

General Standard Disclosures

General Standard Disclosure	Description of Indicator	Response
STRATEGY AND ANALYSIS		
G4 – 1	Provide a statement from the most senior decision-maker of the Organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Vedanta Sustainability Report 2015-16: Page No. 5-8 (Overview)
ORGANIZATIONAL PROFILE		
G4 – 3	Report the name of the organization	Vedanta Sustainability Report 2015-16: Front Cover
G4 – 4	Report the primary brands, products, and services	Vedanta Sustainability Report 2015-16: Page No. 1 (Overview)
G4 – 5	Report the location of the organization's headquarters.	Vedanta Sustainability Report 2015-16: Page No. 1 (Overview) and Back Cover
G4 – 6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Vedanta Sustainability Report 2015-16: Page No. 1 (Overview)
G4 – 7	Report the nature of ownership and legal form.	Vedanta Sustainability Report 2015-16: Page No. 1-2 (Overview)

G4 – 8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Vedanta Sustainability Report 2015-16: Page No. 1-2 (Overview)
G4 – 9	Report the scale of the organization, including <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	Vedanta Sustainability Report 2015-16: Page No. 1-2 (Overview), 79 (Disclosure and Assurance), Vedanta Annual Report 2015-16

G4 – 10	<ul style="list-style-type: none"> • Report the total number of employees by employment contract and gender. • Report the total number of permanent employees by employment type and gender. • Report the total workforce by employees and supervised workers and by gender. • Report the total workforce by region and gender. • Report whether a substantial portion of the organization’s work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. • Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries). 	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #4F81BD; color: white;"> <th colspan="10">Group Consolidated - Workforce by region</th> </tr> <tr> <th style="text-align: left;">Employment Category</th> <th style="text-align: left;">Gender</th> <th>Australia</th> <th>Zambia</th> <th>Namibia</th> <th>Ireland</th> <th>South Africa</th> <th>India</th> <th>Liberia</th> <th>G Total</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Full time employees</td> <td>Male</td> <td>21</td> <td>6190</td> <td>681</td> <td>18</td> <td>689</td> <td>14283</td> <td>0</td> <td>21882</td> </tr> <tr> <td>Female</td> <td>3</td> <td>720</td> <td>101</td> <td>15</td> <td>102</td> <td>1342</td> <td>0</td> <td>2283</td> </tr> <tr> <td rowspan="2">Contract employees</td> <td>Male</td> <td>0</td> <td>4007</td> <td>574</td> <td>0</td> <td>642</td> <td>34867</td> <td>37</td> <td>40127</td> </tr> <tr> <td>Female</td> <td>0</td> <td>800</td> <td>45</td> <td>0</td> <td>131</td> <td>917</td> <td>0</td> <td>1893</td> </tr> <tr> <td>Retainers</td> <td></td> <td>0</td> <td>96</td> <td>34</td> <td>0</td> <td>17</td> <td>547</td> <td>3</td> <td>697</td> </tr> <tr> <td colspan="2">Grand Total</td> <td>24</td> <td>11813</td> <td>1435</td> <td>33</td> <td>1581</td> <td>51956</td> <td>40</td> <td>66882</td> </tr> </tbody> </table>	Group Consolidated - Workforce by region										Employment Category	Gender	Australia	Zambia	Namibia	Ireland	South Africa	India	Liberia	G Total	Full time employees	Male	21	6190	681	18	689	14283	0	21882	Female	3	720	101	15	102	1342	0	2283	Contract employees	Male	0	4007	574	0	642	34867	37	40127	Female	0	800	45	0	131	917	0	1893	Retainers		0	96	34	0	17	547	3	697	Grand Total		24	11813	1435	33	1581	51956	40	66882
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G4 – 11	Report the percentage of total employees covered by collective bargaining agreements.	Vedanta Sustainability Report 2015-16: Page No. 45 (Building Strong Relationship)																																																																														
G4 – 12	Describe the organization’s supply chain.	Vedanta Sustainability Report 2015-16: Page No. 54 (Adding & sharing values)																																																																														

G4 – 13	<p>Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Vedanta Sustainability Report 2015-16: Page 1-2 (Overview), 79 (Disclosure & Assurance)
G4 – 14	Report whether and how the precautionary approach or principle is addressed by the organization.	Vedanta Sustainability Report 2015-16: Annual Report
G4 – 15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Vedanta Sustainability Report 2015-16: Page 11 (Overview)

G4 – 16	<p>List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	Vedanta Sustainability Report 2015-16: Page 71 (Strategic Communications)
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4 – 17	<ul style="list-style-type: none"> • List all entities included in the organization’s consolidated financial statements or equivalent documents. • Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report. 	Vedanta Sustainability Report 2015-16: Page 1-2 (Overview) and Page No. 79 (Disclosure and Assurance)
G4 – 18	<ul style="list-style-type: none"> • Explain the process for defining the report content and the Aspect Boundaries. • Explain how the organization has implemented the Reporting Principles for Defining Report Content. 	Vedanta Sustainability Report 2015-16: Page 12 (Overview) and Page No. 79 (Disclosure and Assurance)
G4 – 19	List all the material Aspects identified in the process for defining report content.	Vedanta Sustainability Report 2015-16: Page 12 (Overview)

<p>G4 – 20</p>	<p>For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> - The list of entities or groups of entities included in G4-17 for which the Aspect is not material or - The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization 	<p>Vedanta Sustainability Report 2015-16: Page 12 (Overview)</p>
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G4 – 21	<p>For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization 	Vedanta Sustainability Report 2015-16: Page 12 (Overview)
G4 – 22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Highlighted along with indicators (if any)
G4 – 23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Vedanta Sustainability Report 2015-16: Page 1-2 (Overview) and Page 79 (Disclosure and Assurance)
STAKEHOLDER ENGAGEMENT		
G4 – 24	Provide a list of stakeholder groups engaged by the organization	Vedanta Sustainability Report 2015-16: Page 12 (Overview), Page 42-44 (Building Strong Relationships)
G4 – 25	Report the basis for identification and selection of stakeholders with whom to engage	Vedanta Sustainability Report 2015-16: Page 12 (Overview), Page 42-44 (Building Strong Relationships)
G4 – 26	Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of	Vedanta Sustainability Report 2015-16: Page 12 (Overview), Page 42-44 (Building Strong Relationships)

	whether any of the engagement was undertaken specifically as part of the report preparation process.	
G4 – 27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Vedanta Sustainability Report 2015-16: Page 12 (Overview), Page 42-22 (Building Strong Relationships)
REPORT PROFILE		
G4 – 28	Reporting period (such as fiscal or calendar year) for information provided	Vedanta Sustainability Report 2015-16: Page 79 (Disclosure and Assurance)
G4 – 29	Date of most recent previous report (if any).	Vedanta Sustainability Report 2015-16: Page 79 (Disclosure and Assurance)
G4 – 30	Reporting cycle (such as annual, biennial).	Vedanta Sustainability Report 2015-16: Page 79 (Disclosure and Assurance)
G4 – 31	Provide the contact point for questions regarding the report or its contents.	Vedanta Sustainability Report 2015-16: Back Cover
G4 – 32	<ul style="list-style-type: none"> • Report the 'in accordance' option the organization has chosen. • Report the GRI Content Index for the chosen option (see tables below). • Report the reference to the External Assurance Report, if the report has been externally assured. (GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.) 	Vedanta Sustainability Report 2015-16: 76-79 (Disclosure and Assurance)

G4 – 33	<ul style="list-style-type: none"> • Report the organization’s policy and current practice with regard to seeking external assurance for the report. • If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. • Report the relationship between the organization and the assurance providers. • Report whether the highest governance body or senior executives are involved in seeking assurance for the organization’s sustainability report. 	Vedanta Sustainability Report 2015-16: Page 76-79 (Disclosure and Assurance)
GOVERNANCE		
G4 – 34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Vedanta Sustainability Report 2015-16: Page 18-21 (Overview)
ETHICS AND INTEGRITY		
G4 – 56	Describe the organization’s values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Vedanta Sustainability Report 2015-16: Page 2 (Overview), 18 (Responsible Stewardship)

Specific Standard Disclosures

Category: Economic

DMA and Indicators	Description of Indicator	Response																																										
MATERIAL ASPECT: ECONOMIC PERFORMANCE																																												
G4 – DMA	ECONOMIC PERFORMANCE	Vedanta Sustainability Report 2015-16: Page 50-55 (Adding & Sharing Value)																																										
G4 – EC1	Direct economic value generated and distributed.	<p>Vedanta Sustainability Report 2015-16: Page 50 (Adding & Sharing Value)</p> <table border="1"> <thead> <tr> <th>Economic Value Generated and Distributed (in US\$ mn)</th> <th>FY 2014-15</th> <th>FY 2015-16</th> </tr> </thead> <tbody> <tr> <td>Economic value generated</td> <td>12878.7</td> <td>10737.9</td> </tr> <tr> <td>a) Revenues</td> <td>12878.7</td> <td>10737.9</td> </tr> <tr> <td>Economic value distributed</td> <td>12298.6</td> <td>10877.9</td> </tr> <tr> <td>b) Operating Costs</td> <td>10159.1</td> <td>9106.4</td> </tr> <tr> <td>c) Employee wages and benefits</td> <td>812.8</td> <td>640</td> </tr> <tr> <td>d) Payment to providers of capital</td> <td>802.8</td> <td>765.7</td> </tr> <tr> <td>Net Finance costs (including other gains/ Losses)</td> <td>631.5</td> <td>655.1</td> </tr> <tr> <td>Dividend Paid</td> <td>171.3</td> <td>110.6</td> </tr> <tr> <td>e) Payment to government- Income Tax</td> <td>352.6</td> <td>255.5</td> </tr> <tr> <td>f) Community investment (including donation)-</td> <td>42.37</td> <td>37</td> </tr> <tr> <td>Already Included in Operating costs</td> <td></td> <td></td> </tr> <tr> <td>Economic value retained</td> <td>580.1</td> <td>-140</td> </tr> <tr> <td>(Calculated as Economic value generated less economic value distributed)</td> <td></td> <td></td> </tr> </tbody> </table>	Economic Value Generated and Distributed (in US\$ mn)	FY 2014-15	FY 2015-16	Economic value generated	12878.7	10737.9	a) Revenues	12878.7	10737.9	Economic value distributed	12298.6	10877.9	b) Operating Costs	10159.1	9106.4	c) Employee wages and benefits	812.8	640	d) Payment to providers of capital	802.8	765.7	Net Finance costs (including other gains/ Losses)	631.5	655.1	Dividend Paid	171.3	110.6	e) Payment to government- Income Tax	352.6	255.5	f) Community investment (including donation)-	42.37	37	Already Included in Operating costs			Economic value retained	580.1	-140	(Calculated as Economic value generated less economic value distributed)		
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G4 – EC3	Coverage of the organization's defined benefit plan obligations.	<table border="1"> <thead> <tr> <th>Coverage of the organization's defined benefit plan obligations (mn USD)</th> <th>FY 2014-15</th> <th>FY 2015-16</th> </tr> </thead> <tbody> <tr> <td>Salaries and Wages</td> <td>734</td> <td>580</td> </tr> <tr> <td>Defined contribution pension scheme costs</td> <td>31</td> <td>30</td> </tr> <tr> <td>Defined benefit pension scheme costs</td> <td>20</td> <td>14</td> </tr> <tr> <td>Share based payment charge</td> <td>29</td> <td>16</td> </tr> <tr> <td>Total</td> <td>813</td> <td>640</td> </tr> </tbody> </table>	Coverage of the organization's defined benefit plan obligations (mn USD)	FY 2014-15	FY 2015-16	Salaries and Wages	734	580	Defined contribution pension scheme costs	31	30	Defined benefit pension scheme costs	20	14	Share based payment charge	29	16	Total	813	640
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G4 – EC4	Significant financial assistance received from government	We have not received any direct financial assistance from governments, although as a part of various direct tax holidays and similar exemptions, Vedanta did benefit by US\$ 311 million during FY 2015-16																		
MATERIAL ASPECT: MARKET PRESENCE																				
G4 – DMA	MARKET PRESENCE	Vedanta Sustainability Report 2015-16: Page 56 (Adding & Sharing Value)																		
G4 – EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	<p>Vedanta Sustainability Report 2015-16: Page 56 (Adding & Sharing Value)</p> <p>We ensure that the ratios of entry level wages meets or exceeds the legal requirements and complies with all applicable laws. With regards to gender, the ratio is 1:1 and we don't discriminate in any way in terms of standard entry level wages</p>																		
G4 – EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Vedanta Sustainability Report 2015-16: Page 53-55 (Adding & Sharing Value)																		
DMA and Indicators	Description of Indicator	Response																		
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS																				
G4 – DMA	Indirect Economic Impact	Vedanta Sustainability Report 2015-16: Page 53 (Adding & Sharing Value)																		
G4 – EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Vedanta Sustainability Report 2015-16: Page 56 (Adding & Sharing Value)																		

G4 – EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Vedanta Sustainability Report 2015-16: Page 53, 60-68 (Adding & Sharing Value)																				
DMA and Indicators	Description of Indicator	Response																				
MATERIAL ASPECT : RESERVE																						
G4 – OG1	Volume and type of estimated proved reserves and production.	<table border="1"> <thead> <tr> <th data-bbox="842 544 1373 584">Volume (Production) of Reserve (Tonnes)</th> <th data-bbox="1373 544 1592 584">FY 2014-15</th> <th data-bbox="1592 544 1830 584">FY 2015-16</th> </tr> </thead> <tbody> <tr> <td data-bbox="842 584 1373 624">Crude Oil</td> <td data-bbox="1373 584 1592 624">10,222,352</td> <td data-bbox="1592 584 1830 624">10,130,986</td> </tr> <tr> <td data-bbox="842 624 1373 663">Associated Gas</td> <td data-bbox="1373 624 1592 663">416,590</td> <td data-bbox="1592 624 1830 663">533,872</td> </tr> <tr> <td data-bbox="842 663 1373 703">Free Gas</td> <td data-bbox="1373 663 1592 703">246,564</td> <td data-bbox="1592 663 1830 703">263,204</td> </tr> <tr> <td data-bbox="842 703 1373 743">Processing of ONGC Gas at Suvali</td> <td data-bbox="1373 703 1592 743">230,457</td> <td data-bbox="1592 703 1830 743">297,687</td> </tr> <tr> <td data-bbox="842 743 1373 810">Total Hydrocarbon Production</td> <td data-bbox="1373 743 1592 810">11,115,964</td> <td data-bbox="1592 743 1830 810">11,225,750</td> </tr> </tbody> </table>			Volume (Production) of Reserve (Tonnes)	FY 2014-15	FY 2015-16	Crude Oil	10,222,352	10,130,986	Associated Gas	416,590	533,872	Free Gas	246,564	263,204	Processing of ONGC Gas at Suvali	230,457	297,687	Total Hydrocarbon Production	11,115,964	11,225,750
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Category: Environment

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MATERIAL ASPECT : ENERGY																																						
G4 – DMA		Vedanta Sustainability Report 2015-16: Page 31 (Responsible Stewardship)																																				
G4 – EN3	Energy consumption within the organization	<p>Vedanta Sustainability Report 2015-16: Page 32 (Responsible Stewardship)</p> <p>Unit wise breakup of energy consumption (GJ) within organisation is as below:</p> <table border="1"> <thead> <tr> <th>Business</th> <th>Direct Energy (GJ)</th> <th>Indirect Energy (GJ)</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>43,305,503</td> <td>958,235</td> </tr> <tr> <td>Zinc International</td> <td>788,174</td> <td>2,384,515</td> </tr> <tr> <td>Aluminum India</td> <td>176,239,423</td> <td>334,411</td> </tr> <tr> <td>Copper India</td> <td>11,978,284</td> <td>345,067</td> </tr> <tr> <td>Copper Australia</td> <td>14,609</td> <td>111,878</td> </tr> <tr> <td>Copper Africa</td> <td>2,481,025</td> <td>6,151,040</td> </tr> <tr> <td>Iron Ore Business</td> <td>10,425,291</td> <td>42,402</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>19,959,949</td> <td>404,590</td> </tr> <tr> <td>Power Sector</td> <td>128,759,731</td> <td>14,148</td> </tr> <tr> <td>Port Sector</td> <td>0</td> <td>42,308</td> </tr> <tr> <td>Total</td> <td>393,951,987</td> <td>10,788,594</td> </tr> </tbody> </table> <p>Our CMT operations in Australia and KCM operations in Zambia fetch electricity from Hydro Power station.</p>	Business	Direct Energy (GJ)	Indirect Energy (GJ)	Zinc India	43,305,503	958,235	Zinc International	788,174	2,384,515	Aluminum India	176,239,423	334,411	Copper India	11,978,284	345,067	Copper Australia	14,609	111,878	Copper Africa	2,481,025	6,151,040	Iron Ore Business	10,425,291	42,402	Oil and Gas Sector	19,959,949	404,590	Power Sector	128,759,731	14,148	Port Sector	0	42,308	Total	393,951,987	10,788,594
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G4 – EN5	Energy Intensity	Specific Energy Consumption (<i>GJ / Unit of Production Output</i>)			
		Business Sector	Company Name	FY 2014-15	FY 2015-16
		Zinc India	Hindustan Zinc Ltd - Mines	0.46	0.42
			Hindustan Zinc Ltd - Smelters	16.80	17.10
		Zinc International	Skorpion Zinc	23.14	26.31
			Lisheen Mine	0.38	0.38
			Blackmountain Mine	0.44	0.44
		Copper India / Australia	Sterlite Copper	8.36	7.72
		Copper Africa	KCM	47.02	35.29
		Aluminium	BALCO	56.77	54.94
			Vedanta Ltd - Lanjigarh	8.55	7.95
			Vedanta Ltd - Jharsuguda	53.53	52.53
		Vedanta Iron Ore	Sesa Iron Ore	0.97	0.92
		Power	MEL	9.47	12.43
			Jharsuguda IPP	7.80	8.13
TSPL	-		5.92		
Oil and Gas	Cairn India	1.55	1.87		
Ports	VGCB	0	0.01		
G4 – EN6	Reduction of energy consumption.	Vedanta Sustainability Report 2015-16: Page 33 (Responsible Stewardship)			
G4 – OG2	Total amount invested in Renewable Energy.	During FY 2015-16 our Cairn India operation invested USD 0.18 million in solar energy production.			
G4 – OG3	Total amount of renewable energy generated by source	Total renewable energy generated at Cairn India operation in reporting period is 1202.75 Mwh			

MATERIAL ASPECT: WATER																																			
G4 – DMA	Water	Vedanta Sustainability Report 2015-16: Page 29 (Responsible Stewardship)																																	
G4 – EN8	Total water withdrawal by source	<p>Vedanta Sustainability Report 2015-16: Page 29 (Responsible Stewardship)</p> <p>During the reporting period, we withdrew nearly 358 million cubic meters of water, with 56% from ground water, 42% from surface water source and remaining 2% through rain-water harvesting and municipality water bodies. The total water withdrawal we have reduced in comparison to 362 million cubic meters of water in 2014-15.</p> <table border="1"> <thead> <tr> <th>Business</th> <th>Ground water (m3)</th> <th>Surface water (m3)</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>3,857,142</td> <td>18,048,815</td> </tr> <tr> <td>Zinc International</td> <td>17,360,652</td> <td>6,844,225</td> </tr> <tr> <td>Aluminum India</td> <td>60,450</td> <td>49,488,618</td> </tr> <tr> <td>Copper India</td> <td>8,124</td> <td>3,985,932</td> </tr> <tr> <td>Copper Australia</td> <td>2,998,055</td> <td>4,067,250</td> </tr> <tr> <td>Copper Africa</td> <td>160,934,505</td> <td>36,381,021</td> </tr> <tr> <td>Iro Ore Business</td> <td>157,103</td> <td>2,918,589</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>13,778,023</td> <td>0</td> </tr> <tr> <td>Power Sector</td> <td>142,699</td> <td>30,052,251</td> </tr> <tr> <td>Total</td> <td>199,296,753</td> <td>151,786,701</td> </tr> </tbody> </table>	Business	Ground water (m3)	Surface water (m3)	Zinc India	3,857,142	18,048,815	Zinc International	17,360,652	6,844,225	Aluminum India	60,450	49,488,618	Copper India	8,124	3,985,932	Copper Australia	2,998,055	4,067,250	Copper Africa	160,934,505	36,381,021	Iro Ore Business	157,103	2,918,589	Oil and Gas Sector	13,778,023	0	Power Sector	142,699	30,052,251	Total	199,296,753	151,786,701
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G4 – EN9	Water sources significantly affected by withdrawal of water.	<p>Vedanta Sustainability Report 2015-16: Page 29-30 (Responsible Stewardship)</p> <p>None of the water sources are being affected by our water withdrawal, as in most of our operations; water withdrawal is less than 5% of capacity of source. Further none of the water withdrawal sources are designated as protected nationally and internationally.</p>																																	

G4 – EN10	Percentage and total volume of water recycled and reused.	<p>Vedanta Sustainability Report 2015-16: Page 30 (Responsible Stewardship)</p> <p>During 2015-16 we recycled nearly 53 million cubic meter of water again back into the process which is meeting fulfilling our 23% requirement. Which again increased from 2014-15's 17% recycle percentage.</p> <p>Business wise water consumption is as below</p> <table border="1" data-bbox="862 459 2130 1086"> <thead> <tr> <th>Business</th> <th>Water Used</th> <th>Water Recycled</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>35,573,594</td> <td>12,943,372</td> <td>36%</td> </tr> <tr> <td>Zinc International</td> <td>6,340,785</td> <td>460,638</td> <td>7%</td> </tr> <tr> <td>Aluminum India</td> <td>73,391,932</td> <td>6,414,294</td> <td>9%</td> </tr> <tr> <td>Copper India</td> <td>3,624,275</td> <td>637,303</td> <td>18%</td> </tr> <tr> <td>Copper Australia</td> <td>2,267,564</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Copper Africa</td> <td>37,132,747</td> <td>3,104,150</td> <td>8%</td> </tr> <tr> <td>Iron Ore Business</td> <td>5,117,718</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>42,769,631</td> <td>28,040,240</td> <td>66%</td> </tr> <tr> <td>Power Sector</td> <td>30,499,255</td> <td>2,026,682</td> <td>7%</td> </tr> <tr> <td>Ports</td> <td>115,520</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Total</td> <td>236,833,021</td> <td>53,626,679</td> <td>23%</td> </tr> </tbody> </table>	Business	Water Used	Water Recycled	%	Zinc India	35,573,594	12,943,372	36%	Zinc International	6,340,785	460,638	7%	Aluminum India	73,391,932	6,414,294	9%	Copper India	3,624,275	637,303	18%	Copper Australia	2,267,564	0	0%	Copper Africa	37,132,747	3,104,150	8%	Iron Ore Business	5,117,718	0	0%	Oil and Gas Sector	42,769,631	28,040,240	66%	Power Sector	30,499,255	2,026,682	7%	Ports	115,520	0	0%	Total	236,833,021	53,626,679	23%
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MATERIAL ASPECT: BIODIVERSITY		
G4 – DMA	BIODIVERSITY	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – EN11	Operational sites owned, leased, managed in, or adjacent to, Protected areas and areas of high biodiversity value outside protected areas	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – EN13	Habitats protected or restored	Vedanta Sustainability Report 2015-16: Page 34-35 (Responsible Stewardship)
G4 – EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
G4 – OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored.	Vedanta Sustainability Report 2015-16: Page 34 (Responsible Stewardship)
MATERIAL ASPECT: EMISSIONS		

G4 – DMA	Emissions	Vedanta Sustainability Report 2015-16: Page 31-32 (Responsible Stewardship)																																						
G4 – EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	<p>Vedanta Sustainability Report 2015-16: Page 32 (Responsible Stewardship)</p> <p>Our Scope I emission due to fuel (E.g. Coal, Diesel, Petrol etc.) burning and process activity is summarised in below table</p> <table border="1" data-bbox="842 427 1868 970"> <thead> <tr> <th rowspan="2">Business</th> <th colspan="2">Scope I Emission (tCO₂e)</th> </tr> <tr> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>4,465,507</td> <td>4,379,361 *</td> </tr> <tr> <td>Zinc International</td> <td>58,176</td> <td>53,483 *</td> </tr> <tr> <td>Copper Australia</td> <td>1,082</td> <td>961</td> </tr> <tr> <td>Copper India</td> <td>156,893</td> <td>1,220,171</td> </tr> <tr> <td>Copper Africa</td> <td>189,676</td> <td>107,597</td> </tr> <tr> <td>Aluminum India</td> <td>18,957,341</td> <td>19,450,763</td> </tr> <tr> <td>Power Sector</td> <td>12,388,002</td> <td>8,993,299</td> </tr> <tr> <td>Port Sector</td> <td>0</td> <td>0</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>1,506,798</td> <td>1,250,140</td> </tr> <tr> <td>Iron Ore Business</td> <td>1,857,613</td> <td>1,784,050 *</td> </tr> <tr> <td></td> <td>39,581,088</td> <td>37,239,825</td> </tr> </tbody> </table> <p>* Emission have been revised due to calculation error in last financial year ** All emissions are calculated in terms of CO₂e</p>	Business	Scope I Emission (tCO ₂ e)		2015-16	2014-15	Zinc India	4,465,507	4,379,361 *	Zinc International	58,176	53,483 *	Copper Australia	1,082	961	Copper India	156,893	1,220,171	Copper Africa	189,676	107,597	Aluminum India	18,957,341	19,450,763	Power Sector	12,388,002	8,993,299	Port Sector	0	0	Oil and Gas Sector	1,506,798	1,250,140	Iron Ore Business	1,857,613	1,784,050 *		39,581,088	37,239,825
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G4 – EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<p>Vedanta Sustainability Report 2015-16: Page 32 (Responsible Stewardship)</p> <p>Our indirect GHG emission is mainly because of electricity which we are purchasing third party electricity provider like State / National Grid and power companies.</p> <p>Our Scope II emission summarized in below table</p> <table border="1" data-bbox="840 427 1870 970"> <thead> <tr> <th rowspan="2">Business</th> <th colspan="2">Scope II Emission (tCO₂e)</th> </tr> <tr> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>218,265</td> <td>160,924</td> </tr> <tr> <td>Zinc International</td> <td>607,948</td> <td>703,955</td> </tr> <tr> <td>Copper Australia</td> <td>270</td> <td>101</td> </tr> <tr> <td>Copper India</td> <td>504,333</td> <td>74,074</td> </tr> <tr> <td>Copper Africa</td> <td>14,865</td> <td>5,460</td> </tr> <tr> <td>Aluminum India</td> <td>70,679</td> <td>583,164</td> </tr> <tr> <td>Power Sector</td> <td>17,073</td> <td>2,188</td> </tr> <tr> <td>Port Sector</td> <td>9,637</td> <td>-</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>115,943</td> <td>47,387</td> </tr> <tr> <td>Iron Ore Business</td> <td>18,227</td> <td>6,813</td> </tr> <tr> <td></td> <td>1,577,241</td> <td>1,584,065</td> </tr> </tbody> </table> <p>Our Australia and Zambia operation purchased electricity from hydro emission with low GHG emission factor.</p> <p>** All emissions are calculated in terms of CO₂e</p>	Business	Scope II Emission (tCO ₂ e)		2015-16	2014-15	Zinc India	218,265	160,924	Zinc International	607,948	703,955	Copper Australia	270	101	Copper India	504,333	74,074	Copper Africa	14,865	5,460	Aluminum India	70,679	583,164	Power Sector	17,073	2,188	Port Sector	9,637	-	Oil and Gas Sector	115,943	47,387	Iron Ore Business	18,227	6,813		1,577,241	1,584,065
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G4 – EN18	Greenhouse gas (GHG) emissions intensity	GHG emission per revenue of FY 2015-16 is as below			
		Sector	Total FY 2015-16 GHG Emission (Scope 1 and 2)	Revenue (US\$ Mn)	GHG Intensity
		Zinc India	4,683,772	2,111	2,219
		Zinc International	666,124	392	1,701
		Copper India / Australia	1,271,240	3,197	398
		Copper Zambia	204,541	973	210
		Aluminium	19,028,021	1,694	11,231
		Power	12,405,075	707	17,546
		Oil & Gas	1,799,858	1,322	1,361
		Iron Ore	1,875,841	350	5,360
		Port	9637	-	

G4 – EN21	NO _x , SO _x , and other significant air emissions.	<p>Vedanta Sustainability Report 2015-16: Page 35 (Responsible Stewardship)</p> <p>In relation to stack emissions of particulate matter, emissions are legally regulated at most of our operations and are monitored to ensure compliance. We also monitor SO_x and NO_x and other relevant emissions including lead emissions in our zinc operations, fluoride emissions in our copper and aluminium operations and poly aromatic hydrocarbons (PAHs) in our aluminium operations. Our significant emissions include SO_x, NO_x, and PM and are summarised in below table.</p> <table border="1" data-bbox="972 496 2024 1027"> <thead> <tr> <th>Business</th> <th>PM Emission from stacks</th> <th>SO_x Emission from stacks</th> <th>NO_x Emission from stacks</th> </tr> </thead> <tbody> <tr> <td>HZL</td> <td>1,083</td> <td>32,328</td> <td>8,075</td> </tr> <tr> <td>Skorpion Zinc</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>BALCO</td> <td>2,942</td> <td>56,543</td> <td>19,128</td> </tr> <tr> <td>Sterlite Copper</td> <td>258</td> <td>5,636</td> <td>1,782</td> </tr> <tr> <td>CMT</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>KCM</td> <td>275</td> <td>1,912</td> <td>93</td> </tr> <tr> <td>SSL Iron Ore</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Cairn India</td> <td>0</td> <td>5</td> <td>2879</td> </tr> <tr> <td>MALCO</td> <td>2,681</td> <td>61,060</td> <td>24,018</td> </tr> <tr> <td>VGCB</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>7,239</td> <td>157,484</td> <td>55,975</td> </tr> </tbody> </table> <p>Other emissions include fluoride emissions (95 MT), lead emissions (36 MT) and PAH emissions (14 MT) and VOC emissions from our oil and gas business (226 MT).</p>	Business	PM Emission from stacks	SO _x Emission from stacks	NO _x Emission from stacks	HZL	1,083	32,328	8,075	Skorpion Zinc	0	0	0	BALCO	2,942	56,543	19,128	Sterlite Copper	258	5,636	1,782	CMT	0	0	0	KCM	275	1,912	93	SSL Iron Ore	0	0	0	Cairn India	0	5	2879	MALCO	2,681	61,060	24,018	VGCB	0	0	0	Total	7,239	157,484	55,975
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G4 – DMA	EFFLUENTS AND WASTE	Vedanta Sustainability Report 2015-16: Page 29, 30, 36 (Responsible Stewardship)														
G4 – EN22	Total water discharge by quality and destination.	<p>Most of our operational processes have been designed to be ‘zero discharge’ facilities, where the generated waste water is treated and completely recycled back into process areas such as slag granulation, lime preparation and gas cleaning plants.</p> <p>In addition to these initiatives, effluent and sewage treatment plants are installed at many locations for reusing water at primary locations. Waste water discharge complies with applicable regulatory limits and, at all sites waste water is treated in effluent treatment plants. Metals are precipitated by addition of lime and flocculants with the use of sediment ponds.</p> <p>Waste Water Discharged by Destination (MCM)</p> <table border="1"> <thead> <tr> <th>Business</th> <th>2015-16 (M3)</th> </tr> </thead> <tbody> <tr> <td>Zinc International</td> <td>17,665,000</td> </tr> <tr> <td>Aluminium India</td> <td>4,514,038</td> </tr> <tr> <td>Copper Australia</td> <td>1,695,800</td> </tr> <tr> <td>Copper Zambia</td> <td>142,573,768</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>579,639</td> </tr> <tr> <td>Total</td> <td>167,028,245</td> </tr> </tbody> </table>	Business	2015-16 (M3)	Zinc International	17,665,000	Aluminium India	4,514,038	Copper Australia	1,695,800	Copper Zambia	142,573,768	Oil and Gas Sector	579,639	Total	167,028,245
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G4 – EN23	Total weight of waste by type and disposal method.	<p>Vedanta Sustainability Report 2015-16: Page 36 (Responsible Stewardship)</p> <table border="1"> <thead> <tr> <th>Business</th> <th>Hazardous Waste (MT)</th> <th>Non-hazardous Waste(MT)</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>585,840</td> <td>487,971</td> </tr> <tr> <td>Zinc International</td> <td>250</td> <td>1,262</td> </tr> <tr> <td>Aluminum India</td> <td>31,409</td> <td>5,232,283</td> </tr> <tr> <td>Copper India</td> <td>63,768</td> <td>1,736,182</td> </tr> <tr> <td>Copper Australia</td> <td>1,682</td> <td>48</td> </tr> <tr> <td>Copper Africa</td> <td>155,708</td> <td>795,306</td> </tr> <tr> <td>Iron Ore Business</td> <td>9,050</td> <td>193,621</td> </tr> <tr> <td>Oil and Gas Sector</td> <td>3,010</td> <td>1,223</td> </tr> <tr> <td>Power Sector</td> <td>172</td> <td>2,270,710</td> </tr> <tr> <td>Ports Sector</td> <td>29</td> <td>0</td> </tr> <tr> <td>Total</td> <td>850,886</td> <td>10,718,604</td> </tr> </tbody> </table>	Business	Hazardous Waste (MT)	Non-hazardous Waste(MT)	Zinc India	585,840	487,971	Zinc International	250	1,262	Aluminum India	31,409	5,232,283	Copper India	63,768	1,736,182	Copper Australia	1,682	48	Copper Africa	155,708	795,306	Iron Ore Business	9,050	193,621	Oil and Gas Sector	3,010	1,223	Power Sector	172	2,270,710	Ports Sector	29	0	Total	850,886	10,718,604
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G4 – MM3	Total amounts of overburden, rock, tailings, and sludge's and their associated risks.	<p>In the reporting period around and 27 million MT of tailing, 102 million MT of Overburden and 3 million MT waste rocks are produced. Much of our generated overburden is used in secondary construction work, for example, in raising tailing dam heights, stow filling.</p> <table border="1"> <thead> <tr> <th>Business</th> <th>Overburden</th> <th>Tailings</th> <th>Waste Rocks</th> </tr> </thead> <tbody> <tr> <td>Zinc India</td> <td>64,712,726</td> <td>7,883,706</td> <td>0</td> </tr> <tr> <td>Zinc International</td> <td>22,846,848</td> <td>3,065,261</td> <td>2,873,792</td> </tr> <tr> <td>Alluminium India</td> <td>6,930,700</td> <td>0</td> <td>0</td> </tr> <tr> <td>Copper Australia</td> <td>0</td> <td>6,300</td> <td>0</td> </tr> <tr> <td>Copper Africa</td> <td>8,166,381</td> <td>16,582,255</td> <td>364,852</td> </tr> <tr> <td>Iro Ore Business</td> <td>2</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>102,656,657</td> <td>27,537,522</td> <td>3,238,643</td> </tr> </tbody> </table>	Business	Overburden	Tailings	Waste Rocks	Zinc India	64,712,726	7,883,706	0	Zinc International	22,846,848	3,065,261	2,873,792	Alluminium India	6,930,700	0	0	Copper Australia	0	6,300	0	Copper Africa	8,166,381	16,582,255	364,852	Iro Ore Business	2	0	0	Total	102,656,657	27,537,522	3,238,643				
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G4 – EN24	Total number and volume of significant spills	<p>Vedanta Sustainability Report 2015-16: Page 28 & 30 (Responsible Stewardship)</p>																																				

		During 2014 there were No Category 4 and Category 5 environment incident
G4 – OG5	Volume and disposal of formation or produced water.	Total volume of produced water for the reporting period is 28,685,981.38 KL. Water disposed during the reporting period is 27,864,534 m3 through the process of re-injections .
G4 – OG6	Volume of flared and vented hydrocarbon.	For the reporting period, the volumes of flared and vented hydrocarbon emissions from Cairn operations were approximately 105.7 million m3 and 0.49 million m3.
G4 – OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal.	Total amount of drill mud generated is 22,304 MT this includes WBM & SOBMs.

MATERIAL ASPECT: COMPLIANCE		
G4 – DMA	Compliance	Vedanta Sustainability Report 2015-16: Page 28 (Responsible Stewardship)
G4 – EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Vedanta Sustainability Report 2015-16: Page 29 (Responsible Stewardship)
MATERIAL ASPECT: PRODUCT AND SERVICES		
G4 – OG8	Benzene, lead and sulphur content in fuels.	Not applicable
MATERIAL ASPECT: OVERALL		
G4 – DMA	Overall	Vedanta Sustainability Report 2015-16: Page 28 (Responsible Stewardship)
G4 – EN31	Total environmental protection expenditures and investments by type.	Vedanta Sustainability Report 2015-16: Page 28 (Responsible Stewardship)
MATERIAL ASPECT: Supplier Environmental Assessment		
G4 – DMA	Supplier Environmental Assessment	Vedanta Sustainability Report 2015-16: Page 28 (Responsible Stewardship) and Page 45 (Building Strong Relationship)
G4 – EN32	Percentage of new suppliers that were screen using environmental criteria	Vedanta Sustainability Report 2015-16: Page 45 (Building Strong Relationship)
MATERIAL ASPECT: Environmental Grievance Mechanism		
G4 – DMA	Environmental Grievance Mechanism	Vedanta Sustainability Report 2015-16: Page 48 (Building Strong Relationship)
G4 – EN33	Number of Grievances about environmental impacts files, addressed and resolved through formal grievance mechanism	Vedanta Sustainability Report 2015-16: Page 48 (Building Strong Relationship)

Category Social

Sub-Category: Labour practices and decent work

DMA and Indicators	Description of Indicator	Response																																																												
MATERIAL ASPECT : EMPLOYEE																																																														
G4 – DMA	Employee	Vedanta Sustainability Report 2015-16: Page 52 & 56 (Adding & Sharing Values)																																																												
G4 – LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	<p>LA1 Total number and rate of new employee hires and employee turn over by age group, gender, and region.</p> <table border="1"> <thead> <tr> <th></th> <th>% of Total full time employees</th> </tr> <tr> <th></th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>Employee turnover including retirements and including VRS</td> <td>11.95%</td> </tr> <tr> <td>Total Attrition (Refers to Employee initiated Separation)</td> <td>4.92%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="8">% of Total full time employees</th> </tr> <tr> <th>Full time employees (FY 14-15)</th> <th>Australia</th> <th>Zambia</th> <th>Namibia</th> <th>Ireland</th> <th>South Africa</th> <th>India</th> <th>Liberia</th> </tr> </thead> <tbody> <tr> <td>Employee turnover including retirements and including VRS</td> <td>0.24%</td> <td>2.84%</td> <td>0.56%</td> <td>0.04%</td> <td>0.40%</td> <td>7.87%</td> <td>0.00%</td> </tr> <tr> <td>Total Attrition (Refers to Employee initiated Separation)</td> <td>0.01%</td> <td>0.65%</td> <td>0.47%</td> <td>0.00%</td> <td>0.22%</td> <td>3.56%</td> <td>0.00%</td> </tr> </tbody> </table> <p>Gender Wise break Up</p> <table border="1"> <thead> <tr> <th rowspan="2">Attrition</th> <th colspan="2">2014-15</th> <th colspan="2">2013-14</th> <th colspan="2">2012-13</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Full Time Employees</td> <td>3.95%</td> <td>0.97%</td> <td>4.04%</td> <td>0.88%</td> <td>3.62%</td> <td>1.01%</td> </tr> </tbody> </table> <p>New Hires</p>		% of Total full time employees		2014-15	Employee turnover including retirements and including VRS	11.95%	Total Attrition (Refers to Employee initiated Separation)	4.92%	% of Total full time employees								Full time employees (FY 14-15)	Australia	Zambia	Namibia	Ireland	South Africa	India	Liberia	Employee turnover including retirements and including VRS	0.24%	2.84%	0.56%	0.04%	0.40%	7.87%	0.00%	Total Attrition (Refers to Employee initiated Separation)	0.01%	0.65%	0.47%	0.00%	0.22%	3.56%	0.00%	Attrition	2014-15		2013-14		2012-13		Male	Female	Male	Female	Male	Female	Full Time Employees	3.95%	0.97%	4.04%	0.88%	3.62%	1.01%
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New Hires Joined during 2014-15		Australia	Zambia	Namibia	Ireland	South Africa	India	Li
Male	Local	3	538	160	0	136	1304	
	Non Local	0	18	0	0	4	46	
Female	Local	0	105	27	0	42	225	
	Non Local	0	0	0	0	0	0	
Total		0	661	187	0	182	1575	

New Hires Left during 2014-15		Australia	Zambia	Namibia	Ireland	South Africa	India	Li
Male	Local	0	41	3	0	10	107	
	Non Local	0	0	1	0	0	2	
Female	Local	0	25	3	0	4	3	
	Non Local	0	0	0	0	0	0	
Total		0	66	7	0	14	112	

New Hires : Age Wise break up

New Hires Joined during 2014-15		Australia	Zambia	Namibia	Ireland	South Africa	India	L
Male	Below 20 Yrs	0	1	1	0	0	5	
	20-30 Yrs	0	257	98	0	59	945	
	31-45 Yrs	1	229	60	0	67	292	
	46-58 Yrs	1	28	1	0	12	84	
	Above 58 Yrs	1	41	0	0	2	24	
Female	Below 20 Yrs	0	0	0	0	0	1	
	20-30 Yrs	0	85	20	0	33	202	
	31-45 Yrs	0	18	3	0	8	19	
	46-58 Yrs	0	1	4	0	1	3	
	Above 58 Yrs	0	1	0	0	0	0	

New Hires left during 2014-15		Australia	Zambia	Namibia	Ireland	South Africa	India	L
Male	Below 20 Yrs	0	0	0	0	0	1	
	20-30 Yrs	0	26	2	0	2	89	
	31-45 Yrs	0	14	2	0	6	15	
	46-58 Yrs	0	1	0	0	0	2	
	Above 58 Yrs	0	0	0	0	2	2	
Female	Below 20 Yrs	0	0	0	0	0	1	

			20-30 Yrs	0	23	1	0	0	2
			31-45 Yrs	0	2	1	0	1	0
			46-58 Yrs	0	0	1	0	3	0
			Above 58 Yrs	0	0	0	0	0	0

DMA and Indicators	Description of Indicator	Response
G4 – LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	We provide an array of benefits to our employees that are not provided to temporary or part time employees includes coverage under insurance scheme; health insurance scheme; retirement benefits and management grades are covered under stock options scheme of Vedanta.
G4 – LA3	Return to work and retention rates after parental leave, by gender	Vedanta Sustainability Report 2015-16: Page 56 (Adding & Sharing Values)
MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS		
G4 – DMA	LABOR/MANAGEMENT RELATIONS	Vedanta Sustainability Report 2015-16: Page 45 (Adding & Sharing Values)
G4 – LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Vedanta Sustainability Report 2015-16: Page 45 (Adding & Sharing Values) Mechanism to bring awareness to all employees on any significant operational change like restructuring, mergers, acquisitions, expansions etc. is in place. Notice period(s) regarding significant operational changes is indicated in collective bargaining agreements and certified standing order of respective entities. For example in India it is minimum 21days, Zambia Minimum Notice Period is One Year; Namibia Three Months and South Africa One Month.
G4 – MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	All incidence pertaining to social are categorized - negligible (category 1), minor (category 2), moderate (category 3), serious (category 4) and disastrous (category 5) and captured on a monthly basis. No social incidence is recorded exceeding duration more than one week from any of our group companies.
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4 – DMA	OCCUPATIONAL HEALTH AND SAFETY	Vedanta Sustainability Report 2015-16: Page 23-27 (Responsible Stewardship)
G4 – LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor	All units are having safety committee, having representation from the management and unionized worker which covers entire workforce working at site. The total workforce vary significantly based on the operations and are generally specified in collective contractual agreements. Committee meets on regular basis to advice on occupational health and safety improvement. The monthly meeting mechanism where in

	and advice on occupational health and safety programs. ADD	principal contractor comes with the sub-contractors to discuss specific HSE issues help us In case of operations unions are not there. 100% of total workforce represented in formal joint management –worker health and safety committee.
G4 – LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Vedanta Sustainability Report 2015-16: Page 24 and 25 (Responsible Stewardship)
G4 – LA7	Workers with high incidence or high risk of diseases related to their occupation	Vedanta Sustainability Report 2015-16: Page 23 and 24 (Responsible Stewardship)
G4 – LA8	Health and safety topics covered in formal agreements with trade unions	Health and safety topics are covered in the formal agreements with trade union. It is clearly stated in the agreement that the workmen / Recognized Union / Federation will support in all the measures / initiatives to be taken by the Company for improving production / productivity, work culture, quality & safety. Beside this, certified Standing Orders of units also cover these topics.
MATERIAL ASPECT: TRAINING AND EDUCATION		
G4 – DMA	TRAINING AND EDUCATION	Vedanta Sustainability Report 2015-16: Page 59 (Adding & Sharing Value)
G4 – LA9	Average hours of training per year per employee by gender, and by employee category.	Vedanta Sustainability Report 2015-16: Page 59 (Adding & Sharing Value)
G4 – LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	In line with our philosophy, continuous learning & capability building is imperative for an organization to grow. To cater to this need, our business entities provide training on technical skill building .We also conduct structured programs to assist employees for smooth transitioning from work to retirement. Some of the programs are on Computer Literacy programs, wealth management, tradesman skill building programs, certificates and diploma courses, retirement workshops & employee assistance programs.
G4 – LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	In line with our group philosophy to foster and nurture a culture of meritocracy & high performance, regular performance and career development reviews are viewed as an important exercise. Our Performance Management System is a key tool to measure, reward and improve performance.

		<p>We have annual performance review for our workforce in which performance is measured on a five point scale and follows the normal distribution curve. Feedback and identification of areas of improvement for further development are an integral part of the performance appraisal process. All confirmed employees are eligible to be covered in the annual performance appraisal process & rewards are linked to the performance</p> <p>Fresh graduates undergo training and probationary period before getting confirmed. Performance evaluation is done both the time and feedback is given by the supervisors on the same. They are also encouraged to take up special projects to bring in fresh perspective and also to enhance their learning.</p> <p>We have 100% coverage of all executives in this exercise. Non-supervisory staff gets covered in certified standing orders.</p>
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4 – DMA	DIVERSITY AND EQUAL OPPORTUNITY	Vedanta Sustainability Report 2015-16: Page 52 and 56 (Adding & Sharing Value)
G4 – LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Vedanta Sustainability Report 2015-16: Page 18 (Responsible Stewardship)
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN		
G4 – DMA	EQUAL REMUNERATION FOR WOMEN AND MEN	Vedanta Sustainability Report 2015-16: Page 56 & 59 (Adding & Sharing Value) and Annual Report
G4 – LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	<p>We are an equal opportunity employer to a diverse set of talented and achievement oriented workforce. As our operations continue to grow, we are constantly augmenting our human resource base. Across Vedanta Group we recruit both men & women on equal salary ratio and attracting the best talents from best campuses. We also have a focus on recruiting appropriately qualified local population at all our operations to encourage local employment generation.</p> <p>Overall our remuneration is linked to performance of the individual, business entity and overall group.</p>
MATERIAL ASPECT: Supplier Assessment for Labor Practices		
G4 – DMA	Supplier Assessment for Labor Practices	Vedanta Sustainability Report 2015-16: 45 & 48 (Building Strong Relationship)

G4 – LA14	Percentage of new suppliers that were screened using Labour practices criteria	<p>Vedanta Sustainability Report 2015-16: Page 45 (Building Strong Relationship)</p> <p>All new suppliers undergo Sustainability screening checklist and scoring system before getting registered with us.</p>
G4 – LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance Mechanisms	<p>Around 464 employee and labour grievances were recorded during the period. Out of which 277 were resolved and reported back in this period.</p>

Sub-Category: Human Rights

MATERIAL ASPECT: INVESTMENT		
G4-DMA	Investment / Project Management	Vedanta Sustainability Report 2015-16: Page 38-40 (Responsible Stewardship)
G4 – HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>Vedanta Sustainability Report 2015-16: Page 38-40 (Responsible Stewardship), 45-46 (Building Strong Relationship)</p> <p>Through our Human Rights policy – which has been implemented across all Group businesses - Vedanta is committed to ensuring that the processes that it has in place, and continues to develop, follow the UN Guiding Principles.</p> <p>By conducting ESIA's in compliance with applicable legal requirements and Vedanta Sustainable Development, human rights considerations are taken into account for all new projects, including the obligation to undertake a human rights screening process in all merger and acquisition activities. Last year no significant investment agreement activity was done.</p>
G4 – HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	<p>Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)</p> <p>Our commitment to human rights is backed through the practical application of our standards. In order to deliver this, all Group subsidiary companies provide focused training on the Vedanta Sustainability Framework, including our human rights policy. Training on our Code of Conduct and SA 8000 also includes components on human rights. During the year, we conducted around 42,240 man hours of training on the Code of Conduct.</p>
MATERIAL ASPECT: NON-DISCRIMINATION		
G4 – DMA	NON-DISCRIMINATION	Vedanta Sustainability Report 2015-16: Page 45-46 (Building Strong Relationship)
G4 – HR3	Total number of incidents of discrimination and corrective actions taken	Vedanta Sustainability Report 2015-16: Page 18 (Responsible Stewardship)

MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
G4 – DMA	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	Vedanta Sustainability Report 2015-16: Page 45-46 (Building Strong Relationship)
G4 – HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	Vedanta Sustainability Report 2015-16: Page 45 (Building Strong Relationship)
MATERIAL ASPECT: CHILD LABOR		
G4 – DMA	Child Labour	Vedanta Sustainability Report 2015-16: Page 45-46 (Building Strong Relationship)
G4 – HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Vedanta Sustainability Report 2015-16: Page 45 (Building Strong Relationship)

MATERIAL ASPECT: FORCED OR COMPULSORY LABOR		
G4 – DMA	FORCED OR COMPULSORY LABOR	Vedanta Sustainability Report 2015-16: Page 45-46 (Building Strong Relationship)
G4 – HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Vedanta Sustainability Report 2015-16: Page 45 (Building Strong Relationship)
MATERIAL ASPECT: SECURITY PRACTICES		
G4 – DMA	SECURITY PRACTICES	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
G4 – HR7	Percentage of security personnel trained in the organization’s human rights policies or procedures that are relevant to operations	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
MATERIAL ASPECT: INDIGENOUS RIGHTS		
G4 – DMA	INDIGENOUS RIGHTS	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
G4 – HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	No incidents of violations involving rights of indigenous people were observed for other locations.
G4 – MM5	Total number of operations taking place in or adjacent to Indigenous Peoples’ territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples’ communities.	None of our operating mines are operating in or adjacent to indigenous people territory.
G4 – OG9	Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	None of our oil & gas operating assets are operating in or adjacent to indigenous people territory.
MATERIAL ASPECT: ASSESSMENT		

G4 – DMA	ASSESSMENT	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
G4 – HR9	Total number and percentage of operations that have been subject to human rights reviews or impact Assessments	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4 – DMA	SUPPLIER HUMAN RIGHTS ASSESSMENT	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
G4 – HR10	Percentage of new suppliers that were screened using human rights criteria	Vedanta Sustainability Report 2015-16: Page 46 (Building Strong Relationship)
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS		
G4 – DMA	HUMAN RIGHTS GRIEVANCE MECHANISMS	Vedanta Sustainability Report 2015-16: Page 46, 48 (Building Strong Relationship)
G4 – HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance Mechanisms.	A total of 904 community grievances were recorded across our businesses, of which 882 were actionable and were resolved in a timely manner. None of the cases was related to Human Rights' Violation.

Sub-Category: Society

MATERIAL ASPECT: LOCAL COMMUNITIES		
G4 – DMA	LOCAL COMMUNITIES	Vedanta Sustainability Report 2015-16: Page 47-48 (Building Strong Relationship) and Page 53-54, 60-68 (Adding & Sharing Values)
G4 – SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Vedanta Sustainability Report 2015-16: Page 47-48 (Building Strong Relationship)
G4 – SO2	Operations with significant actual or potential negative impacts on local communities	Vedanta Sustainability Report 2015-16: Page 47-48 (Building Strong Relationship) and Page 53-54, 60-68 (Adding & Sharing Values)
G4 – MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	No significant disputes relating to land use, customary rights of local communities and indigenous peoples was brought to our notice.
G4 – MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Vedanta Sustainability Report 2015-16: Page 44 (Building Strong Relationship)
G4 – OG10	Number and description of significant disputes with local communities and indigenous peoples.	None
G4 – OG11	Numbers of sites that have been decommissioned and sites those are in the process of being decommissioned.	None of sites that have been decommissioned and sites those are in the process of being decommissioned during the reporting period

MATERIAL ASPECT: ANTI-CORRUPTION		
G4 – DMA	ANTI-CORRUPTION	Vedanta Sustainability Report 2015-16: Page 18 (Responsible Stewardship) and Annual Report
G4 – SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks Identified	100%
G4 – SO4	Communication and training on anti-corruption policies and procedures	Vedanta Sustainability Report 2015-16: Page 18 (Responsible Stewardship) and Annual Report
G4 – SO5	Confirmed incidents of corruption and actions taken	Vedanta Sustainability Report 2015-16: Page 18 (Responsible Stewardship) and Annual Report Between January and December 2014, there were 131 Whistle-blowing cases, of which 58 were upheld, resulting in appropriate disciplinary actions including separation, warning, counselling and transfer against our employees, contract workforce and vendors.
MATERIAL ASPECT: PUBLIC POLICY		
G4 – DMA	PUBLIC POLICY	Vedanta Sustainability Report 2015-16: Page 71 (Strategic Communications)
G4 – SO6	Total value of political contributions by country and recipient/beneficiary	Zero
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR		
G4 – DMA	ANTI-COMPETITIVE BEHAVIOR	Annual Report
G4 – SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their Outcomes	No legal action
MATERIAL ASPECT: COMPLIANCE		
G4 – DMA	Compliance	Annual Report
G4 – SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No significant fines

MATERIAL ASPECT : ARTISANAL AND SMALL-SCALE MINING		
G4 – MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Nil
MATERIAL ASPECT : RESETTLEMENT		
G4 – MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Nil
MATERIAL ASPECT : CLOSURE PLANNING		
G4 – MM10	Number and percentage of operations with the closure plans.	As a part of statutory clearance all our mines operations have a closure plan.
MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY		
G4 – DMA	GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY	Vedanta Sustainability Report 2015-16: Page 47-48 (Building Strong Relationship)
G4 – SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	A total of 2,916 community grievances were recorded across our businesses, of which 2,204 were actionable and were resolved in a timely manner. None of the cases was related to Human Rights' Violation.

MATERIAL ASPECT : FOSSIL FUEL SUBSTITUTES		
G4 – OG13	Number of process safety events, by business activity.	<p>There were total 7 incident of Tier 1 (3) and Tier 2 (4) process safety events reported in financial year</p> <p>Process Safety is the application of management principles and systems for identifying, understanding and controlling Process Hazards thereby preventing Process related Accidents. We have embarked on various initiatives to inculcate the culture of Process Safety:</p> <ul style="list-style-type: none"> • Launch of Management Tour Guide on Process Safety to foster visible leadership. • Instituting leading indicators in process safety which has helped nurture an organization-wide process safety culture by a learning organization that discovers process safety concepts alongside reporting the indicators periodically. • Encouraging compliance to Management of Change procedures through team work and using suitable technology enablers thereby minimizing the risks from changes to operating assets. <p>Securing a good grasp on mechanical integrity by implementing Risk Based Inspection practices (based on API methodologies and using industry standard tools) at key operations sites, capitalizing on the powerful combination of people, processes and technology.</p>