# BUSINESS HIGHLIGHTS

## Accelerating Future Growth Trajectory at FACOR



Leading the initiation of FACOR's growth initiatives, FACOR hosted a distinguished delegation from the Vedanta Group, featuring Mr. Mansoor Siddiqi, Group Director-Projects, and Mr. Srikanth D, Projects Director- Vedanta Limited. Throughout the visit, emphasis was placed on the importance of smooth growth project execution, digital integration, and effective mining operations for the establishment of a sustainable and prosperous venture.

## Impactful Collaboration: FACOR Implements CRM with Industry Experts



FACOR recently hosted senior delegates, including Mr. Mahesh Mahajan, Group Health and Safety Head, and Mr. Bimal Shah, a Vehicle Pedestrian Interaction Risk expert from Cairn India. Additionally, Mr. Sanjeeb Behera, Head Electrical Potline & SEZ Potline, VLJ, and Mr. Chandresh Vaghasia, Head Carbon Process Control, VLJ, visited. The primary objective of their visit was to ensure the effective implementation of FACOR's Critical Risk Management Program. The visit specifically focused on identifying major risks, such as Vehicle Pedestrian Interaction, Entanglement in Moving and Rotating Equipment, Uncontrolled Release of Energy (Isolation), and Loss of containment of Molten Material. They conducted on-site training for critical risk inspections and how to upload audit reports on the Enablon platform. To address these risks, a comprehensive CRM Action Plan was introduced.

# SAFETY AT SPOTLIGHT - SURAKSHA SANAKLP

## 3 SAFETY STANDDOWNS-3 MONTHLY SAFETY THEMES



On October 2023, FACOR dedicated its attention to Suraksha Sankalp-04, seamlessly continuing the 'Zero Harm culture' theme. The spotlight was on **"Excavation Safety- Contact With Electricity"**. This month-long initiative featured a blend of quizzes and safety standdowns, all designed to enhance awareness and foster a culture of safety.

FACOR observed Suraksha Sankalp-05 on November 2, 2023, focusing on **"Uncontrolled Release of Energy (Isolation) and Molten Metal Handling."** The month-long safety initiative featured a compelling Nukkad Natak titled "Nija Surkhya Nija Hatare," along with training sessions on "Permit to Work" and "Isolation." An online and on-site quiz further reinforced the commitment to a safer work environment, emphasizing continuous learning and awareness.



FACOR marked Suraksha Sankalp-06 on December 1, 2023, focusing on the crucial theme of **"Fall of Person or Object From Height"** in its Safety Standdown. Complementing this, the month featured an impactful Nukkad Natak, an audit of Full Body Harnesses and Man-lifters, and an engaging online and on-site quiz. Demonstrating a proactive commitment to safety, FACOR ensured not only discussions but tangible actions for a secure workplace.



# HSE / SUSTAINABILITY

## Enhancing Safety and Resilience: Disaster Management Training



The National Disaster Response Force (NDRF) organized a comprehensive disaster management training session at the mines, catering to both employees and business partners. The session delved into insightful discussions on landslide prevention and outlined essential measures to be implemented in mining operations during any calamity. This proactive training underscores FACOR's commitment to fostering a culture of safety and preparedness, ensuring that all stakeholders are well-equipped to handle potential challenges and contribute to the overall resilience of the mining environment.

## Defensive Driving Training Promoting Road Safety



Defensive Driving Training conducted at CCP and Power plant by M/s Institute of Road Safety and Fleet Management, with an aim to reduce accident risks and promote safe driving behaviors. The training teaches motorists to anticipate and respond to potential hazards on the road. The training's key aspects include **risk awareness, space and speed management, vehicle maintenance, avoiding distractions, handling adverse conditions, knowledge of traffic rules, quick decision-making, and emergency maneuvers.**

## Effective Implementation of FACOR's Critical Risk Management (CRM) Program



# HSE / SUSTAINABILITY

## DGMS 41st Mines Safety Week celebration at FACOR MINES

The **DGMS 41st Mines Safety Week** was celebrated at FACOR Mines on 15th December 2023. The Safety Week was dedicated to fostering a robust safety culture among both- workmen and employees, reflecting a shared commitment to **ensuring a secure and healthy environment**. The senior delegation welcomed the guest of the event **Mr. Hari Prasad**, Deputy Director of Mines Safety, Govt. of India along with the members of the **Inspection Team**, framed under the supervision of DGMS. Mr. Nihar Mitra, Mr. Ananda Sahu, Mr. Manoranjan Panda, Mr. Satyabrata Sahoo. The inspection team along with DDMS visited the mines and interacted with the on-ground operators on safety awareness, further appreciating the team for the initiatives, especially for the slope stability practices.



## Safeguarding Our Workforce: Achievements and Remembrance



This quarter, we prioritized safety through targeted stand-down sessions. Over 200 employees and business partners participated in monthly safety themes, covering Excavation Safety, Isolation, and Work at Height, across the FACOR Power Plant and Charge Chrome Plant. Additionally, 300+ participants engaged in sessions addressing incident-based precautions. In December, we conducted SMRITI Fatality Remembrance standdowns, honoring the memory of the FACOR Kalarangiatta Mines Safety Fatality. These sessions involved over 400 employees and business partners. Our commitment to safety remains unwavering, fostering a culture that prioritizes awareness and well-being for all stakeholders.



# FACOR'S COMMITMENTS TOWARDS COMMUNITY HEALTHCARE

## PROJECT FACOR SATHI AROGYA- HEALTH CAMPS



Over the past quarter, FACOR has successfully conducted 61 Health camps offering free essential health check-ups and medicines to community members. Through these health camps, FACOR has reached **3572 people in the community**, out of which **1736 females and 664 children benefited**. In FY'23-24, FACOR has so far conducted **137 Health Camps** impacting the lives of **8509 community members**. In addition to health camps, FACOR has also conducted 33 awareness sessions on different diseases such as Malaria, Diarrhea, Tuberculosis, Dengue, and others reaching out to 886 community members.

**~8509**  
**BENEFICIARIES**

### BENEFICIARY/ STAKEHOLDER TESTIMONY



Mr. Rabi Sahoo  
Naib Sarpanch, Maruabil GP

“ I am Rabi Sahoo, Naib Sarpanch of Maruabil Gram Panchayat. This mobile health initiative by Vedanta is excellent. As this part of the state is still underdeveloped, many people are bereft of medical facilities. This mobile health unit is helping the poor and old-age people to access medical care. The medical team is very good at their task and are extremely dedicated. I encourage Vedanta to further organize more such camps for the benefit of the community. ”

# COMMUNITY DEVELOPMENT

## Project Laadli: Fostering Menstrual Hygiene Awareness and Empowerment in the Community

Under the initiative known as Project Laadli, as a proactive measure to address the issue of proper menstrual hygiene, FACOR is actively conducting awareness sessions on Menstrual Hygiene Management (MHM) for adolescent girls and women within the community. The primary goal of the project is to **raise awareness about MHM by involving adult females through 20 Kishori Clubs**, further distributing MHM Kits in areas covered by CSR activities, and incorporating the Odisha Government's initiative to promote MHM.



## FACOR Kala Kendra: Empowering Women, Crafting Futures



In alignment with FACOR's commitment to empowering women for the future, the **FACOR Sathi Pragati** CSR initiative has established a training facility named '**FACOR Kala Kendra**'. This center is dedicated to equipping young women with expertise in the art of Bamboo craft creation, thereby granting them essential skills and prospects for a more promising future. Through this initiative, FACOR aspires to **create sustainable livelihood** options for women fostering economic independence and community development.

## Project Hariyali: Promoting Community towards Nutri-Garden Farming

The initiative '**Mo Bagicha**' is a sub-project under the umbrella project '**FACOR Sathi Pragati**'. The project started in FY'22-23 with a focus on **100 women farmers** for the promotion of Nutri-garden farming in the community. The project engages both the plant and mine communities of CSR operational areas. Currently, the project has been relaunched with a focus on promoting vegetable demo farming among **200 women farmers**. Under the project, the farmers received a Nutri Garden kit (variety of seeds) with vermicompost for practicing vegetable demo farming. They were provided with training.





# COMMUNITY DEVELOPMENT

## Revitalizing Solar Water Towers for Sustainable Impact

Under the CSR initiative '**FACOR Sathi Nirmal Paribesh**', 7 non-functional Solar Water Towers were revitalized, along with the installation of 2 new solar water towers. This project successfully **provided a water source to more than 100 households** in the community, addressing a vital necessity. Beyond meeting this essential need, the initiative underscores FACOR's dedication to sustainable and renewable energy solutions. Our collective efforts are contributing to a positive transformation in both lives and the environment.



## FACOR Sathi Sikhsha Amrut: Elevating Education for Young Minds



As part of our CSR program, 'Project Sathi Sikhsha Amrut', FACOR has provided support to two schools by supplying **Teaching-Learning Materials (TLM)**, uniforms, and shoes, for the students. This intervention is aimed at elevating the educational experience and overall well-being of these young learners, reflecting our commitment to making a positive impact on their journey of knowledge and growth.

## FACOR's Commitment to Health: Partnering with 'Pradhan Mantri TB Mukta Bharat Abhiyaan' to Drive

FACOR, in collaboration with the Govt. of India's, Pan India initiative 'Pradhan Mantri TB Mukta Bharat Abhiyaan (PMTBMBA)' is actively working towards the cause of eradicating TB from India in the next three years. This is being driven under the project '**FACOR Sathi TB Mukta Gaon**'. Under this project, FACOR provides healthy and nutritional food support to 20 TB patients residing in the CSR operational areas of Bhadrak with the aim to support the community members, in collaboration with the government, for the eradication of TB at the grassroots levels in our community.



# MARKING A BRIGHTER FUTURE

## DAV- SDPS NEW School Building Inauguration



On November 6, 2023, Hon'ble Collector and District Magistrate, Shri Siddeshwar Baliram Bodar IAS, in the presence of CEO FACOR Mr. Pankaj Sharma, CFO Mr. Karan Kejriwal, CHRO Mr. Suniti Dhal and Mr. Kartik Das Principle, DAV SDPS Public School inaugurated the **New Higher Education building** at Bhadrak. The event featured a plantation drive, student interaction, and a tour of classrooms and the science lab. Speaking on the occasion, Mr. Siddeshwar Baliram Bodar expressed his faith that the school would scale greater heights thereby ensuring quality education for the children of the historic city of Bhadrak. Mr. Pankaj Sharma expressed his firm belief that **quality education is the foundation stone for future leaders**. He further stated how FACOR's developmental initiatives are tailored to the needs of the regions where we operate. As a company, FACOR aims to bring about transformational growth in the lives of the community.



# LIFE AT FACOR





# MEDIA

## FACOR's CSR initiative 'FACOR Sathi TB Mukta Gaon' Providing Nutritional Food Support to TB Patients

Bhadrak (Ao Bureau):- Ferro Alloys Corporation Ltd. (FACOR), in collaboration with the Government of India's, initiative 'Pradhan Mantri TB Mukta Bharat A Bhiyaan (PMTBMBA)' has actively been working towards the cause of eradicating tuberculosis from India in the next three years (2025). FACOR under its CSR initiative 'FACOR Sathi TB Mukta Gaon', is providing healthy and nutritional food support to 20 TB patients residing in the nearby areas of Bhadrak. The company's Mobile Health Unit (MHU) conducts various informative sessions on TB, such as causative pathogens, testing, medication and treatment, diet plans,



Providing healthy and nutritional food support to 20 TB patients residing in the nearby areas of Bhadrak. The company's Mobile Health Unit (MHU) conducts various informative sessions on TB, such as causative pathogens, testing, medication and treatment, diet plans,

and government facilities available to those affected. The project not only aims to support the beneficiaries but also inform and educate the community members about the prevention and eradication of TB at the grassroots levels. 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 part of Vedanta Group 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 large.

## ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା ଷ୍ଟିଲ୍ ଲାଇଟ୍ ସ୍ଥାପନ

ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା ଷ୍ଟିଲ୍ ଲାଇଟ୍ ସ୍ଥାପନ କରାଯାଇଛି। ଏହା ଗ୍ରାମବାସୀଙ୍କୁ ରାତିରେ ଆସିବା ପାଇଁ ସୁବିଧା ପ୍ରଦାନ କରିବ।



ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା ଷ୍ଟିଲ୍ ଲାଇଟ୍ ସ୍ଥାପନ କରାଯାଇଛି। ଏହା ଗ୍ରାମବାସୀଙ୍କୁ ରାତିରେ ଆସିବା ପାଇଁ ସୁବିଧା ପ୍ରଦାନ କରିବ।

## ମୋ ମାଟି, ମୋ ଦେଶ କାର୍ଯ୍ୟକ୍ରମ

### ସୁକ୍ରିୟାର ୩ କ୍ରୋମ୍ ଖଣି ସାମିଲ



କଳିଆପାଣି, ୨୮/୧୦(ଭିମ): ଉନ୍ନତ ଶିକ୍ଷା ପାଇଁ ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା 'ମୋ ମାଟି, ମୋ ଦେଶ' କାର୍ଯ୍ୟକ୍ରମ ପାଇଁ ମନୋନୀତ ୧୨୫ ଟୋନି ଧାରଣ ଖଣି ମଧ୍ୟରେ ପୁଲିନା କ୍ରୋମ୍ ଉପାପାଦନା କରିବା ପାଇଁ ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା ଉପାପାଦନା କରାଯାଇଛି।

## Collector and District Magistrate, Bhadrak inaugurates the New School Building at DAV SDPS Public School

Bhadrak (Ao Bureau):- In a befitting tribute to the rich legacy of DAV SDPS Public School, Bhadrak, a new school building was inaugurated by Hon'ble Collector and District Magistrate, Sri Siddheswar Baliram Bodar in the presence of Sri Pankaj Sharma, CEO FACOR, Sri Kanku Kapatia, CEO FACOR and Sri Karik Das, Principal, DAV SDPS Public School. This new building boasts state-



Collector and District Magistrate, Bhadrak inaugurates the New School Building at DAV SDPS Public School.

of-the-art infrastructure, along with fully equipped science lab. Speaking on the occasion, Sri Siddheswar Baliram Bodar expressed his faith that the school would scale greater heights thereby ensuring quality education for the children of the historic city of Bhadrak. He also reaffirmed that this would become the home for future doctors, engineers, leaders, etc. Sri Pankaj Sharma expressed his firm belief that quality education is the foundation stone for future leaders. He stated that FACOR's developmental initiatives are tailored to the needs of the regions where we operate. As a company, FACOR aims to bring about transformational growth in the lives of the community. Sri Karik Das shared that the school was established in the year 1986 and has served the people of Bhadrak ever since. He also expressed gratitude towards FACOR for their constant support. 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 part of Vedanta Group 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 large.

## ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଜନଶୁଣାଣି

କଳିଆପାଣି, ୨୮/୧୦ (ଭିମ)

ପୁଲିନା ଖଣି ଅଞ୍ଚଳରେ ଫାକର କମ୍ପାନୀ ଦ୍ୱାରା ଉତ୍ପାଦନ କରାଯାଇଥିବା ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।



ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।

ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।

ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଖଣି ଉତ୍ପାଦନ ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।

## ବେଦାନ୍ତ ପକ୍ଷରୁ ପଢ଼ିଆ ସଫେଇ



କଳିଆପାଣି, ୧୧/୧୧(ଆପ୍): ପୁଲିନା ଖଣି ଅଞ୍ଚଳରେ ଫେକର, ବେଦାନ୍ତ କମ୍ପାନୀ ଦ୍ୱାରା ପଢ଼ିଆ ସଫେଇ କରାଯାଇଛି।

## ଫେକର ଓସ୍ତପାଳ କ୍ରୋମାଲଟ୍ ଖଣି ପାଇଁ ଜନଶୁଣାଣି

କଳିଆପାଣି, ୨୮/୧୦(ଭିମ)

ଫେକର ଓସ୍ତପାଳ କ୍ରୋମାଲଟ୍ ଖଣି ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।



ଫେକର ଓସ୍ତପାଳ କ୍ରୋମାଲଟ୍ ଖଣି ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।

ଫେକର ଓସ୍ତପାଳ କ୍ରୋମାଲଟ୍ ଖଣି ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।

ଫେକର ଓସ୍ତପାଳ କ୍ରୋମାଲଟ୍ ଖଣି ପାଇଁ ଜନଶୁଣାଣି କରାଯାଇଛି।