Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Response
1	Corporate Identity Number (CIN) of the Listed Entity	L27020MH1958PLC011238
2	Name of the Listed Entity	Hindalco Industries Limited
3	Year of incorporation	15-12-1958
4	Registered office address	21st Floor, One Unity Center, Senapati Bapat Marg, Prabhadevi, Mumbai, Maharashtra- 400013
5	Corporate address	21st Floor, One Unity Center, Senapati Bapat Marg, Prabhadevi, Mumbai, Maharashtra- 400013
6	E-mail	hilinvestors@adityabirla.com
7	Telephone	+91 022 6947 7000/6947 7150
8	Website	www.hindalco.com
9	Financial year for which reporting is being done	01-04-2025 to 31-03-2026
10	Name of the Stock Exchange(s) where shares are listed	• BSE Limited, • National Stock Exchange of India Limited, • Luxembourg Stock Exchange (LuxSE) *[Global Depository Receipts listing]*
11	Paid-up Capital *[As on March 31, 2026]*	₹ 2,24,72,26,523
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	**Name:** Geetika Anand, Company Secretary & Compliance Officer, **Contact No.:** 022 6947 7000/6947 7150, **Email ID:** hilinvestors@adityabirla.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are on a standalone basis. In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. As a result, certain operational sites that were previously covered within the standalone reporting boundary have been covered as operations of subsidiary entities. Consequently, information for FY 2024-25 for the relevant indicators has been restated to reflect the revised reporting boundary. The report also includes specific restatements for some of the key performance indicators. Detailed information of the effects and reasons for these restatements are provided in the respective sections of the report. These restatements would enable consistency and comparability of information for the current year and previous year.
14	Name of assessment or assurance provider	Bureau Veritas (India) Pvt. Ltd.
15	Type of assessment or assurance obtained	Reasonable Assurance for BRSR Core (refer assurance statement)

II. Products/services

16. Details of business activities *(accounting for 90% of the turnover):*

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Aluminium	Our Indian aluminium operations are integrated and consist of bauxite mining, alumina refining, smelting and converting primary metal into value added products. We have dedicated sources for critical raw materials such as bauxite, power and coal. Our finished products include alumina, primary aluminium in the form of ingots, billets and wire rods, value-added products such as rolled products, extrusions and foils. Metallurgical alumina is used for our own captive needs. Chemical alumina and hydrates are used in range of industries including water treatment, fillers in cables and plastics, refractories and ceramics, glass among others.	38%
2	Copper	Hindalco produces LME grade copper cathodes, continuous cast copper rods in various sizes, and precious metals like gold and silver. Hindalco is one of the major manufacturers of 19.6mm diameter copper rods, which are used for railway electrification. The co-product, sulphuric acid, is partly utilised to produce phosphoric acid and fertilisers like di-ammonium phosphate (DAP).	62%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Aluminium	24202	38%
2	Copper	24201	62%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	16	1	17
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	-

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

18%

c. A brief on type of customers

We serve a wide and diverse customer base across multiple industries by leveraging our Aluminium, Copper, Specialty Alumina, and Novelis offerings. Our customers include infrastructure and construction developers, transportation and mobility players such as automotive and railway companies, and industrial manufacturers including electrical and engineering firms. We also cater to energy and renewable sector companies, aerospace and defence organisations requiring high-performance materials, and consumer-focused industries like packaging, food & beverage, and pharmaceuticals. Additionally, we support sustainability-focused customers through circular economy and low carbon solutions, positioning as a solutions-driven partner across both traditional and emerging sectors.

Business Responsibility & Sustainability Report

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	11,395	9,945	87.28%	1,450	12.72%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	11,395	9,945	87.28%	1,450	12.72%
	WORKERS					
4.	Permanent (F)	12,236	12,181	99.55%	55	0.45%
5.	Other than Permanent (G)	40,765	38,803	95.19%	1,962	4.81%
6.	Total workers (F + G)	53,001	50,984	96.19%	2,017	3.81%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	10	10	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	10	10	100%	-	-
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	16	16	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	16	16	100%	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		(B)	% (B / A)
Board of Directors	12	4	33.33%
Key Management Personnel	2*	1	50%

*There are a total of 3 KMPs; however, the Director designated as a KMP is not included.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 25-26 (Turnover rate %)			FY 24-25 (Turnover rate %)			FY 23-24 (Turnover rate %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.55%	7.53%	8.43%	7.51%	10.12%	7.79%	7.62%	10.43%	7.87%
Permanent Workers	1.47%	0.00%	1.47%	4.47%	12.50%	4.51%	2.62%	1.12%	2.61%

Note: Turnover rate = (No. of persons who have left the employment of the entity in the FY *100) / Average no. of persons employed in the category

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures[1]

Sr. No.	Name of the holding / Subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Minerals and Minerals Limited	Subsidiary	100%	No
2	Renuka Ventures Limited[2]	Subsidiary	100%	No
3	Renukeshwar Investment and Finance Limited	Subsidiary	100%	No
4	Suvas Holding Limited	Subsidiary	74%	No
5	Utkal Alumina International Limited	Subsidiary	100%	No
6	Hindalco-Almex Aerospace Limited	Subsidiary	97%	No
7	Lucknow Finance Company Limited	Subsidiary	100%	No
8	Dahej Harbour and Infrastructure Limited	Subsidiary	100%	No
9	East Coast Bauxite Mining Co. Pvt. Ltd.	Subsidiary	74%	No
10	Utkal Alumina Social Welfare Foundation	Subsidiary	100%	No
11	Kosala Livelihood and Social Foundation	Subsidiary	100%	No
12	Birla Copper Asoj Private Limited	Subsidiary	100%	No
13	Hindalco Kabushiki Kaisha	Subsidiary	100%	No
14	A.V. Minerals (Netherlands) N.V.	Subsidiary	100%	No
15	Novelis Inc.	Subsidiary	100%	No
16	4260848 Canada Inc.	Subsidiary	100%	No
17	4260856 Canada Inc.	Subsidiary	100%	No
18	Novelis Corporation	Subsidiary	100%	No
19	Novelis de Mexico SA de CV	Subsidiary	100%	No
20	Novelis do Brasil Ltda.	Subsidiary	100%	No
21	Novelis Korea Limited	Subsidiary	100%	No
22	Novelis UK Ltd	Subsidiary	100%	No
23	Novelis Services Limited	Subsidiary	100%	No

[1] *Few subsidiaries ceased to be a subsidiary of the Company during FY 2025-26, please refer Pg. No. 362 of the Integrated Annual Report.*

[2] *Formerly known as Renuka Investments and Finance Limited*

Introduction
Corporate Overview
Strategic Overview
Creating and Sustaining Value
Awards and Recognition
Standards and Frameworks
Statutory Reports
Financial Statements

Business Responsibility & Sustainability Report

Sr. No.	Name of the holding / Subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
24	Novelis Deutschland GmbH	Subsidiary	100%	No
25	Novelis Switzerland SA	Subsidiary	100%	No
26	Novelis Italia SPA	Subsidiary	100%	No
27	Novelis Aluminium Holding Unlimited Company	Subsidiary	100%	No
28	Novelis Europe Holdings Limited	Subsidiary	100%	No
29	Novelis AG	Subsidiary	100%	No
30	Novelis Holdings Inc.	Subsidiary	100%	No
31	8018227 Canada Inc.	Subsidiary	100%	No
32	Novelis Sheet Ingot GmbH	Subsidiary	100%	No
33	Novelis MEA Ltd	Subsidiary	100%	No
34	Novelis (Shanghai) Aluminum Trading Company	Subsidiary	100%	No
35	Novelis (China) Aluminum Products Co., Ltd.	Subsidiary	100%	No
36	Brecha Energetica Ltda	Subsidiary	100%	No
37	Novelis Global Employment Organization, Inc.	Subsidiary	100%	No
38	Eternia Fenestration Private Limited	Subsidiary	100%	No
39	Novelis Deutschland Holding GmbH	Subsidiary	100%	No
40	Novelis Koblenz GmbH	Subsidiary	100%	No
41	Novelis Casthouse Germany GmbH	Subsidiary	100%	No
42	Novelis ALR Aluminum Holdings Corporation	Subsidiary	100%	No
43	Novelis ALR International, Inc.	Subsidiary	100%	No
44	Novelis ALR Rolled Products, Inc.	Subsidiary	100%	No
45	Novelis ALR Asset Management Corporation	Subsidiary	100%	No
46	Novelis ALR Aluminum-Alabama LLC	Subsidiary	100%	No
47	Novelis Netherlands B.V.	Subsidiary	100%	No
48	Aleris Switzerland GmbH	Subsidiary	100%	No
49	Aleris Asia Pacific International (Barbados) Ltd.	Subsidiary	100%	No
50	Aleris Asia Pacific Limited	Subsidiary	100%	No
51	Novelis Aluminum (Zhenjiang) Co., Ltd.	Subsidiary	100%	No
52	Novelis Ventures LLC	Subsidiary	100%	No
53	White Rock	Subsidiary	100%	No
54	Aditya Birla Renewable Subsidiary Limited (ABRSL)	Associate	26%	No
55	Aditya Birla Renewable Utkal Limited (ABRUL)	Associate	26%	No
56	Aditya Birla Renewable Solar Limited (ABRSolar)	Associate	26%	No
57	Aditya Birla Science and Technology Company Private Limited	Associate	49%	No
58	Ayana Renewable Power Four Private Limited	Associate	26%	No
59	Hydromine Global Minerals (GMBH) Limited	Joint Operation	45%	No
60	MNH Shakti Limited	Joint Operation	15%	No
61	Mahan Coal Limited	Joint Operation	50%	No
62	Tubed Coal Mines Limited	Joint Operation	60%	No
63	France Aluminium Recyclage SA	Associate	20%	No
64	Big Blue Technologies Inc.	Associate	7%	No
65	Aluminium Norf GmbH	Joint Operation	50%	No
66	Logan Aluminium Inc.	Joint Operation	40%	No
67	Ulsan Aluminium Ltd.	Joint Operation	40%	No
68	AluInfra Services SA	Joint Operation	50%	No
69	Emil Mines and Mineral Resources Limited[3]	Subsidiary	100%	No
70	Aditya Holdings LLC[3]	Subsidiary	100%	No
71	Renukeshwar Estates LLP[4]	Joint Operation	50%	No
72	Mangalyaan Estates LLP[4]	Joint Operation	50%	No
73	Shambhavnath Estates LLP[4]	Joint Operation	50%	No
74	Chandanprabhu Estates LLP[4]	Joint Operation	50%	No

[3] *Became subsidiaries during FY 2025-26*
[4] *Became joint operations during FY 2025-26*

Business Responsibility & Sustainability Report

VI.	**CSR Details**		
24.	**(i)**	**Whether CSR is applicable as per section 135 of Companies Act, 2013:**	Yes
	(ii)	**Turnover (in Rs.):**	112,553 Crore
	(iii)	**Net worth (in Rs.):**	66,286 Crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The details of the Grievance Redressal Mechanism is given in Community Relations and Grievances Sub-Section in the Social and Relationship Capital Section in the Hindalco Integrated Annual Report FY 2025-26 Page no. 251	203	43	Resolution of pending complaints are work in progress.	0	0	-
Investors (other than shareholders)	The details of the Grievance Mechanism and Remediation Procedures is given in Corporate Governance section in the Hindalco Integrated Annual Report FY 2025-26. Page no. 441	0	0	-	0	0	-
Shareholders	The details of the Grievance Redressal Mechanism is given in Corporate Governance section in the Hindalco Integrated Annual Report FY 2025-26 Page no. 441	48	0	Complaints relating to Transfers, Transmissions, Dividend, Demat, Non-Receipt of Annual report etc.	47	0	Complaints relating to Transfers, Transmissions Dividend, Interest, Redemption, Demat – Remat, Rights Issue and Non-Receipt of Annual report etc
Employees and workers	The details of the Grievance Mechanism and Remediation Procedures is given in Prevention of Sexual Harassment (POSH) at Workplace and Grievance Redressal Mechanism sections in the Hindalco Integrated Annual Report FY 2025-26 Page no. 122 and 134 respectively.	14	5	Hindalco has zero tolerance for sexual harassment at workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder for prevention and redressal of complaints of sexual harassment at workplace. Further, one case related to wage exit delay was reported and has been duly resolved.	6	3	Hindalco has zero tolerance for sexual harassment at workplace and has adopted a Policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder for prevention and redressal of complaints of sexual harassment at workplace.
Customers*	The details of the Grievance Redressal Mechanism is given in Customer Grievance Redressal Mechanism Section in the Hindalco Integrated Annual Report FY 2025-26 Page no. 287.	746	94	All complaints are addressed through our Grievance Redressal Mechanism.	1,000	122	All complaints are addressed through our Grievance Redressal Mechanism.
Value Chain Partners	The details of the Grievance Redressal Mechanism is given in Supplier Grievance Mechanism Section in the Hindalco Integrated Annual Report FY 2025-26 Page no. 276.	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

*In FY 2025-26, the customer compliant numbers have been reviewed and revised to ensure alignment with the update in methodology for consideration of the complaints related data. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

Business Responsibility & Sustainability Report

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy & GHG Emissions Management	Risk	• Significant contribution to emissions due to continued reliance on coal in aluminium and copper operations. • Heavy dependence on fossil fuels limits ability to transition to low carbon energy. - It increases exposure to regulatory penalties, vulnerability to carbon pricing, stringent environmental regulations, and EU's Carbon Border Adjustment Mechanism (CBAM). - Poses a risk to long-term cost efficiency and market competitiveness in an economy transitioning to low-carbon energy.	• Expanded renewable energy capacity to reduce reliance on conventional energy sources. • Increased biomass co-firing across our power plants, thereby lowering fossil fuel dependence. • Implemented fuel-switching initiatives to reduce carbon intensity, including the use of physical power purchase agreements (PPAs) with grid-connected renewable generators and transitioning from higher-carbon fuels to cleaner alternatives. • Deployed waste heat recovery (WHR) systems, such as at the Dahej facility, to enhance energy efficiency and reduce emissions.	Negative
2.	Circular Economy & End-of Life Recycling	Opportunity	• Leveraging our recycling initiatives, such as Novelis' AL:sust low carbon product line as well as pioneering copper e-waste recycling plant in Gujarat to reduce raw material dependency, cut emissions, and boost brand value. • Increased access to green markets and environmentally conscious customers due to enhanced circularity and reduced lifecycle emissions.	• Not applicable	Positive
3.	Biodiversity & Land Use Change	Risk	• Mining activities in ecologically sensitive regions may lead to more protests from community and more scrutiny during public hearings. • Allegations regarding biodiversity degradation and potential non-compliance with conservation regulations may result in damage to reputation and delay the acquisition of critical environmental clearances, posing risks to regulatory approvals, stakeholder acceptance, and business continuity.	• We have developed Biodiversity Management Plans (BMPs) for our sites. • Committed to restoring degraded operational areas as per the commitment by 2030. • Implemented green belt development around operations to reduce habitat fragmentation and enhance biodiversity. • Undertaken integrated habitat development initiatives, including butterfly gardens, riparian and wetland restoration with watershed interventions , and avian conservation measures such as bird nesting structures and artificial islands for migratory birds.	Negative
4.	Water and Effluents	Risk	• Our operations in water-scarce regions such as Dahej, Belagavi, Asoj, and Kuppam are increasingly exposed to the risks of water resource depletion. • These conditions may lead to elevated operational costs, stricter regulatory controls, and potential community tensions due to limited water availability. Prolonged operations under such constraints could jeopardise environmental compliance and may threaten the long-term viability of production at these sites.	• Installed rainwater harvesting systems across multiple sites and set a target for downstream plants to meet at least 10% of process water requirements through harvested rainwater. • Implemented beyond-the-fence watershed projects at few plants in FY 2025–26. • Enhanced water security through increased reuse and recycling, supported by TWRU and ZLD systems. • Implemented rainwater harvesting infrastructure along with digital flow meters and monitoring dashboards to improve water efficiency. • Set a long-term target to achieve water positivity across all plants and mines, including new sites, by FY 2050.	

Business Responsibility & Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Air Emissions	Risk	• Non-compliance with air emission standards particularly concerning SOx, NOx, particulate matter (PM), and fluoride poses significant risks to our operations. • Regulatory penalties imposed across multiple geographies may underscore the increased scrutiny from both authorities and local communities. • These may lead to disrupted operations, delayed permits, and damaged stakeholder trust, making regulatory actions and community opposition as key threats to our sustainability and reputation.	• Implemented comprehensive measures to minimise air emissions, combining engineering controls and operational practices such as closed/covered conveyors, fog cannons, automated water sprinkling, wind barriers, green belts, and high-efficiency bag filters. • Deployed automated water-sprinkling systems and applied flocculants (floticor) at Red Mud Ponds to control fugitive dust, especially during dry and windy conditions. • Installed Dry Fog Dust Suppression (DFDS) systems at wagon tipplers and bulk material handling areas to capture fine dust at source and improve ambient air quality.	Negative
6.	Solid Waste & Mineral Waste Management	Risk	• Our aluminium and copper operations, including those under Novelis, generate complex waste streams such as bauxite residue, spent pot lining, vanadium sludge, and salt cake. These materials pose risks to land, water, air, and human health. • With increasing land constraints and heightened public scrutiny, inadequate waste management could lead to environmental degradation, reputational damage, and regulatory consequences.	• To strengthen waste management practices, we committed significant investments in operational improvements as well as in R&D related initiatives during FY 2025-26. • We have committed to achieving Zero Waste to Landfill by 2050.	Negative
7.	Tailings Management (Bauxite Residue)	Risk	• Improper management of bauxite residue can lead to failures and spillage, posing serious environmental and operational risks. Such events can disrupt business continuity, erode stakeholders' confidence, and threaten the license to operate.	• We have developed Tailings Management Policy, which is fully aligned with the Global Industry Standard on Tailings Management (GISTM) and reinforced by the ABG Technical Standard on Solid and Hazardous Waste Management and the Mining Waste Management Guidance. • Emergency Preparedness and Response Plan (EPRP), centred on prevention, control and recovery, for all TSFs and is supported by SOPs for responding to breaches.	
8.	Health and Safety	Risk	• Safety incidents, reflected in our Lost Time Injury Frequency Rate (LTIFR), pose significant risks to operational continuity, employee well-being, and regulatory compliance. Such incidents can lead to production disruptions, reputational damage, and potential penalties.	• As part of our commitment to "Zero Harm," we undertook key mitigating actions in FY 2025-26 to strengthen workplace safety and risk management. We achieved a significant reduction in our Lost Time Injury Frequency Rate (LTIFR) by enhancing safety protocols, surpassing safety observation targets, and investing extensively in safety training, cross-entity audits, and digital tool integration. • These measures enabled us to proactively mitigate safety risks, ensure regulatory compliance, and reinforce a strong safety culture that supports our long-term sustainability objectives.	Negative
9.	Community Development & Relations	Opportunity	• Active contribution to the upliftment of the underserved communities, lifts the burden of poverty, and aids in inclusive growth in alignment with the UNSDGs.	• Not applicable	Positive
10.	Supply Chain Management	Risk	• Due to our reliance on a limited group of copper concentrate suppliers, we face higher risks related to supply chain disruptions and supplier non-compliance. • Environmental and social challenges in these regions such as water stress, deforestation, and community tensions can impact supply continuity, escalate costs, and adversely affect operational efficiency.	• To mitigate supply chain risks, we emphasise sustainability, resilience, and transparency in our supply chain strategy. We enforce ESG compliance, promote ethical sourcing, and engage local suppliers to minimise environmental and social impacts. • Through supplier diversification, continuous monitoring, and operational efficiency, we ensure business continuity, cost control, and alignment with global sustainability goals. • Enabling real-time geopolitical risk monitoring and countermeasures through close Supply Chain–ERM coordination.	Negative

Introduction
Corporate Overview
Strategic Overview
Creating and Sustaining Value
Awards and Recognition
Standards and Frameworks
Statutory Reports
Financial Statements

Business Responsibility & Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Mine Closure and Rehabilitation	Risk	• Absence of adequate mine closure measures may pose regulatory and reputational risks. Mine closure process must comply with host of laws. Failure to meet these requirements can lead to regulatory scrutiny and reputational damage. In addition, mine closure entails significant costs such as, decommissioning, land restoration, and community rehabilitation. If not planned early, these costs can escalate and affect financial performance.	• Implemented progressive mine closure practices to restore minedout areas in phases, minimising ecosystem disruption, stabilising landforms, and improving soil conditions ahead of final closure. • Integrated closure-related mitigation measures into Mine Closure Plans (MCPs) and implemented them systematically to ensure responsible end-of-life mine management and long-term environmental protection. • Ensured full compliance with statutory requirements, with 100% of operational mines having approved MCPs in line with the Mineral Conservation and Development Rules (MCDR), 2017.	Negative
12.	Diversity, Equity & Inclusion	Opportunity	• By embedding DEI into our core strategy, we can unlock long-term value not just for workforce, but for business and the communities we serve.	• Not applicable	Positive
13.	Economic Performance & Market Growth	Opportunity	• We contribute significantly to regional and national development through employment generation, tax contributions, infrastructure investments, and foreign exchange earnings from aluminium exports. • By investing in skill development, local procurement, and community initiatives, we foster economic resilience and shared value for stakeholders. • Furthermore, rising global demand for sustainable aluminium presents a strategic opportunity to expand our presence in eco-conscious markets and strengthen our leadership in the green materials sector.	• Not applicable	Positive
14.	Business Ethics & Integrity	Risk	• Risks such as tax non-compliance, corruption, and regulatory uncertainties, can lead to financial penalties, legal challenges, and reputational harm. • These risks highlight the importance of maintaining a robust governance and compliance framework to uphold our integrity and ensure long-term resilience.	• We have integrated robust ethical standards across our operations through structured training programmes, comprehensive codes of conduct, and policies such as POSH and human rights. • These initiatives promote transparency and accountability, build stakeholder trust, and reinforce a strong culture of compliance.	Negative
15.	Digitalisation & Cybersecurity	Risk	• Inadequate data protection measures, employee resistance to technology adoption, and targeted cyberattacks on sensitive information pose serious threats. These include the risk of data breaches, system disruptions, financial losses, regulatory penalties, reputational damage, and erosion of customer trust.	• To mitigate cybersecurity and operational risks, we are investing in robust IT infrastructure and comprehensive risk management strategies. • We initiated a Cyber Crisis Management (CCM) programme to strengthen organisational resilience against high-impact cyber events. • These efforts are designed to safeguard our operations, enhance digital resilience, and reinforce our position as a technology leader in the metals and mining sector.	Negative
16.	ESG Transparency & Disclosures	Risk	• As ESG regulations continue to become more stringent globally, non-compliance with evolving disclosure standards poses significant regulatory and reputational risks. Failure to meet these expectations can lead to penalties, heightened investor scrutiny, and erosion of market credibility.	• We have been disclosing our ESG performance through our Integrated Report which is published annually. We also participate in ESG assessments such as CDP, S&P Corporate Sustainability Assessment, EcoVadis benchmarking our performance on ESG parameters.	Negative

Business Responsibility & Sustainability Report

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.									
a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	**Yes**								
b. Has the policy been approved by the Board? (Yes/No)	**Yes**								
c. Web Link of the Policies, if available	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct and Hindalco Supplier Code of Conduct. The web link to the policies is given here: hindalco-code-conduct.pdf hindalco-code-of-conduct-BODs-SMP.pdf annexure-IVa-hindalco-supplier-code-conduct.pdf	Sustainability policy and Environmental Policy. The web link to the policies is given here hindalco-environment-policy.pdf hindalco-sustainability-policy.pdf	Safety and Occupational Health Policy. The web link to the policies is given here safety-and-occupational-health-policy.pdf (hindalco.com)	Aditya Birla Stakeholder Engagement Policy and Corporate Social Responsibility Policy. The web link to the policies is given Stakeholder Engagement Policy.pdf (adityabirla.com) hindalco-csr-policy.pdf	Human Rights Policy. The web link to the policies is given: hindalco.com/upload/pdf/human-right-policy.pdf	Environment Policy. The web link to the policies is given hindalco-environment-policy.pdf	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct and Hindalco Supplier Code of Conduct. The web link to the policies is given here: hindalco-code-conduct.pdf hindalco-code-of-conduct-BODs-SMP.pdf annexure-IVa-hindalco-supplier-code-conduct.pdf	Corporate Social Responsibility Policy and Rehabilitation, Resettlement and Protection of Indigenous People Policy. The web link to the policies is given here: hindalco-csr-policy.pdf hindalco.com/upload/pdf/IPRR-policy.pdf	Code of Conduct for BODs & SMP, Hindalco Corporate Principles & Code of Conduct, Hindalco Supplier Code of Conduct, Aditya Birla Stakeholder Engagement Policy and Information Security Policy. The web link to the policies is given here: hindalco-code-conduct.pdf hindalco-code-of-conduct-BODs-SMP.pdf Stakeholder Engagement Policy.pdf (adityabirla.com) annexure-IVa-hindalco-supplier-code-conduct.pdf information-security-policy.pdf (hindalco.com)
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2025-26. Page no. 80								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	The targets against the principle are provided in the Occupation Health & Safety section of the Integrated Annual Report FY 2025-26. Page no. 95	-	The targets against the principle are provided in the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 95	The targets against the principle are provided in the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 171	-	-	-

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2025-26. Page no. 95	-	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2025-26. Page no. 95	The performance against the targets is given in the Natural Capital section of Hindalco Integrated Annual Report FY 2025-26. Page no. 171	-	-	-

Governance, leadership, and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

   The statement by the managing director responsible for business responsibility report is given in Message from the Managing Director in Hindalco Integrated Annual Report FY 2025-26. Page no. 31

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

   The Risk Management & Environment Social and Governance (ESG) Committee of the Board is responsible for the implementation and oversight of the Business Responsibility policies

Sr. No.	Name	Designation	DIN	Category
1.	Mr. Arun Adhikari	Chairman	00591057	ID
2.	Mr. Satish Pai	Member	06646758	MD
3.	Mr. Sushil Agarwal	Member	00060017	NED
4.	Dr. Vikas Balia	Member	00424524	ID

9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

   The Risk Management & Environment Social and Governance (ESG) Committee is responsible for decision making on sustainability-related issues. The details of the same are given in Environmental Management sub-section of the Natural Capital section of the Hindalco Integrated Annual Report FY 2025-26. Page no. 173

Business Responsibility & Sustainability Report

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board				Any other Committee	Committee of the Board				Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Director			Committee of the Board	Director	Committee of the Board		Director		Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No, however, all policies are reviewed internally by the Committees of Board	Yes BSI	Yes BSI and Factory Inspector	Yes, Secretarial Auditor	Yes Factory Inspector	Yes BSI	No, however, all policies are reviewed internally by the Committees of Board	No, however, all policies are reviewed internally by the Committees of Board	Yes, BSI

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

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

SECTION C: Principle-Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	20	We conducted familiarisation programmes for the Board of Directors, covering topics such as the Company's operating landscape, sustainability practices and future roadmap, enterprise risk management, Occupational Health, applicable statutory and non-statutory requirements, etc.	100%
Key Managerial Personnel	20	We conducted familiarisation programmes for the Key Managerial Personnel (KMPs), covering topics such as the Company's operating landscape, sustainability practices and future roadmap, enterprise risk management, Occupational Health, applicable statutory and non-statutory requirements, etc.	100%
Employees other than BoD and KMPs	279	• Risk Management Training • Health, Safety and Emergency Response Training • Human Rights Training • Human Rights Training for Security Personnel • Sustainability and ESG • Digital Training (Gen AI, Data Analytics, Digital Interventions, etc.) • Diversity (POSH, Gender Diversity) • Employee Communication (Roundtables, Townhalls, etc.)	100%
Workers	217	• Risk Management Training • Health, Safety and Emergency Response Training • Human Rights Training • Human Rights Training for Security Personnel • Sustainability and ESG • Ethical Training (Code of Conduct, Values) • POSH	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 3	Petroleum & Explosives Safety Organisation (PESO)	4,500	There was a minor non-compliance regarding the storage of explosives.	No
Settlement	0	0	0	0	0
Compounding Fee	0	0	0	0	0

Business Responsibility & Sustainability Report

Non-Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0
Punishment	0	0	0	0

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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

Yes, aml-abac-policy-2023.pdf (hindalco.com)

Our Code of Conduct also provides guidelines towards anti-corruption and anti-bribery practices. The code of conduct is available at: https://www.hindalco.com/upload/pdf/hindalco-code-conduct.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

-

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

	FY 2025-26	FY 2024-25
Number of days of accounts payables*	59.32	47.07

* During FY 2025-26, the Company has reclassified the comparatives of FY 2024-25 for accounts payable. These reclassifications are primarily to conform to the current years classification, which do not have material impact on the Standalone Financial Statements.

9. **Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	45.01%	43.23%
	b. Number of trading houses where purchases are made from	27	26
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91.16%	90.69%
Concentration of sales	a. Sales to dealers / distributors as % of total sales	18.71%	16.10%
	b. Number of dealers / distributors to whom sales are made	1238	1,198
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	61.32%	69.42%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.79%	9.99%
	b. Sales (Sales to related parties / Total Sales)	0.39%	0.33%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	40.05%	4.42%
	d. Investments (Investments in related parties / Total Investments made)	47.38%	46.87%

During FY 2025-26, the Company has reclassified the comparatives of FY 2024-25 for accounts payable. These reclassifications are primarily to conform to the current years classification, which do not have material impact on the Standalone Financial Statements.

Business Responsibility & Sustainability Report

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Hindalco conducted 3 vendor meets (with ~200 vendors invited)	Training and awareness programmes covered a wide range of topics, including: Supplier Code of Conduct and Responsible Supply Chain Policy Human rights, labour standards, POSH, and statutory compliance Health, safety, road safety, and defensive driving ESG expectations and sustainability practices Ethical business conduct, governance, and grievance mechanisms Responsible sourcing, due diligence, and risk management These programmes reinforced Hindalco's expectations while building supplier capability.	3%

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

Yes, the response to this question has been covered in Corporate Governance Report of the Integrated Annual Report FY 2025-26.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvement in environmental & social impacts
R&D	52.63%	34.60%	The response to this question has been covered in the sub-section Environment Management of the Natural Capital section of the Integrated Annual Report FY 2025-26
Capex*	8.69%	7.20%	

*In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

Yes, we have procedures in place for sustainable sourcing, which have been covered in the Sustainable Sourcing and Value Delivery sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 266.

b. **If yes, what percentage of inputs were sourced sustainably?**

100 %

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

To minimise waste generation at source, we invest in process improvements and technology upgrades, including pilots such as biodegradable plastic packaging in the copper cluster to reduce plastic waste. We remain committed to meeting our Extended Producer Responsibility (EPR) obligations; 13 of our 19 units fall under EPR compliance. In FY 2025–26, our plastic EPR compliance stood at 6,108 MT. Our waste-collection plan aligns with Pollution Control Board submissions to ensure responsible recovery, recycling and management of post-consumer packaging waste. We also work closely with regulators, suppliers, contractors, distributors and downstream partners to strengthen circular-economy outcomes and reinforce long-term sustainability objectives.

Further detailed information has been covered in the Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 200.

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

Yes, Extended Producer Responsibility (EPR) is applicable and we remain committed to meeting our EPR obligations; 13 of our 19 plants fall under EPR compliance. Further, to minimise waste generation at source, we invest in process improvements and technology upgrades, including pilots such as biodegradable plastic packaging in the copper cluster to reduce plastic waste.

Further detailed information has been covered in the Non-Hazardous Waste in Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 200.

Leadership Indicators

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

NIC Code	Name of the product/service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
24202	Aluminium, chemical and downstream products	38%	Plant Boundary	Yes	Yes (Part of Intellectual Capital section of the Integrated Annual Report FY 2025-26. Page no. 159)
24201	Copper products	62%	Plant boundary	Yes	Yes (Part of Intellectual Capital section of the Integrated Annual Report FY 2025-26. Page no. 159)

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

Name of Product/Service	Description of the risk/concern	Action Taken
	-	

Introduction
Corporate Overview
Strategic Overview
Creating and Sustaining Value
Awards and Recognition
Standards and Frameworks
Statutory Reports
Financial Statements

Business Responsibility & Sustainability Report

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Aluminium and copper scrap	6.69%	5.97%

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	6,108.00	-	-	5,891.00	-
E-wastes	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective categories
We remain committed to meeting our Extended Producer Responsibility (EPR) obligations; 13 of our 19 plants fall under EPR compliance.	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	9,945	9,945	100%	9,945	100%	-	-	9,945	100%	9,945	100%
Female	1,450	1,450	100%	1,450	100%	1,450	100%	-	-	1,450	100%
Total	11,395	11,395	100%	11,395	100%	1,450	100%	9,945	100%	11,395	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	12,181	12,181	100%	12,181	100%	-	-	7,415	60.87%	12,181	100%
Female	55	55	100%	55	100%	55	100%	-	-	55	100%
Total	12,236	12,236	100%	12,236	100%	55	100%	7,415	60.87%	12,236	100%
Other than Permanent workers											
Male	38,803	38,803	100%	38,803	100%	-	-	-	-	38,803	100%
Female	1,962	1,962	100%	1,962	100%	1,962	100%	-	-	1,962	100%
Total	40,765	40,765	100%	40,765	100%	1,962	100%	-	-	40,765	100%

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.08%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

3. **Accessibility of workplaces**

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

Yes, our premises and offices are accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. We are committed to providing an inclusive and equitable workplace by ensuring equal access to facilities and maintaining a non-discriminatory environment for all employees and workers, including persons with disabilities.

Accessibility features, wherever applicable, include barrier-free access, ramps, accessible washrooms, handrails, and access to common facilities. We also incorporate accessibility considerations into the design of new facilities and infrastructure upgrades.

Further, we are strengthening an enabling ecosystem for persons with disabilities through audit-based infrastructure modifications at identified locations, supported by sensitisation and awareness training programmes for employees. In addition, we are focused on improving workforce diversity and inclusion and have set a target to hire 10 persons with disabilities by the end of the financial year. Through these initiatives, we aim to foster a safe, inclusive, and supportive workplace for all.

Business Responsibility & Sustainability Report

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

The response to this question has been covered in the Human Rights Policy and Corporate Principles and Code of Conduct, available at hindalco-code-conduct.pdf and hindalco.com/upload/pdf/human-right-policy.pdf.

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	90.08%	100%	90.63%
Female	100%	77.78%	66.67%	66.67%
Total	100%	89.78%	97.14%	88.57%

In FY 2025-26,reporting of the parental leaves data has been regularised to ensure accurate monitoring. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers **Other than Permanent Workers** **Permanent Employees** **Other than Permanent Employees**	We ensure that concerns are raised, heard and addressed in a fair and transparent manner, reinforcing trust, accountability and ethical conduct. Accordingly, we have a formal grievance redressal system in place, including an Ethics Hotline that enables employees to anonymously report concerns related to our Values and Code of Conduct. A no-retaliation approach is reinforced, with employees and workers having access to a toll-free hotline number through which grievances are routed to the appropriate Unit or Business Value Committee for resolution. Further detailed information has been covered in the Inclusion, Equal Opportunity & Diversity sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 122

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	11,395	-	-	10,260	-	-
Male	9,945	-	-	9,076	-	-
Female	1,450	-	-	1,184	-	-
Total Permanent Workers	12,236	11,979	97.90%	12,687	12,541	98.85%
Male	12,181	11,928	97.92%	12,636	12,490	98.84%
Female	55	51	92.73%	51	51	100%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	9,945	9,262	93.13%	8,022	80.66%	9,076	9,076	100%	5,561	61.27%
Female	1,450	1,344	92.69%	1,225	84.48%	1,184	1,184	100%	794	67.06%
Total	11,395	10,606	93.08%	9,247	81.15%	10,260	10,260	100%	6,355	61.94%
Workers										
Male	12,181	12,181	100%	12,181	100%	12,636	12,636	100%	4,914	38.89%
Female	55	55	100%	55	100%	51	51	100%	20	39.22%
Total	12,236	12,236	100%	12,236	100%	12,687	12,687	100%	4,934	38.89%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,945	9,945	100%	9,076	9,076	100%
Female	1,450	1,450	100%	1,184	1,184	100%
Total	11,395	11,395	100%	10,260	10,260	100%
Workers						
Male	12,181	12,181	100%	12,636	12,636	100%
Female	55	55	100%	51	51	100%
Total	12,236	12,236	100%	12,687	12,687	100%

10. Health and safety management system:

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

Yes, an Occupational Health and Safety Management System has been implemented by Hindalco, and it extends to all employees and workers across Hindalco India operations. Further detailed information has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 94.

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

We follow a structured and systematic approach to identify work related hazards and assess risks across routine and non routine activities, including abnormal operations, maintenance, shutdowns and emergency situations. Hazard identification is undertaken through established processes such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), workplace inspections, incident and near miss analysis, contractor safety reviews, and Hazard and Operability Studies (HAZOP) for complex processes, new projects and major plant modifications. Further detailed information has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 94.

Business Responsibility & Sustainability Report

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

Yes, risks, incidents, unsafe acts and unsafe conditions are reported and tracked through digital platforms such as Enablon, including the Contractor Safety Management module, along with safety audits, e Permit and e MOC processes. Regular safety inspections are supported by Level 1 audits, Level 2 audits and Level 3 Cross- Entity Safety Audits aligned with ISO 45001, with corrective actions tracked to closure through formal action plans and management reviews. Leading safety indicators are embedded into employee KPIs and monitored through monthly safety dashboards, internal reviews and corporate reporting. Further-detailed information has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 94.

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

Yes, Employee wellbeing is supported through initiatives addressing physical, mental and emotional health, with an emphasis on early identification, prevention and sustained support. Beyond occupational health, access to non-occupational healthcare is enabled through on-site facilities, empanelled hospitals and clinics, and insurance and medical reimbursement arrangements covering outpatient and inpatient care, preventive check-ups and family benefits. Voluntary health promotion programmes address lifestyle-related risks, mental wellbeing, stress management, nutrition, physical fitness and non-communicable disease screening. These initiatives are provided free of charge, accessible during working hours or through company-facilitated platforms, and communicated in local languages. Further, detailed information has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 94.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.25	0.31
	Workers	0.19	0.26
Total recordable work-related injuries	Employees	41	45
	Workers	72	95
No. of fatalities	Employees	1	0
	Workers	2	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	1

* In FY 2025-26, reporting of the safety related data has been regularised to ensure accurate monitoring. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

12. **Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Our commitment to a 'zero harm' workplace remains firm, driven by proactive and preventive safety measures. To achieve the Zero Harm workplace, we have set short-, medium- and long-term goals. In addition to implementation of strong health and safety management system, we have implemented several initiatives to further improve our safety performance in immediate and long term. Further, detailed information has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 94.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	-	-	0	-	-
Health & Safety	0	-	-	0	-	-

14. **Assessments for the year:**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

During the reporting period, 100% of our plants and offices were assessed on health and safety requirements and working conditions. These assessments did not identify any significant risks or areas of concern. Further detail to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 99.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, for Employees and Workers Life insurance coverage is provided. All employees and workers are covered under applicable social security systems at their respective locations. This includes health insurance and accident insurance for all employees and workers. Further details of this question has been covered in the Employee Benefit Policies and Programmes Being sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 137.

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

During the onboarding of value chain partners, we ensure compliance with all applicable statutory requirements, including the payment of statutory dues and adherence to relevant laws and regulations.

Further details of this question has been covered has been covered in the Supplier Screening and Onboarding Process sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 269.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

Our "Embracing a New Life Post Retirement (ENLPR)" programme is designed to support senior management employees approaching retirement, together with their spouses, recognising retirement as a shared life transition. The programme adopts a holistic approach by addressing emotional, physical, financial, and digital preparedness for life after work. Delivered through expert led sessions, self-assessments, interactive discussions, and experience sharing, it enables participants to transition confidently into the next phase of life with clarity, readiness, and a sense of purpose. The information has been covered in the Mandatory training sessions sub-section of the Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 117.

Business Responsibility & Sustainability Report

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	83%
Working Conditions	83%

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

There have been no impacts identified; however, several Observations for Improvement (OFIs) were recorded, and corresponding corrective action plans have been instituted with active support from internal teams through both remote and on site implementation measures. Further detailed information has been covered has been covered in the Supplier Assessment sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 270.

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

Essential Indicators

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

We adopt a holistic and structured approach to stakeholder engagement, considering past feedback, evolving expectations, and both direct and indirect influences on its operations and decision-making. We identify and categorise internal and external stakeholders based on the nature of their relationships, activities, and services, and prioritise them according to their influence, impact, interest, and level of engagement. By recognising the interconnected contributions of each stakeholder group, we reinforce our commitment to transparent communication, mutually beneficial partnerships, and long-term sustainable value creation. Further detailed information is given under Stakeholder Engagement and Materiality section of the Integrated Annual Report FY 2025-26. Page no. 52.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees	No	• Emails and website • Hi intranet and knowledge portals • Employee engagement surveys • Townhall meetings • Engagement and well-being programmes • Feedback and grievance redressal mechanism • Events and seminars • Annual general meetings • Workshops and training programmes • Social media	Continuous	• Training and skill development with career growth • Fair compensation and equal opportunities • Labour relationship management • Employee well-being • Occupational health and safety • Employee engagement • Transparent communication • Performance-linked rewards and recognition
Investors	No	• Board meetings • Shareholder meeting(s) • Investors day • Quarterly and annual reports • Shareholder/Investors grievance forum • Press releases and newsletters • Website	Quarterly	• Responsible financial management • Sustainable investments, growth and returns • Maintain investor trust and confidence • ESG commitment and disclosure • Operational and financial performance • Corporate governance • Ethical conduct and integrity
Customers	No	• Emails and meetings • Customer satisfaction surveys • Phone conversations • Periodic site visits • Grievance redressal mechanism	Continuous	• Timely delivery and consistent supply • Proactive communication and responsive after-sales service • Certifications and compliance with environmental standards • Innovative solutions
Suppliers/ Vendors	No	• Emails and meetings • Supplier audits and assessments • Trainings and capacity building workshops • Workshops, forums and surveys • Grievance redressal mechanism • Dedicated task force team meetings involving internal team members and executive management leaders	Continuous	• Fair and transparent procurement practices • Compliance and regulatory expectations • Further embed sustainability in supply chain • Promote responsible sourcing and circular economy • Training and capacity building sessions
Regulatory Bodies/ Industry Associations	No	• Public advocacy • Formal dialogues • Annual reports • Compliance reports • Forums, conferences and seminars • Membership in national and regional committees and trade associations • Collaboration with government and industry associations to develop policies and regulations	Continuous	• Adherence to applicable laws and regulatory requirements • Sustainability leadership

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Local Communities and NGOs	Yes	• Stakeholder engagement surveys • Community needs assessment through participatory rural appraisal • Impact assessment • Community risk management • Site visits • Grievance redressal mechanism • Collaboration with NGOs and partners • CSR Initiatives	Continuous	• Local employment opportunities • Skill development • Conservation of natural resources • Responsible and sustainable business practices • Health and safety concerns
ESG Rating Agencies	No	• Annual reports and publications • Press releases and newsletters • Social media and website	Periodically	• Transparent communication and disclosures

Leadership Indicators

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

   We observe strong stakeholder participation, which minimised response bias and ensured balanced, representative insights on environment, social, economic and governance topics. These expectations are reviewed quarterly by the Risk Management & ESG Committee, CSR Committee, and the Board, enhancing accountability and strategic oversight. This structured approach enables us to effectively navigate complexities, identify emerging opportunities, and progress towards a more inclusive and sustainable future.

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

   Yes, we adopt a structured approach to stakeholder engagement, wherein stakeholder expectations are systematically assessed and translated into targeted actions and initiatives. For employees, key expectations such as fair wages, skill development, occupational health and safety, and transparent communication are addressed through initiatives including collective bargaining coverage, structured learning and development programmes, health and wellness interventions, and robust grievance redressal mechanisms.

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

   We recognise that vulnerable and marginalised stakeholder groups may face systemic barriers that limit their ability to participate equitably in economic and social activities. We provide communities with relevant information; and encourage communities to share their views on operational and project risks, cultural heritage preservation, and environmental and social impacts, including proposed mitigation measures. These inputs help our operational and project-related decisions effective and aligned with communities' needs and aspirations.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	11,395	4,810	42.21%	10,260	4,268	41.60%
Other than permanent	-	-	-	-	-	-
Total Employees	11,395	4,810	42.21%	10,260	4,268	41.60%
Workers						
Permanent	12,236	3,587	29.32%	12,687	3,108	24.50%
Other than permanent	40,765	30,827	75.62%	36,524	17,603	48.20%
Total Workers	53,001	34,414	64.93%	49,211	20,711	42.09%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	11,395	-	-	11,395	100%	10,260	-	-	10,260	100%
Male	9,945	-	-	9,945	100%	9,076	-	-	9,076	100%
Female	1,450	-	-	1,450	100%	1,184	-	-	1,184	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	12,236	-	-	12,236	100%	12,687	-	-	12,687	100%
Male	12,181	-	-	12,181	100%	12,636	-	-	12,636	100%
Female	55	-	-	55	100%	51	-	-	51	100%
Other than Permanent	40,765	20,084	49.27%	20,681	50.73%	36,524	17,166	47.00%	19,358	53.00%
Male	38,803	18,742	48.30%	20,061	51.70%	35,225	16,429	46.64%	18,796	53.36%
Female	1,962	1,342	68.40%	620	31.60%	1,299	737	56.74%	562	43.26%

Business Responsibility & Sustainability Report

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	8	5,265,000	4	2,650,000
Key Managerial Personnel	1*	40,777,001	1	20,453,478
Employees other than BoD and KMP	9,944	933,696	1,449	523,775
Workers	12,181	63,213	55	39,495

The median remuneration/ wages has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The month wise payroll data has been referred, to revise the calculations. Hence, the data has been restated.

Note: Remuneration excludes amortisation of fair value of employee share-based payments under Ind AS 102.

*Does not include Director designated as KMP

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	8.42%	7.73%

The gross wages has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The month wise payroll data has been referred to revise the calculations. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, our ongoing human rights due diligence (HRDD) process is integrated into relevant business processes, including the Enterprise Risk Management (ERM) framework. Representatives from all Business Areas are involved in human rights risk assessment process to identify and assess potential adverse human rights impacts across our operations and value chain. The HRDD framework is aligned with globally recognised standards that define human rights principles for businesses.

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

Yes, we operate a comprehensive and institutionalised Grievance Redressal Mechanism across all our operations. It ensures that permanent employees, contractual workers, business partners, community members, and other external stakeholders can raise concerns through clear, safe, and accessible channels.

For permanent employees, grievance redressal is integrated into our HR and Employee Relations framework. Employees can raise concerns through supervisors, HR helpdesks, an internal grievance portal, and open-house interactions with senior leadership.

For contractual and third-party workers, we provide site-level mechanisms such as grievance registers, suggestion boxes, and regular contractor-led meetings. Each unit is supported by a designated Labour Welfare Officer who serves as an accessible point of contact.

We operate a confidential Ethics Hotline for reporting misconduct, ethical violations, harassment, fraud, or breaches of the Code of Conduct. Reports may be made anonymously and are investigated with confidentiality, impartiality, and rigour. We maintain a strict non-retaliation policy.

We also provide defined channels for security-related grievances. Security personnel have dedicated channels to report grievances or suggestions, while employees, contract workers, community members, and other stakeholders can raise concerns regarding the conduct of security personnel. All grievances are investigated with due diligence and impartiality while maintaining confidentiality, followed by appropriate corrective actions.

All grievances, regardless of source or channel, are logged, tracked, and resolved within defined timelines. Senior leadership periodically reviews grievance data to strengthen accountability and drive continuous improvement.

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

	FY 2025-26			FY 2024-25*		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	13	5	8 complaints were resolved during the reporting period. Of these, 6 complaints were upheld.	6	3	3 cases were resolved during the reporting period. All six complaints were upheld.
Discrimination at workplace	0	0	-	0	0	NA
Child Labour	0	0	-	0	0	NA
Forced Labour/ Involuntary Labour	0	0	-	0	0	NA
Wages	1	0	The exit wage delay issue has been resolved.	0	0	NA
Other human rights related issues	-	-	-	0	0	NA

* Of the 6 POSH cases reported in FY 2024-25, 3 cases remained open as of 31 March 2025. These cases were duly investigated and resolved within the stipulated timeframe during FY 2025-26 in accordance with the Company's POSH Policy and grievance redressal procedures, and all 3 cases were upheld.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	13	6
Complaints on POSH as a % of female employees / workers	0.37%	0.24%
Complaints on POSH upheld	6	6

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

We maintain a workplace environment anchored in safety, respect, and inclusion. In alignment with the Prevention of Sexual Harassment (POSH) Act, 2013, we have put in place structured mechanisms to prevent sexual harassment; and address concerns in a prompt and effective manner. Internal Committees (ICs) have been constituted at all locations with 10 or more employees for receiving complaints, conducting fair and timely inquiries; and recommending appropriate action in line with principles of natural justice. These processes are guided by a clearly defined POSH Policy, supported by regular awareness sessions and training programmes to sensitise employees and reinforce a respectful and dignified workplace.

Business Responsibility & Sustainability Report

During the year, we continued to strengthen our PoSH efforts through cohort based awareness and capability building sessions that focused on openness, trust and shared accountability. The link to the policy is attached herewith https://www.hindalco.com/uplod/pdf/hindalco-posh-policy.pdf and human-right-policy.pdf (hindalco.com)

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements form part of our business agreements and contracts. Further detailed information has been covered in the Embedding Accountability across Our Supply Network sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 266.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%
Others – please specify	-

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

During FY 2025-26, we assessed 100% of our plants, offices and suppliers on identified 'Salient Human Rights' issues. As an outcome of the assessment, no significant risks related to human rights violations were identified. Thus, no remediation measures and business process modifications related to significant risks were required.

We also conducted independent third party HRDD at 12 manufacturing plants. The process involved a comprehensive review of policies, procedures, practices, documents, interaction with employees and management and benchmarking against international standards. A total of 118 improvement opportunities were identified across areas such as documentation rigor, communication frequency of rights to workers, welfare facilities and grievance redressal mechanisms. During the year, 85% of these actions were closed, with remaining actions under active monitoring for timely completion. Over the last two years (FY 2024-25 and FY 2023-24), 17 sites have been covered. Going forward, the target is to include 14 additional sites under such assessments.

Further detailed information has been covered in the Human Rights sub-section of Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 124.

Leadership Indicators

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

As an outcome of the addressing human rights grievances/complaints, no significant risks related to human rights violations were identified. Thus, no remediation measures and business process modifications related to significant risks were required.

Further detailed information has been covered in the Human Rights sub-section of Human Capital section of the Integrated Annual Report FY 2025-26. Page no. 124.

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

During FY 2025-26, we assessed 100% of our plants, offices and suppliers on identified 'Salient Human Rights' issues. As an outcome of the assessment, no significant risks related to human rights violations were identified. Thus, no remediation measures and business process modifications related to significant risks were required.

In addition to self-assessment, we conducted independent third party HRDD at 12 manufacturing plants. The process involved a comprehensive review of policies, procedures, practices, documents, interaction with employees and management and benchmarking against international standards. A total of 118 improvement opportunities were identified across areas such as documentation rigor, communication frequency of rights to workers, welfare facilities and grievance redressal mechanisms. During the year, 85% of these actions were closed, with remaining actions under active monitoring for timely completion. Over the last two years (FY 2024-25 and FY 2023-24), 17 sites have been covered. Going forward, the target is to include 14 additional sites under such assessments.

Within the value chain, we undertook a third party led human rights assessment of six major suppliers using a structured evaluation framework, covering labour rights, working conditions, non-discrimination, grievance mechanisms, and community impacts.

We also conduct due diligence of our joint ventures whenever we enter into new agreements. As of 31 March 2026, we have two Joint Ventures, MNH Shakti Limited and Hydromine Global Minerals (GMBH) Limited. Both these Joint Ventures are currently non-operational.

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

Yes, our premises and offices are accessible to differently abled visitors, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. We are committed to providing an inclusive and equitable workplace by ensuring equal access to facilities and maintaining a non-discriminatory environment for all visitors, including persons with disabilities.

Accessibility features, wherever applicable, include barrier-free access, ramps, accessible washrooms, handrails, and access to common facilities. We also incorporate accessibility considerations into the design of new facilities and infrastructure upgrades.

Further, we are strengthening an enabling ecosystem for persons with disabilities through audit-based infrastructure modifications at identified locations, supported by sensitisation and awareness training programmes for visitors.

4. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	83%
Discrimination at workplace	83%
Child Labour	83%
Forced Labour/ Involuntary Labour	83%
Wages	83%
Others – please specify	83%

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

There have been no impacts identified; however, several Observations for Improvement (OFIs) were recorded, and corresponding corrective action plans have been instituted with active support from internal teams through both remote and on site implementation measures. Further detailed information has been covered in the Supplier Assessment sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 270.

Business Responsibility & Sustainability Report

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (Million GJ)		
Total electricity consumption (A)	1.86	2.00
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1.86	2.00
From non-renewable sources (Million GJ)		
Total electricity consumption (D)*	1.17	0.62
Total fuel consumption (E)	251.07	254.76
Energy consumption through other sources (F)	0.11	0.01
Total energy consumed from non-renewable sources (D+E+F)	252.35	255.39
Total energy consumed (A+B+C+D+E+F)	254.21	257.39
Energy intensity per rupee of turnover (Total energy consumed / Revenue from Operations) (GJ/₹ crore)	2,258.58	2,758.47
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/$ million)	4,593.95	5,699.00
Energy intensity in terms of physical Output***	Aluminium (GJ/MT) - 193.64 Copper (GJ/MT) - 25.80	Aluminium (GJ/MT) - 196.01 Copper (GJ/MT) - 25.71
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

***Our aluminium production value chain in India is structured in an integrated manner, spanning form bauxite mines up to manufacturing of primary metal and beyond. Utkal Alumina is an integral part of our operations. Considering this, The specific energy consumption (on physical output basis) is disclosed taking into consideration Hindalco India Limited and Utkal Alumina International Limited together.

** PPP conversation rate 2026 (25 June 2026) – 20.34, PPP conversation rate 2025 (8 June 2025) – 20.66 (Source: International Monetary Fund-Implied PPP conversion rate – India) https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

*Total electricity consumption is calculated as electricity purchased minus non-renewable energy (electricity, heating, and cooling) sold

In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26.

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

Yes, we have 8 sites identified as designated consumers. These have now transitioned to the Carbon Credit Trading Scheme (CCTS), reflecting a shift from energy-intensity-based targets to emission-intensity-based performance management.

We continue to implement targeted initiatives to improve energy performance and reduce emissions across our operations, supported by regulatory frameworks and technology adoption. In line with Perform, Achieve and Trade (PAT) guidelines, Measurement and Verification (M&V) energy audits conducted by external accredited auditors were successfully completed during FY 2025-26 at the Mahan, Aditya, Hirakud, Renukoot, Belagavi, and Taloja units. For the Muri unit, which falls under PAT Cycle-8, the M&V audit is scheduled for FY 2026-27, with annual energy returns and Form-3 submissions completed, detailing energy-efficiency measures already implemented.

Further detailed information has been covered in the Air Emission sub-section of Natural Capital Section of the Integrated Annual Report FY 2025-26. Page no. 193.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	64,636,262.41	69,162,846.31
(ii) Groundwater	466,624.31	650,280.22
(iii) Third party water	3,033,471.36	2,628,682.80
(iv) Seawater / desalinated water	3,650,000.00	3,650,000.00
(v) Others*	3,230,487.91	142,394.25
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	75,016,845.99	76,234,203.58
Total volume of water consumption (in kilolitres)	72,503,499.70	74,439,952.18
Water intensity per rupee of turnover (Total water consumption / Revenue from Operations) (m^3/₹ crore)	644.17	797.78
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Revenue from operations adjusted for PPP) (m^3/$ million)	1,310.25	1,648.21
Water intensity in terms of physical output	Aluminium – 49.74 m^3/ MT Copper – 15.71 m^3/ MT	Aluminium - 51.31 m^3/ MT Copper - 16.64 m^3/ MT
Water intensity (optional) –the relevant metric may be selected by the entity	-	-

** PPP conversation rate 2026 (25 June 2026) – 20.34, PPP conversation rate 2025 (8 June 2025) – 20.66 (Source: International Monetary Fund-Implied PPP conversion rate – India) https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

* Comprises rainwater. The increase in rainwater withdrawal compared to the previous year is attributable to the installation of rainwater harvesting structures across multiple sites.

In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

Business Responsibility & Sustainability Report

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater*	42,991.00	30,049.00
- No treatment	-	-
- With treatment – please specify level of treatment	42,991.00	30,049.00
(iv) Sent to third-parties	675.30	875.00
- No treatment	-	-
- With treatment – please specify level of treatment	675.30	875.00
(v) Others	-	1,957.40
- No treatment	-	-
- With treatment – please specify level of treatment	-	1,957.40
Total water discharged (in kilolitres)	43,666.30	32,881.40

*TWRU was in shutdown in Dahej unit resulting in the decrease in the recycling rate and accordingly the discharge has been slightly increased in the reporting year.

We have reported the sewage generated separately. During the reporting year, treated sewage discharge from Renukoot (colonies) and Belur amounted to 2,449,834.99 m^3 and 19,845 m^3, respectively. In FY 2024–25, the treated sewage discharge from these locations was 1,761,370 m^3 and 1,485,401.15 m^3, respectively.

In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26

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

At Hindalco, efficient treatment of effluents and sewage is a key element of our journey towards Zero Liquid Discharge (ZLD). Hindalco India (Subsidiaries) have already achieved ZLD, setting the pace for ongoing efforts across other locations. We have set a goal for all aluminium and copper operations to achieve ZLD by FY 2030, and 16 out of 19 plants have already achieved this milestone.

Further detailed information has been covered in the Water Stewardship sub-section of Natural Capital Section of the Integrated Annual Report FY 2025-26. Page no. 232.

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

Parameter ('000MT)	FY 2025-26	FY 2024-25
NOx	40.01	42.05
SOx	81.99	87.04
Particulate matter (PM)	10.51	14.86
Persistent organic pollutants (POP)	-	-
Volatile organic compounds (VOC)	-	-
Hazardous air pollutants (HAP)	-	-
Others Specify - Fluoride	0.13	0.13

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26.

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

Parameter	FY 2025-26	FY 2024-25
Million tonnes of CO_2 equivalent		
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	24.91	25.19
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	0.39	0.41
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations) (tCO_2e/₹ crore)	224.79	274.42
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) (tCO_2e/$ million)	457.21	566.94
Total Scope 1 and Scope 2 emission intensity in terms of physical output**	Aluminium (tCO_2e/MT) –19.20 Copper (tCO_2e/MT)- 2.18	Aluminium (tCO_2e/MT) - 19.40 Copper (tCO_2e/MT)- 2.16
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-

**Our aluminium production value chain in India is structured in an integrated manner, spanning form bauxite mines up to manufacturing of primary metal and beyond. Utkal Alumina is an integral part of our operations. Considering this, the specific emissions (on physical output basis) is disclosed taking into consideration Hindalco India Limited and Utkal Alumina International Limited together.

* PPP conversation rate 2026 (25 June 2026) – 20.34, PPP conversation rate 2025 (8 June 2025) – 20.66 (Source: International Monetary Fund-Implied PPP conversion rate – India) https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26.

Business Responsibility & Sustainability Report

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

Managing and reducing GHG emissions is a central element of our sustainability strategy, underpinned by continuous innovation, disciplined investment and robust measurement practices. We follow a structured approach to emissions management to deliver measurable reductions while supporting long term business resilience and value creation.

We adopted fuel-switching measures to reduce carbon intensity, including the use of physical power-purchase agreements (PPAs) with grid-connected generators and targeted transitions from higher-carbon fuels to cleaner alternatives. Waste-heat recovery systems, such as those implemented at Dahej, further contribute to energy efficiency and emissions reduction.

Further detailed information has been covered in the GHG Emission Management sub-section of Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 187.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	2,619.31	2,288.81
E-waste **(B)**	304.37	342.98
Bio-medical waste **(C)**	10.25	16.27
Construction and demolition waste **(D)***	3,148.80	1,247.88
Battery waste **(E)**	132.08	99.99
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	502,695.72	514,708.21
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9,094,606.13	9,010,482.43
Total (A+B + C + D + E + F + G + H)	9,603,516.66	9,529,186.57
Waste intensity per rupee of turnover (Total waste generated / Revenue from Operations)	85.32 MT/₹ crore	102.13 MT/₹ crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated / Revenue from operations adjusted for PPP)	173.55 MT/$ million	210.99 MT/$ million
Waste intensity in terms of physical output	Aluminium (MT/MT) - 6.37 Copper (MT/MT) - 2.62	Aluminium (MT/MT) - 6.42 Copper (MT/MT) - 2.59
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11,406,701.26	10,579,262.09
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	11,406,701.26	10,579,262.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1,827.96	1,292.47
(ii) Landfilling	127,265	159,349.43
(iii) Other disposal operations	5,150.64	3,312.45
Total	134,243.6	163,954.35

** PPP conversation rate 2026 (25 June 2026) – 20.34, PPP conversation rate 2025 (8 June 2025) – 20.66 (Source: International Monetary Fund- Implied PPP conversion rate – India) https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

*The increase in construction and demolition waste is due to ongoing expansion activities.

In FY 2025-26, the reporting boundary has been reviewed and revised to ensure alignment with the Company's organisational structure. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

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

Yes, Bureau Veritas India Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2025-26

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

At Hindalco, we ensure full compliance with waste and hazardous-material management requirements through a well-defined governance and oversight framework aligned with our Sustainability and Environment Policies and all applicable regulatory obligations. All our manufacturing units follow a unified waste-management philosophy and are collectively committed to our long-term goal of achieving Zero Waste to Landfill by 2050.

Further detailed information has been covered in the Waste Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 196.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Aditya Aluminium	Manufacturing operations-Upstream	Yes
2	Hirakud P&S	Manufacturing operations-Upstream	Yes
3	Hirakud FRP	Manufacturing operations-Downstream	Yes
4	Kuppam	Manufacturing operations-Downstream	Yes
5	Kujam - I Bauxite Mine	Bauxite Mining	Yes
6	Kujam - II Bauxite Mine	Bauxite Mining	Yes
7	Amtipani Bauxite Mine	Bauxite Mining	Yes
8	Gurdari Bauxite Mine	Bauxite Mining	Yes
9	Amtipani Chirodih Bauxite Mine	Bauxite Mining	Yes
10	Samri bauxite mine	Bauxite Mining	Yes
11	Tatijharia bauxite mine	Bauxite Mining	Yes

Business Responsibility & Sustainability Report

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

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil				

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

Four of our units are situated in water-stressed regions, namely Kuppam, Dahej, Asoj (Hindalco India subsidiary), and Belagavi each of which has undertaken targeted interventions to reduce freshwater dependency and enhance water security.

Further detailed information has been covered in the Water Stewardship sub-section of the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 232.

(ii) Nature of operations

The response to this question has been covered in the Water Stewardship sub-section of the Natural Capital section of the Integrated Annual Report FY 2025-26. Page no. 232.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	631,388.00	743,879.00
(ii) Groundwater	26,441.48	26,854.50
(iii) Third party water	2,889,450.00	2,505,315.00
(iv) Seawater / desalinated water	3,650,000.00	3,650,000.00
(v) Others	95,035.00	-
Total volume of water withdrawal (in kilolitres)	7,292,314.48	6,926,048.50
Total volume of water consumption (in kilolitres)	7,249,323.48	6,895,124.50
Water intensity per rupee of turnover (Total water consumption / turnover) (kl / ₹ crore)	64.41	73.90
Water intensity (optional) –the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	42,991	30,049
- No treatment	-	-
- With treatment – please specify level of treatment	42,991	30,049
(iv) Sent to third-parties	-	875
- No treatment	-	-
- With treatment – please specify level of treatment	-	875
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**42,991**	**30,924**

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

Yes, Bureau Veritas India Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2025-26.

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

Parameter	FY 2025-26**	FY 2024-25 *
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available) (Million tonnes of CO_2 equivalent)	6.91	2.25
Total Scope 3 emissions per rupee of turnover (tCO_2e / ₹ crore)	61.39	24.11
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-

* The computation for Scope 3 emissions for Hindalco India (Standalone) includes all mines, aluminium upstream & downstream units. External validation audit has been completed, and the improvement opportunities identified are currently under implementation.

** In the present report, We have increased the coverage of Scope 3 emissions from 5 categories to 9 categories.

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

Yes, Bureau Veritas India Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2025-26

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Biodiversity-related impacts were assessed across our operating sites, with 11 priority sites identified as being in or near ecologically sensitive areas and having the most significant actual or potential biodiversity impacts. These sites collectively cover 6,073.98 hectares. The assessment identified key direct drivers of biodiversity loss, including land-use change, water withdrawal and consumption, air emissions, and invasive alien species.

Our industry inherently interacts with the environment in multiple ways. The extraction of minerals, metals, and fossil fuels demands large-scale operations that directly affect land, water, soil, and air quality. One impact is the disruption of terrestrial ecosystems caused by mining and infrastructure development, often resulting in habitat destruction and fragmentation.

Business Responsibility & Sustainability Report

Across the aluminium value chain, we operate in processes that interact closely with natural systems. Bauxite mining leads to land-use change, loss of green cover and dust generation; alumina refining involves significant water consumption (mainly as steam) and generates bulk residue such as red mud; and aluminium smelting is energy-intensive, with a large share of our indirect emissions arising from thermal-power-based electrolysis. These activities shape both our impacts on nature and our dependencies on critical ecosystem services.

We follow a structured four-stage risk-management process that includes biodiversity screening, ecosystem-services assessment, impact and risk evaluation, and development of mitigation plans. Our assessments cover not only our own operations but also downstream and outsourced activities, as well as areas surrounding our sites. Using tools such as IBAT, we screen for Key Biodiversity Areas (KBAs) and Protected Areas (PAs) and undertake more detailed risk assessments in collaboration with global ecological experts, including the IUCN, to inform site-level strategies and conservation opportunities.

Each site is prioritised based on ecological sensitivity using a structured categorisation system:

High Priority – sites within a 10 km buffer of a Key Biodiversity Area (KBA).

Medium Priority – sites not within a KBA buffer but with the presence of Schedule I species.

Low Priority – sites with neither a KBA within 10 km nor Schedule I species.

Ecosystem Restoration and No Net Deforestation

Committed to No Net Deforestation by 2030

Invasive Species Management

Replacement of invasive species with native plants

Pilot projects at Renukoot mines

Sustainable Project Design and Habitat Protection

Mining projects avoiding areas with RET species

Infrastructure projects incorporating buffer zones around forests and wetlands

Water Conservation and Aquatic Biodiversity Protection

Rainwater harvesting and wetland conservation efforts

Stakeholder Engagement and Policy Compliance

Collaboration with NGOs, regulators, local communities, and indigenous groups

Adherence to GISTM, TNFD, and biodiversity-related ESG frameworks

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
We have undertaken various initiatives and adopted innovative technologies to improve resource efficiency across our operations, thereby reducing impacts related to emissions, waste generation and water usage.			
Further details of this question have been covered in the Natural Capital section of the Integrated Annual Report FY 2025-26 Page no. 171			

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

Yes, We have a comprehensive resilience framework comprising Enterprise Risk Management (ERM), Crisis Management and Business Continuity Management (BCM). BCM ensures continuity of critical operations and supports recovery from disruptions. We have plant-specific Business Continuity Management (BCM) and disaster management plans. Each plant maintains a detailed BCM framework covering potential business continuity risks, supported by crisis management protocols and dedicated response teams. The indicative steps for BCM planning is as follows:

1 Understand the organisation

2 Business Impact Analysis

3 Threat Assessment

4 Recovery Strategy

5 Business Continuity Plan Implementation

6 Training and Awareness

7 Testing

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

There have been no impacts identified; however, several Observations for Improvement (OFIs) were recorded, and corresponding corrective action plans have been instituted with active support from internal teams through both remote and on site implementation measures. Further details of this question has been covered has been covered in the Supplier Assessment sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 270.

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

83% of our value chain partners were assessed for environmental impacts.

Further details of this question has been covered has been covered in the Supplier Assessment sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 270.

Business Responsibility & Sustainability Report

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

There are ten (10) National and one (1) state level affiliation.

Further details of this question has been covered in the Our Key Associations and Memberships section of the Integrated Annual Report FY 2025-26. Page no. 65.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	Aluminium Association of India (AAI)	National
4	Automotive Research Association of India (ARAI)	National
5	Federation of Indian Export Organisations (FIEO)	National
6	Federation of Indian Mineral Industries (FIMI)	National
7	Indian Primary Copper Producers Association (IPCPA)	National
8	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
9	Resource Efficiency Circular Economy Industry Coalition (RECEIC)	National
10	Winding Wire Manufacturers' Association of India (WWMAI)	National
11	Mahratta Chamber of Commerce, Industries & Agriculture (MCCIA)	State

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

Name of authority	Brief of the case	Corrective action taken
	-	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

At Hindalco, we pursue an articulated public policy advocacy approach, guided by a strategy that enables effective collaboration with policymakers both directly as well as through active participation in international, national, and state-level industry bodies and associations. Further detailed information has been covered has been covered in the Public Policy Advocacy sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 288.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Meenakshi Mines	Odisha	Sundergarh	356	Nil*	Nil*
2	Bandha Mines	Madhya Pradesh	Singrauli	1,281	100%	72,32,40,000
3	Chakla Mine	Jharkhand	Latehar	1,472	29%	99,50,99,018
4	Aditya Refinery	Odisha	Rayagada	278	19%	1,18,00,000

*The number of Project Affected Families (PAF) is 356. R&R benefits shall be applicable only to the eligible displaced families. For Project Affected Families, land compensation shall be provided. Currently, determination of land compensation is sub-judice before the Hon'ble High Court of Odisha, Cuttack.

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

The grievance redressal mechanism offers a Structured, Accessible, Accountable, and Transparent (SAAT) mechanism for community members to raise concerns about company operations, ensuring timely and effective resolution to build trust, reduce conflict, and support continuous improvement. Further details of this question has been covered has been covered in the Community Relations and Grievances sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 250.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	6%	8%
Directly from within India	19%	27%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location*	FY 2025-26	FY 2024-25
Rural	21%	20%
Semi-urban	49%	49%
Urban	6%	6%
Metropolitan	24%	25%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*The wages related data has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The month wise payroll data has been referred to revise the calculations. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.

Business Responsibility & Sustainability Report

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
-	

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

Sr. No.	State	Aspirational District	Amount spent (in INR)
1	Chhattisgarh	Raigarh	2.22 Cr
2	Madhya Pradesh	Singrauli	2.79 Cr
3	Uttar Pradesh	Sonbhadra	19.36 Cr
4	Jharkhand	Ranchi Lohargada Palamau Latehar	12.72 Cr

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

b. From which marginalized /vulnerable groups do you procure?

NA

c. What percentage of total procurement (by value) does it constitute?

While there is no formal preferential procurement policy, however, 7% of total procurement spending was sourced from suppliers representing marginalised or vulnerable groups.

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

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

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

Name of the authority	Brief of the Case	Corrective action taken
-		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Aanchal	47,677	100%
2	Aarogya	339,397	100%
3	Adhyayan	133,061	100%
4	Gyanarjan	3,942	100%
5	Harita	22,633	100%
6	Jal Sanchay	8,762	100%
7	Kalyan	42,401	100%
8	Kaushal	2,416	100%
9	Kayakalp	192,444	100%
10	Lakshya	17,940	100%
11	Neer	223,113	100%
12	Netra Jyoti	855	100%
13	Nikshya Mitra	3,890	100%
14	Nirmal	24,297	100%
15	Pasudhan	9,943	100%
16	Samwaad	33,062	100%
17	Sanskriti	175,961	100%
18	Shakti	19,593	100%
19	Sishu Vatika	2,660	100%
20	Swasthya Vahini	41,844	100%
21	Udyamee	1,961	100%
22	Unnati	19,339	100%
23	Urja	40,890	100%
24	Wadi	1,768	100%

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

Essential Indicators

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

Customers can lodge complaints 24/7 through multiple channels, which are systematically categorised and addressed via internal reporting and Corrective and Preventive Action (CAPA) to ensure timely resolution.

Further detailed information have been covered in the Nurturing Customer Relationships sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 283.

Business Responsibility & Sustainability Report

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		-			-	
Restrictive Trade Practices						
Unfair Trade Practices						
Other – Quality Control						

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   We have an Information Security Policy Weblink: https://www.hindalco.com/upload/pdf/information-security-policy.pdf

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   Nil

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches**

      1

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

      Nil

   c. **Impact, if any, of the data breaches**

      The data breach occurred in the third party's system, leading to the exposure of data of our employees. The incident originated from the third-party systems and involved neither any compromise of our internal IT infrastructure nor any system critical to our core operations. The incident has already been reported to CERT-In and the matter continues to be monitored in co-ordination with the third party.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

   https://www.hindalco.com/

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   We uphold the highest standards of health and safety across our product portfolio and actively seek to keep customers informed about the key impacts of our products. While products from our Specialty Alumina Business are classified as non-hazardous, we provide Material Safety Data Sheets (MSDS) to ensure customers remain fully informed.

   Further details of this question have been covered in the Nurturing Customer Relationships sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 283.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   NA

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes and there were no reported incidents of non-compliance regarding marketing communications, product and service information, or labelling.

   Yes, Customer feedback surveys form an integral part of our improvement strategy. Through Net Promoter Score (NPS) surveys, we undertake a detailed cross-functional analysis of customer feedback to gain an in-depth understanding of customer perceptions.

   Further detailed information has been covered in the Nurturing Customer Relationships sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2025-26. Page no. 283.