

BUSINESS THROUGH SUSTAINABILITY

the hindalco way



Welcome 

to the
FY 2015

Hindalco Industries Limited Sustainability Report

Sustainability is at the core of Hindalco's Management Framework today. The journey started more than 5 years ago with an initial focus on Environment, Safety and Social aspects and a qualitative approach. Gradually, we have extended the coverage to various sustainability aspects of our operations across the value chain, from mining to semi-fabricated non-ferrous metals like Aluminium and Copper, to make the approach, which is more holistic. This is the Company's Fifth Sustainability Report for the period 1st April, 2014 to 31st March, 2015. This report has been prepared as per GRI G4 guidelines and in accordance with "Comprehensive" reporting standard.

Sustainability in Hindalco is based on a comprehensive three pronged approach of Responsible Stewardship, Stakeholder Engagement and Future Proofing. This report outlines the methodology that we have adopted in each of these three areas and some specific outcomes that we have achieved during 2014-15. At the beginning of the report we have highlighted performance in key areas including energy consumption, Green House Gas (GHG) emissions, water consumption, safety performance, waste generation, economic performance, and CSR expenses. We have also identified key risks from a sustainability perspective across the value chain and outlined our risk mitigation strategy.

The report is verified by an independent assurance provider, KPMG, India, as per AA 1000 Assurance Standard 2008. The Assurance Statement is given at the end of the report. We have taken note of the suggestions for further improvement from the statement and have already initiated actions to address the same.

We hope that this report will provide a comprehensive snapshot of our approach to sustainability, the progress we are making and the roadmap for the future. We would welcome any feedback from readers either on the contents of this report or the approach we are taking.



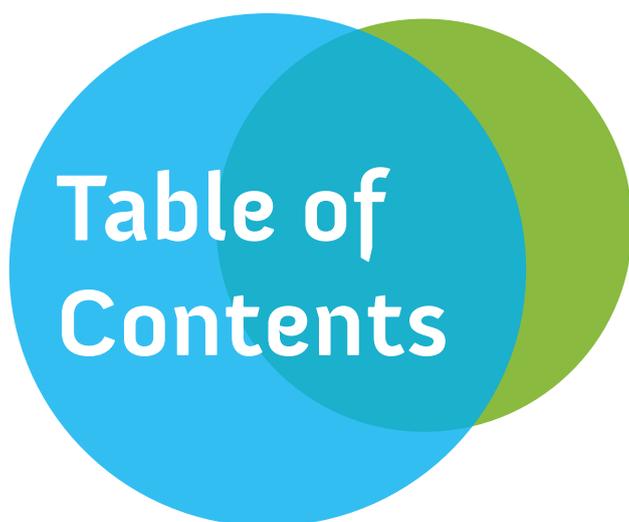
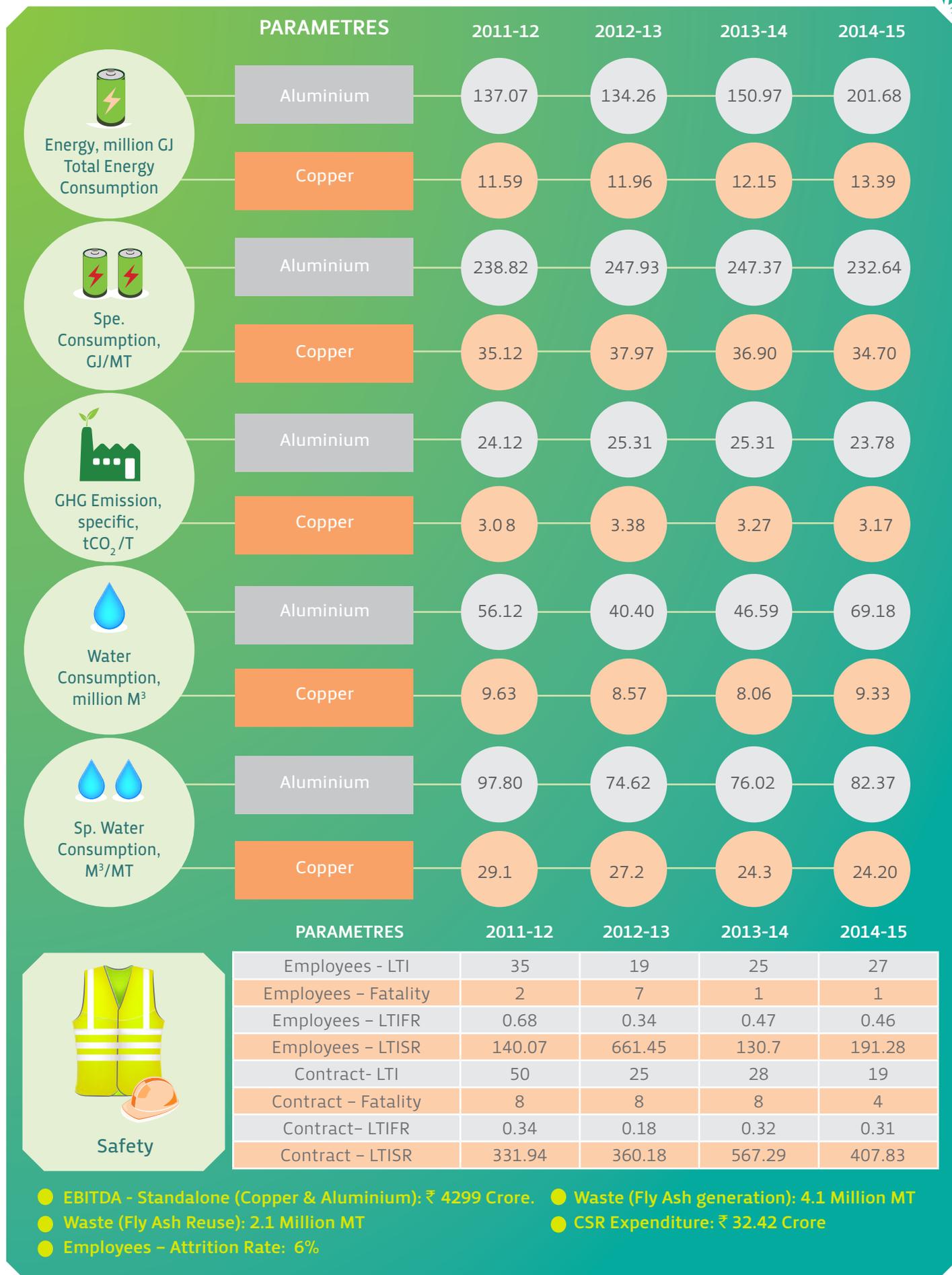


Table of Contents

Introduction 1-4

1	Key Performance Highlights	02
2	ABG Sustainability Vision	03
3	Hindalco Sustainability Vision and Policy	04
4	From the Managing Director's Desk	05
5	Hindalco – An Overview	07
6	Governance & Stakeholder Engagement	16
7	Responsible Stewardship	
	• Value Leadership	25
	• Environment – Caring for Nature	31
	• Safe Work Place – Valuing Life	44
	• Our People – the Defining Resource	49
	• Our Product – Shared Responsibility	58
	• Our Supply Chain – Opportunities for Co-creation	63
	• An Eye to Society	67
8	Future Proofing	75
9	Assurance Statement	79
10	GRI Index	83
11	Business Responsibility Report	102
12	Glossary	106

1. Key Performance Highlights





2. ABG Sustainability Vision

“The major attributes of our Operations at Hindalco and its ongoing journey of success revolve around people, environment, safety and inclusive growth.

At Hindalco, various sustainability initiatives include energy optimization, water conservation, social forestry, recycling of waste material as well as safety. We have instituted a governance structure to monitor various sustainability aspects of our operations.

As a Group, we endeavour to become the leading Indian conglomerate for sustainable business practices across our global operations by 2017, given our synergizing growth with responsibility”.

Mr Kumar Mangalam Birla
Chairman, Aditya Birla Group



3. Hindalco Sustainability Vision & Policy

Sustainability Vision

By 2017, Hindalco endeavours to become a leading metals Company for sustainable business practices across the global operations, balancing its economic growth with environmental and societal interests.

Sustainability Policy

We, at Hindalco Industries Limited, operating across the process chain from mining to semi-fabricated products in non-ferrous metals, will strive for excellence in sustainable processes, products and practices to create long term value for all our stakeholders, while conserving resources, protecting environment, nurturing our people and enhancing societal wellbeing.

To achieve this, we shall

- Continue to have a strong Governance Structure.
- Comply with all applicable legislations, regulations and codes of practices.
- Integrate Sustainability considerations into all our business decisions.
- Seek to minimize the impact on Environment & Society by reduction of our Carbon Footprint and conservation of key resources, while operating our Business.
- Promote principles of waste prevention, reduction, reuse, recycling and recovery to minimize waste generation and strengthen practices for management of wastes.
- Continue to improve health & safety of workforce and will establish “Zero Harm” culture within our business.
- Involve our local communities and stakeholders and engage with them to ensure that any impacts are identified and managed effectively.
- Strive to deliver products and services which have low environmental impact across their life cycle.
- This policy shall be made available to all employees, suppliers, customers, community and other stakeholders, as appropriate.

11th December 2014

D.Bhattacharya
Managing Director

HINDALCO INDUSTRIES LIMITED

4. From the Managing Director's Desk

Sustainability The Final Criterion

Dear Stakeholders,

I am happy to share with you Hindalco's Fifth Sustainability Report titled **"Business through Sustainability - The Hindalco Way"**.

Hindalco's global metal business today spans across 5 continents and 13 countries and comprises aluminium and copper operations. The business continues to expand as the new projects are ramping up. Indian aluminium production is expected to cross 1 million tonne in FY 16, a significant milestone in the history of Hindalco. Utkal Alumina refinery is already amongst the most efficient alumina refineries in the world and indeed is one of the lowest cost producers of alumina globally. As a result, the ambitious Greenfield investments that the company made in the last few years have now started delivering. The aluminium operations, capable of producing around 3 Million tonnes of Alumina, 1.3 Million tonnes of primary aluminium also boast of a strong downstream value added products portfolio, which along with our global subsidiary Novelis can ship out close to 3.75 million tonnes of high end products, thus making Hindalco one of the large integrated aluminium companies globally.

Our copper operations in India continued to deliver excellent performance, an outcome of a unique combination of robust business model and superior operational efficiencies. The complex at Dahej is expected to produce close to 400 KT of copper cathodes and continuous cast rods.

The global scale and scope of our operations and the deep engagement that we have with various



stakeholders makes holistic approach to sustainability imperative.

Our commitment towards sustainability is steered by our robust governance practices. The Hindalco management framework has been crafted on the theme **"Excellence by Design"** and is founded on the bedrock of Aditya Birla Group Values of Integrity, Commitment, Passion, Seamlessness and Speed.

During FY 15, our focus has been on reinforcing sustainability practices across all operations, responding and adapting to the turbulent economic headwinds. This report, structured in line with GRI G4 guidelines, highlights our sustainability performance, governance and management practices, stakeholder engagement, including performance considering all aspects of material, economic, environmental and social. It highlights our progress and key steps taken towards making the business resilient to address the evolving sustainability risks.

Stakeholder Engagement

We believe that sustainable value generation and distribution is a vital aspect of a sustainable business. Our sustainable growth has to be founded on robust business growth of our partners and hence we have established structured engagement mechanisms with various identified stakeholders.



Our focus has been to make these engagements effective, collaborative and co-creative - a win-win proposition!

By virtue of being the major aluminium and copper producer in India, we have a strong commitment towards product development and have developed several pioneering applications in the Indian context. Accordingly, our supply chain, marketing teams and research & development initiatives are geared to understand partner's expectations, build awareness and capacity to develop and augment collaborative platforms.

Responsible Stewardship

As a responsible steward we are responsible for total compliance of sustainability policies. The Aditya Birla Group is a signatory to The United Nations Global Compact and at Hindalco, in all our operations; we have put in place robust systems to comply with various initiatives and provisions there in.

We recognize our responsibility towards environment, resources, employees, communities, suppliers and customers. To address challenges of environment, we have deployed modern and practicable clean technological options aimed at improving efficiencies which includes both, recycling and reuse. Our energy efficiency and renewable energy efforts are aligned with Perform - Achieve - Trade and Renewable Purchase Obligation regulation/mechanism of the Government of India. Improving operational efficiencies along with adoption of technological advances are important for efficient use of raw materials. We believe systems and work practices are critical in conserving resources, energy and environment and ensuring health and safety.

Along with the resources, water and energy conservation is a major focus area for us. Our investments, research and development efforts are aimed at electricity and water conservation and a significant investment in new technologies has gone into reducing specific consumption of power. Our Energy policy targets to improve energy efficiency through various measures while benchmarking our performance with global peers. We have diligently acted by setting up zero discharge systems, water harvesting, recharging the ground water, etc. We aim to augment this by adopting improved approaches of integrated water resource stewardship.

We have also made significant investment in setting up our greenbelt management program, developing plantations and afforestation, which has led to the arresting of fugitive emissions and control dust pollution.

People are our defining resource. We take it as our responsibility, not only to enhance their capacity to contribute to business, but also to improve the quality of their lives. Our people engagement, benefit schemes and training program are structured to achieve this objective.

For safety at work place and prevention of accidents the thrust is on Employee Involvement and continual improvement by putting in place structured integrated management systems and deployment of various training programs across the organization to imbibe safe practices and improve awareness of our employees on the aspects of safety and to ensure a "zero harm" work environment. We have also made significant progress in making the work place safer to women against sexual harassment.

Future Proofing

At Hindalco, future proofing is the third pillar of sustainability framework and we have identified climate, water, raw material and regulatory risks as the potential risks to this framework. Our response to address these risks constitutes our way forward to future proofing our business. We realize that our ability to respond to these risks and the nature of our response will enable us to harness hidden and new opportunities.

A few such examples are our thrust on renewable energy, focus on increasing recycled aluminium and contribution to weight reduction initiatives in automobiles and other transportation segments, waste to wealth initiatives. These not only help us in decreasing the carbon foot print but also present new opportunities.

This report highlights our approach, our commitment and discusses the objective framework that we have deployed to ensure long term sustainability of our business. As our business expands in the coming years, it is imperative that we broaden and deepen our engagements with all stakeholders, understand and address all the risks and opportunities presented by sustainable development charter - our common future, reiterating our commitment towards long term sustainability and inclusive growth.

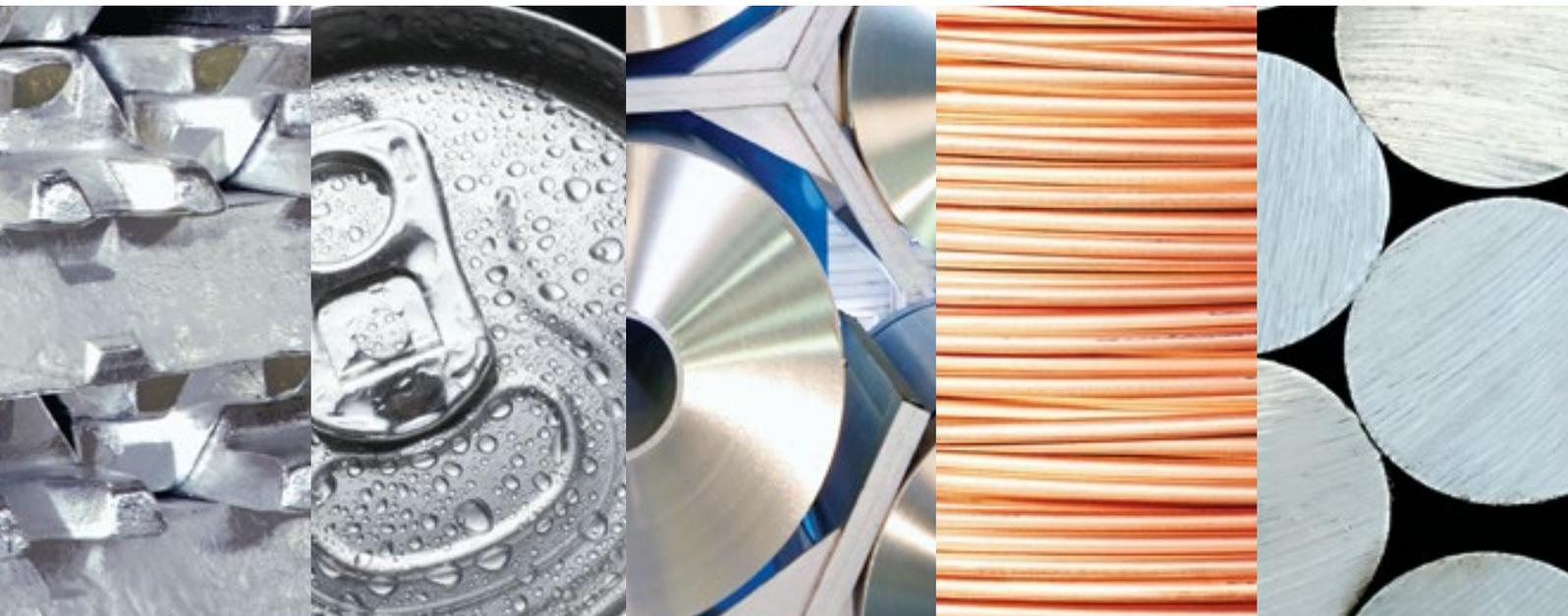
D. Bhattacharya

D. Bhattacharya

5. Hindalco

An Overview





An industry leader in aluminium and copper, Hindalco Industries Limited, the metals flagship company of the Aditya Birla Group is the world's largest aluminium rolling company and one of the biggest producers of primary aluminium in Asia. Its copper smelter is amongst the largest single location custom smelter globally. Later, acquisitions and mergers with Indal, Birla Copper, Nifty, Mt. Gordon Copper Mines in Australia, strengthened its position in value-added alumina, aluminium and copper products. With the acquisition of Novelis Inc. in 2007, Hindalco is now amongst the top five aluminium majors worldwide and the largest vertically integrated aluminium company in India. Today, Hindalco is a metals powerhouse present in two of the fastest growing metal segments; aluminium and copper, with global footprints in 13 countries and with a consolidated turnover of \$ 17 billion (1.04 lakh crore) and an PBITDA of \$ 1.6 billion (10,049 crore), a growth of 8% and an PBITDA margin of 9.6%.

Hindalco Industries Limited is publicly traded, the Bombay Stock Exchange, – the National Stock Exchange of India Ltd and Luxembourg Stock Exchange. Novelis – a 100% subsidiary of Hindalco, is a privately held company and Aditya Birla Minerals Ltd (ABML) – where Hindalco has 51% ownership, is traded on the Australian Stock Exchange. Our aluminium operations in India are integrated and consist of bauxite mining, alumina refining and aluminium smelting to

downstream processes and products, including rolling, extrusions, foils, recycling, along with captive power plants and coal mines. Our copper business yields copper cathodes, continuously cast copper rods, while also recovering precious metals and other byproducts utilized in the production of fertilizers.

Hindalco India's employee strength in 2014-15 is 23616. ABML Strength is 239.

Highlights

USD 17 billion non-ferrous metals major with presence in five continents

•
Leading integrated aluminium producer in India

•
World leader in Aluminium Rolling

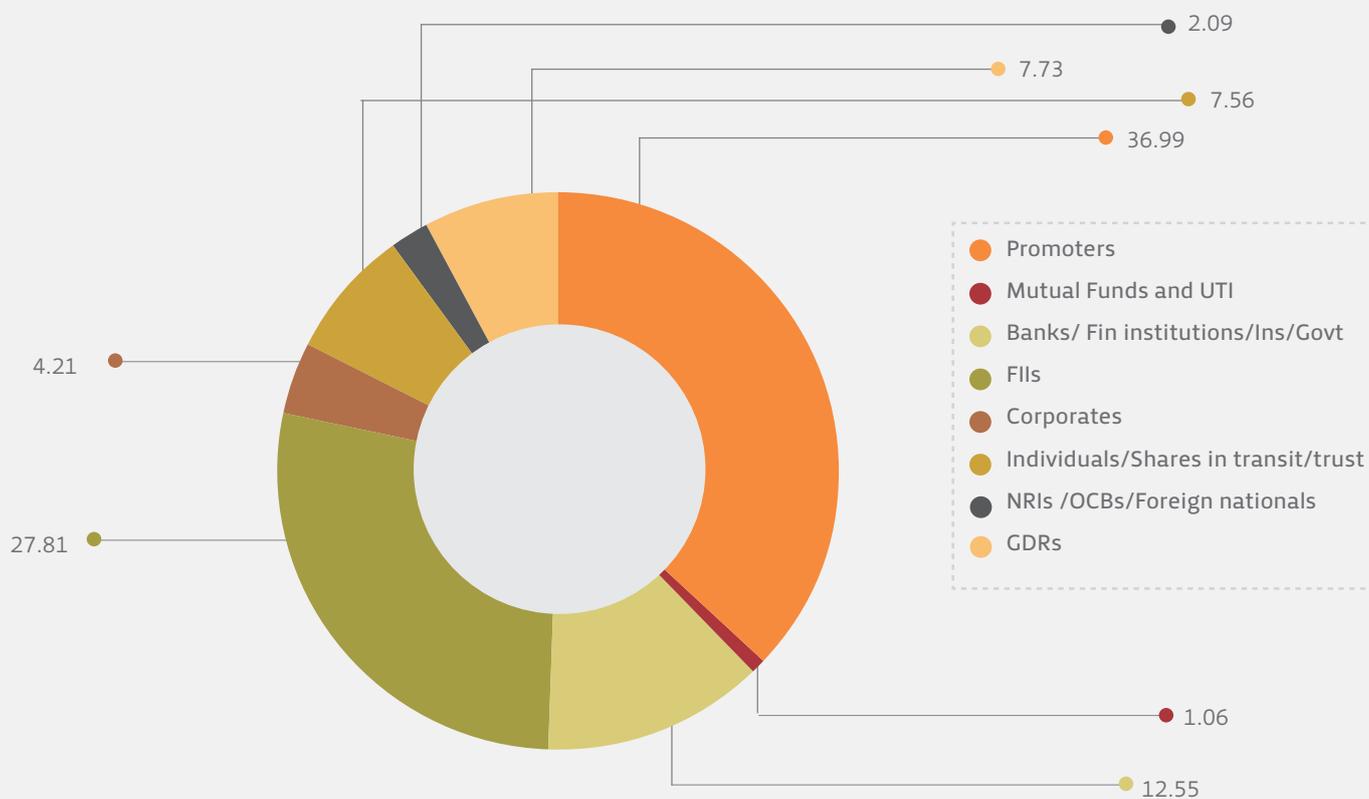
•
Largest recycler of aluminium scraps globally

•
Primary Aluminium and Copper registered on the London Metal Exchange

•
Awards in Exports, Quality, Design and Innovation

Financial Highlights 2014-15

Shareholding Pattern (%)



EBIDTA (Standalone - Aluminium & Copper)

2012-13



3187 Crore

2013-14



3616 Crore

2014-15



4299 Crore



Locations of Operations of Hindalco across the World



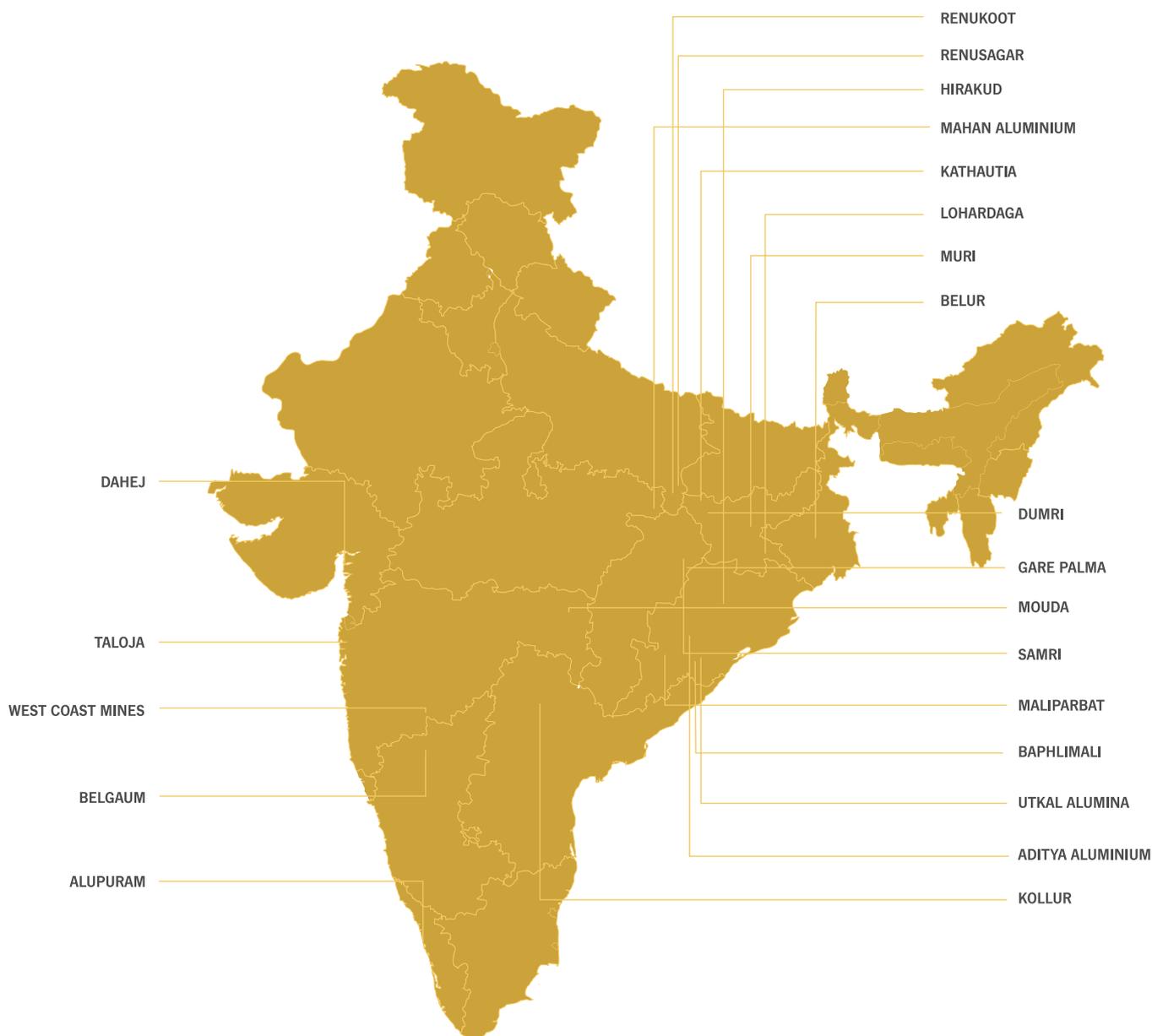
Hindalco. Worldwide. Worldclass.

13 countries, 15+ nationalities and 51 locations around the globe.

CANADA	Cold Rolling • Finishing
USA	Global Research & Technology Centre • Global Research & Technology Network • Recycling • Casting • Hot Rolling • Cold Rolling • Finishing • Coating
BRAZIL	Recycling • Casting • Hot Rolling • Cold Rolling • Finishing • Coating
GERMANY	Global Research & Technology Network • Recycling • Casting • Hot Rolling • Cold Rolling • Finishing • Coating • Converting
UK	Recycling • Finishing
SWITZERLAND	Global Research & Technology Network • Casting • Hot Rolling • Cold Rolling • Finishing
ITALY	Recycling • Continuous Casting • Cold Rolling • Finishing
CHINA	Finishing
SOUTH KOREA	Global Research & Technology Network • Recycling • Casting • Hot Rolling • Cold Rolling • Finishing
MALAYSIA	Continuous Casting • Cold Rolling • Coating
VIETNAM	Recycling
AUSTRALIA	Copper Mines
INDIA	Innovation Centre • Bauxite Mines • Coal Mines • Integrated Aluminium Complex • Aluminium Smelter • Power Plant • Alumina Refinery • Aluminium Flat Rolled Products Plant • Aluminium Foil Plant • Aluminium Extrusions Plant • Integrated Copper Complex



Locations of Operations of Hindalco in India



Lohardaga	Bauxite Mines	Mahan Aluminium	Aluminium Smelter • Power Plant
Samri	Bauxite Mines	Aditya Aluminium	Aluminium Smelter • Power Plant
Maliparbat	Bauxite Mines	Hirakud	Aluminium Smelter • Power Plant • Aluminium Flat Rolled Products
Baphlimali	Bauxite Mines	Renusagar	Power Plant
West Coast Mines	Bauxite Mines	Taloja	Aluminium Flat Rolled Products • Innovation Centre
Gare Palma	Coal Mines	Belur	Aluminium Flat Rolled Products
Kathautia	Coal Mines	Mouda	Aluminium Flat Rolled Product * Foil Products
Dumri	Coal Mines	Kollur	Aluminium Foil Products
Renukoot	Integrated Aluminium Complex	Alupuram	Aluminium Extrusions
Muri	Alumina Refinery	Dahej	Integrated Copper Complex
Utkal Alumina	Alumina Refinery		
Belgaum	Alumina Refinery • Innovation Centre		



Highlights of Our Operations

Hindalco, India – Aluminium

Business Category	Installed Capacity	Performance in 2014-15	Path to Sustainability
Alumina	3.0 Million MT	2.3 Million MT	Value-added special products
Aluminium Metal (Primary)	1326 Kilo MT	834 Kilo MT	Strengthening value added special products
Captive Power Generation	3009 MW	14.76 Million MWh	Self-reliant and effective power generation
Flat Rolled Products	380 Kilo MT	245.70 Kilo MT	Creating sustainable supply chain
Aluminium Extrusions	44 Kilo MT	40.42 Kilo MT	Fulfilling customer demand
Aluminium Foils and Converted Products	18 Kilo MT	8.93 Kilo MT	Provide packaging solution

Hindalco, India – Copper

Business Category	Installed Capacity	Performance in 2014-15	Path to Sustainability
Copper Cathode	430.0 Kilo MT	385.59 Kilo MT	Value added Products Waste to Wealth
Sulphuric Acid	1470 Kilo MT	1167.84 Kilo MT	
Phosphoric Acid	210 Kilo MT	104.94 Kilo MT	
Fertilizers (DAP And Complexes)	400 Kilo MT	298.84 Kilo MT	

Major Operational Changes during 2014-15

- Utkal Alumina refinery is ramping up fast to its full.
- Mahan and Aditya smelters have ramped up to over 90% and 50% of their envisaged capacity respectively.
- Aluminium volumes in India jumped 36% to 0.8 Million MT and alumina output increased 35% to 2.3 Million MT. Value Added Downstream production grew by 10% over last year to 300 Kilo MT.
- The de-allocation of coal blocks by the Supreme Court of India, last year was a disruptive change in the business environment for our Aluminium Business and subsequently, Hindalco participated in the fiercely competitive auctions of coal blocks and managed to bag four coal blocks, securitizing ~25% of its coal requirement.
- Copper Business increased its output to highest ever volumes of 386,000 MT

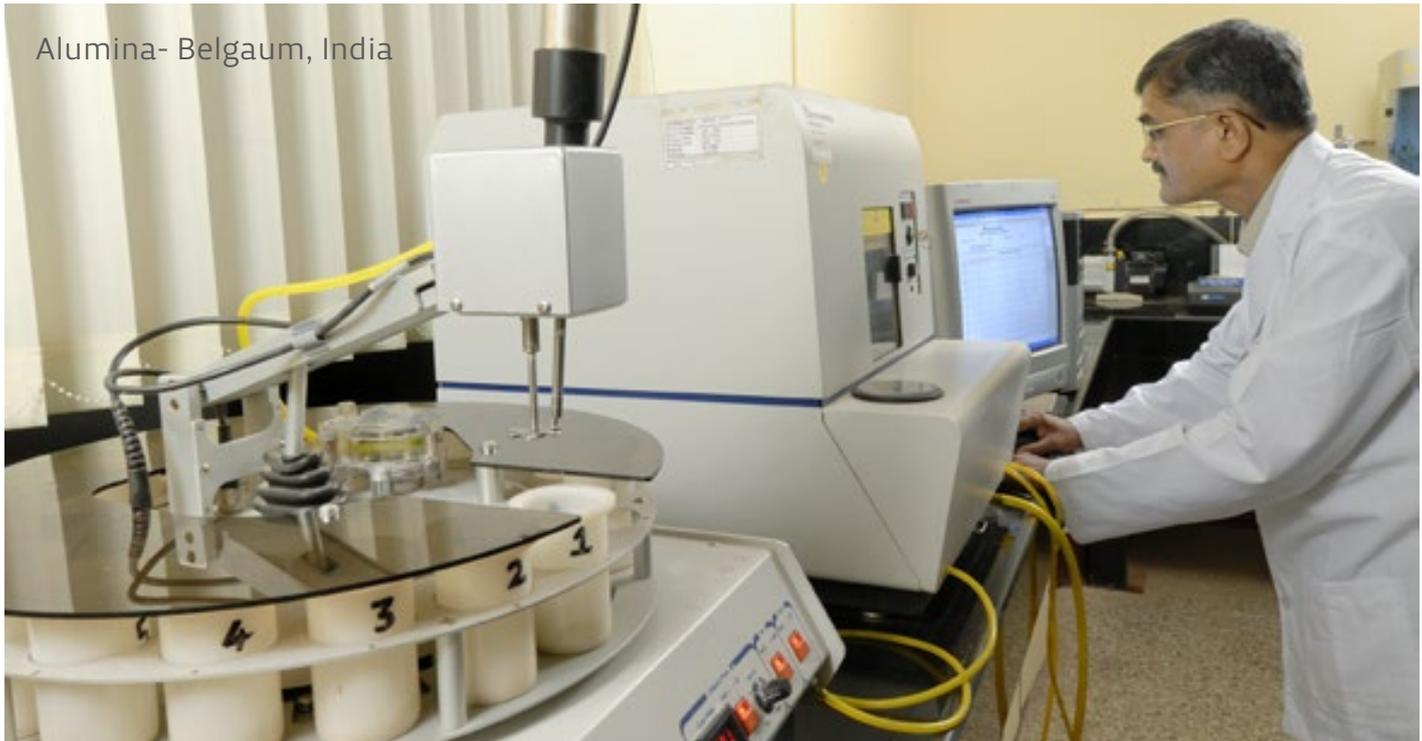


Centres of Innovation

Technology is the lever that drives competitive advantage at Hindalco. Moreover, we assiduously follow and promote exchanges across worldwide network. Innovative ideas and new lines of development through the

company's far flung locations are deployed for the benefit of end user. As new knowledge is operationalized, Hindalco facilitates and nurtures a culture of innovation and creativity.

Hindalco Innovation Centres



Alumina- Belgaum, India



Semifab- Taloja, India

The Competitive Edge- Our Products

Hindalco's edge lies in its ability to fulfill market requirements as well as develop a variety of new products customized to the existing and emerging needs of its wide base of reputed global customers. Our product portfolio includes:

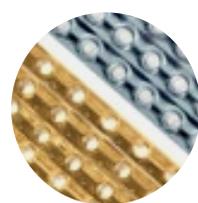
Primary Aluminium



Flat Rolled Products

Extrusions

Foil and Packaging



Chemicals

Copper



Report Scope & Boundary

Our fifth report draws on performance highlights from April 2014 to March 2015 (Fiscal Year 2015) and covers the full scope of our global operations, except Novelis. We excluded Novelis from the Scope of this Report due to a) Difference in Materiality Issues b) Novelis publishes a separate Sustainability report. To know more about the Novelis sustainability performance, please visit Novelis website: [http://www.novelis.com/en-us/Sustainability 2014 Report/index.html](http://www.novelis.com/en-us/Sustainability%202014%20Report/index.html)

Hindalco Industries Limited acknowledges that sustainability is a learning process and we welcome all suggestions and feedback from our stakeholders, including customers, employees and suppliers. We aim to fully embed sustainability into the core of our business. We aim to continue producing an annual sustainability report to document our progress and challenges in building sustainability of our business.

This report is in accordance with the international standards of the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines at Comprehensive level.

Transparent Disclosure Reporting Principles

We are committed to measuring and reporting on our material, environmental and social aspects that we have deemed material to our business and our stakeholders. Our materiality assessment included analysis, identification and prioritization of issues that can pose risks to business in short

term and long term. This was conducted in meetings with management, internal and external stakeholders to ensure that interests of business and stakeholders are accounted. Further, we have also made efforts to introduce sustainability context in various material issues which are highlighted in the report. The quality of the report is defined in such a manner so as to ensure that information presented to stakeholders is unbiased, comparable, accurate, reliable and understandable. The boundary applied for all the aspects is the report boundary. For supply chain related aspects, we limited our boundary to immediate suppliers and customers.

Conformance to GRI

In accordance with the Global Reporting Initiative's G4 reporting framework, we describe our approach for identifying and responding to our most material social and environmental issues within the contents of this report.



6 Governance & Stakeholder Engagement



Message from Deputy Managing Director



Dear Stakeholders,

The transformational journey of Hindalco began with the farsighted vision of its founder, late Mr G.D Birla. Currently Hindalco, led by the Aditya Birla Group Chairman, Mr Kumar Mangalam Birla, spans five continents and ranks amongst the top five of the world's non-ferrous metal companies. The only constant at the core of this journey is the Values we believe in and the principles we are committed to. Our execution framework is based on standardization of core processes and continuous improvement, designed to deliver superior performance that differentiates us.

Our Governance Framework

Hindalco is committed to the adoption of good governance practices and its systemic adherence at all times. Our governance practices reflect our culture of trusteeship, deeply ingrained in our value system that inspires our strategic thought process. The Board works within the purview of the framework that describes its role, its operations and the main tasks of its committees. The Board and its committees provide strategic direction and oversight, and delegate management authority to the Chief Executive within the defined limits. Our governance practice is fully compliant with the requirements of the prevailing and applicable Corporate Governance Code as applicable vide Clause 49, of the Listing Agreement with Indian stock exchanges.

Hindalco has adopted the Code of Conduct for its Board of Directors and Senior Executives, obtaining certification at regular and defined intervals from various executives regarding compliance with regulations, policies, laws, etc. with specific reference to the remediation plan on deviations, if any.

Internal Controls

The Board has a robust system for internal audit and corporate risk assessment and mitigation. The board is responsible for maintaining a sound system of internal control and delegates the establishment and maintenance of this system to the concerned executives. Management systems, organizational structures, processes, standards and behaviours are all components of the system for internal control.

Hindalco's commitment to its principles is structured to provide the foundation on which core processes of the company will be transformed to deliver superior results in a sustainable manner. Our management framework has been crafted on the theme of "Excellence by Design" and founded on the bedrock of Aditya Birla Group Values of Integrity, Commitment, Passion, Seamlessness and Speed.

Satish Pai

Embedding Sustainability

As a responsible Company, Hindalco endeavours to embed sustainable business practices in all its operations from mines to market, balancing its economic growth with environmental and societal interests. We consider it extremely important that we minimize our impact on environment, and we understand the intrinsic linkage between economic growth and environment protection. The board assesses risks and opportunities arising out of imperatives to sustainable development and provides directions to manage such risks and opportunities. The Corporate Sustainability Committee oversees formulation and implementation of sustainability strategy

and policies and periodically reviews the sustainability performance of the Company.

During this reporting period, we have determined the sustainability aspects that are material to us and our stakeholders, related to Indian operations. We have put in place a plan to address all such identified issues. We are in the process of structuring and augmenting our stakeholder's engagement following appropriate guidelines.

Our Board and Management teams across all the operations remain committed to a sustainable future. We believe our governance structure and management approach is crafted well enough to steer us through this journey.

Governance & Ethics - The One Constant Corporate Governance Framework

The Board in the year 2014-15

Non-Executive Directors

Mr Kumar Mangalam Birla, Chairman
Mrs Rajashree Birla
Mr Askaran Agarwala
Mr M. M. Bhagat - Independent
Mr K. N. Bandari - Independent
Mr N. J. Jhaveri * - Independent
Mr Ram Charan - Independent
Mr Jagdish Khattar - Independent

Committees of the Board of Directors

- Audit Committee
- Stakeholder's Relationship Committee
- Nomination and Remuneration Committee
- CSR Committee
- Risk Management Committee

Executive Directors

Mr D. Bhattacharya, Managing Director
Mr Satish Pai, Deputy Managing Director

Executives' Committee

- Sustainability Committee
- Safety Board
- Steering Committee
- Values Committee
- Sexual Harassment Committee
- Risk Management Committee
- Compliance Committee

Committees in Operational Units

- Environmental, Occupational Health & Safety Committee
- Operational Excellence Committee

The details of Our Governance Framework are available in corporate governance section of our Annual Report 2014-15.

* Mr N. J. Jhaveri ceased to be a director of the Company due to his sad demise on June 06, 2015.



Risk Management System



Transparent & Ethical Business Conduct

Hindalco commits itself to the values of Aditya Birla Group and these are embedded into our management structure. The values of the group are our guiding principles in conducting business.

We adhere to comply with all the relevant regulations regarding human rights.

Code of Conduct

The Code of Conduct, as adopted by the Board of Directors, is applicable to all Directors Senior Management/employees of the Company. The Code is available on the Company's Website viz., <http://www.hindalco.com/investor-centre/code-of-conduct>.

For the reporting period, all Directors, Senior Management personnel of the Company have confirmed their adherence to the provisions of the said Code.

No Child and Forced Labour

Hindalco strictly stands against any form of child labour and forced labour. We currently do not operate in any region considered to have significant risk of violations of human right. We are in the process of setting up screening mechanisms for our significant suppliers, vendors and other business partners to

identify concerns regarding human rights. The security personnel are trained at the time of joining regarding the organizational policies and procedures to ensure adherence to human rights.

No Discrimination

Hindalco does not discriminate in employment or any other opportunity, based on caste, religion, region, gender and age. Under the current mechanisms, viz., whistle blowing, no cases of discrimination were recorded.

Zero Tolerance for Sexual Harassment

The Company 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 there under for prevention and redressal of complaints of sexual harassment at workplace. All women, including women visiting the Company's office premises or women service providers are covered under this policy. All employees are treated with dignity with a view to maintain a work environment free of sexual harassment whether physical, verbal or psychological.

During Fiscal 2015, the Company has received two complaints on sexual harassments, which have been substantiated and appropriate actions were taken. There were no complaints pending for more than 90 days during the year.

Zero Tolerance for Corruption and Bribery

All employees are made aware of the company's position on corruption and bribery. We elaborate, inform and train our employees on what constitutes corruption and bribery; and how to distinguish and diligently act in practical situations. All our business units are analysed for risk related to corruption.

No lobbying and No Political contributions

In order to maintain a clean working culture, we also don't support or encourage or lobby with any political party or the government. We or our subsidiaries, don't make any kind of financial contributions to any local political parties. We do public policy advocacy through industry and other associations.

No Anti-Competitive Behaviour

We support good market practices, and understand that a competitive environment leads to overall growth of the market. Therefore, we encourage our fellow competitors, stand categorically against monopolizing the market or getting involved in any anti-competitive behaviour. We are the founding member of the Aluminium Association of India and have subscribed to the International Aluminium Association. Being a part of such forums, gives us a platform for sharing our best practices and towards a constructive growth atmosphere.

Whistle Blower Policy

In keeping with its commitment to ensure ethical behaviour in all its business activities, Hindalco has put in place a mechanism for reporting illegal and unethical behaviour. The Company has a Vigil Mechanism and Whistle Blower Policy under which employees are free to report violations of applicable laws and regulations and Code of Conduct. The whistle blower can send the complaint to the independent reporting mechanism - Ethics Hotline or to the respective Values Standards Committee (VSC), depending on the level at which the violation is perceived to be happening, or the seniority of the individual/s involved which operates under the supervision of Audit Committee. Employees may also report to the Chairman of the Audit Committee.

We have whistle blower mechanism in place, which potentially can uncover instances of bribery and corruption. No cases of corruption were recorded in the reporting year.



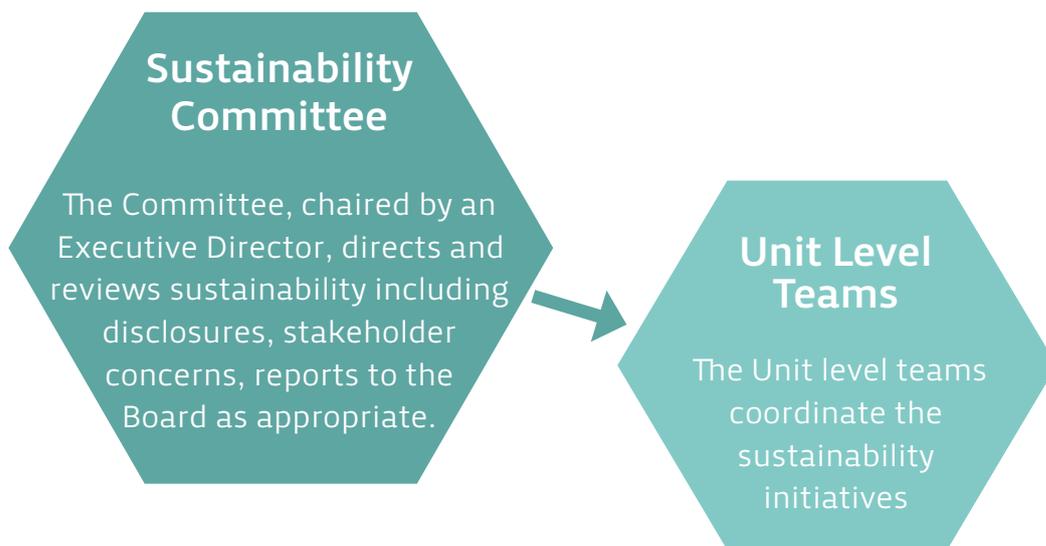
Total Compliance

We believe in positive approach to compliance i.e. proactively identifying applicable regulations and complying to the same. Compliance with all applicable regulations is driven by the leadership at all operational and business units. For monitoring

compliance to all legal requirements, a compliance committee headed by the Deputy Managing Director is in place. The committee reviews the compliance to legal requirements on monthly basis.

Hindalco has not paid any fines or penalty during this reporting period.

Sustainability Framework and Policies



Our approach to sustainability is aligned with ABG sustainability framework:



These 3 key pillars encompass the material issues in our sustainability efforts and are reflected in our actions and disclosures.

aspects. We also focus our sustainability reporting and ongoing stakeholder engagement on these material issues.

We focus on identified material aspects – articulate our position and policy and deploy management systems to address these

Our Policies cover our position on Governance & Compliance, People, Quality, Technology, Sustainability, Environment, Energy & Carbon



and Safety & Occupational Health. We deploy the policies, across the organisation through Plan-Do-Check-Act (PDCA) Cycle

to achieve continuous improvement and verifiable progress. Further, in the relevant sections, we will detail the above policies and our positions.

Stakeholder Engagement

We engage stakeholders to take cognizance of stakeholder concerns and understand how fast things will change and how external forces will cause business disruptions. Such

identified material issues are addressed and the knowledge gathered from the engagement is further used to actively seek ways to create and share value with each of our stakeholders.

Stakeholder Group	Concerns	Engagement Platform
Customers	<ul style="list-style-type: none"> Timely Delivery Quality Pricing Post-sales Support Product related certifications EHS Management Systems 	<ul style="list-style-type: none"> Customer feedback Customer Satisfaction Survey Phone calls, Emails and Meetings Signed Contracts Exhibitions, Events Customer Visits Websites
Employees & Labour Unions	<ul style="list-style-type: none"> Fair wages and Rewards Work life Balance Training & Skill development Career Growth Occupational Health and Safety Job Security Transparent Communication 	<ul style="list-style-type: none"> Emails and Meetings Intranet Portals Employee Satisfaction Surveys Training Program Performance appraisal reviews Grievance Redressal Mechanisms
Suppliers	<ul style="list-style-type: none"> Timely Payment Continuity of orders Capacity Building Transparency 	<ul style="list-style-type: none"> Emails and Meetings Vendor Assessment & Review Supplier Audits Signed Contracts Training Workshops and Seminars Social Gatherings
Communities	<ul style="list-style-type: none"> Local Employment Environmental pollution control Infrastructure development Training & Livelihood programs Participation in social services 	<ul style="list-style-type: none"> Training & Workshops Regular Meetings Need Assessment & Satisfaction Surveys CSR Reports
Investors & Shareholders	<ul style="list-style-type: none"> Sustainable Growth & Returns Risk Management Corporate Governance Market Share Operational Performance 	<ul style="list-style-type: none"> Board Meetings Annual Reports Website
Governments & Regulatory Bodies	<ul style="list-style-type: none"> Tax and Royalties Compliance to laws & regulations Employment Pollution Prevention Local Economy Growth 	<ul style="list-style-type: none"> Annual Reports Communication with regulatory bodies Formal Dialogues
Media	<ul style="list-style-type: none"> Community Relations 	<ul style="list-style-type: none"> Social Media Press Releases Interviews Website
Industry Associations	<ul style="list-style-type: none"> Regulations, compliance with Industry Standards 	<ul style="list-style-type: none"> Meetings, as per need



Material Aspects for the Business and Stakeholders

We have mapped the concerns articulated above to sustainability aspects of GRI G4. Further, in this report, we have not applied any limitations on aspect boundaries, inside and/or outside the organization, except that our supply chains are limited to entities from which we procure goods and services and our customers are entities to whom we sell our products.



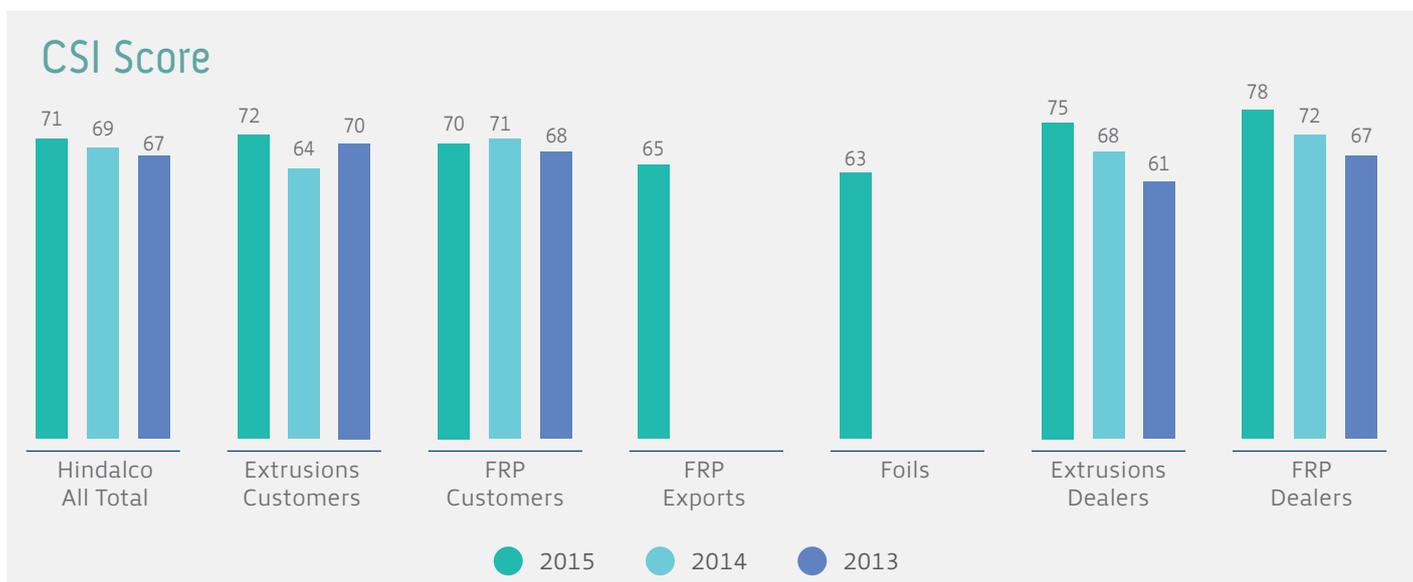
employees can lodge their grievances and suggestions through management interactions and suggestion boxes. In addition, once in two years we conduct a survey to obtain employee feedback. Actions are initiated by leaders at various levels. A Dip Stick Survey is conducted in the interim year to assess whether actions taken are effective or not.

Internal Engagement

Our engagement with employees is not only to understand their concerns and expectations but to draw their continued commitment to our values, principles, processes and business goals. Our management communication with employees is a two way process. Our

Customer Satisfaction Survey

“Customer Satisfaction Management and Measurement”(CSMM) is an ongoing activity by the marketing team. The CSMM survey is conducted amongst Hindalco’s major



customers and dealers with an aim to get feedback on a wide range of parameters and also determine the customer loyalty levels. The survey is done by a reputed Marketing Research agency products, such as, Rolled Domestic, Primary Ingots, Extrusions. Detailed interviews are conducted by the agency with the customers and feedback is recorded on all parameters.

The CSMM survey gathers detailed feedback on various aspects of marketing, viz Level of Marketing Support, Product Quality, Quality of negotiation, Ordering Process, Complaint Handling, Delivery, Billing Procedures, Technical Support and Customer Relationship Management (CRM).

Dealer Meets:

'Dealer meets' are organised on a regular basis and senior managers from Marketing and Manufacturing functions participate and interact with the members of the trade. We apprise them about technical developments, new developments, strategic plans, new products and launches. A dealer meet was conducted for Rolled and Extrusions.

Feedback is also taken from dealers on various marketing issues with a view to improve our performance.

A few other Customer Centric Initiatives were started during the 2014-15:

NPS : In 2014-15, another customer feedback study was started - Net Promoter Score (NPS). This concept was introduced and Top-Down pilot study was conducted on Wire Rod segment. NPS not only gave Hindalco's customers perspectives, it also helped in knowing the other expectations and our relative standing among the competitors. In 2015-16, NPS will be extended for two products Wire Rod and Primary Ingots

KAM: A structured Key Account Management (KAM) was introduced. This will be to focus on Key Accounts for a total understanding of our key customers and have a joint partnership with our key customers. We started with eight customers and by second half of 2014-15, the total accounts were increased to 18 key accounts.

Technical Service Manager (TSM):

A new concept of Technical Service Manager has been introduced. This will be to meet the needs of the customers, i.e, to 'Make Product Work' solution at customers place. In 2014-15, the rolled products started this concept and subsequently in 2015-16 all SBUs will be having the TSMs.

Engaging with Suppliers

We consider our suppliers as our business partners. We recognise that through supply chain, we can deliver value multiplier to regional/national economy. This is clearly communicated across the organisation and value chain. We believe that our partnership with our suppliers is essential to generate value and respond to changing market space and environment. We conduct regular interactions and periodical supplier meets at unit and corporate level. Our feedback survey and recent interaction to understand their views on material sustainability issues, is used for supplementing and augmenting our efforts to build responsible and responsive supply chain.

We are aware that certain barriers to effective stakeholder engagement still exist. To address the same, we are in the process of developing deeper engagement plans and processes with each of our external stakeholder groups, extending it to other stakeholders including regulatory authorities, media, etc. Supply Chain Diagram is included in Supply Chain Section.

Responsible Stewardship

7.1 Value Leadership



TRADITIONAL MARKETING VS DIGITAL MARKETING



40%

35%

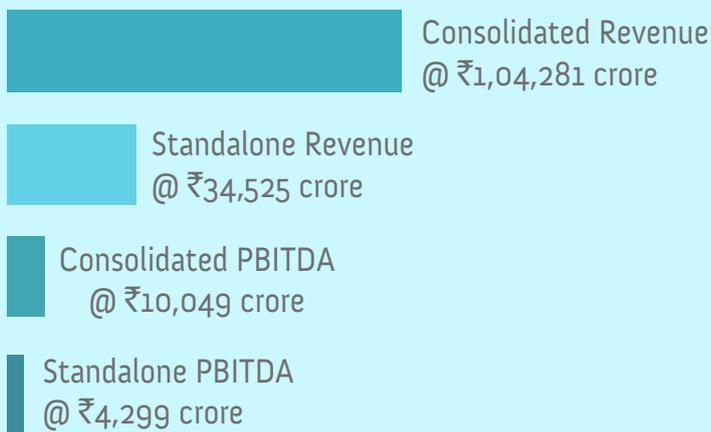
25%

40%

Digital marketing is marketing that makes use of electronic devices (computers, cell phones, smartphones, tablets, etc.) and the internet.

Value Leadership 2014-15

Highlights



₹21.53
Cash EPS
(Consolidated)



₹104,281 Crore
Total Revenue
(Consolidated)



₹86,070 Crore
Net Fixed Asset
(Consolidated)

Our commitment to our values and principles guides us to be a responsible steward. We are aware that, as a responsible steward, we have to deliver value to our shareholders and to the economy. While doing so, we also require to comply with all applicable environmental, social and economic regulations. In addition, we need to focus on conservation of resources, protection of environment and positive contributions to the society.

For responsible stewardship of business, Hindalco has developed policies, roadmap

and implementation plans and have projects in pipeline which include, minimizing environmental impact during manufacturing and in application of our products. Innovation is one of the main levers in our responsible stewardship. We deliver products for the most technologically demanding applications in sectors that include automotive, defence, construction, infrastructure, consumer durables, packaging and electronics to name a few. We strive to add value to a wide variety of businesses and to the nature and society, through innovation.

Value Leadership

Message from Chief Financial Officer

We do not believe that financial performance alone be the measure of a company's sustainability. A sustainable business has to generate, distribute and balance the value amongst all stakeholders. The value has social and environmental dimensions, in addition to economic. It is the overall creation

of value and its balancing amongst stakeholders, and contribution to the society is what defines our sustainability. My colleagues in finance and I primarily strive to deliver financial value to shareholders, debtors, bankers, etc. While delivering value to our financial stakeholders, we attempt to balance our value distribution to amongst our other stakeholders as well. We have identified all sustainability risks, including the ones arising from Climate Change, to our business through interaction with appropriate Stakeholders, and have taken necessary remediative actions or made provisions. We believe that around our mines and manufacturing operations, we have responsibility to contribute to the local economy, by encouraging local employment and suppliers/contractors.

In FY 2014-15, we had a robust consolidated revenue of about USD 17 billion (INR 1.04 lakh crore) and PBITDA of USD 1.6 billion (INR 10,049 crore).



Praveen Maheshwari

Economic Data for the period 2014-15

Table 1

USD in Mn

Sr. No.	Economic value generated	Hindalco - India Aluminium	Hindalco - India Copper	Hindalco - India Corporate	Utkal Alumina International Ltd.	ABML
1	“Revenues- a) Net sales by business “	2307	3346	-	271	50
	b) Revenue from financial instruments (includes cash received as interest on financial loans, as dividends from shareholdings, as royalties, and as direct income generated from assets	11	12	123	3	2
	c) Revenues from sale of assets include physical assets and intangibles	(2)	(0)	0	-	

Table 2

USD in Mn

Sr. No.	Economic value distributed	Hindalco - India Aluminium	Hindalco - India Copper	Hindalco - India Corporate	Utkal Alumina International Ltd.	ABML
1	Operating costs- Payments to suppliers, non-strategic investments, royalties, and facilitation payments	1782	3069	(21)	262	6
2	Employee wages and benefits Total monetary outflows for employees (current payments, not future commitments)	226	19	15	8	29
3	Payments to providers of capital - All financial payments made to the providers of the organization's capital	163	8	137	85	1
	a) Dividends to all shareholders	-	-	40	-	
	b) Interest payment made to providers of loans	159	7	97	85	1
	c) Any othershort-term borrowing	4	1	0	-	
4	Payments to government	-	-	-	-	
	a)Tax (corporate, income, property, etc.)	-	-	53	-	
	b)Related penalties paid at the international, national, and local levels.	-	-	-	-	
5	Community investments- Voluntary contributions and investment of funds in the broader community (includes donations)	0	-	3	-	



Table 3

USD in Mn

Sr. No.	Economic value retained	Hindalco - India Aluminium	Hindalco - India Copper	Hindalco - India Corporate	Utkal Alumina International Ltd.	ABML
1	Economic Value Retained	-	-	151	81	(191)

Table 4

USD in Mn

Sr. No.	Significant financial assistance from government	Hindalco - India Aluminium	Hindalco - India Copper	Hindalco - India Corporate	Utkal Alumina International Ltd.	ABML
1.1	Tax relief or credits	-	-	-	-	-
1.2	Subsidies	-	-	-	-	-
	a) Export	25	28	-	-	-
	b) Domestic	-	-	-	-	-
1.3	Investment grants	-	-	-	-	-
1.4	R&D grants	-	-	-	-	-
1.5	Other grants	-	-	-	-	-
1.6	Awards	-	-	-	-	-
1.7	Royalty holidays	-	-	-	-	-
1.8	Financial incentives	-	-	-	-	-
1.9	Any other financial benefit (pls specify)	-	-	-	-	-

Table 5

USD in Mn

Sr. No.	Defined Benefit Plan Obligations	Hindalco - India Aluminium	Hindalco - India Copper	Hindalco - India Corporate	Utkal Alumina International Ltd.	ABML
1	Present value of Defined Benefit Obligations at the beginning of the year	-	-	97	0	
2	Current Service Cost	-	-	6	0	
3	Past Service Cost	-	-	-	-	
4	Interest Cost	-	-	9	0	
5	Curtailment Cost / (Credit)	-	-	-	-	
6	Settlement Cost / (Credit)	-	-	-	-	
7	Plan amendments	-	-	-	(0)	
8	Actuarial (Gain) or Loss	-	-	14	0	
9	Benefits paid	-	-	(4)	0	
10	Present value of Defined Benefit Obligations at the end of the year	-	-	122	1	

Climate Change- Impending Risk

In view of the current debate on national GHG emission reduction targets, we are focusing on climate change risks that may occur due to our business. We aim to focus on obligations and impact of climate change on our physical assets and operations. The Government of India through National Action Plan on Climate Change (NAPCC), has articulated a voluntary commitment to reduce Greenhouse Gas (GHG) intensity by 25% by the year 2020.

Our Units at Renukoot, Hirakud, Belgaum, Muri and Talaja come under the Perform, Achieve and Trade (PAT) scheme initiated by the Government of India to mitigate GHG emissions by major industries. Our units are also working to comply under this scheme by improving energy efficiency in our operations. Our Risk Management Committee is also working on developing a system to analyze the risks of climate change and in developing a mitigation and adaptation plan accordingly. ABML is being subjected to relevant carbon taxes as applicable in the respective geographies.

Delivering Value to Our Communities

Our businesses are spread across vast geographies involving different stakeholders, and that makes us work with a variety of suppliers and vendors. We encourage our local suppliers and contribute to their development and capacity building which

has resulted in cost optimization measure and gives us greater control over our supply chain. Engagements with our suppliers who are our neighbours benefit us in the short and long term. Currently we do not have tracking mechanism to measure the percentage spent on local procurement. However, we are implementing in the process to record these figures in coming years.

As in the case of our vendor management, we do not have any preferential policy for local resources in our recruitment process. We take into consideration education, training in relevant fields and experience while recruiting people, who best fit our requirements. We currently do not have the data regarding the percentage of local hires at significant sites of operation. However, we are working on putting a system in place to feed in the numbers. We abide by stipulated regulations as directed by the local authorities while recruiting. However, we have a standardized wages system in place and pay higher than the local minimum wages as prescribed by the local authorities. We do not discriminate on the basis of gender and therefore, irrespective of gender, the same remuneration is offered for any given position.

One easily measurable component of our indirect economic impact is our activities in Corporate Social Responsibility. We work on developing the local regions where we operate. Our total spend on community development, during the reporting period is INR 32 crore. In addition, our indirect economic impact includes the multiplier effect of our operations across the value chain. We have no process, as of now, to monitor and assess the same.

7.2 Environment

– Caring for Nature



Environment

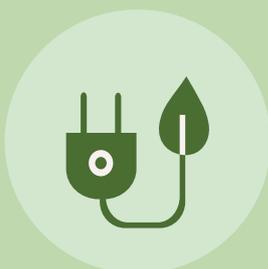
Caring for Nature



Specific Energy consumption
Aluminium: **232.64 GJ/MT**



Copper Recycling:
8.91%



Specific Energy consumption
Copper: **34.70 GJ/MT**



Specific Emission
(Scope 1 & 2)
Copper: **3.17 Tons CO_{2e}/MT**



Greenbelt management
practiced to reduce pollution
and conserve environment



Specific Emission
(Scope 1 & 2)
Aluminium: **23.78 Tons CO_{2e}/MT**



Specific Water consumption
Aluminium : **82.37 m³/MT**



Responsible waste
management to
ensure zero harm
to environment



Specific Water consumption
Copper: **24.20 m³/MT.**

Message from Chief Technology Officer



We, at Hindalco, strive for generating long term shareholder value without impairing environment and resource integrity. We are sensitive to the fact that our operations are resource intensive and potentially can damage the ecology and environment. We have put in place systems and processes for total compliance with all applicable environmental regulations, in all regions and geographies, Our Board and leadership team is accountable and responsible for total compliance.

We proactively work towards resource conservation and preservation of environment. Firstly, we adopt best available and practicable technologies that are resource conserving and energy efficient, in areas such as mining, logistics and material processing. Next, we have deployed appropriate governance and management systems in such a way, that our intention of “Caring for Nature” is translated into decisions and actions. We involve all our business partners along the value chain to adopt “Caring for Nature”.

Most of our company’s manufacturing sites operate management systems certified as compliant to ISO 9001 : 2008 (QMS), ISO 14001 : 2004 (EMS) and OHSAS 18001 : 2007 (OHS). In FY 2014-15, the design, development and implementation of an Integrated Management System covering environmental and quality performance has been completed at Hirakud FRP and in progress at Mahan Aluminium Operations and Aditya Aluminium Operations.

Dr. P. K. Banerjee

Materials

Resource sustainability in the minerals and metals sector is a key challenge at both, mining and manufacturing sites. Sustainable mining practices ensure long term access to raw material requirements and accordingly we practice mining taking into account resource and ecological conservation and stakeholder interests. While we continue to serve the increased demands of the society for sustainable metals, we also

understand that operational efficiencies and technological advances are important towards efficient use of raw materials. In addition, we have defined management responsibilities, systems and performance indicators for each of the steps in resource sustainability.

Our Environmental Policy articulates our intent for efficient use of raw materials and see that technology and process improvements as the main instruments to improve material use efficiencies.

Our mining operations during the reporting period have augmented:

- *Management of Mining waste, sustainable ore extraction and processing*
- *Water resources management – preserving natural water bodies, addressing water scarcity, reducing water pollution, and supporting competing uses*
- *Mined area rehabilitation and closure*



While we meet the major part of our ore requirements in the aluminium sector through captive mines, we also source a part of our requirements from other mines. In the case of copper, our subsidiary ABML, with mines in Nifty and Mt Gordon, Australia provides for 20–30% of the copper concentrate requirements for our copper smelter at Dahej, Gujarat, India. Our strategy has been to have a good mix of captive sources as well as long-term sourcing relationships with raw material suppliers

based on productivity, cost and sustainability parameters. We do not have any artisanal or small scale outsourced mining activities.

We believe that efficiency and collaboration throughout the supply chain is essential to respond to the risk of raw material scarcity. We enter into long-term supply agreements to source our key process materials, such as, coal tar pitch, carbon anodes, to reduce the risk of operational disruptions.

Materials Usage

Raw Material Consumption

Hindalco – Aluminium and Copper	Unit	2014-15	2013-14	2012-13
Aluminium Fluoride(Cryolite)	Kilo MT	14.81	13.39	7.77
Calcined Petroleum Coke	Kilo MT	312.67	166.17	143.61
Caustic Soda	Kilo MT	210.33	194.54	188.94
Pitch	Kilo MT	74.42	42.58	34.17
Rock Phosphate	Kilo MT	456.14	346.97	328.05
Ammonia	Kilo MT	66.89	53.12	47.97

“Raw material consumption increased in FY15 due to stabilization and ramp up of expansion projects”



ABML	Unit	2014-15	2013-14	2012-13
Grinding Media - Ball Mill	MT	314	814	2,469
Grinding Media - SAG Mill	MT	724	1,757	3,907
Caustic Soda	MT	426	73	36
Lime, MT	MT	1431	2,806	8,642
Cement /Mincem	MT	29266	73,888	59,368
Emulsion / ANFO (Explosives)	MT	710	836	1,827



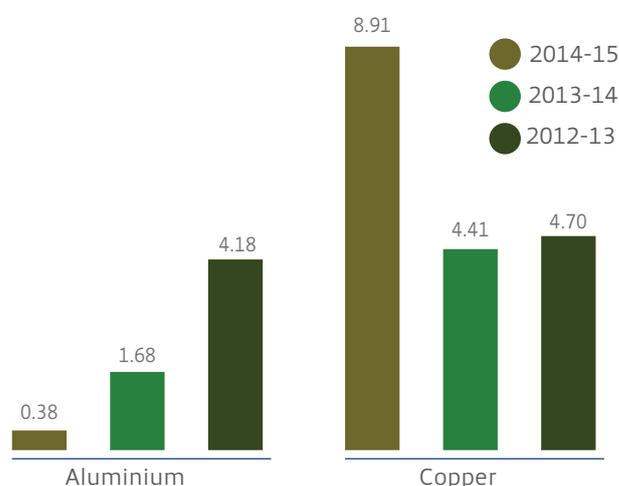
“Bauxite consumption increased in FY15, due to stabilization and ramp up of expansion projects. Utkal Alumina refinery has achieved near full capacity.”
 “Aditya Birla Minerals Limited (ABML) Copper ore production sharply declined on account of head grade and stoppage in production at Nifty copper mines”

Recycling

Recycling of aluminium and copper greatly reduces energy and environmental impacts and closes the material loop, thus contributing to Resource Sustainability. Aluminium can be recycled over and over again without degradation in quality. Aluminium recycling requires 95% less energy than virgin metal (based on operational data).

Hindalco utilizes the waste generated in the form of scrap in the manufacturing process. Further, we are attempting to bring the used metal back from the customer. Considering Hindalco’s product portfolio and markets,

Percentage of External scrap Recycling



Aluminium recycling reduced more than 70% due to unavailability of scrap aluminium compared to the previous year FY 2013-14 and Copper recycling rate went up 100% in FY 2014-15 compared to last year FY 2013-14

the efforts and achievement is promising to harness the recycling potential of Aluminium in the markets and geographies of Hindalco.

Energy

Hindalco’s operations include manufacturing and processing and hence it has a high energy footprint. Accordingly, energy management is a key focus area for the business. Significant amount of our power requirements are met through our captive power plants.

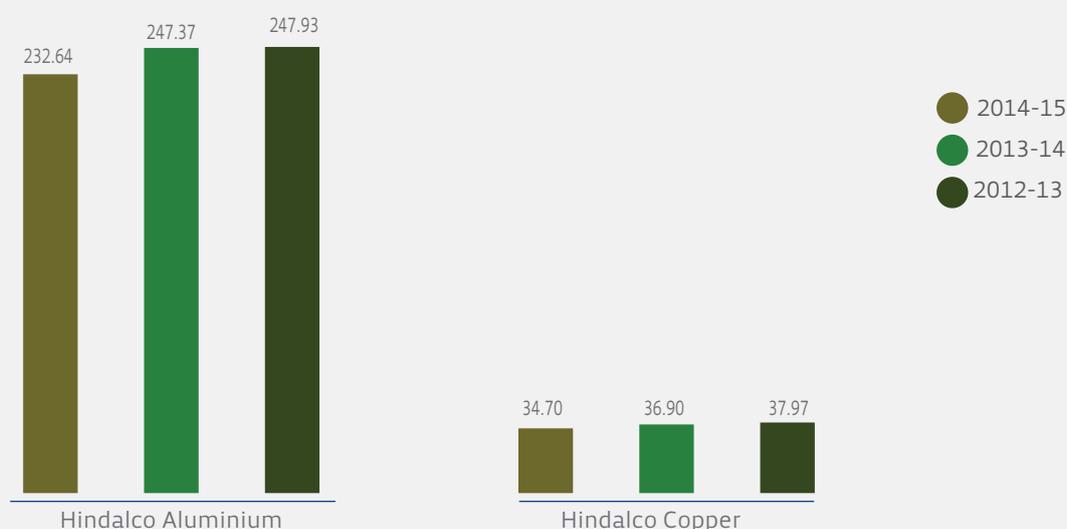
During this reporting period and going forward, we are and will be more focussed on energy conservation, use of renewable and alternate forms of energy. We have dedicated Energy Cells with Energy Manager / Energy Auditor Certified by “Bureau of Energy Efficiency”. Each Unit practices walk-through

and detailed Energy Audits, Quality Circles, OPEX Committees, Energy Conservation Month, Suggestion Schemes etc. to ensure wider and deeper involvement of employees across hierarchy.

The Bureau of Energy Efficiency (BEE), Ministry of Power, Government of India, has introduced PAT (Perform, Achieve & Trade) that sets mandatory target of energy intensity for identified units (which include five of our units) for the period 2012-15. In aggregate, the energy saving target set under the scheme has been surpassed.

For details regarding the steps taken for improving energy efficiency and conservation visit our Annual Report 2014-15, Director’s Report (Annexure B). http://www.hindalco.com/upload/pdf/annual_report_2014-15_hindalco_2015.pdf.

Specific Energy Consumption of Products (GJ/MT)



Sp energy Aluminium based on the aggregate energy consumption which includes alumina , smelter and FRP.

Sp energy Copper based on the aggregate energy consumption which includes sulphuric acid, fertilizer and copper rod and expressed as GJ/MT of aluminium hot metal.

Previously reported data revised to align methodology & scope to current year for better comparison and expressed as GJ/MT of Copper Cathode.

Sp energy consumption reduced by 4% for aluminium and 6% for copper in FY 15 compared to FY14.

Indirect Energy

Indirect energy includes the electricity sourced from the grid and steam procured for the Alumina production process. The indirect

energy acquired constituted about 1.2% of the total energy consumption.



Energy Consumption at Hindalco Industries – India and Australia Operations (in million GJ)

Direct and Indirect Energy

Direct and Indirect Energy	2014-15	2013-14	2012-13
Aluminium – Total Energy (Direct)	199.35	149.03	133.14
Aluminium – Total Energy (Indirect)	2.33	1.94	1.12
Copper – Total Energy (Direct)	13.16	12.12	11.93
Copper – Total Energy (Indirect)	0.23	0.03	0.03
Hindalco – Total Energy (Direct)	212.51	161.15	145.07
Hindalco – Total Energy (Indirect)	2.56	1.93	1.15
ABML– Total Energy (Direct)	1.22	1.87	2.11

“ Total Energy consumption increased due to increase in metal production from previous year”

Greenhouse Gas Emissions (GHG)

Hindalco currently tracks the GHG emissions due to fuel consumption on site (scope 1) and emissions that occur outside our sites, due to our import/purchase of electricity (scope 2).

The total Scope 1 emissions for FY 2014-15 stood at 21.02 Million MT CO_{2e}, whereas the Scope 2 emissions for the same period are 0.60 million tons CO_{2e}. The increased emissions are a result of the

capacity addition. However, Hindalco has been able to reduce the emission intensity significantly from 25.31 T CO_{2e}/t aluminium in FY 2013-14 to 23.78 T CO_{2e}/t aluminium in FY 2014-15, We have achieved 6% reduction in GHGs emission despite the addition of capacity and new operations.

At ABML, GHG emissions have decreased by 12% over the previous year. A remarkable decrease in the emissions has been from the Scope 2, which has reduced from 0.006 Million T CO_{2e} to 0.0042 million T CO_{2e} showing a reduction by 30%.

Million Tons CO_{2e}

Operations		2014-15	2013-14	2012-13
Hindalco Aluminium	Scope 1	19.852	15.086	13.458
	Scope 2	0.546	0.423	0.254
Hindalco Copper	Scope 1	1.170	1.070	1.058
	Scope 2	0.055	0.007	0.008
Hindalco- Total Emission	Scope 1	21.022	16.156	14.516
	Scope 2	0.601	0.430	0.262
ABML	Scope 1	0.0734	0.082	0.100
	Scope 2	0.0042	0.006	0.004

* Scope 3 Emission related to Hindalco India Operation is very minimal as compared to Scope 1 & 2. Hence, not reported.

Specific Emissions in Tons CO_{2e}/MT

Specific Emission	2014-15	2013-14	2012-13
Copper	3.17	3.27	3.38
Aluminium	23.78	25.31	25.32

monitoring of fluoride concentrations in the stacks so as to control any emission from the smelter.

- Renusagar Power Plant has initiated installation and commissioning of state-of-the-art belt pipe conveyer system for transportation of coal from National Coalfields, Krishnashilla Mines to our power plant. This minimizes the need for surface transportation and in addition, avoids coal dust emission, arising out of conventional coal transportation.
- In the Alumina plant at Muri, an electrostatic precipitator with cyclone systems; and process monitoring and control systems have been installed. Also, a continuous online emission monitoring system has been installed.

Emission Management

Some of the steps taken at our plants, during FY 2014-15, to monitor and control non GHG gaseous emissions are as follows -

- The Hirakud Smelter has installed state-of-the-art instrument for on-line



Air emission	2014-15		
From Fuel Combustion	Hindalco - Aluminium	Hindalco - Copper	Hindalco - Total
SO ₂ Tons /Annum	31246	102	31348
Total Particulate Matter Tons / Annum	10928	118	11046
NO _x Tons / Annum	3137	27	3164

Air emission	2014-15		
From Process	Hindalco - Aluminium	Hindalco - Copper	Hindalco - Total
SO ₂ Tons /Annum	8233	242	8475
Total Particulate Matter Tons / Annum	11562	170	11732
NO _x Tons / Annum	1226	4	1230
Total Fluoride Tons / Annum	712	0.149	712.14

Air emission	2014-15		
Ozone depleting substances (ODS)	Hindalco - Aluminium	Hindalco - Copper	Hindalco - Total
Quantity of R 22 consumed in the Plant, Tons	3.54	0	3.54
Quantity of R 12 consumed in the Plant, Tons	0.00	0	0.00
Quantity of R 134 A consumed in the Plant, Tons	2.15	0	2.15
Quantity of R 407C consumed in the Plant, Tons	0.03	0	0.03



Water

Hindalco, draws significant amount of water from variety of sources, for its mining and manufacturing operations. These sources also have other anthropogenic and ecological competing uses and impacts. In view of this, water management is accorded highest priority at Hindalco, and measures are taken to optimize and reduce the consumption of water continually. We adopt two pronged approach to address water resource risks and management:

- Protect/Augment existing water sources or/and create new water sources/storages
- Reduce/Recycle/Reuse water

Accordingly, most of our manufacturing units have adopted Zero Liquid Discharge concept, putting up state-of-the-art facilities to increase processing, reuse and recycle of waste water.

At **Belgaum Alumina Plant**, the process Waste Water from the plant is channelized into the lined pond having a capacity of 6.6 Lakh m³. Also, the storm water is harvested into this pond. The pond acts as a natural water harvesting and settling tank. The water from this pond is then reused in the plant. Quantity of water reused in FY 2014-15 was 1329 KLD as compared to 687 KLD in FY 2013-14. Through in-house projects, fresh water consumption was reduced to the tune of 14000 m³/month.

Birla Copper is operating a reverse osmosis plant with capacity of 4400 m³/day to treat the process water from cooling tower and a portion of streams from effluent treatment plant.

Hirakud FRP Plant has well maintained ETP, STP and RO Plants. We have adapted recycling of treated water from the effluent treatment plant to Coils and sheets production process, and the treated outlet water from STP used for gardening and also toilet flushing.

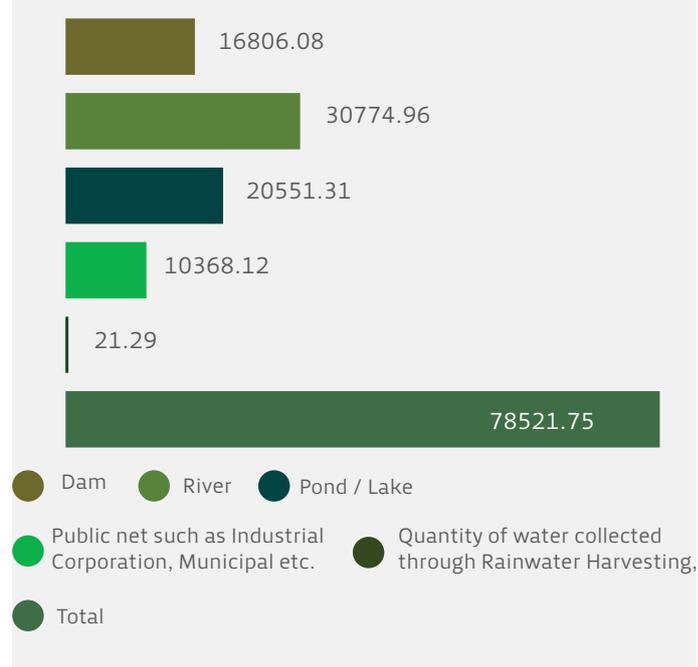
In **Durgamawadi Mines**, 4 Nos. Water harvesting ponds are developed in the mined out areas. As the mine plateau is on high elevation, the water accumulated in mined out area mostly percolates down to the nearby water sources and recharge the surrounding wells. In addition, the above ponds also serve as a water reservoir to cater the water requirement of dust suppression and for plantation.

In **Hirakud Complex**, we have upgraded STP in the main colony from 300 KLD to 400 KLD and have put up a new 300 KLD STP for the CPP colony.

Total water consumption (Thousand m³)

Water consumption	2014-15	2013-14	2012-13
Aluminium	69182.44	46590.44	40408.44
Copper	9339.30	8061.98	8574.39
Total	78521.75	54652.42	48982.83

Water withdrawal by source- 14-15 (Thousand m³)



The current water consumption at Hindalco has increased over the previous years due to the increased capacity addition (Greenfield Projects). The water consumption has increased by about 43% over the past year. Water sources are not significantly affected by withdrawal of water by Hindalco. Effluent discharge significantly came down in FY 13-14 compare to FY 12-13, but again in FY14-15 effluent discharge slightly increased which is due to the addition of new green field projects.

Effluent Discharge

Unit in m³

Water consumption	2014-15	2013-14	2012-13
Aluminium	110560	42688	727010
Copper	42264	45075	33613
Total	152824	87763	760623

Water Recycle

Unit in Thousand m³

Water consumption	2014-15	2013-14	2012-13
Aluminium	14052	5760	8880
Copper	672	610	693
Total	14725	6370	9573

Biodiversity

We operate in diverse ecosystem. Accordingly, we focus on preservation and restoration of ecosystems and adopt a precautionary approach.

Hindalco has set up infrastructure to ensure protection of bio-diversity, e.g., mine lease areas are being fenced so as to restrict trespassing from and to the adjoining forest areas; plantation (local species) around the mine lease area that will attenuate noise impact, reduce dust pollution, increase green cover, retain soil cover and reduce soil

erosion and restoration of mine area is being carried out with proper slope, drainage and plantation of appropriate native species. Formation of volunteer task force for patrolling the forests, in collaboration with local forest department, is another important step to preserve the forests and ecology. We work and assist the local Forest Regulator and Developer, in conservation and rejuvenation.

At Durgmanwadi, Dhangarwadi, Samri, Tatijharia and Kujam Biodiversity Management Plan has been approved by the concerned Forest Regulator and Developer and the same is being implemented.

Unit in Hectares

	2014-2015	2013-2014	2012-2013
Total mining area leased	11574.581	6443.23	6443.23
Total area mined out	122.218	175.33	586.47
Total area reclaimed	129.123	128.14	248.87
Total area disturbed	107.9	155.58	NA
Total area rehabilitated	112.65	114.9	NA
Total area disturbed and not rehabilitated	134.139	197.6	175.76

The biodiversity conservation plans primary focus is-

- To provide a comprehensive plan covering all forms like genetic, species and ecosystem diversity.
- To provide awareness program highlighting the importance of wildlife.
- To establish inventory of flora and fauna in the area.
- Special efforts for conservation of plant/animal species affected by the project.
- To maintain a sustainable approach between mining activities and biodiversity conservation.



Greenbelt Management

The Copper Plant; green belt is sprawling over 117.4 Ha and nurtured with 3,36,467 trees. To further strengthen greenery at Renukoot, we have identified a red mud filled site of approximately 20500 m² area for green belt development. Land has been developed by mixing of ash and natural soil and plantation job is in progress.

At Hirakud, in FY 2014-15, we have planted over 20,000 saplings to provide a green belt around the plant.

At Muri Plant, in FY 2014-15, about 3000 saplings of Seesham, Neem, Ashok, Saagwan, Gulmohar and 2000 saplings of rose have been planted outside and inside of the plant. In the

abandoned Residual waste disposal area (RWDA-2), we have developed a rose garden along with saplings of Tulsi. The green belt developed in the abandoned area acts as a medium of filter of pollutants, improves the quality of air and the aesthetic beauty of the surrounding area.

Waste Management

Hindalco, as a part of its sustainability endeavour, has set up a platform program called value-from-waste.

Non-hazardous waste generated (Fly Ash, Bottom Ash, Red Mud, Lime Grit, MS Scrap, Card Board, Paper Scrap, Canteen Waste, Granulated Slag etc.) was 9.36 Million MT. Hazardous waste generated for the FY 2014-15 was 0.20 Million MT

During FY 2014-15, a number of projects to explore the potential to unlock value from process wastes have been undertaken and these will deliver results over three to four years.

The Muri Plant adopted new pressure filter technology for Red Mud filtration which has helped in reducing soda content in red mud and improving the life of Red Mud Pond. Also, New Technology of Gabion wall around the Red Mud pond has been adopted to enhance the life of the existing Red Mud pond.

Plantation (green belt development)

Plants /Units

	Hindalco Total	Copper	Aluminium
Number of trees planted in 2014-15	192648	1200	191448
Number of Trees survived	151780	1075	150705
Survival rate	78.79%	89.58%	78.72%



the Belgaum Plant, in FY 2014-15, disposed of approximately 166000 MT of Red Mud for use in Cement Industries.

Our Copper Plant continued to find alternate use for wastes like phosphogypsum, copper slag and fly ash.

Waste Generation (Million MT)

Waste Generation	2014-15		
	Copper	Aluminium	Hindalco - Total
Non Hazardous	1.63	7.71	9.34
Hazardous	0.15	0.05	0.20

Waste Disposed (Million MT)

Waste Disposed	2014-15		
	Copper	Aluminium	Hindalco - Total
Non Hazardous	1.38	6.83	8.21
Hazardous	0.15	0.05	0.20

Mode of disposal (Million MT)

Non Hazardous	Copper	Aluminium	Hindalco - Total
Landfill		4.30	4.30
sale	1.38	2.36	3.74
Reuse		0.12	0.12
Municipal Landfill		0.031	0.031

(MT)

Hazardous	Copper	Aluminium	Hindalco - Total
Recycler	7.45	4009	4016
Secured Landfill /TSDf	151589	44586	196175

7.3 Safe Work Place

Valuing Life



Employee Engagement

Safe Working Place Valuing Life



524442

Man hours training provided



50-50 %

staff and workforce in Safety Committee



Revised work permits

Safety audits

Training Program

Regular communication on safety

Sharing of investigation reports



1-5 %

Workforce representation in E&OHS committee

Salient Points

Fatality: 1



Permanent Employees

LTI: 27



Permanent Employees

Near Miss/ Potential Incidents / Hazards :135603



Permanent Employees

Life and Safety is of utmost importance to our Board and Leadership. Members of Hindalco Safety Board monitor Safety performance across all locations. We conduct monthly discussions with safety officers on performance, actions-initiated, abnormalities identified and eliminated.

Functions of the Safety Board:

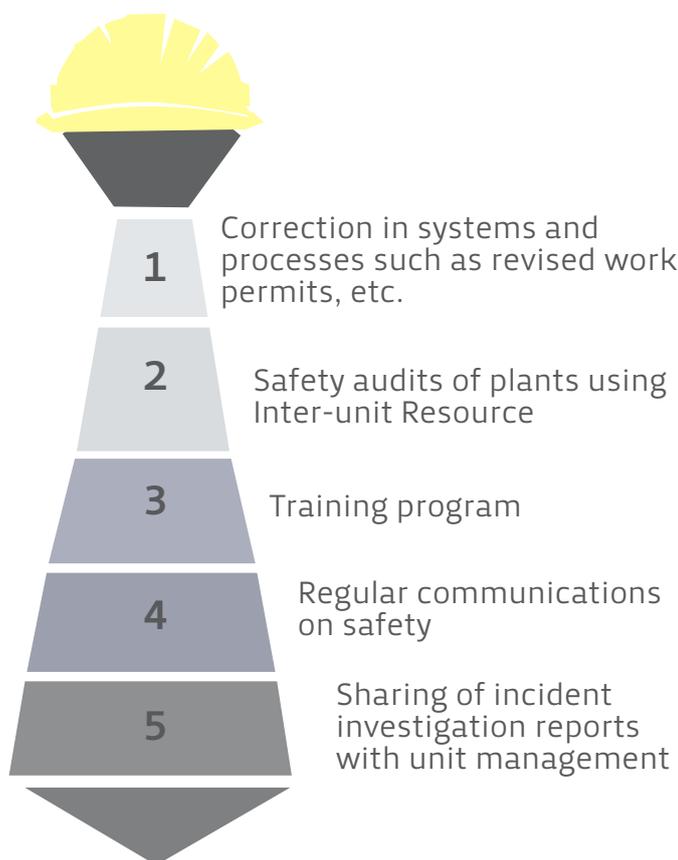
1. Set Targets and Monitor Safety Performance
2. Initiate and support new corporate safety initiatives
3. Reward and Recognition for Safety initiatives and actions
4. Standardize good safety practices across Hindalco

Safety Pledge - Hindalco

We, the employees of HINDALCO INDUSTRIES LIMITED solemnly affirm that we for the benefit of Ourselves, Our Company, Our Society and Our Nation will follow all the Environment, Health and Safety Rules of our Company and will do everything possible to prevent all types of incidents, accidents and losses.



Our corporate safety team has undertaken a systematic study to identify common types of accidents in Hindalco, and initiated multiple actions i.e.,



Environment Occupational Health & Safety Committees

Further, the Environment, Occupational Health & Safety (EOH&S) Committee at our facilities has representation from both Management and Operatives. The proportion of total workforce represented in the formal Joint EOH&S Committee, in different units, range from 1 - 5 %.

This Committee discusses on various EOH&S issues and actions needed to enhance EOH&S performance. Frequency of meeting differs from location to location (Monthly, Bimonthly etc.).

In commensurate with our focus at the top and actions on the shop floor, our overall safety performance (Employees and Contractors) has started showing improvement in 2014-15. We believe that our focus, and the attention and time spent on safety aspects during this reporting period is worth as it contributed to saving lives and injuries. We will continue on this path to improve our safety performance.



Safety performance at Hindalco – Aluminium (Permanent Employees)

ATTRIBUTES	Permanent Employees		
	2014-15	2013-14	2012-13
Total no. of lost time accidents (Reportable Accidents)	21	24	18
Total no. of fatal accidents	1	1	6
Total no. of man-days lost	10149	6710	30770
Accident Frequency Rate	0.43	0.57	0.39
Accident Severity Rate	227.31	157.97	660
Total no. of minor Injuries (Non - reportable Accidents)	1378	91	106
Total no of Near Misses / Pls / Hazards	114084	2674	2185

Safety performance at Hindalco – Copper (Permanent Employees)

ATTRIBUTES	Permanent Employees		
	2014-15	2013-14	2012-13
Total no. of lost time accidents (Reportable Accidents)	0	0	0
Total no. of fatal accidents	0	0	0
Total no. of man-days lost	0	0	0
Accident Frequency Rate	0	0	0
Accident Severity Rate	0	0	0
Total no. of minor Injuries (Non - reportable Accidents)	35	51	1
Total no of Near Misses / Pls / Hazards	3675	109	74

Safety Performance of Permanent Employees at Greenfield Projects

ATTRIBUTES	Permanent Employees		
	2014-15	2013-14	2012-13
Total no. of lost time accidents (Reportable Accidents)	6	1	1
Total no. of fatal accidents	0	0	1
Total no. of man-days lost	355	25	6000
Accident Frequency Rate	0.84	0.19	0.34
Accident Severity Rate	49.78	4.87	257.91
Total no. of minor Injuries (Non - reportable Accidents)	261	0	0
Total no of Near Misses / Pls / Hazards	17825	971	18

Safety Performance of Permanent Employees at ABML

ATTRIBUTES	Permanent Employees		
	2014-15	2013-14	2012-13
Total no. of lost time accidents (Reportable Accidents)	0	2	41
Total no. of fatal accidents	0	0	0
Total no. of man-days lost	0	148	96
Accident Frequency Rate	0	2.28	19.7
Accident Severity Rate	0	168.82	6.7
Total no. of minor Injuries (Non - reportable Accidents)	123	106	313
Total Number of Near Misses	19	24	50

“Safety observation system has been strengthened and capturing of more unsafe acts/conditions and near misses”

Safety Performance of Contract Employees at Hindalco India Operations

ATTRIBUTES	Contract Employees		
	2014-15	2013-14	2012-13
Total no. of lost time accidents (Reportable Accidents)	19	28	25
Total no. of fatal accidents	4	8	8
Total no. of man-days lost	24995	49567	48931
Accident Frequency Rate	0.31	0.32	0.18
Accident Severity Rate	408	567.29	360.18
Total no. of minor Injuries (Non - reportable Accidents)	571	82	352
Total Manhours worked in Mio	61.29	87.39	135.85

Fatality

Hindalco has a strict policy and mechanism for the safety of its employees. However, in 2014-15, we had five fatal accidents. Hindalco is continuously taking steps to prevent such incidents and working to improve the safety

conditions of the workmen. We are working towards a “Zero harm” objective to ensure no casualties occur due to our work conditions.

Occupational Health

To ensure the occupational health of our employees, we conduct awareness programs and training sessions for employees and their families on various diseases, hygiene, etc.

Some of the important steps taken to improve health of our employees are;

- *Periodic medical check-up for employees to identify both occupational and life style disease.*
- *Based on the Medical reports, arrange for further consultations with concerned specialist to ensure appropriate medical treatment to the affected employees. Records of all such examinations are maintained at OHC / Dispensary / HR Departments.*
- *Awareness programmes for employees and family members and community for prevention and management of life style diseases such as, cardiac problems, hypertension, diabetics and communicable diseases such as, malaria, TB and HIV Aids. In addition, information on managing health is disseminated by Occupational Health Centre.*
- *Compliance with applicable Health and Hygiene Yoga / Meditation is also introduced to the employees and their families to ensure sound health.*

Safety Training

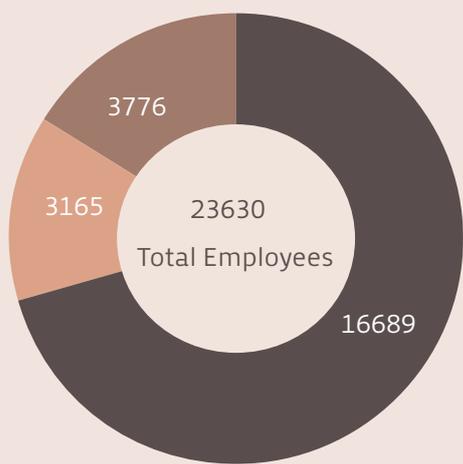
Safety training sessions for employees at Hindalco (all operations) in 2014-15

Parameter	Hindalco- Copper	Hindalco- Aluminium	ABML
Number of Employees	1645	21985	239
Numbers of Man-hours of Training	44482	465680	14280
Man-hours per capita	27.04	21.18	59.75

7.4 Our People

the Defining Resource






Our People the Defining Resource

Hindalco – India – Employee Classification by Category



Unionised Employees



Management Staff



Local Management Staff

Salient Points



64 %
Employee covered by
collective bargaining



Man hours
training provided : 692940
(Excluding Safety)



269 (7.12 %)
Women representation
in management staff

100%



Hindalco-India-Employees
Performance review

100%



Management & staff
provided training
opportunities

93%



Who took maternity
leave were reinstated

Message from Chief Human Resources Officer



Our people have the tools and freedom to deliver their commitments and take great pride in their work. In the fertile ethos of our Group, they find a career that is personally rewarding and professionally enriching. Our Chairman says... “we are a meritocracy. People know wherever they are in the organization, they are not lost. If they have merit, then on the basis of that merit alone, they will bubble up to the top of the organization”. At Hindalco, we continuously strive to improve this meritocracy.

At the core of our diversity policies is the recognition that teams comprising of employees from different cultures backgrounds contribute valuable understanding of complex international markets and deliver better results. We provide equal and merit based employment opportunities to all employees and applicants without regard to race, colour, religion, gender, age, disability or any other protected status in recruitment, hiring, compensation, promotion, training, assignment of work, performance evaluation and all other aspects of employment.

People are our defining resource. We take it as our responsibility, not only to enhance

their capacity to contribute to business, but also to conduct their lives and improving it. Accordingly, our engagement, our benefit schemes and our training Program are structured.

Long-term wage agreements and annual bonus settlements at units are landmarks towards achieving business results and industrial relations. These have resulted in developing a relationship of trust, faith and credibility. In our Long Term Settlement, in addition to compensation and wages, we also cover aspects such as, health & safety (Safe Work Practices and use of PPEs), productivity improvements, cost reduction and outsourcing of identified processes. These are discussed by means of a charter of demands from unions and management. We have also started focusing on behavioural based safety aspects.

Vineet Kaul

Our People

Hindalco operates 51 units in 13 countries and includes a workforce of 34,000 representing 15 different nationalities.

Hindalco India's employee strength in 2014-15 was 23630. ABML Strength was 239. The management staff forms around 29% of the total manpower at both Hindalco India and ABML.

We, at Hindalco, promote diversity and inclusion in our hiring process to ensure a cohesive environment. In the year 2014-15, 1625 new employees were hired into the organization

(Hindalco India). ABML had hired 51 people in 2014-15, while 274 employees left the organization. The number mentioned also includes the personnel who have retired from the firm.

Women represent about 7% of the management staff in our Indian Operations. In ABML, 17.5 % of Management Staff are women.

A total of 14 employees (Hindalco India & ABML) availed of the maternity leave in 2014-15. All of the employees (except one) were reinstated back into the organization post their maternity leave period. Only one employee left the organization, after the maternity period.

Age Profile

Employees By Age	Copper	Aluminium	ABML	Total
50 and above	152	5048	64	5264
41 to 50	365	6724	64	7153
30 to 40	827	6432	72	7331
Below 30	301	3781	40	4122

“Our focus on gender diversity and creating enabling policies and programs to ensure that we provide a conducive, encouraging and an equitable place for women to thrive and excel is gaining momentum.”

Manpower Details–Permanent Staff for the year 2014-15

Manpower Details - Permanent	Copper	Aluminium	ABML	Total
Total Manpower Strength (Management Staff and Unionised Employees)	1645	21985	239	23869
Number of Management Staff	434	3342	80	3856
Number of Local Management Staff including Diploma Trainees		3165		3165
Number of Unionized Employees including Subordinate Staff / OG ,permanent workmen ,Regular Badli,Temporary Badli ,Temporary Workmen	1211	15478		16689

Manpower Details-Hiring

New employees hired	Copper	Aluminium	ABML	Total
New employees hired	89	1536	51	1676
Management Cadre	40	777	13	830
Unionized Cadre hired	49	759	38	846
Male Employees in Management Cadre	37	731	6	774
Female Employees in Management Cadre	3	46	3	52
Number of Female Employees (Management Staff)	12	257	14	283
Number of Female Employees (Unionized Staff)	11	68	10	89

Percentage of Female Employees in Management cadre

	Copper	Aluminium	ABML	Total
Percentage of Female Employees	3%	8%	17.5%	17.5%

No of man hours for training	Copper	Aluminium	Total	Average/ Employees
Parameter				
Total number of manhours training provided to Management Staff	20153	233832.9	233832.9	61.93
Total number of manhours training provided to Unionized Employees	22789	455534.36	478323.36	28.66

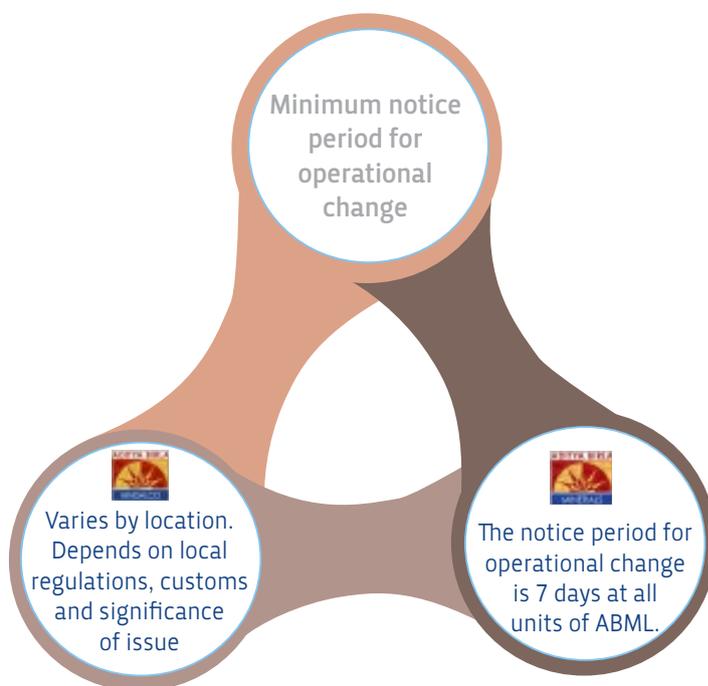
No of man hours for training	ABML	Average/ Employees
Parameter		
Total number of manhours training provided to Management Staff	8271	2.94
Total number of manhours training Provided to Unionized Employees	NA	0.00

Labour Relationship Management

In Hindalco India Operation, 64 % of the workforce is covered under the provision of collective bargaining. At ABML, this provision is extended to 65.8% of the employees.

Employees are the true asset for any organization and at Hindalco, they are engaged as equal partners in the process of strategy formulation, communication, execution, planning and growth. Hindalco has established HR Alignment & Integration at the Business Level. HR Vision, Mission, Objectives and Strategy have been formulated in alignment with Business Vision and Mission. We have aligned our recruitment in line with our requirements pertaining to manpower as well as imparting induction training to integrate them into the Hindalco family. Our people have enabled the continual expansion of capacity, the successful induction of new technology, the introduction of innovative practices for sustained success, and the introduction of best practices that span our entire operations.

Long term settlement helps company to develop trust, faith and credibility. Our long term settlements cover aspects such as compensation and wages, health & safety (Safe Work Practices and use of PPEs), productivity improvements, cost reduction, outsourcing of identified processes. Long term settlements are signed after many



rounds of discussions between management and union through charter of demands. Discussions include behavioural based safety aspect.

We strongly prohibit child labour and ensure there are no occurrences of child labour or forced labour. We strictly adhere to the legal requirements related to child labour and forced labour.

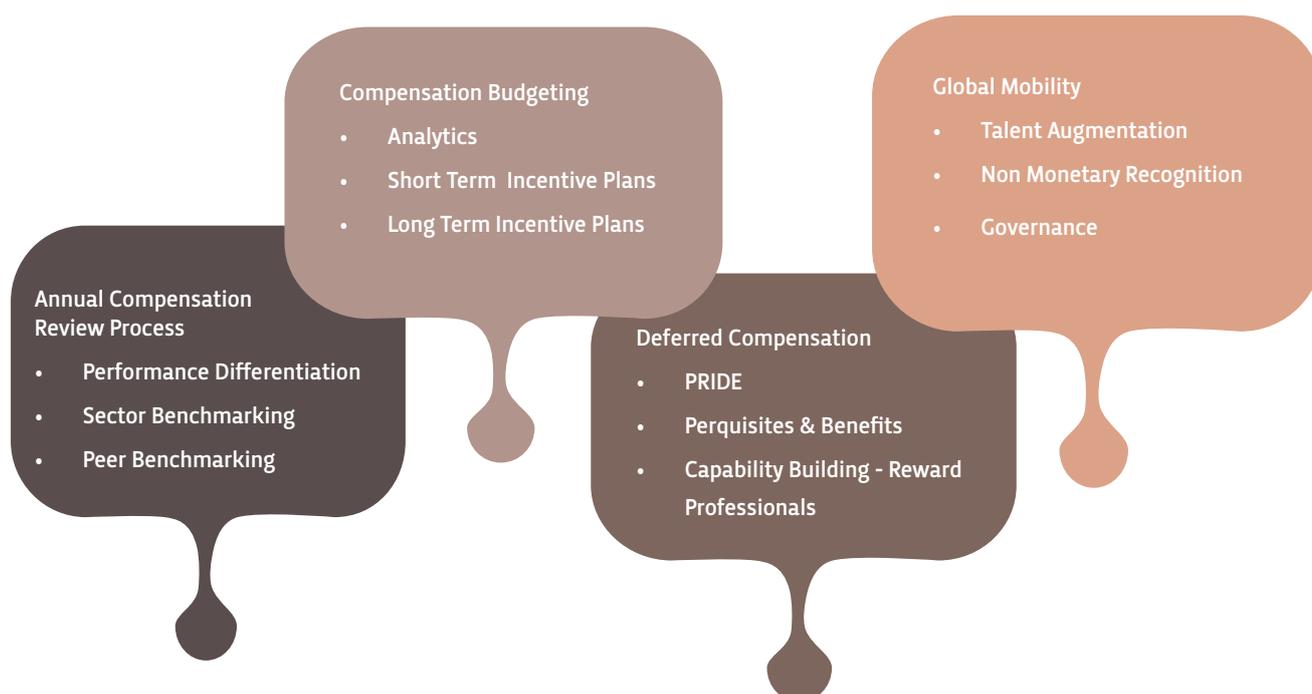
We do not discriminate by gender for wages. Our Entry Level wage is equal to or more than the local minimum wages at all locations. All senior management level recruitments are based on merit.



Dialogue process at Hindalco operations:

- Open door policy related to grievance handling (Online Grievance Handling)
- Structured communication meets at the unit, department and functional level.
- HR awareness sessions during roll out of new policies
- Group HR Portal Poornata
- Notice boards, Display boards, Newsletters at the Unit and department level.
- Seniors interface to discuss daily performance issues, success stories, and other business challenges
- Mass media communications like Cable Television/DTH
- At business level, two quarterly journals namely, 'E-metal' and 'Full Circle' and a marketing newsletter, 'Al Track' to share business/related information with our employees.

Performance management and compensation



Performance Management & Compensation – Key Practices

The employee appreciation and benefits program are aligned to support our business strategy and to ensure cohesive growth for both, the employee and the business. Employees who provide their best to the company are rewarded accordingly. Benchmarks are established on industry

standards to ensure fair, competitive and rewarding remuneration. Performances are measured both, at individual and unit level. Wages, benefits and bonuses for employees that are covered under unions are determined by collective bargaining agreements at their respective locations.

We conduct a meeting at every unit location to communicate the annual compensation details to all Managers and Supervisors. The wage structure at Hindalco follows statutory provisions, kept well above the minimum

wages limit. Provident Fund and Minimum Wages requirements are fully adhered to at Hindalco. Compensation to employees is given based on their performance and not by gender discrimination.

Benefits to employees –

Hindalco Industries – Aluminium & Copper

Benefits	Staff & Workmen	Temporary/Casual Workmen	Contractor’s Workmen
Canteen Facilities	Yes	Yes	Canteen Allowance
Mediclaime Insurance – Employee & dependents	Yes (For management staff only)	Yes (under ESI Scheme)	No
Residential Accommodation	Yes	No	No
Nishchint (Group Life Insurance)	Yes (For management staff only)	No	No
Group Personal Accident Insurance	Yes (For management staff and Non ESI workmen)	Group Insurance in lieu of EDLI scheme	No
Medical Reimbursement	Yes (for Non ESI workmen)	No	No
Housing Loan	Yes	No	No
Scholarship – Educational Support	Yes	No	NO

In case of ABML, we provide 10% superannuation contribution, Life & TD insurance and Salary Sacrifice Options

Grooming for Growth

At Hindalco, learning and development of its employees is critical. The learning and development function is well ingrained in the overall HR function and is synergistic

with the business objective. The strategy aims at equipping its people across all Units with business-linked knowledge, technical and behavioural learning and skills. Hindalco employees also participate in various training programs organized by the Group’s Training



Centre, Gyanodaya on Skills Management Development and lifelong learning that support the continued employability of

employees and assist them in managing career endings.

The learning and development process followed by us is as follows:



Various methodologies like On-the-Job Performance, Pre & Post Exams, Evaluation by Superiors, Project Performance and Performance review are employed at Hindalco for training effectiveness evaluation.

Development and grooming of new employees are done through training and mentoring.

Few of our units provide a myriad of opportunities to employees across grades for their learning and development. One such initiative is “learning avenues to all”, wherein the following levels of education are provided through tie ups with professional institutes:

- *AdityaGyan Path – An initiative that helps workmen of non-core areas to acquire requisite knowledge into the core area*
- *ITI Level training – This involves unskilled workmen, and putting them through eight weeks of rigorous ITI level training.*
- *ITI To Diploma Engineering – Experienced ITI workmen undergo four months training in technical aspects.*
- *BS process /power engineering from BITS Pilani- technical diploma and BSc. holders to graduate in engineering discipline.*
- *MBA from IMT/Symbiosis – Platform for our executives to further hone their managerial expertise*
- *On line MBA from Universities 21 for managers*
- *Workers Development Program - 7 days training for awareness among workmen on different aspects like overall Aluminium, Operation,*



No of man-hours for training

Parameter	Hindalco Aluminium	Hindalco Copper	ABML
Management Staff (man-hours)	233833	20153	8271
Unionized employees (man-hours)	455534.36	22789	N/A

** N/A – not applicable; as there is no division between management and EBA

At Hindalco’s India Operations, we conduct Annual Performance Review for all employees. During the review, we discuss performance, development plan and training requirements.

Initiatives @Hindalco

- Value Month celebrations across Hindalco Units to celebrate 10 years of ABG Value.
- Wellness Program “LiveWell” across locations for employee wellness awareness as a part of Vibes Action Plan.
- First ever Power Summit organized at Hindalco Renusagar power plant, where 150 external delegates participated in one of its kind event.
- Perform to Excel : A learning initiatives to enhance the effectiveness of annual

performance management process conducted for all mid to senior level managers across the units.

- First Skill Builder series to enhance capability amongst HR Team through a 4-day Certification Workshop and Webinars on “Acquiring Right Talent (ART)” Unique smelter learning initiative launched at Aditya and Mahan which is a simulator based learning towards end-to-end know how of Aluminium Smelter.
- Behaviour based safety program across the unit.
- Rigorous one year training for Graduate Engineering Trainees across the manufacturing locations, comprises of technical & behavioural training.



Responsible Stewardship

7.5 Our Product

Shared Responsibility



Hindalco believes in delivering economic, environmental and social value along its value chain as well as improving shareholder value. Hindalco does not limit responsibility of its product till delivery, it accepts extended and shared responsibility of products during its further processing, use and end of the life cycle. Hindalco manufactures diverse range of products and has customers in varied sectors ranging from pharmaceuticals and packaging to automotive and transport. We work towards enhanced application of our products. Hence, it is critical for us to engage with and understand customer expectations - including the phases of product use and end-of-life. This requires innovation in customer and other stakeholder engagement, co creation and innovation. Accordingly, we are moving on all the three fronts.

Customer Engagement

Due to a wide range of products and customers, it becomes critical to put in place customized engagement mechanisms to ensure thorough understanding of customer

and other stakeholders expectations during the product use and at the end of life cycle.

An online portal, Customer Relationship Management has been set up for engaging with customers, across the globe, transparently and judiciously. We encourage customers to share with us grievances related to product quality, delivery, fair and ethical behaviour and other aspects of significance. To lead the engagement towards collaboration and co creation, we made a provision for customers to share ideas and give suggestions.

Product Stewardship

Aluminium, the base metal many of our products, has a long life cycle and recyclable property. To environmental sustainability... which can, of course be improved if we design the products for long life cycle and recyclability. Our market and product development teams are continuously working to develop better products that have a lower impact on the environment while meeting customer requirements.

Foil and Packaging (case study)

The foil and packaging products require very specific attention to ensure no harmful chemicals are present in them, or if there is a chance of any sort of precipitation while usage. Therefore, in order to ensure highest health and safety standards we follow voluntarily the British Retail Consortium - Institute of Packaging norms. Aluminium foil produced by Hindalco is subject to food-grade use standards. Some such products are Aluminium House Foil for wrapping food (Freshwrap & Superwrap), use of aluminium in packaging of tablets and capsules, use of aluminium in confectionary etc. We ensure that there is no unintended detrimental impact of our products during use. All of the aluminium that is used in such applications are completely safe and is in accordance to regional and international food safety standards. Our aluminium foil continues to substitute plastic packaging solutions, in most cases, and is environmentally advantageous.



Some more steps in manufacturing stage:

- **Using food grade ingredients**
- **Reduced energy consumption**
- **Lower rolling oil usage**
- **Minimal waste generation and appropriate recycling & disposal of waste.**

In the reporting period, there were no instances of non-compliance to applicable laws and regulations relating to use of our products. We adhere to all applicable product information and labelling requirements.

Managing Innovation

Innovative business models and technologies are impacting the market every day and companies need to adapt to this trend to stay competitive. We, at Hindalco, are also making an effort to encourage such innovative ideas in our business. Some of the initiatives include –

Managing Innovation

- **Think Tank Meeting** - Young engineers are provided opportunities to interact with the unit Leadership and encouraged to take up innovative projects. A specific forum for such interaction is the Think Tank Meeting chaired by the Unit Head.
- **Innovation Assessment Tool** - A tool has been created for objective assessment of ideas valuing various facets of innovation.
- **PRIDE** - 'Performance Recognition in Delivering Excellence' is a platform institutionalized at Hindalco for displaying efforts to deliver excellence in all areas.
- **POLESTAR** - This initiative by Hindalco management provides an opportunity to have a critical relook at the business in view of the ever-changing global economics and encourages the management team in each business to capture value, minimize cost and improve performance.



R&D and Technology Focus

For the long term sustenance of our business, we consistently upgrade our processes, include state-of-the-art equipment, work on cutting costs and environmental footprint and explore newer application possibilities.

Our technology motto is: “Technology & Innovation for Business Excellence”

The technical units/Research & Development teams focus on improvement in technology through in-house process development, tracking, engineering, interaction with suppliers, engagement with consultants and reward program. Research intensive



Technology Focus Areas

- New products
- Process Improvements
- Cycle Time Reduction
- Cost Reduction
- Production Efficiency
- Environment Protection

assignments are being carried out by Aditya Birla Science & Technology Centre (ABSTC), and Hindalco Innovation Centre (HIC) coordinates the work. Alternatively, units also engage with appropriate external domain experts, suppliers and customers.

In FY 2014-15, we spent, 23.46 crore as R&D expenses for the development of key competencies in metals & mineral

engineering, R&D including experimental facility, software tools etc.

At Hindalco, the onus of technology is to support the business strategy. Every decision taken for implementation on advanced technology drives for the achievement of the business objectives. The inter relationship between the two is shown below –

Strategy	Supporting Technological steps	Specific Support
To be one of the most cost efficient producer of Al/Cu where commodity prices are governed by cyclic LME – Deriving max benefits during up cycle as well as the down cycle	<ol style="list-style-type: none"> 1. Technological advancement for low cost Al production. 2. Aluminium smelting by low carbon, energy efficient and environmental friendly process. 3. Generation of environmental friendly, efficient, low cost power. 	<p>Alumina: Identification of suitable flocculants to handle “difficult-to-settle” bauxite.</p> <p>Smelters: Installation of state-of-the-art in new baking Furnace to reduce furnace oil consumption from 75 L / MT to 55 L / MT.</p> <p>Power Plant: Modification of Super-heater in Boiler for enhancing Boiler efficiency.</p>
To be a market leader and low cost downstream player as a hedge against the cyclic nature of the upstream Al commodities business	<ol style="list-style-type: none"> 1. Product Development 2. Product for newer markets 	<p>Development of different types Alumina for ceramic, fire retardant and filler applications.</p> <p>Developed capability for supply of cylinder stock for LPG as per European norms.</p> <p>Development of Foil Stock of alloys AA8079, AA8006, AA8021 and AA1145 for US Customers.</p>
Sustainable Development	<ol style="list-style-type: none"> 1. Reduction in GHG emissions 2. Reduction of specific energy consumption 3. Conservation of ecosystem 4. Conservation of natural resources 5. Recycling 	<p>Installation of light energy saving devices.</p> <p>Installation of 4000 kVA capacitor to improve power factor.</p> <p>Maintenance of Zero Discharge to environment.</p> <p>Commissioning of ETP/STP system, RO Plant.</p> <p>Reuse of bottom broken and rejected baked anodes.</p>



New Product Development Initiatives for sustainability

Innovation, New Product and Application Development using Aluminium is one of the thrust areas for Hindalco. Its market development teams are working closely with industry partners on a number of projects. The increased focus on sustainability is playing a significant role in creating scope for Aluminization in developing countries like India.

Industrial LPG Cylinder: Scarcity of fossil fuels coupled with rapid urbanization is driving demand for LPG cylinders in the country, especially in rural India. Handling of heavy weight steel cylinders during transportation and distribution poses a major challenge for the consumers and oil companies. Hindalco's market development team has joined hands with oil companies to develop lightweight Aluminium LPG Cylinders. These Cylinders promise to offer a host of benefits over steel cylinders during its life time usage. Aluminium cylinders are approximately 50% lighter, making them easier to handle manually and also offering substantial fuel savings for the oil companies during transportation. Aluminium cylinders are highly corrosion resistant. They last longer without needing to go for any surface protective coating. Aluminium crashworthiness properties make these pressure cylinders much safer for the users.



Transportation

Bus & Metro Coach: Urbanizing India will need extensive modes of mass transportation of commuters in the growing cities. Introduction of fuel saving technologies and solutions in mass transport holds huge potential. Light weight, energy absorbent, durable and infinitely recyclable aluminum is an ideal choice for manufacturing these vehicles. Hindalco is collaborating with Government agencies and OEM's on 'Light weighting projects to develop aluminium intensive light weight components using extrusions, plates and sheets for Buses, trucks and metro coaches. These initiatives not only offer great potential for improving the economy of mass transportation but also resulting in controlling the emission levels in urban India.



Responsible Stewardship

7.6 Our Supply Chain

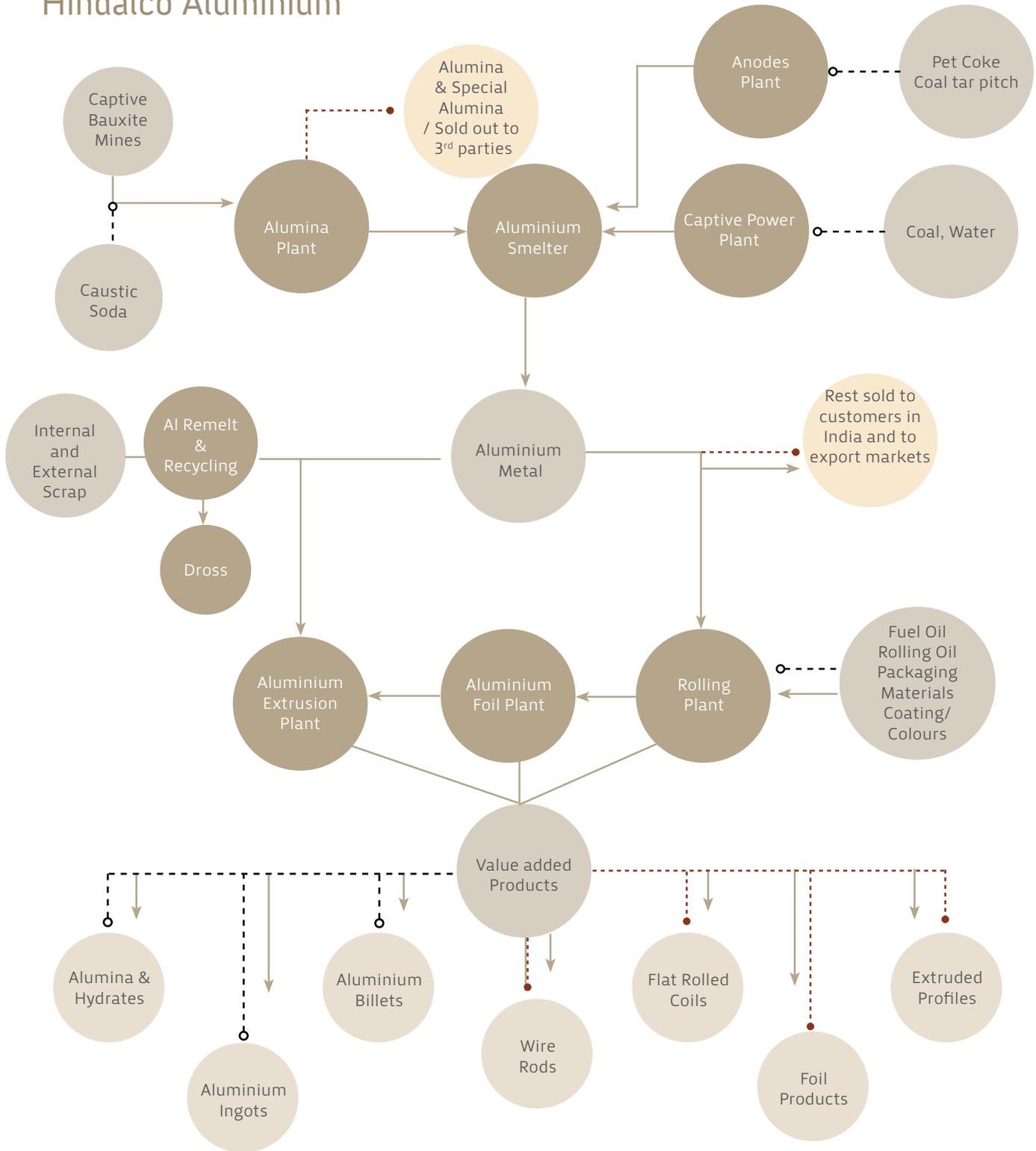
Opportunities for Co-creation



An effective supply chain management ensures consistent business activity and innovation. Our key elements of supply chain include, (i) procurement of key raw materials like, coal, aluminum fluoride, coke, caustic soda, copper concentrate, rock phosphate; (ii) transportation of raw materials and products (iii) procurement of support services. Raw

materials are procured from within the country and also from outside. We use ship, rail and road transportation. The supply chain structure has not significantly changed during the reporting period. Hindalco, with its multi-level engagement, works closely with its suppliers to ensure high productivity, lesser adverse impact to environment and society.

Hindalco Aluminium

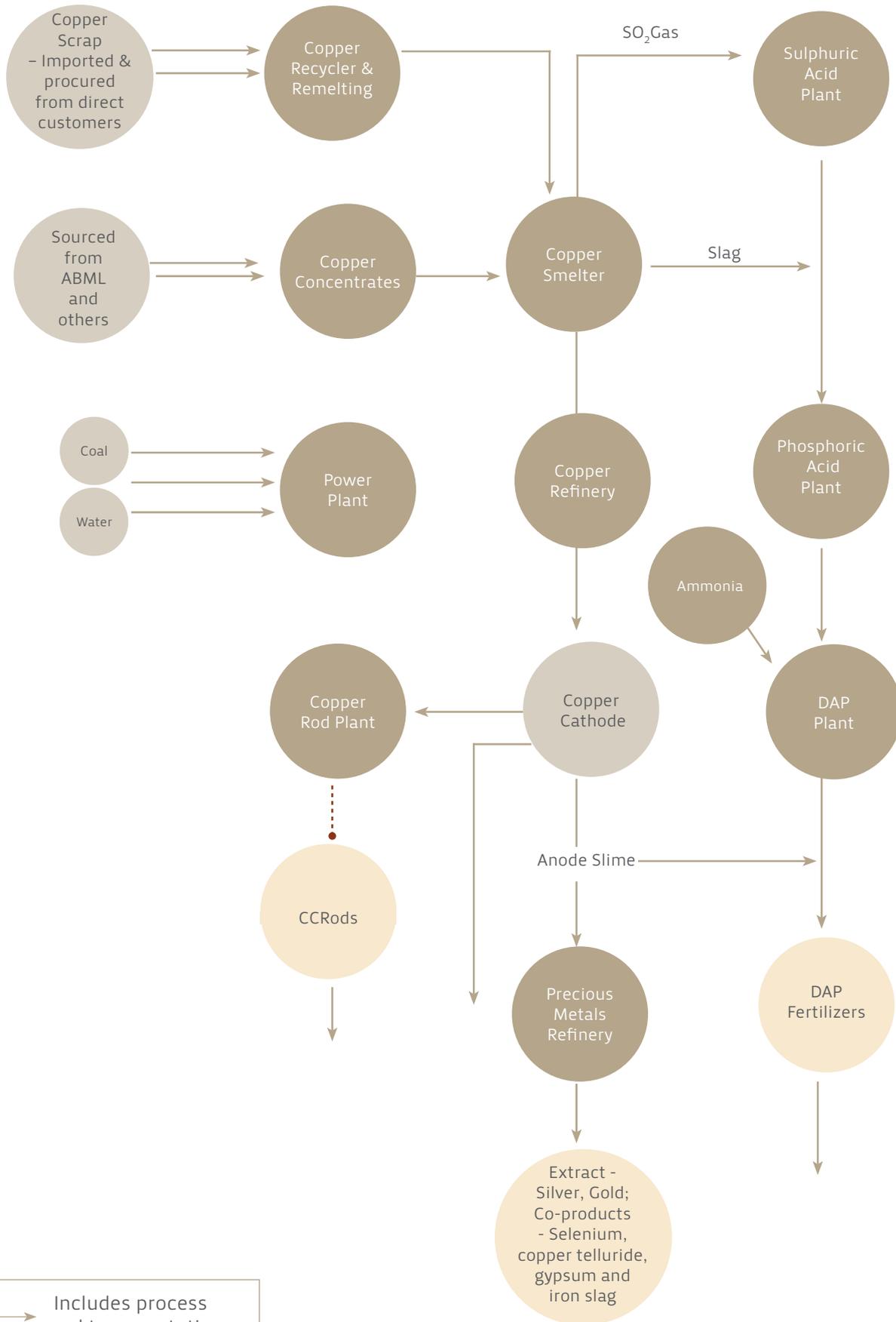


Upstream - - - - - Downstream - - - - - Transportation —————>

Contractors for some services at all plants



Hindalco Copper



Supplier engagement, in the form of interactions and supplier meet, is carried out at Hindalco. For ensuring better performance of our key suppliers, we have evaluation and feedback mechanism in place. All new suppliers are required to submit evidence for compliance with applicable regulations, including environment, safety, labor and human rights practices. We are sensitive to possible impacts of our supply chain on environment, society and economy, and take preventive actions. However, we do not have a tracking mechanism in place. We will extend our grievance redressal mechanism to capture the negative impacts of the supply chain and put in place a process to address. We also evaluate performance of service providers with respect to legal, labour and human rights, as applicable. During the reporting period, there were no penal actions or notices by relevant regulators, for violation of labor practices in our supply chain.

In addition, during Supplier meets, we have interactions on various aspects of sustainability. All the tiers of suppliers, relevant team from Hindalco attend these programs/ events, which provides an opportunity for better and transparent interaction between all the concerned stakeholders.

To generate value for local economy and to create a positive economic impact, we engage with local suppliers. We are in the process of setting up a mechanism to define capture and track the extent and type of local suppliers we engage with. Currently, we identify and build capacity of local suppliers, before and during the engagement with them.

We do not compromise on quality of our products and our reputation, therefore along with local suppliers we also engage with suppliers beyond our plant locations, so as to maintain quality and efficiency of our innovative products.



7.7 An Eye to Society



₹ 32 Crore - Hindalco Fund.
 ₹ 84 Crore- Government Fund.



An Eye to Society

For the year 2014-15, our CSR spend was INR 32 crore. In addition to this, we have mobilised INR 84 crore through the various schemes of the Government, acting as catalysts for the community.

Focus Areas

- Health Care • Education • Sustainable Livelihood • Vocational Training
- Safe Drinking Water & Sanitation • Infrastructure • Social Reform



Over **45000** students supported



4500 Medical camp



4225 mothers took advantage of 125 camps on anti-natal and post natal care

Highlights



Reaching out to a rural population of **10.97** lakh



Training for **21190** women from 7269 SHG groups



Engagement spans **629** villages and **35** urban slums

Our Vision

“Towards inclusive growth, we truly practice compassionate capitalism. Service to society is at the very heart, of our value system. We do so with a sense of purpose. This is manifest in the various CSR projects that we run, providing the less fortunate strata of society with education, healthcare, sustainable livelihood and infrastructure support. We, at Aditya Birla Group collectively, work in 5,000 villages, reach out to 7.5 million people and our CSR spends at the group level exceeds the 2% norm.”



Mrs. Rajashree Birla,

Chairperson, Aditya Birla Centre for
Community Initiatives and Rural
Development

Communities

Hindalco strives to contribute towards inclusive growth of communities around its operations and for deeper engagement with communities for value co-creation. As a part of our Corporate Social Responsibility (CSR) initiatives, we have focussed on the growth and development of not only communities surrounding our operations but the overall welfare of the people in the countries we operate.

The Government of India mandated Corporate Social Responsibility spend, a 2% of profits earned during the preceding three years, on certain identified activities through the Companies Act 2013. Hindalco has been involved in social development and has a well-articulated CSR strategy which is now fine-tuned in line with the new CSR Rules of the Government of India.

₹ 116
Crore

In the FY 2014-15, our CSR spend was ₹ 32 crore. In addition to this, we have mobilised ₹ 84 crore through the various schemes of the Government, acting as catalysts for the community

CSR Board Level Committee (2014-15)

Mrs Rajashree Birla – Chairman

Mr Askaran Agarwala - Member

Mr N. Jhaveri * - Member

Mr D. Bhattacharya - Member

Dr. (Mrs) Pragnya Ram,
Group Executive President, Corporate
Communications and CSR is a permanent
invitee to the committee

* Mr N. J. Jhaveri ceased to be a director of the Company due to his sad demise on 06 June 2015

Focus areas



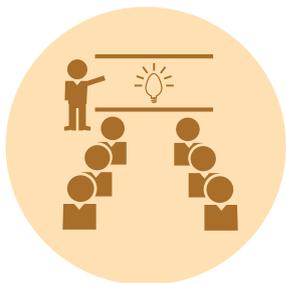
Health care



Education



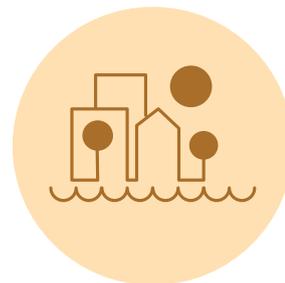
Sustainable Livelihood



Vocational Training



Safe drinking water and sanitation



Infrastructure and social reform

Our CSR work is in proximity to our 14 manufacturing units across 10 states in India.

We have reached out to a rural population of 10.97 lakhs at Belur in West Bengal, Hirakud and Lapanga in Odisha, Renukoot and Renusagar in Uttar Pradesh, Muri in Jharkhand, Singrauli in Madhya Pradesh, Dahej in Gujarat, Taloja and Mouda in Maharashtra, Belgaum in Karnataka, Alupuram in Kerala and our mines at Lohardaga in Jharkhand, Samri in Chhattisgarh and Durgamwadi in Maharashtra

Hindalco's community engagement spans 629 villages and 35 urban slums



Healthcare

- In FY 15, 1,439 medical camps were organized, inclusive of family welfare camps, reaching out to 1,46,804 villagers.
- We treated 1,245 patients afflicted with chronic ailments.
- At Eye camps, 9,424 persons with ophthalmic problems were treated, out of which 1389 patients underwent cataract surgery
- About 437 differently abled persons received care and treatment and 50 were supported with tricycles.
- About 2006 persons received dental treatment.
- Over 1,513 patients were diagnosed with tuberculosis and registered under directly observed treatment (DOT).
- At the 21 camps on STD/RTI and AIDS awareness, 3,951 persons underwent tests and many were given treatment in line with the diagnosis.
- About 6,542 patients from the villages have availed of our Ambulance service.
- Mother and Child Healthcare



Mother and Child Healthcare

- Over 2,28,074 children were administered polio drops.
- More than 8,484 children were immunised against BCG, DPT and hepatitis B across Hindalco Units.
- 32,300 children were treated at the OPDs
- More than 4,225 women participated in 125 camps on anti-natal, post natal care, mass immunisation, nutrition and escort services for institutional delivery.
- At the Anaemia Detection and Treatment Camps, 1,503 girls participated.
- For our intensive motivational drive towards responsible family raising, 242 villagers opted for planned families.
- To support the cause of rural homemakers and to reduce pulmonary diseases, 50 low smoke fuel efficient wood stoves were distributed.



Education

- We run 43 balwadis and have reached out to 1,213 students from underprivileged families.
- We extend support to 51 Anganwadis where 1,408 children are enrolled.
- We are working with 49 malnourished children from our Anganwadis and providing special nutritional support to them besides health check-ups.
- At our 10 Aditya Birla Public Schools, we have enrolled 5,922 rural students and 1,358 students in our 10 Aditya Birla Vidya Mandirs.
- We have tied up with 128 primary schools under the Sarva Siksha Abhiyan (SSA) initiatives.
- To support quality education, we have provided 95 teachers to 64 primary schools
- Under the 'Shala Praveshotsav' program, 14,212 students from grade 1st to 8th in 80 schools were given notebooks, practice books, slates, school bags etc.
- We have bolstered the 'Kanya Kelavni' Program by giving 100 girl students 'Vidya Laxmi Bonds' of Rs.1,000 each and to 100 girl students of class XI were given "Mahan Jyoti scholarship" of Rs.1000 each.
- We sponsored 69 students to the ITIs for semi-skilled job oriented training. Merit scholarships were given to 2,485 students of 87 schools at 11 of our units.
- To address the issues of school dropouts, we organised 'meet the parent' events. Through this process, we managed to bring 2,385 students back to school.
- We have distributed bicycles to Grade VIII girls who commute from far flung areas to the school. We organised 6-monthly computer literacy programs to benefit 534 rural boys.
- "Kishore-Kishori" clubs are being run through 30 centers at 30 villages. Over 1046 village youths have received formal training on personality development, leadership, communication, etc.



Sustainable Livelihood

- 27,140 farmers participated in training programs on advance cropping techniques and other processes to improve yield.
- More than 10,406 farmers were given agricultural tools, seeds, fertilisers and insecticides.
- Agricultural farmland levelling, trench digging and construction of check dams benefited 15,623 farmers.



- 250 farmers were supported with lift and drip irrigation.
- We have developed 16 vermi compost tanks, manure from which is given to the farmers.
- Through our farmer support initiatives, we immunised 54,553 animals.



Vocational Training

- Vocational skills training were accorded to 2,681 youngsters
- Awareness about 533 potential income generation programs was shared with 8,789 people at camps across our units.
- Training program on Lac cultivation, at the Indian Lac Research Institute, Namkum, Ranchi, 3,500 people from the nearby villages were trained.
- We have set up nurseries. From these 91,447 saplings were distributed.
- Towards rainwater harvesting, 39 camps were held.
- Over 1,500 villagers were trained in groundwater recharge and retention through technology.

Safe Drinking Water and Sanitation

- We installed 61 new hand pumps, repaired 323 hand pumps and dug 63 wells.
- More than 1,10,225 villagers and 12,000 ward residents have access to safe drinking water at Muri, Dahej, Hirakud, Renukoot and Alupuram.
- We are involved in a drinking water project that serves 12,000 families.
- As part of our drive against open defecation free villages, we have set-up 554 individual toilets.



Self Help Groups (SHGs)

- Over 21,190 women members from 7,269 Self Help Groups were imparted training in various income generation activities, maintenance of books of accounts and skill development.
- The SHG members are engaged in activities like tailoring, weaving, knitting, basket making, vermin composting pit, rearing saplings, pickles and spices, papad making, beauty parlour, vegetable vending, grocery shops and other industrial consumables.



- This year, we formed 79 new SHGs.
- We have linked 49 SHGs with Banks. One of our 12 member SHGs named “Pawan Samuah”, at Renukoot, began making snacks such as., Baddi and Papad on a large scale after we helped them secure a bank loan of ₹ 50,000/-.
- Ganga Dugdha Utpadan Maryadit Sahakari Samiti, Orgari at Singrauli, a dairy cooperative has proved highly beneficial for its 228 members as the supply of milk has gone up to 350 litres.

Infrastructure Development

- We have helped the local population by building check dams, bore wells, water harvesting structures, and approach roads, internal concrete roads in villages, drainage systems, river steps and maintaining bathing ghats.
- We have also constructed additional classrooms, repaired school buildings, and erected boundary walls, maintained play grounds and health centres, as also built community halls.
- Through our interventions, we have reached out to 3,56,050 people across all our units.
- We have constructed 16 biogas plants.
- At Renukoot and Renusagar, we have facilitated the electrification of six villages benefitting 4,500 inhabitants.



Espousing Social Causes

We work with communities to bring in social reform through attitudinal changes.

These include:

- Advocacy against child labour
- Illiteracy
- Child marriages
- Marginalisation and abuse of the girl child and women
- Drunken behaviour
- Maintaining hygiene and so on.

We also promote rural sports, cultural program and celebration of national events/days in the area.

This year our programs reached out to 2,69,836 people.



“Our CSR work is aimed at lifting the burden of poverty. To an extent, we have helped lower the level of poverty in the villages and the urban slums in proximity to our plants. We touched the lives of 1,12,213 people through education, 8,55,456 people through health care interventions, 1,84,730 through sustainable livelihood, 3,56,050 through rural Infrastructure and 2,69,836 through social causes.”

- Mrs Rajashree Birla

8 Future Proofing



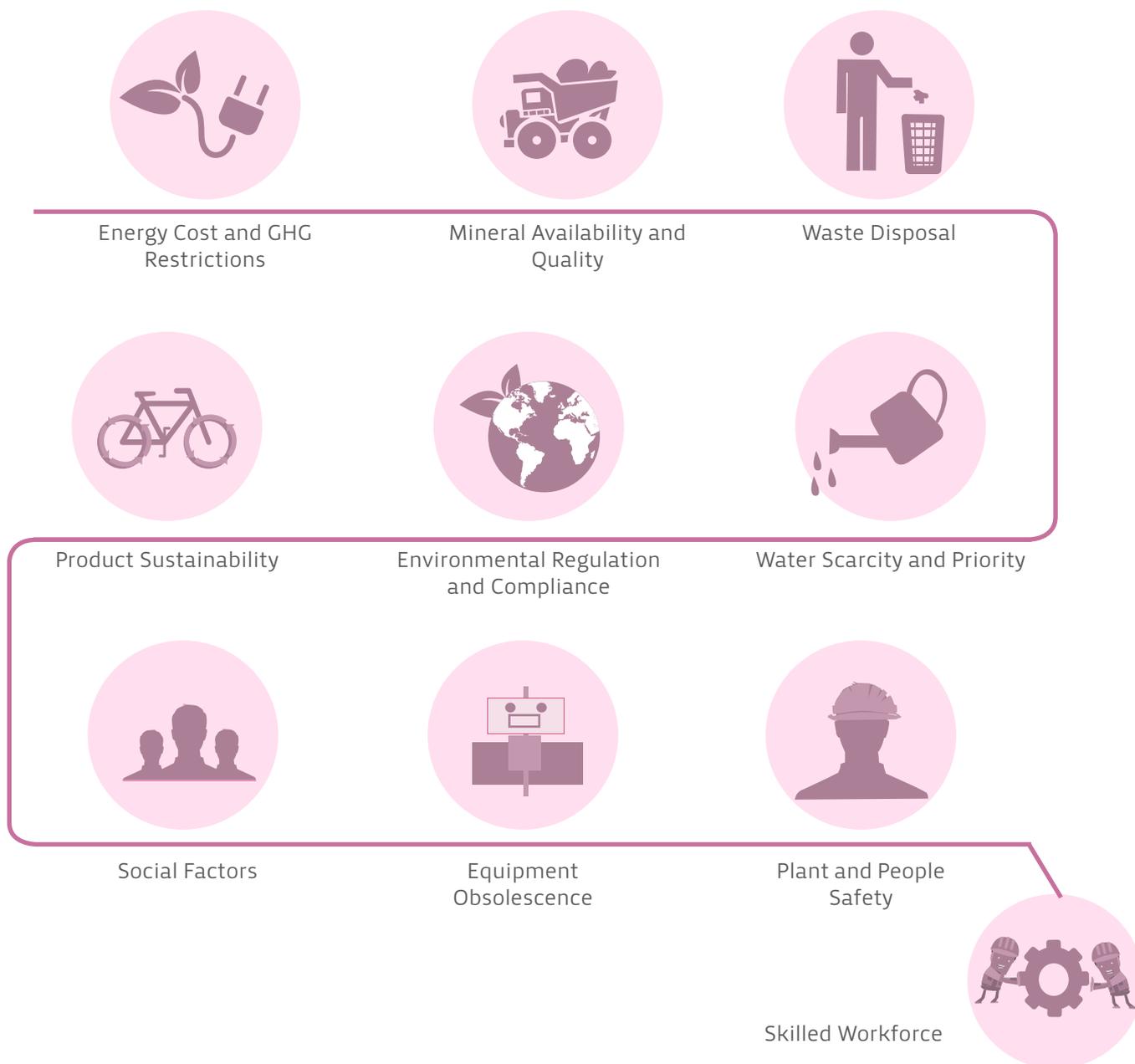
At Hindalco, future proofing is the third pillar of our sustainability process. This means understanding the shrinking operating space and adapting to operating within that space while continuing to creating and sharing value with the stakeholders.

To understand the shrinking operating space, we have identified relevant top 10 risks. Our response to address these risks constitutes our way forward to future proofing our business. Needless to mention this needs periodic review as some more information regarding the nature and likelihood of risk becomes more clear. Also, we realize that our ability to respond to these

risks vis-a-vis our competition and the nature of our response will enable us harness hidden and new opportunities.

As the demographics change, and the population increases to 8.3 billion by the year 2030 from the present 6.9 billion, the world would require 50% more energy, 40% more water and 35% more food. In addition, the demand from all the above is to be achieved, while mitigating GHG emissions and keeping the emissions within a limit so that global temperature raise is within the limit of 2 degrees centigrade. (Source : National Intelligence Council : Global Trends : 2030 : Alternate Worlds)

Ten Key Risks Today And Tomorrow



Energy Cost and GHG Restrictions

Our operations, within the scope of this report, are mainly located in India. Long term commitment of the Government of India for mitigating GHGs and consequently global warming, is reduction in GHG emission intensity by 35% by 2030 with 2005 as base year. and share of capacity of renewable energy is 40%. How this national commitment will translate into sector and entity commitments is not clear today. Assuming that these commitments are allocated prorata to each sector and entity, meeting these commitments will be a challenge at Hindalco.

Water Scarcity and Priority

From the growth in population, the demand for water resources is likely to increase by 40% by 2030. This will be further augmented by poverty alleviation and wealth creation in India. We can conservatively estimate that there will be 50% increase in the demand for water. In response to this developing risk, we have put in place, waste water utilization and zero discharge plan at each unit.

We will, in future, assess water resource risk along with climate risk, at all our operating units. Based on this, we will prepare plans for reducing water resource use intensity in our operations significantly.

Mineral Availability & Quality and Waste to Wealth

We foresee a variety of challenges in the availability of raw materials and their quality. This will be compounded by increased per capita demand for aluminum and copper from aspirational developing world, in addition to steadily increasing population. Increased resource nationalism and conflicts in the regions where these resources are located, will be a further challenge. During this reporting period, we have put in place actions to use low grade ores (e.g., bauxite residue) and for utilization of waste (e.g., fly ash and recovery of copper from effluents and waste). In the long term, we will have to put in place a strategic plan in line with circular economy e.g., recycling of products at the end of life. In our markets, such recyclable raw materials may constitute only to the extent of 10-15 % till 2030.

Product Sustainability

The Hindalco Team will continue to focus on the development of new sustainable value added products and new applications for both Aluminium and Copper. Technology Roadmap 2025 is also under development.

At present, our Focus is on five Key Risks. We shall cover other risks as we move along. For these five Key Focus Areas, we have defined our Target on a long term basis (FY20 and FY25). Progress is being monitored by our Top Management.

Some of the New products under development



Environmental Regulations and Compliance

Business is being asked to be responsible and accountable to their contribution to economy and communities; to their products- in use and post use and to environmental impacts across the supply chain.

We anticipate stringent environmental regulations covering our mining and manufacturing operations. These will cover emissions, noise, water and waste water, hazardous and toxic waste, bio diversity, land use/green cover etc. These regulations may be extended to cover additional aspects and in some cases the standards/limits may change.

We will address the challenge of evolving regulations by following.

3 Steps to Address Changing Regulatory Landscape

- Step 1  Comply with all applicable regulations
- Step 2  Observe & Engage to anticipate changes
- Step 3  Benchmark Performance against Best in Class e.g., IFC standards

We also foresee regulations covering either our customers or us that would require disclosures of our practices and/or performance on product and value chain stewardship. We will put in place appropriate responses, in the near future.



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Independent Assurance Statement to Hindalco Industries Limited on their Corporate Sustainability Report for the Financial Year 2014-15

To the management of Hindalco Industries Limited, Century Bhavan, 3rd floor, Dr. Annie Besant Road, Worli, Mumbai 400 030, India.

Introduction

We have been engaged by Hindalco Industries Limited ('Hindalco' or 'The Company') to provide limited assurance on its Sustainability Report ('the Report') for the Financial Year (FY) 2014-15. The Report was prepared by Hindalco according to the Global Reporting Initiative's (GRI) G4 guidelines 'in-accordance' – comprehensive option for sustainability reporting.

Scope of the Limited Assurance Engagement

Our scope of assurance included data and information on material aspects pertaining to Hindalco's (Aluminium and Copper business) India operations including Projects and Aditya Birla Minerals Limited provided for the period 01 April 2014 to 31 March 2015 based on Global Reporting Initiative's (GRI) G4 Guidelines as listed below.

The General and Specific Standard Disclosures that were subjected to assurance are as follows:

General Standard Disclosures:

- Identified Material Aspects and Boundaries (G4-17 to G4-23)
- Stakeholder Engagement (G4-24 to G4-27)
- Report Profile (G4-28, G4-29, G4-30, G4-31)
- Governance (G4-34 to G4-49)
- Ethics and Integrity (G4-56, G4-57)

Specific Standard Disclosures:

- Environmental
 - Materials (G4-EN1, G4-EN2), Energy (G4-EN3, G4-EN5, G4-EN6, G4-EN7), Water (G4-EN8, G4-EN10), Emissions (G4-EN15, G4-EN16, G4-EN18, G4-EN20, G4-EN21), Effluents and Waste (G4-EN23), Products and Services (G4-EN27)
- Labor Practices and Decent Work,
 - Employment (G4-LA1), Occupational Health and Safety (G4-LA6), Training & Education (G4-LA9),
- Human rights
 - Non-discrimination (G4-HR3)
- Society
 - Local Communities (G4-SO1, G4-SO2)
- Product Responsibility
 - Customer Satisfaction (G4-PR5)

KPMG, an Indian partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity

CIN U74140MH2005PTC153503



Limitations in Conducting the Assurance

Our assurance process was subject to the following limitations:

- Verification of claims was limited to data and information presented in the Report for the period 01 April 2014 to 31 March 2015. Data and information in the Report outside this reporting period was not subject to verification.
- Any statement/ remarks/ comments indicating intention, opinion, belief and/ or aspiration by Hindalco were excluded from the scope of assurance.
- Determine which, if any, recommendations should be implemented.
- The Assurance Statement does not include verification of financial performance indicators/information that was sourced from Hindalco's FY 2014-15 Annual Report.

Assurance Standards and Guidelines Used

We conducted the assurance in accordance with

- Limited Assurance requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and
- Type 2, Moderate level assurance requirements of AA1000 Assurance Standard 2008 by AccountAbility.
 - Under this standard, we have reviewed the nature and extent of adherence to the AA1000 AccountAbility Principles and the quality of publicly disclosed information as part of the Report limited to performance indicators/information required by GRI G4 Guidelines.

Independence Requirements

A multidisciplinary team having necessary skills and experience in ISAE 3000, AA1000AS, stakeholder engagement, auditing environmental, social and economic information conducted the assurance. We conducted our engagement in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements that the members of the assurance team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, in relation to this assurance engagement including not being involved in the writing of the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence. The firm applies ISQC 1 and the practitioner complies with the applicable independence and other ethical requirements of the IESBA code.

Work Undertaken

Our procedures include assessment of the risks of material misstatements of selected performance indicators and disclosures and underlying internal controls relevant to the information published in the Report. Our procedures were designed to gather sufficient and appropriate evidence to determine that the selected performance information is not materially misstated.

We have undertaken –

- Review of materiality and stakeholder engagement framework deployed at Hindalco.



- Assessment of the systems used for data collection and reporting of the General Standard Disclosures and Specific Standard Disclosures of material aspects as listed in the assurance scope above.
- As part of the verification process, we have conducted site visits to the following facilities of Hindalco:
 1. Hindalco, Copper – Dahej
 2. Hindalco, Aluminium – Renukoot
 3. Hindalco – Renuagar Power Plant
 4. Hindalco - Belur FRP, Talaja FRP
 5. Greenfield Project – Mahan Aluminium, Utkal Alumina
 6. Bauxite Mines – Baphlimali, Orissa

Through Video Conference - Aditya Birla Minerals Limited (Birla Mt. Gordon & Birla Nifty).
- Interviews with Hindalco personnel responsible for data collection, collation and reporting.
- Interaction with the Hindalco's Sustainability Board, Sustainability Working Committee members and Senior Management at the corporate office and unit level on Hindalco's Sustainability initiatives.
- Testing of the sample data and the supporting evidences through a risk based approach.
- Comparing the information presented in the Report to corresponding information in the relevant underlying sources to determine whether all information mentioned in the report is supported by underlying data.
- Review of the Report to ensure that there is no material misrepresentation of disclosures as per scope of assurance and our findings.

Our Conclusions

Based on our review of the Report, nothing has come to our attention that causes us to believe that the information in the Report, in all material aspects, is not fairly represented in line with our findings given below:

As per AA1000AS 2008 principles:

- **Principle of Inclusivity:** The Company engages with various stakeholder groups on an ongoing basis and takes into account views from the stakeholders. The company has taken initiatives to record the expectations, concerns of the internal stakeholders. However, the process of engagement with external stakeholders can be further strengthened through structured engagement plans that will help document the expectations and areas of concerns of the external stakeholders and company's response to them.
- **Principle of Materiality:** The material issues are arrived through a consultation process involving company's management and selected stakeholders at the corporate and unit level. However, Hindalco may decide to demonstrate the methodology and approach for incorporating stakeholders' (internal and external) feedback to prioritize material issues for the Company in the Report. The Company can consider incorporating all the aspects of the Mining and Metals Sector Disclosures as part of the materiality evaluation
- **Principle of Responsiveness:** Hindalco responds to stakeholders' concerns through existing and structured engagements at multiple levels. Hindalco shall develop a process through which the stakeholder concerns are reviewed by the sustainability committee and the decisions incorporated into the sustainability agenda of the company.

Nothing has come to our notice for us to believe that the data presented in the Report and verified by us as per the scope of this engagement is not reliable. Data transcription and calculation errors were detected but the same was resolved during the assurance process.



Our Observations

Following is an excerpt from the observations reported to the management of Hindalco. These do not, however, affect our conclusions regarding the Report stated above.

- The monitoring and reporting of hazardous waste specifically at the new manufacturing locations can be further strengthened
- Hindalco has a Sustainability committee in place that decides on the Sustainability initiatives and the roadmap for the Company. The Committee has defined targets to achieve its Sustainability goals. In coming years, Hindalco may disclose its Sustainability performance against the targets in the Report.
- Hindalco shall perform a structured study to identify the material issues in the supply chain. The company may extend its engagement with significant suppliers on sustainability issues.
- Hindalco has structured Corporate Social Responsibility (CSR) programmes in place. The Company may carry out impact evaluation studies of its CSR programmes and can include disclosures related to same in the future Reports.

Responsibilities

Hindalco is responsible for developing the Report contents. Hindalco is also responsible for identification of material sustainability issues, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported. This statement is made solely to the Management of Hindalco in accordance with the terms of our engagement and as per scope of assurance. Our work has been undertaken so that we might state to Hindalco those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Hindalco for our work, for this report, or for the conclusions expressed in this independent assurance statement. The assurance engagement is based on the assumption that the data and information provided to us is complete and true. We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. By reading this assurance statement, stakeholders acknowledge and agree to the limitations and disclaimers mentioned above.

Santhosh Jayaram
Director
KPMG
29 January 2016



10 GRI Index

General Standard Disclosures

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
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General Standard Disclosures - Strategy and Analysis

G4 - 1	Statement from the senior most decision maker (CEO statement)	Full	Chapter 4 - From the Managing Director's Desk on Page 5	---
G4 - 2	"Description of key impacts, risks and opportunities Table(s) summarizing: - Targets, performance against targets, and lessons learned for the current reporting period - Targets for the next reporting period and medium term objectives and goals (that is, 3-5 years) related to key risks and opportunities"	Full	Chapter 8 - Future Proofing on Page 73.	Out of the 10 key Risks identified, focus is now on Energy, GHG, Water, Waste and Product Sustainability. Targets for achievement in these areas by 2025.

General Standard Disclosures - Organizational Profile

G4 - 3	Name of the organization	Full	Hindalco Industries Limited	---
G4 - 4	Primary brands, products and services	Full	Chapter 5 - Hindalco - An Overview on Page 7	---
G4 - 5	Location of Organizations headquarters	Full	Backside Outer Cover Page	---

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 6	No. of countries where the organization operates, names of countries where organization has significant operations or that are specifically relevant to sustainability topics covered in the report	Full	Chapter 5 - Hindalco - An Overview on Page 7	---
G4 - 7	Nature of ownership and legal form	Full	Chapter 5 - Hindalco - An Overview on Page 7	---
G4 - 8	Markets served	Full	Chapter 5 - Hindalco - An Overview on Page 7	---
G4 - 9	Scale of the organization (No. of employees, No. of operations, Net sales, Capitalization, Quantity of products or services provided)	Full	Chapter 5 - Hindalco - An Overview on Page 7	---
G4 - 10	No. of employees by employment contract, gender, region, significant variations	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 50	---
G4 - 11	% of employees covered by collective bargaining agreements	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 50	---
G4 - 12	Describe the organization's supply chain Main elements of the supply chain in relation to the organization's primary activities, products, and services.	Full	Chapter 7.6 - Responsible Stewardship - Our Supply Chain - Opportunities for Co-creation on Page 63	---
G4 - 13	Significant changes during reporting period regarding size, structure, ownership or supply chain	Full	Chapter 7.6 - Responsible Stewardship - Our Supply Chain - Opportunities for Co-creation on Page 63	---
G4 - 14	How Precautionary principle is addressed?	Full	This Report contains various information related to Hindalco. Various Factors that can have an impact on our performance : Economic Conditions, changes / new Government regulations, Laws, other statutes and incidental factors	---
G4 - 15	Externally developed economic, environmental and social charters, principles or other initiatives the organization subscribes to	Full	ABG is a signatory to UNGC and Hindalco, in keeping with the requirement of the listing agreements with Stock Exchanges in India, subscribes to National Voluntary Guidelines on CSR and discloses the same.	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 16	Public policy and advocacy	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
General Standard Disclosures - Material Aspects and Boundaries				
G4 - 17	<ul style="list-style-type: none"> -List all entities included in the organizational consolidated financial statements -Report whether any entity included above is not covered by the sustainability report 	Full	Chapter 5 - Hindalco - An Overview on Page 7 Hindalco Annual Report 2014-15	We have covered Hindalco - India - Aluminium & Copper Operation, ABML, Utkal Alumina in our Sustainability Report. Novelis releases separate SR. Other entities not included due to Smaller Size / No Management Control / Special Purpose Investment / Operations not yet commenced
G4 - 18	<ul style="list-style-type: none"> -Explain the process for defining the report content and the Aspect Boundaries -Explain how the organization has implemented the reporting principles for defining report content 	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	Materiality Issues are identified / reviewed through internal discussion with Employees. These issues were then discussed with different business representative for their inputs and incorporation in our activities
G4 - 19	List all the material aspects identified in the process for defining the report content	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - 20	For each material aspect, report the aspect boundary within the organization	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - 21	For each material aspect, report the aspect boundary outside the organization	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - 22	Restatements of information provided in previous reports and reasons for such restatements	Full	In this report, we have excluded Novelis Inc., from the scope and hence, all the data and information of the previous reporting periods is restated accordingly	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 23	Significant changes from previous report in Scope and Aspect Boundaries	Full	In this report, we have excluded Novelis Inc., from the scope and the aspect boundaries	---
General Standard Disclosures - Stakeholder Engagement				
G4 - 24	Provide a list of stakeholder groups engaged by the organization	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - 25	Report the basis for identification and selection of stakeholders with whom to engage	Full	Hindalco engages with the stakeholder groups that have impact on its business and its business could have impact on them. Such an assessment is conducted internally and reviewed from time to time. Segmentation of stakeholders within the groups is undertaken , but structured and objective process will be established as a part of Responsible Supply Chain Management.	---
G4 - 26	Report the organization's approach to SE including frequency of engagement by type and by stakeholder group and indication of whether any of the engagement was undertaken as part of the reporting process	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	We have mechanisms in place for periodic engagement with our Stakeholders. E.g. Customers - Once in a year; Employees - Yearly; Supplier through Supplier Meet & Periodic Interaction
G4 - 27	Report key topics and concerns that have been raised through stakeholder engagement (group wise) and how the organization has responded to those key topics including through reporting	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	Based on the feedback, action plans are prepared and implemented by respective team
General Standard Disclosures - Report Profile				
G4 - 28	Reporting period	Full	2014-15	---
G4 - 29	Date of most recent previous report	Full	Report of 2013-14; uploaded in Hindalco Website in April 2015.	---
G4 - 30	Reporting cycle	Full	Yearly	---
G4 - 31	Contact point for feedback	Full	Back Cover Page	---
G4 - 32	In accordance criteria, Content Index	Full	GRI G4 - Comprehensive	---

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 33	Assurance	Full	Except first Sustainability Report of 2010-11, all the other reports are Assured by an External Agency	---
General Standard Disclosures - Governance				
G4 - 34	Governance structure of the organization including committees of the highest governance body	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	Further details are available in Hindalco Annual Report 2014-15.
G4 - 35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	In Hindalco, we have Functional Heads available for Economic, Environment, Safety, Society & People reporting to the Top Management of the Organization
G4 - 36	Report whether the organization has appointed an executive-level position or positions with responsibility for Economic, Environmental and Social topics and whether the post holders report directly to the highest governance body	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Sustainability Committee chaired by Deputy Managing Director. DMD is a member of the Board of Directors and periodically updates the board on status and significant challenges faced with any stakeholder groups, as appropriate
G4 - 37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Sustainability Committee chaired by Deputy Managing Director. DMD is a member of the Board of Directors and periodically updates the board on status and significant challenges faced with any stakeholder groups, as appropriate



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 38	"Report composition of the highest governance body -Competencies relating to economic, environmental and social impacts -Stakeholder representation"	Full	Our independent directors process competencies relating to economic, environmental and social aspects and bring to the table customer, community, regulatory and supplier perspectives.	---
G4 - 39	Report whether the chair of the highest governance body is also an executive officer	Full	Yes	---
G4 - 40	Report the nomination and selection process for the highest governance body and criteria used for nominating including: -Whether and how expertise and experience relating to economic, environmental and social topics are considered -Whether and how stakeholders are involved	Full	Our independent directors process competencies relating to economic, environmental and social aspects and bring to the table customer, community, regulatory and supplier perspectives.	---
G4 - 41	Report process for the highest governance body to ensure conflicts of interest are avoided and managed	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Board members are bound by the code of conduct to disclose conflict of interest, if any.
G4 - 42	Report the highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Full	All policies and positions are proposed by the function heads and the managing director interacts with the board prior to approval.	---
G4 - 43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of Economic, Environmental and Social topics	Full	Our independent directors process competencies relating to economic, environmental and social aspects and bring to the table customer, community, regulatory and supplier perspectives.	---
G4 - 44	"Process for evaluation of the highest governance body's performance w.r.t governance of economic, environmental and social topics (report frequency and if the assessment is self or independent) Report action taken in response to evaluation of performance of highest governance body"	Full	Board does self-evaluation of their performance	---

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 45	"Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. Include the body's role in implementation of a due diligence process Report whether stakeholder consultation is used to support the highest governance body's identification and management of above mentioned impacts, risks and opportunities"	Full	As per the directions of the Board, we have put in place a plan to address all such identified issues	---
G4 - 46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management process for economic, environmental and social topics	Full	In the reporting period, 8 Board meetings were held for discussion of various issues including Sustainability	---
G4 - 47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	Full	Sustainability committee and the Managing Director reviews all sustainability disclosures and the board is briefed in appropriately	---
G4 - 48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Sustainability Committee chaired by Deputy Managing Director. DMD is a member of the Board of Directors and periodically updates the board on status and significant challenges faced with any stakeholder groups, as appropriate
G4 - 49	Report the process for communicating critical concerns to the highest governance body	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Sustainability Committee chaired by Deputy Managing Director. DMD is a member of the Board of Directors and periodically updates the board on status and significant challenges faced with any stakeholder groups, as appropriate



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 50	Report the nature and total number of concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	The Sustainability Committee chaired by Deputy Managing Director. DMD is a member of the Board of Directors and periodically updates the board on status and significant challenges faced with any stakeholder groups, as appropriate
G4 - 51	"Report remuneration policies for the highest governance body Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executive's economic, environmental and social objectives"	Full	Refer to the Hindalco Annual report 2014-15 for performance evaluation of Board of Directors. All Senior Executives, in addition to functional KPIs, have KPIs covering EHS Performance also.	---
G4 - 52	Report the process for determining the remuneration. Report relationship with remuneration consultants (if applicable)	Full	---	For all the new hires, we use internal benchmarks to make the offer. We try to be within the Minimum and the Median of the corresponding Job Band in which the person is being hired. For existing employees, the compensation is reviewed every year in July based on an increment grid approved by the management. The increment grid is linked with the performance rating of the individual. For our external market competitiveness, we work with compensation consultants like Aon Hewitt and Mercer on regular basis.



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - 53	Report how stakeholders' view are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	Not reported	---	
G4 - 54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country to significant operations to the median annual total compensation for all employees (Excluding the highest-paid individual) in the same country	Full	-	At 518.3 % of the median of all employees. It is already reported in Annual Report of Hindalco for FY 2014-15.
G4 - 55	Report the ratio of % increase in annual total compensation for the organization's highest-paid individual in each country to significant operations to the median annual total compensation for all employees (Excluding the highest-paid individual) in the same country	Not reported	---	
General Standard Disclosures - Ethics & Integrity				
G4 - 56	Describe organization's values, principles, standards and norms of behavior such code of conducts and code of ethics	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - 57	Report the internal and external mechanisms for seeking advice on the ethical and lawful behavior and matters related to organizational integrity	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	Addressed through grievance redressal mechanisms.
G4 - 58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters related to organizational integrity (escalation, whistle blower policy, hotlines)	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	Addressed through grievance redressal mechanisms and whistle blower mechanisms.
General Standard Disclosures - Disclosure of Management Approach				
G4 - DMA	Disclosure of management approach	Partial	Disclosure of management approach is defined for all key areas like Economic, Environment & OHS.	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
Economic				
G4 - EC 1	Direct Economic Value Generated and Distributed.	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	
G4 - EC 2	Financial implications and other risks and opportunities for the organizations activities due to climate change	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	---
G4 - EC 3	Coverage of organizations defined benefit plan obligations	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	---
G4 - EC 4	Financial Assistance received from the Government	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	---
G4 - EC 5	Ratio of the standard entry level wage by gender compared to local minimum wage at significant locations of operations	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	Our Entry Level Wages is equal to / more than the local minimum wages.
G4 - EC 6	Proportion of senior management hired from the local community at significant location of operation.	Full	All Senior Management Level recruitment are based on the Merit.	---
G4 - EC 7	Development and impact of infrastructure investments and services supported.	Full	We are in the process of developing mechanism to capture this information	---
G4 - EC 8	Significant indirect Economic impacts, including the extent of impacts	Full	We are in the process of developing mechanism to capture this information	---
G4 - EC 9	Proportion of spending on local suppliers at significant location of operations	Full	We are in the process of developing mechanism to capture this information	---
Environment				
G4- EN 1 G4- EN 2	Materials consumed by weight and volume and percentage materials used that are recycled input material	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4- EN 3	Energy consumption within the organization	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4 - EN 4	Energy Consumption outside the organization	Full	Energy Consumption outside the organization is significantly low as compared to consumption within organization. Hence, no plans to report this data as of now.	---
G4- EN 5	Energy Intensity (Specific energy)	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4-EN 6	Reduction of energy consumption	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 7	Reduction of Energy Requirement of product and services.	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	Details are available in Hindalco Annual Report : 2014-15
G4-EN 8	Total Water Withdrawal by source	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 9	Water Sources significantly affected by withdrawal	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	No Water Sources significantly affected by withdrawal of water by Hindalco.
G4-EN 10	Percentage and total volume of water recycled or reused.	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 11	Operational sites owned, leased or managed, or adjacent to protected areas, and areas of high biodiversity value	Full	None	---
G4-EN 12	Direct and indirect impacts on biodiversity	Full	Not Applicable	Refer to Bio Diversity Section of Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31
G4-EN 13	Habitats protected or restored	Full	Our Plants are not in / close to Protected or Reserved areas	---
G4-EN 14	Total number of IUCN Red list species and national conservation list species with habitats in affected areas	Full	Our Plants are not in / close to Protected or Reserved areas	---
G4-EN 15	Direct Green House Gases Emission (Scope 1)	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 16	Indirect Green House Gases Emission(Scope 2)	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 17	Other Indirect Green House Gases Emission (Scope 3)	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	Scope 3 Emission related to Hindalco India Operation is very minimal as compared to Scope 1 & Scope 2. Hence, no plans to report this data as of now.



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4-EN 18	Green House Gas Emission Intensity (Specific Emissions)	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 19	Reduction of Green House Gas Emissions	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	In spite increase in capacity addition, Hindalco could bring down emission intensity due to various Energy Conservation measures. Details are given in Annual report 2014-15.
G4-EN 20	Emissions of Ozone Depleting Substances	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 21	SOx, NOx and other significant air emissions	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 22	Total Water Discharged	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 23	Total weight of waste by type and disposal method	Full	Chapter 7.2 - Responsible Stewardship - Environment - Caring for Nature on Page 31	---
G4-EN 24	Total Number and volume of significant spills	Full	None	---
G4-EN 25	Weight of transported, exported and treated waste deemed to be hazardous and percentage of transported waste shipped internationally.	Full	We do not import or export any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.	---
G4-EN 26	Identify the size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and run-offs	Full	Not Applicable	---
G4-EN 27	Extent of impact mitigation of Environmental impacts of products and services	Full	Chapter 7.5 - Responsible Stewardship - Our Product - Shared Responsibility on Page 58	---
G4-EN 28	Percentage of products sold and their packaging material reclaimed	Not reported	---	
G4-EN 29	Monetary value of significant fine and total no. of non-compliances with environmental laws and regulations	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4-EN 30	Significant impacts of transporting products and goods and materials used of organizations operations and transporting members of workforce	Not Reported	---	We do not have any immediate Plan to gather information in this area.
G4-EN 31	Total Environmental protection expenditure and investment by type	Partial	Capital Expenditure on EOH&S during 2014-15 : Rs. 6.16 Crores	System for capturing Revenue Expenses being developed.
G4-EN 32	Percentage of new suppliers that were screened using environmental criteria	Partial	Chapter 7.6 - Responsible Stewardship - Our Supply Chain- Opportunities for Co-creation on Page 63	---
G4-EN 33	Significant and actual negative Environmental impacts in the supply chain and actions taken	Partial	Chapter 7.6 - Responsible Stewardship - Our Supply Chain- Opportunities for Co-creation on Page 63	---
G4-EN 34	No. of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	Partial	No separate reporting. Being addressed through existing grievance mechanisms in the Units.	---
Labour Practices				
G4-LA 1	Total number and rates of new employee hires and employee turnover by age, group, gender and region	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	---
G4-LA 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	---
G4-LA 3	Return to work and retention rates after parental leave, by gender	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	Information on Parental Leave, as applicable in Hindalco, to be included in the coming year report
G4-LA 4	Minimum notice periods regarding operational changes , including whether these are specified in collective agreements	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	---
G4-LA 5	Percentages of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Full	Chapter 7.3 - Responsible Stewardship - Safe Work Place - Valuing Life on Page 44	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - LA 6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism and total number of work related fatalities, by region and by gender	Full	Chapter 7.3 - Responsible Stewardship - Safe Work Place - Valuing Life on Page 44	---
G4 - LA 7	Workers with high incidence or high risk of diseases related to their occupation	Full	Chapter 7.3 - Responsible Stewardship - Safe Work Place - Valuing Life on Page 44	Nothing reported so far.
G4 - LA 8	Health and safety topics covered in formal agreements with trade unions	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	---
G4 - LA 9	Average hours of training per year per employee by gender and by employee category	Partial	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	Average hours of training per year per employee by Gender will be reported in the coming years.
G4 - LA 10	Programs for skills management and life long learning that support the continued employability of employees and assist them in managing career endings	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	It is being covered as a part of our Regular Training Program
G4 - LA 11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	100 % Employees in Hindalco India Operation and 100% Management Staff at ABML
G4 - LA 12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Full	Chapter 7.4 - Responsible Stewardship - Our People - the Defining Resource on Page 49	---
G4 - LA 13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Full	Chapter 7.1 - Responsible Stewardship - Value Leadership on Page 26	No difference
G4 - LA 14	Percentage of new suppliers that were screened using labor practices criteria	Full	Suppliers are screened for child labor, minimum wages and such labor laws	---
G4 - LA 15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Full	No significant negative impact due to labour practices in the supply chain during the reporting period	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - LA 16	Number of Grievances about labor practices filed, addressed and resolved through formal grievance mechanisms	Full	We have Grievance Handling Mechanism in our organization for all the level of the employees. For the Management Cadre, we have online system available across all our units. For the Supervisors and the Workmen, it is either through personal meeting or through a complaint box. Apart from solving the individual grievance, Units are tracking and analyzing the nature of the grievance for the long term solutions.	At present, we don't have any centralized system to track Centralized System for tracking grievances will be developed by FY 17
Human Rights				
G4 - HR 1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Full	Clauses related to Child Labour, Forced labour , EHS Requirements are addressed in our Major Agreements / Contracts	
G4 - HR 2	Total Hours of employee trainings on human rights policies or procedures concerning aspects of human rights that are relevant to operations including the percentage of employees trained	Full	Although elements of Human Rights are part of our training, we do not track on number of hours spend on such training.	System will be developed for tracking these numbers by FY 17
G4 - HR 3	Total number of incidents of discrimination and corrective actions taken	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	
G4 - HR 4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Partial	We are not operating in countries of significant risk or where unions are illegal, and recognize the right of all employees to select or not belong to a union and to seek to bargain collectively. ABC Code of conduct addresses Guidelines for Ethical Behaviour that are applicable to all Employees.	
G4 - HR 5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Full	There are no Company Operations and to the best of our knowledge, no significant supplies identified as having significant risk of child labour, both in type of operations as well as geographical areas with Operations considered at Risk	



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - HR 6	Operations and suppliers identified as having significant risk for forced or compulsory labor and measures to contribute to the elimination of all forms of forced or compulsory labor	Full	There are no operations identified as having significant risk for incidents of Forced Labour. We do not operate in countries considered to be of significant risk.	
G4 - HR 7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Full	All Security Personnel, at the time of joining, are trained Organizations' Policies and Procedure	
G4 - HR 8	Total number of incidents of violations involving rights of indigenous peoples and actions	Full	None	
G4 - HR 9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Not reported	We do not have formal Human Rights Reviews and / or impact assessments done in this reporting period	
G4 - HR 10	Percentage of new suppliers that were screened using human rights criteria	Full	Clauses related to Child Labour, Forced labour , EHS Requirements are addressed in our Major Agreements / Contracts	
G4 - HR 11	Significant actual and potential negative human right impacts in the supply chain and actions taken	Not reported	---	
G4 - HR 12	Number of Grievances about Human rights impacts filed and resolved through formal grievance mechanisms	Partial	All Grievances are addressed through Grievance Mechanism in place at our units.	System will be developed for tracking these numbers by FY 17
Society				
G4 - SO 1	Percentage of operations with implemented local community engagement, impact assessments and developed programs	Full	Chapter 7.7 - Responsible Stewardship - An Eye to Society on Page 67	---
G4 - SO 2	Operations with significant actual and potential negative impacts on local communities	Full	All necessary steps are taken to mitigate negative impacts on local communities due to our operations at various locations	---
G4 - SO 3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	All our Business Units are analyzed for risk related to corruption
G4 - SO 4	Communication and training on anti-corruption policies and procedures	Full	It is a part of ABG Code of Conduct.	Chapter 6 - Governance & Stakeholder Engagement on Page 16

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - SO 5	Confirmed incidents of corruption and actions taken	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	None
G4 - SO 6	Total value of political contributions by country and recipient/beneficiaries	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - SO 7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Full	Nil	---
G4 - SO 8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - SO 9	Percentage of new suppliers that were screened using criteria for impacts on society	Partial	Chapter 7.6 - Responsible Stewardship - Our Supply Chain- Opportunities for Co-creation on Page 63	---
G4 - SO 10	Significant actual and potential impacts on society in the supply chain and actions taken	Partial	Chapter 7.6 - Responsible Stewardship - Our Supply Chain- Opportunities for Co-creation on Page 63	---
G4 - SO 11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms.	Not reported	No separate reporting	---
Product Responsibility				
G4 - PR 1	Percentage of significant product and service category for which health and safety impacts are assessed for improvement	Full	All our products meet the compliance requirements of the markets including the ones related to health and safety. During the reporting period, there were no non compliance incidents.	Chapter 7.5 - Responsible Stewardship - Our Product - Shared Responsibility on Page 58
G4 - PR 2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	Full	All our products meet the compliance requirements of the markets including the ones related to health and safety. During the reporting period, there were no non compliance incidents.	Chapter 7.5 - Responsible Stewardship - Our Product - Shared Responsibility on Page 58
G4 - PR 3	Type of Product and Service information required by the organization procedures for product and service information and labeling and percentage of significant product and service categories subject to such information requirements	Full	We adhere to all applicable product information and labelling requirements.	---



GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
G4 - PR 4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Full	We adhere to all applicable product information and labelling requirements.	---
G4 - PR 5	Results of surveys measuring customer satisfaction	Full	Chapter 6 - Governance & Stakeholder Engagement on Page 16	---
G4 - PR 6	Sale of banned or disputed products	Full	Hindalco is not involved in sale of banned products	---
G4 - PR 7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type and outcome	Full	None	---
G4 - PR 8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Full	None	---
G4 - PR 9	Monetary value of significant fines for non-compliances with laws and regulations concerning provision and use of product and services	Full	None	---
Mines and Metals				
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Full	Chapter 7.2 Responsible Stewardship – Environment – caring for Nature on Page 31	---
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria , and the number (percentage) of those sites with plans in place	Full	---	For all our Mines, we have Mining Plan and Mine Closure Plan. These plans are approved by the competent authority in the regulatory bodies. These plans also include aspects of Biodiversity Management
EMM3	Total amount of overburden, rock, tailings and sludges and their associated risks	Full	---	Total quantum of overburden in 2014-15 - DMW Mines : 103501 MT Samri Mines : 1021720 MT JH Mines : 3244470 cu M

GRI G4 Indicator	Disclosures	Coverage	Reference in the Report	Remarks
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Full	---	Operations ceased on 23 Feb. 2013 and Closure Order received on 27 January 2015
MM5	Total Number of operations taking place in or adjacent to indigenous Peoples' territories and number and percentage of operations or sites where there are formal agreements with indigenous Peoples' communities	Full	---	None
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous People	Full	---	None
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples and the outcomes	Full	---	None
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site, the associated risks and actions taken to manage and mitigate these risks	Full	---	None. We do not have operating sites adjacent to artisanal and small scale mining
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Full	---	Hindalco, India – Regular Operations – Nil. However in case of Greenfield Projects, R&R process was implemented as per Local Laws. In addition, CSR activities were carried out at Hindalco Plant as well as Project Sites
MM10	Number and percentage of operations with closure plans	Full	Chapter 7.2 Responsible Stewardship – Environment – caring for Nature on Page 41	---
MM11	Programs and Progress relating to materials stewardship	Full	Chapter 7.5 Responsible Stewardship – Our Product on Page 58	---





11 Business Responsibility Report

As per Clause 55 of the Listing Agreement read with press release and FAQs dated 10th May 2013, issued by Securities and Exchange Board of India, those listed entities which have been submitting sustainability reports to overseas regulatory agencies/stakeholders based on internationally accepted reporting frameworks, need not prepare a separate report for the purpose of these guidelines. They only need to furnish the same to their stakeholders along with the details of the framework under which their BR Report has been prepared and a mapping of the principles contained in these guidelines to the disclosures made in their sustainability reports.

Hindalco has been publishing the Sustainability Report since FY11 on Global Reporting Initiative (GRI) Framework. The report for 2013-14 titled 'Steering Sustainability' has been assured as A+ rating based on Global Reporting Initiatives (GRI G 3.1) standards by an external independent assessing agency.

Sustainability Reports of Hindalco is hosted on its website www.hindalco.com. Any shareholder interested in obtaining a physical copy of the same may write to the Company Secretary at the Registered Office of the Company.

Section A: General Information about the Company

1.	Corporate Identity Number (CIN) of the Company	L27020MH1958PLC011238			
2.	Name of the Company	Hindalco Industries Limited			
3.	Registered address	3rd Floor, Century Bhavan, Dr. Annie Besant Road, Worli, Mumbai: 400030			
4.	Website	www.hindalco.com			
5.	E-mail id	anil.malik@adityabirla.com			
6.	Financial Year reported	1st April,2014 to 31st March,2015			
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	ITC Code	Product Description		
		7601	Aluminium Ingots		
		7606	Aluminium Rolled Products		
		7605	Aluminium Redraw Rods		
		740311	Copper Cathodes		
		740710	Continuous Cast Copper Rods		
8.	List three key products/services that the Company manufactures/provides (as in balance sheet):	i Aluminium Ingots / Rolled Products ii Copper Cathodes iii Concast Copper Rods			
9.	Total number of locations where business activity is undertaken by the Company	i. 5 major International Locations <ul style="list-style-type: none"> USA Australia Europe Brazil South Korea ii. Number of National Locations: <ul style="list-style-type: none"> 4 Aluminium; 1 Copper Unit 4 Chemical Units (including one unit of Utkal Alumina International Limited, wholly owned subsidiary of the Company) 4 Power Units 5 Rolled FRP 2 Extrusions 1 Foil Registered Office and Zonal Marketing Offices Bauxite and Coal Mines in the state of Jharkhand, Chhattisgarh, Maharashtra and Orissa. 			
10.	Markets served by the Company	Local	State	National	International
		√	√	√	√

Section B: Financial Details of the Company (Standalone)

1.	Paid-up Capital (INR)	₹206.52 Crore
2.	Total Turnover (INR)	₹34,525.03 Crore
3.	Total Profits after taxes (INR)	₹925.16 Crore
4.	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	The Company's total spending on CSR was Rs.32.42Crores which is 1.87% of the average net profit for the previous three financial years.
5.	List of activities in which expenditure in 4 above has been incurred	a. Education b. Health Care c. Women empowerment d. Sustainable Livelihood e. Infrastructure Development

Section C: Other Details

1. Does the Company have any Subsidiary Company/ Companies?

Yes, the Company has 69 (Sixty Nine) subsidiaries - 14 (Fourteen) domestic and 55 (Fifty Five) foreign.

2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s):

Hindalco Sustainability Report covers Hindalco's - India, Operations, including Greenfield Projects, along with overseas subsidiary Aditya Birla Minerals Limited. Novelis Inc., publishes a separate Sustainability Report based on Global Reporting Initiative (GRI) Framework.

3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities?

At present, suppliers and distributors with whom the Company does business, do not participate in the Business Responsibility initiatives of the Company directly.

Section D: BR Information

1.Details of Director/Directors responsible for BR

a)Details of the Director/Director responsible for implementation of the BR policy/policies

DIN Number	00198912
Name	Mr N.J. Jhaveri*
Designation	Independent Director

b) Details of the BR Head

Sr.No.	Particulars	Details
1.	DIN Number (if applicable)	N.A.
2.	Name	Mr Anil Malik
3.	Designation	President & Company Secretary
4.	Telephone number	022-66626666
5.	e-mail id	anil.malik@adityabirla.com

* Mr N.J. Jhaveri is no longer director in the company due to his sad demise on the 6th June15.

2. The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

Principle No.	Description	Reference to Sustainability Report
P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	Chapter on Governance & Stakeholder Engagement
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Chapter on Our Product - Shared Responsibility
P3	Businesses should promote the wellbeing of all employees	Chapter on Our People - the Defining Resource
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	Chapter on Governance & Stakeholder Engagement
P5	Businesses should respect and promote human rights	Chapter on Governance & Stakeholder Engagement & GRI Index Pages
P6	Business should respect, protect, and make efforts to restore the environment	Chapter on Environment - Caring for Nature
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Chapter on Governance & Stakeholder Engagement & GRI Index Pages
P8	Businesses should support inclusive growth and equitable development	Chapter on An Eye to Society
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	Chapters on Governance & Stakeholder Engagement and Our Product - Shared Responsibility

Glossary

AAI	Aluminium Association of India	IMRB	Indian Market Research Bureau
ABML	Aditya Birla Minerals Limited	IMS	Integrated Management System
ABSTC	Aditya Birla Science Mumbai & Technology Centre	INR	Indian Rupee
AIMM	Australasian Institute of Mining and Metallurgy	ISO 9001	Quality Management Systems – Requirements
APSRTC	Andhra Pradesh State Road Transport Corporation	ISO-14001	Environmental Management Systems – Requirements with guidance for use
ASCI	Advertising Standards Council of India	KFA	Key Focus Area
BEE	Bureau of Energy Efficiency	KRA	Key Result Area
BESCO	Bharathiya Electric Steel Company	KTPA	Kilo tonne per annum (1000 tonne per annum)
BNPL	Birla Nifty Pty Ltd	LME	London Metal Exchange
BRDC	Belgaum Research and Development Centre	m ³	Cubic meter
CART	Collaborate - Alleviate - Resolve - Together	MCDR	Mineral Conservation and Development Rules 1988
CCL	Centre for Creativity Leadership	MSRTC	Maharashtra State Road Transport Corporation
CDM	Clean Development Mechanism	MT	Metric Tonne
CII	Confederation of Indian Industry	MtCO ₂ e	Million Tonne of Carbon Dioxide Equivalent
CO	Carbon Monoxide	MTPA	Metric Tonne per annum
CO ₂	Carbon Dioxide	MW	Mega Watt
CPO	Chief People Officer	NABL	National Accreditation Board for Testing and Calibration Laboratories (NABL) is An Autonomous body under the aegis of Department of Science & Technology, Government of India
CFO	Chief Financial Officer	NCO	Nifty Copper Operation
CTO	Chief Technology Officer	NGO	Non-governmental Organization
CRM	Customer Relationship Management	NIPM	National Institute of Personnel Management
CSMM	Customer Satisfaction Management and Measurement	NORPAR	Normal Paraffin
CSR	Corporate Social Responsibility	NOX	Oxides of Nitrogen such as Nitrogen Dioxide
CTC	Central Technical Cell	NPK	Sodium, Phosphorus and Potassium
CY	Calendar year	OHSAS	Occupational Health and Safety
DAP	Di-Ammonium Phosphate	18001	Assessment Series (standards for Occupational Health and Safety Management System)
DAC	Development Assessment Centre	OPEX	Operational Excellence
DEPB	Duty Entitlement Pass Book	PAP	Project Affected People
DMS	Dry Mud Stacking	PAT	Perform-Achieve-Trade
DP	Displaced People	PBITDA	Profit Before Interest, Tax, Depreciation and Amortization
EAFA	European Aluminium Foil Association	PFC	Per Fluoro Carbon
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization	POP	Plaster of Paris
EHS	Environment, Health and Safety	QC	Quality Control
EIA	Environmental Impact Assessment	QCDIP	Quality, Cost, Delivery, Innovation and Productivity
ESP	Electrostatic Precipitator	RDSO	Research Designs and Standards Organization
EUR	Euro	RE	Renewable Energy
ETP	Effluent Treatment Plant	REC	Renewable Energy Certificate
FICCI	Federation of Indian Chambers of Commerce & Industry	RMP	Red Mud Pond
FO	Furnace Oil	RO	Reverse Osmosis
FRP	Flat Rolled Products	RPO	Renewable Purchase Obligation
FY	Financial year	R&R	Rehabilitation and Resettlement
GHG	Greenhouse Gas	SEBI	Securities and Exchange Board of India
GJ	Giga Joules	SHG	Self Help Group
GRI	Global Reporting Initiative	SOX	Oxides of Sulphur such as Sulphur Dioxide
GSRTC	Gujarat State Road Transport Corporation	SPL	Spent Pot Lining
Ha	Hectare	TERI	The Energy and Resources Institute
HIC	Hindalco Innovation Centre	TRDC	Taloja Research and Development Centre
HDPE	High Density Poly Ethylene	TCO ₂ e	Tonne Carbon Dioxide Equivalent
HR	Human Resource	TWP	The Works Partnership
IAI	International Aluminium Institute	USD	United States Dollar
ICDC	Indian Copper Development Centre	UNFCCC	United Nations Framework Convention on Climate Change
ICPCI	International Copper Promotion Council India	VDC	Village Development Committees
IDP	Individual Development Plan	WCM	World Class Manufacturing
IIT	Indian Institute of Technology		

AWARDS & RECOGNITIONS

Several accolades have been conferred upon Hindalco India Operations, in recognition of its contribution in diverse fields.

A selective list:



Aditya Aluminium: Kalinga Safety Award for Best Practices in Safety & CSR, presented at the Odisha State Safety Conclave.

•••

Utkal Alumina International Limited: Think Media Best CSR Case Study Award 2014 on the theme of "Access to Quality Health Care Services".

•••

Hirakud: Greentech CSR Silver Award 2014 for its initiatives in Sustainable Livelihood in and around the unit location.

•••

Hirakud Smelter: CII Eastern Region Quality Award 2014-15 (Certificate of Appreciation) in the large scale category.

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Birla Copper Dahej: Greentech Silver Award 2014 for Education Upliftment in 85 surrounding Government schools.

•••

Birla Copper Dahej: Greentech Environment Gold Award 2014 for continual sustainable development approach.

•••

Birla Copper Dahej: Greentech Silver Award 2014 for outstanding achievement in Safety Management System.

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Birla Copper Dahej: 2nd Runners Up Award & Advocacy Award at the All India Kaizen Competition organized by Baroda Productivity Council.

•••

Taloja: Greentech Safety Silver Award 2014 for excellence in Fire & Safety Management.

•••

Taloja: Greentech Environment Silver Award 2014 for continual sustainable development approach.

•••

Taloja: CII-EXIM Bank Award (Commendation Certificate) 2014, for Strong Commitment to Excel.

•••

Mouda Works: First Prize for Best Safety Practice in a Competition organized by the National Safety Council, Vidharba Action Centre in collaboration with Directorate, Industrial Safety & Health – Government of Maharashtra.

•••

Maliparbat Mines: Awards in Training, OHS, Welfare & Amenities, Safety Performance & Consciousness during the Odisha Metalliferrous Mines Safety Week program.

•••

Teams from Renukoot, Renusagar, Hirakud, Dahej: At the National level Quality Circle Conventions.

•••

Belur: First Prize under Trade Electrician at the National level Work Skills Competition.



Please contact:
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