

IMPACT IN ACTION

A Complete Overview of Our ESG Initiatives!



ESL Steel Limited is a leading **1.5 MTPA Integrated Steel Plant** located in the Bokaro district of Jharkhand. Our diverse product portfolio includes **Pig Iron, Billets, TMT Bars, Wire Rods,** and **Ductile Iron Pipes**. Leveraging advanced technology, our plant operates with a strong focus on environmental sustainability and adheres to the highest ecological standards.

ESL Steel Limited is deeply committed to creating a positive social impact through our CSR initiatives. We support local communities in key areas such as **Women's Empowerment, Health, Education, Sustainable Livelihoods, Agriculture, Sports,** and **Environmental Protection.**

We are pleased to share our **ESG initiatives**, which reflect our commitment to ethics, safety, and sustainability, and bring long-term value to our esteemed customers and the communities we serve.





TRANSFORMING THE PLANET

Comprehensive Safety Governance Journey

- Ensuring **robust integration of CCV, CFSA, and SI practices** across all organizational levels, including with Business Partners (BP).
- Promoting proactive engagement through **regular leadership walkthroughs**, fostering collaboration with BP site leadership.
- Introducing the initiative to **improve safety through AI-powered camera detection systems**, aimed at significantly reducing incident occurrences.
- Implementing a structured and sustainable approach for the **horizontal deployment of CAPA** with rigorous verification.
- Strengthening our **safety framework** by enhancing risk assessment capabilities through **structured programs such as HIRA and JSA**.
- Implementing a comprehensive **SRP tracker alongside systematic internal safety audits** to ensure continuous improvement.
- Strengthening **emergency preparedness by upgrading firefighting systems** and proactively preventing leakages.



Integrated Environmental Sustainability Initiatives

ESL is advancing towards a sustainable future by embracing green energy, with the **installation of a 1.5 MWp solar power plant**, contributing significantly to renewable energy efforts.

Water Resource Optimization and Conservation:

- Achieved a notable **reduction in drinking water consumption by 300m³/day**.
- Successfully **reclaimed blowdown water and rainwater from drainage systems for reuse**.
- **Maximized utilization of STP water**, significantly reducing dependence on freshwater.
- Implemented **rainwater harvesting solutions at civil infrastructure sites** to enhance water conservation.



Biodiversity and Ecological Conservation:

- Excavated a **500,000 m³ Intermediate Reservoir** to strengthen water resilience.
- Established a **2.64-acre Miyawaki Forest for ecosystem regeneration**, with 15 carefully selected native species.
- Planted **53,000 tree saplings**, significantly enhancing green cover.
- Deployed an efficient **drip irrigation system**, ensuring sustainable growth of the plantation.



Air Quality and Emission Control Measures:

- Implemented **systematic water sprinkling to effectively mitigate fugitive dust emissions**.
- Deployed advanced systems such as **Rain Guns, Mist Cannons, and Dry Fogging** to improve air quality.



Holistic Health and Well-being Initiatives

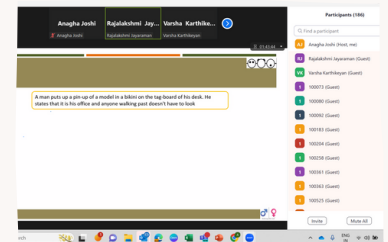
Community Awareness and Health Education:

- Conducted a **Heartburn vs. Heart Attack awareness session**, educating over **300 participants**.
- Hosted a **Health and Fitness session**, promoting well-being among **50+ participants**.
- Organized webinars on **Menstrual Hygiene and Dengue Prevention**, benefiting **90 individuals**.



Proactive Workplace Safety and Health Training:

- Comprehensive **First Aid and CPR training** empowering over **200 participants**.
- Interactive **hands-on sessions on AED usage**, equipping **200+ employees** with life-saving skills.
- Workplace **ergonomics and MSD awareness sessions**, ensuring safety for **200+ participants**.
- Informative sessions on **HIV and STDs**, raising awareness among **200+ employees**.





TRANSFORMING COMMUNITIES

ESL CSR: Empowering Communities, Shaping a Sustainable Future

At ESL Steel Limited, we are committed to fostering sustainable and inclusive growth through our impactful CSR initiatives. In FY25, our efforts reached over **93,000 beneficiaries** across key areas such as healthcare, education, skill development, water and sanitation, and livelihood empowerment. We strengthened government collaborations to ensure resource convergence and sustainability, while also positioning ESL as a leader in social impact, enhancing our brand image, and building stronger relationships with the communities we serve. Aligned with ESG and SDG principles, our programs drive long-term socio-economic development, promoting both environmental responsibility and socio-economic progress.

Livelihood and Skill Development

- **Project Jivika:** Empowered over **2,400 women** through SHGs, supporting livelihood trades such as mushroom production, Agarbatti making, and bamboo crafts, among others.
- **Vedanta ESL Skill School:** Trained **1,030 youth** in skills like solar panel installation, hospitality, and Sewing Machine operation, achieving a 70% placement rate.
- **Project WADI:** Partnered with NABARD to support **500 farmers**, transforming barren land into productive farms through agriculture and allied activities.



Healthcare

- **Project Aarogya:** Empowering over **34,000 beneficiaries** annually through health clinics and mobile health vans. Achieved a **₹1,050 reduction in household healthcare expenses per year and improved medicine availability by 95%.**
- **Emergency Services:** Launched **round-the-clock ambulance services**, ensuring timely medical interventions and enhancing emergency healthcare access.



Education and Children Wellbeing

- **Project Prerna:** Enrolled **780 students in remedial coaching centres** and Excel-30 coaching, achieving a 100% pass rate in Class 10, with **70% of students scoring in the first division.**
- **Vedanta AAS Vidyalaya:** Delivered digital education to **over 900 students**, with **70% achieving first division in their board exams.**
- **Vedanta Archery Academy:** The Vedanta ESL Archery Academy trains **50 young archers**, winning **21 medals at the 15th Jharkhand State Tournament and 47 in various events.** The academy hosted the Vedanta Challenge Trophy and Inter-District Tournament, with three students awarded by Bokaro District Archery Association, and **Arti Kumari recognized for triple gold at Nationals.**



Water, Sanitation and Infrastructure

- **Project Swajal:** Ensured access to safe and affordable drinking water for approximately **33,000 villagers annually** through hand pump repairs, new installations, and the establishment of solar-powered drinking water structures.
- **Project Nirman:** Enhanced rural infrastructure by **constructing roads, community ponds, and changing rooms**, significantly improving community living standards and connectivity.





TRANSFORMING THE WORKPLACE

At Vedanta and ESL Steel Limited, we are dedicated to upholding the highest standards of responsibility, integrity, and ethics in all our business practices. We ensure that our actions and policies comply with applicable laws and regulations while also adhering to the utmost principles of business ethics and integrity.

Core Values



- **Trust:** We cultivate a culture of mutual trust, fostering open dialogue and respect with all our stakeholders.



- **Entrepreneurship:** At Vedanta, we value our people as our greatest asset, encouraging their growth and supporting them in achieving their goals.



- **Innovation:** We promote an environment that drives innovation, focusing on a zero-harm approach, efficient resource utilization, and improved byproduct recoveries.



- **Excellence:** We are committed to delivering top-tier value to our stakeholders, continuously enhancing cost-efficiency and product quality through best practice benchmarking.



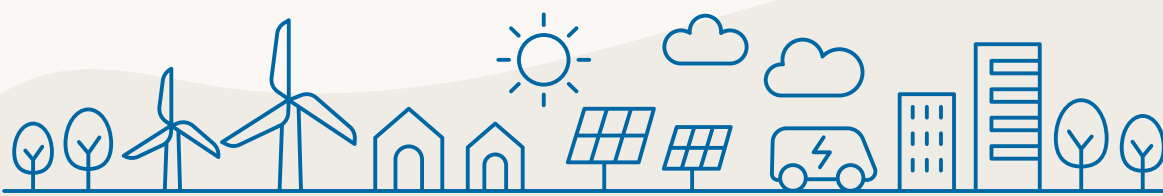
- **Integrity:** We uphold the highest standards of ethics, transparency, and accountability, ensuring compliance with international policies and maintaining professionalism in all interactions.



- **Respect:** We emphasize human rights and respect the principle of free, prior, informed consent, ensuring local communities can voice their opinions and concerns.



- **Care:** We are dedicated to the triple bottom line—People, Planet, and Prosperity—committed to creating a sustainable future in a zero-harm environment for our communities.



Anti-Corruption and Bribery

Bribery refers to the offer, promise, giving, demanding, or acceptance of any advantage intended to induce illegal, unethical actions or breach of trust. We are committed to complying with all relevant Anti-Corruption Legislation, including the Prevention of Corruption Act, 1988, which criminalizes bribery involving public servants, the UK Bribery Act, and the U.S. Foreign Corrupt Practices Act, ensuring the highest standards of integrity and transparency.

Gifts, Entertainment and Hospitality

Employees shall not seek or accept any benefits or hospitality that could be perceived as influencing business decisions or transactions, and must ensure that any hospitality offered or received remains within the bounds of customary business practices.

Relations with Business Partners

To achieve this goal, social, ethical, and environmental factors are central to our evaluation and selection of business partners. We carefully consider the alignment of these values when choosing who we engage with.

Prevention of Fraud

Vedanta is committed to eradicating fraud. We conduct thorough investigations into any suspected fraudulent activities, and where fraud or other criminal acts are confirmed, appropriate action is taken against the wrongdoers.

Anti-Money Laundering

Money laundering is the act of disguising illegal funds to make them appear legitimate. Vedanta fully complies with all applicable money laundering regulations in every jurisdiction where we operate. We refuse to accept any funds from entities if we become aware that they are derived from criminal activities.

Prevention of Sexual Harassment

The Company has a zero-tolerance policy towards all forms of harassment, including sexual harassment. We have implemented a 'Policy on Prevention, Prohibition, and Redressal of Sexual Harassment at the Workplace', outlining clear guidelines on employee conduct and the procedure for reporting any instances of misconduct.

Conflict of Interest

A conflict of interest arises when an employee's personal interests interfere, or appear to interfere, with the interests of the Company. The Company requires employees to disclose any situation that could reasonably be expected to create a conflict of interest.



Insider Trading

Employees are expected to adhere to all applicable laws, rules, and regulations regarding Insider Trading. They are prohibited from trading in the Company's shares or securities while possessing material, non-public information about the Company.

Health and Safety

The health and safety of all individuals impacted by the Company's operations is our top priority. Employees are required to be aware of health, safety, and environmental issues, understand applicable laws and Company policies relevant to their work, and report any unsafe or illegal activities that could jeopardize the safety and well-being of others in the workplace.

Environmental Protection and Sustainability

At Vedanta, we recognize the effective management of health, safety, and the environment as core to our business. We are committed to managing the environmental and social impacts of our operations while maintaining economic viability. The Company ensures compliance with international best practices by aligning our processes with standards like the IFC's Performance Standards, which are applied throughout the entire lifecycle of our operations.

