

# FeCr Chronicles

## FACOR'S QUARTERLY NEWSLETTER



**Mr. Pankaj Sharma**

CEO, VEDANTA FACOR

### IN THIS ISSUE

- BUSINESS HIGHLIGHTS
- SAFETY AT SPOTLIGHT- SURAKSHA SANKALP
- HSE/SUSTAINABILITY
- #KHAANAKHAAYAKYA MOVEMENT WITH NANDGHAR
- COMMUNITY DEVELOPMENT
- PROMOTING DIVERSITY AND INCLUSIVITY
- LIFE AT FACOR
- MEDIA

Dear All,

Reflecting on the first quarter of FY 24-25, we've made significant strides across key areas: safety, growth, and fostering an inclusive workplace culture, with a strong emphasis on ESG (Environmental, Social, Governance) practices with targetted initiatives including campaigns like Green Month and Safety Month, and the inclusive hiring of transgender talent.

Our unwavering commitment to the health and safety of our employees remains paramount. Through monthly safety standdowns, our adherence to safety protocols and dedicated efforts have been instrumental in maintaining a secure work environment. We recently received the British Safety Council award for the Power plant team, highlighting our aim of Zero Harm.

At FACOR, we are steadfast in our efforts to foster diversity and inclusivity. Our focus on employee well-being and organizational ethics aligns with our vision of transforming the workplace. This quarter, FACOR was honored with the People First HR Excellence Award, underscoring our commitment to creating an innovative and supportive work environment.

Our commitment to community growth is reflected in our initiatives aimed at uplifting and empowering the people around us. Through our Nandghar employee volunteer initiatives, we've made significant contributions to targetted goals of community development.

As we transition into the next quarter, let's work together to forge a path where our pursuit of excellence knows no bounds.

Happy reading!

# BUSINESS HIGHLIGHTS

## Leadership Visit: Enhanced Safety, Sustainability, and Innovation in Mining Operations



The leadership visit to our mining site marked a significant step in planning for the upcoming month and future operations. The focus was on reviewing and enhancing safety and sustainability practices to ensure alignment with our ambitious goals. Key discussions centered around driving growth and innovation in our mining operations. A highlight was the felicitation ceremony, where the prestigious CEO Kitty award and other special recognitions were given to employees for exceptional contributions, underscoring the importance of individual efforts in our collective success. The visit concluded with valuable feedback and motivation for the team, particularly young leaders, reinforcing our commitment to business excellence and continuous improvement.

## FACOR Launches Eco-Friendly Enterprise Mobility Initiative with Treewards Foundation



FACOR launched India's first eco-friendly enterprise mobility initiative in collaboration with Treewards Foundation, aiming to integrate environmental awareness into its operations. For each significant task completed on the internal platform, employees will contribute to tree plantation. The objective of this initiative is to incorporate environmental awareness within the functionality of the organization. Under this, every significant task accomplished on the internal platform by employees will be contributing to a larger cause of a greener tomorrow with tree plantation. The initiative, was inaugurated by CEO Mr. Pankaj Sharma and senior management, highlighting FACOR's dedication to environmental conservation.

# BUSINESS HIGHLIGHTS

## FACOR Excels at TQM-India Unison-2024



FACOR was felicitated with 02 excellent awards at the TQM-India Unison-2024 event, on April 20, 2024. Both FACOR teams, representing Mines and CCP, participated in the event and were recognized with "Excellent awards". The event featured 78 teams from various industrial sectors, showcasing the positive outcomes of employee engagement initiatives such as Continuous Improvement Initiatives, Lean Safety, and Cost of Quality. Winners were selected based on established Business Excellence categories, including Kaizen, following a thorough evaluation of case studies and presentations by a panel of experienced judges from QCFI.

## Advancing Business Excellence: Successful Completion of Six Sigma Green Belt Certification



FACOR recently completed the 'Six Sigma Green Belt Certification Training' for our fresh talents. This program equipped all with the tools and methodologies necessary to drive process improvements, maintain quality standards, and achieve operational excellence within our organization. Through this training, they delved into the DMAIC (Define, Measure, Analyze, Improve, Control) framework, the core of Six Sigma's problem-solving approach, allowing them to identify inefficiencies, analyze processes, and implement data-driven solutions that yield measurable results. By investing in our new engineers' development through Six Sigma certification, we have not only enhanced their skill set but also fostered a culture of continuous improvement, essential for staying competitive in today's fast-paced industry.

# ELEVATING SAFETY CULTURE AT FACOR: SURAKSHA SANAKLP

## MONTHLY SAFETY STANDDOWNS



FACOR marked Suraksha Sankalp-10 in April 2024, with a Safety Standdown on the theme of **“Fire safety and emergency preparedness”**.

CHSEO Mr. Krutisunder Mohapatra highlighted the improvements in reporting leading indicators, stressing their significance. COO Mr. Sanjay Pal addressed the audience, emphasizing the necessity of reporting safety observations and highlighting the importance of near-miss incidents. The theme was further highlighted with a Nukkad Natak on road safety underscoring the safety priorities.

FACOR observed Suraksha Sankalp-11 May 2024, focusing on the theme of **“Confined space safety”**.

COO Mr. Sanjay Pal addressed the audience, discussed the month's theme, and emphasized the various control measures necessary to prevent any incidents. Furthermore, he shared insights from various confined spaces in risks, highlighting how the incident could have been avoided through proper precautions and adherence to procedures.



FACOR marked Suraksha Sankalp-12 in June 2024, focusing on the crucial theme of **“Events in Rail Operations”**. Mr. Sanjay Pal, COO, addressed the gathering, highlighting

He then discussed the theme of the month and outlined various control measures that must be implemented to prevent incidents. He shared learnings from incidents during rail operations, illustrating preventative measures through necessary precautions and procedures.

# HSE / SUSTAINABILITY

## FACOR's Commitment to a Greener Future: Celebrating Green Month



On World Environment Day and Earth Day FACOR reaffirmed its commitment to sustainability with initiatives focused on environmental conservation. **June was observed as Green Month**, starting with a cleanliness drive at the FACOR Township, where participants removed plastic waste. This effort highlighted the importance of collective action for a sustainable environment. FACOR also organized a plantation drive around its operational areas and distributed saplings at Kathpal School. Under this, FACOR has completed 2662 plantations and sapling distributions till June 2024. Committed to enhancing local flora, FACOR plans to plant 10,000 saplings in nearby villages and an additional 15,000 saplings during the 2024 monsoon, marking a significant step towards a greener future.

## Enhancing Safety Awareness: The Self-Service Interactive Training Kiosk



The self-service interactive system implemented at FACOR at various locations as the Charge Chrome Plant, Power Plant, and Mines stands as a cornerstone of our commitment to ensuring a safe and informed work environment. This innovative Training Kiosk serves as a comprehensive resource, delivering essential safety information and training modules in various languages to cater to the diverse needs of our workforce. The kiosk generates Safety Permit and Analytic reports, allowing for ongoing evaluation of effectiveness. This initiative has successfully trained on-site personnel, reinforcing our dedication to fostering a culture of safety and compliance across our organization.

# HSE / SUSTAINABILITY

## FACOR Celebrates 10th International Day of Yoga:



FACOR celebrated the 10th International Day of Yoga with the theme "Yoga for Women Empowerment" from June 17th to 21st, 2024. Employees and township residents at the plant and mines participated enthusiastically. The event included **yoga sessions, Art of Living wellness workshops, and occupational safety and wellness workshops**. The celebrations began with practice sessions. An expert Yoga teacher provided an introductory briefing on the first day, followed by a demonstration of various asanas. A team-building competition program was also organized, promoting collaboration among participants.

## Harnessing Solar Power: A Sustainable Path to Net-Zero Emissions and Resource Efficiency



Solar panels offer a renewable and environmentally friendly source of electricity by harnessing energy from the sun. Their natural regeneration aligns seamlessly with sustainable development goals. Additionally, the generation of clean energy by solar panels results in a significant reduction of 50 metric tons of greenhouse gas emissions annually, supporting the company's commitment to achieving net-zero emissions by 2050. Moreover, solar panels demonstrate resource efficiency as they require minimal water for operation and do not entail the need for additional infrastructure. Their deployment in remote locations ensures efficient power supply while minimizing environmental impact.

# HSE / SUSTAINABILITY

## Ensuring Safety: Comprehensive Workshop on Work at Height and Emergency Response by KARAM



A comprehensive training and demonstration workshop on Work at Height and Emergency Response procedures was conducted by the expert team from KARAM. This workshop included hands-on demonstrations on rescuing individuals in the event of accidents involving critical fall risks. Participants learned essential techniques and procedures to ensure safety and effective response during emergencies. By providing practical training and crucial rescue techniques, we reaffirm our commitment to achieving zero harm in every scenario.

## National Fire Services Week: Fostering Safety and Preparedness



FACOR celebrated National Fire Services Week with a series of impactful events, showcasing our commitment to fire safety and emergency preparedness. During the week, FACOR collaborated with industry experts and external partners to conduct fire demonstration training, focusing on educating participants about different types of fires and effective firefighting techniques. Further, industry professionals provided comprehensive training on fire prevention and response strategies. The closing ceremony for National Fire Service Week featured a live demonstration of firefighting by the Assistant Fire Officer and his team from Bhadrak Fire Station, offering valuable insights into emergency response procedures. Culminating the week-long festivities, we honored the dedication and contributions of participants by distributing prizes to winners across various programs, affirming our collective commitment to fire safety and emergency readiness.

# EMPLOYEES AT NANDGHAR

FACOR participates in #KhaanaKhaayaKya Movement to Promote Child Nutrition and Wellness



The #KhaanaKhaayaKya Movement is an initiative launched by the Anil Agarwal Foundation, aiming to address malnutrition and hunger among children. It encourages the **importance of holistic health & nutrition for children**, driven by a deep desire to nurture and unleash their untapped potential.

FACOR joined the #KhaanaKhaayaKya Movement to take significant steps in the fight against hunger and malnutrition in India. With the **regular employee volunteering** to Nand Ghars in Bhadrak, FACOR is demonstrating its commitment to social responsibility, while contributing actively to community welfare, and working towards shaping young minds for a better tomorrow. In total 29 employees have visited Nand Ghars through this movement and a few employees further donated to the movement.

Through its emphasis on wholesome nutrition for holistic development, quality education, accessible healthcare, and empowerment opportunities for women, this initiative stands as a beacon of hope. It is not only **reshaping the Anganwadi ecosystem but also enhancing the quality of life for children and women**. This concerted effort underscores a commitment to sustainable community development and social empowerment, ensuring a brighter future by addressing fundamental needs and fostering inclusive growth.



# COMMUNITY DEVELOPMENT

## Summer Camp

FACOR hosted a five-day summer camp, themed "Summer Fun, Learning Bliss!" at Ostapal and Kathpal schools, engaging 160 children in a variety of creative and educational activities. Students explored their artistic talents through workshops in painting and craft-making. In line with World Environment Day, saplings were distributed to children and Eco-Club was formulated to provide knowledge on environment-friendly practices.



## World Menstrual Hygiene Day

In observance of Menstrual Hygiene Day, FACOR organized awareness sessions across schools and remedial coaching centers to educate adolescent girls in the community on menstrual hygiene management. These sessions aimed to provide essential information, dispel myths and taboos and foster a supportive environment for the girls. FACOR also distributed hygiene kits to all participants, ensuring they have access to necessary knowledge about menstruation and essential menstrual products. This initiative underscored FACOR's commitment to promoting health and well-being among young girls in the community.



## World Earth Day Celebration

This World Earth Day, FACOR organized activities to engage students in environmental protection and sustainability. A poster-making competition showcased students' artistic talents with themes like recycling, tree planting, and pollution control. The top three posters were rewarded. Following this, a tree plantation drive took place on the school campus, where students enthusiastically planted saplings and pledged to care for them. These activities educated students about the importance of trees and instilled a sense of responsibility for their environmental impact.



# EMBRACING AUTHENTICITY AND DIVERSITY

Transforming the Workplace with an Inclusive and Dynamic Workplace



In a significant stride towards fostering inclusivity and diversity in the workplace, FACOR has onboarded talented transgender individuals in our security department under G4S.



The onboarding of LGBTQIA+ professionals at the company strengthens the commitment of FACOR to pioneer 'Transforming the Workplace.' This initiative highlights FACOR's dedication to fostering a diverse and inclusive work environment and enriches the team with unique perspectives and skills.



Reiterating the commitment, CEO FACOR Mr. Pankaj Sharma said, "By embracing individuals from all walks of life, including transgender individuals, we enrich our workforce with diverse perspectives and talents."

By working together to break down barriers and create more inclusive workplaces, the industry can unlock its full potential and drive sustainable growth and innovation for years to come.

# LIFE AT FACOR



# AWARDS AND RECOGNITION



**British Safety Council  
International Safety  
Award**



**FAME National Award 2023-24  
Diamond Category  
Environmental Management  
Excellence**



**Confex & Awards  
2024  
CEO of the Year**



**People First  
Leading Practices in  
Impactful HR Strategy &  
Leading Practices in HR  
Transformation**



**Odisha Best  
Employer Awards**



**Confex & Awards  
2024  
CHRO of the Year**

# MEDIA

## FACOR shatters boundaries with transgender employment initiative

PBD BUREAU BHADRAK, JUN 11

ON a significant stride towards fostering inclusivity and diversity in the workplace, Ferro Alloys Corporation Ltd. (FACOR) has announced its commitment to actively hiring talented transgender individuals. With the support of the National Council for Transgender Persons and Member of Parliament, Shri. Nitendra Kumar Singh, FACOR has initiated three employee hiring initiatives to support transgender talent under G4S.



With unique perspectives and skills, this progressive move reflects the company's dedication to creating an inclusive work environment and underscores its growing momentum towards diversity in traditionally male-dominated industries such as mining. Despite progress in recent years, transgender individuals continue to face significant barriers to employment in various sectors. However, FACOR is determined to challenge these norms and lead by example.

Commenting on the initiative, FACOR CEO Pankaj Sharma said, "By actively seeking out and welcoming transgender talent, we are not only enriching our workforce with diverse perspectives and experiences but also reaffirming our commitment to equality and respect for all individuals. Our doors are open to talent from every corner of society, and we are proud to champion inclusivity in our industry."

An FACOR initiative to pioneer diversity and inclusion, hopes to inspire other companies within the ferro alloys and mining sectors to follow suit. By working together to break down barriers and create more inclusive workplaces, the industry can unlock its full potential and drive sustainable growth and innovation for years to come.

## FACOR accelerates towards a greener tomorrow

Bhadrak (AO Bureau): On the occasion of World Environment Day, Ferro Alloys Corporation Ltd. reaffirms its commitment to fostering sustainable ecosystems within and around the vicinity of its operations through comprehensive initiatives focused on environmental conservation. Through these, FACOR is on a mission to create an eco-friendly enterprise mobility in partnership with Treewards Foundation. Under the initiative, for every significant task



accomplished on the internal platform by employees, they will be contributing to a larger cause of a greener tomorrow with tree plantation. Thereby, incorporating environmental awareness within the functionality of the organization. The initiative was launched by FACOR CEO Mr. Pankaj Sharma along with other senior

contributing to making the earth greener and vibrant. Participants contributed towards removing plastic waste, underscoring the importance of collective efforts in promoting a more sustainable environment. This was followed by a plantation drive at FACOR, where employees came together to plant saplings in and around the operational areas of the company. This initiative encouraged employees to take positive steps towards improving biodiversity, mitigating climate change, and significantly reducing plastic waste to improve the quality of life.

## FACOR sets benchmark for inclusivity in mining by hiring transgender employees

By Anurag

Bhadrak, June 11, 2024 (TNN Bureau): In a landmark move towards fostering inclusivity and diversity in the workforce, Ferro Alloys Corporation Ltd. (FACOR), a leading player in the ferro alloys industry, has committed to actively hiring talented transgender individuals. With support from senior management and members of the National Council for Transgender Persons and the Transgender Welfare Board, FACOR has welcomed three transgender employees to its security team under G4S.



professionals at the company strengthens the commitment of FACOR to pioneer 'Transforming the Workplace.' This initiative highlights FACOR's dedication to fostering a diverse and inclusive work environment and enriches the team with unique perspectives and skills. This progressive move reflects the company's dedication to creating an inclusive work environment and underscores the growing momentum towards diversity in traditionally male-dominated industries such as mining. Despite progress in recent years, transgender individuals continue to face significant barriers to employment in various sectors. However, FACOR is determined to challenge these norms and lead by example. Mr. Pankaj Sharma CEO FACOR said, "By embracing inclusivity from all walks of life, including transgender individuals, we enrich our workforce with diverse perspectives and talents, ultimately driving innovation and success. We at FACOR stand strong as the flagbearers of a more inclusive workplace. This initiative also aligns with Vedanta's commitment to creating a workplace where all employees feel valued, respected, and empowered to bring their authentic selves to work." Committing to the cause, Mr. Suniti Dhal CHRO FACOR said, "By actively seeking out and welcoming transgender talent, we are not only enriching our workforce with diverse perspectives and experiences but also reaffirming our commitment to equality and respect for all individuals."

## FACOR races towards a greener tomorrow

PBD BUREAU BHADRAK, JUN 5

ON the occasion of World Environment Day, Ferro Alloys Corporation Ltd. (FACOR) reaffirms its commitment to fostering sustainable ecosystems within and around the vicinity of its operations through comprehensive initiatives focused on environmental conservation. Through these endeavours, FACOR is on a mission to create an ecologically promising future for all.



campaigns, environment-related quizzes, drawing competitions, and slogan contests. The Environment Day commenced with a cleanliness drive at the FACOR Township, contributing to making the Earth greener and cleaner. Participants focused on removing plastic waste, highlighting the importance of collective efforts in promoting a sustainable environment. This was followed by a plantation campaign at FACOR, where employees collaborated to plant saplings in and around the company's operational areas. This initiative encouraged positive steps towards improving biodiversity, mitigating climate change, enhancing environmental care, and significantly reducing plastic waste to enhance the quality of life. Additionally, FACOR is committed to planting 10,000 saplings across its neigh-

bouring villages to further enrich the flora in the surrounding areas. Reiterating the company's unwavering commitment to a greener and sustainable future, FACOR CEO Pankaj Sharma said, "In line with Vedanta's goal of a 1 trillion trees movement, I strongly motivate everyone to move towards and restore the greenery around us. In the same quest, FACOR is undertaking a plantation drive, determined to plant 15,000 saplings during the 2024 monsoon. This further marks another step towards a brighter future."

Ferro Alloys Corporation Limited (FACOR) is one of the oldest and reputed producers of Charge Chrome, an essential ingredient to produce steel and stainless steel. Established in 1983, it became a part of Vedanta Group in September 2020.

## FACOR Breaking Barriers by Hiring Transgender Employees

By Anurag

Bhadrak, June 11, 2024 (TNN Bureau): In a landmark move towards fostering inclusivity and diversity in the workplace, Ferro Alloys Corporation Ltd. (FACOR), a leading player in the ferro alloys industry, has announced its commitment to actively hiring talented transgender individuals. With the support of senior management of the National Council for transgender persons and Member of Transgender Welfare Board, FACOR has onboarded three employees, joining the company's security team under G4S. The onboarding of L G B T Q I A +



professionals at the company strengthens the commitment of FACOR to pioneer 'Transforming the Workplace.' This initiative highlights FACOR's dedication to fostering a diverse and inclusive work environment and enriches the team with unique perspectives and skills. This progressive move reflects the company's dedication to creating an inclusive work environment and underscores the growing momentum

towards diversity in traditionally male-dominated industries such as mining. Despite progress in recent years, transgender individuals continue to face significant barriers to employment in various sectors. However, FACOR is determined to challenge these norms and lead by example. Mr. Pankaj Sharma CEO FACOR said, "By embracing inclusivity from all walks of life, including transgender individuals, we enrich our workforce with diverse perspectives and talents, ultimately driving innovation and success. We at FACOR stand strong as the flagbearers of a more inclusive workplace. This initiative also aligns with Vedanta's commitment to creating a workplace where all employees feel valued, respected, and empowered to bring their authentic selves to work." Committing to the cause, Mr. Suniti Dhal CHRO FACOR said, "By actively seeking out and welcoming transgender talent, we are not only enriching our workforce with diverse perspectives and experiences but also reaffirming our commitment to equality and respect for all individuals."

## ବିଶ୍ଵ ପରିବେଶ ଦିବସରେ ଯେକୃନ୍ ପକ୍ଷରୁ ଦୁର୍ଘଟଣାପତ୍ତ

କଟକ, ୫.୬ (ଝିମିଷ) : ବିଶ୍ଵ ପରିବେଶ ଦିବସ ଅବସରରେ ବିଭିନ୍ନ ପୋଲିସ୍ ଥାନାରେ ଘଟଣାପତ୍ତ ହେଉଛି। ଯେଉଁଠି ପ୍ରାୟ ୨୦୦ ପରିବେଶ ଦୂଷିତ ପଦାର୍ଥ ପ୍ୟାକେଟ୍ ଖସିଯାଇଛି। ଏହାଛଡ଼ା ବିଭିନ୍ନ ପ୍ରାଣୀ ପୋଲିସ୍ ଥାନାରେ ମଧ୍ୟ ବିଭିନ୍ନ ପ୍ରକାରର ଦୁର୍ଘଟଣା ଘଟଣା ହୋଇଛି।



### THE TIMES OF INDIA

## FACOR (Vedanta Ltd) has launched India's first eco-friendly enterprise mobility in collaboration with Treewards Foundation

TNN | Jun 15, 2024, 11:43 AM IST



Taking a pioneering step towards sustainable business practices, Ferro Alloys Corporation Ltd. (Vedanta Ltd.) has launched India's first eco-friendly enterprise mobility in collaboration with Treewards Foundation. The objective of this initiative is to incorporate environmental awareness within the functionality of the organisation. For every significant task accomplished on the internal platform, employees will be contributing to a larger cause of a greener tomorrow with tree plantation. This innovative step depicts FACOR's commitment to environmental conservation. On World Environment Day, FACOR is thrilled to partner with the Treewards Foundation for this revolutionary project and recommit its aim to Transforming the Planet. Reiterating the company's commitment, FACOR CEO, Mr. Pankaj Sharma said, "I am proud to be a part of FACOR's unwavering

**ପହଲା ଡିକୋ-ଫ୍ରେଜ୍‌ଲୀ ଇଣ୍ଟରପ୍ରାଇଜ୍ ମୋବିଲିଟି ଲାଞ୍ଚ**

Rakesh Media

## ଫେକର ଖଣିରେ ୩ ଟ୍ରାନ୍ସଜେଣ୍ଡରଙ୍କୁ ନିଯୁକ୍ତି

ଦାସରାଜ ପ୍ରାଇଭେଟ୍, ୧୫.୭ (କୋର୍ଟିକାଲ୍ ଉତ୍ତରାଖଣ୍ଡ) :

ଫେକର ଖଣିରେ ନିଯୁକ୍ତି ପାଇଁ ନିୟମିତ ଭାବରେ ଡାକାଯାଉଛି ।

ଫେକର ଖଣିରେ ୩ ଟ୍ରାନ୍ସଜେଣ୍ଡରଙ୍କୁ ନିଯୁକ୍ତି ଦେବାକୁ ନିୟମିତ ଭାବରେ ଡାକାଯାଉଛି ।

ଫେକର ଖଣିରେ ନିଯୁକ୍ତି ପାଇଁ ନିୟମିତ ଭାବରେ ଡାକାଯାଉଛି ।

ଫେକର ଖଣିରେ ନିଯୁକ୍ତି ପାଇଁ ନିୟମିତ ଭାବରେ ଡାକାଯାଉଛି ।