

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity: L27020MH1958PLC011238
- Name of the Listed Entity: HINDALCO INDUSTRIES LIMITED
- Year of incorporation: 15-12-1958
- Registered office address: Ahura Centre B Wing 1st Floor Mahakali Caves Road Mumbai 400093 changed to 21<sup>st</sup> Floor, One International Center, Tower 4, Near Prabhadevi Railway Station, Senapati Bapat Marg, Prabhadevi, Mumbai Maharashtra- 400013 w.e.f. June 1, 2023
- Corporate address: 6<sup>th</sup> & 7<sup>th</sup> Floor, Birla Centurion, Pandurang Budhkar Marg, Worli, Mumbai - 400030.
- E-mail: [geetika.anand@adityabirla.com](mailto:geetika.anand@adityabirla.com)
- Telephone: +91 022 6947 7000/6947 7150
- Website: [www.hindalco.com](http://www.hindalco.com)
- Financial year for which reporting is being done: 01-04-2022 to 31-03-2023
- Name of the Stock Exchange(s) where shares are listed: BSE Limited, National Stock Exchange of India Ltd. (NSE India), Luxembourg Stock Exchange (LuxSE) [Global Depository Receipts listing]
- Paid-up Capital: As on March 31, 2023 : INR 2,247,194,585
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Geetika Anand (022 6947 7000/6947 7150, [geetika.anand@adityabirla.com](mailto:geetika.anand@adityabirla.com))
- Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): **Standalone**

### II. Products/services

- Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Aluminium	Our Indian aluminium operations are integrated and consist of bauxite mining, alumina refining, smelting and converting primary metal into value-added products. We have dedicated sources for critical raw materials such as bauxite, power and coal. Our finished products include alumina, primary aluminium in the form of ingots, billets and wire rods, and, value-added products such as rolled products, extrusions and foils. Metallurgical alumina is used for our own captive needs. Chemical alumina and hydrates are used in range of industries including water treatment, fillers in cables and plastics, refractories and ceramics, and glass among others.	46%
2	Copper	Hindalco produces LME grade copper cathodes, continuous cast copper rods in various sizes, and precious metals like gold and silver. Hindalco is one of the major manufacturers of 19.6mm diameter copper rods, which is used for railway electrification. The co-product, sulphuric acid, is partly utilised to produce phosphoric acid and fertilisers like di-ammonium phosphate (DAP).	54%

- Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aluminium	24202	46.00%
2	Copper	24201	54.00%

### III. Operations

- Operations

Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	21	-	21
International	0	-	-

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	-

- What is the contribution of exports as a percentage of the total turnover of the entity?

- 51%

- A brief on types of customers

- The response to this question is provided in the Customer sub-section in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23

### IV. Employees

- Details as at the end of Financial Year:

- Employees and workers (including differently abled):

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	9,192	8,423	91.63%	769	8.37%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	<b>Total employees (D + E)</b>	9,192	8,423	91.63%	769	8.37%
<b>WORKERS</b>						
4.	Permanent (F)	13,474	13,395	99.41%	79	0.59%
5.	Other than Permanent (G)	40,592	38,792	95.57%	1,800	4.43%
6.	<b>Total workers(F + G)</b>	54,066	52,187	96.52%	1,879	3.48%

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## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	10	10	100.00%	-	0.00%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	10	10	100.00%	-	0.00%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	20	17	85.00%	3	15.00%
5.	Other than permanent (G)	14	11	78.57%	3	21.43%
6.	<b>Total differently abled workers (F + G)</b>	34	28	82.35%	6	17.65%

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18%
Key Management Personnel	3	1	33.33%

## 20. Turnover rate for permanent employees

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	6.80%	11.70%	7.21%	4.78%	7.89%	5.02%	4.80%	6.30%
Permanent Workers	5.15%	72.15%	5.55%	4.54%	19.15%	4.63%	0.10%	7.20%	0.20%

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicated whether holding/Subsidiary/ Associate/Joint Venture	% shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Utkal Alumina International Limited	Subsidiary	100.00%	Yes*
2	Minerals & Minerals Limited	Subsidiary	100.00%	No
3	AV Minerals (Netherlands) N.V.	Subsidiary	100.00%	No
4	Dahej Harbour & Infrastructure Limited	Subsidiary	100.00%	No

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicated whether holding/Subsidiary/ Associate/Joint Venture	% shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
5	Hindalco Almex Aerospace Limited	Subsidiary	97.18%	No
6	East Coast Bauxite Mining Company	Subsidiary	74.00%	No
7	Renuka Investments & Finance Limited	Subsidiary	100.00%	No
8	Renukeshwar Investments & Finance Limited	Subsidiary	100.00%	No
9	Lucknow Finance Company Limited	Subsidiary	100.00%	No
10	Suvas Holdings Limited	Subsidiary	74.00%	No
11	Hindalco Jan Seva Trust	Subsidiary	100.00%	No
12	Copper Jan Seva Trust	Subsidiary	100.00%	No
13	Utkal Alumina Jan Seva Trust	Subsidiary	100.00%	No
14	Utkal Alumina Social Welfare Foundation	Subsidiary	100.00%	No
15	Kosala Livelihood and Social Foundation	Subsidiary	100.00%	No
16	A V Metal Inc.	Subsidiary	100.00%	No
17	Birla Copper Asoj Private Limited	Subsidiary	100.00%	Yes*
18	Novelis Inc.	Subsidiary	100.00%	No
19	Novelis do Brasil Ltda	Subsidiary	100.00%	No
20	Brecha Energetica Ltda	Subsidiary	99.99%	No
21	4260848 Canada Inc.	Subsidiary	100.00%	No
22	4260856 Canada Inc.	Subsidiary	100.00%	No
23	8018227 Canada Inc.	Subsidiary	100.00%	No
24	Novelis (China) Aluminum Products Co. Ltd.	Subsidiary	100.00%	No
25	Novelis (Shanghai) Aluminum Trading Company	Subsidiary	100.00%	No
26	Novelis PAE S.A.S.	Subsidiary	100.00%	No
27	Novelis Aluminum Beteiligungs GmbH	Subsidiary	100.00%	No
28	Novelis Deutschland GmbH	Subsidiary	100.00%	No
29	Novelis Sheet Ingot GmbH	Subsidiary	100.00%	No
30	Novelis (India) Infotech Ltd.	Subsidiary	100.00%	No
31	Novelis Aluminum Holding Unlimited Company	Subsidiary	100.00%	No
32	Novelis Italia SpA	Subsidiary	100.00%	No
33	Novelis de Mexico S.A. de C.V.	Subsidiary	100.00%	No

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Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicated whether holding/Subsidiary/ Associate/Joint Venture	% shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
34	Novelis Korea Limited	Subsidiary	100.00%	No
35	Novelis AG	Subsidiary	100.00%	No
36	Novelis Switzerland S.A.	Subsidiary	100.00%	No
37	Novelis MEA Ltd.	Subsidiary	100.00%	No
38	Novelis Europe Holdings Limited	Subsidiary	100.00%	No
39	Novelis UK Ltd.	Subsidiary	100.00%	No
40	Novelis Services Limited	Subsidiary	100.00%	No
41	Novelis Corporation	Subsidiary	100.00%	No
42	Novelis South America Holdings LLC	Subsidiary	100.00%	No
43	Novelis Holdings Inc.	Subsidiary	100.00%	No
44	Novelis Services (North America) Inc.	Subsidiary	100.00%	No
45	Novelis Global Employment Organization, Inc	Subsidiary	100.00%	No
46	Novelis Services (Europe) Inc.	Subsidiary	100.00%	No
47	Novelis Vietnam Company	Subsidiary	100.00%	No
48	Aleris Asia Pacific International (Barbados) Ltd.	Subsidiary	100.00%	No
49	Novelis Aluminum (Zhenjiang) Co., Ltd	Subsidiary	100.00%	No
50	Aleris (Shanghai) Trading Co., Ltd.	Subsidiary	100.00%	No
51	Aleris Asia Pacific Limited	Subsidiary	100.00%	No
52	Aleris Aluminum Japan, Ltd.	Subsidiary	100.00%	No
53	Novelis Casthouse Germany GmbH	Subsidiary	100.00%	No
54	Novelis Deutschland Holding GmbH	Subsidiary	100.00%	No
55	Novelis Koblenz GmbH	Subsidiary	100.00%	No
56	Novelis Netherlands B.V.	Subsidiary	100.00%	No
57	Aleris Switzerland GmbH	Subsidiary	100.00%	No
58	Aleris Aluminum UK Limited	Subsidiary	100.00%	No
59	Aleris Holding Canada ULC	Subsidiary	100.00%	No
60	Novelis ALR Aluminium Holdings Corporation	Subsidiary	100.00%	No
61	Novelis ALR International Inc.	Subsidiary	100.00%	No
62	Novelis ALR Rolled Products, LLC	Subsidiary	100.00%	No

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicated whether holding/Subsidiary/ Associate/Joint Venture	% shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
63	Novelis ALR Rolled Products, Inc.	Subsidiary	100.00%	No
64	Novelis ALR Aluminium LLC	Subsidiary	100.00%	No
65	Novelis ALR Rolled Products Sales Corporation	Subsidiary	100.00%	No
66	Novelis ALR Recycling of Ohio	Subsidiary	100.00%	No
67	Novelis ALR Aluminum-Alabama LLC	Subsidiary	100.00%	No
68	Novelis ALR Asset Management Corporation	Subsidiary	100.00%	No
69	MNH Shakti Limited	Joint Venture	15.00%	No
70	Hydromine Global Minerals (GMBH) Limited	Joint Venture	45.00%	No
71	Aditya Birla Science & Technology Company Private Limited	Associate	49.00%	No
72	Aditya Birla Renewables Subsidiary Limited	Associate	26.00%	No
73	Aditya Birla Renewables Utkal Limited	Associate	26.00%	No
74	Aditya Birla Renewables Solar Limited	Associate	26.00%	No
75	Deutsche Aluminum Verpackung Recycling GMBH	Associate	30.00%	No
76	France Aluminum Recyclage SPA	Associate	20.00%	No
77	Novelis ventures LLC	Subsidiary	100.00%	No
78	Hindalco Kaubushiki Kaisha	Subsidiary	100.00%	No
79	White Rock USA protect Sell	Subsidiary	100.00%	No

\*The environmental and social parameters reported include Utkal Alumina International Ltd. and Birla Copper Asoj Private Limited

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No): Yes**
- (ii) Turnover (in Rs.): 76,878 Cr.
- (iii) Net worth (in Rs.): 58,489 Cr.

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## VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The details of the Grievance Redressal Mechanism is given Community Grievance Section in the Hindalco Integrated Annual Report FY 2022-23.	1,314	54	All complaints are addressed through our Grievance Redressal Mechanism	1,197	62	All complaints are addressed through our Grievance Redressal Mechanism
Investors (other than shareholders)	The details of the Grievance Redressal Mechanism is given Corporate Governance section in the Hindalco Integrated Annual Report FY 2022-23.	7	7	Complaints relating to Transfers, Transmissions Dividend, Interest, Redemption, Demat – Remat, Rights Issue and Change of Address etc.	9	9	Complaints relating to Transfers, Transmissions Dividend, Interest, Redemption, Demat – Remat, Rights Issue and Change of Address etc.
Shareholders	The details of the Grievance Redressal Mechanism is given Corporate Governance Section in the Hindalco Integrated Annual Report FY 2022-23.	0	0	Nil	0	0	NIL
Employees and workers	The details of the Grievance Redressal Mechanism is given Human Rights Section in the Hindalco Integrated Annual Report FY 2022-23.	10	0	Hindalco has zero tolerance for sexual harassment at workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder for prevention and redressal of complaints of sexual harassment at workplace.	6	8	Hindalco has zero tolerance for sexual harassment at workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder for prevention and redressal of complaints of sexual harassment at workplace.
Customers	The details of the Grievance Redressal Mechanism is given Customer Grievance Section in the Hindalco Integrated Annual Report FY 2022-23.	38	38	All complaints closed	44	44	All complaints closed
Value Chain Partners	The details of the Grievance Redressal Mechanism is given Responsible Value Chain Section in the Hindalco Integrated Annual Report FY 2022-23.	0	NIL	NIL	0	0	NIL
Other (please specify)	NIL	NIL	NIL	NIL	NIL	NIL	NIL

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and GHG Emissions Management	R	Coal is one of the primary sources of energy for the Indian operations. Being a continuous process industry, with process dependence on coal, it is difficult to replace coal with any alternate material in the near term.	We have been investing in renewable energy projects to run other operations such as townships. We are also evaluating the feasibility of other energy sources including increasing the use of biomass in power plants. We have also been working on carbon capture as well as energy storage.	Negative Implications
2	Waste and Hazardous Waste Management	R	Proper disposal of waste from operations is essential for protecting the environment, and safety. Some of the waste is stored in a secured area for which substantial land is required. Land availability is becoming difficult and storage of waste in ponds has its own risks as well. Need to adhere to evolving regulatory requirements within specified time frames	We have set up a year-on-year target of 5% for recycling and reusing generated waste, with the aim to achieve zero waste to landfill by 2050. Several initiatives are in the pipeline - such as utilising bauxite residue for backfilling and road building, and establishing long-term contracts with cement/road developers. These initiatives are being monitored on a regular basis.	Negative Implications
3	Water Management	R	Natural resource depletion is a risk all over the world. This can eventually impact our immediate environment and operations. Our business depends on coal supply, bauxite, copper concentrate, water etc. Four of our plants are in water-stress areas	We have planned several initiatives for water recycling and rainwater harvesting at various plants. Our aim is to achieve zero liquid discharge and water positivity across mining and downstream verticals by 2025	Negative Implications
4	Air Emissions	R	Our non-GHG air emissions result from both fuel combustion and production processes. Our aluminium smelting process contributes to fluoride emissions while the burning of fossil fuels contributes to Oxides of Sulphur (SOx), Oxides of Nitrogen (NOx) and Particulate Matter (PM).	We are taking up several projects to minimise emissions from our operations. We are installing pilot Flue Gas Desulphurisation (FGD) units at Mahan, Aditya, and Renusagar.	Negative Implications
5	Biodiversity	R	Our operations depend on coal and bauxite mines. Further, many of our locations are situated near areas of high biodiversity. Proper management of biodiversity around our operations is critical for continued operations at our locations	We are taking up several initiatives towards conservation of biodiversity, including development of biodiversity management plans.	Negative Implications
6	Occupational Health and Safety	R	Health and safety is of utmost importance. However, we face injuries due to safety related risks in our manufacturing processes.	We have implemented 'Serious Injuries and Fatality (SIF) prevention programme', a unique initiative in Indian manufacturing which standardises contractor safety management processes across Hindalco. Additionally, we are incorporating digitalisation to reduce human intervention.	Negative Implications
7	Community Relations	O	To actively contribute to the social and economic development of underserved communities, lifting the burden of poverty, and helping bring in inclusive growth in sync with the UN Sustainable Development Goals. In doing so, we are building a better, sustainable way of life for the weaker sections of society and raising the country's Human Development Index. In line with our Group's CSR vision, Hindalco has adopted socially responsible practices where these SDGs are enumerated through the five focus areas of education, health care, sustainable livelihood, social empowerment, and infrastructure development. We were able to positively impact 2 million+ lives through our community development programme.	NA	Positive Implications

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Economic Performance	O	We have been able to achieve our deleveraging target well ahead of time leading to a strong balance sheet. This has resulted in increased trust between the shareholders and lenders. We have a robust approach to the capital allocation framework. Further, our focus has been on maximising shareholder return by directing our growth capex towards value-added downstream expansion projects.	NA	Positive Implications
9	Compliance Management	R	In the metals and mining industry, regulations play an important role in shaping the business. Frequent regulatory changes give rise to uncertainty in the surrounding environment. Our value chain is highly dependent on the resources available with the government	We continuously engage with Government agencies and work on policy advocacy at various levels. We also actively participate in industry associations activities. This helps us in proactively engaging with the government and prepare us for any regulatory changes.	Negative Implications
10	Market Presence	O	Increased demand for aluminium in various sectors gives Hindalco an opportunity to expand its market presence.	NA	Positive Implications
11	Supply Chain Transformation	O	Sustainable supply chain initiatives, effective use of natural resources, decarbonisation, ethical sourcing, and fair trade will enable risk reduction, increased innovation, and even stronger returns on investment.	NA	Positive Implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Web Link of the Policies, if available	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct and Hindalco Supplier Code of Conduct. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Sustainability policy and Environmental Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Safety and Occupational Health Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/policies">https://www.hindalco.com/Investor-centre/policies</a>	Corporate Social Responsibility Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Human Rights Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Environment Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct and Hindalco Supplier Code of Conduct. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Corporate Social Responsibility Policy and Rehabilitation, Resettlement and Protection of Indigenous People Policy. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct and Hindalco Supplier Code of Conduct. The web link to the policies is given here <a href="https://www.hindalco.com/Investor-centre/Policies">https://www.hindalco.com/Investor-centre/Policies</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by you entity and mapped to each principle.	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23	Details in the Driving Operational Excellence section of the Integrated Annual Report FY 2022-23



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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	The targets against the principle are provided in the Occupation Health & Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23	NA	The targets against the principle are provided in the Human Capital section of the Integrated Annual Report FY 2022-23.	The targets against the principle are provided in the Natural Capital section of the Integrated Annual Report FY 2022-23.	NA	NA	NA
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	NA	NA	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2022-23.	NA	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2022-23.	The performance against the targets is given in the Natural Capital section of Hindalco Integrated Annual Report FY 2022-23.	NA	NA	NA

## Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	The statement by the director responsible for business responsibility report is given in Message from the Managing Director in Hindalco Integrated Annual Report FY 2022-23
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management & Environment Social and Governance (ESG) Committee of the Board is responsible for the implementation and oversight of the Business Responsibility policies.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Risk Management & Environment Social and Governance (ESG) Committee is responsible for decision making on sustainability related issues. The details of the same are given in Environment Management sub-section of the Natural Capital section of the Hindalco Integrated Annual Report FY 2022-23.

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Committee of the Board				Any other Committee		Committee of the Board			Quarterly									
Compliance with statutory requirement of relevance to the principles, and, rectification of any non-compliances	Director		Committee of the Board		Director		Committee of the Board		Director		Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9										
	Yes, Secretarial auditor	Yes BSI	Yes BSI	Yes, Secretarial Auditor	Yes Factory Inspector	Yes BSI	Yes Secretarial Auditor	Yes Secretarial auditor	Yes BSI										

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE

### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

##### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

The response to this question is provided in the Human Capital Development sub-section of the Human Capital section of the Integrated Report FY 2022-23

- P1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P2: Businesses should provide goods and services in a manner that is sustainable and safe
- P3: Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4: Businesses should respect the interests of and be responsive to all its stakeholders
- P5: Businesses should respect and promote human rights
- P6: Businesses should respect and make efforts to protect and restore the environment
- P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8: Businesses should promote inclusive growth and equitable development
- P9: Businesses should engage with and provide value to their consumers in a responsible manner

# Business Responsibility & Sustainability Reporting

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	0	NIL	0	NIL	NIL
Settlement	0	NIL	0	NIL	NIL
Compounding Fee	0	NIL	0	NIL	NIL
Non-Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an Appeal been preferred (Yes/No)	
Imprisonment	0	0	0	0	0
Punishment	0	0	0	0	0

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/Judicial institutions
NIL	NIL

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Our Code of Conduct provides guidelines towards anti-corruption and anti-bribery practices. The code of conduct is available at:

<https://www.hindalco.com/upload/pdf/hindalco-code-conduct.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Nil

6. Details of complaints with regard to conflict of interest:

Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

None

## Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
---	--	--

The response to this question has been covered in the Supplier Evaluation and Risk Assessment- Social and Relationship Capital Section of the Integrated Annual Report FY 2022-23

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

The response to this question has been covered in the Code of conduct of the Board of Directors section of the Integrated Annual Report FY 2022-23.

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

The response to this question has been covered in the Intellectual Capital section and the Environment Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2022-23.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

The response to this question has been covered in the Responsible Sourcing sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

- b. If yes, what percentage of inputs were sourced sustainably? 100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The response to this question has been covered in the Embedding Circularity and Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2022-23.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The response to this question has been covered in the Non-Hazardous Waste in Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2022-23.

## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

The details of our approach towards LCA is reported in the Innovate to improve: Optimising our Processes sub-section of the Intellectual Capital section of the Integrated Annual Report FY 2022-23.

# Business Responsibility & Sustainability Reporting

- 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

The details of our approach towards LCA is reported in the Innovate to improve: Optimising our Processes sub-section of the Intellectual Capital section of the Integrated Annual Report FY 2022-23.

- 3. Percentage of recycled or reused input material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

The response to this question has been covered in the Waste Management sub-section of the - Natural Capital section of the Integrated Annual Report FY 2022-23.

- 4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

The response to this question has been covered in the Waste Management sub-section of Natural Capital section in the Integrated Annual Report FY 2022-23.

- 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category**

The response to this question has been covered in the Waste Management sub-section of Natural Capital section in the Integrated Annual Report FY 2022-23

## PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chain

- 1. a. Details of measures for the well-being of employees:**

The response to this question has been covered in the Employee Wellbeing and Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

- b. Details of measures for the well-being of workers:**

The response to this question has been covered in the Employee Wellbeing and Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

- 2. Details of retirement benefits, for Current FY and Previous Financial Year.**

The response to this question has been covered in the Employee Wellbeing and Human Rights sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.

- 3. Accessibility of workplaces**

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

The response to this question has been covered in the Diversity, Equity and Inclusion sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.

- 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

The response to this question has been covered in the Human Rights Policy- Code of conduct sub-section of Human Capital section of the Integrated Annual Report FY 2022-23.

- 5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

The response to this question has been covered in the Employee well-being and Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

- 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

The response to this question has been covered in the of the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

- 7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:**

The response to this question has been covered in the Human rights sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.

- 8. Details of training given to employees and workers:**

The response to this question has been covered in the Human capital development, Safety and Training sub-sections of the Human Capital section of the Integrated Annual Report FY 2022-23.

- 9. Details of performance and career development reviews of employees and worker:**

The response to this question has been covered in the Performance evaluation sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.

- 10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system.**

The response to this question has been covered in the Occupational Health and Safety sub-section of Human Capital section of the Integrated Annual Report FY 2022-23.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The response to this question has been covered in the Hazard Identification and Risk Assessment and Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes

The response to this question has been covered in the Occupational Health Services sub-section of the Human Capital Section of the Integrated Annual Report FY 2022-23.



# Business Responsibility & Sustainability Reporting

## 11. Details of safety related incidents, in the following format:

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

## 12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

## 13. Number of Complaints on the following made by employees and workers:

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

## 14. Assessments for the year:

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

## 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

### Leadership Indicators

#### 1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees: **Yes**

(B) Workers: **Yes**

Life insurance coverage provided. Benefits on case-to-case basis and as per applicable local law

#### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The response to this question has been covered in Supplier Assessment Process sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

#### 3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

We provide livelihood assistance on case-to-case basis.

#### 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes.

The response to this question has been covered in the Employee wellbeing sub-section of the Human Capital section of the Integrated Annual Report FY 2022-23.

## 5. Details on assessment of value chain partners:

The response to this question has been covered in the Supplier Evaluation and Risk Assessment sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

## 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The response to this question has been covered in the Supplier Evaluation and Risk Assessment sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23.

### Leadership Indicators

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23.

#### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23.

#### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The response to this question has been covered in our CSR Strategy sub-section of the Social and Relationship Capital Section of the Integrated Annual Report FY 2022-23.

# Business Responsibility & Sustainability Reporting

## PRINCIPLE 5: Businesses should respect and promote human rights

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

The response to this question has been covered in the Learning and Development sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23.

**2. Details of minimum wages paid to employees and workers, in the following format:**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**3. Details of remuneration/salary/wages, in the following format:**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

Yes, the response to this question has been covered in the Occupational Health and Safety sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**6. Number of Complaints on the following made by employees and workers:**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The response to this question is covered under our Prevention of Sexual Harassment at Workplace policy. The link to the policy is attached herewith <https://www.hindalco.com/upload/pdf/hindalco-posh-policy.pdf>

**8. Do human rights requirements form part of your business agreements and contracts?**

Yes, The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**9. Assessments for the year:**

100%, The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

The response to this question has been covered in the Human Rights sub-section of Human Capital section of the Integrated Annual Report FY 2022-23

## Leadership Indicators

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2022-23

**4. Details on assessment of value chain partners:**

The response to this question has been covered in the Supplier Assessment Process and Supplier Evaluation and Risk Assessment sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

The response to this question has been covered in the Supplier Assessment Process and Supplier Evaluation and Risk Assessment sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

The response to this question has been covered in the Energy Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2022-23.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

The response to this question has been covered in the Energy Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2022-23.

**3. Provide details of the following disclosures related to water, in the following format:**

The response to this question has been covered in the Water Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2022-23.

# Business Responsibility & Sustainability Reporting

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

The response to this question has been covered in the Water Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2022-23.

**5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

The response to this question has been covered in the Emissions Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2022-23.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

The response to this question has been covered in the Emissions Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

The response to this question has been covered in the Emissions Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23.

**8. Provide details related to waste management by the entity, in the following format:**

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The response to this question has been covered in the Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2022-23.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

The response to this question has been covered in the Environmental Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2022-23.

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL	NIL	NIL	NIL	NIL	NIL

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

The response to this question has been covered in our Environment Management sub-section of the Natural Capital section in the Integrated Report. The link for the policy is attached herewith <https://www.hindalco.com/upload/pdf/hindalco-environment-policy.pdf>

## Leadership Indicators

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

The response to this question has been covered in the Energy Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**2. Provide the following details related to water discharged.**

The response to this question has been covered in the Water Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

The response to this question has been covered in the Water Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23

# Business Responsibility & Sustainability Reporting

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23

**4. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

The response to this question has been covered in the Emissions Management sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, Ernst and Young Associates LLP was engaged by the Company to provide an independent assurance for FY 2022-23.

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The response to this question has been covered in the Sustainable Mining & Conserving and Preserving Biodiversity sub-section of Natural Capital section of the Integrated Annual Report FY 2022-23

**6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23.

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

The response to this question has been covered in the Risks and Opportunities section of the Integrated Annual Report FY 2022-23.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

The response to this question has been covered in the Supplier Assessment Process sub-section of Social and Relationship Capital Section of the Integrated Annual Report FY 2022-23.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

The response to this question has been covered in the Supplier Assessment Process sub-section of Social and Relationship Capital Section of the Integrated Annual Report FY 2022-23.

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

1. a. **Number of affiliations with trade and industry chambers/ associations.**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

The response to this question has been covered in the Our key associations sub-section in the Social & Relationship Capital section of the Integrated Annual Report FY 2022-23.

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities**

None. The response to this question has been covered in the Policy Advocacy sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**Leadership Indicators**

**1. Details of public policy positions advocated by the entity:**

The response to this question has been covered in the Policy Advocacy sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

The response to this question has been covered in the Investing in our Communities sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Name of project for which R&R in ongoing	State	District	No. of Project Affected Families (PAF)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (in ₹)
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The response to this question has been covered in the Investing in our Communities sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**3. Describe the mechanisms to receive and redress grievances of the community.**

The response to this question has been covered in the Community Grievance Mechanism sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

The response to this question has been covered in the Responsible Sourcing sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**Leadership Indicators**

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

NIL

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.



# Business Responsibility & Sustainability Reporting

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No
- (b) From which marginalized /vulnerable groups do you procure?  
NA
- (c) What percentage of total procurement (by value) does it constitute?  
NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects

The response to this question has been covered in the Investing in the Communities sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

The response to this question has been covered in the Customer Satisfaction sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	Recycling and/or safe disposal

3. Number of consumer complaints in respect of the following:

NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy  
We have an Information Security Policy  
**Weblink:** hindalco.com/upload/pdf/information-security-policy.pdf
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.  
NIL

**Leadership Indicators**

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
<https://www.hindalco.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
NA
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
NA
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief.

The response to this question has been covered in the Customer Satisfaction sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

The response to this question has been covered in the Customer Satisfaction sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2022-23.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

The response to this question has been covered in the Innovate to Excel sub-section of Intellectual Capital section of the Integrated Annual Report FY 2022-23.

b. Percentage of data breaches involving personally identifiable information of customers

NIL.