

Social Performance Policy

Purpose

Vedanta Iron & Steel Limited ("VISL" or "Company") is committed to responsible and sustainable development, with a strong focus on protecting human life, health, and the environment; enabling inclusive economic growth; and enhancing the social well-being of communities in and around our areas of operation.

We recognize that the long-term success of our Iron & Steel business is intrinsically linked to the trust, resilience, and prosperity of the communities where we operate. VISL strives to conduct its operations in a transparent, ethical, and consultative manner to build and maintain its Social License to Operate, while delivering shared value to society.

This policy defines VISL's approach to managing social performance across the project lifecycle and aligns with:

- International Council on Mining and Metals (ICMM) Principles (where applicable),
- IFC Performance Standards on Environmental and Social Sustainability,
- United Nations Sustainable Development Goals (SDGs),
- Applicable national and regional legal and regulatory requirements.

This policy is forward-looking and provides a common framework for all VISL business units.

Scope

This policy is applicable to all VISL companies, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all VISL employees, contractor employees, business partners, suppliers, and others with whom VISL does business.

The policy is applicable across the entire operational lifecycle, including project planning, land acquisition, construction, operation, expansion, decommissioning, and closure.

Objectives of the Social Performance Policy

Vedanta Iron & Steel Limited strives to:

- Comply with all applicable local, regional, and national laws related to social performance, community welfare, labor, and human rights, and strive to exceed regulatory requirements wherever feasible.
- Respect human rights and cultural heritage, and seek to understand the traditions, values, livelihoods, and development priorities of communities, including vulnerable and indigenous groups.
- Build long-term, trust-based relationships with communities through transparent engagement, consultation, and inclusive decision-making processes.
- Work collaboratively with government authorities, civil society organizations, academic institutions, and development agencies to deliver lasting social and economic outcomes.
- Promote local economic development by prioritizing local employment, skill development, procurement, and contracting opportunities.
- Integrate social considerations into business planning, including energy transition and closure strategies, to minimize adverse socio-economic impacts.
- Design and implement community development programs, social infrastructure, and essential services that contribute to health, education, livelihoods, and overall quality of life.

VEDANTA IRON AND STEEL LIMITED

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Registered Office: C-103, Atul Projects, Corporate Avenue New Link, Chakala MIDC, Mumbai, Maharashtra-400093

CIN: U24109MH2023PLC411777

- Minimize negative social and environmental impacts arising from operations, including those related to land use, water resources, air quality, traffic, and occupational safety.
- Set measurable targets and objectives to prevent, mitigate, or compensate for adverse social impacts and to strengthen community resilience.
- Conduct social risk and impact assessments throughout the project lifecycle, including cumulative and closure-related impacts.
- Ensure continuous improvement in social performance through structured action plans, monitoring, and alignment with industry best practices.
- Review performance against this policy periodically, share learnings across business units, and integrate stakeholder feedback.
- Investigate social incidents and grievances to identify root causes and implement corrective and preventive actions.
- Establish and maintain effective grievance redressal mechanisms that are accessible, transparent, and culturally appropriate.
- Engage with local, national, and global initiatives, experts and organizations. Support joint efforts by the private and public sectors, and foster knowledge, awareness, and participation among relevant stakeholders, including employees, to collectively address sustainable development challenges.
- Consult and consider the views of interested and affected parties in planning process and decisions that may affect them. Implement systems to seek feedback.
- Engage employees, business partners, and supply chain partners through awareness, training, and capacity-building initiatives on social performance and responsible business conduct.
- Encourage suppliers, business partners, and business partners to align with this policy and uphold similar social performance standards.

Responsibility & Review

This policy forms part of the Company's Sustainability Framework. Whole time Director will be accountable for controlling and setting the policy, and the Executive team shall be responsible for the full implementation of the policy and associated standards. The Corporate Social Responsibility and ESG Committee shall review this policy annually and recommend appropriate revisions to the Board as may be deemed necessary.

For Vedanta Iron & Steel Limited

Pankaj Kumar Sharma
Whole Time Director & CEO

Effective Date: 01-05-2026

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