

ESL TALKS

ISSUE #01

VEDANTA ESL LTD MONTHLY NEWSLETTER

February 2023



BUSINESS HIGHLIGHTS

CEO Townhall



★ Main highlights

Our CEO congratulated each member of ESL for kicking off the year with the highest-ever production in ESL history achieved by our three teams-

Sinter

BF

Rolling Mills

For further growth in the business, the employees were motivated to move forward, along with a discussion about the latest events and initiatives.

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Vice Chairman visits ESL



On-Site Visit to plant

He interacted with all the people on the shop floor & congratulated the teams who showed their best performance and encouraged them to move ahead with the same enthusiasm.

Mission 500 was launched

Through virtual meetings where our VC along with the management discussed its way forward.

We aim to generate a \$500M EBITDA margin for our business and achieve 3 MT liquid steel production within 3 financial years. Through fostering a culture of inclusively, engagement, and happiness of all our employees, we are committed to setting the benchmark of having all the world-class practices to become the lowest-cost producer of steel.



Exhibition Session

Four SBU teams, Iron & Power, Steel, DIP & Enabling presented their projects and initiatives at Palash.

Fireside Chat

The Session involved a Q&A Session with the VC and his informal interaction with all the high-potential leaders and young talents of the organization.



DIGITAL & INNOVATION

Kickstarting digital month celebration

Launching The Digital Month Celebrations with high Fervour, EXCO members including CFO, COO, CCO, CTO, COO, Dy CHRO Iron & Power Along with other participants, Witnessed a small glimpse of the digital transformation that is to take over ESL and transform IT into

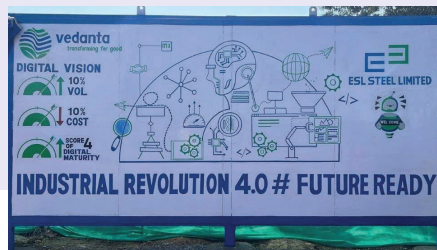
#ThinkDigitalFirstOrganization



Wall painting inauguration

The Digital Wall Painting was inaugurated by ESL ExCo members on 4th Feb 2023.

Under the Digital month series, our Business Partners came forward to create a painting covering the Digital vision industry 4.0 to create awareness among the workforce of ESL.



SPECIAL THANKS TO

**Umesh Kumar Mahato,
Parwati Mahato,
Maheshwar Mahato, and
Rupesh Kumar Singh,
Sachin (Civil), Samir
Kumar Das (IT)**

WHO HELPED CREATE THE WALL PAINTING.

Glimpses of kid's contest for digital

Under the digital month initiative, a learning & Engagement session

'Nurturing Tomorrow'

was organized for the kids of our employed & business partners. Our Dy CHRO Mr. Khirod Barik inaugurated the event where Mr. Ravish Sharma (COO, ESL), Mr. Anand Dubey (CFO, ESL), and Mr. Pavan Dod-dihal (CCO, ESL) were also present. The judge's panel included Mr. Amal Gosh (Director- Project, ESL) Mrs. Purna Mukherjee, Mr. Uttam Shina (IT), and Mr. Dinesh Sahu (DIP).



The event saw participation certificates for all the participants by our leaders present at the event. along with this, three 'Wonder Kids' of the ESL family were recognized & felicitated for their technical achievements at the state & national levels. The event was appreciated by the parents.



HSES & SUSTAINABILITY

Reassuring safety through SAMVAAD

SAMVAAD

An Interaction Session held by COO

An Interaction Session held by COO Ensuring health and safety of our people continue to be our core focus area and highlighting these values, Mr. Ravish Sharma (COO) chaired 'Samvaad' - a Focused Group Interaction with an aim to reassure the well-being of people who got injured at work that resulted into lost man-days, and to get positive assurance from Function Heads and SBU Directors on sustainable implementation of learnings at shop floor.





Siyaram Lal highlighted the need of maintaining 3 points contact while going up and down stairs and conveyed this idea to his friends as well

The advantages and significance of donning an aluminized suit and face shield in a hot metal handling area were discussed by SMS' Bipin Yadav.

Sunil Kumar shared about the Improved workplace safety at CML area where machine guarding has been completed in all CMLS post incident.

Ishaque Ansari from BF-2 explained what he had learned about using LOTO to perform maintenance tasks.

The COO emphasized on an essential systematic approach to ensure consistency in our efforts to achieve our goal of Zero Harm and necessitated an absolute focus to eliminate fatalities and major injuries at workplace through a tailored safety approach according to the challenges posed by our changing operations.

SBU Directors assured to take necessary actions in order to prevent the injuries and driving the learnings of past incidents in their respective SBUS to achieve ZERO HARM by educating and encouraging everyone to embrace safety wholeheartedly.

Communication LOTO-V

Dear Colleagues,

As part of our safety transformation journey at ESL, we have been implementing various strategic initiatives in each of the Vedanta Safety Standards applicable to ESL. In line with this implementation, we have seen a good progress in completion of LOTOV. I would like to appreciate the entire VSS LOTOV champions team for taking this up on top priority.

Despite our efforts in implementing of LOTOV, we are still finding various observations during our site visits, SI rounds and VFL that LOTOV has not been taken for some activities. This is very critical and this needs to be treated seriously considering the risks. So, from today onwards, no work is exempted from taking LOTOV. If any special case arises which requires an exception, it should be approved from the undersigned from 13 February 2023 onwards, post approval from Head of Department & respective Director. undersigned from 13 February 2023 onwards, post approval from Head of Department & respective Director.

As per golden safety rules of Vedanta, "No person shall work on any equipment which is not properly isolated". There will be zero tolerance against any violation reported under this golden rule and strict action will be initiated. Hence, we request all employees and business partners to ensure permits are issued only after ensuring proper LOTOV.

Ravish Sharma

COO / Chief Safety Officer, ESL

13 February 2023

COMMUNITY DEVELOPMENT

On the occasion of National Republic Day, DC Bokaro emphasizes the importance of ESL contributions to society

On the occasion of the 74th Republic Day, a cultural event was held in Bokaro Club Sector 5 to recognize and honor the CSR efforts made by Vedanta ESL Steel Ltd. Mr. Kuldeep Chaudhary, DC Bokaro, presented Mr. Ashish Ranjan (Head CSR, ER & PR) with an award of honor and a letter of appreciation for his numerous contributions to the well-being of the community through their comprehensive CSR Programs. In addition, Ms. Kirti Shree graced the occasion (DDC Bokaro). Chandan Jha (SP, Bokaro) and Dileep Pratap Singh Shekhawat (SDO, Chas).



Digital learning will radically improve the lives of

400+ students.

Vedanta-ESL signed an MOU with AAS Vidyalaya, an Ed-Tech startup, to set up education cafes for students from classes 6th to 10th. The project Vedanta – AAS Vidyalaya

Aims to provide regular learning, guidance, and mentoring support to more than 400 students at two government schools through laptops & tablets where the students will have access to the complete scholastic curriculum.

Yavna Yadav our little shooting-Star



The 13th National Archery Tournament (NTPC) was held in Vijayawada, Andhra Pradesh on 15th January 2023, which was organized by the archery association of India. We are extremely proud to announce that Yavna Yadav, a young archer from our Vedanta ESL Archery academy, Won the silver medal in the Indian round, competing against 141 young female archers from various states in the under -9 age category.

Inter Academy Vedanta challenge Trophy organized by ESL CSR

An inter-academy Vedanta challenge trophy was organized by Vedanta ESL archery academy on 27 February 2023. In this challenge trophy archers from various age groups from different academies like Day boarding Chandankiyari, SAIL Academy Bokaro, Kasturba Vidyalaya & Holy cross from Chandankiyari, and Vedanta ESL archery academy participated. More than 70 archers competed against one another in this challenge trophy. This event was graced by stakeholders including Rafiq Ansari (Sarpanch, Chandaha), Pashupati Mahato (Sarpanch, Siyaljori), Pintu Singh (Sarpanch, Siyaljori), Santosh Ravani (Mukhiya, Siyaljori) & Sitaram Mahato (Ex. Mukhiya, Siyaljori).

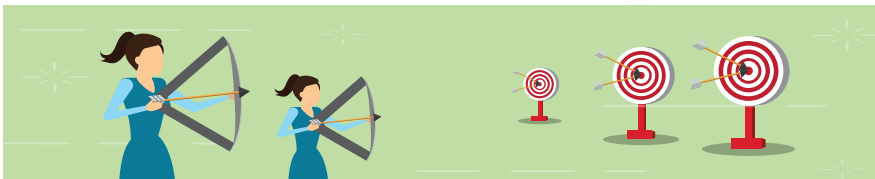
Vedanta ESL archery academy won the competition with 25 medals with 8 golds, 8 silver and 9 bronze. Day boarding Chandankiyari was the runner up with a total of 13 medals including 4 gold, 5 silver and 4 bronze.



Vedanta ESL Academy Archers

honored by the VC

Mr. Navin Agrawal, Vice chairman of Vedanta Resources, honored the top archers of Vedanta ESL archery academy – Yavna Yadav, Aarti Kumari, and Karan Munda. As an appreciation for their achievements, they received a full training kit from the VC that included a bag pack, tracksuit, shoes, water bottle, t-shirt, etc. He shared his views on the value of education and wished them luck for their future.



Open Draw & colour competition organized by the ESL CSR team

On 10th February 2023, the ESL CSR team, in partnership with SSDF, organized an open Draw & colour competition for children studying in classes 2 to 12 at GMR Public school, Bhagabandh. This event was conducted with the objective to instill a sense of achievement & pride in children and boost their self-confidence through the medium of creativity. The contest saw around 400+ participants from different schools. It was divided into 3 categories with different topics for each, where in every category top 3 performers were rewarded with the certificate and prizes by the chief guests and PRI members who were present at the event. Refreshments were also provided to all the attendees.



Cyber Security Awareness Session organized by ESL CSR team

On Safer Internet Day, ESL CSR Organized a session on cyber security for students at Vedanta ESL skill School, under its employee Volunteering initiative – 'V For Society'. The session was graced by Ms. Kritideep Kaur and Ms. Vanshika Rakesh from IT Department. They Educated Students about Phishing, Cybertheft, cyber safety tips/rules, etc., through various presentations and videos.



Taking care of the community's health through Project AAROGYA

A covid Vaccination Camp was organized on 8th February 2023 in collaboration with the District Health committee under project AAROGYA of ESL CSR with its partner implementing agency citizen's Foundation in the Panchayat Bhawan of Madhuniya. In this camp, 42 Villagers who missed earlier for their vaccination were vaccinated free of cost.

This event was graced by Shri Pradeep Kumar, Mukhiya of Madhuniya who appreciated the work of ESL CSR in the Community through project AAROGYA.



WADI visit by Local Stakeholders

As part of their stakeholder Engagement program, the ESL CSR & PR team planned a field visit to the WADI fields in west Mohal village. On 3rd February, Nitesh Shekhar (Sarpanch, East Mohal) Rameshwar Tudu (Sarpanch, West Mohal), and on 4th February Sheetal Singh (Mukhiya, East Mohal) and Nimay Rajwar (Mukhiya, west Mohal) Visited the project site. The team showcased the various plantations to them which was appreciated by the visitors. They also received positive feedback from the beneficiaries during their interaction.





LIFE AT VEDANTA

A motivational session was organized by the ESL HR team!

A motivation session was held for employees to understand the principles of how to work in the workplace.



FUN AT WORKPLACE

The HR team hosted 'Fun at workplace'

All the employees actively participated in the event. They were guided having the importance of teamwork to everyone and how it can be used for higher objectives. We thank them for their environment and for making ESL a fun place to work.



Sustainable Birthday Celebrations

A green birthday celebration was organized by the HR team to spread awareness about eco-friendly Living. Everyone was enthusiastic and enjoyed planting saplings to do their bit for a greener India.

The Green Birthday was an example of how the organization promotes sustainability and encourages its employees to be responsible for their environment.



CHRO Connect

The HR team held a CHRO connect with newer GET which was chaired by Mr. Khirod Barik (Dy. CHRO, ESL) who spoke on the value of daily positive reinforcement given to oneself and being at the forefront of practicing the SAFE Act. He also answered the employee's query on HR policies and the necessary preparations.

Employees expressed their ideas and voiced their concerns to the CHRO directly through CHRO connect. Such practice help in establishing a cordial channel that brings together the management and the employees.





AWARDS

CEO KITTY AWARDEES – Q3



We are grateful to our awardees for their outstanding contributions to the company and hoping for their career advancement.

ESL is recognized as India's best workplace in manufacturing

ESL Steel Ltd has been named one of the "Top 50 India's Best Workplaces manufacturing 2023." This exemplifies the positive workplace culture that the ESL team has worked so hard to maintain, a culture of proper business, and a shared sense of accountability among all employees, leading global experts on workplace culture.

Great place to work has spent more than three decades gathering information on employee experience and people practices across organizations. The following factors are considered when choosing the ideal place to work: An anonymous employee survey seeking input is included in the trust index (which has a 75% weighting) as well as a study of an organization's culture (which has a 25% weighting).

ESL bags 13th CII National HR Excellence Award 2022-23

ESL wins "Strong Commitment to HR Excellence" Award at the 13th CII National HR Excellence Award

We would like to announce that we have been awarded with the 13th CII National HR Excellence Award for the year 2022-2023.

The CII - HR Excellence award is held every year with an objective of promoting HR Excellence practices amongst organizations and helping them to achieve World Class benchmarks across their HR processes and thus helping in developing "High Performance Organizations".

Based on the subsequent assessment done by CII assessors, we're recognized for * Strong Commitment to HR Excellence".

We would like to thank all our employees and business partners for supporting us throughout and making every possible effort for achieving this milestone and many more for the years to come.



Congratulations to all ESL family!



MEDIA

वेदांता ईएसएल सीएसआर द्वारा आयोजित चित्रकारी प्रतियोगिता में बच्चों ने अपना हुनर दिखाया

उज्ज्वल दुनिया संवाददाता

बोकारो : चंदनकुमारी के सियालजोरी स्थित वेदांता ईएसएल की सीएसआर टीम ने सार्थक सस्टेनेबल डेवलपमेंट फाउंडेशन (एसएसडीएफ) के साथ साझेदारी में 10 फरवरी 2023 को अपना दुर्ग प्रतियोगिता का आयोजन किया। यह आयोजन जीएमआर पब्लिक स्कूल, भागबंध में हुआ, जिसमें लगभग 400 छात्रों ने भाग लिया। प्रतिभागियों को तीन श्रेणियों में बांटा गया था ग्रुप ए (कक्षा 2 से कक्षा 4), ग्रुप बी (कक्षा 5 से कक्षा 8), और ग्रुप सी (कक्षा 9 से कक्षा 12) जिसमें बच्चों को अपना हुनर दिखाने का मौका मिला। प्रतियोगिता के जज वोकली आर्ट स्कूल, बोकारो के मोहन आजाद व सुमन वर्मा थे। विभिन्न स्थानीय प्रतिनिधि, जैसे मुखिया, सरपंच, पीआरआई सदस्य और स्कूल शिक्षक



अतिथियों में पहाड़ महतो (भागबंध), संजय कुंभकर (गिद्धाटंड), रफीक अंसारी (चन्दाहा), प्रदीप तुरी (मधुनिया) और सभी प्रेरणा केंद्रों के स्थानीय पीआरआई सदस्य चौफ गैस्ट के तौर पे मौजूद थे जिन्होंने अपनी उपस्थिति से कार्यक्रम को शोभा बढ़ाई। ग्रुप ए में जीएमआर पब्लिक स्कूल

की आरती कुमारी, पुष्पा कुमारी और प्रिया कुमारी ने क्रमशः पहला, दूसरा और तीसरा स्थान हासिल किया। ग्रुप बी में प्रियंका कुमारी (होली क्रॉस पब्लिक स्कूल), सुशील कुमार महतो (पीएसएस स्कूल) और सुजीत महतो (यूएमएस पब्लिक) ने क्रमशः पहला, दूसरा और तीसरा पुरस्कार जीता।

वहीं ग्रुप सी में भीम महतो (एसएस कॉलेज, चास), रूबी कुमारी (पीएसएम) और आसिफ रजा (एसएमजे स्कूल) ने क्रमशः पहला, दूसरा और तीसरा पुरस्कार जीता। कंपनी के संचार प्रमुख तान्या ने कहा कि इस तरह की प्रतियोगिताओं का उद्देश्य छात्रों के रचनात्मक पहलु को दिशा दिखाना है। ये प्रतियोगिता एक तरह से उन बच्चों में छिपी प्रतिभा को उजागर करने में भी मदद करते हैं जो दुर्भाग्य में रुचि रखते हैं लेकिन प्लेटफॉर्म की अनुपलब्धता के कारण अपने कौशल का प्रदर्शन नहीं कर पाते हैं। वेदांता ईएसएल नयी प्रतिभाओं को आवश्यक सहायता प्रदान करने में आगे रहता है ताकि वे अपने जीवन में नई ऊंचाइयों को प्राप्त कर सकें और अपने सपनों को पूरा कर सकें।

वेदांता-ईएसएल सीएसआर टीम को प्रशस्ति पत्र से नवाजा गया

नई पत्र वार्ता प्रतिनिधि

बोकारो : 74वें गणतंत्र दिवस के अवसर पर उपायुक्त बोकारो कुलदीप चौधरी ने आशीष रंजन, प्रमुख सीएसआर, ईआर एवं पीआर, वेदांता ईएसएल स्टील लिमिटेड को सीएसआर के अंतर्गत चलाए जा रहे विभिन्न परियोजना की सराहना करते हुए सम्मान पुरस्कार और प्रशस्ति पत्र प्रदान किया। इस कार्यक्रम में डीडीसी कीर्तिश्री जी, एसपी चंदन झा और एसडीओ, चास दिलीप प्रताप सिंह शेखावत भी उपस्थित थे। वेदांता ईएसएल समाज की उन्नति के लिए विभिन्न पहलुओं में अपना योगदान देते आ रहा है जैसे शिक्षा, खेल, कृषि, महिला सशक्तिकरण, स्वच्छता जागरूकता इत्यादि।



इस उपलब्धि की सराहना करते हुए आशीष गुप्ता (सीईओ, ईएसएल) ने कहा, ह्यूमन एक गर्व की बात भी है और साथ ही एक जिम्मेदारी का एहसास भी। यह पुरस्कार हमें समाज के उत्थान के लिए

और भी प्रेरित करता है और हमें एक नेक दिशा में बढ़ते रहने का प्रोत्साहन भी देता है। वेदांता ईएसएल समाज के हित में कई कदम बढ़ा चुका है और राष्ट्र निर्माण में अपना योगदान देते आ रहा है।

वेदांता ईएसएल को मैनुफैक्चरिंग इंडस्ट्री में भारत के शीर्ष 50 सर्वश्रेष्ठ कार्यस्थलों में किया गया शामिल

गणादेश ब्यूरो

बोकारो : वेदांता समूह की कंपनी और प्रमुख राष्ट्रीय स्टील उत्पादक, ईएसएल स्टील लिमिटेड को 'मैनुफैक्चरिंग में भारत के शीर्ष 50 सर्वश्रेष्ठ कार्यस्थल 2023' में मान्यता मिली। यह पुरस्कार वेदांता ईएसएल के लोगों द्वारा बनाए गए वर्क कल्चर का प्रतिनिधित्व करता है जो नैतिकता और जिम्मेदारियों की भावना पर आधारित है। 'ग्रेट प्लेस टू वर्क' कंपनियों में उच्च-विश्वास, उच्च-प्रदर्शन को पहचानने और बनाए रखने वाली एक प्रमुख संगठन है। यह एक वैश्विक संगठन है जो ट्रस्ट इंडेक्स, जिसमें कर्मचारियों का ओपिनियन पोल, और कल्चर ऑडिट, जो एक संगठन के लोगों की प्रथाओं का अध्ययन है, शामिल है। कर्मचारी अनुभव को मापने के



अपने डेटा-आधारित मॉडल के माध्यम से 'ग्रेट प्लेस टू वर्क' संगठन के मूल्यों, प्रभावशीलता, विश्वास, मानव क्षमता, वित्तीय विकास और इनोवेशन को सन्दर्भ

में रखता है। इस प्रतिष्ठित प्रमाणन ने वेदांता ईएसएल को मैनुफैक्चरिंग उद्योग में एक अनूठा नाम दिया गया है। कर्मचारी समर्पण और

प्रतिबद्धता, और सकारात्मक कार्यस्थल गतिविधियों के साथ वेदांता ईएसएल ने अपने कर्मचारियों को प्राथमिकता देते हुए एक उदाहरण स्थापित किया है।

वेदांता चैलेंज ट्रॉफी में ईएसएल तीरंदाजों का उत्कृष्ट प्रदर्शन



उज्जवल दुनिया संवाददाता

बोकारो : यहां के चंदनकियारी के सियालजोड़ी स्थित वेदांता ईएसएल तीरंदाजी अकादमी द्वारा इंटर-एकेडमी वेदांता चैलेंज ट्रॉफी का आयोजन किया गया। डे बोर्डिंग चंदनकियारी, सेल अकादमी बोकारो, कस्तूरवा

विद्यालय, होली क्रॉस, और वेदांता ईएसएल तीरंदाजी अकादमी के 70 से अधिक तीरंदाजों ने इस दुर्नाम में प्रतिस्पर्धा की और अपनी प्रतिभाओं का प्रदर्शन किया। रफीक अंसारी (सरपंच, चंदा), पशुपति महतो (सरपंच, सियालजोड़ी), पिंदू सिंह (सरपंच,

सियालजोड़ी), संतोष रवानी (मुखिया, सियालजोड़ी), सीताराम महतो (पूर्व मुखिया, सियालजोड़ी) और राकेश कुमार मिश्रा (उप प्रमुख, सीएसआर, ईएसएल) ने विजेताओं को पुरस्कार वितरित किए। भाग लेने वाले प्रतिभागियों

के कोच और अभिभावक ने अपनी उपस्थिति के माध्यम से समर्थन दिखाया। दुर्नाम के अंत में वेदांता ईएसएल तीरंदाजी अकादमी को 8 स्वर्ण, 8 रजत और 9 कांस्य के साथ कुल 25 पदक हासिल और विजयी घोषित किया गया। डे बोर्डिंग चंदनकियारी कुल 13 पदक के साथ उपविजेता रही। राज्य के इस प्रतिष्ठित खेल तीरंदाजी के प्रति युवाओं के उत्साह को जीवित रखने के लिए वेदांता ईएसएल का प्रयास सराहनीय है। वेदांता ईएसएल के सीएसआर विभाग द्वारा आयोजित इस तरह की प्रतियोगिताओं का उद्देश्य युवाओं को एक साथ लाना और झारखंड की स्थानीय प्रतिभाओं को सम्मानित करना है।

उपद्रव से निपटने को वेदांता सुरक्षा टीम का प्रशिक्षण



बोकारो | झारखंड सशस्त्र पुलिस के सहयोग से वेदांता ईएसएल की सुरक्षा टीम ने उपद्रव और भीड़ नियंत्रण के लिए एक दिवसीय कार्यशाला का आयोजन किया। किसी भी आपातकालीन स्थिति के दौरान सुरक्षा दल को और भी बेहतर बनाने के लिए यह कार्यशाला आयोजित की गई। इसमें झारखंड पुलिस और ईएसएल सुरक्षा दल के संयुक्त प्रयास से 100 से अधिक सुरक्षाकर्मियों को विपरीत स्थितियों से निपटने के लिए प्रशिक्षित किया गया। पीआरओ तानिया गुप्ता ने बताया कि वेदांता ईएसएल अपने कार्यबल को आवश्यक सहायता और प्रशिक्षण देकर उनकी गुणवत्ता को और भी बेहतर करने का प्रयास करती है।

