



# Lead. Sustain. Inspire.



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# Key ESG Highlights for 2024





## LEADING THE INDUSTRY IN SUSTAINABILITY

<b>Vedanta Ltd.</b> <b>3<sup>rd</sup></b> among 172 global Metals & Mining players	<b>Hindustan Zinc Limited</b> <b>1<sup>st</sup></b> among 172 global Metals & Mining players	<b>Vedanta Aluminum</b> <b>1<sup>st</sup></b> Among 29 Global Aluminum Companies	<b>S&amp;P Global</b> Corporate Sustainability Assessment 2023
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## ESG Ratings

<b>MSCI</b> BB	<b>SUSTAINALYTICS</b> 37.9	<b>CDP</b> Climate Change B	<b>CDP</b> Water Security A-
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## SETTING PRECEDENTS THROUGH OUR ACHIEVEMENTS

 <p><b>Vedanta</b></p> <p><b>Kincentric Best Employer India 2023 Award</b></p>	 <p><b>Vedanta</b></p> <p><b>Recognised at the 3<sup>rd</sup> National Transgender Awards</b></p>	 <p><b>Cairn-RJ North</b></p> <p><b>Wins 8 Awards at the 37<sup>th</sup> DGMS Mines Safety Week</b></p>	 <p><b>Hindustan Zinc Ltd.</b></p> <p><b>Recognised for "Leadership in HR Excellence" at the 14<sup>th</sup> CII National HR Excellence Awards</b></p>
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## ECONOMIC & GOVERNANCE

<b>₹ 544 mn</b> Payments to Government	<b>₹ 380.95 mn</b> Local Procurement	<b>₹ 33 mn</b> Employee Wages	<b>US\$ 250 mn</b> (Vedanta Aluminium) Sustainability Linked Loans (SLL)
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## ENVIRONMENT

<b>0.71x</b> Water Positivity	<b>65.8 mn tCO<sub>2</sub>e</b> GHG Emissions	<b>100% sites</b> Biodiversity Assessment Completed
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<b>~ 2 mn</b> Trees Planted	<b>92%</b> Total Volume of Waste Recycled (HVL)
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## PEOPLE

<b>₹ 17.40 mn</b> Total People Empowered	<b>₹ 4.38 bn</b> Annual Spend for Social Impact
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## WORKFORCE

<b>73%</b> Employee Satisfaction Rate	<b>31</b> Average Training Hours Per Person	<b>India's first</b> All-Women Mining Rescue Team at HZL
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<b>20%</b> Gender Diversity	<b>40%</b> Women as New Hires	<b>1.30</b> TRIFR	<b>3</b> Fatalities
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# Chairman's Message

## Dear Stakeholders,

Today, we are the citizens of the world's fifth largest economy. We are in the company of countries that have seen a great many decades of development. Where they are today, we are on the path to reaching. India's per capita GDP is less than one-fifth that of China's and close to one-tenth of USA's – the top two rank holders in the cluster of the world's biggest economies. That shows the scale of India's potential, it demonstrates how much farther we can go.

## INDIA'S DEMAND POTENTIAL

Everything about India's demand potential is huge. Favourable demographics, rising per capita incomes, strong public investment has ensured that India's demand remains self-driven. As the country rapidly industrializes and urbanizes, its landscapes are changing, getting dotted with roads, highways, subways, bridges and buildings. Buying patterns are changing as technology and electronics enter almost every home. In every such change, a billion times over, there is an opportunity for Vedanta.

As India's largest, most diversified, best integrated, low-cost minerals, metals and oil & gas producer, Vedanta is uniquely placed to maximize the opportunities that our nation offers today.

India's commitment to Net Carbon Zero by 2070 and the energy transition that is already underway will shape a large portion of the country's demand trajectory. Vedanta's portfolio of seven transition metals and oil & gas underpins every industry that will contribute towards this growth potential getting realized – from infrastructure to agriculture, renewables to electronics, automobiles to semiconductors, we are there, and we will be there to an even greater degree.

## HELPING TO MAKE INDIA SELF SUFFICIENT THROUGH IMPORT SUBSTITUTION

India's annual imports total more than US\$ 700 billion, out of which natural resources constitute more than 50%. Further, the



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domestic demand for metals needed in energy transition – like copper, aluminium, zinc – is expected to surge and grow in double digits. Vedanta sees a huge opportunity in import substitution and in making the nation self-reliant. Conducive government policies like the Production Linked Incentive (PLI) schemes for manufacturing are increasing the ambit of industries that are now focusing on Make in India and China Plus One. Across automobiles, semiconductors, renewables and batteries, the shift in manufacturing is opening up a huge domestic market for minerals and metals, with interlinked synergies in supply chain and go-to-market logistics and costs. In response, we have been expanding our metals and product portfolios, going for greater value additions, investing significantly in capacity additions and focusing on becoming better integrated, both upstream and downstream.

## POWERING GROWTH BY OPTIMIZING PRODUCTION AND ASSET EXPANSION

India's has huge natural resources reserves, of which less than 20% have been currently extracted.

From FY 2024 onwards, we are investing US\$ 1.9 billion as growth capex across our businesses, with more than 40 new expansion projects to be rolled out. We have been steadily augmenting our R&R across each of our verticals, with an asset base spread across four continents. The average life of our mine assets is 25+ years and coupled with use of the most modern extraction and production techniques, we are well equipped to fulfill India's growth ambitions and to assure raw material security in support of indigenous manufacturing.



As we pass through the transition phase, we are focusing on consolidating and strengthening our asset base to emerge as world leaders in each of our verticals. Our entry into adjacent, high-growth businesses is similarly inspired.



Our expansionary moves are aligned with our business model transformation. The upcoming demerger of our diverse verticals that represent more than 15 commodities, will see us progress from being asset managers to asset owners. As we pass through the transition phase, we are focusing on consolidating and strengthening our asset base to emerge as world leaders in each of our verticals. Our entry into adjacent, high-growth businesses is similarly inspired. Our foray into renewables through Serentica Renewables marks our presence in two different energy worlds. Our significant thermal power lineup continues to witness high growth rates and healthy profits, with new assets still getting added. This strong base in thermal generation provides us with a stable runway for the eventual energy transitioning of our businesses.

## EMBEDDING SUSTAINABILITY FOR BUSINESS SECURITY

Accelerating climate change continues to be the wild card for

future business planning. Vedanta has long embraced a sustainable growth path, following a well-entrenched, target-oriented sustainability strategy to mitigate our negative impacts and build adequate safeguards against risks and uncertainties. Our sustainability journey has seen us progress from Transforming Elements to Transforming for Good to now emerge as a Sustainability Leader. This year has been remarkable for the international acclaim that we have received as a sustainable producer across different fora. Vedanta Aluminium has been named the world's most sustainable aluminium producer, Hindustan Zinc has been crowned as the world's most sustainable zinc producer and Vedanta Ltd has emerged in the top 99th percentile at the S&P Global Corporate Sustainability Assessment awards for 2024. Leading the ranks from amongst 238 of our global industry peers is indeed an honour and a validation of our sustainability strategy.

Decarbonization is a critical priority for Vedanta. Given the energy intensive nature of our industry, our focus on decarbonization across, multiple levers, demonstrates our commitment to leading by example. This year we have achieved significant wins in GHG emissions intensity reduction with six of our BUs going beyond their annual targets. The convergence of process and technology improvements are proving effective, and we are well on target to reach our goal of 20% reduction in GHG emissions intensity by FY 2025. On the RE RTC capacity addition front, construction work is underway to add 835 MW of RE RTC across our businesses, which keeps us aligned with our FY 2030 goal of 2.5 GW of operational RE-RTC. Our production volumes will be significantly enhanced over successive

<sup>1</sup> Forbes India: <https://www.forbesindia.com/article/explainers/top-10-largest-economies-in-the-world/86159/1#:~:text=The%20United%20States%20of,magnitude%20of%20a%20nation's%20economy.>



## Chairman's Message contd...



Vedanta's portfolio of seven transition metals and oil & gas underpins every industry that will contribute towards this growth potential getting realized – from infrastructure to agriculture, renewables to electronics, automobiles to semiconductors, we are there, and we will be there to an even greater degree.



years as we rapidly scale up across verticals, with an accompanying increase in emissions. However, as per our plans, our progressive RE-RTC additions will gradually offset the emissions increase while also transitioning the company towards clean energy use. In fact, aluminium, our most emissions intensive business which contributes more than 65% of our total GHG emissions, will be witnessing the largest deployment of RE-RTC facilities. This will be supported by accelerating switches to cleaner alternate fuels and the deployment of carbon-light process technologies. On reaching our FY 2030 clean energy targets we would have achieved GHG emissions reduction of 17 million tCO<sub>2</sub>e underlining the importance of striving for carbon-neutral growth and the huge difference that we can make.

Our business ethic of being a responsible user of scarce natural resources is reflected in our water and

waste management performance too. This year, our water positivity ratio has increased to 0.71 as an outcome of several ongoing and recently introduced recycling, reuse and harvesting programmes. This year, we have also significantly improved our CDP Water rating from B to A- which is well above the international industry average rating of C. In terms of waste recycling, we fully utilized our fly ash production this year, along with a near 100% reuse of our HVLT waste, indicating the maturing of our waste-to-wealth programmes across the organization.

Our evolution as a sustainable business enhances both our cost advantage and the acceptability and demand for our products across the globe, as varying international legislations converge towards endorsing green manufacturing and value chains.

### CHAMPIONING SOCIAL CHANGE, ASSURING EMPLOYEE WELFARE

Vedanta has always taken the safety of its people very seriously, putting in place the latest technologies and strong monitoring and review systems to ensure that our operations follow the best safety practices consistently. This year is a watershed year from the Safety Transformation perspective. Though we unfortunately witnessed three fatalities this year, our YoY fatality rate has been falling drastically over consecutive years. Nevertheless, each time a life is lost on duty it provides new learnings on how we can strengthen our systems further. This year, a group-wide Critical Risk Management (CRM) programme was introduced, in conjunction with the rollout of our fully digital, integrated HSES platform Enablon. This is an enormous step ahead on our Safety Transformation journey. The CRM programme is founded on our past learnings that

show that a majority of fatalities result from 13 critical risks. We are now using real-time technology to actively monitor these critical risks better. Enablon is integrated with more than 60 systems, including alignment with risk management software and produces 80+ dashboards, leading to more granular level understanding of health and safety anomalies and better data-based decision making. This is an industry-leading move that places us a step ahead of our peers, in India and abroad, and is in keeping with safety improvements recommended by ICMM.

Building better lives and livelihoods for India's marginalized people and contributing towards social upliftment, financial inclusion and nation building, are aims that we have pursued with painstaking effort. The results have been overwhelmingly positive. Today, through our Nand Ghar, and other CSR initiatives, the lives of more than 17 million women and children have been changed – with better access to basic healthcare, education, sanitation and hygiene, and the creation of employment opportunities too. In addition to the Nand Ghar model of outreach and social change, each of our BUs work with their host communities to address our social goals and by FY 2024 have made a difference in the lives of 17 million community members, across different geographies. Motivated by our successes, we have been steadily enhancing our social impact budgets and ambitions, and over the next five years the Group will be spending more than US\$ 0.5 billion in this area.

We continue to push forward on our diversity and inclusion agenda, and this year we saw our workplaces becoming even more open and heterogeneous with 20% of our full-time-employees now being women. A larger number of women are now moving into decision-making roles, with our female employees rising

through the ranks as their potential gets recognized. Currently, our leadership diversity score stands at 28%, which is significantly better than our domestic peers and compares favourably with international industry averages.

### ON A MISSION FOR SUCCESSFUL DECARBONIZATION

The twenty-first century will be a defining period in the history of human civilization as several environmental and social issues inter-twine to impact societies and economies. Many actions are already underway to deter and diminish that impact, and at Vedanta, we are fortunate to be active agents in the world's decarbonization. We are fully conscious of the importance of our role and are striving to do the most, for the most – by growing our metals and minerals portfolio, harnessing the best technologies and offering the lowest cost options for the transition. Simultaneously, we are also participating in India's economic and social resurgence and collaborating in creating both empowerment and



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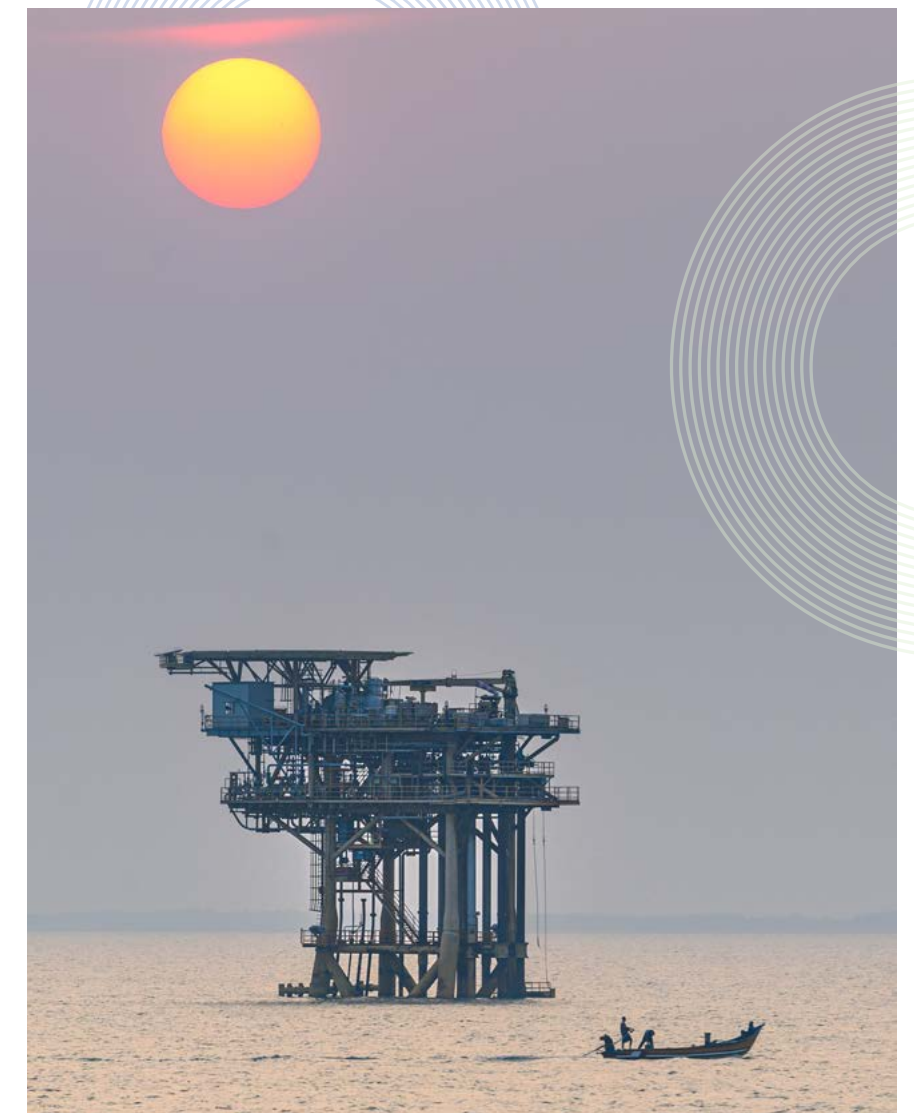
employment. Our journey began 25 years back and has been one of constant evolution and adaptation, to deliver what is best for our planet, our customers and our stakeholders. By doing so, we create considerable value for our stakeholders and keep Vedanta at the heart of the action.

Regards,

**Anil Agarwal,**  
Chairman



Our journey began 25 years back and has been one of constant evolution and adaptation, to deliver what is best for our planet, our customers and our stakeholders.





# Vedanta at a Glance

Vedanta is a global natural resources conglomerate that is helping India power ahead as a major economy. As one of the world's largest natural resources companies, we have an operational footprint spanning four continents. With interests across zinc, lead, silver, copper, iron ore, steel, aluminium, nickel, glass substrates, power, and oil & gas, we help meet the world's energy, communications, networking, electronics, and consumption needs.

We operate an end-to-end value chain, which gives us the leverage to be a scale and cost leader. We deploy the latest technologies and create incremental process efficiencies to deliver greater value to our stakeholders. Our large portfolio of transformative metals is helping bridge the green energy transition expeditiously.



**1965**

Year Incorporated

**₹ 1,417.93 billion**

Revenue

**131 countries**

Products sold in

**648.72 million GJ**

Energy Consumed

**20.15 million tonnes**

HVLT waste generated

**13,045**

Employees

**Mumbai, India**

Headquarters

**108** National and  
**24** International plants and offices\*

**280.21 million m<sup>3</sup>**

Water Consumed

\*This number does not include warehouses operated by Vedanta and its business entities




# Strategy to Drive Impact

Our three-pronged Sustainability strategy launched in 2022 translates into action our holistic view of how environment, business and society should interact. The three pillars of Transforming Communities, Transforming the Planet and Transforming the Workplace define our social, environmental, and employee-oriented priorities and set specific goals and targets to achieve progress in support of these priorities.

The Vedanta Group has a very diverse set of businesses, with different operational constraints and varied external situations. Yet the Group's common and unified Sustainability strategy helps to address those basic challenges and build those fundamental strengths that can make the whole organization, and each of its constituent entities, much stronger. By doing so we have transitioned from a discrete, piecemeal approach to a larger, synergistic one.


The change is bearing results. The several international accolades that Vedanta and its entities have won this year demonstrates that we have been doing right, and the accrued benefit of several years' work is now making a difference. The multitude of areas that we work in – community health, education, skilling, and empowerment; human rights, diversity, equity and inclusion, fair pay, and fair representation; management of GHG emissions, air emissions, water, biodiversity, circularity – demonstrates how large businesses need to participate and cogenerated social change, environmental conservation, and stakeholder growth to thrive and grow.



**TRANSFORMING COMMUNITIES**

Our commitment to maintaining our 'Social License to Operate' by conducting ourselves in a consultative, transparent, and fair manner, delivering both economic growth and providing benefits to society as a whole

- Aim 1** Keep community welfare as the guiding principle for our business decisions.
- Aim 2** Empower 2.5 million individuals with enhanced skillsets.
- Aim 3** Uplift 100 million women and children via social welfare interventions



**TRANSFORMING THE PLANET**

Our commitment lies in spearheading efforts to decarbonize the world, secure water resources for all, and incorporating technological advancements to ensure our operations are environmentally sustainable

- Aim 4** Net Zero Carbon by 2050 or sooner
- Aim 5** Achieving net water positivity by 2030
- Aim 6** Enhance our business model by incorporating innovative green practices



**TRANSFORMING THE WORKPLACE**

Our commitment to adopt innovative approaches to manage our workforce, design compelling employee experience and ensuring safe workplace.

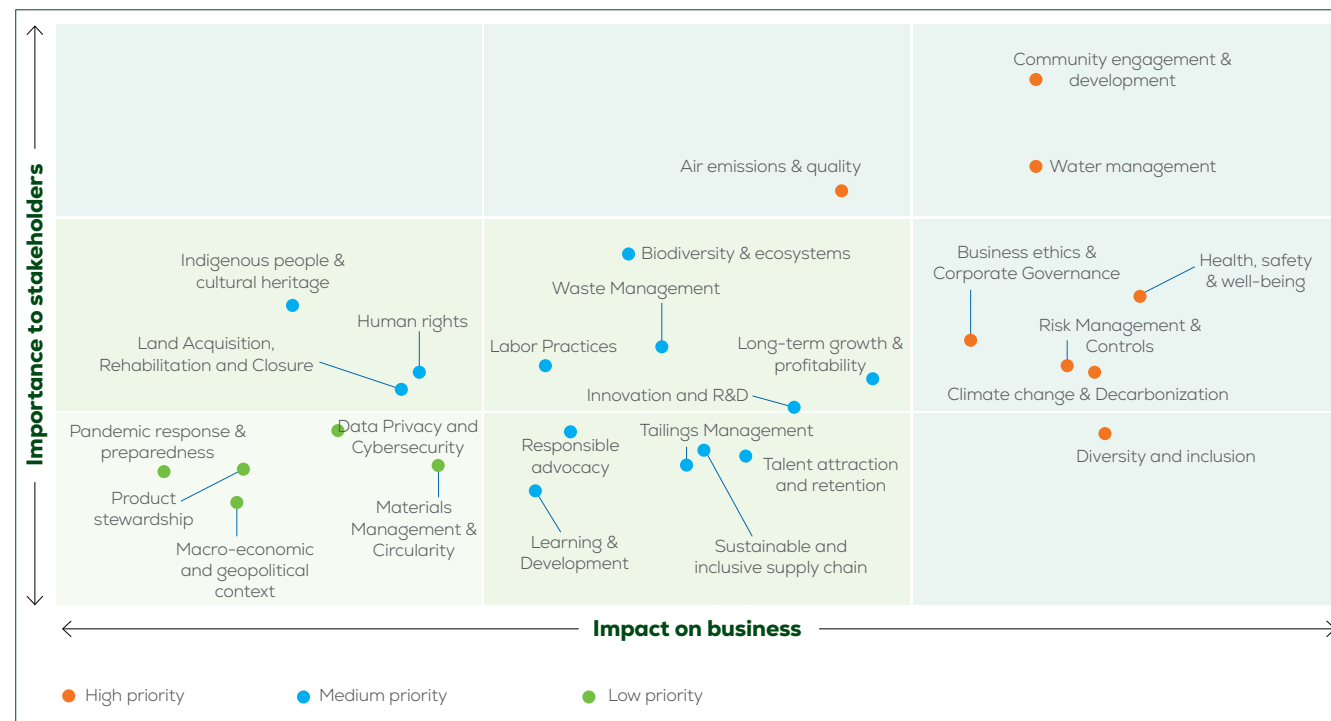
- Aim 7** Prioritise the safety and health of our workforce
- Aim 8** Promote gender parity, diversity, and inclusivity
- Aim 9** Align with global standards of corporate governance

# Approach to Materiality Assessment

Vedanta reviewed its material topics in FY 2024 as part of its annual process. In FY 2023, Vedanta Limited undertook a detailed evaluation to identify sustainability/ESG issues that are of material importance to execute its business strategy and growth plan. Furthermore, three of our businesses - namely Vedanta Aluminium, Cairn India, and Hindustan Zinc Limited conducted independent assessments of ESG topics impacting their businesses.

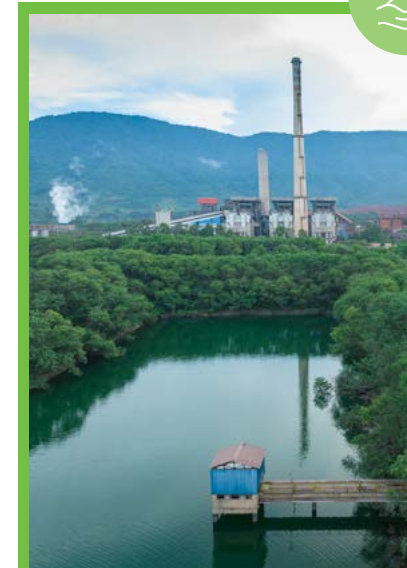
The overall assessment approach played a crucial role in appraising the risks and opportunities that Vedanta and its businesses may face as well as in refining our ESG strategy. The comprehensive assessment attempted to follow the principles of double materiality, which involved assessing the impact of Vedanta's operations on stakeholders (impact materiality), as well as, in some cases, evaluating the reciprocal impact of society and the environment on Vedanta (financial materiality).

**The three pillars that constitute our sustainability strategy – Transforming Communities, Transforming the Planet and Transforming the Workplace and the nine subsidiary aims, are all closely linked with our material issues.**



Sustainable and Inclusive Supply Chain, Tailings Management have shifted from issues of high material impact to medium impact  
Indigenous People & Cultural Heritage have shifted from issues of high material impact to low impact

## HIGHLY MATERIAL TOPICS



### ENVIRONMENT

- Climate change & decarbonization
- Air emissions & quality
- Water management



### SOCIAL

- Community engagement & development
- Health, safety & well-being
- Diversity, equal opportunity and inclusion



### GOVERNANCE

- Business Ethics & Corporate Governance
- Risk Management & Controls
- Diversity, equal opportunity and inclusion



### 9 SUSTAINABILITY POLICIES

HSE, Energy & Carbon, Water Management, Biodiversity, Social, Human Rights, Supplier & Contractor sustainability management, Indigenous people and vulnerable tribal group



### 92 STANDARDS & GUIDANCE NOTES

- Covering all policy subject areas
- Aligned with ICMM, IFC Performance Standards, Global Reporting Initiative (GRI)



### ROBUST MONITORING

- Annual VSAP audit conducted at all Vedanta locations to check compliance with VSF
- Monitored by ExCo

### DRIVING ESG PERFORMANCE THROUGH INCENTIVES

As part of our short-term incentives, 15% of executive and employees' performance pay accounts for Health, Safety, and Environment (HSE)/ESG performance. Further, to drive long-term performance on ESG metrics, we have included climate change considerations in our employees' stock option scheme (ESOS).



# ESG Scorecard

KPI	Goals	Baseline	Progress as of FY 2024	Material Issues	Review Frequency of Aim
<b>Aim 1: Keep community welfare as the guiding principle for our business decisions</b>					
Impact Management	Zero social incidents category 4 and above	-	One category 4 and four category 5 incidents	Community Engagement & Development	Determined by site-teams
Transparency & Trust	FY 2025: Signatories and participants in VPSHR	-	Application for VPSHR membership submitted to the VPI Secretariat		
	FY 2025: Set up an external Social Performance advisory body	-	Yet to be undertaken		
	FY 2025: Annual human rights assessment across all the businesses	-	Planning phase completed. Work to be undertaken in FY 2025		
<b>Aim 2: Empower 2.5 million individuals with enhanced skillsets</b>					
Skilling (Number of individuals to be impacted through skill development and training)	FY 2025: 1.5 million individuals FY 2030: 2.5 million individuals	0.6 million individuals (FY 2016)	1.55 million individuals across 0.3 million households	Community Engagement & Development	Monthly
<b>Aim 3: Uplift 100 million women and children via social welfare interventions</b>					
Nand Ghar (Number of Nand Ghars to be completed)	FY 2025: ~9,000 FY 2030: 29,000	-	6,000+	Community Engagement & Development	Monthly
Education, Nutrition, Healthcare, and Welfare (Number of women and children to be uplifted by Nand Ghar initiatives)	100 million women and children via social welfare interventions	6.46 million (FY 2016)	13.3 million women and children		

KPI	Goals	Baseline	Progress as of FY 2024	Material Issues	Review Frequency of Aim
<b>Aim 4: Net Zero Carbon by 2050 or sooner</b>					
Absolute GHG emissions (% reduction from FY 2021 baseline) *	FY 2030: 25% reduction by 2030 FY 2050: Net Zero	60.24 million tCO <sub>2</sub> e	9.3% increase; 65.28 million tCO <sub>2</sub> e	Climate Change and Decarbonization Strategy	Monthly
GHG Emissions Intensity (% reduction from FY 2021 baseline)	FY 2025: 20% reduction (across the metals businesses)	6.44 t CO <sub>2</sub> e/MT	12% reduction 5.66 tCO <sub>2</sub> e/Mt Metal		
Renewable Energy	FY 2025: 500 MW RE RTC or equivalent FY 2030: 2.5 GW of RE RTC or equivalent	67 MW	255 MW of RE used		
LMV Decarbonization (% LMVs)	FY 2025: 50% FY 2030: 100%	-	7%		
Capital Allocation for transition to net zero	FY 2030: US\$5 billion	-	US\$ 3 billion allocated towards Renewable Energy projects		
Hydrogen as fuel	Commitment to accelerate the adoption of hydrogen as a fuel and seek to diversify into H2 fuel or related businesses	-	No work was undertaken in FY 2024		
<b>Aim 5: Achieving Net Water Positivity by 2030</b>					
Net Water Positivity	FY 2030: >1 ratio	0.52 (FY 2021)	0.71	Water Management	Monthly
Freshwater consumption (% reduction from FY 2021 baseline)	FY 2025: 15%	-	2.7% reduction		
Water Related Incidents	Zero category 5 incidents related to water	-	Zero category 5 incidents		
Water Recycling (%)	FY 2025: 33%	30.71 % (FY 2021)	30.23%		

\*Vedanta's emissions are likely to peak in 2027

# ESG Scorecard Contd

KPI	Goals	Baseline	Progress as of FY 2024	Material Issues	Review Frequency of Aim
<b>Aim 6: Enhance our business model by incorporating innovative green practices</b>					
Fly ash (utilization)	<b>FY 2025:</b> Sustain 100% utilization	110%	<b>107%</b> fly ash utilised	Waste Management	Monthly
Legacy Fly Ash	<b>FY 2035:</b> Zero legacy ash	-	43.32 million tonnes		
Waste Utilization (High volume, low toxicity)	100%	100%	<b>92%</b>		
Tailings dam audit and findings closure	<b>FY 2025:</b> All tailing facilities audited and critical actions closed with real-time monitoring	-	All facilities audited by third party. <b>76%</b> conformance as per GISTM standards	Tailings Management	
Biodiversity Risk	<b>FY 2025:</b> Review of site biodiversity risk across all our locations	-	<b>100%</b> sites have been re-assessed for biodiversity risk	Biodiversity & Ecosystems	
Habitat restoration	<b>FY 2025</b> Determine the feasibility for commitment to No-Net-Loss or Net Positive-Impact (NNL/NPI) targets  <b>FY 2030:</b> Roadmap to achieve No Net-Loss or Net-Positive Impact in place	-	Feasibility analysis completed		
<b>Aim 7: Prioritize the safety and health of our workforce</b>					
Fatalities (No.)	<b>FY 2025:</b> Zero	8 fatalities in FY 2021	<b>3</b> fatalities	Health Safety and Well Being	Monthly
Total Recordable Injury Frequency Rate (TRIFR)	<b>FY 2025:</b> 1.036 (30% reduction from FY 2021 baseline)	1.48	<b>1.30</b>		
Occupational Health Management Systems	<b>FY 2025:</b> Health performance standards implemented and part of VSAP	-	-		

KPI	Goals	Baseline	Progress as of FY 2024	Material Issues	Review Frequency of Aim
<b>Aim 7: Prioritize the safety and health of our workforce</b>					
Exposure Monitoring	<b>FY 2025:</b> Employee and community exposure monitoring to be completed	-	Employees exposure monitoring has been initiated	Health Safety and Well Being	Monthly
Exposure Prevention	<b>FY 2030:</b> No employee exposure to red zone areas	-	No employee exposure to red zone areas		
Employee Well-being	<b>FY 2025:</b> Mental health program in place for all employees  100% of eligible employees to undergo periodic medical examinations	-	<b>54%</b> (6 out of 11) businesses have started specific programs & others are in advance planning stage for implementation  <b>92%</b> of eligible employees		
<b>Aim 8: Promote gender parity, diversity, and inclusivity</b>					
Gender diversity (% women in the FTE)	<b>FY 2030:</b> 20%	10%	<b>20%</b>	Diversity & Inclusion	Monthly
Gender diversity (% women in leadership roles)	<b>FY 2030:</b> 40%	-	<b>8%</b>		
Gender diversity (% women in decision-making bodies)	<b>FY 2030:</b> 30%	-	<b>20%</b>		
Gender diversity (% women in technical leader/shop floor roles)	<b>FY 2030:</b> 10%	-	<b>12%</b>		



# ESG Scorecard Contd

KPI	Goals	Baseline	Progress as of FY 2024	Material Issues	Review Frequency of Aim
<b>Aim 9: Align with global standards of corporate governance</b>					
Supply chain GHG transition	<p><b>FY 2025:</b> Working with our long-term, tier-1 suppliers to submit their GHG reduction strategies</p> <p><b>FY 2030:</b> Align our GHG reduction strategies with our long-term tier 1 suppliers</p>	-	Some of our businesses have begun engaging with our tier-1 suppliers on their climate goals	Sustainable and Inclusive Supply Chain Business Ethics & Corporate Governance	Monthly
Training on Code of Conduct	Continue to cover 100% of employees	-	<b>100%</b> of employees		
% Independent Directors on Board	50% Independent Directors on Board as per SEBI requirements	50%	<b>50%</b> Independent Directors	Business Ethics & Corporate Governance	
% Gender diversity on the Board	<b>FY 2025:</b> 25%	-	<b>25%</b>	Business Ethics & Corporate Governance Diversity & Inclusion	

For comprehensive information on Vedanta's sustainability performance, refer to our Sustainability Report for FY 2024.



REGISTERED OFFICE: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue,  
Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India  
T +91 22 6643 4500 | F +91 22 6643 4530  
CIN: L13209MH1965PLC291394  
[www.vedantalimited.com](http://www.vedantalimited.com)