

Vedanta Group Puts Employee Mental Health at the Centre of Workplace Well-being

From counselling and peer support to wellness programmes and flexible work policies, Vedanta Group reinforces its commitment to employee well-being

New Delhi, 10 October 2026: A supportive workplace is built not only through policies and programmes, but also through values that shape everyday decisions, relationships and behaviours. At Vedanta Group, India's leading metals, oil & gas, critical minerals, power and technology conglomerate, employee well-being remains an important part of its approach to building an inclusive and supportive work environment.

On World Mental Health Day, Vedanta Group highlights its focus on fostering a workplace where employees feel supported, included and comfortable seeking help. Recognising that mental and emotional well-being are integral to personal and professional life, the organisation's approach brings together confidential counselling, peer support, awareness programmes and employee engagement initiatives.

"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."

Vedanta Group's broader workplace culture is also guided by its **CIIAO values of Care, Integrity, Innovation, Agility and Ownership**. These principles reinforce the importance of putting people first, building trust, finding effective solutions and taking responsibility, complementing the organisation's efforts to support employee well-being.

Confidential support and awareness

Vedanta Group provides employees access to confidential counselling and professional support through platforms such as **YourDOST**, which offers access to professional counsellors and doctors. Peer support groups and access to in-house counsellors or wellness buddies have also been part of the organisation's support framework, helping employees navigate personal and work-related challenges.

Complementing these resources, mental health awareness training and stress-management workshops encourage employees to better understand emotional well-being and recognise the importance of seeking support. Mindfulness, meditation and art therapy sessions offer additional avenues for employees to explore practices that support relaxation and emotional balance. Through its collaboration with the **Art of Living Foundation**, Vedanta has also incorporated guided practices focused on inner balance and well-being.

Building connection and supporting employees through life transitions

Recognising the challenges that can accompany a return to work after maternity leave, Vedanta Group's **Buddy Programme** pairs returning mothers with colleagues who provide regular check-ins and practical peer support during the transition. The programme is designed to help women reconnect with their teams, navigate workplace responsibilities and raise concerns that may require organisational support. The organisation has also introduced a **'No Questions Asked' work-from-home provision** for women employees, allowing one self-care day per month without requiring an explanation. The measure reflects an effort to recognise employees' personal needs and provide flexibility in managing work alongside other responsibilities.

At its sites, employees nominated as **Wellness Ambassadors** have led activities such as walk-and-talk meetings and lunchtime stretches, creating informal opportunities for colleagues to connect beyond their immediate work responsibilities. Team-building activities, social events and community engagement further encourage interpersonal connections and a sense of belonging across teams.

Through these efforts, Vedanta Group continues to emphasise the importance of making mental well-being an integral part of the workplace experience. By combining access to professional support with peer engagement, awareness-building and measures that recognise employees' needs, the organisation aims to ensure that employees have avenues to seek help and feel supported through different stages of their personal and professional lives.

About Vedanta Group

Vedanta Group is the world's leading producer of metals, oil & gas, critical minerals, power and technology. The company supplies essential materials that power the global energy transition, emerging technologies and the green economy of the future. Its diversified portfolio supports industrial growth, energy security and technological advancement across global value chains. With operations spanning India, Africa, the Middle East and East Asia, Vedanta is embedded in high-growth geographies shaping the next era of global development. Sustainability anchors the Company's strategy, guided by strong ESG governance, people-first workplaces, and a commitment to achieving net-zero emissions by 2050 or sooner. By operating at the intersection of resources, technology and human potential, Vedanta is strengthening economies, empowering communities, and creating enduring value for all stakeholders.

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from numerous other matters of national, regional, and global scale, including those of a political, economic, business, competitive or regulatory nature. These uncertainties may cause our actual future results to be materially different than those expressed in our forward-looking statements. We do not undertake to update our forward-looking statements.