FACOR'S YEARLY ESG MAGAZINE

FY 2025-2026

IMPROVING LIVES

4,00,000 + Lives touched

SUSTAINABLE IMPACT

63,000 + Saplings nurtured

ECO-FORWARD VISION

cutting emissions, not corners



FROM ALLOY TO STRENGTH

FORGING A BETTER TOMORROW

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Transforming Communities



Transforming the Planet



Transforming the Workplace

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ESG VISION:

BUILDING A RESPONSIBLE AND RESILIENT FUTURE

At FACOR, sustainability is embedded in every aspect of our business. Guided by our philosophy of "***Zero Harm, Zero Waste, Zero Discharge***," we integrate environmental, social, and governance principles into decision-making and operations to create lasting value for all stakeholders. Our ESG strategy is built on three interconnected pillars: Communities, Planet, and Workplace, which shape our approach to responsible growth and sustainable development.

Transforming Communities

At FACOR, we are committed to creating long-term value for our communities by operating with transparency, accountability, and integrity. Through meaningful stakeholder engagement and inclusive development initiatives, we strive to strengthen our 'social license to operate' while contributing to sustainable socio-economic progress.

Transforming the Planet

Environmental stewardship remains central to our sustainability journey. We are focused on reducing our environmental footprint through decarbonization, responsible water management, resource efficiency, and the adoption of innovative technologies that support sustainable operations and long-term ecological resilience.

Transforming the Workplace

We are committed to building a safe, inclusive, and future-ready workplace. By fostering innovation, enhancing employee experiences, and prioritizing health, safety, and well-being, we empower our people to grow, collaborate, and contribute to shared success.



FACOR AT A GLANCE

Ferro Alloys Corporation Limited (FACOR) was founded in 1983 at Bhadrak by the late honorable President of India, Shri Giani Zail Singh.

Since becoming part of Vedanta in 2020, FACOR has strengthened its position as an integrated value chain player with mining and manufacturing operations anchored in the mineral-rich Sukinda Valley, home to India's largest chromite reserves.

With an annual Ferro Chrome production capacity of 145 KTPA which is aided by captive chromite mining operations with 390 KTPA of Chromite Ore and a 100 MW captive power plant, FACOR plays a vital role in supplying quality Ferro Chrome to domestic and global markets.

Our Vision is to expand the production of High Carbon Ferro Chrome to 456.8 KTPA along with Infrastructure development at Randia, Odisha.

Our commitment to operational excellence is driven by a focus on innovation, resource efficiency, responsible mining, and continuous process improvement.





FERRO CHROME

Ownership: Ferro Alloys Corporation Ltd. (FACOR)

Lives Impacted:
4,00,000+ Lives

Diversity at FACOR:
27% Women in Leadership Roles

Green Footprint:
63,000+ saplings planted & nurtured

Application Areas:

- Stainless Steel
- Transportation
- Construction
- Manufacturing
- Packaging
- Energy production
- Transmission
- Automotive

FROM THE CEO'S DESK



At FACOR, we believe sustainable growth and responsible business go hand in hand. As a leading ferrochrome producer, we recognize that long-term success depends on the value we create for our communities, environment, and people. During FY 2025-26, FACOR's ESG efforts continued to create meaningful impact across communities, the environment, and our workplace.

Our community development initiatives positively impacted more than **4,00,000 lives** through focused interventions in healthcare, education, water and sanitation, menstrual hygiene management, and infrastructure development. By strengthening access to essential services and opportunities, we remain committed to contributing to Vedanta's larger purpose of transforming lives and building stronger, more resilient communities.

Environmental stewardship remains at the heart of our sustainability journey. During the year, our initiatives helped achieve a **20% reduction in groundwater abstraction**, supporting responsible water management and resource conservation.

We further strengthened biodiversity by planting **63,000 trees** across our plant and mining locations, while energy efficiency and renewable energy initiatives contributed to the abatement of **42.17 tonnes of CO_2 emissions.**

Together, these efforts demonstrate our commitment to creating long-term environmental value and advancing Vedanta's ambitions of Net Water Positivity by 2030 and Net Carbon Neutrality by 2050 or sooner.

Equally important is our commitment to fostering an inclusive and future-ready workplace. We are proud to have achieved **27% women representation in leadership roles**, reflecting our belief that diverse perspectives drive innovation, strengthen decision-making, and accelerate sustainable growth. Alongside creating opportunities for under-represented groups and strengthening employee engagement, we continue to build a workplace where every individual can thrive and contribute meaningfully.

ESG is increasingly embedded in how FACOR thinks, operates, and creates a lasting value for all stakeholders, ensuring that every action we take today contributes to a more sustainable tomorrow.

As we look ahead, our vision remains clear: to position FACOR among the most responsible and sustainable businesses in the ferrochrome industry where operational excellence goes hand in hand with environmental stewardship, community development, and inclusive growth.

Best regards,
Manoj Kumar Keshari
CEO & Whole Time Director
FACOR, Vedanta Ltd.

OUR ESG LEADERSHIP



Mr Kamod Singh
CCO FACOR

At FACOR, we believe that the future of operational excellence lies in sustainable and responsible growth. Throughout FY 2025-26, we focused on improving efficiency, optimizing resource utilization, and embedding sustainability into our operational practices. From reducing water consumption through innovative recirculation projects to supporting renewable energy adoption and ecological restoration, our efforts demonstrate that environmental responsibility and business performance can advance together. As we look ahead, we remain committed to building operations that are safer, smarter, and more sustainable, while contributing meaningfully to FACOR's long-term ESG ambitions and Vedanta's vision for responsible growth.

Our Employee remains the driving force behind FACOR's growth and transformation. During the year, we continued to strengthen employee well-being through enhanced healthcare access, specialist medical consultations, and focused wellness initiatives. We also made significant progress in diversity and inclusion in our workforce, we have achieved more than 50% diversity in fresher hiring, and we have increasing representation across leadership levels. Our supporting work culture and availability of ample opportunity for growth in career, reflects our commitment in creating a workplace where every individual feels valued, respected, and empowered to succeed. We believe and create diverse and inclusive culture that drives innovation, collaboration, and sustainable growth.



Mr Suniti Kumar Dhal
CHRO FACOR



Mr Ranjan Nayak
Deputy HSE Head, FACOR

Environmental stewardship and workplace safety remain fundamental to our operating philosophy at FACOR. During FY 2025-26, we accelerated our efforts in water conservation, renewable energy adoption, biodiversity enhancement, and sustainable resource management. Key initiatives including water recirculation systems, solar lighting infrastructure, afforestation drives, and nature-based mine restoration projects have strengthened our environmental performance while supporting Vedanta's long-term sustainability ambitions. Alongside these efforts, we continued to reinforce our culture of safety and well-being, ensuring that responsible operations remain central to every aspect of our business.

Creating meaningful impact in the communities around us remains at the heart of FACOR's social responsibility efforts. During FY 2025-26, our initiatives in healthcare, education, menstrual hygiene management, livelihood development, water and sanitation, and community infrastructure positively impacted more than 400,000 lives. We also strengthened programs focused on women's empowerment, adolescent health, animal welfare, and rural development, helping build stronger and more resilient communities. Through collaborative partnerships and sustained engagement, we remain committed to enabling inclusive growth and creating opportunities that improve quality of life for generations to come



Mr Rasmi Ranjan Bal
Head CSR, FACOR

ESG AT A GLANCE

IMPROVING QUALITY OF LIFE FOR OUR COMMUNITIES, PEOPLE AND PLANET

Transforming Communities

- **Infrastructure Development** — 47,197 Beneficiaries
- **Children's Welfare & Education** — 12,395 impacted
- **Menstrual Hygiene Management** — 7080 Beneficiaries
- **Water, Sanitation & Hygiene** — 21073 Lives impacted
- **Quality Healthcare** — 3,14, 470 Lives Impacted

Transforming Planet

- 63000+ saplings planted across plant & mines
- Inducted 3 EV LMV & 2 EV forklift into our fleet
- 20% reduction in ground water abstraction
- Installation of 14 KW solar panels at mines
- 97% Increase in High Volume Low Toxicity Waste Waste Utilization

Transforming Workplace

- Specialist doctor visits at OHCs
- 4 transgenders & 1 specially-abled personnel in workforce
- CRM implementation
- Achieved 10% women diversity
- 27% diversity in leadership roles



PILLAR 1: TRANSFORMING COMMUNITIES

4,00,000 + Beneficiaries

AIM 1

Responsible business decisions based around community welfare

AIM 2

Empowering over 2.5 million individuals with enhanced skillset

AIM 3

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

Transforming lives remains at the heart of FACOR's commitment to sustainable development. Beyond our business operations, we strive to create opportunities, strengthen communities, and improve quality of life through targeted interventions in health, education, livelihoods, women empowerment, and rural development. This is strongly aligned with Vedanta's larger purpose of nation-building and social progress. FACOR's initiatives are designed to maximize impact as we combine compassion, partnership and accountability.

PROJECTS

AIM 2 - Empowering over 2.5 million individuals with enhanced skillset

Empowering Women Through Sustainable Livelihoods: FACOR Sathi Pragati

Women are the backbone of every community, FACOR recognizes the importance of women's empowerment through sustainable livelihoods. Kala Kendra is one such inititaive that trained 30 women in bamboo handicrafts and macrame. FACOR also organized SHG Sammelan in a bid to bring together 13 Self-Help Groups to showcase their craft and create oppurtunities for market exposure and growth. 200 Women have benefitted as FACOR continues to provide operational and maintenance support to 20 micro-enterprises across mining and plant locations.





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

FACOR Sathi Nirmal Paribesha (WASH): Clean Water, Sanitation, and Hygiene in Rural Areas



FACOR's Sathi Nirmal Paribesha (WASH) continues to improve access to safe water and hygiene facilities across FACOR's CSR operational areas, FACOR provided water tanker services in mining areas to ensure reliable access to clean and potable water collection. In support of the Government's Open Defecation Free mission FACOR constructed a community toilet for residents near mining locations benefiting 50 community members.

PROJECTS

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

FACOR Sathi Shiksha Amrut Pariyojna

FACOR's education initiatives are focused on empowering underprivileged youth through quality learning and holistic development. During the year 2025-26, 298 students benefited from two FACOR-managed schools and remedial coaching centres offering free Science and Mathematics education. To enhance digital learning, 10 computers were provided, equipping students with essential technological skills. Beyond academics, FACOR organized winter camps and annual sports events featuring 21 competitions across 15 disciplines, fostering teamwork, confidence, and leadership. Together, these efforts help build a strong foundation for students to pursue their aspirations.





FACOR Sathi Arogya: Advancing Rural Health and Well-being





FACOR is focused on improving healthcare access in rural communities through preventive and curative interventions in alignment with UN Sustainable Development Goal 3 (Good Health & Well-being). A key aspect of this health program FACOR provided 1,200 nutritional kits to 300 TB patients under TB Mukt Bharat Campaign, implemented in partnership with the Government of Odisha under the Nikshay Mitra initiative, between December 2025 and March 2026. These kits were extended to the patients for their speedy recovery. Making health care accessible is a crucial objective of FACOR hence through its Occupational Healthcare Centres (OHCs) at plant and mining locations it extends healthcare services to nearby villages free of cost.

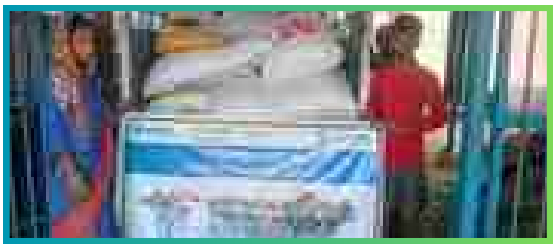
PROJECTS

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

Sathi Pashu Kalyan: Where Compassion Meets Care

Through FACOR Sathi Pashu Kalyan, FACOR continued to support animal health and welfare in surrounding communities through targeted veterinary care and nutrition initiatives. During FY 2025-26, a dedicated Animal Health Camp conducted in Bhadrak provided vaccinations, deworming, and medical check-ups to 438 animals, helping improve animal health and prevent the spread of diseases. In addition, FACOR extended fodder support to more than 310 animals throughout the year, ensuring access to adequate nutrition and promoting their overall well-being and productivity. Collectively, these interventions benefited over 748 animals, reinforcing FACOR's commitment to sustainable livestock management, animal welfare, and rural community development.









FACOR’s Sathi Gaon Kalyan: Strengthing Communities through infrastructure

FACOR’s Sathi Gaon Kalyan aimed at strengthening rural infrastructure to support improved quality of life across FACOR’s CSR operational areas. During the year FACOR undertook the repair and maintenance of solar streetlights, enhancing safety, visibility along with access to renewable energy for the local communities. To support women’s learning and education 16 sanitary vending machines and 12 incinerators were installed in schools across mining areas, this tackles with the stigma of mensturation which often deters adolescent girls to pursue education. All sanitation facilities were repaired at Katpal School to ensure dignity and safety of students. These infrastructural interventions have improved hygine, health and safety outcomes in the community.

Case Study

PROJECT LAADLI

Fighting Taboos For A Brighter Future



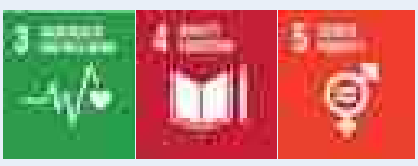




3,500 BENIFICIARIES

Aim: 3
Uplifting over 100 million women, children through education, nutrition, healthcare, and welfare

SDG Alignment:
SDG- 3,4 & 5



The Challenge: For many adolescent girls in rural communities, menstruation remains surrounded by stigma, misinformation, and limited access to hygiene resources. Social taboos often prevent open conversations, resulting in poor menstrual hygiene practices, low confidence, school absenteeism, and adverse health outcomes. The challenge extends beyond girls themselves, as misconceptions around menstruation persist within families and communities, making it difficult to create an enabling environment for change.

The Initiative: Recognizing this need, FACOR launched Project Laadli, a comprehensive menstrual health and hygiene management (MHM) initiative aimed at improving awareness, enhancing access to hygiene products, and fostering a supportive ecosystem for adolescent girls. A key pillar of the initiative was the formation of 25 Kishori Clubs, engaging 250 adolescent girls and providing safe spaces for discussions on health, education, and menstrual hygiene.

To address immediate hygiene needs, 1,092 Menstrual Hygiene Management (MHM) Kits were distributed to adolescent girls. The kits included sanitary napkins and essential hygiene products, helping girls manage menstruation safely and with dignity.

The Impact:

- 25 Kishori Clubs established
- 250 adolescent girls engaged through club activities
- 1,092 MHM Kits distributed
- 2,027 adolescent girls reached through awareness sessions
- 6 MHM campaigns conducted
- 1,320 beneficiaries reached through "Men Breaking Stigma"
- 5 community wall paintings created
- 3,500+ beneficiaries reached overall



PILLAR 2: TRANSFORMING THE PLANET

4100 Kgs CO_2e emissions reduced

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, environmental stewardship is integral to our operations. Through initiatives in water conservation, energy efficiency, emissions reduction, waste management, biodiversity, and renewable energy, we are advancing sustainable growth. Aligned with Vedanta's Net Zero Carbon 2050 and Net Water Positivity 2030 goals, we continue to drive innovative solutions that create lasting value for the planet and future generations.

PROJECTS

AIM 4 - Net Carbon Neutrality by 2050

Illuminating with Purpose: Solar Lighting Installation at Mines

As part of its commitment to sustainable operations, FACOR installed 40 solar streetlights across its mining locations during FY 2025-26. The initiative was undertaken to enhance safety and visibility while promoting the adoption of clean and renewable energy solutions. By reducing dependency on conventional electricity sources, the project contributed to broader sustainability objectives and demonstrated how sustainable infrastructure can deliver both environmental and operational benefits. During the year, 4.1 tonnes of CO_2 equivalent emissions were avoided, creating safer mining operations while reducing carbon emissions and supporting a more sustainable future. This reflects FACOR's ongoing efforts to minimize its environmental footprint and advance its climate action goals.





Biochar: Advancing Green Metallurgy Through Innovation

As part of its commitment to decarbonization and sustainable manufacturing, FACOR successfully conducted a pilot trial using Biochar as a low-carbon alternative to conventional Coke in ferrochrome production. The trial demonstrated the potential to reduce CO_2 emissions by nearly 5% of total ferrochrome production emissions, supporting FACOR's journey towards Net Zero Carbon by 2050. Produced through the pyrolysis of biomass such as bamboo, Biochar is a carbon-neutral material that offers lower ash generation and carbon sequestration benefits. Backed by a Life Cycle Assessment (LCA) study, the initiative highlights the potential of integrating cleaner, renewable raw materials into metallurgical processes.

PROJECTS

AIM 5 - Achieving net water positivity by 2030

Advancing Water Positivity Through In-House Recirculation Innovation

As part of its commitment to sustainable water management, FACOR implemented an in-house Metal Cooling Water Recirculation Project for the 33 MVA Furnace to optimize water use during the hot metal cooling process. The system captures wash water from the cooling zone in a dedicated collection pit and redirects it for reuse in the metal recovery plant, enabling efficient recirculation within the process. This initiative is expected to reduce fresh water make-up consumption by approximately 34,000 m³ annually, significantly improving water-use efficiency while supporting FACOR's Zero Liquid Discharge aspirations and long-term sustainability goals through responsible resource conservation.





Improving Water Efficiency Through In-House De-Watering Innovation

To strengthen water conservation in mining operations, FACOR installed an in-house De-Watering Unit at the COB Plant in Ostapal Mines, where chromite ore is concentrated to enhance its grade and quality. Given the water-intensive nature of the beneficiation process, which requires approximately 150 m³ of water per hour, the de-watering system was designed to separate excess water from the final ore product and reduce its moisture content. This initiative enables the recovery and reuse of approximately 15 m³ of water per hour, improving process efficiency, reducing freshwater demand, and reinforcing FACOR's commitment to sustainable resource management and environmental stewardship.

PROJECTS

AIM 6- Innovations for greener business model

Cultivating Sustainability from the Ground Up

FACOR strengthened its commitment to sustainability through nature-based initiatives that delivered measurable environmental benefits. The company's organic vegetable garden, developed using natural inputs such as vermicompost, neem cake, and cow dung manure, produced a bumper harvest of fresh winter vegetables while promoting chemical-free farming and soil health. Further enhancing its green footprint, FACOR established an in-house nursery with a production capacity of nearly 300 saplings per month, ensuring a steady supply of planting material for plantation drives across its plant, mines, and residential colony. Together, these initiatives support biodiversity conservation, strengthen ecological resilience, and contribute to a greener and more sustainable future.





From Plantation to Participation: Building a Greener Future





FACOR continued to advance biodiversity conservation and ecosystem restoration through large-scale afforestation initiatives, planting over 13,215 native saplings across its plant and mining locations during the year. Extending the impact beyond its operational boundaries, the company distributed 1,122 saplings to nearby communities and schools and further contributed 100 native saplings to the Divisional Forest Officer, Chandaka Forest Division, Bhubaneswar, to support regional afforestation efforts. Cultivated from indigenous species suited to local climatic conditions, these plantations enhance green cover, strengthen ecological resilience, and create habitats for birds, insects, and other wildlife.

PROJECTS

AIM 6- Innovations for greener business model

Cleaner Air Through Smart Dust Control

To strengthen environmental performance and improve workplace air quality, FACOR commissioned automated dry fog dust suppression systems at both the 33 MVA and 45 MVA Ground Hoppers. The sensor-based system operates automatically during raw material unloading, requiring minimal human intervention and ensuring effective dust control at the source. By generating a fine fog through strategically placed sprinklers connected to a pressurized air and water network, the system captures suspended dust particles and prevents their dispersion into the surrounding environment. This initiative has significantly reduced dust emissions during material handling, contributing to cleaner ambient air, a healthier workplace for employees and business partners, and enhanced environmental stewardship across operations.



FACOR Panchi Bihar: Conserving Biodiversity One Habitat at a Time

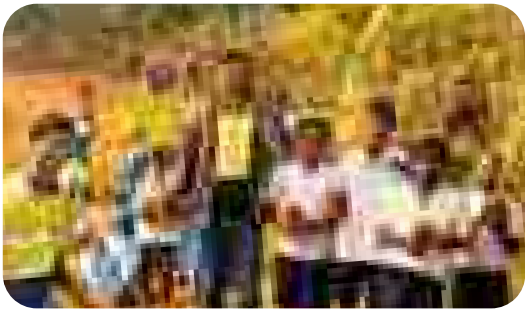


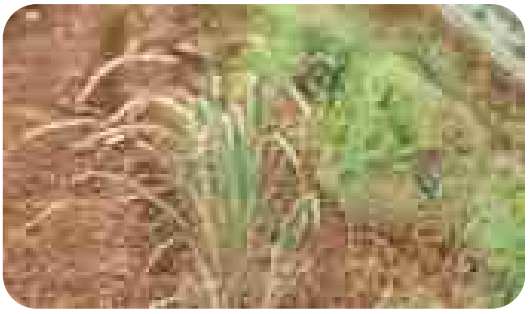
FACOR continued to advance biodiversity conservation through FACOR Panchi Bihar, a dedicated bird park established within its premises to protect and enhance local avifaunal diversity. An extensive survey of the park recorded nearly 30 bird species, underscoring its ecological significance and role as a thriving habitat for wildlife. To further strengthen the ecosystem, bird feeders and nest boxes were strategically installed to support nesting, feeding, and breeding activities.

Case Study

PROJECT PHYTOREMEDIATION

Innovating for Ecological Restoration







The Challenge: Chromite mining can leave behind overburden dump areas containing elevated levels of chromium, particularly Hexavalent Chromium (Cr^{6+}), which can affect soil quality, limit vegetation growth, and hinder ecological restoration. To address this challenge, FACOR launched a phytoremediation initiative at its Ostapal and Kalarangiatta Chromite Mines.

The Initiative: The project was implemented in phases in collaboration with CSIR-IHMT, Bhubaneswar. Building on the success of 2023 pilot project 2025 saw the expansion at Kalarangiatta Chromite Mine, where 1,500 lemongrass and 1,500 vetiver slips were planted over an additional half acre.

In total, the initiative covered 1 acre of mine dump area with 6,000 grass slips, utilizing the natural ability of lemongrass and vetiver to absorb, stabilize, and reduce chromium concentrations in the soil. Periodic soil monitoring, chromium analysis, and eco-restoration measures were integrated into the project to track progress and enhance effectiveness.

The Impact:

- 42.4% reduction in total chromium concentration, from 14,228 ppm to 8,195 ppm within 1.5 years.
- 61% reduction in Hexavalent Chromium (Cr^{6+}), from 932 ppm to 366 ppm.
- 6,000 grass slips planted, including 4,500 lemongrass and 1,500 vetiver, across 1 acre of overburden dump area.
- 2 chromite mine sites restored through phased implementation at Ostapal and Kalarangiatta.
- Improved vegetation cover and soil quality, supporting long-term ecological restoration.
- Enhanced mine dump stability and reduced risk of soil erosion through root-based soil binding.
- Demonstrated a cost-effective, nature-based remediation solution for chromium-contaminated mining areas.

61% Reduction in Hexavalent Chromite (Cr^{6+})

Aim: 6
Innovations for greener business model

SDG Alignment:
SDG- 15





PILLAR 3: TRANSFORMING THE WORKFORCE

27% Women in Top Leadership Positions

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

Creating a workplace where people thrive is central to FACOR's vision of sustainable growth. Grounded in safety, well-being, inclusivity, and opportunity, we continue to strengthen employee development and gender diversity. By empowering people, embracing diverse perspectives, and fostering continuous improvement, FACOR is building a resilient, future-ready workplace for all.

PROJECTS

AIM 7- Prioritizing safety and health of all employees

FACOR Health & Wellness: Promoting A Culture of Care and Well-being

FACOR strengthened access to quality healthcare for employees and business partners during FY 2025-26 through strategic partnerships with leading healthcare institutions. The initiative was marked by regular visits from specialist doctors, including cardiologists, endocrinologists, and ENT experts at the Occupational Health Centre (OHC), enabling timely consultations, preventive screenings, and medical interventions. By bringing specialized healthcare services closer to the workforce, FACOR enhanced early diagnosis and treatment while reducing barriers to quality care. This proactive approach supports employee well-being, promotes a healthier and more productive workplace, and reflects FACOR's commitment to fostering a culture of health, safety, and holistic care across its operations.





Driver Care Program : Extending Our Culture of Care Across the Value Chain

FACOR extends its commitment to safeguarding the health, safety and well-being of all individuals associated with FACOR, Truck Drivers are an integral part of this network. Through Diver Care Program FACOR reaches out to all the truck drivers for regular health screening, medical assessments and safety awareness sessions. Every driver undergoes a routine comprehensive health checkup to evaluate their fitness for duty. All drivers also undergo safety training so that they are aligned with Zero Tolerance Policy towards safety. This program helps reduce operational risks, strengthen road safety and foster a culture of care and responsibility. .

PROJECTS

AIM 7- Prioritizing safety and health of all employees

Blood Donation Camp: Giving the Gift of Life

Demonstrating its commitment to employee well-being and community health, FACOR organized a Voluntary Blood Donation Camp on 19 November 2025. The initiative witnessed enthusiastic participation, with 86 employees and stakeholders coming forward to donate blood and support lifesaving healthcare needs. Through this collective effort, FACOR reinforced the spirit of social responsibility and encouraged voluntary blood donation as a simple yet powerful way to make a meaningful difference in society.





Flame-Safe Infrastructure for a Safer Workplace

Reinforcing its commitment to workplace safety, FACOR installed an LPG Manifold System at the Guest House canteen, featuring a centrally located LPG gas bank outside the kitchen for the safe storage and handling of LPG cylinders. A dedicated pipeline network now ensures the safe and uninterrupted supply of gas to kitchen burners, while the gas bank area has been equipped with proper ventilation and protective fencing to enhance safety and prevent unauthorized access. Further strengthening emergency preparedness, gas leak detectors and Manual Call Points (MCPs) have been installed for early leak detection and swift response, creating a safer and more secure cooking environment.

PROJECTS

AIM 7- Prioritizing safety and health of all employees

Smart Lifting, Safer Operations : Remote-Controlled Auto Detachable Hook Block

As part of its commitment to workplace safety and technological innovation, FACOR introduced remote-controlled auto detachable hook blocks for crane operations. The advanced system allows crane operators to remotely release hooks using a handheld controller, eliminating the need for personnel to work beneath suspended loads for manual detachment. By reducing exposure to high-risk lifting activities, the initiative enhances operational safety and reflects FACOR's focus on adopting innovative engineering solutions to create a safer and more reliable workplace.





Strengthening Emergency Preparedness Through Realistic Mock Drills

To strengthen emergency preparedness, FACOR conducted two statutory onsite mock drills on 11 November 2025 in the presence of ADFB, Balasore, and the District Fire Officer, Bhadrak. The exercises simulated a molten metal overflow at the 33 MVA Furnace and a transformer fire at the Power Plant, testing the effectiveness of emergency response systems, firefighting readiness, medical support, and interdepartmental coordination. Observed by government officials and senior leadership, the drills reinforced FACOR's commitment to workplace safety, operational resilience, and continuous improvement.

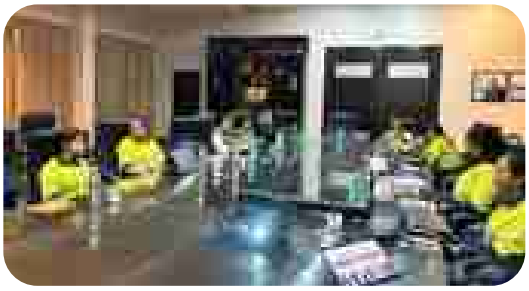
Case Study

WORKPLACE DIVERSITY

Women Driving Growth







The Challenge: Diversity and inclusion are essential drivers of innovation, collaboration, and sustainable business growth. However, industries such as mining and metals have traditionally faced challenges in achieving balanced representation across functions, leadership positions, and technical roles.

The Initiative: FACOR's initiative focused on attracting diverse early-career talent through inclusive recruitment practices. With a target of achieving 50% diversity among fresher hires, the company actively strengthened its hiring approach to ensure equal opportunities for emerging professionals. These efforts resulted in a significant milestone, with 66% diversity achieved among fresh recruits, surpassing the original target and establishing a strong foundation for a more representative workforce.

At the leadership level, FACOR implemented focused lateral hiring efforts to increase representation in senior management. By bringing diverse perspectives into decision-making roles, the company sought to create a leadership culture that better reflects the talent, aspirations, and experiences across the organization.

The Impact:

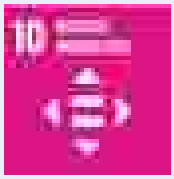
- 66% diversity representation achieved among fresh recruits, exceeding the original target of 50%
- Enhanced gender diversity across entry-level roles, creating a stronger and more representative talent pipeline
- 27% diversity representation achieved within senior leadership and top management positions
- Increased participation of diverse talent across functions, technical roles, and leadership positions
- Strengthened an inclusive workplace culture that encourages equal opportunity, collaboration, and career growth
- Reinforced FACOR's commitment to building a diverse workforce and advancing long-term organizational sustainability

27% Women in Leadership Roles

Aim: 8
Promote gender parity, diversity and inclusivity

SDG Alignment:
SDG- 5 & 10





Case Study





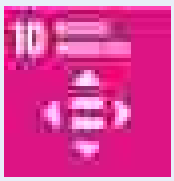


4 Transgender Personel Inducted at Mines

Aim: 8
Promote gender parity, diversity and inclusivity

SDG Alignment:
SDG- 5 & 10





INCLUSION OF ALL GENDERS

Welcoming Transgender Employees

The Challenge: Historically, employment opportunities for transgender individuals and persons with disabilities have remained limited across many industries. Creating equitable access to meaningful livelihoods and fostering a workplace where everyone feels valued, respected, and empowered continues to be an important priority. At FACOR, diversity and inclusion are viewed not only as a social responsibility but also as key drivers of innovation, collaboration, and sustainable growth.

The Initiative: FACOR took meaningful steps toward building a more inclusive workforce. the company onboarded two security personnel from the LGBTQ community, strengthening representation. This initiative reflects FACOR's commitment to creating a culture rooted in acceptance, respect, and equal opportunity.

The Impact:

- 4 transgender security personnel inducted into the workforce through business partners
- Expanded representation of underrepresented communities within the workforce
- Strengthened FACOR's commitment to Diversity, Equity & Inclusion (DE&I) as a core pillar of its ESG strategy
- Fostered a culture of acceptance, belonging, and equal opportunity across the organization
- Established a foundation for further expansion of inclusive hiring and workplace support initiatives in the years ahead

Testimony Highlight



Asmita Goswami
Security Team

As part of the Mines Security team, I am responsible for monitoring surveillance systems, maintaining security records, and supporting the safety and security of our people and operations.What I value most about my journey at FACOR is the trust and encouragement I have received from my colleagues and leaders, their support has helped me build confidence both professionally and personally.

Case Study







2 Specially-abled employees are Part of FACOR Family

Aim: 8
Promote gender parity, diversity and inclusivity

SDG Alignment:
SDG- 10

A WORKPLACE FOR ALL

Testimony Highlight



Niranjan Mohanty
WeighBridge Operator

My journey with FACOR began in 2011, and since then, it has been more than just a job for me. Over the years, I have worked in the Power Plant, the Stores department, and currently at the Weighbridge.

Living in Randia, close to the plant, I walk to work every day. There was a time when I faced difficulty walking, such a long distance and that made my daily routine challenging. However, FACOR understood my situation and shifted me to a unit closer to my home. That support meant a lot to me and my family. Since then, I have been able to continue my work comfortably and with confidence.

I am the sole earning member of my family. Along with supporting my wife and two children, I also take care of my late elder brother's family. The responsibility is significant, but it gives me a strong sense of purpose. Knowing that my family depends on me motivates me to give my best every day.

What makes me happiest is seeing my children study and dream of a bright future. They have big ambitions, and I feel proud that through my work and dedication, I have been able to provide them with opportunities that allow them to dream bigger and aim higher. Looking back, I feel grateful for the support FACOR has given me throughout my journey, helping me build a stable life for myself and my family.

FROM THEIR DESK

From Small Habits to Big Impact



Anurag Birla

For many people, sustainability is linked to large-scale projects and corporate initiatives. For me, however, sustainability begins with individual responsibility and the choices we make every day. I firmly believe that small, consistent actions by each of us can collectively create a meaningful impact on the environment.

Water conservation is a cause that is particularly close to my heart. Whether at home, in the workplace, or in public places, I make it a habit to close taps whenever I find them running unnecessarily. I remain conscious of water usage in my daily routine and encourage family members, friends, and colleagues to do the same.

Another habit I have consciously adopted is reducing waste. Whenever I visit markets, restaurants, or travel, I prefer carrying a reusable water bottle from home, avoiding the need to purchase packaged drinking water. I am also mindful of preventing water wastage and often ensure that partially used water bottles left behind at meetings or public gatherings are utilized appropriately instead of being discarded. I believe every drop of water has value and deserves to be respected.

I am a strong advocate against single-use plastics. To avoid accepting plastic carry bags during unplanned purchases, I always keep reusable cloth bags in my car. This simple practice has significantly reduced my dependence on plastic.

Littering in public places particularly concerns me, and whenever possible, I encourage people around me to dispose of waste responsibly and help keep our surroundings clean.

Energy conservation is another principle I follow diligently. Whether at home, in conference rooms, or at the workplace, I make it a point to switch off lights, fans, air conditioners, and other electrical equipment before leaving a room.

These actions may appear small in isolation, but together they create a culture of responsibility and sustainability. My humble appeal to all colleagues is simple: let us not wait for large programs or policies to make a difference. Let us start with one sustainable habit today, inspire one person tomorrow, and create a ripple effect across our organization and communities. Sustainability is not achieved through a few big actions; it is built through countless small choices made every day. Together, we can contribute to a cleaner, greener, and more sustainable future for generations to come.

FROM THEIR DESK

From Responsibility to Impact: My ESG Journey at FACOR



Rashmi Ranjan Bal

ESG is not only about policies and projects; it is about the positive change we create in the lives of people and the environment around us." When I joined FACOR, I understood that working in CSR & PR was not merely about implementing projects. It was about listening to communities, understanding their concerns and converting their needs into sustainable solutions.

My ESG journey has been closely connected with community engagement, environmental responsibility, safety and stakeholder partnerships. Every field visit has reinforced one belief in me: real ESG begins when we move beyond the office and work directly with people on the ground.

Listening to the Community: One of the most important aspects of my work has been regular interaction with villagers, Panchayati Raj representatives, mine teams, government authorities and other stakeholders. Whether the issue is drinking water, sanitation, education, infrastructure or emergency support, understanding the actual need of the community is the first step towards creating meaningful impact.

During field visits, I have seen how a small intervention can make a significant difference in people's daily lives. Restoring a damaged drinking-water facility, supporting schools, improving village infrastructure or facilitating basic amenities can directly improve the quality of life of a community.

ESG in Times of Crisis: Natural disasters and emergencies remind us that sustainability also means building resilient communities.During the recent flood situation, our team worked closely with district administration and local stakeholders to support affected communities. Relief materials were coordinated, prepared, transported and handed over to the administration for distribution among affected families.

The experience demonstrated the importance of teamwork, quick decision-making and collaboration between industry, government and communities. More importantly, it showed that ESG is not only a long-term commitment—it is also about standing with communities when they need us the most.

Environment and Community: A Shared Responsibility, Environmental sustainability cannot be separated from community well-being. Clean drinking water, sanitation, waste management, solar lighting and awareness initiatives contribute simultaneously to environmental protection and a better quality of life.

FACOR's CSR programmes reflect this integrated approach through initiatives covering WASH, community infrastructure, education, livelihood, disaster relief and environmental sustainability.
I believe our responsibility is to ensure that development and environmental protection move together.

Every project should ask two questions: What impact will this create today? And how sustainable will that impact be tomorrow?
Safety Starts Beyond the Mine Gate. Safety is equally important in the ESG journey. A strong safety culture should extend beyond employees and operations to contractors, communities and stakeholders.

During community visits and mine-area interactions, I have increasingly realised that awareness, communication and responsible behaviour can prevent risks before they become incidents. FACOR's commitment to Zero Harm and safety is an important part of its ESG philosophy.

Partnerships Create Greater Impact: No organisation can create sustainable community development alone.

My experience has shown the importance of working together with the mine team, district administration, Gram Panchayats, NGOs, vendors and community representatives. Such partnerships help ensure that resources reach the right beneficiaries and that projects are implemented efficiently and transparently.
This collaborative approach is also aligned with FACOR's CSR model, which emphasizes community consultation, stakeholder engagement, government partnerships and long-term sustainability.

My ESG Learning: My biggest learning has been simple, ESG is not a department. ESG is a culture.It is present in every responsible decision, every safe action, every environmental initiative and every effort made to improve the lives of communities.

As I continue my journey with FACOR, I aspire to contribute towards initiatives that are measurable, inclusive, environmentally responsible and sustainable in the long term.
For me, the most rewarding part of ESG is not seeing a project completed—it is seeing the change that continues after the project is completed.

Because true sustainability is not about what we do for a community today; it is about creating the capability, confidence and environment for that community to thrive tomorrow.

FROM THEIR DESK

1.5°C: The Deadline We Cannot Afford to Miss



Avik Biswas

In 2015, nearly 200 countries came together in Paris with a common objective which, at that time, appeared extremely ambitious. After years of negotiations, 195 Parties adopted the Paris Agreement and agreed to hold the increase in global average temperature to well below 2°C above pre-industrial levels, while pursuing efforts to limit it to 1.5°C. It was an attempt to define a safer boundary for human civilisation, ecosystems and the global economy.

But the situation has changed considerably since then : The year 2024 became the first calendar year in which global average temperature exceeded 1.5°C above the pre-industrial level, reaching about 1.55–1.60°C depending on the dataset. The average temperature across 2023–2025 was also above 1.5°C for the first time over a three-year period. This does not mean that the Paris Agreement target has already been permanently breached, as the target refers to long-term global warming. But it clearly indicates that the remaining margin is becoming extremely small.

The impacts are no longer distant projections. Europe experienced its warmest year on record in 2024, while several parts of the Balkans and other European regions are increasingly experiencing extreme heat. In India also, the trend is concerning. The country recorded its warmest year on record in 2024, while 2025 remained among the warmest years since nationwide records began. Prolonged heatwave conditions are increasingly being recorded across different parts of the country.

For an industrial economy, this is not only an environmental issue. Heat stress directly affects worker safety, health and productivity, with increasing heat exposure recognised as an occupational safety and health risk. So, when we discuss 1.5°C, we are also discussing the conditions under which people will work, live and produce in the coming decades.

Another indicator tells a similar story. Earth Overshoot Day 2026 fell on 30 July, meaning humanity had already used the amount of ecological resources and services that Earth can regenerate during the entire year. At the current rate, humanity is using nature equivalent to 1.73 Earths. The Earth Overshoot Day therefore represents more than resource consumption. It represents the growing ecological debt that future generations will have to carry.

So, are we moving fast enough? The answer is still no. The hard-to-abate sectors provide a useful example. Iron and steel, cement, chemicals, aviation, shipping and heavy transport cannot be decarbonised simply by switching off fossil fuels. These sectors require clean electricity, hydrogen, carbon capture, material efficiency and circularity. There is progress, with hydrogen-based direct reduced iron, electric arc furnaces, carbon capture and low-carbon fuels moving towards commercial deployment. But the scale remains insufficient.

Steel is particularly important, contributing around 7–8% of global anthropogenic greenhouse gas emissions. The sector is developing lower-carbon production routes, but the current pipeline of near-zero-emission capacity remains far below what would be required for a pathway aligned with net zero. The direction is correct, but the speed is not.

For the mining and metals sector, the challenge is even more complex. Mining is essential for the energy transition because renewable energy, electric vehicles, batteries and electricity grids require large quantities of critical minerals such as copper, lithium, nickel, cobalt and graphite. At the same time, mining operations themselves are exposed to climate risks including water stress, floods, droughts and heat.

The sector has started responding through electrification of mining equipment, renewable power, energy efficiency, water stewardship, biodiversity management, responsible sourcing and increased recycling. Recycling is particularly important because recycled energy-transition minerals can have substantially lower greenhouse gas emissions than primary materials produced through mining, while also reducing pressure for new extraction.

But this raises an important question: is this enough? Current evidence suggests that it is not. The latest assessments indicate that existing national climate pledges would still result in around 2.3–2.5°C of warming this century, while current policies point towards even higher warming. Every fraction of a degree matters because climate risks increase substantially as temperatures rise. The difference between 1.5°C and 2°C therefore represents additional pressure on ecosystems, water resources, biodiversity, human health and economies.

But there is also good news. The ozone layer provides perhaps the strongest example of what coordinated international action can achieve. The Montreal Protocol has resulted in the phase-out of nearly 99% of banned ozone-depleting substances, and the ozone layer is now on a recovery pathway. If current policies continue, global ozone levels are expected to return to 1980 values around 2040 for most of the world and around 2066 over Antarctica. The same agreement also avoided an estimated 135 billion tonnes of CO_2-equivalent emissions between 1990 and 2010.

So, the Paris Agreement is not an unrealistic ambition. The Montreal Protocol has already shown that countries can identify a planetary boundary, agree on a common framework and change the trajectory through collective action. The remaining window for 1.5°C is narrowing, but it is still valuable. Every fraction of a degree avoided means fewer heat-related illnesses, lower pressure on water resources, lower biodiversity loss and reduced economic damage. The objective should therefore not be viewed merely as a number written in an international agreement. It should be viewed as a risk boundary.

The mining and metals sector has a particularly important role to play. It must supply the materials required for the energy transition while simultaneously reducing the carbon, water, biodiversity and social footprint of that supply. Decarbonisation, circularity, renewable energy, resource efficiency, responsible mining and ecosystem restoration therefore need to move together.

Because 1.5°C is not a deadline for the planet. It is a deadline for us to decide how much of the planet we are willing to lose.

FROM THEIR DESK

Beyond Compliance: ESG as the New Engine of Sustainable Growth



Biswabhushan Panigrahi

Environmental, Social, and Governance (ESG) has evolved from a compliance requirement into a key business imperative. Today, investors, regulators, customers, and communities expect organizations to create value not only through financial performance but also through responsible environmental and social practices. As a result, sustainability is increasingly becoming a driver of operational excellence, risk management, and long-term business resilience.

The ESG landscape is also shifting from qualitative reporting to measurable outcomes. According to the IPCC, global greenhouse gas emissions must reduce by approximately 43% by 2030 from 2019 levels to limit global warming to 1.5°C, making data-driven sustainability action more critical than ever. Organizations are therefore focusing on quantifiable indicators such as carbon intensity, energy efficiency, water stewardship, safety performance, and governance effectiveness.

From an environmental perspective, industries are adopting cleaner technologies, renewable energy sources, advanced emission control systems, and water conservation measures to reduce their environmental footprint. Real-time monitoring tools such as Continuous Emission Monitoring Systems (CEMS), ambient air quality monitoring stations, and digital sustainability dashboards are enabling organizations to track performance with greater accuracy and transparency. Initiatives such as afforestation, biodiversity conservation, and resource-efficiency programs further reinforce environmental stewardship while contributing to climate resilience

The social pillar of ESG is equally important. Strong safety culture, employee well-being, skill development, diversity, and meaningful community engagement are now measured through structured performance indicators such as LTIFR, training hours, employee engagement, healthcare outreach, and livelihood enhancement programs. Organizations that prioritize people alongside performance are often better positioned to build trust and sustain growth.

Governance forms the foundation of successful ESG implementation. Robust compliance systems, ethical business practices, transparent disclosures, and effective risk management frameworks strengthen stakeholder confidence and ensure accountability across the organization.

As ESG expectations continue to evolve, the focus must remain on scientific validation, reliable data, and measurable impact. The organizations that successfully integrate sustainability into their business strategy will not only meet stakeholder expectations but also create lasting value for both society and the environment.

Ultimately, ESG success is no longer defined by commitments alone. It is defined by measurable results, transparent reporting, and the ability to transform sustainability ambitions into meaningful impact.

FROM THEIR DESK

Water Stewardship & Water Positivity: Creating Value Beyond Operations



Somnath Pal

Water is the foundation of life, livelihoods, and industrial growth. Yet, increasing water stress, climate variability, and growing demand for freshwater resources have made water management one of the most critical sustainability challenges of our time. For industries, the responsibility extends beyond ensuring operational continuity; it includes safeguarding the shared water resources that support surrounding communities, ecosystems, and future generations.

At FACOR, water stewardship is embedded within our sustainability journey. We recognize that every drop of water saved, reused, and replenished contributes to both environmental resilience and long-term business sustainability. Water stewardship is not merely about reducing consumption; it is about understanding local water risks, improving efficiency, protecting water quality, and working towards a positive water impact.

Over the years, FACOR has undertaken several initiatives to optimize water use across its operations. Through process improvements, water recycling, rainwater harvesting, and continuous monitoring, we have significantly enhanced water-use efficiency. During FY 2025-26, FACOR recycled and reused a substantial portion of its process water, reducing dependence on freshwater sources and minimizing wastewater generation. Water conservation projects implemented across the Ferro Alloys Plant, Chrome Plant, and Mines have further strengthened our commitment towards responsible water management.

A key milestone in this journey is our aspiration towards water positivity. Water positivity goes beyond conservation and aims to replenish more water than is consumed. Through recharge structures, rainwater harvesting systems, mine water utilization, and watershed interventions, FACOR is creating measurable benefits for local water resources. These efforts support groundwater recharge, improve water availability, and contribute to the long-term health of the local watershed.

The significance of water positivity is especially relevant in regions where water resources are under increasing pressure. By investing in water replenishment projects and enhancing operational efficiency, FACOR is helping build resilience against future water challenges while supporting the needs of neighboring communities and ecosystems.

Water stewardship is not a destination but a continuous journey of improvement, innovation, and collaboration. As we move forward, FACOR remains committed to strengthening its water management practices, advancing water-positive initiatives, and contributing to a sustainable and water-secure future.

At FACOR, we believe that responsible water management is not just an environmental obligation; it is a commitment to creating shared value for people, communities, and the planet. Every drop conserved today helps secure a more sustainable tomorrow

FROM THEIR DESK

Beyond the Dining Table



Anuj Kumar

When we think about a canteen, we usually think of food, refreshments, and a place where employees take a break from work. However, behind every meal served is a dedicated team working for long hours in a busy kitchen, managing heat, steam and cooking fumes to ensure food is prepared safely and efficiently.
While reviewing canteen operations, two key concerns were identified.

The first was the use of LPG cylinders inside the kitchen. While LPG is widely used for cooking, storing cylinders within an occupied work area always increases the risk in case of leakage or any emergency situation.

The second concern was the kitchen environment itself. During cooking hours, heat, steam, smoke, and cooking fumes build up inside the kitchen, making the workplace uncomfortable for the staff involved in food preparation.

To address these issues, significant improvements were made. A dedicated LPG Gas Bank was installed outside the canteen building. LPG is now supplied to the kitchen through a fixed pipeline system, eliminating the need to keep cylinders inside the cooking area. Additional safety measures such as gas leak detector, Manual Call Points (MCPs), and restricted-access arrangements have further enhanced the safety of the system.

At the same time, efforts were undertaken by the Admin Team to improve the kitchen environment. A properly designed chimney and exhaust system was installed to continuously remove smoke, steam, hot air, and cooking fumes from the work area, creating a cleaner and more comfortable working environment for kitchen staff.

The significance of these improvements lies not only in the infrastructure that was installed, but in the difference, it has made to the people who use the facility every day. Employees working in the canteen can perform their duties under better conditions, while the risk associated with LPG storage inside the kitchen has been significantly reduced and kitchen is safer, cleaner, and more comfortable for daily operations.

This initiative demonstrates that workplace improvements are not always about large-scale projects. Sometimes, simple changes in frequently used areas can make a meaningful difference to safety, health, and employee wellbeing.

A safer kitchen, cleaner air, and a better working environment may seem like small improvements, but they have a lasting positive impact on the people who work there every day.

True workplace excellence is achieved when safety, health, and employee wellbeing become part of everyday workplace practices.

FROM THEIR DESK

From Risk to Resilience: Redefining Safety in Sustainable Mining and Manufacturing



Sanyam Jain

Sustainability is often discussed in terms of carbon reduction, renewable energy, water conservation and responsible use of natural resources. However, an industry cannot be considered sustainable if its operations harm the people who work within it. For mining and manufacturing industries, safety is therefore not merely a statutory obligation or performance indicator. It is the human foundation of Environmental, Social and Governance or ESG performance.

Mining and manufacturing operations involve complex and high-energy risks. Slope instability, ground failure, heavy vehicle movement, blasting, molten metal, pressurised systems, hazardous gases, electrical energy, rotating machinery and work at height can lead to serious consequences if critical controls fail. Traditional safety systems have often focused on rules, personal protective equipment and incident reduction. While these elements remain important, sustainable safety requires a deeper shift from reacting to incidents to continuously identifying, understanding and controlling the potential for serious and life-altering injuries.

This transformation begins with Critical Risk Management (CRM). Organizations must identify their highest-consequence hazards and clearly define the controls that must always remain effective. For example geotechnical monitoring and exclusion zones are critical in mines, while furnace integrity, moisture control, gas monitoring, interlocks and safe tapping practices are essential in metallurgical operations.

The effectiveness of these controls should be verified at the workplace, not assumed from documents or inspection records. A procedure may exist on paper, but sustainability depends on whether the control is understood, available and working when it is needed most.

The transition towards renewable energy and low-carbon operations also brings emerging risks. Battery energy-storage systems may introduce thermal runaway and fire hazards. Green hydrogen requires advanced leak detection, ventilation and explosion protection. Electrification of mining equipment changes isolation, charging and emergency-response requirements. Therefore, every environmental initiative must undergo a comprehensive safety review. A solution cannot be called “green” if it transfers risk from the environment to employees, contractors or nearby communities.

A sustainable mine or manufacturing plant is not defined only by reduced resource consumption or lower carbon emissions. It is one where environmental responsibility, operational reliability and human well-being are treated as inseparable priorities. The true measure of ESG success lies not only in what an organization produces, but also in how responsibly and safely it protects people throughout the process.

FROM THEIR DESK

Nature and Biodiversity Updates in the Indian Context



Pradyumna Sahoo

India possesses rich biodiversity and diverse ecosystems, ranging from the Himalayas and forests to wetlands, grasslands, deserts, and coastal areas. Recognizing the importance of nature for livelihoods, climate resilience, food security, and sustainable development, the Government of India has strengthened biodiversity conservation through various policies, laws, and restoration initiatives.

Key Updates:

1. **National Biodiversity Targets and Commitments:** India is a signatory to the Convention on Biological Diversity (CBD) and has aligned its conservation efforts with the Kunming-Montreal Global Biodiversity Framework. The country is updating its biodiversity conservation targets to support ecosystem restoration, species protection, and sustainable use of natural resources.

2. **Strengthening Protected Areas:** India has expanded its network of protected areas, including: National Parks, Wildlife Sanctuaries, Conservation Reserves, Community Reserves, Biosphere Reserves. The protected area network now covers significant terrestrial and marine ecosystems, supporting the conservation of endangered species and habitats.

3. **Ecosystem Restoration Initiatives:** Large-scale afforestation and landscape restoration programs are being implemented under:Green India Mission, National Afforestation Programme, CAMPA (Compensatory Afforestation Fund Management and Planning Authority). These initiatives aim to restore degraded forests, improve carbon sequestration, and enhance biodiversity.

4. **Wildlife Conservation:** India continues to achieve notable success in species recovery programs, including:Project Tiger, Project Elephant, Project Snow Leopard, Asiatic Lion Conservation Programme, Conservation measures have strengthened protection for endangered species and improved habitat connectivity.

5. **Wetland and Coastal Ecosystem Protection:** Wetlands are being protected under the Wetlands (Conservation and Management) Rules.Programmes such as Mangrove Conservation and Coastal Regulation Zone (CRZ) provisions support the protection of coastal biodiversity and climate resilience.

6. **Biodiversity Governance:** The Biological Diversity Act, 2002, amended as the Biological Diversity (Amendment) Act, 2023, continues to provide the legal framework for biodiversity conservation and equitable sharing of benefits from biological resources. Biodiversity Management Committees (BMCs) at local levels promote community participation in conservation.

7. **Addressing Emerging Threats:** India has intensified efforts to tackle:Habitat fragmentation, Deforestation. Pollution, Invasive alien species, Climate change impacts, Human-wildlife conflict, Current Challenges,

Despite significant progress, biodiversity in India faces pressure from:Rapid urbanization and infrastructure development, Land-use changes, Pollution of rivers, wetlands, and forests, Climate change-induced ecosystem stress, Declining populations of several species and pollinators.

Conclusion:

India is increasingly shifting from a conservation-only approach to a broader strategy that includes ecosystem restoration, sustainable resource management, climate resilience, and community participation. Through strengthened legal frameworks, protected area expansion, species recovery programmes, and restoration initiatives, India aims to safeguard its biodiversity while supporting sustainable economic development and environmental security.

FROM THEIR DESK

ESG Is No Longer Just About Sustainability. It Is About Financial Performance



Harsh Luharuka

For a long time, ESG was viewed mainly as a reporting or corporate social responsibility requirement, that perception is changing rapidly. Environmental, Social and Governance factors are now influencing operating costs, access to finance, export competitiveness and, ultimately, the valuation of a business.

The financial impact of environmental performance is becoming particularly visible in energy-intensive sectors. High power consumption, carbon emissions, water usage and waste generation are no longer only operational matters. they can translate into higher costs, additional capital expenditure and reduced market access. On the other hand, investments in renewable energy, energy efficiency, waste recovery and cleaner technology can lower the cost of production and protect margins over the long term.

A recent example is the European Union's Carbon Border Adjustment Mechanism, or CBAM. Its definitive regime became applicable from 1 January 2026 and requires eligible importers to purchase certificates linked to the embedded carbon emissions of imported products, It currently covers carbon-intensive sectors such as iron and steel, ferro chrome, aluminum, cement, fertilisers, electricity and hydrogen. This means that emission intensity can now directly affect the landed cost and competitiveness of products supplied to the European market.

Customers are increasingly seeking emission data from their suppliers as they calculate the carbon footprint of their own products, A company with reliable emission data, lower carbon intensity and a clear de-carbonisation plan may therefore receive preference over a supplier that competes only on price.

The role of finance in this transition is significant. Every ESG project should be assessed not merely as a sustainability initiative, but as a business investment. For example, biomass substitution, renewable power, waste heat recovery or process optimisation may require upfront capital, but the return can be measured through savings in fuel and power costs, lower carbon exposure, improved resource efficiency and potential revenue from environmental attributes.

At the same time, not every project labelled "green" automatically creates value. ESG investments should go through the same financial discipline as any other capital allocation decision. The company must examine the expected return, payback period, impact on cash flow and the operational assumptions behind the proposal. This is important because ESG without financial discipline can become expensive compliance, while finance without ESG awareness can underestimate future risks.

Reporting expectations are also changing in India. The Securities and Exchange Board of India has strengthened the Business Responsibility and Sustainability Reporting framework through BRSR Core. The framework focuses on measurable indicators across nine ESG attributes and allows assessment or assurance of reported information.

This places ESG data closer to financial reporting, where accuracy, ownership and supporting evidence are essential.

The financial sector is moving in the same direction, the Reserve Bank of India has highlighted that climate change can affect credit, market and operational risks. Physical events can damage assets and disrupt operations, while transition risks can reduce the value of carbon-intensive assets or increase the cost of complying with new regulations, banks are therefore likely to examine climate exposure and transition, planning more closely while evaluating borrowers.

The social and governance aspects of ESG also have direct financial consequences. Employee safety, workforce stability and community relationships affect productivity and continuity of operations. Similarly, strong governance reduces the risk of penalties, fraud, project delays and reputational damage. These impacts may not always appear separately in the profit and loss account, but they eventually influence costs, cash flows and business resilience.
Going forward, finance teams will need to integrate ESG into budgeting, capital allocation and performance reviews. Carbon emissions, energy consumption, water intensity, safety performance and compliance risks should be monitored alongside traditional financial indicators. The objective is not to create a parallel ESG reporting system, but to connect sustainability performance with operational and financial outcomes.

ESG should therefore not be seen as a choice between responsibility and profitability. When applied with financial discipline, it helps a company reduce risk, improve efficiency, protect market access and build long-term value. The real question for businesses is no longer whether ESG has a financial impact, but whether they are measuring and managing that impact early enough.

FROM THEIR DESK

When Carbon Enters the Cost Sheet



Khushi Jain

Carbon emissions were once discussed mainly in sustainability reports. Today, they are gradually becoming a financial consideration, particularly for energy-intensive industries. What was earlier measured only in tonnes of CO_2 may soon be reflected in production costs, export margins, capital expenditure and even business valuation.

While every industry may not be directly covered today, the direction is clear, customers will increasingly want to understand the carbon footprint of the products they purchase, A product with higher emissions may eventually become less competitive, even if its conventional production cost is lower.

For businesses, this changes the way costs need to be viewed. Power and fuel expenses are already part of the cost sheet, but the emissions arising from their use may also carry a financial impact in the future, companies dependent on carbon-intensive power or older technologies could face pressure through export costs, customer expectations, financing conditions or future regulations.

This is where investment in renewable power and energy efficiency becomes financially relevant, such investments should not be treated only as environmental commitments, reduced power consumption, improved furnace efficiency, waste heat recovery and substitution of fossil fuels can generate measurable savings in the cost of production.

They can also reduce exposure to future carbon-related costs. However, green investment must still be supported by financial discipline, every project should be evaluated based on its capital requirement, expected savings, payback period and impact on cash flow. Carbon exposure can also influence the useful life and value of existing assets, equipment that is economical under current conditions may become less competitive if regulations tighten or customers shift towards lower-carbon suppliers, this creates the risk of assets requiring early modification, replacement or additional environmental investment.

The finance function therefore has an important role to play, carbon intensity should gradually become part of budgeting, scenario planning and investment appraisal, management should understand not only the company's present emissions, but also the possible financial impact under different carbon-price or energy-cost scenarios.

Carbon may not yet appear as a separate line item in every company's profit and loss statement. But it is already beginning to influence costs, investment choices and market competitiveness. Businesses that start measuring and managing this exposure today will be better prepared when carbon formally enters the cost sheet.

THROUGH THEIR LENS



Avik Biswas



Gaurav Sharma



Dipankar Ghosh

THROUGH THEIR LENS



Barik Kumar



Ankita Sinha



Sushil Chettri

THROUGH THEIR LENS



Anurag Birla



Mohit Sahu



Pragya Sancheti

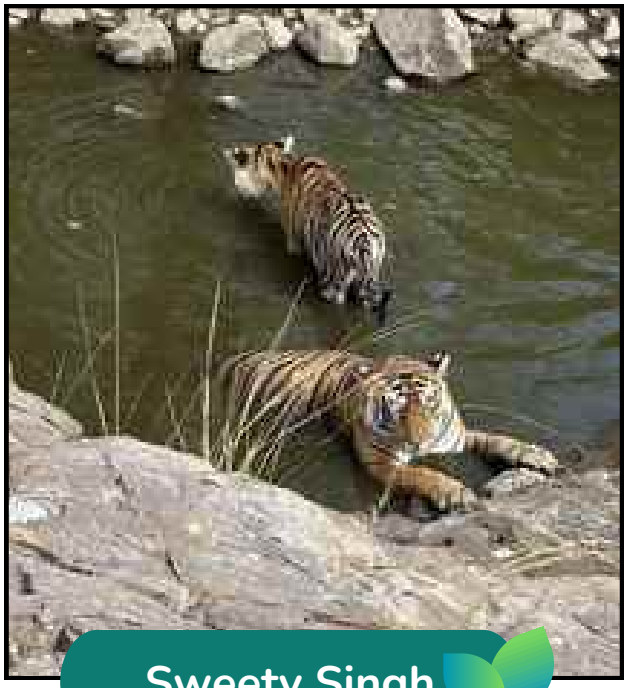
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Akash Mallick



Vaibhav Aditya



Sweety Singh



Sanjeta M.

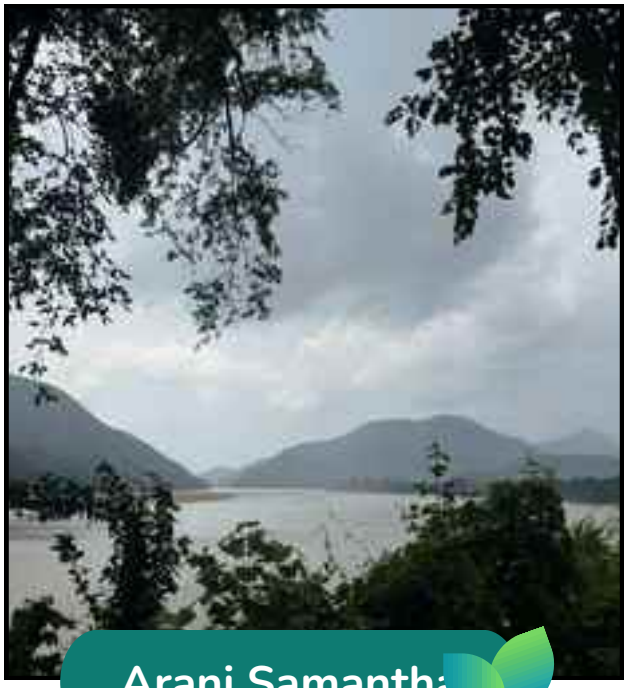
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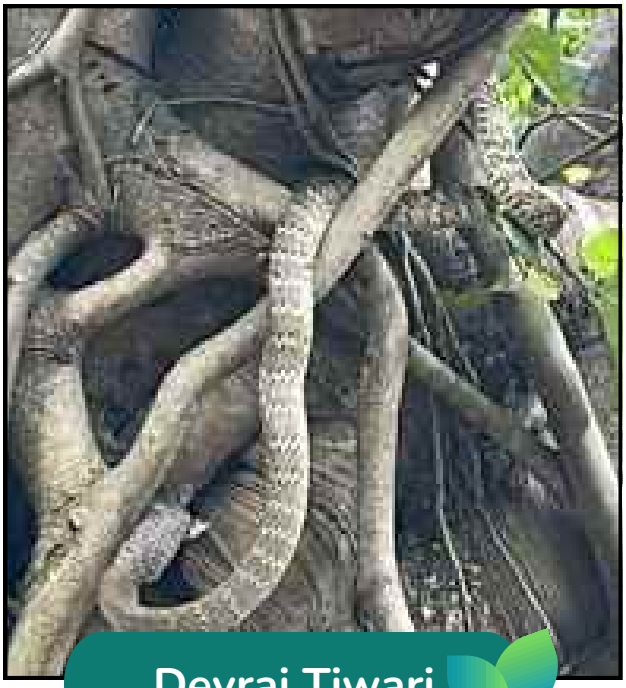
Khushi Jain



Gurdeep Singh

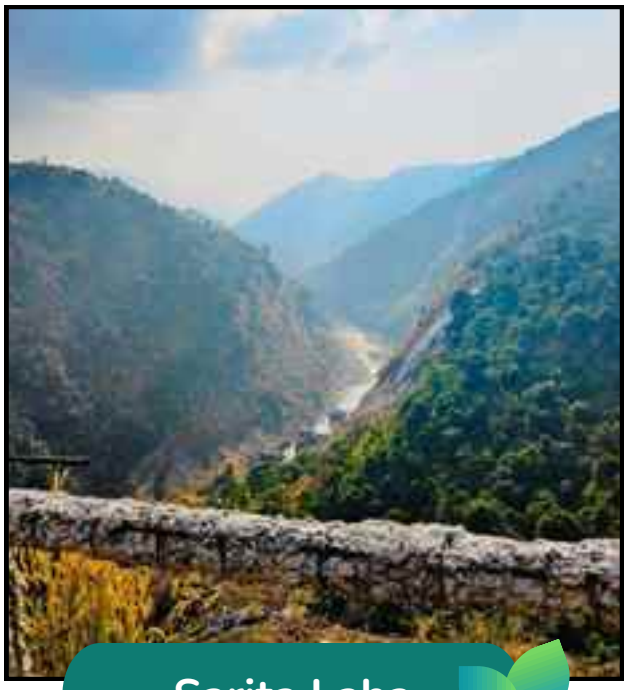


Arani Samantha

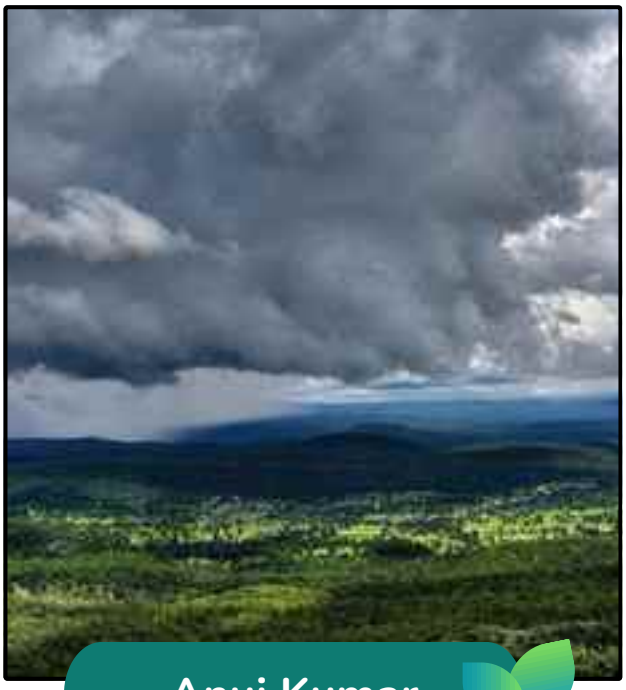


Devraj Tiwari

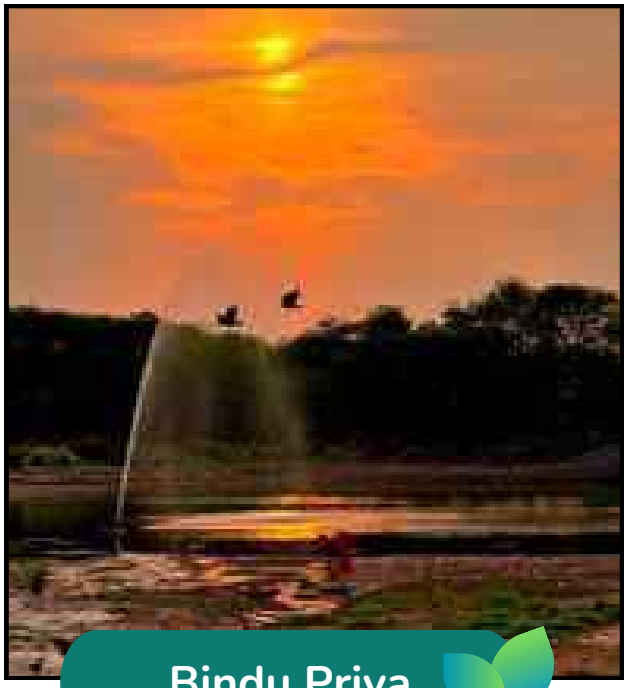
THROUGH THEIR LENS



Sarita Laha



Anuj Kumar



Bindu Priya



Sanjeeb Barik

ESG AWARDS AND ACCOLADES



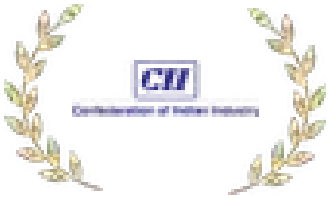
International Safety Award British Safety Council Distinction Category | Power Plant



Kalinga Environment Excellence National Award 2025



CII Safety, Health, and Environment Excellence Award



CII SHE Excellence Award



Kalinga Safety Excellence National Award 2024



Odisha Best Employeer Award



Kalinga Environment Excellence National Award



British Safety Council International Safety Award June 2026



1st position- Ostapal Chromite Mines Overall Performance



Mineral Conservation Bandhu Award



2nd position- Reclamation & Rehabilitation- Ostapal Chromite Mines



Environmental Monitoring Kalaringatta Chromite Mines



3rd edition of Annual Sustainability Symposium and Excellence Award



Odisha Best Employeer Award- Execllence in HR Strategy



People First HR Execllence Award



HR Digitalization Award - HR Association India



Grow Care India HR Award 2025 - HR Digitalization



Odisha Best Employer Award: Transformative Workplace Culture Award April 2026



FAME Safety Excellence Award June 2026



1st position- Environmental Monitoring Ostapal Chromite Mines

