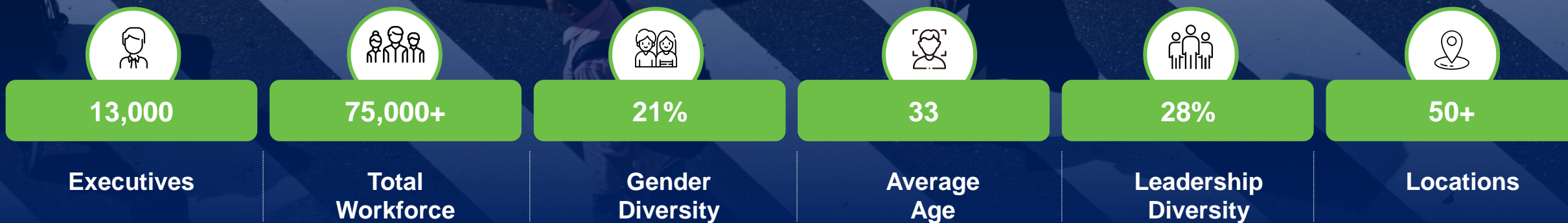




People practices  
Building a future-ready  
organization

**Madhu Srivastava**  
Chief Human Resources Officer

# People: Our Biggest Asset



Next set of 3000 leaders are **home grown** through our **structured Talent Management Programs**

Company with **diverse demographics** – Nationality, geography, ethnicity, gender, global experts, advisors

**Professionally driven** company - Each business having fully empowered CEO, enabled by a strong Board and ELT



Top 100 Leaders from **Global MNC and large Indian conglomerate background**



Large Global Conglomerate with **Start-up Mindset. Sustainability and HSE at our Core**

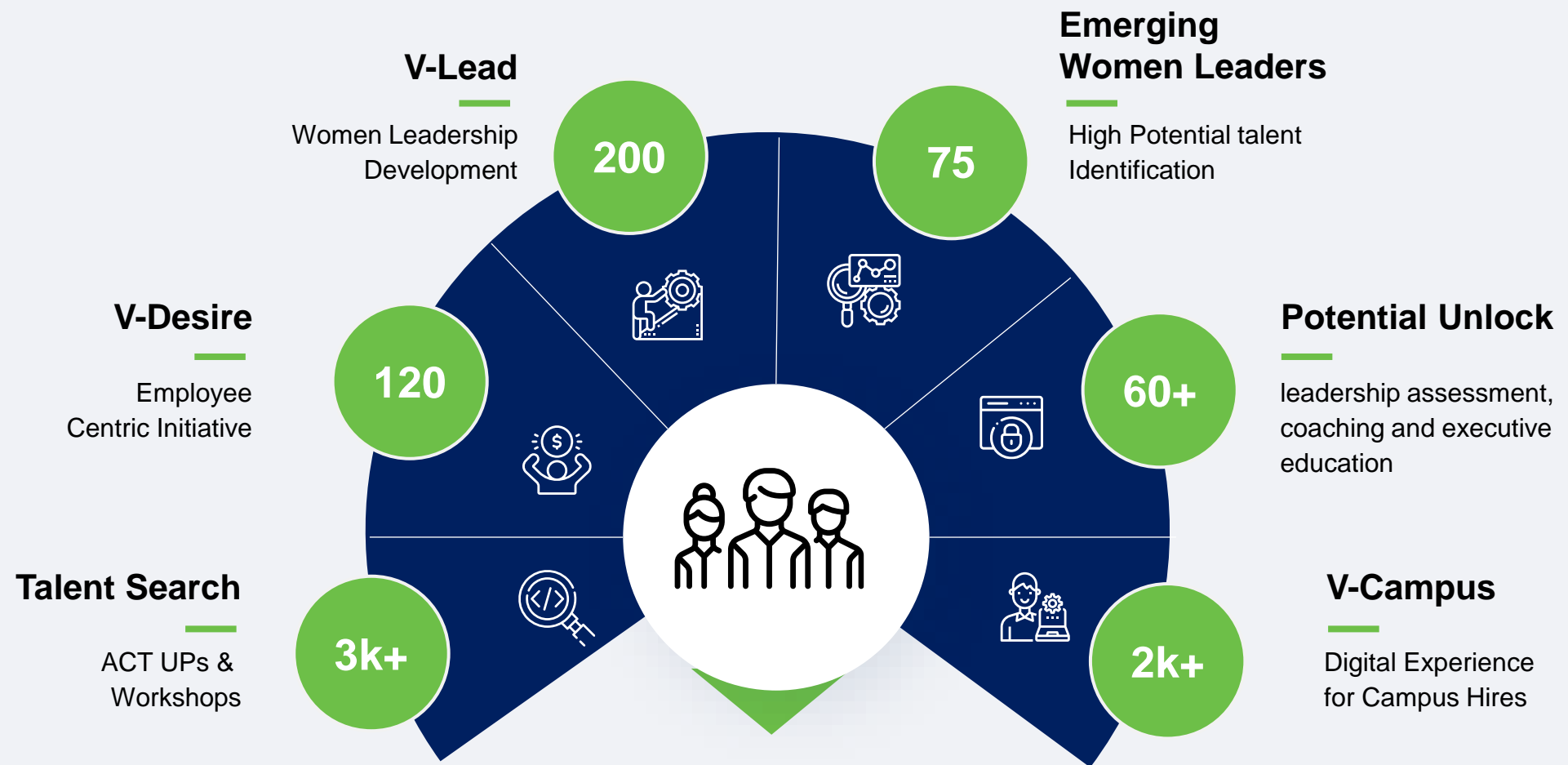


Every year we induct 1500-2000 freshers from **top universities (IIMs, IITs, NITs, LBS etc.)**

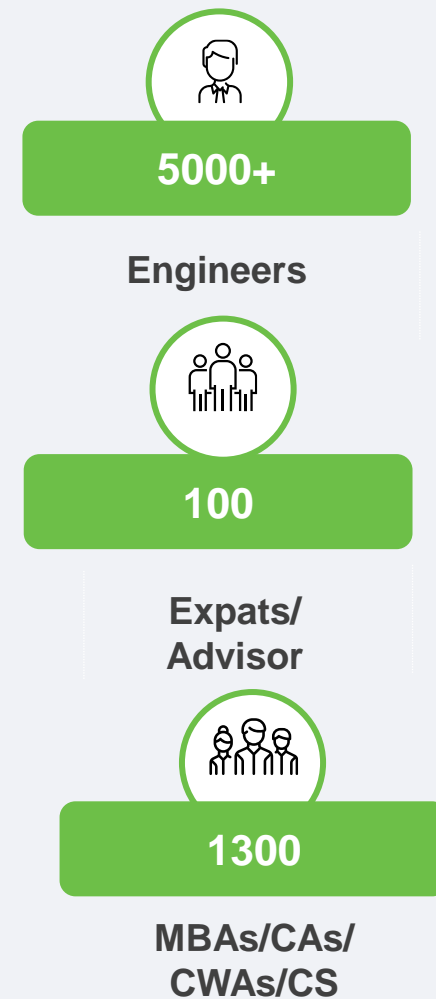


Governance, ethics, integrity, and compliance – **Zero Tolerance**

# Talent Building Initiatives



## Demography



# Industry leading Policies & Programs

## Wealth Creation

- Market Benchmarked, best in class reward programs including fixed and variable remuneration (Bonus, Stock Options, Incentive Programs)
- Wide coverage through ESOPs Stock options, 1/3<sup>rd</sup> executives covered

### Parenthood Policy

Launch of **Parenthood Policy** with enhanced benefits designed to support all new parents including women, single parents and LGBTQIA+



### Benefits for Transgenders

- Gender Reaffirmation Leaves
- Financial Support for Gender Reaffirmation Surgery (Medical Reimbursement)

### Electric Vehicle Policy

**Inclusive policy** across all grades introducing an EV kicker.  
A step towards Vedanta becoming a Net Zero emission business

### Insurance Policy

- Term life insurance – 5 times of CTC
- Medclaim
- Personal Accident insurance



# Appreciation & Awards



Vedanta as a Group  
Certified as 'Kincentric  
Best Employer, India  
2023' and 'India's Best  
Employers Among  
Nation-Builders by Great  
Place to Work'  
(2<sup>nd</sup> consecutive year).

KINCENTRIC  
Best Employer



100+  
External  
Recognitions  
received



Managerial  
Awards

**5 Group Companies**  
(Cairn, VLL, BALCO, Sesa, Copper and  
Runaya) identified as "**Companies with Great  
Managers 2023**" – 5<sup>th</sup> consecutive year

Brandon Hall Group **Gold award** for excellence  
in the Talent Management



Employee  
Wellbeing

Top 10 Happiest Workplaces by  
**Business World** –  
2<sup>nd</sup> consecutive year

Recognized at Gold Level for Vedanta  
Group for best practices in health &  
Well-Being by **Arogya World**



Diversity &  
Inclusion

**Excellence in D & I practices**

bears testimony to our  
commitment towards  
transforming workplace

