



ANTI BRIBERY & ANTI CORRUPTION (ABAC) POLICY

A. Overview & Purpose

Oil India Limited strives to maintain highest standards of governance, personal and corporate ethics and compliance with all applicable laws and regulations of the land. The policy is in compliance with the guidelines issued by Central Vigilance Commission (CVC) Act 2003, the prevention of Corruption Act, 1988 (Amendment) and Bharatiya Nyaya Sanhita (BNS), 2023.

The provisions of this ABAC Policy shall be in addition to and to be read in conjunction with the following policies of OIL:

1. Conduct, Discipline and Appeal Rules (CDA Rules),
2. Fraud Prevention Policy (Proposed)
3. Integrity Pact
4. Whistle Blower Policy,
5. Applicable Standing Orders under the Industrial Employment Standing Orders Act, 1946
6. Code of Conduct for Board of Directors and Senior Management Personnel etc.
7. Banning policy
8. Any other relevant Circulars/Policies as may be implemented from time to time.

B. Scope of Policy

The ABAC Policy applies to all Company personnel, including subsidiaries/JVs, across all levels and employment types (full-time, part-time, temporary, contract), trainees as well as external associates such as vendors, suppliers, contractors, consultants, and service providers. These individuals are collectively termed “Designated Persons” in the policy.

C. Statement

OIL India Limited (OIL) upholds the highest ethical standards, prohibiting all forms of corruption, including bribery. Decisions must be objective and, in the company’s best interests, free from undue influence. OIL fosters a culture of integrity, transparency, and fairness in all business interactions.

D. Policy Commitments

Oil India Limited (OIL) and all its subsidiaries (herein referred to as company) are committed to protection of the company’s reputation, revenue, assets and its intellectual properties across the spheres against any attempts to corruptions conducted by any employees and other stakeholders who are directly or indirectly associated with OIL.

- i. **Zero tolerance to corruption:** OIL strictly prohibits bribery, corruption, and any form of unethical business conduct in all operations and interactions.
- ii. **Compliance with laws:** OIL is committed to adhering all applicable anti bribery and anti-corruption laws and regulations, ensuring that all business practices are conducted with legally and ethically.
- iii. **Business integrity:** All business dealings are conducted with integrity, transparency, fairness, accountability and free of conflict of interest. OIL strives to implement and enforce robust anti-corruption and anti-bribery systems to prevent, deter, and address bribery and all forms of corrupt practices.
- iv. **Prohibition of bribery / Facilitation of Payment:** OIL strictly prohibits all designated persons from accepting, promising, or authorizing any form of payment, benefit, or thing of value, whether for themselves or on behalf of others, in exchange for securing business with the company, either directly or indirectly
- v. **Gifts, Entertainment & hospitality:** The company prohibits designated individuals from offering or accepting gifts, hospitality, or favors to gain business advantages. Payments or use of company resources to influence decisions or secure undue benefits are strictly forbidden.

Exceptions (subject to prior approval by the Competent Authority as per DoP):

- a) Expenses incurred for protocol requirements during visits or programs of Constitutional Authorities.
 - b) Expenditures for bona fide corporate hospitality.
 - c) Authorized travel and accommodation for Government Officials or non-OIL personnel.
- vi. **Political contributions:** OIL does not make any contributions, whether in cash or kind, in support of any political parties or electoral candidates.
 - vii. **Charitable contributions & Sponsorships:** OIL is committed to supporting communities in its operational areas. All charitable donations require approval from the Competent Authority as per DoP. Sponsorships are permitted for legitimate business purposes, brand building, or charitable objectives, strictly following OIL's procedures, with proper documentation and approval, ensuring no quid pro quo.
 - viii. **Books, Records and Internal Control Requirement:** OIL upholds the highest standards of accuracy, completeness, and transparency in recordkeeping, which is fundamental to the company's operations and compliance with legal and regulatory requirements.
 - ix. **Training and awareness:** OIL is committed to provide training and awareness on adequate procedures to combat corruption risks and threats at regular basis to empower its employees and concerned stakeholders to make informed decisions, uphold company's values and contribute to maintain a transparent business environment.

E. Responsibility for ABAC policy

All designated persons must uphold this policy, report any suspected wrongdoing, and ensure compliance. HODs and Senior Management are responsible for awareness, enforcement, and strict adherence to the policy.

F. Reporting

OIL provides secure reporting channels, managed by the vigilance team, to facilitate the reporting and investigation of suspected bribery or corruption incidents.

Complaints regarding bribery and corruption can be reported using the following mechanism:

- OIL's complaint handling portal, accessible through <https://oileservice.oilindia.in/ComplaintHandlingSystem>
- Central Vigilance commission through the Public Interest Disclosure and Protection of Informer portal, through <https://oileservice.oilindia.in/OnlineVigilancePortal>
- Protected disclosure as per OIL's Whistle blower policy https://www.oilindia.nic.in/files/investor_services_documents/Whistle_Blower_Policy.pdf

G. Consequences of non-compliance

Any breach of this Policy by the designated persons of the Company will result in appropriate measures being taken against them, in accordance with the established procedures of the Company including disciplinary actions and legal consequences.

H. Review and monitoring

To maintain an anti-corruption program that meets regulatory requirements and stakeholder expectations, OIL will periodically change, improve, and communicate its anti-corruption-related policies, practices, and procedures. The Company will establish, maintain, and monitor a variety of feedback mechanisms and other internal processes including risk management designed to support the continuous operation and improvement of the policy

This policy has been approved by OIL's competent authority and is publicly available across various platforms, reaffirming OIL's commitment to Anti-Bribery & Anti-Corruption.

Effective Date: 29.06.2026

Version: 1.0