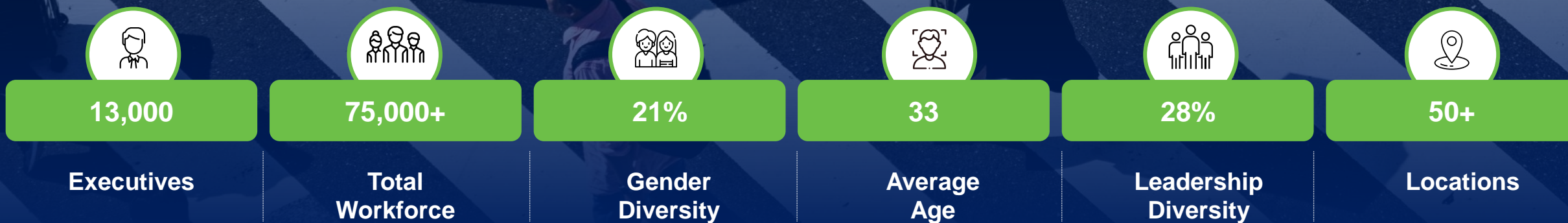




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People practices
Building a future-ready
organization
—

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

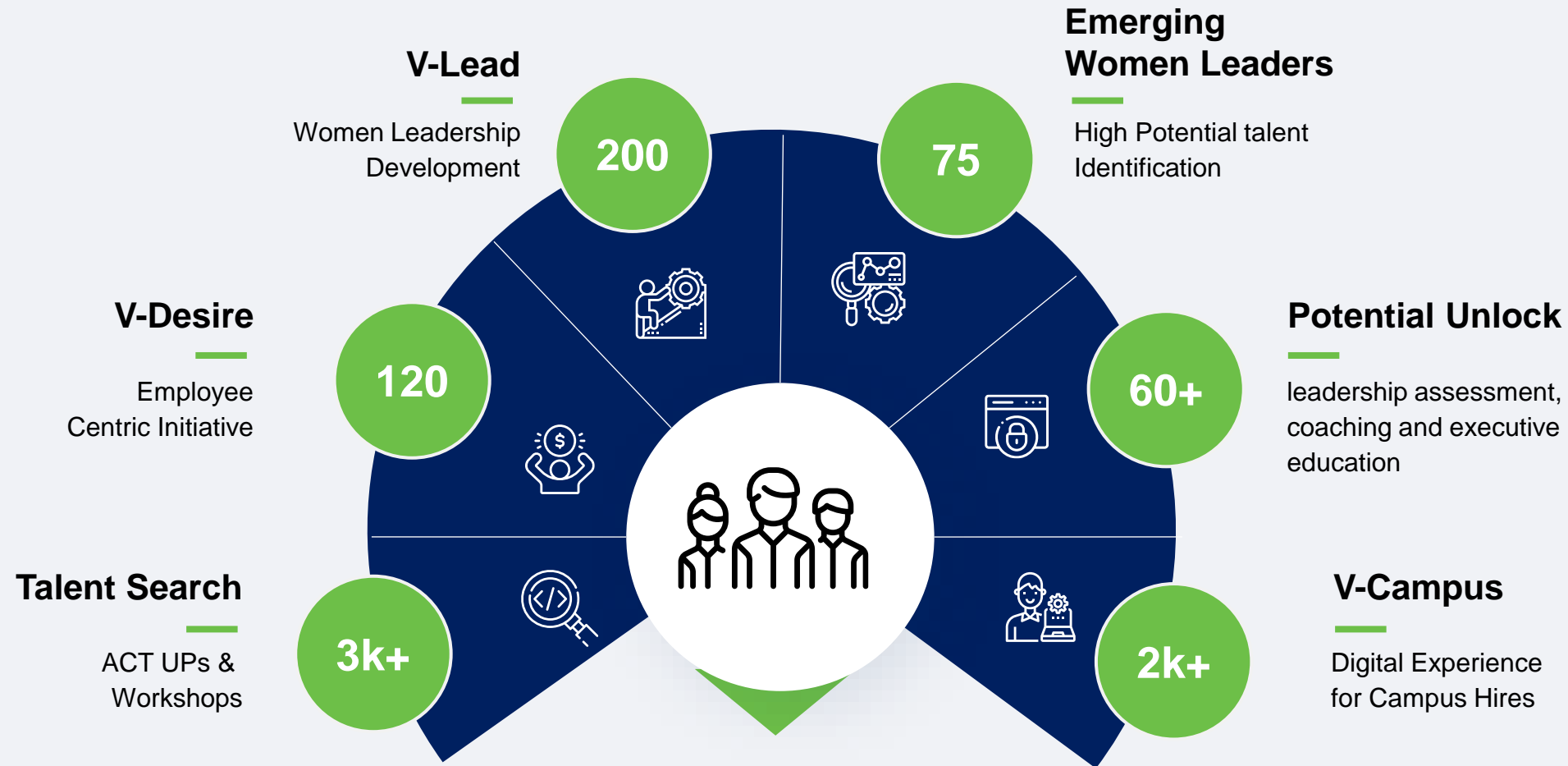


Every year we induct 1500-2000 freshers from **top universities** (IIMs, IITs, NITs, LBS etc.)



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, 1/3rd 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 Transgenderers

- 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' (2nd 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**” – 5th consecutive year

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



Employee Wellbeing

Top 10 Happiest Workplaces by **Business World** – 2nd 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

