



HUMAN RIGHT POLICY

1. Philosophy

As a Maharatna and fully integrated energy company, Oil India Limited (OIL) is committed to upholding and promoting human rights as a fundamental aspect of our business operations. We recognize that our responsibilities go beyond energy security to include sustainable development, social commitment, and inclusive growth.

OIL is committed to upholding the six fundamental rights enshrined in the Indian Constitution: the Right to Equality, Right to Freedom, Right Against Exploitation, Right to Freedom of Religion, Cultural and Educational Rights, and the Right to Constitutional Remedies. We aspire to uphold the essence of Human Rights, guided by national and international principles such as the UN Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), ILO Declaration on Fundamental Principles and Rights at Work, and the National Guidelines on Responsible Business Conduct (NGRBC). Our policies and practices are designed to align with global best practices, ensuring dignity, equality, and respect for all stakeholders.

2. Statement

Our employees are our pride; thus, OIL respects the dignity and stipulated rights of our employees in the workplace and is accountable for ensuring their rights to safety, security, a clean and healthy workplace, and freedom from any form of harassment or discrimination. OIL is committed to treating employees, suppliers, vendors, and stakeholders fairly in every aspect.

3. Objectives

3.1 To express our commitment to conducting business with ethical values and embracing practices that support human rights in every aspect of our operations.

3.2 To encourage our employees and stakeholders (including business and supply chain partners) to adopt, promote, and respect human rights within their operations and supply chains by adhering to applicable laws and international human rights principles.

4. Scope

This policy applies to all the personnel who are working for or on the behalf of Oil India Limited, including subsidiaries, joint ventures, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. It extends to all employees, contractors, business partners, suppliers, service providers, and other stakeholders.

5. Commitment

5.1 *Equal Opportunity* : OIL is an equal opportunity organization and does not tolerate discrimination in any form based on origin, race, color, sex, language, religion, disability, political or other opinions, national or social origin, property, birth, or status.

5.2 *Diversity and Inclusion* : OIL is committed to upholding human rights by fostering a workplace that ensures social and economic dignity, freedom, and equality, regardless of nationality, gender, economic status, or religion.

5.3 *Prohibition of child labour / forced labour / human trafficking* : OIL strictly prohibits child labour, forced or compulsory labour, and human trafficking across all operations. No person below the age of 18 is employed, and all units comply with this principle. Vendors, contractors, and suppliers are also required to adhere to these standards.

5.4. *Employee welfare and engagement*: OIL upholds and respects the labour rights of its workforce and all workers across its operations, ensuring safe working conditions, non-discrimination, fair wages, working hours, and the right to freedom of association and collective bargaining.

OIL fosters a dynamic and inclusive workplace culture by prioritizing open dialogue and continuous feedback by actively engaging with its employees.

5.5 *Prevention of harassment*: We are strongly committed to fostering a workplace where every employee is treated with dignity and respect. We believe in providing a gender-sensitive, inclusive, and safe work environment, free from violence, harassment, intimidation, and any disruptive conditions arising from internal or external threats.

OIL upholds a **zero-tolerance policy** towards sexual harassment and any behavior that creates an offensive or hostile work atmosphere, including unwelcome advances or inappropriate conduct. To reinforce a culture of mutual respect and awareness, all employees are required to undergo regular sensitization training on workplace behavior and gender equality.

5.6 *Empowering Local Communities and stakeholder engagement*: OIL values the diverse cultures, languages, traditions, and customs of the communities where it operates. Through various engagement initiatives, the company fosters goodwill, promotes sustainable employment, and creates economic opportunities. OIL also upholds the rights of affected communities to clean drinking water, sanitation, land, natural resources, and a healthy environment.

5.7 *Environment stewardship* : OIL is dedicated to minimizing environmental impact, protecting natural resources, and promoting sustainable practices. Through responsible operations, continuous improvement, and stakeholder engagement, the company ensures a safe, clean, and sustainable environment for present and future generations.

6. Grievance redressal

OIL is committed to monitoring and addressing human rights violations by providing effective grievance mechanisms for its workforce, affected communities, and workers across the value chain. In order to address employee concerns and complaints pertaining to human rights and prohibit any act of discrimination & violation of human rights, OIL has Grievance Redressal System, Safety Committees, Internal Complaints Committee as part of Policy for prevention of Sexual harassment at Workplace, Whistle-blower Policy, Vigil Mechanism etc.

In addition, OIL has put in place a structured framework to implement the Right to Information Act and Centralised Public Grievance Redress and Monitoring System (CPGRAMs) in OIL.

7.Training and Capacity Building

OIL is committed to impart sensitization training to its employees and associates including business partners, suppliers, contractors and their personnel to be aware of and respect human rights in the workplace and in the local communities directly impacted by its operations.

8. Due diligence

OIL is committed to proactively conduct human rights due diligence. OIL prioritizes appropriate actions to identify, prevent or mitigate human rights risk in its operations and supply chain.

9. Implementation & Reporting

Every OIL employee is responsible for ensuring compliance with this policy and preventing any violations within their area of jurisdiction. Any employee found violating human rights in any manner will be subject to disciplinary action as per OIL CDA Rules, 1982, applicable Standing Orders, and other relevant regulations.

Progress on our commitments will be reported annually in our disclosures to ensure transparency and accountability.

10. Review & monitoring

OIL will periodically review this policy and its implementation to ensure its effectiveness and relevance. Third-party interventions may also be sought to assess compliance and adherence.

This policy has been approved by OIL's competent authority and is publicly available across various platforms, reaffirming OIL's commitment to human rights.

Effective Date: 29.06.2026

Version: 1.0