

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- 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: 01-04-2024 to 31-03-2025
- 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, 2025: ₹ 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. Certain values of FY 2023-24 have been restated for completeness and comparability of information for the current year and previous year.
- 14
- Name of assurance provider: Bureau Veritas (India) Pvt. Ltd.
- 15
- Type of 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.	42%
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).	58%

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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	42%
2	Copper	24201	58%

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						
	<table><tr><th>Locations</th><th>Number</th></tr><tr><td>National (No. of States)</td><td>11</td></tr><tr><td>International (No. of Countries)</td><td>-</td></tr></table>	Locations	Number	National (No. of States)	11	International (No. of Countries)	-
Locations	Number						
National (No. of States)	11						
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						
	The response to this question is provided in the Industries Served section of the Integrated Annual Report FY 2024-25. Page no. 12						

IV. Employees

20. Details as at the end of Financial Year:

a.	Employees and workers (including differently abled):
	The response to this question is provided in the Talent Attraction: Future Ready Workforce sub-section in the Future-Ready Workforce- Transforming Ideas into Reality section of the Integrated Annual Report FY 2024-25. Page no. 90
b.	Differently abled Employees and workers:
	The response to this question is provided in the Diversity, Equity and Inclusion sub-section in the Future-Ready Workforce- Transforming Ideas into Reality section of the Integrated Annual Report FY 2024-25. Page no. 90

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	4	29%
Key Management Personnel	3	1	33%

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

The response to this question is provided in the Recognition and Retention - Celebrating People sub-section in the Future-Ready Workforce- Transforming Ideas into Reality section of the Integrated Annual Report FY 2024-25. Page no. 90

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

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

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 Investment and Finance Limited	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. ²	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 (Erstwhile Ryker Base Pvt Ltd)	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 South America Holdings LLC	Subsidiary	100%	No
19	Novelis Corporation	Subsidiary	100%	No
20	Novelis de Mexico SA de CV	Subsidiary	100%	No
21	Novelis do Brasil Ltda.	Subsidiary	100%	No
22	Novelis Korea Limited	Subsidiary	100%	No
23	Novelis UK Ltd	Subsidiary	100%	No
24	Novelis Services Limited	Subsidiary	100%	No

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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)
25	Novelis Deutschland GmbH	Subsidiary	100%	No
26	Novelis Switzerland SA	Subsidiary	100%	No
27	Novelis Italia SPA	Subsidiary	100%	No
28	Novelis Aluminium Holding Unlimited Company	Subsidiary	100%	No
29	Novelis PAE SAS	Subsidiary	100%	No
30	Novelis Europe Holdings Limited	Subsidiary	100%	No
31	Novelis AG	Subsidiary	100%	No
32	Novelis Holdings Inc.	Subsidiary	100%	No
33	8018227 Canada Inc.	Subsidiary	100%	No
34	Novelis Sheet Ingot GmbH	Subsidiary	100%	No
35	Novelis MEA Ltd	Subsidiary	100%	No
36	Novelis (Shanghai) Aluminum Trading Company	Subsidiary	100%	No
37	Novelis (China) Aluminum Products Co., Ltd.	Subsidiary	100%	No
38	Novelis Vietnam Company Limited	Subsidiary	100%	No
39	Novelis Services (North America) Inc.	Subsidiary	100%	No
40	Novelis Services (Europe) Inc.	Subsidiary	100%	No
41	Brecha Energetica Ltda	Subsidiary	100%	No
42	Novelis Global Employment Organization, Inc.	Subsidiary	100%	No
43	Eternia Fenestration Private Limited ¹	Subsidiary	100%	No
44	Novelis Deutschland Holding GmbH	Subsidiary	100%	No
45	Novelis Koblenz GmbH	Subsidiary	100%	No
46	Novelis Casthouse Germany GmbH	Subsidiary	100%	No
47	Novelis ALR Aluminum Holdings Corporation	Subsidiary	100%	No
48	Novelis ALR International, Inc.	Subsidiary	100%	No
49	Novelis ALR Rolled Products, Inc.	Subsidiary	100%	No
50	Novelis ALR Asset Management Corporation	Subsidiary	100%	No
51	Novelis ALR Rolled Products, LLC	Subsidiary	100%	No
52	Novelis ALR Rolled Products Sales Corporation	Subsidiary	100%	No

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)
53	Novelis ALR Recycling of Ohio, LLC	Subsidiary	100%	No
54	Novelis ALR Aluminum LLC	Subsidiary	100%	No
55	Novelis ALR Aluminum-Alabama LLC	Subsidiary	100%	No
56	Novelis Netherlands B.V.	Subsidiary	100%	No
57	Aleris Switzerland GmbH	Subsidiary	100%	No
58	Aleris Aluminum Japan, Ltd.	Subsidiary	100%	No
59	Aleris Asia Pacific International (Barbados) Ltd.	Subsidiary	100%	No
60	Aleris Asia Pacific Limited	Subsidiary	100%	No
61	Novelis Aluminum (Zhenjiang) Co., Ltd.	Subsidiary	100%	No
62	Novelis Ventures LLC	Subsidiary	100%	No
63	White Rock	Subsidiary	100%	No
64	Aditya Birla Renewable Subsidiary Limited (ABRSL)	Associate	26%	No
65	Aditya Birla Renewable Utkal Limited (ABRUL)	Associate	26%	No
66	Aditya Birla Renewable Solar Limited (ABRSolar)	Associate	26%	No
67	Aditya Birla Science and Technology Company Private Limited	Associate	49%	No
68	Ayana Renewable power four private Limited	Associate	26%	No
69	Hydromine Global Minerals (GMBH) Limited ²	Joint Venture	45%	No
70	MNH Shakti Limited ©	Joint Venture	15%	No
71	Mahan Coal Limited ©	Joint Operation	50%	No
72	Tubed Coal Mines Limited ²	Joint Operation	60%	No
73	France Aluminum Recyclage SA	Associate	20%	No
74	Big Blue Technologies Inc.	Associate	7%	No
75	Aluminium Norf GmbH	Joint Operation	50%	No
76	Logan Aluminum Inc.	Joint Operation	40%	No
77	Ulsan Aluminum Ltd.	Joint Operation	40%	No
78	AluInfra Services SA	Joint Operation	50%	No

1 Eternia Fenestration Private Limited became subsidiary since June 30, 2024.

2 Non-operational as on March 31, 2025.

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VI. <u>CSR Details</u>		Response
23. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in Rs.)	933,09,11,67,528
(iii)	Net worth (in Rs.)	702,06,21,87,594

VII. Transparency and Disclosures Compliances

24. 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 2024-25)			Previous Financial Year (FY 2023-24)		
		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 Grievance Redressal Mechanism Sub-Section in the Social and Relationship Capital Section in the Hindalco Integrated Annual Report FY 2024-25 Page no. 198	0	0	NA	12	0	All complaints are addressed through our Grievance Redressal Mechanism
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 2024-25.	0	0	NA	0	0	NA
Shareholders	The details of the Grievance Redressal Mechanism is given in Corporate Governance section in the Hindalco Integrated Annual Report FY 2024-25 Page no. 305	47	0	Complaints relating to Transfers, Transmissions Dividend, Interest, Redemption, Demat – Remat, Rights Issue and Non-Receipt of Annual report etc.	35	1	Complaints relating to Transfers, Transmissions Dividend, Interest, Redemption, Demat – Remat, Rights Issue and Change of Address etc.

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 2024-25)			Previous Financial Year (FY 2023-24)		
		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
Employees and workers	The details of the Grievance Mechanism is given in Human Rights Section in the Hindalco Integrated Annual Report FY 2024-25. Page no. 108	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	10	4	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 2024-25. Page no. 219	999	125	All complaints are addressed through our Grievance Redressal Mechanism	733	75	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 2024-25. Page no. 213	0	0	NA	0	0	NA
Other (please specify)	-	0	0	NA	0	0	NA

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)
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Details are given in the Outcome of Materiality Assessment sub-section of the Materiality Assessment section in the Hindalco Integrated Annual Report FY 2024-25. Page no. 54-55

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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: https://www.hindalco.com/upload/pdf/hindalco-code-conduct.pdf https://www.hindalco.com/upload/pdf/hindalco-code-of-conduct-BODs-SMP.pdf https://www.hindalco.com/upload/pdf/annexure-IVa-hindalco-supplier-code-conduct.pdf	Sustainability policy and Environmental Policy. The web link to the policies is given here https://www.hindalco.com/upload/pdf/hindalco-environment-policy.pdf https://www.hindalco.com/upload/pdf/hindalco-sustainability-policy.pdf	Safety and Occupational Health Policy. The web link to the policies is given here https://www.hindalco.com/upload/pdf/safety-and-occupational-health-policy.pdf	Aditya Birla Stakeholder Engagement Policy and Corporate Social Responsibility Policy. The web link to the policies is given https://www.hindalco.com/upload/pdf/hindalco-csr-policy.pdf	Human Rights Policy. The web link to the policies is given: https://www.hindalco.com/upload/pdf/human-right-policy.pdf	Environment Policy. The web link to the policies is given https://www.hindalco.com/upload/pdf/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: https://www.hindalco.com/upload/pdf/hindalco-code-conduct.pdf https://www.hindalco.com/upload/pdf/hindalco-code-of-conduct-BODs-SMP.pdf https://www.hindalco.com/upload/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: https://www.hindalco.com/upload/pdf/hindalco-csr-policy.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: https://www.hindalco.com/upload/pdf/hindalco-code-of-conduct-BODs-SMP.pdf https://www.hindalco.com/upload/pdf/annexure-IVa-hindalco-supplier-code-conduct.pdf https://www.hindalco.com/upload/pdf/information-security-policy.pdf	
2. Whether the entity has translated the policy into procedures. (Yes / No)										
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	Details in the Integrated and Robust Management Systems section of the Integrated Annual Report FY 2024-25. Page no. 78	

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	The targets against the principle are provided in the Occupation Health and Safety section of the Integrated Annual Report FY 2024-25. Page no. 92	NA	The targets against the principle are provided in the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 106	The targets against the principle are provided in the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 146	NA	NA	NA									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2024-25. Page no. 92	NA	The performance against the targets is given in the Human Capital section of Hindalco Integrated Annual Report FY 2024-25. Page no. 106	The performance against the targets is given in the Natural Capital section of Hindalco Integrated Annual Report FY 2024-25. Page no. 146	NA	NA	NA									
Governance, leadership, and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)																		
The statement by the director responsible for business responsibility report is given in Message from the Managing Director in Hindalco Integrated Annual Report FY 2024-25. Page no. 34																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).					The Risk Management & Environment Social and Governance (ESG) Committee of the Board is responsible for the implementation and oversight of the Business Responsibility policies													
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.					The Risk Management & Environment Social and Governance (ESG) Committee is responsible for decision making on sustainability related issues. The details of the same are given in Environmental Management sub-section of the Natural Capital section of the Hindalco Integrated Annual Report FY 2024-25. Page no. 149													
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 audit committee	Yes BSI	Yes BSI and Factory Inspector	Yes, Secretarial Auditor	Yes Factory Inspector	Yes BSI	No, however, all policies are reviewed internally by the audit committee	No, however, all policies are reviewed internally by the audit committee	Yes, BSI

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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

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

The response to this question is provided in the Human Capital Development sub-section in the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 98
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 Requirements) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGBRC 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	0	0	0	0	0
Settlement	0	0	0	0	0
Compounding Fee	0	0	0	0	0
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0	0
Punishment	0	0	0	0	0

3.

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
0	0

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/aml-abac-policy-2023.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 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6.

Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

7.

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

NA

8.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable	47.55	53.18

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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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	43.23%	46.92%
	b. Number of trading houses where purchases are made from	26	24
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.69%	88.95%
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	16.10%	20.20%
	b. Number of dealers / distributors to whom sales are made	1,198	1,215
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	69.41%	68.16%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	9.99%	6.93%
	Sales (Sales to related parties/ Total Sales)	0.33%	0.43%
	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	4.42%	8.45%
	Investments (Investments in related parties/ Total Investments)	46.87%	53.54%
	Loans & Advances (Loans & Advances taken from related parties/ Total Loans & Advances)	13.54%	0%

* The data presented against requirements of indicators in this section, includes close to 90% of our purchases by value. Considering volume of data to be analysed and multiple locations of our operations, we plan to improve coverage to 100% progressively in coming years.

Leadership Indicators

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

The response to this question has been covered in the Responsible Value Chain sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 209
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 2024-25.

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

Essential Indicators

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

The response to this question has been covered in the Intellectual Capital section and the Environmental Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 149
2. A. Does the entity have procedures in place for sustainable sourcing? – Yes

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

The response to this question has been covered in the Responsible Value Chain sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 209
3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 177
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 179

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	42%	Plant boundary	Yes	Yes (Part of Intellectual Capital of the Integrated Report FY 2024-25. Page no. 137)
24201	Copper products	58%	Plant boundary	Yes	Yes (Part of Intellectual Capital of the Integrated Report FY 2024-25. Page no. 137)

Business Responsibility & Sustainability Report

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
NA	NA	NA

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).

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 177

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

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 177

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

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 177

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:

The response to this question has been covered in the Employee Well-Being sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 118

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

The response to this question has been covered in the Employee Well-Being sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 118

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

The response to this question has been covered in the Employee Well-Being sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 118

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

The response to this question has been covered in the Employee Well-Being sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 118

3. Accessibility of workplaces

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

The response to this question has been covered in the Diversity, Equity and Inclusion sub-section of the Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 118

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

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

The response to this question has been covered in the Employee Well-Being sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 118

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

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111

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

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111

8. Details of training given to employees and workers:

The response to this question has been covered in the Human Capital Development sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 98

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

The response to this question has been covered in Future-Ready Workforce Transforming Ideas into Reality sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 90

10. Health and safety management system:

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

The response to this question has been covered in the Occupational Health and Safety sub-section of Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92

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

The response to this question has been covered in the Hazard Identification, Risk Assessment and Incident Investigation sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. 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. (Yes/No)

Yes, The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 92
- d.

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

Yes, The response to this question has been covered in the Occupational Health Services sub-section of the Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 92
11.

Details of safety related incidents, in the following format

Yes, The response to this question has been covered in the Occupational Health Services sub-section of the Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 97
12.

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

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92
13.

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

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92
14.

Assessments for the year:

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92
15.

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

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92

Leadership Indicators

1.

Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No).

Yes, for Employees and Workers

Life insurance coverage provided. Benefits on case-to-case basis and as per applicable local law
2.

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

The response to this question has been covered in Supplier Assessment sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 210
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:

The response to this question has been covered in the Occupational Health and Safety sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 92

4.

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

Yes. The response to this question has been covered in the Employee Wellbeing sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 116
5.

Details on assessment of value chain partners:

The response to this question has been covered in the Supplier Assessment sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 210
6.

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

The response to this question has been covered in the Supplier Assessment sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no.210

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

1.

Describe the process for identifying key stakeholder groups of the entity.

The response to this question has been covered in the Stakeholder Engagement section of the Integrated Annual Report FY 2024-25. Page no. 52
2.

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

The response to this question has been covered in the Stakeholder Engagement section of the Integrated Annual Report FY 2024-25. Page no. 52

Leadership Indicators

1.

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

The response to this question has been covered in the Materiality Assessment section of the Integrated Annual Report FY 2024-25. Page no. 54
2.

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

The response to this question has been covered in the Materiality Assessment section of the Integrated Annual Report FY 2024-25. Page no. 54
3.

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

The response to this question has been covered in our Strengthening Ties with Communities sub-section of the Social and Relationship Capital Section of the Integrated Annual Report FY 2024-25. Page no. 196

Business Responsibility & Sustainability Report

PRINCIPLE 5: Businesses should respect and promote human rights.

1.

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

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111
2.

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

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111
3.

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

a. Median remuneration / wages:

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111

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

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111
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, the response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
5.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
6.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
7.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
8.

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

The response to this question is covered under our Prevention of Sexual Harassment at Workplace and Human Rights policy. The link to the policy is attached herewith <https://www.hindalco.com/upload/pdf/hindalco-posh-policy.pdf> and <https://www.hindalco.com/upload/pdf/human-right-policy.pdf>
9.

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

Yes, The response to this question has been covered in the Responsible Value Chain sub-section of Social and Relationship Capital Section of the Integrated Annual Report FY 2024-25. Page no. 209

10.

Assessments for the year:

The response to this question has been covered in the Human Rights sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111
11.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 111

Leadership Indicators

1.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
2.

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

The response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
3.

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

Yes, the response to this question has been covered in the Human Rights sub-section of Human Capital Section of the Integrated Annual Report FY 2024-25. Page no. 111
4.

Details on assessment of value chain partners:

The response to this question has been covered in the Supplier Assessment sub-section of the Social and Relationship capital section of the Integrated Annual Report FY 2024-25. Page no. 210
5.

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

The response to this question has been covered in the Supplier Assessment sub-section of the Social and Relationship capital section of the Integrated Annual Report FY 2024-25. Page no. 210

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

Essential Indicators

1.

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

The response to this question has been covered in the Energy Consumption sub-section of the Natural capital section of the Integrated Annual Report FY 2024-25. Page no. 157

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt. Ltd. was engaged by the Company to provide an independent assurance for FY 2024-25

Business Responsibility & Sustainability Report

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

The response to this question has been covered in the Energy Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 156

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

The response to this question has been covered in the Water Stewardship in Action sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 165

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-25

4. Provide the following details related to water discharged:

The response to this question has been covered in the Water Stewardship in Action sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 165

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-25

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

The response to this question has been covered in the Striving for Zero Liquid Discharge sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 173

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

The response to this question has been covered in the Air Emissions sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 162

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-25

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

The response to this question has been covered in the GHG Emissions Management sub-section of Natural Capital Section of the Integrated Annual Report FY 2024-25. Page no. 159

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-25

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

The response to this question has been covered in the GHG Emissions sub-section of Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 159

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

The response to this question has been covered in the Waste Generation and Utilisation sub-section of Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 178

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-25

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.

The response to this question has been covered in the Waste Generation and Utilisation sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 178

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:

No operations are in/ around ecologically sensitive areas

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	Nil	Nil	Nil	Nil	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:

The response to this question has been covered in the Environmental Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 146

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
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

The response to this question has been covered in the Water Stewardship in Action sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 165

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd was engaged by the Company to provide an independent assurance for FY 2024-24

Business Responsibility & Sustainability Report

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

The response to this question has been covered in the GHG Emission Management sub-section of the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 159

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Pvt Ltd. was engaged by the Company to provide an independent assurance for FY 2024-25

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

No operations in ecologically sensitive areas

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:

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 147

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2024-25. Page no. 153

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.

The response to this question has been covered in the Supplier Assessment sub-section of Social and Relationship Capital Section of the Integrated Annual Report FY 2024-25. Page no. 211

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

The response to this question has been covered in the Supplier Assessment sub-section of Social and Relationship Capital Section of the Integrated Annual Report FY 2024-25. Page no. 211

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.

The response to this question has been covered in the Our Key Associations and Memberships section of the Integrated Annual Report FY 2024-25.

B.

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

The response to this question has been covered in the Public Policy Advocacy sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 221

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
0	0	0

Leadership Indicators

1.

Details of public policy positions advocated by the entity:

The response to this question has been covered in the Public Policy Advocacy sub-section of the Social & Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 221

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
Nil	Nil	Nil	Nil	Nil	Nil

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)
The response to this question has been covered in the Strengthening Ties with Communities sub-section of the Social & Relationship Capital of the Integrated Annual Report FY 2024-25. Page no. 196						

3.

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

The response to this question has been covered in the Community Grievance Redressal Mechanism sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 198

4.

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

The response to this question has been covered in the Responsible Value Chain sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 209

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:

The response to this question has been covered in the Diversity, Equity and Inclusion sub-section of the Human Capital section of the Integrated Annual Report FY 2024-25. Page no. 106

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
NA	NA

Business Responsibility & Sustainability Report

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

The response to this question has been covered in the Strengthening Ties with Communities sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 196

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

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

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

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

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

6. Details of beneficiaries of CSR Projects:

The response to this question has been covered in the Strengthening Ties with Communities sub-section of the Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 196

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- The response to this question has been covered in the Fostering Customer Relationships sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 217
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
- | | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | NA |
| Safe and responsible usage | NA |
| Recycling and/or safe disposal | NA |

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

NA

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
- We have an Information Security Policy Weblink: <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: Nil.

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

The response to this question has been covered in the Digitalisation and Cyber Security sub-section of the Intellectual Capital section of the Integrated Annual Report FY 2024-25. Page no. 145

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
- www.hindalco.com
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
- NA
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
- NA
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
- The response to this question has been covered in the Fostering Customer Relationships sub-section of Social and Relationship Capital section of the Integrated Annual Report FY 2024-25. Page no. 217