

YEARLY ESG MAGAZINE

FY 2024-2025

Forging a Greener Future

SAFETY FIRST VISION

*37% total injury
reduction*

EMPLOYEE EXPERIENCE

*39% increase in Great
Place to Work*

ECO-FORWARD VISION

*cutting emissions,
not corners*

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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.” Three pillars and nine objectives uphold our ESG Vision.

At FACOR, we align with the principles of sustainable and responsible growth, committed to transforming communities, the planet, and the workplace, with the vision of becoming a reputed global leader in high-grade, low-cost ferrochrome production.

FACOR AT A GLANCE

Ferro Alloys Corporation Limited (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.



FERRO CHROME

 **Ownership:**
Ferro Alloys Corporation Ltd. (FACOR)

 **Diversity at FACOR:**
20% by the year 2030

 **Green Footprint:**
23,378 saplings planted + distributions

 **Application Areas:**

- Stainless Steel
- Transportation
- Construction
- Manufacturing
- Packaging
- Energy production and transmission
- Automotive



FROM THE CEO'S DESK



I am delighted to present FACOR's 2024-25 ESG Magazine, reinforcing our unwavering commitment to the principles of Environmental, Social, and Governance (ESG) and our continuous journey toward sustainability.

Sustainability is embedded in every aspect of our operations, driving value creation for both our business and the communities we serve. This year's report highlights our alignment with global best practices, as we continue to make significant strides in environmental stewardship, social responsibility, and governance. Our approach reflects our commitment to staying ahead of evolving industry expectations while fostering sustainable and resilient growth.

One of our key achievements this year is our rigorous focus on safety and responsible operations. With a strong commitment to Zero Harm, we have upheld a stellar safety record across all our sites, reflecting our dedication to creating a safe and inclusive workplace for all employees. This dedication is further reflected in our robust governance framework, which ensures the integration of ESG principles at every level of our operations.

In terms of environmental sustainability, we remain focused on reducing our carbon footprint and advancing toward our long-term goal of achieving net-zero carbon emissions by 2050. Our efforts this year included an increase in the share of renewable energy in our energy mix, alongside operational improvements that support carbon neutrality.

Our social initiatives remain at the heart of our sustainability strategy. Through targeted programs, we are advancing the United Nations Sustainable Development Goals (SDGs), with a focus on education, healthcare, livelihood creation, and community development. Initiatives like our Transforming the Community program are helping empower local communities and drive long-term social change that leaves impact at the long term goals.

Diversity, equity, and inclusion continue to be a key focus area.

At FACOR, we have made significant progress in fostering an inclusive work environment, marked by diverse leadership, equal opportunity policies, and the establishment of programs that support underrepresented groups.

Our corporate responsibility extends to our supply chain, where we are committed to ensuring responsible sourcing and operational transparency. This year, we have worked closely with our suppliers to implement sustainable practices and promote eco-friendly alternatives.

At FACOR, sustainability is not just a goal; it is an integral part of our business strategy and a key driver of our long-term success.

We are deeply committed to ensuring that our ESG initiatives create lasting value for our stakeholders, communities, and the environment. As we move forward, we will continue to prioritize responsible business practices, focusing on reducing our environmental impact, fostering inclusive growth, and enhancing the well-being of our communities.

Thank you for your continued support as we embark on this important journey toward a sustainable future.

Best regards,
Pankaj Kumar Sharma
CEO & Whole Time Director FACOR

OUR ESG LEADERSHIP



Mr Kamod Singh
CCO FACOR

"At FACOR, operational excellence and sustainability go hand in hand. In 2024-25, we focused on driving efficiencies across our operations while integrating low-carbon technologies and sustainable practices into our daily workflows. From optimizing energy consumption to reducing resource intensity, our efforts are aimed at delivering consistent performance with minimal environmental impact. Our commitment to responsible operations extends beyond compliance – it's about building a resilient, future-ready business that champions innovation, safety, and sustainability at every step."

"People are at the core of FACOR's purpose and progress. In 2024-25, we continued to nurture an inclusive, equitable, and empowering workplace through progressive HR policies, capability-building initiatives, and leadership development programs. We are especially proud of our strides in diversity and inclusion, reflected in our growing representation of our diverse workforce across roles and functions. Our commitment to a people-first culture not only drives engagement and productivity but also reinforces our vision of sustainable and responsible growth."



Mr Sunil Kumar Dhol
CHRO FACOR



Mr Krutisunder Mohapatra
CHSEO FACOR

"At FACOR, safety and sustainability are non-negotiable. This year, our Zero Harm commitment was upheld through robust safety systems, continuous employee training, and proactive risk management across our sites. We also made progress on environmental performance, advancing our decarbonization roadmap and enhancing waste and water management practices. By embedding HSE principles into our day-to-day operations, we are creating safer workplaces and healthier ecosystems – laying the foundation for long-term, sustainable growth."

"FACOR's CSR vision is rooted in empowerment and long-term impact. Through our flagship initiatives in education, healthcare, livelihoods, and community infrastructure, we are actively contributing to the UN SDGs and fostering inclusive development in the regions we operate. Our "Transforming the Community" program continued to deliver real change in 2024-25 – from building local capacities to improving access to essential services. At the heart of our social responsibility lies a deep commitment to partnership, purpose, and creating opportunities that uplift communities and foster self-reliance."



Mr Anil Ranjan Das
Head CSR FACOR

FACOR'S ESG AT A GLANCE

Improving quality of life for our communities



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 lead on governance."

As a responsible corporation, we are moving towards a 20% reduction in GHG intensity by 2025, 100% waste utilization, net water positivity, and net-zero carbon emissions.

At FACOR, we strongly believe in transforming communities through structured CSR interventions in health, education, livelihood, and community infrastructure development. All our efforts aim to improve and bring 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 to ensure 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.



1,85,285

lives touched

Contribution to Sustainable Development Goals



PROJECTS

AIM 2- Empowering over 2.5 million families with enhanced skillsets

Empowering Women Through Sustainable Livelihoods: FACOR Sathi Pragati

FACOR empowers women by creating economic opportunities and addressing socio-economic disparities. It supports microenterprises like Dona-pattal, Masala, Chappal, and Agarbatti, engaging 50 women from Self-Help Groups (SHGs). Notable growth in these ventures contributes to economic upliftment. FACOR also established 2 tailoring units, training 120 women, and a bamboo unit for 20 women. These initiatives align with Sustainable Development Goals (SDGs) 1, 5, and 8, promoting poverty eradication, gender equality, and inclusive economic growth. While community events like the SHG Sammelan celebrate women's contributions, FACOR also strengthens the Mission Shakti initiative by supporting 10 SHGs, benefiting 100 women through operational aid and capacity building, fostering financial independence and community sustainability.



FACOR's Sathi Pashu Kalyan: Advancing Animal Welfare and Community Compassion



FACOR, in collaboration with The Animal Care Organization (TACO), is championing a compassionate and sustainable approach to animal and community welfare through its Sathi Pashu Kalyan initiative. In FY 2024-25, the initiative extended support to 250 cattle, distributed reflective collars to 200 stray animals to improve their safety during nighttime, and conducted a three-day animal health camp benefiting over 350 animals through essential services like vaccinations and deworming.

Furthering its commitment to long-term awareness, FACOR also established two TACO Clubs in local schools to educate and engage students in animal welfare and rights. With a total of 1,942 beneficiaries, the initiative reinforces FACOR's dedication to building a humane and caring ecosystem that uplifts both animals and the surrounding community.

PROJECTS

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

FACOR's Education and Enrichment Initiative: Empowering Rural Youth Through Holistic Learning

FACOR's education initiative is dedicated to uplifting children and adolescent girls in rural areas by overcoming socio-economic barriers and enhancing access to quality education. FACOR is empowering rural children and adolescent girls by enhancing access to quality education and holistic development. Supporting 170 students across Kathpal and Ostapal schools, the initiative provides essentials like uniforms, TLMs, notebooks, and free coaching in science and math for 110 students. 02 libraries and seasonal camps promote reading, creativity, and life skills through art, sports, yoga, and nature activities. With year-round engagement in cultural and extracurricular events, the initiative has positively impacted 3,900 beneficiaries, fostering well-rounded growth and improved educational outcomes.



FACOR Sathi Arogya: Advancing Rural Health and Well-being



FACOR's Sathi Arogya initiative addresses health disparities in rural communities by enhancing access to quality healthcare, aligned with Sustainable Development Goal 3 (SDG 3). In FY 2024-25, the initiative conducted 223 mobile health camps, offering free checkups, consultations, and essential medicines to 14,738 beneficiaries. Additionally, 71 health awareness sessions reached 1,566 individuals, promoting knowledge on disease prevention and healthy practices.

To support community hygiene, a village sanitation drive was carried out using bleaching powder and sodium hypochlorite across eight Gram Panchayats. Through this multi-faceted approach, FACOR has improved health outcomes and hygiene standards, benefiting a total of 145,014 individuals.

PROJECTS

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

Project Laadli: Empowering Adolescent Girls and Breaking Menstrual Stigma

FACOR's Project Laadli is dedicated to raising awareness about menstruation, promoting hygiene practices, and challenging societal taboos. In FY 2024-25, the initiative impacted 3,263 individuals through a range of targeted activities.

FACOR established 25 Kishori Clubs, engaging 250 adolescent girls in open discussions on education, health, and menstrual hygiene management (MHM). Additionally, 945 MHM kits were distributed and 49 awareness sessions conducted, reaching 1,320 girls. The initiative also featured 06 MHM campaigns and the "Men Breaking Stigma" program, educating 800 men to build a more informed and supportive community.

Through these efforts, Project Laadli empowers girls to take control of their menstrual health, fostering confidence, awareness, and community inclusion.



FACOR Sathi Nirmal Paribesha: Advancing Clean Water, Sanitation, and Hygiene in Rural Areas



FACOR's Sathi Nirmal Paribesha initiative focuses on improving access to clean water, sanitation, and hygiene (WASH) in rural communities. In FY 2024-25, the initiative positively impacted 4,650 individuals through targeted infrastructure and awareness efforts. FACOR Sathi Nirmal Paribesha: Promoting Clean Water, Sanitation & Hygiene highlights include drilling two borewells, installing two handpumps, and setting up two solar water towers for safe and sustainable water access. To improve hygiene in schools and Aanganwadi centers, FACOR installed 9 RO water coolers, 18 dustbins, and 29 RO purifiers. Additionally, two community toilets were built near mining areas, supporting the Open Defecation Free (ODF) mission.

CASE STUDY

Nurturing Futures: FACOR's Journey with the #KhaanaKhaayaKya Movement



Nand Ghar—a modern Anganwadi centre reimagined to offer more than just early childhood care. Here, amidst crayons and midday meals, a quiet transformation is taking place—one that FACOR is proud to be part of.

When FACOR joined the #KhaanaKhaayaKya Movement, an initiative by the Anil Agarwal Foundation, it wasn't just about ticking the box of corporate responsibility. It was a heartfelt step towards combating hunger and malnutrition—one child, one meal, one moment at a time.

For many employees, this wasn't just volunteering. It was a revelation. "I never imagined a few hours of my time could make such a difference," shared one participant. "Seeing the children's faces light up when we walked in—it stays with you."

The Nand Ghar model champions a holistic approach—combining nutrition, quality early education, basic healthcare, and women's empowerment. It's not just about feeding children today, but about building stronger foundations for tomorrow. Mothers are learning new skills. Children are learning their ABCs. And entire communities are learning the value of care and connection.

FACOR's involvement has been a catalyst—not just for the communities it serves, but for the company culture itself. The initiative has sparked conversations, inspired action, and deepened the collective purpose within the organization.

What began as a social initiative has become a story of shared humanity. It's a story of hope, of hands held out in service, and of a brighter future being built from the ground up.

Project:

Khaana Khaaya Kya Movement—
Promote Child Nutrition and
Wellness

Aim: 3

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

SDG Alignment:

SDG- 2 & 3



~985
BENEFICIARIES

CASE STUDY

Fueling Change Through Every Step with #MealsForAll: FACOR's Impact in VDHM 2024



In a compelling showcase of unity, purpose, and corporate responsibility, FACOR made a resounding contribution to the Vedanta Delhi Half Marathon 2024, aligning with Vedanta's flagship social impact initiative—#MealsForAll—under the broader mission of Run For Zero Hunger.

With an impressive participation of over 300 runners, including employees, business partners, and their families, FACOR's involvement stood out not just for the numbers but for the powerful cause it supported. Each kilometer run by our participants held a deeper meaning—every kilometer equated to one nutritious meal for a child in need, channeled through the Anil Agarwal Foundation's Nand Ghar project.

Through this unique campaign model, where fitness met philanthropy, the FACOR community collectively clocked ~70,000 kilometers, thereby enabling the donation of ~70,000 meals. These meals are set to directly benefit children from underserved communities across India, addressing hunger at its root and supporting early childhood nutrition and development, one of the cornerstones of the Nand Ghar vision.

This initiative wasn't just about participating in a marathon—it was a testament to the power of intention, compassion, and collective action. FACOR runners turned each stride into a step toward eradicating hunger, showcasing how a united workforce can drive real change beyond the workplace.

The event reinforced FACOR's unwavering commitment to Vedanta's ESG vision and community-first approach. It was a vibrant celebration of health, hope, and humanity, exemplifying that corporate engagement can transcend traditional boundaries to become a force for sustainable, scalable impact.

Together, we didn't just run a marathon—we ran towards a better future.

Project:

Run For Zero Hunger with #MealsForAll Campaign

Aim: 3

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

SDG Alignment:

SDG- 2 & 3



~70,000
BENEFICIARIES



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.



54,413+

sapling planted and distributed

*till FY 24-25

Contribution to Sustainable Development Goals



PROJECTS

AIM 4- Net-carbon neutrality by 2050 or sooner

Illuminating with Purpose: Solar Lighting Installation at Mines

As part of our ongoing commitment to sustainability, 33 solar lights have been strategically installed across the plant premises to improve illumination while embracing clean energy solutions. This initiative reflects a conscious shift towards reducing reliance on conventional electricity by harnessing renewable energy sources. By adopting solar-powered lighting, we are significantly minimizing our carbon footprint, advancing environmental preservation, and supporting the broader transition to green energy. This effort stands as a testament to our dedication to integrating eco-friendly practices into our operations—ensuring that progress and environmental stewardship go hand in hand.



Bright Steps Toward Efficiency: Transition to LED Lighting at Plant



In a strategic move to enhance energy efficiency, all conventional bulbs and tubelights at our plant have been replaced with energy-efficient LED lighting. This transition is projected to deliver substantial energy savings, with an estimated annual reduction of 3,108 kWh. Beyond reducing electricity consumption, the initiative underscores how small, thoughtful changes can collectively lead to a significant environmental impact. By adopting LED technology, we are actively supporting our sustainability goals and reinforcing our commitment to environmental stewardship—demonstrating that meaningful progress often begins with incremental, everyday actions.

PROJECTS

AIM 4- Net-carbon neutrality by 2050 or sooner

Harnessing Solar Power at Ostapal and Kalarangiatta

The installation of 14 KVA solar panels at Ostapal and Kalarangiatta Chromite Mines promotes sustainable energy in mining. These panels provide renewable electricity, supporting the company's sustainable development goals and reducing reliance on traditional power sources. This shift is projected to cut greenhouse gas emissions by around 50 metric tonnes annually, aiding the goal of net-zero emissions by 2050. Additionally, the solar panels are resource-efficient, needing minimal water and no extra infrastructure, ensuring a stable, eco-friendly power supply in remote areas while lessening the ecological impact of mining.



Driving Sustainability: Deployment of Electric Vehicle for Security Operations

In a forward-looking move to reduce our environmental impact, we have deployed an electric vehicle (EV) as a quick response unit within our security team. With its significantly lower carbon footprint, the EV aligns seamlessly with our sustainability vision and our long-term goal of achieving carbon neutrality by 2050. This initiative not only highlights our commitment to environmentally responsible practices but also paves the way for future green transitions across our operations. By integrating EV technology into day-to-day functions, we are actively contributing to a cleaner, healthier environment and reaffirming our dedication to building a sustainable future.



PROJECTS

AIM 5- Achieving net water positivity by 2030

Advancing Water Sustainability: 50 KLD Sewage Treatment Plant Installed at FACOR Colony

In a major step toward enhancing water conservation efforts, a 50 KLD Sewage Treatment Plant (STP) has been installed at the FACOR plant colony to treat domestic sewage water. The treated water is being repurposed for gardening and dust suppression activities, significantly reducing the need for freshwater in these operations. This initiative is expected to boost the plant's water recycling rate and lead to potential freshwater savings of up to 7,000 cubic meters annually by FY26. Through this installation, we are reinforcing our commitment to sustainable water management and responsible resource utilization.



AIM 6- Innovations for greener business model

Greening the Future: Plantation Drive and Sapling Distribution for Environmental Stewardship



As part of our commitment to environmental conservation, we launched a reforestation initiative, planting over 22,238 native tree species at our sites and distributing 1,140 saplings to local communities and schools. This effort enhances the landscape, improves air quality, and supports biodiversity by creating wildlife habitats. The initiative encourages ecological resilience and fosters community involvement, promoting a culture of conservation and inspiring future generations to protect natural resources. It reflects our dedication to a greener, healthier future for the environment and the communities we serve.

PROJECTS

AIM 6- Innovations for greener business model

Restoring Soil Health: Phytoremediation Pilot Project Using Lemongrass



In collaboration with a leading academic institute, we have initiated a pilot phytoremediation project aimed at removing hexavalent chromium from overburden soil. As part of this initiative, lemongrass has been planted across targeted areas due to its natural bioleaching capabilities. The initial results have been highly promising, with soil tests revealing a significant reduction in hexavalent chromium levels post-plantation. Lemongrass aids in soil remediation and prevents erosion with its dense root system, stabilizing slopes and reducing wind and water runoff. This dual role supports the detoxification of contaminated soil and promotes ecological restoration in mining areas, reinforcing our commitment to sustainable mining and environmental health.

Mining Team Leads Post-Festival Clean-Up at Sukinda Valley

In a strong show of commitment to cleanliness and sustainable practices, the mining team conducted a Swachhata Hi Seva Hai Cleanliness Drive following the Durga Puja Mela at Sukinda Valley. Spread over 10 acres, the mela left behind significant plastic and paper waste.

Taking swift action, the team—alongside Union Representatives, Local Leaders, and Media personnel – proactively cleaned the area under the Swachhata Hi Seva Karyakram, reinforcing the message that clean surroundings are essential for a healthy lifestyle.



CASE STUDY

Building Homes for Birds – FACOR's Grassroots Biodiversity Drive



On the occasion of World Migratory Bird Day, FACOR took a meaningful step towards enriching local biodiversity by launching a nest box installation drive aimed at supporting avian life in the vicinity of its operations. This initiative reflects FACOR's commitment to environmental sustainability and aligns with its broader ESG goals.

The Initiative:

Recognizing the importance of preserving the delicate balance of local ecosystems, FACOR installed **18 custom-built bird nest boxes** near the Colony Park pond—a serene habitat frequented by a wide variety of bird species. These boxes were innovatively crafted from scrap wood, underlining the company's approach to sustainable resource use and waste minimization. The location was strategically chosen to maximize the likelihood of occupancy by native and migratory birds, offering them safe nesting spaces amid increasing urbanization pressures.

Community and Collaboration:

The launch event was inaugurated by CHRO Mr. Suniti Kumar Dhal, who emphasized the value of community participation and sustainable craftsmanship. In recognition of their exemplary contribution, FACOR honored its carpenters and the Civil Department team with awards, appreciating their dedication, skill, and eco-conscious efforts in designing and building the nest boxes.

Looking Ahead:

This initiative marks the beginning of a broader commitment. FACOR plans to expand this program by building and installing more nest boxes and implementing complementary measures to nurture local biodiversity.

Impact & Vision:

By combining environmental stewardship with employee involvement, FACOR addresses biodiversity conservation and fosters a culture of responsibility and innovation within its workforce. This nest box initiative is a testament to how small, thoughtful actions can contribute significantly to a sustainable future.

Project:

Environmental Responsibility and Sustainability

Aim: 6

Innovations for greener business model

SDG Alignment:

SDG- 9 & 15



**~22 recorded
BIRD SPECIES**



- AIM 7- Prioritizing safety and health of all employees
- AIM 8- Promote gender parity, diversity and inclusivity
- AIM 9- Align with 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.



39%

increase in employee satisfaction

Contribution to Sustainable Development Goals



PROJECTS

AIM 7- Prioritizing safety and health of all employees

FACOR Health & Wellness: Prioritizing Employee Well-being Through Holistic Care

In FY 2024-25, FACOR collaborated with prominent healthcare providers—Ashwini Hospital, KIIMS, and Apollo Hospitals—to ensure that the workforce has access to high-quality medical care. Additionally, FACOR improved on-site healthcare by arranging regular visits from specialists, such as cardiologists, endocrinologists, and ENT, along with a gynecologist who visited the premises, providing female employees and their families with a safe and confidential environment to discuss health issues. To promote mental and emotional well-being, FACOR introduced Art of Living sessions and yoga classes, encouraging stress relief and a balanced lifestyle. These initiatives exemplify FACOR's dedication to creating a healthy, supportive, and productive workplace for all employees.



State-Level Mock Drill: Testing Emergency Preparedness and Response

FACOR conducted a state-level mock drill, simulating a chemical disaster scenario involving a high-speed diesel (HSD) leakage. The drill, attended by key government officials such as the Tahsildar and Deputy Collector, demonstrated a strong collaboration between our organization and local authorities. Our rescue and security teams showcased a swift and coordinated response, containing the situation in a remarkably short time. This exercise reinforced our commitment to safety, environmental protection, and effective emergency preparedness. By regularly conducting such drills, we ensure that our personnel are ready to handle potential crises, safeguarding both our operations and the surrounding community. The successful execution of this drill highlights our proactive approach to risk mitigation and a safe working environment.



PROJECTS

AIM 7- Prioritizing safety and health of all employees

Enhancing Fire Safety: Deployment of Advanced Multipurpose Fire Tender



FACOR has significantly strengthened its emergency response infrastructure with the addition of a state-of-the-art multipurpose fire tender.

This advanced vehicle is equipped with a 3,000-liter water tank, a 500-liter foam tank, a 300 kg Dry Chemical Powder (DCP) unit, and a CO₂ manifold with two cylinders, enabling it to tackle various types of fires, including electrical and flammable liquid incidents.

A key feature is the high-efficiency mist cannon, designed to disperse fine mist into fire zones, effectively reducing heat and extinguishing flames, especially in confined or sensitive areas where water use is limited. The fire tender also includes essential rescue equipment, supporting a swift and effective response to fire and emergencies.

This major upgrade enhances our fire safety capabilities, ensuring better protection of our personnel, assets, and operations while reinforcing our commitment to proactive risk management and workplace safety.

PROJECTS

AIM 8- Promote gender parity, diversity and inclusivity

Driving Inclusive Growth: FACOR's Commitment to a Better Workplace

As part of FACOR's proactive strategy to build a more diverse and representative workforce, we have set an ambitious goal of achieving a 50% diversity ratio through fresher hiring, already reaching a commendable 33% diversity among our fresh recruits. Looking ahead, we aim to increase our overall diversity representation by an additional 20% by the year 2030. This objective reflects FACOR's firm belief in the power of diverse perspectives and our dedication to nurturing an environment where every individual feels valued, supported, and empowered to succeed. With continued effort and strategic action, we are confident in our ability to build a truly inclusive workplace culture—one that drives sustainable growth and collective success at FACOR.



Empowering Leadership: Advancing Women in Top Management Through Focused Lateral Hiring



At FACOR, our dedication to gender parity and diversity spans every level of the organization, including top management. FACOR launched a focused initiative aimed at increasing gender representation within the senior leadership through strategic lateral hiring. As a result of these efforts, women now constitute 27% of our top management—a significant milestone on our journey toward inclusive leadership. Looking forward, FACOR's goal is to increase overall diversity in top management to 30% by the year 2030. This initiative reflects the strong belief that a leadership team should mirror the breadth of talent and experiences across the organization. By continuing to take deliberate, purpose-driven actions, we are confident in our ability to build a leadership culture at FACOR that is inclusive, representative, and well-equipped to leading into a future of sustainable success.

CASE STUDY

FACOR Champions Inclusion: Welcoming Transgender Professionals to the Workforce



In a landmark step towards building a truly inclusive and diverse workplace, FACOR has proudly welcomed transgender professionals into its security department through its partnership with G4S.

This marks a significant milestone in the company's ongoing mission to 'Transform the Workplace' by actively fostering a culture where everyone feels valued, respected, and empowered.

With this onboarding initiative, FACOR reinforces its commitment to diversity and inclusion and leads by example within the metal and mining sector, traditionally seen as less diverse.

Including LGBTQIA+ professionals enriches the workplace with a wealth of perspectives, experiences, and talents, helping build stronger teams and a more resilient organization.

This move is more than a hiring decision—it's a step toward cultural transformation. FACOR believes that true innovation and sustainable growth stem from workplaces that break down societal barriers and celebrate human potential in all its forms.

As industries evolve, so must the people practices that shape them. FACOR remains committed to driving systemic change that ensures every individual, regardless of gender identity or background, has a place to thrive.

Project:

Transforming the Workplace with an Inclusive and Dynamic Workplace

Aim: 8

Promote gender parity, diversity and inclusivity

SDG Alignment:

SDG- 5 & 10



3 TRANSGENDER TALENT HIRING

Testimony Highlight



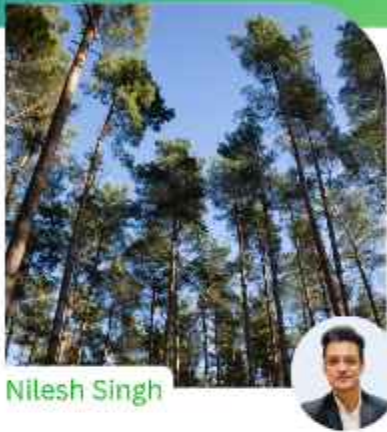
Anshika Singh
Security Team

As a Security Supervisor at Vedanta FACOR, my experience spans visitor and key management systems, security gate operations, and visitor relations, ensuring smooth and secure access control within the facility. Through my performance and commitment as a Civil Guard, I earned a promotion to Security Supervisor, where I am strengthening security operations and optimizing team efficiency. I am eager to contribute to the company's vision while advancing my professional aspirations. With a strong foundation in security management and a drive for excellence.

EMPLOYEE CONTRIBUTION SPOTLIGHT

ESG stories from the people of FACOR

Sustainable is Attainable!



Nilesh Singh

Environment is a small word, yet it covers everything around us. Everything we see, touch, and feel comes under the environment. Even though everything is environment, we are not able to conserve or use resources efficiently. Considering the current scenario of the world, there is not even enough for everyone's needs, let alone greed!

What's next? Sustainable Development! with the dialogue "to meet the needs of the present without compromising the ability of future generations to meet their own needs."

It seems like a simple solution but is it that simple?

Sustainable development is a structure that requires a balance between its 3 core pillars; Environment, Social, and Economic. The balance of the pillars cannot be done in silos, it requires a collaboration of all three.

The Parley between the core pillars- Environment conservation has been at the forefront of many of the policies and acts like the Forest Conservation Act (1980). This act provides a full-fledged focus on the Environment, but still, there are bottlenecks, and the major ones are social injustice. Most of the Indigenous communities that still thrive are present in the reserved forest areas, as they very well know how to conserve the resources.

As these areas are marked as reserved forests, in many of these places the rights of the communities are reserved. This creates social injustice, which imbalances the sustainability of the system.

If the Environmental and Social angles are to be considered hand in hand, then the 3rd wheel which is Economic becomes the shortcoming.

Here comes our saviour, Sustainable Mining!

A mining company that understands its duty and has an eco-centric approach works while balancing the 3 core pillars, the company works with an environment-friendly approach and tries to give more than what it extracts in the form of being water-positive, carbon-positive, working on the soil health for the environment front.

For social justice, they provide employment opportunities to the communities along with facilities like health, education, and other necessities to enhance their standard of living.

The cherry on top is the economic front, as an organization advances with sustainable mining practices, that is front wheel is environment and the rear wheel is social, the financial stability of the organization boots automatically as the organization thrives and survives for a longer period making it more profitable on a longer run.

EMPLOYEE CONTRIBUTION SPOTLIGHT

ESG stories from the people of FACOR

Turning Waste into Growth



Devraj Tiwari

At FACOR, me and my team recently took a significant step toward sustainability by initiating a composting program within our office premises.

Recognizing the amount of food scraps and fallen leaves that went to waste daily, we decided to establish a compost pit in our backyard.

What started as a simple idea among a few environmentally conscious employees, blossomed into a green corner of pride and purpose.

With food scraps from lunchboxes and fallen leaves from the garden piling up every day, we saw not waste, but opportunity.

Instead of letting this organic matter head to landfills, we decided to do something sustainable, simple, and impactful with it.

Studying the basics of composting, and building the pits was followed by a transformation. Not just of kitchen leftovers into nutrient-rich compost, but of mindsets across the office.

The once-dismissed “waste” is now part of a circular system that gives back to the soil, and in turn, to the lush greenery blooming around the workspace.

I hope the initiative can grow roots beyond the pit with teams starting more conversations about sustainability during coffee breaks, bringing in cuttings from home to plant, volunteering to monitor the compost, track its progress, and share tips on improving the process. What was once a backyard project has now become a symbol of shared purpose.

This compost pit might seem like a small initiative in the larger sustainability landscape, but its impact is undeniable.

It diverts waste from landfills, reduces the office’s carbon footprint, and replaces chemical fertilizers with a 100% natural alternative.

More importantly, it shows that sustainability doesn’t always have to come from a big strategy.

Sometimes, it starts in the backyard—with a shovel, some scraps, and a shared belief in doing better for the planet.

At FACOR, that belief is alive and growing—just like the garden it now feeds.

EMPLOYEE CONTRIBUTION SPOTLIGHT

ESG stories from the people of FACOR

Reviving Nature: Eco-Restoration



Avik Biswas

The concept of an "ecosystem" was first introduced in 1935 by British ecologist Arthur Tansley, who described it as a functional unit made up of living organisms (biotic factors) and their physical surroundings (abiotic factors) interacting dynamically.

Ecosystems form the foundation of life on Earth, delivering essential services such as food, fodder, fuel, soil formation, water regulation, and air purification.

However, this balance is increasingly under threat. Growing anthropogenic pressures and natural disturbances are making ecosystems more fragile and fragmented than ever before.

Recognizing the urgent need for action, the United Nations has declared 2021–2030 as the Decade on Ecosystem Restoration. This global movement emphasizes reviving degraded landscapes and reestablishing the vital ecological services they provide.

Global Momentum: CBD COP 16 and Restoration Day

The upcoming 16th Conference of the Parties (COP 16) to the Convention on Biological Diversity (CBD), will amplify a powerful message: Without large-scale ecosystem restoration, we cannot hope to mitigate climate change, protect biodiversity, or secure the services ecosystems provide to humanity.

The Mining-Ecosystem Dilemma Mining, while indispensable to economic growth, is one of the industries most closely linked to ecosystem degradation.

From exploration to excavation, road construction, material transport, ore processing, and waste discharge—mining disrupts natural landscapes, generates emissions, and impacts both terrestrial and aquatic ecosystems.

To address this, the idea of sustainable mining has taken shape. Since its formation in 2001, the International Council on Mining and Metals (ICMM) has led the global conversation around responsible mining practices.

Its principles encourage the industry to reduce its environmental footprint while contributing positively to community development and biodiversity protection.

Mitigation Measures- A Path Toward Responsible Mining:

Mining companies can adopt a range of strategies to minimize their ecological impact, guided by the "mitigation hierarchy":

- **Avoid:** Refrain from mining in highly sensitive ecological zones or World Heritage Sites. Explore alternate project designs or locations.
- **Minimize:** Limit the scale of environmental damage—for example, building wildlife overpasses to preserve animal migration paths.

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EMPLOYEE CONTRIBUTION SPOTLIGHT

ESG stories from the people of FACOR

- **Rectify:** Restore landscapes affected by mining through reforestation, habitat reconstruction, and land rehabilitation.
- **Compensate:** Offset environmental damage by creating or enhancing alternative habitats—a practice known as biodiversity offsetting.

India's Responsibility and Opportunity:

As a rapidly developing nation, India's mineral resources are essential to its growth trajectory. Yet, this must not come at the cost of its rich biodiversity and ecological heritage. By embracing sustainable mining practices, India can strike a balance—ensuring the responsible use of resources while mitigating environmental impacts.

Moreover, restoration initiatives offer more than just ecological benefits. Reviving degraded lands opens doors to alternative livelihoods, especially for indigenous and local communities, while also contributing to climate resilience and biodiversity enhancement.

The ESG Imperative:

In today's investment landscape, Environmental, Social, and Governance (ESG) considerations have become central to how companies are evaluated.

Frameworks like the Business Responsibility & Sustainability Reporting (BRSR) and the Global Reporting Initiative (GRI) now push businesses to transparently report on their environmental performance.

Investors increasingly favor companies that integrate biodiversity conservation and climate action into their core operations.

In conclusion, the path forward is clear: we must protect what we can, restore what we've lost, and ensure that economic development is no longer at odds with environmental preservation.

By embedding ecosystem restoration and sustainable mining into policy, practice, and reporting, we can work toward a future where progress doesn't come at the planet's expense.

ESG AWARDS AND ACCOLADES



FAME National Award
Excellence in Best CSR Practices



India CSR Award
Excellence in CSR and ESG Leadership



Grow Care India
CSR Excellence Award



Odisha Best Employer Awards
Excellence in HR through Technology



CEO of the Year - Asia's Best Employer Brand Awards 2024



CEO of the year
by Confex & Awards 2024



Best CEO Corporate Management Innovative Leadership Excellence Award



Odisha Best Employer Awards
Excellence in HR Strategy



CHRO of the year
by Confex & Awards 2024



Top- 50 Company with Great Managers Award
by The Great Managers Awards 2024



FAME AWARD:
Environment management in the Diamond category



International Safety Award
British Safety Council
Distinction Category | Power Plant



Leading Practices in Technology Deployment in HR
People First HR Excellence Award 2024



Top- 50 Company with Great Managers Award
by The Great Managers Awards 2024



Leading Practices in Employee Engagement
People First HR Excellence Award 2024



Confederation Of Indian Industries (CII)
SHE Excellence Award for Power Plant



HRAI - Employee Engagement & Experience

