

FACOR'S YEARLY ESG MAGAZINE FY '23-24



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**Transforming
Communities**

Our commitment is towards maintaining our “social license to operate” by conducting ourselves in a consultative, transparent, and fair manner, and delivering both economic and social benefits to the society as a whole.



**Transforming
the Planet**

Our commitment lies in spearheading efforts to decarbonize the world, secure water resources for all, and incorporate technological advancements to ensure our operations are environmentally sustainable.

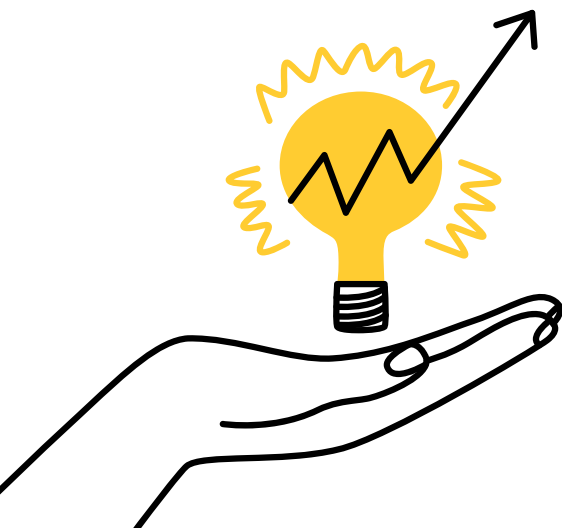


**Transforming
the Workplace**

Our commitment is towards adopting innovative approaches for managing our workplace, designing a compelling employee experience and ensuring a safe workplace

Sustainable Growth Commitment and ESG Vision

Vedanta is dedicated to achieving sustainable and responsible growth, aiming to generate value for not only shareholders but also all stakeholders. We actively integrate sustainability into every aspect of our operations, guided by the ethos of "Zero Harm, Zero Waste, Zero Discharge." Our ESG Vision is upheld by three pillars and nine objectives. At FACOR, we align with the principles of sustainable and responsible growth, committed to transforming communities, the planet, and the workplace.



FACOR AT A GLANCE

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.





FROM THE CEO'S DESK

As part of the Vedanta Group, the ethos of responsibility and sustainability are interwoven in our work philosophy. Our sustainability strategy is centered around Vedanta's vision of **Transforming for Good**, which revolves around three key pillars: Transforming the Planet, Transforming the Community, and Transforming Workplace.

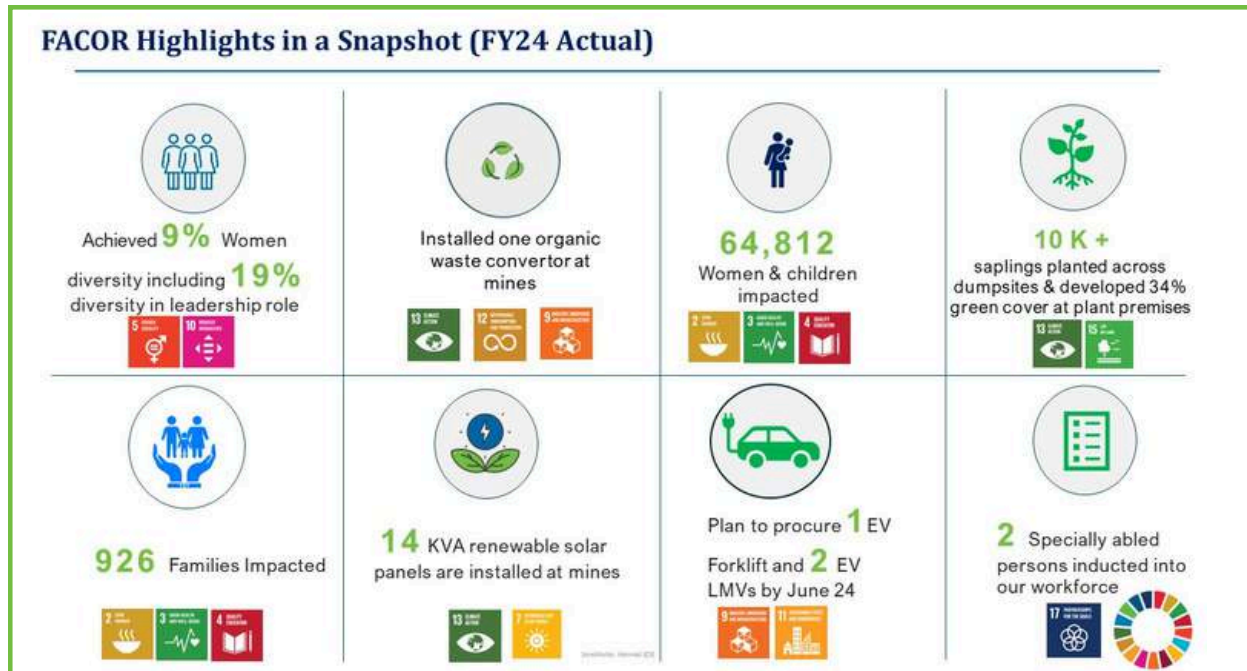
We are driven by our vision to build better lives and thriving communities. In our goal of building a sustainable future. Keeping our steadfast commitment to **Zero Harm, Zero Waste, and Zero Discharge** at the core, we are moving towards achieving **net zero carbon emissions by 2050**. Further, our ESG mantra encapsulates our approach: **"Focus on social, be practical on the environment, and leader on governance."**

Through our comprehensive sustainability framework, we are committed to grow our business responsibly and ethically, while positively impacting the environment, moving along with the community, and strengthening our people practices. Our journey toward sustainability is not a destination but a continuous endeavor that drives us to positive change, and creating a **brighter and sustainable future**.

I extend my heartfelt gratitude to our employees, business partners, and stakeholders for moving together to achieve our common goal. Through this magazine, we aim to share our journey in ESG practices transparently, provide updates on the progress of our projects, and impart valuable insights to all our stakeholders.



FACOR'S ESG AT A GLANCE



FACOR is now moving towards incorporating the larger ESG vision into its key business practices with our mantra of “Focus on social, be practical on environment and leader on governance.” As a responsible corporate, we are moving towards a 20% reduction by 2025 in GHG intensity, 100% waste utilization, net water positivity, and net-zero carbon emission.

At FACOR we strongly believe in bringing about socio-economic transformation in the community through structured CSR interventions in health, education, livelihood, and community infrastructure development. All our efforts are aimed at improving and bringing about positive qualitative changes in the communities.

Our community programs are aligned with sustainable development goals and our vision of “empowering communities, transforming lives, and facilitating nation-building through sustainable and inclusive growth.”

Health and safety are an integral part of our organization. Our dedicated efforts at ensuring sustainable operations are well-defined by our sustainability framework. With the best safety protocols, an efficient & advanced monitoring system, and early warning alarms in place, we ensure our operations cause minimal damage to the environment.



AIM 1- Responsible business decisions based around community welfare

AIM 2- Empowering over 2.5 million families with enhanced skillsets

AIM 3- Uplifting over 100 million women, children through education, nutrition, healthcare, and welfare

At FACOR, our overarching commitment lies in prioritizing community welfare in all our business endeavors. Vedanta is committed to empowering over 2.5 million families with enhanced skillsets and uplifting over 100 million women, and children through education, nutrition, healthcare and welfare.

In furtherance of these Environmental, Social, and Governance (ESG) objectives, we are actively engaged in various projects aimed at advancing the well-being of the communities we serve.



1,30,687

lives touched

SDG



PROJECTS

AIM 2- Empowering over 2.5 million families with enhanced skillsets

Empowering Women Through Economic Opportunities: Skill Enhancement and Sustainable Livelihoods

To empower women, it's essential to offer them economic opportunities that benefit them and their families, fostering sustainable livelihoods, skill enhancement, gender equality, poverty eradication, and empowering women by providing training in various skill sets. In the previous fiscal year, FACOR established training units for tailoring, donna-pattal, masala production, agarbatti unit, and chappal unit. This year was a continuation of the support to these micro-enterprises by providing material assistance, training sessions on machine operation, and facilitating market connections to ensure their sustainability. Additionally, FACOR introduced a Bamboo Art training program to promote local Odia art and artisans.



FACOR Sathi Pashu Kalyan: Fostering Compassionate Communities and Sustainable Animal Welfare Initiatives



FACOR aims to cultivate a harmonious relationship between humans and animals, fostering a compassionate community that acknowledges and meets the needs of both. Through FACOR Sathi Pashu Kalyan, FACOR is establishing a sustainable and caring environment for all, advocating responsible animal welfare practices, and improving the overall well-being of the community. In the fiscal year 23-24, FACOR extended support to 350 animals through various interventions such as providing veterinary care, shelter, and nutritional assistance. Additionally, conducting an anti-rabies vaccination drive, covering 73 street dogs to mitigate the risk of rabies transmission and promote public health and safety.

PROJECTS

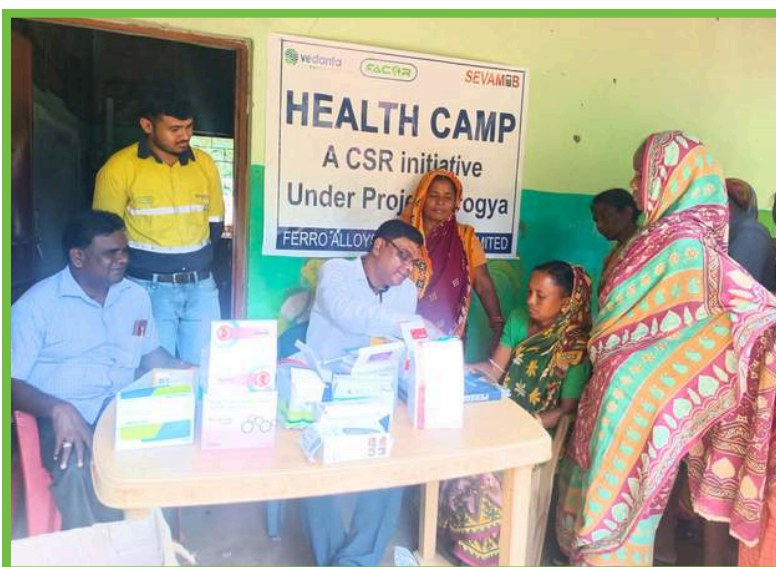
AIM 3- Uplifting over 100 million women, children through education, nutrition, healthcare, and welfare

Empowering Communities Through Sustainable Initiatives: FACOR Sathi Shiksha Amrut Pariyojna

The project aims to address the issues and improve the state of education in these areas by giving community children a strong foundation through innovative teaching techniques, library access, computer labs and e-learning, along with supporting their overall growth and participation in sports and extra co-curricular activities. Beyond traditional subjects, the project aims to offer sessions on menstruation and menstrual hygiene management (MHM), recognizing the critical role this plays in the overall health and dignity of young girls and women.



FACOR Sathi Arogaya: Commitment to Community Well-being and Sustainable Development



The right to health is a basic human right but rural communities often face significant health disparities due to limited access to healthcare facilities, trained medical professionals and preventive services. Project FACOR Sathi Arogaya was launched considering the importance of healthcare systems and need in our interventional communities in terms of quality and accessibility of healthcare services. This project is in line with the United Nation's Sustainable Development Goals (SDG - 03) with a broad aim to improve the quality of health of the community members through preventive, curative, and referral measures.

PROJECTS

AIM 3- Uplifting over 100 million women, children through education, nutrition, healthcare, and welfare

FACOR Sathi Gaon Kalyan: Commitment to Community Progress and Enhanced Quality of Life

FACOR Sathi Gaon Kalyan serves as a comprehensive project aimed at constructing community assets within FACOR's CSR operational regions, demonstrating FACOR's dedication to sustainable development and enhancing rural livelihoods. Acknowledging the significance of infrastructure in community welfare, this initiative focuses on establishing enduring assets that empower local residents and stimulate collective progress. By tackling critical infrastructure needs in rural settings, the project aims to unleash the latent potential of these areas, empowering inhabitants and cultivating a promising future.



FACOR Sathi Nirmal Paribesa: Promoting Hygiene, Sanitation, and Access to Clean Water



FACOR's commitment to Water, Sanitation, and Hygiene (WASH) projects stems from its core belief that every individual has the right to access clean water and sanitation facilities. Recognizing the indispensable role of WASH in fostering health, sanitation, and socio-economic advancement, FACOR strongly emphasizes sustainable development approaches. Within this framework, FACOR undertakes initiatives aimed at providing equitable access to water, sanitation, and hygiene solutions in the surrounding communities. Thereby, making a lasting impact on the lives of the people with a healthier, more prosperous future.

CASE STUDY

Empowering Communities: FACOR Sathi Arogya's Holistic Health Initiative



Project:

FACOR Sathi Arogya
(community healthcare)

Aim: 3

Uplifting over 100 million women, children through Education, Nutrition, Healthcare, and welfare

SDG Alignment:

SDG-3



~1,08,055
BENEFICIARIES

Project FACOR Sathi Arogya was launched considering the importance of healthcare systems and needs in our interventional communities regarding the quality and accessibility of healthcare services. Project Arogya is in line with the United Nation's Sustainable Development Goals (SDG - 03) with a broad aim to improve the quality of health of the community members through preventive, curative, and referral measures. Through focused interventions like health camps, 246 mobile health camps were organized, benefiting 15238 people within the CSR operational areas (peripheral villages of our plant and mines).

These camps provide complimentary health screenings, consultations, and essential medications, ensuring the accessibility of fundamental healthcare services to all community members. Further, FACOR conducted a total of 90 awareness sessions, connecting with 2050 individuals from the community. In line with Prime Minister TB Mukh Bharat Abhiyan, FACOR has identified 23 TB patients in the CSR operational areas of Bhadrak and is supporting them by providing them with TB Kits along with nutrient-rich food. Through community sanitation, 16168 households were covered, impacting over 80,840 community members. Moreover, 10,000 masks were distributed to combat the spread of viral illnesses. Thus, FACOR guarantees every individual's access to essential protective equipment.



Transforming
the Planet

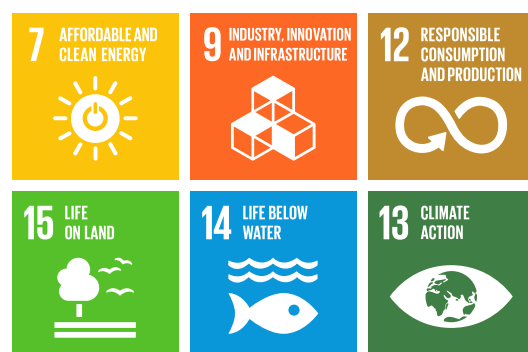
AIM 4- Net-carbon neutrality by 2050 or sooner

AIM 5- Achieving net water positivity by 2030

AIM 6- Innovations for greener business model

At FACOR, we are committed to reducing our environmental impacts and making the earth a better place to live. We are aligned with Vedanta's goal of achieving net carbon neutrality by 2050 or sooner, achieving net water positivity by 2030, and incorporating innovations for a greener business model.

SDG



36,650

sapling planted and
distributed

PROJECTS

AIM 4- Net-carbon neutrality by 2050 or sooner

Waste Heat Recovery System:

The Waste Heat Recovery (WHR) system aims to reclaim and reuse excess heat generated during furnace operations to decrease moisture in coal. By cooling the high-temperature flue gas and filtering it through bag filters, the system allows for the reutilization of this heat to lower coal moisture. This implementation results in an annual reduction of 7,382 tons of CO₂ greenhouse gas emissions. This aligns with sustainability goals and helps the company meet regulatory requirements.



14 KVA Solar Panel installation at Ostapal and Kalarangiatta Chromite Mines:



Solar panels offer a renewable and environmentally friendly source of electricity by harnessing energy from the sun. Their natural regeneration aligns seamlessly with sustainable development goals. Additionally, the generation of clean energy by solar panels results in a significant reduction of 50 metric tons of greenhouse gas emissions annually, supporting the company's commitment to achieving net-zero emissions by 2050. Moreover, solar panels demonstrate resource efficiency as they require minimal water for operation and do not entail the need for additional infrastructure. Their deployment in remote locations ensures efficient power supply while minimizing environmental impact.

PROJECTS

AIM 5- Achieving net water positivity by 2030

Installation of Sewage Treatment Plant (STP):

02 Sewage Treatment Plants (STPs) with capacities of 20 KLD each at mines, and 01 10 KLD capacity STPs have positively impacted our water resources. Utilizing advanced Moving Bed Biofilm Reactor (MBBR) technology, these STPs effectively treat wastewater, followed by filtration and disinfection processes. Since April 2023, the structures have reduced groundwater extraction by 220 KL. Treating greywater from CCP, FPL, and FACOR colonies, two additional 10 KLD capacity STPs are operational within the plant premises, serving gardening and sprinkler purposes post-treatment.



Effluent Treatment Plant (ETP):

With a capacity of 600 cubic meters per hour, the Environmental Treatment Plant (ETP) is crucial for addressing environmental concerns at mines, regarding hexavalent chromium treatment. The ETP removes contaminants, ensuring water safety. Additionally, 01 ETP at the FACOR power plant treats 66 cubic meters of wastewater hourly. FACOR is committed to zero discharge, treating power plant water waste for reusing it in industrial processes, and utilizing treated water for dust suppression, gardening, and road sprinkling. Additionally, SRTF (Surface run-off treatment Plant) is installed to treat all the surface runoffs, which come from CCP and FPL, with a capacity of 1000 kiloliters of water per day.

Rainwater Harvesting Structures:

FACOR is committed to sustainable water practices, including rooftop rainwater harvesting at mines. This involves collecting rainwater from mine structures to supplement the water sources. After collection, rainwater undergoes treatment for non-potable uses, reducing the reliance on external water. Recharge pits within the plant premises replenish groundwater levels, with rainwater from rooftops directed to these pits for replenishment.



PROJECTS

AIM 6- Innovations for greener business model

Organic Waste Converter Installation of Capacity 25kg per Day at Ostapal Mines:

The Organic Waste Converter efficiently processes organic waste, including kitchen scraps and garden waste, using natural composting with beneficial microorganisms. Within 24 hours, the structure converts input waste into raw compost, ready for use, after a short curing period of about 10 days. The resulting high-quality compost is nutrient-rich, serving as an excellent organic fertilizer for plants and agricultural fields.



Robust Plantation Promoting Biodiversity and Increasing the Green Belt:



Over 6090 saplings have been planted in plants and mines, with over 3190 saplings distributed to nearby communities. These trees play a vital role in stabilizing mine dumps and reducing soil erosion and landslides. They also enhance the visual appeal of the mining area, creating a lush green environment. Furthermore, the native tree species support biodiversity by attracting various wildlife, including birds and insects, contributing to a healthier mining ecosystem. The total number of plantations at the plant, mines, and peripheral area is 36,650.

Plantation of Lemongrass:

FACOR has recently launched an initiative to plant lemongrass on mine dump slopes due to its exceptional ability to bioremediate Hexavalent chromium. Lemongrass naturally absorbs and metabolizes this contaminant, gradually reducing its presence in the soil, additionally, combating soil erosion by stabilizing slopes with its extensive root system, minimizing risks from wind and water runoff. This initiative helps cleanse soil contaminants and restore and preserve the mining area's ecological balance.



CASE STUDY

Leading the way with Sustainable Waste Management: A Model for Environmental Responsibility



Project:

Waste reduction conversion of organic waste (food) to compost (fertilizer)

Aim:6

Innovations for a greener business model

SDG Alignment:

SDG-9



SDG-12



At FACOR Ostopal Mines, a cutting-edge organic waste converter efficiently converts 25 kilograms of organic waste each day into high-quality manure. This advancement reflects Vedanta's commitment to environmentally friendly business practices, in line with its ESG goal of promoting greener models. It also contributes to Sustainable Development Goals 9 and 12 by minimizing environmental harm, encouraging sustainable industrial practices, and advocating for responsible consumption and production. This endeavor not only improves the mine's efficiency but also has a positive ripple effect on the local community and environment, setting a benchmark for sustainable waste management approaches.

Way Forward

Long-Term Goal: Transforming organic waste into compost for use as fertilizer, thereby decreasing the need to purchase fertilizers and cutting costs.



AIM 7- Prioritizing safety and health of all employees

AIM 8- Promote gender parity, diversity and inclusivity

AIM 9- Adhere to global business standards of corporate governance

At FACOR, ensuring the safety and well-being of our employees is paramount. We prioritize stringent safety protocols and comprehensive health initiatives to create a secure work environment where every individual can thrive. Additionally, we are fully aligned with Vedanta's commitment to promoting gender parity, diversity, and inclusivity across our business unit.



245%

increase in training manhours

SDG



Upholding Ethical Excellence

Vedanta FACOR Code of Business Conduct and Ethics

At Vedanta FACOR, we prioritize integrity, accountability, and conscientious behavior as foundational values. Our Code of Business and Ethics guides our decisions and interactions across all facets of our operations. Rooted in our dedication to transparency, fairness, and sustainability, these codes and policies set the standard for our conduct, ensuring we uphold the highest ethical principles. We stand strong against fraud, bribery, and corruption, surpassing legal requirements to establish superior benchmarks for behavior. Additionally, internal audits are regularly conducted to ensure adherence. The code extends beyond mere compliance, encompassing areas such as insider trading, workplace equality, gender diversity, harassment prevention, and the protection of human rights. It applies universally throughout our organization, regardless of location or position. Through these guiding principles, we demonstrate our unwavering commitment to the values that define FACOR's identity, driving us toward a future marked by collective success and ethical leadership.

Our implementation of the Code of Business Conduct and Ethics (CBCE) is reinforced by several supplementary policies and guidance documents, which include:



Insider Trading Prohibition Policy



The Whistleblower Policy



Anti-trust Guidance Notes



The Supplier Code of Conduct



Building a Sustainable Future

PROJECTS

AIM 7- Prioritizing safety and health of all employees

Fire Sensor Installation at Mines :

Swift smoke and fire detection provided by the detectors play a vital role in enhancing safety at the mine. Early warnings enable workers and employees to evacuate promptly, minimizing the risk of injuries and fatalities. Moreover, effective fire prevention helps mitigate the potential release of hazardous materials, thus averting soil and water contamination, and promoting responsible resource management. Additionally, integrated smart smoke detectors improve operational efficiency by streamlining emergency responses, reducing downtime, cost savings, and overall enhancement of mine operations.



Defensive Driving Training for excavators operators:



Providing defensive driving training to more than 220 employees, drivers, and operators significantly improves vehicle driving skills. This proactive measure enhances safety and supports sustainability objectives by cutting down fuel usage, reducing emissions, and fostering responsible fleet management practices. Implementing the training in mining operations guarantees safer resource transportation and minimizes environmental impact, thereby promoting sustainable mining practices. Going ahead, the focused training plans to cover other groups of people for safer operations and to move towards our aim of Zero Harm.

PROJECTS

AIM 7- Prioritizing safety and health of all employees

Behavioral Based Training

- **Safety Culture Strengthening:** Behavioral training instills a safety-conscious mindset among employees, emphasizing safe practices, risk awareness, and proactive behaviors, fostering a robust safety culture in the mining environment.
- **Resource Optimization:** Trained employees demonstrate improved resource management practices, minimizing waste, optimizing energy usage, and reducing environmental impact, aligning with sustainable principles.
- **Community Well-Being:** A safety-focused workforce benefits the surrounding community by reducing accidents and incidents, leading to healthier ecosystems, improved livelihoods, and a more resilient local environment.



Providing ALS ambulance services:

At FACOR, we've deployed an Advanced Life Support (ALS) ambulance acquired in November to handle medical emergencies for our employees, stakeholders, and neighboring communities. Equipped with specialized medical gear tailored for critical situations, it has served 25 individuals to date. ALS ambulances carry essential medications and advanced equipment like cardiac monitors and defibrillators, enabling onboard paramedics and EMTs to administer swift and effective medical interventions. This investment demonstrates our unwavering commitment to prioritizing health and well-being. Currently, FACOR has 03 Ambulances (2 ALS and 01 BLS). Going ahead one more BLS will be deducted at the plant site.



PROJECTS

AIM 7- Prioritizing safety and health of all employees

Implementation of Critical Risk Management (CRM):

Critical Risk Management (CRM) is a systematic approach to identify, assess, and mitigate risks that could cause significant harm or loss to an organization. It involves proactive risk identification and management to safeguard objectives and operational continuity. Trained personnel conduct assessments to mitigate potential hazards. FACOR currently implements four modules: Loss of Containment, Vehicle-Pedestrian Interaction, Uncontrolled Release of Energy, and Equipment Entanglement. Assigned module champions address identified "no go" points for prompt resolution.



Yoga Session:



FACOR organized a comprehensive 21-day yoga session to enhance employee well-being. The initiative aimed to promote physical, mental, and emotional wellness, offering sessions tailored to varying skill levels. Participants experienced tangible lifestyle improvements, reflecting the company's commitment to fostering a supportive workplace environment.

PROJECTS

AIM 8- Promote gender parity, diversity and inclusivity

Target 50% diversity through fresher hiring:

At FACOR, our commitment to fostering gender parity and diversity across all levels of management and functions is unwavering. With a targeted approach aimed at achieving a 50% diversity ratio through fresher hiring, we have already made significant strides, achieving a commendable 30% diversity among fresh recruits. Looking ahead, we remain steadfast in our determination to further bolster diversity and inclusion efforts, with a clear goal of increasing the diversity percentage by an additional 50% by 2030. Through sustained dedication and proactive measures, we are confident in our ability to realize our vision of a truly inclusive workplace culture at FACOR.



Women in Leadership role through focused lateral hiring:

At FACOR, we prioritize gender parity and diversity at all organizational levels, including top management. Currently, we've achieved a commendable 19% diversity in our top management through strategic lateral hiring. Our goal is to reach 25% diversity by 2030, reflecting our belief in a leadership team that mirrors our diverse workforce. Through purposeful actions, we aim to cultivate a truly inclusive top management team driving sustainable growth and success at FACOR.



2 specially-abled personnel were inducted into the workforce:

At FACOR, we believe in fostering a culture where everyone feels valued and empowered to succeed. Moving along the same lines, we're proud to onboard specially-abled individuals contributing across various departments, actively integrating into our diverse workforce. Moving forward, we are dedicated to allocating additional resources to expand our efforts in hiring and supporting specially-abled individuals, ensuring diversity, equality, and opportunity for all.



CASE STUDY

Enhancing Safety Awareness: The Self-Service Interactive Training Kiosk



Project:
Safety Training Kiosk

Aim: 7
Prioritizing safety and health of all employees

SDG Alignment:

SDG-3



SDG-9



The self-service interactive system implemented at the Charge Chrome Plant and Power Plant stands as a cornerstone of our commitment to ensuring a safe and informed work environment.

This innovative Training Kiosk serves as a comprehensive resource, delivering essential safety information and training modules in various languages to cater to the diverse needs of our workforce.

Positioned across various locations at Plant and Mines, these individual kiosks offer an array of safety modules covering topics such as Driving Safety, Personal Protective Equipment (PPEs), Confined Space, Work at Height, Fire & Safety, and General Safety Awareness. Each training session, presents safety instructions in pictorial form, ensuring clarity and accessibility for users. Upon completion of the training, participants are required to pass a brief quiz, after which they receive a safety pass affirming their understanding and completion of the training.

Furthermore, the kiosk generates Safety Permit and Analytic reports, allowing for ongoing evaluation of effectiveness. To date, this initiative has successfully trained 4113 personnel, reinforcing our dedication to fostering a culture of safety and compliance across our organization.

CASE STUDY

State-Level Mock Drill on Chemical Disaster: FACOR's Safety Collaboration with ODRAF



FACOR, in collaboration with the National Disaster Management Authority, Ministry of Home Affairs Govt. of India, conducted an on-site State level Mock Drill on Chemical Disaster in association with ODRAF, at FACOR Power Plant, Special Relief Commissioner of Odisha, and the Director of Factories & Boiler. The drill was conducted by FACOR's Emergency Command Structure team guided by CHSEO Mr. Krutisunder Mohapatra, in collaboration with the District Emergency Officer and Director of Factories & Boiler. The District Fire team, ODRAF team, District Medical team, and Apada Mitra team, attended the event. Further, FACOR's Combat Team, Auxiliary Team, and ODRAF team collaborated for the event.

COO Sanjay Pal, highlighted FACOR's ethos of Zero Harm, Zero Waste, and Zero Discharge. This comprehensive safety drill with ODRAF focused on reinforcing the effectiveness of safety communication systems.

Project:

State Level Chemical Safety Mock Drill

Aim: 7

Prioritizing safety and health of all employees

SDG Alignment:

SDG-3



CASE STUDY

"Vedanta's Inclusive Policy: Supporting Women, Single Parents, and LGBTQIA+ Employees"

**Project:**

Revamped HR Policies

Aim: 7

Prioritizing safety and health of all employees

SDG Alignment:

SDG-3



As part of our unwavering commitment to supporting our employees and nurturing a family-friendly culture, we present our comprehensive parenthood policy. Going beyond traditional maternity benefits, this policy embraces all facets of parenthood, including support for single parents and LGBTQIA+ employees. Key features include a 12-month sabbatical leave option for women post-birth, ensuring job security, and the flexibility of work-from-home or flexible hours for those returning immediately after maternity leave. Additionally, employees, including single parents and LGBTQIA+ individuals legally adopting a child, can now avail of 12 weeks of leave, with the flexibility to use it 30 days before the adoption date and up to 90 days post-date for children under one year old. Moreover, women employees are entitled to a monthly 'No Questions Asked' work-from-home day to prioritize their physical and mental well-being. This industry-leading policy underscores our dedication to Diversity, Equity & Inclusion, reaffirming our commitment to the holistic care and well-being of our employees. Continuing our dedication to Diversity, Equity & Inclusion, this comprehensive initiative offers augmented benefits tailored to our ongoing commitment to prioritizing the care and well-being of our workforce.

ESG AWARDS AND ACCOLADES



**British safety council
International Safety Award**



FAME National Award 2023-24
Diamond Category
Environmental Management Excellence



**HRAI- Employee
Engagement & Experience**



People First
Leading Practices in Impactful HR
Strategy, Leading Practices in HR
Transformation



**WE Matter - W.E. Global
Employees' Choice Awards
2023**



**Kincentric - Kincentric
– Best Employer Award
2023**



**Happiness and
Wellbeing Award**



Great Place To Work



**Odisha Best
Employer Awards**
Excellence in HR through
Technology