

Vedanta Champions Mental and Emotional Well-being in the Workplace

- AI-led round-the-clock confidential emotional support to enhance morale, well-being, and productivity
- Buddy Program for mothers resuming work after maternity break, no-questions-asked WFH for self-care

New Delhi, 08 October 2025: On **World Mental Health Day**, Vedanta Limited (NSE: VEDL), India's leading critical minerals, energy transition metals, energy, and technology conglomerate, pledged to continue redefining corporate wellness and prioritizing the overall well-being of its people.

Vedanta has introduced a comprehensive suite of initiatives to support the mental and emotional well-being of its employees. Understanding that mental health is central to personal and professional success, Vedanta is creating a safe, supportive, and stigma-free environment for women, men and an increasing base of transgender employees. The company is committed to building a workplace where every individual feels seen, supported, and set up for success.

"The workplaces of the future will be defined not just by innovation and performance, but by compassion," said Priya Agarwal Hebbar, Non-Executive Director, Vedanta Limited. "At Vedanta, we want every person to know they belong, they're supported, and their well-being matters just as much as their work. We hope our progressive people-first policies will foster a culture of care where every individual can bring their whole self to work."

Confidential 24/7 AI-led Support

In a pioneering step, Vedanta has upgraded its biometric attendance system to **facial recognition technology**, now integrated with **Emotion Detection AI**. This cutting-edge tool captures real-time emotional cues, offering valuable insights into employee sentiment. These insights help the company take proactive measures to enhance morale, well-being, and productivity.

Recognizing the personal and work-related challenges employees may face, Vedanta offers **confidential counselling sessions** and has partnered with platforms like **Your Dost app**, providing **round-the-clock access to professional counsellors and doctors**. Additionally, **trained peer support groups** and **24x7 availability of in-house counsellors or wellness buddies** ensure no one has to navigate mental health issues alone.

A Safe Haven for Women

Fostering an inclusive and empathetic workplace, Vedanta has introduced a **Buddy Program** to support women resuming work after maternity leave. This initiative is designed to ease the transition back into professional life, offering new mothers a support system that is both practical and emotionally reassuring.

Under this program, new mothers are paired with **Buddies**—colleagues who act as trusted partners during the critical re-entry period. These Buddies are carefully selected and trained to

provide consistent check-ins, helping the new mother reintegrate smoothly into her role while balancing her responsibilities at home and at work.

"Supporting women through all life stages, including motherhood, is a priority for us. We believe that when women thrive, organizations thrive. Coming back to work after maternity leave can be overwhelming," said an official spokesperson of Vedanta. "Our Buddy Program ensures that no one makes that transition alone. The Buddy serves as a conduit between the returning employee and the organization, flagging any concerns and ensuring timely support. We have seen this work remarkably well in aiding new mothers settle back in smoothly."

Vedanta has also introduced a **"No Questions Asked" work-from-home policy**, allowing all women employees to take **one self-care day per month** — no explanations required. This initiative supports a healthier balance between work and personal life, underscoring Vedanta's dedication to gender-sensitive policies.

Power of connection

Vedanta regularly conducts **mental health awareness training, stress management workshops, Art therapy** and sessions that promote **mindfulness and meditation**. In collaboration with the **Art of Living Foundation**, employees are guided in practices to maintain **inner balance** and emotional regulation.

The company has nominated enthusiastic employees at each site as "Wellness Ambassadors" to host walk-and-talk meetings and lunchtime stretches. Aware of the power of connection, Vedanta actively fosters a culture of belonging through **team-building activities, social events, and community engagement opportunities** that encourage interpersonal connection and support across teams.

The company firmly believes mental and emotional well-being is not an add-on — it's the foundation. By combining confidential support systems, technological innovation, and a compassionate culture, the company is investing in what matters most — its people.

About Vedanta Limited

Vedanta Group is a global leader in critical minerals, transition metals, energy, and technology, with operations spanning India, South Africa, Namibia, Liberia, UAE, Saudi Arabia, Korea, Taiwan, and Japan. As the world's largest integrated producer of zinc, the fourth-largest global producer of silver, and one of the top producers of aluminium globally, Vedanta plays a pivotal role in the global supply of essential materials for the energy transition. The Company is also India's only private oil and gas producer and one of the largest private power producers. A global ESG champion, Vedanta is committed to achieving net-zero emissions by 2050 or sooner. Through its transformative social impact initiatives, the company has improved the lives of millions of people in underserved regions. For more information, please visit www.vedantalimited.com

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