

## Sustainable Development (SD) and Environment, Social & Governance → (ESG) Policy

Sustainability is one of the core values of OIL. OIL's SD & ESG Policy is driven by our vision to be a leader in sustainable energy business by driving positive change through our ESG initiatives.

By leveraging our operational excellence, innovative capabilities, and strategic partnerships, we are committed to enhancing our ESG performance and achieve excellence. Our focus on material ESG priorities aligns with national and global imperatives, driving our business model and creating long-term value for our Stakeholders, Society and the Planet by focusing on:

### ENVIRONMENTAL SUSTAINABILITY

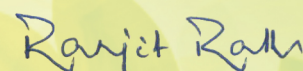
- **Climate Action:** Reducing GHG emissions, transitioning to low-carbon energy sources, reducing physical climate, improving air quality, and becoming a net zero business.
- **Sustainable Resource Management:** Optimizing water and energy usage, minimizing waste generation and release, promoting circular economy principles, sustainable raw material and natural resource management.
- **Biodiversity Conservation:** Protecting and restoring biodiversity, minimizing ecological impacts, promote mass afforestation and no net deforestation.

### SOCIAL RESPONSIBILITY

- **Employee Welfare:** Promoting diversity, fair labour and recruitment practices, equity and inclusion, and prioritizing the well-being and development of our employees.
- **Human Rights:** Respecting and upholding human rights, including those of indigenous people
- **Community Development:** Supporting local communities through continuous stakeholder engagement and sustainable development initiatives.
- **Health and Safety:** Ensuring the health, safety, and security of all stakeholders.
- **Supply Chain Responsibility:** Ensuring ethical and sustainable practices throughout the supply chain.

### GOVERNANCE AND BUSINESS GROWTH

- **Corporate ethics:** Demonstrating integrity and ethical behaviour across operations, Zero tolerance towards corruption and bribery, promote transparency and accountability.
- **Regulatory Compliance/Advocacy:** Comply with all regulatory standards, advocating Public Policy in a responsible and transparent manner.
- **Enterprise Risk Management:** Proactively identifying, assessing, and mitigating potential risks.
- **Digital:** Safeguarding sensitive information through robust cybersecurity practices and promoting operational digitization.
- **Innovation and Research:** Increase investments in R&D on products and processes.
- **Business Growth:** Formulate and implement strategies to ensure sustainable value creation and growth.



**Dr Ranjit Rath**

Chairman & Managing Director, OIL