

Vedanta Iron & Steel Limited – IOB

Privacy Notice for Website

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(All revisions made to this documented information must be listed in chronological order, with the most recent revision at the top)

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6.0	04-07-26	Aligned with Digital Personal Data Protection Act, 2023 and Digital Personal Data Protection Rules, 2025	Scope, Responsibilities, Privacy Notice, Data Fiduciary identification, personal data processing, sharing, security, retention, rights, cookies and contact details	

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1. Contents

1. Scope	5
2. Responsibilities.....	5
3. Privacy Notice for Website.....	5
3.1. Introduction.....	5
3.2. Collection And Use of Personal Information.....	5
4. Your rights	9
5. Changes to this policy.....	9
6. Contact us:	9
7. Use Of Cookies.....	11
8. Hyperlinks	12

1. Scope

- 1.1. This Privacy Notice applies to iron ore business of Vedanta Iron and Steel Limited including its subsidiaries, i.e., SRL, SMCL, , (collectively referred to as “VISL - IOB”, “Company”, “we”, “us” or “our”) in respect of personal data collected, used, stored, disclosed or otherwise processed through VISL’s website(s), digital platforms, portals etc., with effect from 01.05.2026.
- 1.2. 1.2 This Notice governs the collection, use, storage, and disclosure of Personal Data through the VISL - IOB website(s).

2. Responsibilities

- 2.1. The website owner is responsible for ensuring that this notice is made available on VISL’s website(s), portal(s) and relevant digital interfaces before personal data of Data Principal is collected or processed.

3. Privacy Notice for Website

3.1. Introduction

- 3.1.1. At Vedanta Iron and Steel Limited (“VISL”), protecting personal data of website users, visitors, vendors, customers, job applicants, business partners and other individuals who interact with us is a priority. This Privacy Notice explains how VISL – IOB collects, uses, stores, shares, protects and otherwise processes personal data through its website(s), digital platforms, forms, portals and other online interfaces. As this document will occasionally be updated, we recommend that you consult it regularly.
- 3.1.2. Welcome to [Vedanta Iron and Steel Limited](#) website. The information that we collect and store during normal use of the site is used to monitor use of the site and to help its further development. Our goal is to protect your privacy and the information that you submit to us through the Internet.
- 3.1.3. Certain pages on this website give you the option to submit personal information to the Company. All such communications are not confidential. Any application, request, or enquiry you make may be passed on or made available to Vedanta group entities / service providers strictly on a need-to-know basis and for the purpose for which it was collected or as permitted under applicable law.
- 3.1.4. This Privacy Notice should be read together with the applicable terms of use, website terms, portal terms, vendor/customer onboarding terms, recruitment terms and any just-in-time notices provided by VISL – IOB at the point of collection of personal data
- 3.1.5. By accessing this web-site, you indicate your acceptance of this Privacy Policy.

3.2. Collection And Use of Personal Information

- 3.2.1. How we collect personal information:

- 3.2.1.1. We will primarily collect personal information from you directly (such as when you subscribe to a news alert or request information from us, including through the Contact Us details available on our website). In some cases, we may also collect personal information about you from third parties (such as recruitment agencies).

3.2.2. Types of personal information we collect

The types of personal information that we collect about you may include:

- 3.2.2.1. Recruitment related information – such as your name, gender, job title, photograph and date of birth, home and business address, email address, telephone number, qualifications, employment history, interests, types of roles you are interested in, your work application form and resume or CV. If you progress through the interview process, we may also collect interview notes, references, results of any online tests and background checks (including criminal records checks), your work visa, government identification and other information to verify your identity and right to work. Such recruitment-related data shall be processed only for recruitment, assessment, verification, onboarding, legal compliance and related employment purposes.
- 3.2.2.2. e-Business information – this includes information required to provide access to VISL – IOB e-Business websites or portals (such as name, phone no., email address, date of birth, gender, address, health or medical information, login information, IP addresses), and records of your use of those websites or portals.
- 3.2.2.3. Usage information – information we collect when you use our websites or apps, such as server log information (your IP address, browser type, operating system, browser language, time zone, access times and any referring addresses) and location information.
- 3.2.2.4. Other information – this includes information about access and visit to VISL – IOB premises (such as name, address, phone no., email id, government issued identification document, and in some cases, your biometric, blood type, and information collected through CCTV), information collected for various CSR community initiatives, communications with you (including complaints or concerns raised by you or any feedback or survey responses that you provide to us) and other information you voluntarily provide to VISL- IOB.
- 3.2.3. Processing of Children's or persons with disability's data:**
- 3.2.3.1. VISL – IOB does not knowingly collect, use, or process personal information of children under the age of 18 years through its website. If you are a parent or legal guardian and believe that your child's personal information has been inadvertently collected through our website, please contact us immediately. You may reach out to us via email or write to us at the address provided at the end of this Privacy Notice, and we will take appropriate steps to remove the information from our records.
- 3.2.3.2. Where consent is provided by a lawful guardian on behalf of a person with disability, VISL – IOB may take reasonable steps to verify that such person is duly authorised to act as lawful guardian under applicable law.
- 3.2.3.3. The information which we collect and store during normal use of the site is used to monitor use of the site and to help its further development.
- 3.2.3.4. A number of pages on the website, digital platforms, forms, portals and other online interfaces give you the option to submit personal information to the Company. These include enquiries including complaints, and registration as a vendor in SAP Ariba. We collect the following information for enquiries and complaints:
1. First Name
 2. Middle Name
 3. Last Name
 4. Business email address
 5. Personal email address
 6. Business phone number

7. Personal phone number
8. Country
9. State
10. Correspondence Address
11. Pan No.

3.2.3.5. This information is used to serve your requests and for registration of complaints.

3.2.3.6. We collect the following for registration in SAP Ariba for registration including details of supervisor or contact person.

1. Name
2. Designation
3. Phone No
4. Email ID

3.2.4. This information is used to establish contact with prospective vendors and will not be used for any other purpose by VISL – IOB or its group entities / service providers, except as described in this Privacy Notice or permitted under applicable law.

3.2.5. All communications submitted through this website are not treated as confidential unless otherwise required under applicable law or expressly agreed in writing. Any application, request or enquiry you make, may be passed on or made available to Vedanta group entities / service providers, for the purpose for which it was collected or as permitted under applicable law. Where personal data is transferred outside India, VISL – IOB shall ensure that such transfer is undertaken in accordance with applicable Indian data protection laws and any conditions or restrictions prescribed by the Central Government. All Company affiliates are required to comply with an internal Privacy Policy which requires that steps are taken to protect your personal information and for it only to be used for the purpose(s) for which it was submitted.

3.2.6. VISL – IOB will not use your personal information for any purposes other than those described in this statement without having obtained your express consent. Furthermore, this information will not be available to any other entity or person other than VISL. VISL – IOB will obtain your consent before making any changes to the present privacy statement that would result in sharing or further use of your personal information. You may also, at any time, ask VISL – IOB not to make use of or to cease using your personal information.

3.3. By submitting your personal information through this website, you shall be consenting to it being processed in the manner described above by VISL – IOB.

3.4. If you have submitted personal information through this website and wish us to cease using it for the purposes submitted, please email us at SESA.ISMS@Vedanta.co.in or by selecting the opt-out or unsubscribe option, subject to applicable legal, contractual and retention obligations.

3.4.1. Legal obligation: VISL – IOB may process your personal information where required or authorised under applicable law, including to comply with regulatory requirements, law enforcement requests, employment or tax laws, audits, compliance obligations, investigations, and potential or ongoing litigation matters.

3.5. Who we share your personal information with

3.5.1. We may share your personal information with Vedanta Group entities, service providers and with third parties involved in our business operations, as well as with your authorized

representative, if required. Where personal data is transferred outside India, VISL - IOB shall ensure that such transfer is undertaken in accordance with applicable Indian data protection laws and any conditions, restrictions or requirements prescribed by the Central Government from time to time.

3.5.2. We may also share your personal information in accordance to applicable law in other relevant scenarios, including but not limited to the following:

3.5.2.1. With health or medical professionals, consultants, financial advisors, legal advisors, external auditors, insurers, and cloud service providers who support our business operations.

3.5.2.2. With regulatory bodies, government agencies, and law enforcement authorities as required by applicable laws, including those outside the country (if necessary).

3.5.2.3. If required under applicable laws, we may disclose your personal information, including in response to legal processes or regulatory requirements.

3.5.2.4. Your information may be shared with third parties responsible for installing, monitoring, or maintaining CCTV, security, and other surveillance equipment at our premises or sites.

3.5.2.5. We may share your information with third parties involved in organizing events to facilitate your participation and gather feedback.

3.5.2.6. If you are a candidate, your personal information may be shared with background verification companies to conduct necessary employment and credential checks.

3.6. When we share your personal information with third parties:

3.6.1. where such third parties process personal data on behalf of VISL, VISL – IOB shall require them to comply with same applicable contractual, confidentiality, security and data protection obligations as applicable to VISL.

3.6.2. VISL – IOB ensures that any third party receiving personal information is bound by confidentiality and data protection agreements, and information is shared only for legitimate business purposes or legal compliance.

3.7. How we safeguard and manage your personal information

3.7.1. VISL – IOB is committed to protecting your personal information and maintains technical, security, and organizational measures, as required by applicable laws. These safeguards protect your information from any accidental or unlawful destruction, loss, alteration, misuse, unauthorized disclosure, or access.

3.7.2. Our employees receive training on our data security policies to keep your personal information safe. If we notice any issues with compliance, we conduct a thorough investigation and take prompt corrective action.

3.7.3. We secure your personal information with a broad range of controls, including but not limited to the measures detailed below.

3.7.3.1. VISL – IOB has established incident response and data breach procedures for handling data breaches or security incidents. In the event of a data breach, VISL – IOB shall notify affected Data Principals without delay and shall intimate the Data Protection Board of India in the manner and timelines prescribed under applicable law.

3.7.3.2. VISL – IOB regularly trains its employees on data protection practices, cybersecurity protocols, and the importance of safeguarding personal data.

3.7.3.3. While VISL – IOB implements strong security measures, we remain committed to mitigating risks and ensuring the highest possible level of security for personal information under our control.

3.8. How long we retain your personal information

- 3.8.1. We will retain your personal information only for as long as necessary to achieve the purposes outlined in this notice or as mandated by law.
- 3.8.2. Where required under applicable law, VISL – IOB shall retain personal data, associated traffic data and processing logs for the prescribed minimum period, unless a longer retention period is required for legal, regulatory, contractual, audit, dispute or enforcement purposes.
- 3.8.3. Once the retention period expires, your personal information will be securely deleted, anonymized, or archived.
- 3.8.4. Business data that cannot identify you or any individual may be retained indefinitely for statistical analysis or business need.
- 3.8.5. We regularly review our data retention practices to ensure alignment with legal standards and industry best practices.
- 3.8.6. If you are a job applicant, and your application is unsuccessful, we may keep your personal information for 6 to 12 months to consider you for future opportunities at VISL. However, if it is determined that you have provided false information or retention is otherwise necessary for legal, compliance, audit, dispute, fraud prevention or enforcement purposes, your information may be retained for a longer duration permitted under applicable law. This extended retention helps us verify future applications and maintain accurate recruitment records.

4. Your rights

- 4.1 You may invoke your rights to
 - 4.1.1 Access your personal data,
 - 4.1.2 Correction of your personal data
 - 4.1.3 Completion of personal data
 - 4.1.4 Erasure of personal data
 - 4.1.5 Withdrawal of consent from processing of personal data
 - 4.1.6 Nominate user to manage your personal data
 - 4.1.7 Grievance redressal in accordance with applicable law.
- 4.2 You may contact our Data Protection Officer via email on SESA.ISMS@Vedanta.co.in.
- 4.3 Should you have any concerns about how we manage your personal information, we encourage you to contact us first so that we can address your issues promptly.
- 4.4 If you remain unsatisfied, you may file a complaint with the Data Protection Board of India. For more information or to exercise your rights, please reach out to our Data Protection Officer using the contact details provided.

5. Changes to this policy

- 5.1. We may periodically update this privacy notice to reflect changes in applicable laws or our privacy practices.

6. Contact us:

If you have any questions or queries about how we handle your personal information as described in this privacy notice, you may reach out directly to our Data Protection Officer through the contact details listed below.

Data Protection Officer (DPO)/ CISO

Vedanta Iron & Steel Limited - IOB

Address: Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa – 403 001, India

Email: SESA.ISMS@Vedanta.co.in

7. Use Of Cookies

- 7.1. The VISL – IOB Web-site may use cookies or similar technologies only where required for website functionality, security, analytics, performance improvement or user preferences, and in accordance with applicable law and as per your express consent.
- 7.2. Cookies essentially consist of information on users that servers transmit to browsers when Web sites are viewed. This information can then be recovered at the time of subsequent visits. The information recorded can include items such as the date and hour a Web site was viewed, a reply to an online questionnaire, personal information collected by the server, etc. Cookies can in fact be useful, given that they save information concerning your preferences. Cookies can be used for the following purpose:
 - 7.2.1. To help us recognize you as a unique visitor (just a number) when you return to our website and to allow us to tailor content or advertisements to match your preferred interests or to avoid showing you the same adverts repeatedly.
 - 7.2.2. To compile anonymous, aggregated statistics that allow us to understand how users use our site and to help us improve the structure of our website. We cannot identify you personally in this way.
- 7.3. Two types of cookies may be used within this website: 'session cookies', which are temporary cookies that remain in the cookie file of your browser until you leave the site, and 'persistent cookies', which remain in the cookie file of your browser for much longer (though how long will depend on the lifetime of the specific cookie)
- 7.4. **Disabling/Enabling Cookies**
 - 7.5. You have the ability to accept or decline cookies by modifying the settings in your browser. However, you may not be able to use all the interactive features of our site if cookies are disabled.
 - 7.6. There are a number of ways to manage cookies. If you use different computers in different locations, you will need to ensure that each browser is adjusted to suit your cookie preferences.
 - 7.7. Some modern browsers have a feature that will analyze website privacy policies and allow a user to control their privacy needs. These are known as 'P3P' features (Privacy Preferences Platform).
 - 7.8. You can easily delete any cookies that have been installed in the cookie folder of your browser. For example, if you are using Microsoft Windows Explorer:
 - 7.8.1.1. Open Windows Explorer
 - 7.8.1.2. Click on the Search button on the Tool bar
 - 7.8.1.3. Type 'cookie' into the search box for Folders and Files
 - 7.8.1.4. Select My Computer in the Look In box
 - 7.8.1.5. Click Search Now
 - 7.8.1.6. Double click on the folders that are found
 - 7.8.1.7. Select any cookie file

- 7.8.1.8. Hit the Delete button on your keyboard
- 7.8.2.If you are not using Microsoft Windows Explorer, then you should select cookies in the Help function for information on where to find your cookie folder.
- 7.8.3.The Interactive Advertising Bureau is an industry body which develops standards and guidelines to support online business processes. Its website www.allaboutcookies.org gives further details about cookie, web beacons and suchlike, and explains how they be managed and disabled.

8. Hyperlinks

- 8.1. The VISL – IOB Web-site includes hyperlinks to other Web-sites that are not controlled by VISL – IOB or its subsidiaries. These links are provided for your convenience and should not be construed to mean that VISL – IOB in anyway endorses these sites. VISL – IOB is not responsible for information other than that contained on its own site or those of its subsidiaries and cannot vouch for the accuracy of the information on other websites. This privacy statement does not apply to these other sites. We recommend that you read the privacy statement of any site where you will be providing personal information, in order to understand how the information collected will be used.