

FeCr Chronicles

FACOR'S QUARTERLY NEWSLETTER



Mr. Pankaj Sharma

CEO, VEDANTA FACOR

Dear All,

As we approach the end of the financial year 2024, I want to take a moment to reflect on the journey we have embarked upon together.

The past quarter spanned across the pillars of safety, growth, and the cultivation of an inclusive workplace culture. Health and safety of our employees have always been at the core of our priority, and your unwavering commitment to adhering to the protocols, and dedicated efforts have been instrumental in maintaining the safety at workplace. Further, through various targeted growth interventions, we've propelled ourselves toward achieving our collective organizational goals.

Here at FACOR, we are consciously working towards promoting diversity and inclusivity in the workplace, along with a special focus on employee well-being, and organizational ethics. In line with our vision of Transforming the Workplace, Vedanta has been supporting its employees with industry-leading people-first policies to support a fulfilling career that balances work and life.

Our pledge to grow along with the community, helps us uplift and promote the resilience and strength of the people around us. From education to employment, FACOR has been an active catalyst in empowering lives and transforming communities. Furthermore, our focused initiatives underscore our steadfast dedication, spanning crucial areas such as healthcare, sanitation, education, livelihoods, and community development.

As we embark on a new financial year, let us collaboratively carve a path toward a future where the pursuit of excellence transcends all boundaries.

Happy Reading!

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BUSINESS HIGHLIGHTS

Driving Growth and Sustainability: FACOR's Annual Business Plan Discussion



In the spirit of growth and progress, FACOR recently conducted its annual Business Plan discussion alongside Mr. Arun Misra, Executive Director, Vedanta. This session proved to be an enlightening session motivating employees and providing them with valuable insights and encouragement, to collectively envision a more prosperous financial year ahead. The discussion panned across growth trajectories focusing on business, people, and community. Incorporating the aim of 'Transforming the Planet' into our business, the discussion was aimed at the development of the first Green Ferro Chrome in the nation. Closing the discussion, a rewards and recognition ceremony was held to felicitate the Technical and Business Stars of FACOR for the year.

Sustainable Mining Excellence: FACOR Shines at the 25th MEMC Week



The 25th Mines Environment and Mineral Conservation Week Final Day Celebration was hosted by OMC, welcoming Shri PN Sharma, Chief Controller of Mines (I/c), MDRD, Indian Bureau of Mines (IBM), as the esteemed chief guest.

FACOR exhibited a stall, under the banner "From Pit to Progress, Sustainable Mining Matters," demonstrating dedication to sustainable mining practices, enhanced mineral conservation techniques, waste reduction initiatives, and community development initiatives. Furthermore, our Ostapal Chromite Mines & Kalarangiatta Chromite Mines received recognition across five categories, including Systematic Development, Environment Monitoring, Mineral Beneficiation, Resettlement & Rehabilitation, and Overall Performance.

BUSINESS HIGHLIGHTS

Advancing Industrial Safety: Insights from IQEMS Seminar



The Directorate of Factories and Boilers, Odisha, along with the Institute of Quality and Environment Management Services (IQEMS), organized a seminar on "Enhancing Industrial Safety & Preventing Accidents." Twenty employee delegates from FACOR attended the seminar, where they acquired valuable knowledge on improving industrial safety measures and bolstering accident prevention protocols.

Enhancing Health and Well-being: FACOR Partners with Apollo hospitals



FACOR recently onboarded Apollo Hospitals as the official medical partner. This collaboration incorporates cashless services for direct employees and families, immediate treatment of business partner employees through ESI coverage/credit facilities, and quarterly awareness health camps/awareness sessions. This collaboration supports the health and well-being of employees and their families along with contributing to a healthier workforce.

Six Sigma Green Belt Certification Training



FACOR recently conducted 'Six Sigma Green Belt certification Training' designed to equip young talent with the tools and methodologies necessary to drive process improvements and operational excellence within our organization. The program is further aimed at helping them delve into the DMAIC (Define, Measure, Analyze, Improve, Control) framework, which is at the heart of Six Sigma's problem-solving approach to identify inefficiencies, analyze processes, and implement data-driven solutions that yield measurable results.

BUSINESS HIGHLIGHTS

Exploring the Dynamics of Skill Development in the Mining Sector with Mr. Sanjay Sharma



FACOR recently welcomed Mr. Sanjay Sharma, CEO-Skill Council for the Mining Sector (SCMS), for an informative session. Additionally, FACOR CEO, Mr. Pankaj Sharma serves as the Director on the governing board of the Skill Council for the Mining Sector (SCMS). The visit served as an insightful session on various facets of the Skill Council for the Mining Sector (SCMS), highlighting their various deliveries in association with the Federation of Mineral Industries (FIMI). The discussion explored topics such as adapting to the evolving skill requirements in mining and identifying avenues for sectoral growth. Mr. Sanjay further highlighted SCMS's various initiatives, including short-term training programs and assessments of skill gaps within the industry.

Empowering Women's Leadership: FACOR's Groundbreaking International Women's Day Initiative



As a part of FACOR's International Women's Day Campaign, we brought together a team of 6 talented female employees to take up the role of a ManCom member for the day. On March 8, 2024, this team of all-female ManCom members spearheaded decision-making across various facets of FACOR's various functions, including operations, marketing, commercial processes, human resources, and finance. FACOR also promoted women in leadership by providing the CEO position for the day. Thereby, their leadership served as a source of inspiration, encouraging others to aim for higher achievements, while also enhancing their individual leadership capabilities and skills.

ELEVATING SAFETY CULTURE AT FACOR: SURAKSHA SANAKLP

MONTHLY SAFETY STANDDOWNS



FACOR marked Suraksha Sankalp-07 on January 2, 2024, with a Safety Standdown on **"Vehicle-Pedestrian Interaction."** Key highlights included the hoisting of the Safety Flag, the administration of the Safety Oath. CFO Mr. Karan Kejriwal shared insights on the theme and its importance in the overall safety culture for FACOR. COO Mr. Sanjay Pal emphasized the need for an enhanced safety culture, mentioning specific incidents related to vehicle-pedestrian interaction, further instilling the importance of such safety measures being implemented. The theme was further highlighted with a Nukkad Natak on road safety underscoring the safety priorities.

FACOR observed Suraksha Sankalp-08 on February 1, 2024, focusing on **"Entanglement in Moving/Rotating Equipment"**. CHSEO Mr. Krutisunder Mohapatra emphasized safety protocol adherence for holistic well-being, further highlighting the dangers associated with unprotected conveyor lines and exposed rotating components. CEO Mr. Pankaj Sharma underscored safety's importance with the motto "Suraksha Kaare hum teen ki, Swayam, Sathi aur Machine ki." He urged optimal safety conditions for future growth.



FACOR marked Suraksha Sankalp-09 on March 2024, focusing on the crucial theme of **"Importance of Personal Protective Equipment"**. The discussions addressed the formation of the National Safety Council in 1996 with the aim to spread awareness about ESG Excellence. COO Mr. Sanjay Pal addressed the gathering on the importance of following the hierarchy of control for reducing the risks incorporated with particular hazards. Additionally, he emphasized the **"Right to Refuse Unsafe Work"**.

HSE / SUSTAINABILITY

FACOR organizes State Level Mock Drill on Chemical Disaster Management



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. The mock drill involved the plant's Combat Team, Auxiliary Team, and ODRAF team collaborating to reinforce safety among all employees and business partners at the site. Speaking on the occasion, Sanjay Pal, COO FACOR highlighted FACOR's ethos of Zero Harm, Zero Waste, Zero Discharge. This comprehensive safety drill with ODRAF focused on reinforcing the effectiveness of safety communication systems, creating standard operating procedures for managing the disaster at the site, safely shutting down the processes in case of an emergency, and monitoring the roles and responsibilities of the Combat Team, Rescue Team and Auxiliary Team at FACOR.

Highlights from the FACOR Annual Health Checkup Camp



FACOR recently conducted a 6-day Annual Health Checkup camp from January 16th to January 21st. A total of 1430 participants, including both direct employees and business partners, actively engaged in a comprehensive health screening. The extensive Health checkup incorporated various tests, including blood samples, eye vision tests, spirometry, audiometry, ECG, and chest X-ray. The Health Checkup Camp was aimed at providing a thorough assessment of the health of the participants.

HSE / SUSTAINABILITY

FACOR observes 53rd National Safety Week



The 53rd National Safety Week commenced with the monthly Suraksha Sankalp Safety Standdown, bringing together senior management leaders, business partners, and employees to prioritize safety. Various activities marked the week, including badge distribution, safety training sessions conducted by internal experts and a guest speaker from the National Safety Council, awareness sessions on Environmental, Social, and Governance (ESG) principles, and a Nukkad Naatak skit. To conclude the week, a closing ceremony was held in the presence of Mr. Umesh Sutar, Dy. Director of Factories and Boilers as the Chief Guest, along with senior leaders of FACOR, employees, and business partners. The week-long event successfully reaffirmed FACOR's commitment towards our safety culture and a safer workplace.

Propagating Environmental Awareness Across India FACOR in talks with Mr. Vanlallawmzuala



FACOR recently hosted Mr. Vanlallawmzuala, a delegate from Mizoram, who is undertaking the commendable mission to propagate environmental awareness across India through a cycling expedition spanning all states. In his conversation with people at FACOR, he shared his remarkable journey and experiences, highlighting the significance of environmental stewardship. He further emphasized the importance of exercise in our daily lives, highlighting the various health and environmental benefits of cycling.

FACOR CSR SHG SAMMELAN

An exceptional platform to showcase and honor the vibrant cultural heritage and skilled artistry of the communities around



FACOR hosted a 2-day Self-Help Group Sammelan in Sukinda Odisha, highlighting 13 local groups. Among these, 5 SHG groups have been associated with FACOR and are provided with vital support under our CSR initiative. The inauguration ceremony was graced by SRCKMS General Secretary, Sukinda Zila Parishad, Sarpanch from various GPs, and dignitaries from FACOR. The event served as a vibrant platform, showcasing the entrepreneurial skills of SHGs and their role in bolstering the local economy. The event concluded with a facilitation ceremony, honoring all the SHGs for their contributions to keeping the art and culture alive and leading the way for women's empowerment in rural areas.

~60

BENEFICIARIES

13

SHG GROUPS

COMMUNITY DEVELOPMENT

Contributing to Community Wellbeing

As part of its CSR initiative, Project Nirmal Pribesa, FACOR unveiled a water pipeline at Gurujanga village, located in the Mines area. The inauguration ceremony was attended by community members and representatives along with, the General Secretary of SRKCMS. This pipeline project aims to meet the water needs of 50 households in Gurujanga village. It is a testament to FACOR's ongoing commitment to actively contribute to the well-being of the communities it serves.



Nurturing Academic Success and Character Development



Under FACOR's CSR initiative, Project Sathi Sikhsha Amrut, a range of extracurricular activities are organized in schools to foster leadership qualities among students. These activities include debate competitions, drawing competitions, annual sports days, and celebrations on important occasions. Through these engagements, students are encouraged to develop critical thinking, creative expression, teamwork, and sportsmanship. By providing platforms for students to showcase their talents and abilities.

Promoting Health and Hygiene in the community

As part of Project FACOR Sathi Nirmal Paribesa, a drinking water point equipped with a Reverse Osmosis (RO) facility has been established in Randia GP, Bhadrak. The primary goal of this project is to provide clean drinking water to residents, effectively tackling concerns regarding water quality and sanitation. Through this initiative, FACOR aims to improve the hygiene, well-being, and overall health of the community, showcasing its commitment to social responsibility and environmental care. Over 100 individuals are benefiting from this initiative.



COMMUNITY DEVELOPMENT

Empowering Communities Through Enhanced Infrastructure

Under the CSR initiative, Project FACOR Sathi Gaon Kalyan, FACOR facilitated the repair, and reconstruction of community roads aiming to enhance community infrastructure. Thereby, ultimately improving access to essential services and opportunities for villagers. With over 7000 community members relying on these roads for transportation, the project aims to create a more conducive environment for various activities such as employment, education, healthcare, and commerce.



Inauguration of New SHG Community Shed at Kansa village



Under the CSR Initiative, FACOR Project Gaon Kalyan, FACOR unveiled a new Community Shed in Kansa Village, near Ostapal mines. Symbolizing our dedication to building a vibrant community and honoring the diverse cultural heritage that characterizes our locality. This newly inaugurated community shed functions as a flexible venue for a range of cultural activities, workshops, and events, thereby, providing a platform to highlight the skills and traditions of community members. Moreover, serving as a central hub for addressing local needs and fostering a collaborative spirit among residents.

Illuminating Communities: FACOR's Solar Light Installation Initiative

FACOR under its project "FACOR Sathi Gaon Kalyan" completed the installation of 180 solar lights at different villages in CSR operational areas of FACOR. This campaign will not only reduce the cases of accidents and injuries but also reduce crimes that often happen in the dark. Moreover, this initiative will also help promote the use of sustainable sources of energy to move towards reducing carbon emissions in the environment.



WOMENS DAY CELEBRATIONS

Transforming the Workplace Through Driving Inclusivity



Women connect with senior management



Leadership for a day



Women's Day in the community



Women's day dinner



Business Partner Women connect

LIFE AT FACOR



MEDIA

Neighbourhood villagers agree to Vedanta Facor's expansion plans



PBD BUREAU
BHADRAK, JANUARY 10

IN a significant boost to Vedanta Facor's expansion plans, villagers of the neighbourhood areas coming out in large numbers in the Public Hearing held today expressed their support, even as they urged the district administration to prevail over the ferrochrome major to be graceful enough in spending through CSR activities for the growth and development of their villages.

Sources said the public hearing which ended

peacefully approved FACOR's proposed expansions. As per the proposal Facor with its one 45 MVA, one 33 MVA furnace, plans for expansion of two 75 MVA submerged arc furnaces to enhance capacity up to 4,45,000 ton per annum. Along with this the proposal includes a raw material facility, installation of one pellet plant of 7 lakh ton per annum capacity and one sintering plant.

Santanu Kumar Mohanty, ADM, Bhadrak who presided over the Public hearing has conveyed the demands of the

villagers to the authorities of FACOR.

While among the officials, Manoj Patra, Sub-Collector, Bhadrak; Manmohan Murmu, Regional Officer, SPCB, Balasore; Sanat Mishra, Project Manager, FACOR; Kruti Sundar Mohapatra and Chief Health, Safety, Environment officer of FACOR were present in the meeting, villagers of Gelpur, Geltua, Olanga, Ramkrishnapur, Randia, Baudpur and Rampur of the neighbourhood areas of the plant were present at the Public Hearing today.

ବେଦାନ୍ତ ଫେକର ପକ୍ଷରୁ ସୁରକ୍ଷା ସଂକଳ୍ପ ସଂଗ୍ରହ



ଭଦ୍ରକ, ୧୦ (ଏ.ପି): ଭଦ୍ରକ ରେଭିନ୍ୟୁ ଚେର ଫେକର ପକ୍ଷରୁ ଗଠିତ ଗ୍ରାମ ସୁରକ୍ଷା ସଂକଳ୍ପ ସଂଗ୍ରହ ହୋଇଅଛି। ଏଥିରେ ବିଭିନ୍ନ ସ୍ତରର ଶାସନ 'ସୁରକ୍ଷା ନିୟମାବଳୀ' ଉପରେ କର୍ମାନ୍ତରୀୟ ଅନୁମତି ଦିଆଯାଇଛି। କର୍ମାନ୍ତରୀୟ ଆରମ୍ଭ ହେଉଛି ପ୍ରାଥମିକ ସୁରକ୍ଷା, ସୁରକ୍ଷା ଓ ପରିବେଶ ବିଭାଗର ମୁଖ୍ୟ ଅଧିକାରୀ ଦ୍ଵାରା ପ୍ରଦତ୍ତ ନିୟମାବଳୀ ଉପରେ ପ୍ରଶ୍ନୋତ୍ତର ସମ୍ପର୍କରେ ଗୁରୁତ୍ଵ ଦିଆଯାଇଛି। ପରେ ବିଭିନ୍ନ ସୁରକ୍ଷା ସମ୍ପର୍କରେ ଗୁରୁତ୍ଵ ଦିଆଯାଇଛି। ପରେ ବିଭିନ୍ନ ସୁରକ୍ଷା ସମ୍ପର୍କରେ ଗୁରୁତ୍ଵ ଦିଆଯାଇଛି। ପରେ ବିଭିନ୍ନ ସୁରକ୍ଷା ସମ୍ପର୍କରେ ଗୁରୁତ୍ଵ ଦିଆଯାଇଛି।

FACOR recommits to safety on 53rd National Safety Week

Bhadrak (AO Bureau) :- Ferro Alloys Corporation Ltd. observed the 53rd National Safety Week in line with the company's aim of - "Zero Harm". The company started the week with the monthly Suraksha Sankalp - safety standdown with the guidance of Mr. Pankaj Sharma, CEO FACOR, and led by Mr. Krutisundar Mohapatra, CHSEO FACOR. The over all week saw a participation of 600+ employees and business partners. As part of the campaign, the company carried out initiatives underscoring the importance of safety, which included safety rallies throughout the plant, awareness badge distribution, onsite quizzes, poster-making & slogan competitions, hazard hunts, nukkad naatak, and various



awareness sessions such as HIRA, fire safety, kitchen safety, etc. for employees and business partners. A expert trainer from National Safety Council also conducted a training session on the incident investigation and industrial safety measures. The week-long celebration concluded with a ceremony in the presence of Mr. Umesh Sutar, Dy. Director, Factories & Boilers, Jajpur, where plant safety champions and winners of the various safety competitions

importance of safety measures and precautions. Also, he appreciated the company's efforts and commitment to promote safety culture and raise awareness. 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.

FACOR conducted State Level Mock exercise on Chemical Disaster in collaboration with the National Disaster Management Authority

Bhadrak (Ao Bureau) :- Ferro Alloys Corporation Ltd. 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 its FACOR Power Plant, Bhadrak, Odisha. The mock drill saw the plant's Combat Team, Auxiliary Team, and ODRAF team collaborate to reinforce safety among all employees and business partners at the site. Manoj Patra, Sub Collector, Bhadrak, Tammita Kara, Dy. Collector, Umesh Chandra Sutar, Deputy Director of Factories & Boiler, Sanjeeb Pradhan, Dist. Fire Officer, S Behera, Di Industries, Sangeeta Bal, Chief Medical Officer,



Santosh Khutua, Lead ODRAF, and senior management from FACOR participated in the mock drill. Mock drills are a useful tool in the company's safety arsenal. Conducted at regular intervals, they serve to test and bolster employees' emergency preparedness as well as gauge the co-ordination between various teams in simulated conditions. This comprehensive safety drill with ODRAF focused on reinforcing the effectiveness of safety communication systems, creating standard operating procedures for managing the disaster at the site, safely shutdown of the processes in case of an emergency, and monitoring the roles and responsibilities of the Combat Team, Rescue Team and Auxiliary Team at FACOR. Speaking on the occasion, Sanjay Pal, Chief Operating Officer, FACOR highlighted the companies ethos of Zero Harm, Zero Waste and Zero Discharge. He added that such mock drills with emergency simu-

lations, help the company assess their response mechanism and effectiveness in case of emergencies. 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.

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ଭଦ୍ରକ, ୧୦ (ସମ୍ବାଦନା ଉପର)

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