



vedanta
transforming for good

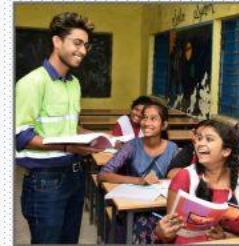


BHARAT ALUMINIUM Company limited



Transformation to a
New-Age Agile Organization

BEST PRACTICES TO ACHIEVE ESG



**KIRAN VANAMA
KK SURYAWANSHI**

BALCO 1.0



57

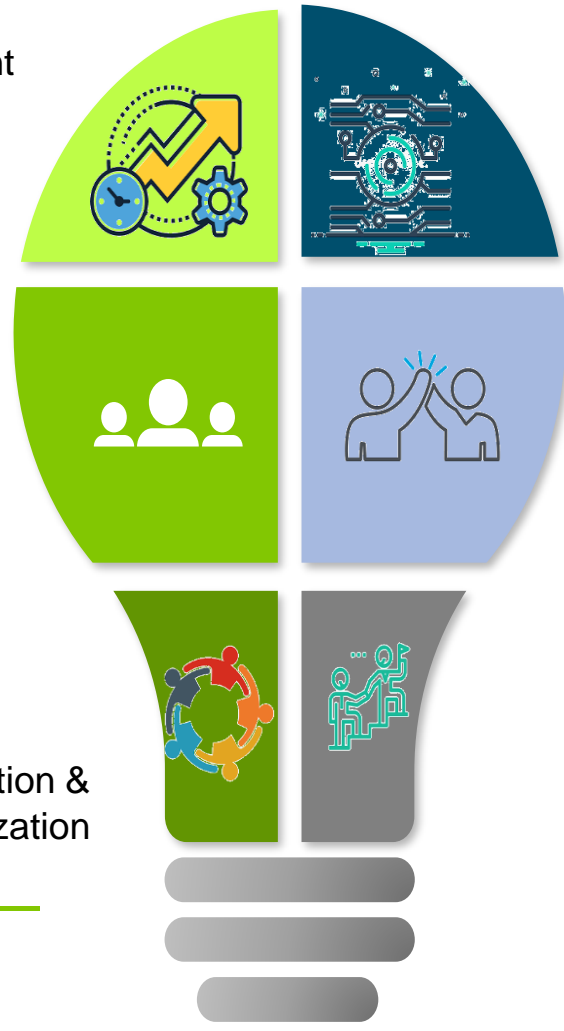
Years of Aluminum growth story

01 Leadership & Talent Development

02 Manpower Cost & Productivity

03 Innovation & Digitalization

BALCO 4.0



Diversity & Inclusion 04

Branding & Engagement 05

Quality of Life 06



India's iconic aluminium producer played a pivotal role in India's industrial growth since its inception in **1965**.

Based out of Korba, Chhattisgarh, it is spearheading the Value-Added Products Market which finds critical applications in core industries.

Disinvested in **2001**, Sterlite Industries Limited, a subsidiary of Vedanta Limited, holds **51%** stake in BALCO.

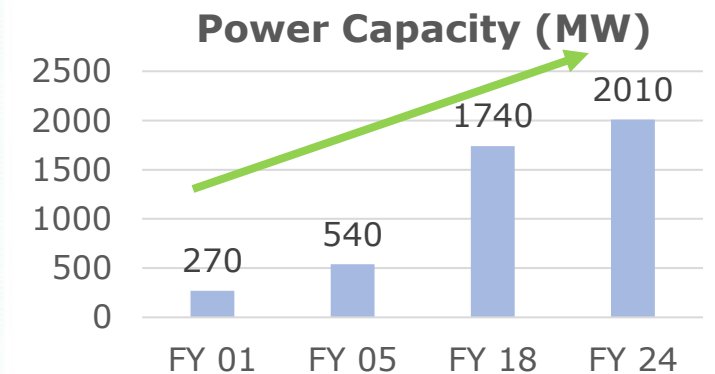
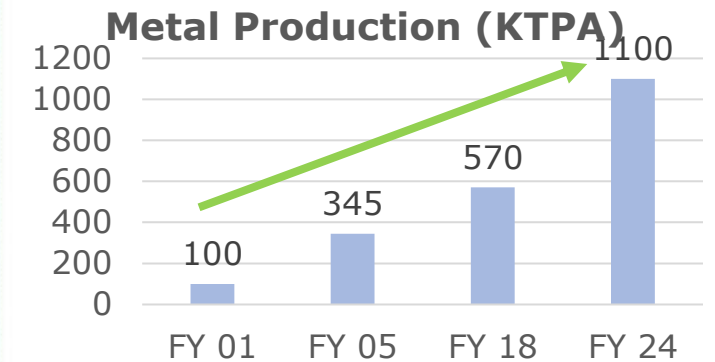


BALCO operates a **0.58** million ton per annum Aluminium smelter in Korba, Chhattisgarh.

First to roll material for **aerospace** in the country

First to venture into **+300 kA** Prebake Pots

First to produce **Alloy Rods** for conductors used in power transmission industry





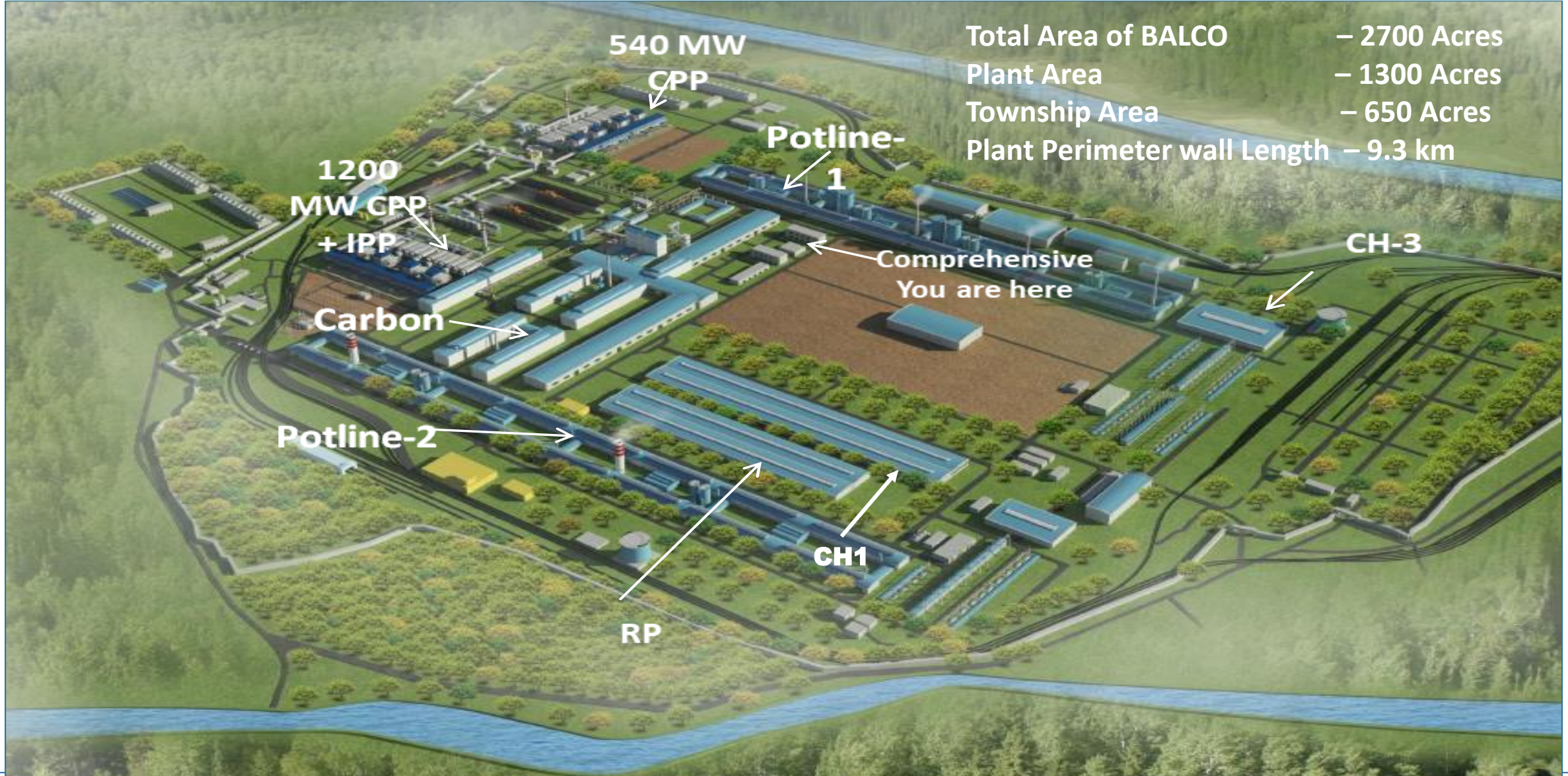
“To be a world class integrated Aluminium and Power producer generating sustainable value for all stakeholders”



- To be amongst top decile in global cost curve.
- Operational Excellence.
- Ensure resource security with efficient supply chain.
- Effective collaboration with stakeholders.
- Unleash employee potential.
- Build and strengthen brand equity.



- Care
- Respect
- Innovation
- Excellence
- Integrity
- Trust
- Entrepreneurship



Total Area of BALCO – 2700 Acres
Plant Area – 1300 Acres
Township Area – 650 Acres
Plant Perimeter wall Length – 9.3 km

540 MW
CPP

1200
MW CPP
+ IPP

Carbon

Potline-1

Potline-2

RP

CH1

CH-3

Comprehensive
You are here

CAST HOUSE#1



WRM – 60,000MT

CAST HOUSE#2



Busbar- 20,000 MT

CAST HOUSE#3



WRM– 2,00,000 MT
ICM –2,50,000 MT

RP



RP – 1,30,000 MT

Wire Rod

Type : EC / Alloy
Coil Weight : 1-2.5 Tons;
Alloy Rod

Ingots:

EC Grade, CG Grade; Alloy Ingots
Size : 740 mm x 170 mm x 114 mm

Rolled Products:

Hot Rolled Coils & Plates

Alloy : 1xxx, 2xxx, 3xxx, 4xxx, 5xxx,
6xxx, 8xxx

Cold Rolled Coils, Strips & Sheets

Alloy : 1xxx, 2xxx, 3xxx, 4xxx, 5xxx,
6xxx, 8xxx

Slabs

Size : 410 mm x 1270 mm,
410 mm x 1540mm,
410 mm x 1620 mm

Busbars

Width: 500-1620 mm, Length: 2000-
5000 mm, Thickness : 220-410 mm
T Ingots; Saw Ingots





**Aluminium
Billets**



**Aluminium
Wire Rod**



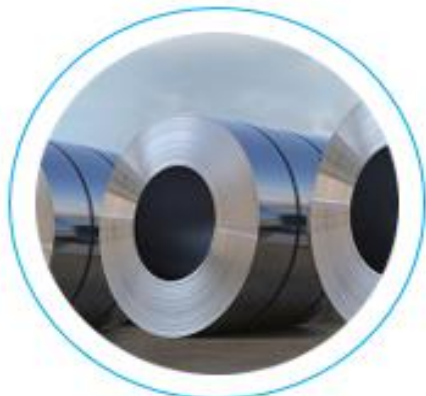
**P1020
Ingots**



**Primary
Foundry Alloy**



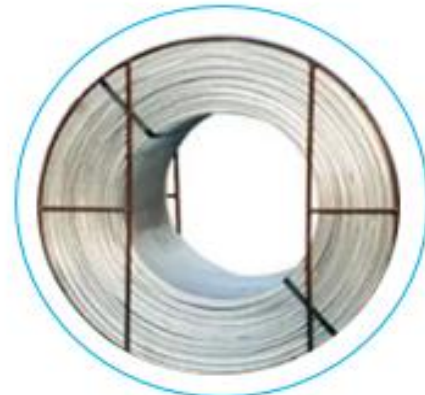
Slabs



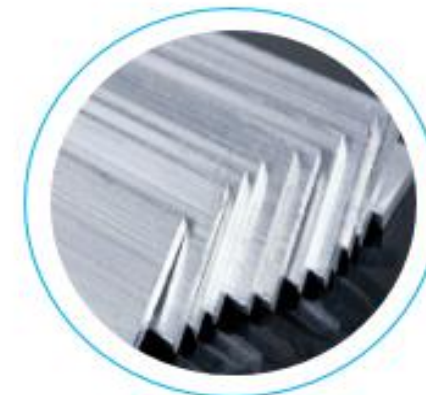
**Rolled
Product**



**Chequered
Sheets**



**Flip
Coils**



Busbars

To become → **“Carbon Neutral, ZERO Waste, ZERO Discharge”**,
“Preferred Choice for Neighborhood” & **“100 % Complied”**



ENVIRONMENT

Assesses the risk of a company and its suppliers/partners from climate events and its impact on the physical environment

Mitigation, transition, and adaptation across:



Climate Change & GHGs



Air Pollution



Water & Wastewater Management



Waste & Hazardous Materials Management



Biodiversity & ecosystems, rehabilitation

SOCIAL

Assesses a company's relative social impact and associated risk from societal actions, including from its direct and indirect employees, customers, and the communities in which it operates



Labor practices



Health & safety



Employee engagement, diversity & inclusion



Community relations, local economic contribution



Product & service attributes

GOVERNANCE

Assesses the timing and quality of decision making, governance structure, and the distribution of rights and responsibilities across different stakeholder groups, in service of positive societal impact and risk mitigation



Business ethics, data security



Capital allocations, Green supply chain management



Governance structure & engagement, Incentives



Policies, external disclosures, position & advocacy

Conceptual design for ESG Transformation

Purpose led ESG strategy

Transforming for Good

Pillars and Aims (Backed by A-Class projects at BU level)

Transforming Communities

Aim 1. Responsible business decisions based around community welfare

Aim 2. Empowering over 50,000 families with enhanced skillsets

Aim 3. Uplifting over 2 Lakh women, children through Education, Nutrition, Healthcare and welfare

Transforming the Planet

Aim 4 Net-carbon neutrality by 2050 or sooner.

Aim 5. Achieving net water positivity by 2030

Aim 6. Innovations for greener business model

Transforming the Workplace

Aim 7. Prioritizing safety and health of all employees

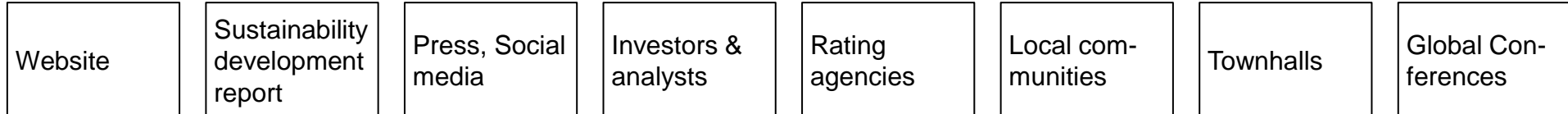
Aim 8. Promote gender parity, diversity and inclusivity

Aim 9. Adhere to global business standards of corporate governance

ESG strategy led communication and stakeholder engagement

End-to-end communications revamp to reinforce Vedanta's focus on sustainability

Regular engagement across:



World Class Enablers



Total Positions	27
Avg. Age	44
Diversity %	41
Engineer%	67
MBA/CA%	22
Others %	22

ESG Chairman **P**

Abhijit Pati
B Tech., MBA
Exp – 33 Yrs.

ESG Anchor **M1**

Pankaj Sharma
B.E.
Exp – 21 Yrs.

Secretary General **M5**

Sudhansu Mishra
B Tech, PGPWE
Exp: 9 yrs

Community of Practices

Aim: 1, 2, 3

Communities & Social Performance **M5**

Monika Jai
BBA, PGDRI
Exp: 8 yrs

Supply Chain **M1**

Anil Dubey
BE, PGDM
Exp: 25 yrs

Communities & Social Performance **M6**

Mayank
BA, MA
Exp: 2 yrs

Supply Chain **M4**

Arpita Roy
BTech
Exp: 12 yrs

Aim: 4

Carbon & Energy Efficiency **M2**

R K Singh
B E
Exp: 24 yrs

Renewable Energy **M2**

Devendra Patel
BE
Exp: 27 yrs

Carbon & Energy Efficiency **M7**

Ratnamala Singh
B E
Exp: 7 yrs

Renewable Energy **M6**

Shikha Soni
BE
Exp: 9 yrs

Aim: 5

Water **M2**

Neeraj Singh
BE, M.Tech
Exp: 22 yrs

Water **M6**

Sreejana Ghosh
B Tech
Exp: 3.5 yrs

Aim: 6

Biodiversity **M5**

Shuchita Khan
B.E, IDip NEBOSH
Exp: 14 yrs

Waste to Wealth **M2**

Rajendra Dhancholia
BE
Exp: 32 yrs

Biodiversity **M6**

Siddhant
Btech, MBA
Exp: 1 yr

Waste to Wealth **M8**

Sarjana Patnaik
MSC, MPhil
Exp: 5 yrs

Aim: 7

Health & Safety **M2**

B Sivakumar
BE, ME
Exp: 29 yrs

Health & Safety **M6**

Nitish Misra
BTech, MTech
Exp: 4 yrs

Aim: 8

People **M2**

Subhadeep K
BE, PGPWE
Exp: 17 yrs

People **M6**

Priyanka Kumari
MBA
Exp: 2 yrs

Aim: 9

Finance **M4**

Hitesh Chugani
B.Com. CA, CFA
Exp.– 13 Yrs.

Finance **M6**

Disha Keshwani
Bcom, CA
Exp. – 2 Yrs.

Enablers

Communications **M4**

Mansi Chauhan
Bcom, MBA
Exp: 14 yrs

Expansion **M3**

Pawan Kumar
B Tech,
Exp: 16 yrs

Communications **M6**

Amber Goyal
MBA
(Communication)
Exp: 0.5 yrs

Expansion **M7**

Sonali Ramteke
B. tech
Exp: 3 yrs

Key Engagement Metrics

Aims

09

CoPs

12

Leaders L1 certified

30+

ESG KPIs tracked

55

Leaders Involved

150+

ESG TOs

15+

ESG Projects

120+

ESG Workshops

15+

Policies revamped

15+

A-Class Projects

10+

ESG Connects

100+

Disclosures underway

300+



Key Output Metrics

1 Rating across key indices



2 Organization setup & MIP





3 KPIs & target setting



4 Performance across KPIs



-  Significant Progress
-  Improvement Underway

Energy, Climate Change and Emissions

- 🔋 TUV visited for **Water Positivity Study**. Site assessment conducted
- ♻️ Bio mass **co-firing started** in Power Plant
- 🔋 **Water bodies renovation** – increasing water holding capacity by 11000+ CuM of water



Wastes Management

- ♻️ Highest ever **367% of SPL** (Carbon) disposed during FY 22 with 267% of legacy SPL utilization
- ♻️ Fly ash 229% utilization in Q-1, with **129% of legacy** ash utilization over & above generation
- ♻️ 1st in Vedanta group to initiate **Fly ash rakes displacement** to Cement industries.
- ♻️ **MOU** signed with NHAH for supplying Ash for road construction
- ♻️ **Reclamation** of SECL Mines (Manikpur) has been started.







Medicinal Garden



Medicinal Garden



Plantation at Mines



Butterfly Garden



Butterfly in Garden



Butterfly in Garden



A step towards making
BALCO greener



World
**GREEN
CONSUMER
DAY**



Making
**BIRTHDAY'S
GREENER**



WORLD ENVIRONMENT WEEK



POND RESTORATION AND PLANTATION DRIVE



CLEANLINESS DRIVE AT CHHAT GHAT



ENVIRONMENT AWARENESS RALLY



ENVIRONMENT DAY PROGRAM

Workforce Health and Safety



VR Based safety training center developed for employees engaged in critical activities.

- **Sashakta Suraksha** started for empowering workers to stop unsafe acts



People Management



1st manufacturing company in Vedanta and CG state to engage **Trans-genders** in shop-floor.



❖ **13% diversity** employees in leadership role which is highest ever in BALCO.



Focused We-care program organized for diversity employees across BALCO



Community Development



Biodiversity Week celebrated with Pond restoration, plantation and Srishti Sanrashan event. **2 community ponds** more than decade old were restored within the week.



❖ Balco in partnership with Help Age India launched **Mobile Health Van program**. This MHV is serving our nearby 45 communities/areas .



❖ Voluntary blood donation camp organized at BALCO Hospital, more than 430 employees donations done, **district highest** ever.



KEY INITIATIVES

Mor Jal Mor Maati



Objective - **To ensure sustainable livelihoods through various farming interventions**

Benefitting over **2000 Farmers**
Doubling the production & Income

Vedanta Skill School



Objective – **Provide Skill Devp training to youth to make them employable**

Benefitting over **1000 youths** annually
70% Placement

Unnati



Objective – **To promote sustainable, women run grass root institutions for their socio-economic and gender empowerment, thereby enhancing their quality of life.**

Engaging **450+ SHGs** with
5000+ women

Connect



Objective – **To improve the learning environment and outcomes in nearby Govt schools with special focus on SEM subjects**

Improvement in grades, Career counseling and Employee volunteerism
Covering **2000+ students**

Arogya



Objective - **To make primary health care services accessible and increase awareness towards healthy behavior on HIV, TB and MCH**

Benefitting **28000+ People** annually

Nayi Kiran



Objective – **To sensitize adolescent girls and women on Safe Menstrual Hygiene Practices**

Benefitting over **33000+ people** annually





Mobile Health Van



Objective – **To make Primary Healthcare Services Accessible** Benefitting over **15000+ people** annually

ESG HIGHLIGHTS

Governance

- G**
-  Inclusion of **female diversity in Board** through appointment of Ms. Nirupama Kotru as CSR Board Committee Member.
 -  For **transparency, on-boarded independent third party** i.e. Deloitte for Board evaluation and Individual Director assessment.
 -  For **Social & Governance transparency**, Disclosure of Exchequer contribution in Annual Report and Tax Transparency Report of Vedanta initiated.
 -  Introduction of Diligent software for **paperless, digitized and single platform** approach for all Board related activities.



INTERNAL AWARDS

Chairman Awards

Business Unit Award

Sector CEO Awards

CEO Awards

Long Service Awards

Employee
of the MonthBAT Improvement
Projects/QC/Kaizen/5S

Utkrisht Utpadan

Ideas@BALCO

Achievement Award

Safety R&R

Spot Recognition



AWARDS AND ACCOLADES



Greentech Leading director award



International Green Apple Award in Environment Category



Golden Peacock Award for Energy Efficiency



Consecutive "Gold Medal" at National Award for Manufacturing Competitiveness



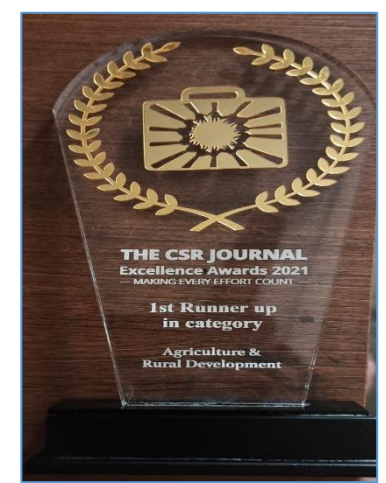
ICC Social Impact Awards in 2 diversified Categories



BALCO Bauxite mines won National Safety Awards



SABERA Award, 2021 in the category of "Responsible Business of the year"



CSR Journal Excellence Award



Kalinga Environment Excellence Award



BALCO 1200 MW unit wins -Energy Excellence award

Gender Diversity



Family Connect



Fun & Learning for children



Transgender Inclusion



Recognition to Business Partner



Environmental Respect



Aim : Net zero by 2050 or sooner

Key KPIs	Metric	Baseline FY21	FY22	FY23 Target	FY24 Target	FY25 Target	FY30 Aspirations
• GHG intensity Reduction	tCO2e/t	17.21	17.03	17.07	16.86	15.99	14.38
• RE Power	MW	0	50.87	0	0	200	600

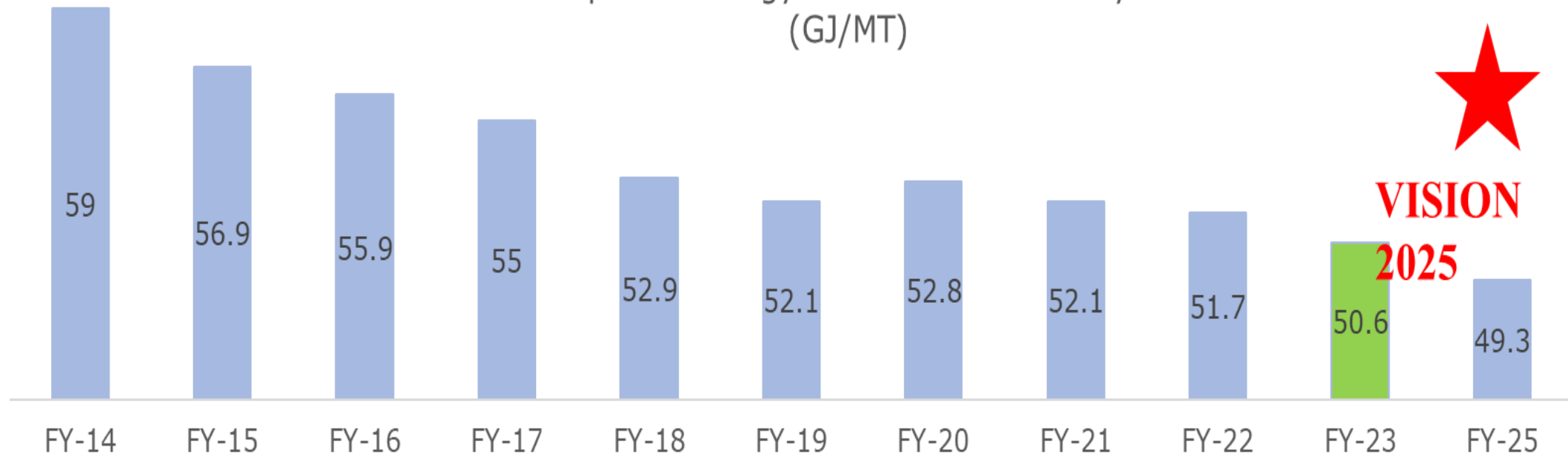
Total Impact- 1.45 tCo2e/t

Aim : Water Positive by 2030

Key KPIs	Metric	Baseline FY21	FY22	FY23 Target	FY24 Target	FY25 Target	FY30 Aspirations
• Absolute total water consumption	Mn M3	32.8	32.8	30.7	31.3	30.64	Water Positive Metal Business: Building Reservoirs and dams to harvest rain water
• Sp. Water Consumption	M3/ MT	0.59	0.60	0.57	0.64	0.47	

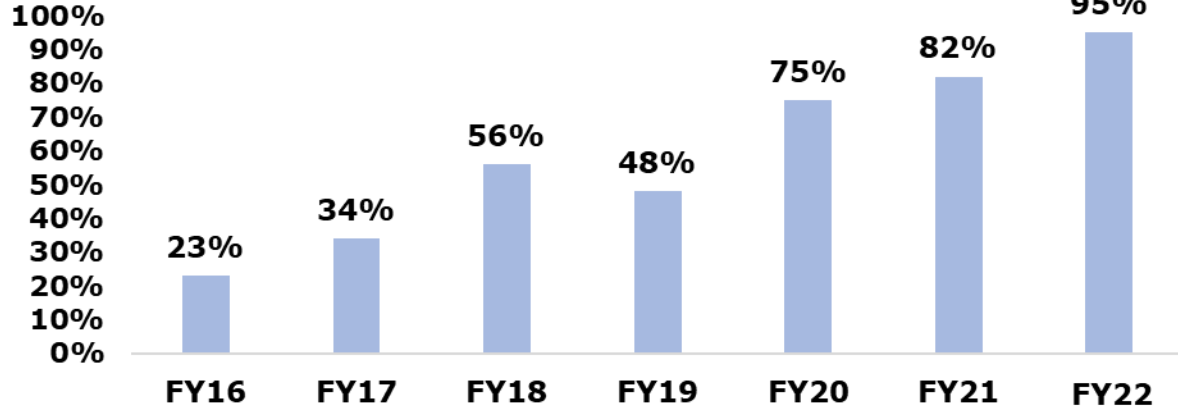
Total Impact- 15,21,300 m3

Specific Energy Conservation Journey (GJ/MT)

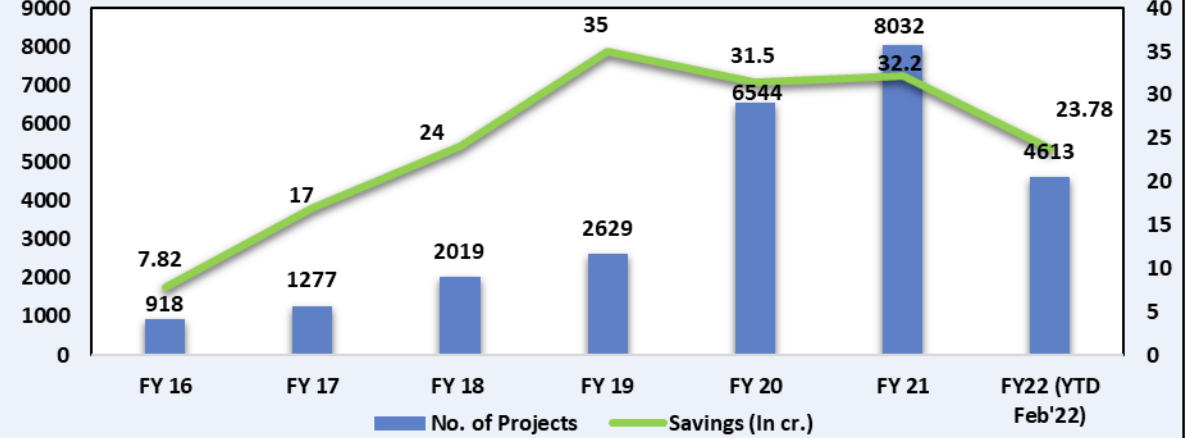


Best Achieved in FY 22

Employee Involvement at Balco



Projects & Benefits Trend



Details	Unit	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
QCs & Kaizen Projects Implemented	No.	918	1277	2019	2629	6544	8032	4613
Energy Savings	Kwh	4375000	26892304	59584971	25367013	31381627	8,48,70,225	8,42,25,659
Benefits due to energy savings	Rs. lacs	131	806	1788	887	1098	2907	2378



A perspective view of a wooden walkway with green metal railings leading through a dense forest. The walkway is made of dark wood and has a textured surface. The railings are made of green-painted metal. The forest is lush with various green trees and ferns, creating a vibrant and natural setting.

Thank You !!!

*Green Earth is The best gift we
can Present to our Future Generations*