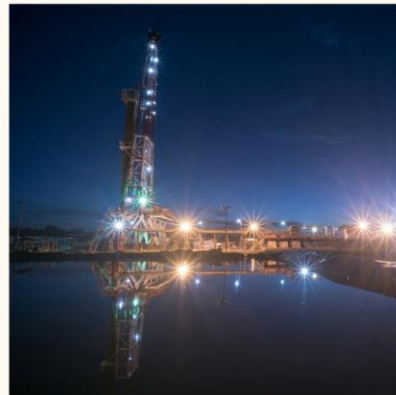




ऑयल इंडिया लिमिटेड  
(भारत सरकार का उद्यम)  
**Oil India Limited**  
(A Government of India Enterprise)



## SUSTAINABILITY REPORT FY 2021-22



**ENERGIZING LIVES**  
RESPONSIBLY AND SUSTAINABLY





## Table of contents

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Introduction 04

Leadership Message 06

About Oil India Limited 08

Stakeholder Engagement &  
Materiality Analysis 14

Governance at OIL 19

Economic Performance 24

Environmental Performance 26

Social Performance 36

Corporate Social Responsibility 49

GRI Index 64

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# Introduction

## About the Report

This is the 9<sup>th</sup> Sustainability Report of Oil India Limited, serving as our primary means of communication with our stakeholders. The report provides information on our environmental, social, and governance performance during the fiscal year 2021-22. It outlines our management approach and our progress on key ESG issues that were identified through extensive stakeholder engagement. Our stakeholders have been instrumental in guiding our sustainability efforts, and we are honored to share our performance with them.

## Reporting Framework

For this report, we have referenced the GRI Standards. The report contains disclosures on our key environmental, social, and economic material topics.

## Reporting Scope & Boundary (GRI 2-2, 2-3, 2-4)

The reporting cycle for this report is 1st April 2021- 31st March 2022. The reporting boundary includes OIL's operations spanning over five states in India namely Assam, Arunachal Pradesh, Rajasthan, Andhra Pradesh, and Mizoram. There is no restatement of information.

## External assurance (GRI 2-5)

The information presented in this report has not been subject to an independent third-party assurance.







This report includes predictions and assumptions-based forward-looking statements. These statements are marked in the report with phrases like "intend," "anticipate," "believe," "expect," "project," and "plan." These projections and expectations are built on relevant assumptions and past performance. The contents may contain or incorporate by reference public information approved by Oil India Limited. The market environment, governmental policies, legislation, and other factors outside the direct control of Oil India Limited could cause these statements to alter.

## Point of Contact

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General Manager & Head of Public Affairs Department

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Duliajan, Assam

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<https://www.oil-india.com/>



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# Leadership Message

## From the CMD's Desk

### Dr Ranjit Rath

Dear Stakeholders,

It is with great pride that I present our latest sustainability report, which reflects our ongoing commitment to environment, social and governance (ESG) excellence. At Oil India Limited, sustainability is a fundamental part of our strategy and our culture, and it is at the heart of everything we do..

The past several years have been tumultuous and unpredictable for us. The COVID-19 pandemic caused widespread disruptions that impacted people's lives and incomes globally. Just as we were emerging from the shadows of COVID-19, the recent global conflict added to the increasing cost of energy and instability in supply of energy globally. Nevertheless, we have demonstrated strength in overcoming these difficulties and have achieved success both in terms of operations and social impact.

Oil India Limited has initiated several efforts to decrease its carbon footprint and become more energy-efficient. For example, we have built a Green Hydrogen pilot plant in Jorhat, Assam and are studying the effects of mixing Green Hydrogen with Natural Gas. We have also taken steps to adopt alternative energy sources by installing smart LED lighting and regularly checking the emissions of petroleum-consuming equipment.

Oil India Limited has appointed Dr. Jadav Payeng, a recipient of the Padma Shri award and known as the Forest Man of India, as our Green Ambassador. Under his guidance, we launched Project Vasundhara, which involves extensive tree-planting efforts across our operational areas with the aim of creating a significant carbon sink.







We support our employees' initiatives, inventions, and dreams. A slew of initiatives were implemented to enhance the performance culture, including the adoption of competency-based HR models, transparency and objectivity in HR processes, and a rewards and recognition program called Help Our People Excel (HOPE) to promote excellence in performance. Additionally, we actively encourage our staff to participate in a sport of their liking to promote their holistic development and wellbeing. As part of our commitment towards pursuing the highest standards of Corporate Governance, we have developed a robust & transparent governance structure & processes in place. Our Corporate Governance Policies adhere to regulatory requirements, such as those set forth by the Department of Public Enterprises.

As a reflection of our position as responsible corporate citizens, we have launched several programmes as part of our CSR efforts for the socioeconomic advancement of individuals and the communities we operate in. According to the current provisions of Section 135 of the Companies Act, 2013, the Company is undertaking initiatives in the fields of healthcare, education, drinking water and sanitation (Swachh Bharat Abhiyan), skill development, sustainable livelihood, women's empowerment, promotion of art, culture, and heritage, promotion of sports, and rural development through augmentation of rural infrastructure.

In the fiscal year 2021-22, three start-ups working in the fields of Robotics, Biosensors, and Internet of Things (IoT) joined our Start-Up Nurturing Enabling and Handholding (SNEH) program and began their incubation. Our supported start-ups have received recognition and awards for their innovations and have filed for patents.

I extend my gratitude to our employees, customers, suppliers, and stakeholders for their support in our sustainability efforts. We are dedicated to being transparent and accountable in our ESG practices and welcome any feedback and suggestions.

Jai Hind!

**Dr Ranjit Rath**  
Chairman & Managing Director



# About Oil India Limited

## Who we are (GRI 2-1)

Oil India Limited (OIL) was established on February 18, 1959. Later, in 1961, OIL was founded as a joint venture between the Government of India (GoI) and Burmah Oil Company Limited, UK. In 1981, it was given the status of a GoI wholly owned enterprise. OIL is known now for being a full-service upstream petroleum firm. An upstream oil and gas company, we are in the business of exploration, production and transportation of crude oil & natural gas. We are a government-owned company in India that is managed administratively by the Ministry of Petroleum and Natural Gas. The second-largest national oil and gas firm in India, OIL is a Navratna PSU. We have established ourselves as a top upstream national oil and gas firm with a history of hydrocarbon exploration spanning more than 60 years, helping to ensure the nation's energy security. We offer completely integrated Exploration & Production (E&P) services as one of the country's top companies. Our headquarter is in Duliajan, Assam, India. Our corporate headquarter is located in Noida, Uttar Pradesh, India.



## What we do (GRI 2-6)



### Crude Oil

In FY 2021-22, crude oil production was 3.010 MMT (inclusive of OIL's share of 0.011 MMT from Kharsang JV and 0.013 MMT from Dirok JV) as against the production in the previous year 2.964 MMT. The crude oil sale was 2.910 MMT as compared to 2.872 MMT in the previous year.



### Liquefied Petroleum Gas (LPG)

33,240 metric tons of LPG was produced during the year 2021-22 as against 33910 MT in the previous year. Along with LPG, 0.19473 MMT of Condensate was also recovered as a by-product. The sale of LPG during the FY 2021-22 was 33094 MT as against 34077 MT in FY 2020-21.



### Natural Gas

During the FY 2021-22, natural gas production was 3045 MMSCM (including 153 MMSCM of Dirok JV Gas) which is higher than the 2642 MMSCM (including 162 MMSCM of Dirok JV Gas) in FY 2020-21. The sale of natural gas during FY21-22 was 2450 MMSCM which is higher than 2270 MMSCM in FY 2020-21.



### Renewable Energy

As on 31st March 2022, the total installed capacity in respect of renewable energy stands at 188.1 MW, comprising of 174.1 MW of wind energy projects and 14.0 MW of solar energy projects. In addition, we also have solar plants of 0.906 MW for captive utilization.



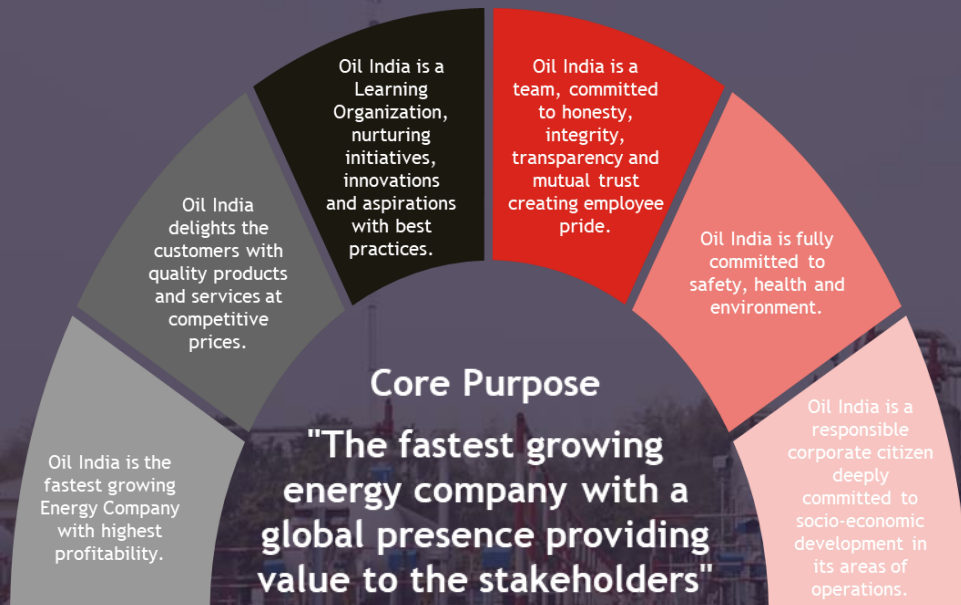
### Pipeline Operations

During the FY 2021-22, the crude oil pipeline transported 6.18 MMT of crude oil as against 5.97 MMT in the previous year. The Naharkatia - Bongaigaon sector transported 2.88 MMT of crude oil for us and 0.9935 MMT of crude oil from ONGC and Dirok Field. The Barauni - Bongaigaon sector transported 2.31 MMT of imported crude oil. We also transported 1.516 MMT of petroleum products through the Numaligarh-Siliguri Product Pipeline.

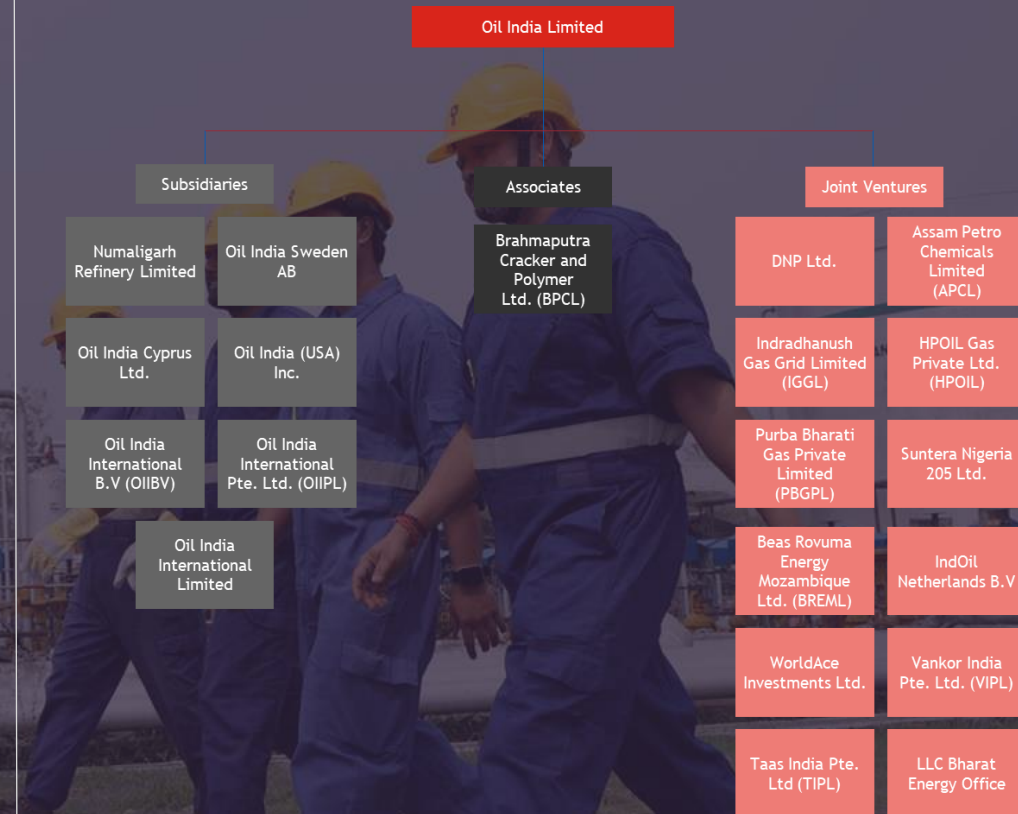
We have internal mechanisms to maintain the quality of the products we provide. Gas Supply Agreements (GSA) and Crude Oil Sales Agreements (COSA) both contain built-in mechanisms for resolving stakeholder complaints. Our natural gas and crude oil are both sold to gas utility companies and refineries, respectively. At the point of sale, a daily quality audit is conducted for crude oil. We also conduct routine pipeline integrity inspections using techniques such as hardware testing and conventional pipeline inspection procedures. Periodically, the company conducts consumer perception surveys, such as in addition to selling condensate to IOCL, the company also sells LPG in bulk and packaged form. In this respect, the Company gathers yearly feedback from buyers of condensate as well as IOCL in the form of an Assessment of Customer Perception.



## Core Purpose and Vision



## Our Global Presence, Joint Ventures, and Subsidiaries







## Our People (GRI 2-7, 2-8)

As on 31st March 2022, the Company had a total of 6,256 people part of the permanent workforce which comprised of 1,687 executives (employees) and 4,569 non-executives (workers). During the reporting period our permanent workforce comprised of 5847 male and 409 female employees.

	Permanent			Other than permanent		
	Executives (Employees)	Non-Executives (Workers)	Total	Executives (Employees)	Non-Executives (Workers)	Total
Male	1486	4361	5847	44	185	229
Female	201	208	409	8	35	43
<b>Total</b>	<b>1687</b>	<b>4569</b>	<b>6256</b>	<b>52</b>	<b>220</b>	<b>272</b>

## Procurement Practices (GRI 204-1)

Oil India Limited encourages the purchase of goods and services from Micro and Small Enterprises (MSEs) through initiatives such as providing price preference as mandated by the Public Procurement Policy 2012. Our policy is to place orders with MSEs for the full amount of a tender, provided that the price matches that of the lowest bidder who is not an MSE, within the margin of preference. Our yearly procurement objectives from MSE vendors, the anticipated goods and services to be purchased, and bids specifically for MSE vendors are all made publicly available on a dedicated web page for MSE vendors. The Purchase Preference policy for Scheduled Castes, Scheduled Tribes, and Women Entrepreneurs as required by the Public Procurement Policy is applicable in all tenders of Oil India Limited.

Procurement from MSEs (FY 2021-22)	1,404.87 Cr.	27.20%*
Procurement from MSEs owned by SC/ST (FY 2021-22)	54.92 Cr.	1.3%
Procurement from MSEs owned by Women (FY 2021-22)	7.49 Cr.	0.18%

*\* % of total procurement by value*

## Our Associations (GRI 2-28)

Industry networks and associations play a vital role as drivers of awareness, advocacy, and action on sustainability issues by offering a shared platform for industry representatives to exchange ideas and best practices. These networks can also help create a cycle of improvement based on feedback. They also bring credibility and strength to the dialogue between the industry and government on critical policy and regulatory matters. Oil India Limited is an active participant in the following industry networks and associations.

- Standing Conference of Public Enterprises
- Social Security Association of India
- Petroleum Conservation Research Association
- Petroleum Federation of India, All India Association of Employees
- The Associated Chambers of Commerce and Industry of India
- Petroleum Sports Promotion Board
- Federation of Indian Chamber of Commerce and Industry
- All India Management Association
- Confederation of Indian Industry



## Awards and Recognition

During the year 2021-22, the following awards and accolades were conferred upon the Company:

### HEALTH & SAFETY

- Grow Care India Safety Award 2021: Pipeline Department of OIL have won the prestigious awards on the HSE front in the Petroleum Storage & Transportation Sector.
- Winner of the Greentech Effective Safety Culture Award by Greentech Foundation.
- Gold Award in Grow Care India Occupational Health & Safety Awards 2021.
- Platinum Award in Apex India Occupational Health & Safety Awards 2021 by Apex India Foundation.
- Gold Award in “11th Exceed Occupational Health Safety & Security Award” by Sustainable Development Foundation
- “Greentech Safety India Award” by Greentech Foundation.
- Western Asset of OIL conferred with the Winner in Longest Accident-free Mine for the year 2020 and Runner Up in longest Accident-free mine 2019 by National Safety Awards (Mines).
- SHRAMVEER PRODUCTIVITY AND INNOVATION AWARD 2020 awarded to 8 Nos of OIL Employees in different categories conducted by the Productivity council, Tinsukia, Assam.
- Best Installation and best Statutory Records awards for DND-GPC installation of Rajasthan Field in Mines safety week 2020 and 2022 by DGMS.







- Winner for Outstanding Achievements in Safety Excellence for Eastern Asset of OIL was conferred by Greentech India Summit and Awards.
- National Safety Award (Mines) 2020 for Scheme-1, Longest Accident-Free Period and Runner-up trophy for 2019 National Safety Award (Mines) for Scheme-1, Longest Accident-Free Period.

#### WORKPLACE

- “Rank 1 Dream Companies to Work For” award by World HRD Congress.
- Excellence in Learning and Development and Best in Training & Development Team by World HRD Congress.

#### CORPORATE SOCIAL RESPONSIBILITY

- Grow Care India CSR Award 2021, ‘Platinum Award’ for Women Empowerment, for CSR Project ‘OIL Shakti’ and Gold Award for Education, for ‘Project Home Based Digital Learning under OIL Dikhya’, 2021.
- Apex India Corona Warrior Award-2021 ‘Platinum’ in Petroleum Exploration Sector, Apex India CSR Excellence ‘Gold Award’, 2020 for overall CSR initiatives and Apex India CSR Excellence ‘Gold Award’ in Skill Development for project ‘OIL Swabalamban’.
- ‘Governance Now 8th PSU Award’ for ‘Corporate Social Responsibility (CSR) Commitment’.
- Mahatma Award 2021 for ‘CSR Excellence’ for its Corporate Social Responsibility initiatives.





# Stakeholder Engagement & Materiality Analysis

## Collaboration for Value Creation: Stakeholder Engagement (GRI 2-29)

To enhance our value proposition and meet stakeholder expectations, we at OIL recognize the importance of maintaining our social license to operate. This is achieved through regular interaction with our stakeholders to gain a better understanding of their perspectives and needs, and creating strategies that align with their expectations. Our stakeholders are individuals and organizations who are impacted by our operations and resources and therefore play a crucial role in shaping how we conduct our business. By collaborating with our stakeholders, we can improve our products and processes, involve them in decision-making, and build trust.

Throughout the year, we engage with a variety of stakeholders, including employees, government and regulators, suppliers, customers, industry partners, communities, NGOs, and contractors. These stakeholders were identified through our sustainability and annual reports, as well as those of our peers and competitors, and were grouped into 12 key categories, including both internal and external stakeholders.





S.No	Stakeholder group	Channels of communications	Frequency of communication	Purpose and scope of engagement
1	<b>Government &amp; regulators</b>	In-person meetings, regulatory compliance	Annual, Monthly and Need-based	<ul style="list-style-type: none"> <li>• Support government missions to promote sustainable development goals</li> <li>• Performance appraisal through MoUs</li> <li>• Discussions on major investment plans</li> </ul>
2	<b>Customers</b>	Annual Customer Meet, Customer Interactive Meet, Customer Satisfaction Survey	Annual, quarterly	<ul style="list-style-type: none"> <li>• To understand their satisfaction levels</li> <li>• To address operational concerns</li> <li>• To get feedback on new product development</li> </ul>
3	<b>Joint ventures and subsidiaries</b>	Need-based meetings, Reports and Newsletters	Need based	<ul style="list-style-type: none"> <li>• Discussions on major investment plans</li> <li>• Sharing of performance data</li> <li>• Facilitate decision-making on major topics</li> </ul>
4	<b>Employees</b>	Satisfaction surveys, Social Media, Grievance Redressal Emails, Journals, Meetings with employee associations and unions	Annual, Quarterly, Monthly, Daily	<ul style="list-style-type: none"> <li>• Communication on OIL's business goals, values, and principles</li> <li>• Implementation of best practices</li> <li>• Facilitating learning and developing</li> <li>• Track key performance indicators and action plans</li> </ul>
5	<b>Suppliers</b>	Supplier Meets, Industry Conclave, Access to empowered C&P committee and Vendor development programs	Monthly, Quarterly and Annual Review	<ul style="list-style-type: none"> <li>• Communicate operational decisions</li> <li>• Seek their performance data/information</li> <li>• Understand and address their concerns</li> <li>• Dispute resolution</li> <li>• Review of Contracts</li> </ul>
6	<b>Industry partners</b>	Seminars, Conferences, Industry Expo, Interviews, Reports and Newsletters	Need based	<ul style="list-style-type: none"> <li>• Share performance data</li> <li>• Inform on key decisions and projects</li> <li>• Participating in conferences and seminars</li> <li>• Engage in public policy advocacy</li> </ul>
7	<b>Local communities</b>	Meetings and direct interactions, Community events, Needs analysis and Impact assessments, CSR initiatives & Corporate communication Materials	Need based	<ul style="list-style-type: none"> <li>• Engaging with communities for conducting need assessments and executing community development projects</li> <li>• Understanding and addressing their concerns on critical incidents</li> <li>• Community Grievances Redressal</li> </ul>

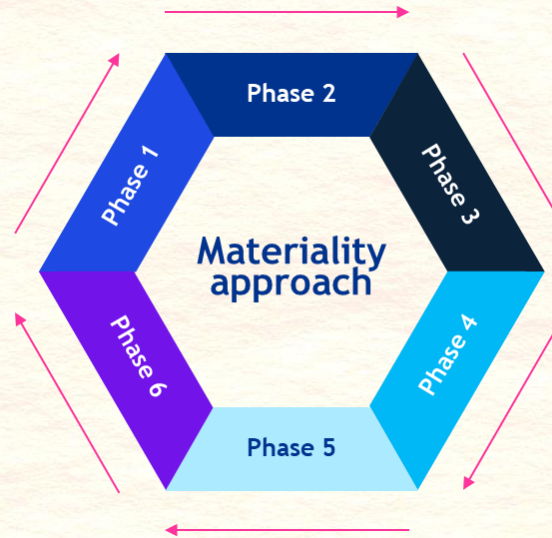


S.No	Stakeholder group	Channels of communications	Frequency of communication	Purpose and scope of engagement
8	<b>Contractors and implementing agencies</b>	Need-based meetings & Website	Annual, quarterly, monthly, daily	<ul style="list-style-type: none"> <li>• Communicate operational decisions</li> <li>• To align their work with company policies and mandates (Compliance)</li> </ul>
9	<b>NGOs/ Civil society organizations</b>	Project meetings & Annual reviews	Need based	<ul style="list-style-type: none"> <li>• Executing community development projects</li> <li>• Understanding and addressing their concerns on critical incidents</li> </ul>
10	<b>Media</b>	Press Meets, Interviews & Corporate communication materials	Monthly, need-based	<ul style="list-style-type: none"> <li>• Relationship building</li> <li>• Promotion of latest initiatives and events</li> <li>• Increase brand recall value</li> <li>• Appraising performance highlights and lowlights</li> <li>• Point-of-view on major sectoral development</li> </ul>
11	<b>Investors</b>	Annual Report, Investors Meet, Conference Calls, Websites, E-Mails, Campaign, Communication by RTA	Periodic, need-based	<ul style="list-style-type: none"> <li>• Servicing of Investor Queries and Information about the Performance</li> </ul>



## Issues that Matter: Materiality Assessment (GRI 3-1)

OIL developed a materiality evaluation and stakeholder engagement approach to determine the relevant ESG issues that are material to its operations and stakeholders. The approach considers global reporting requirements and analyzes the impact of ESG issues on operations and stakeholders. OIL recognizes that there may be differences in the importance stakeholders assign to certain ESG issues and therefore, prioritizes ESG topics as high, medium, or low based on their significance to internal and external stakeholders. This materiality matrix informs strategic decisions, addresses operational risks, and helps prioritize intervention areas for OIL. Through the stakeholder engagement and materiality assessment exercise conducted in the FY 2020-21, OIL identified 15 material topics, which are also covered in this report.



**Phase 1:** Define purpose and scope

**Phase 2:** Identify stakeholders & potential material topics

**Phase 3:** Prioritise topics

**Phase 4:** Stakeholder engagement and materiality survey

**Phase 5:** Materiality matrix development and reporting

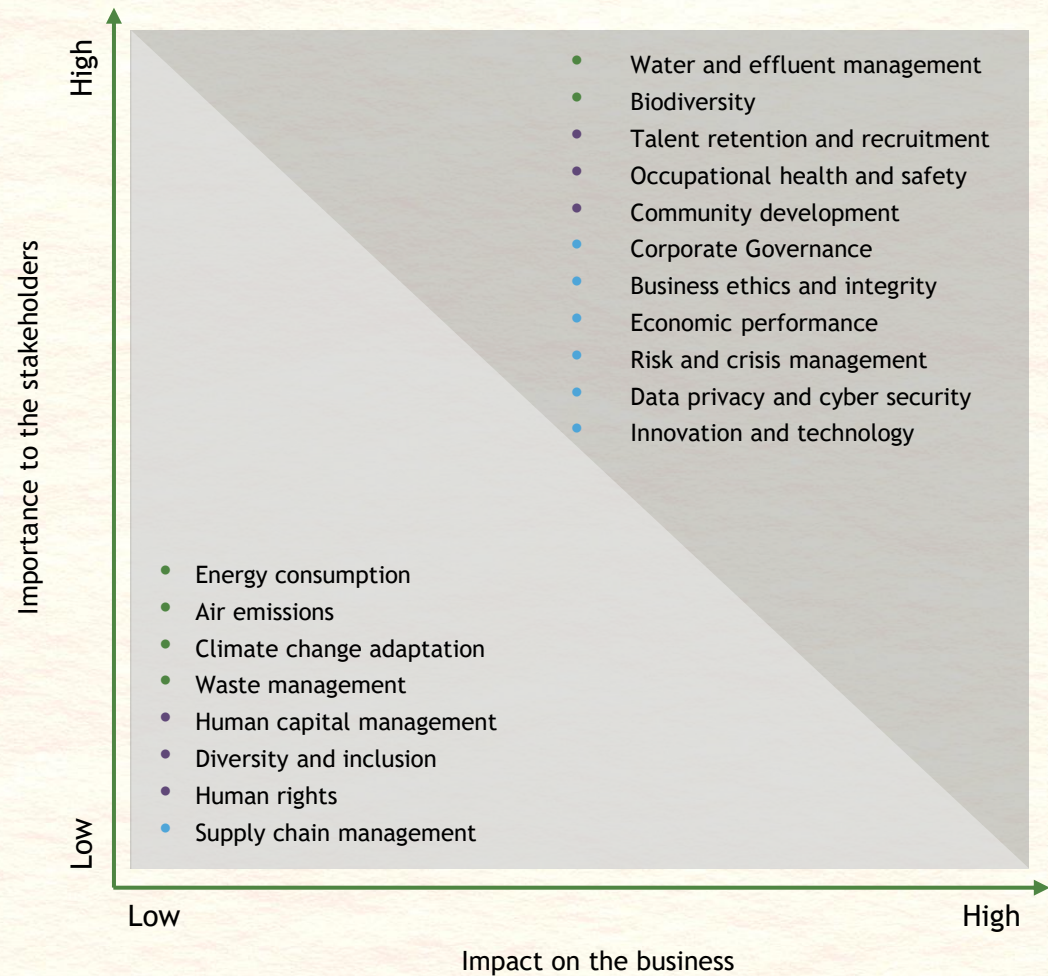
**Phase 6:** Review







## Material Issues (GRI 3-2)



Environment

Social

Governance



## Leadership for Sustainability: Governance and Risk Management

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15)

At Oil India Limited, our governance system emphasizes accountability, transparency, and ethical conduct. This is driven by our fundamental purpose and strengthens our obligation to our stakeholders, allowing us to achieve responsible growth. By adopting such practices, we aim to earn and maintain the trust of our employees, clients, and business partners. Our board of directors provides guidance and ensures that we uphold the best standards of corporate governance through the implementation of risk management measures and compliance with laws and regulations.

The board of directors receives support from several committees and has assigned responsibilities to six committees to promote business, give guidance, and chart a path for sustainable growth and innovation.

The highest position in the governing body at OIL is the Chairman-cum-Managing Director. The governing body consists of several members, and eight board-level committees are responsible for the organization's overall governance. These committees focus on specific areas and make decisions within the authority delegated to them. Most committee members are Executive Directors or Non-Executive Directors, and these committees are formed based on the organization's needs.



**Dr. Ranjit Rath**  
Chairman and Managing Director

### Functional Directors



**Shri Harish Madhav**  
Director (Finance)



**Shri Pankaj Kumar Goswami**  
Director (Operations)



**Dr. Manas Kumar Sharma**  
Director (Exploration &  
Development)



**Shri Ashok Das**  
Director (HR)

### Government Nominee Directors



**Shri Vinod Seshan**  
Govt. Nominee Director and Director, MOP&NG



**Smt. Mamta**  
Govt. Nominee Director and Director, MOP&NG

### Independent Directors



**Smt. Pooja Suri**  
Independent Director



**Shri Raju Revanakar**  
Independent Director



**Shri Samik Bhattacharya**  
Independent Director

### Chief Vigilance Officer

**Shri Amit Saran, IRSME**  
Chief Vigilance Officer, OIL

### Company Secretary

**Shri A.K.Sahoo**  
Company Secretary



## Board Level Committees

### Audit Committee

The audit committee oversees the development of the financial reporting. The members of this important operating Board committee oversee monitoring financial disclosures and reports. The Board establishes the duties and authority of the audit committee in accordance with the Company's Act of 2013. The Director of Operations and the Director of Finance are regular attendees at Audit Committee sessions.

### Nomination & Remuneration Committee

The committee assess and approves the compensation and benefits provided to executives at the Board level and lower in accordance with DPE policies through this committee. The committee appoints the board and board level committee members as well.

### Stakeholders and Relationship Committee

This group is also tasked with implementing solutions to raise the standard of investment services. The committee also protects and handles complaints from the Company's security holders, including those involving the transfer of securities, the failure to receive balance sheets, dividends, and similar issues.

### Corporate Social Responsibility (CSR) and Sustainable Development (SD) Committee

This committee makes recommendations and develops plans for the company's CSR initiatives. The committee, which consists of 5 Directors, 3 Independent Directors, and 1 Government Nominee Director, is responsible for ensuring that the legal requirements governing CSR operations are followed.

### Health, Safety and Environment Committee (HSE)

The Health Safety and Environment Committee was established to assist the Board in addressing health, safety, and environmental concerns inside the company and guarantee that legal requirements are followed.

### Human Resource Management (HRM) Committee

The Human Resource Management Committee considers all matters pertaining to the management and planning of human resources, the evaluation of HR Policies & Initiatives, and the promotion of staff members one level below directors (Executive Directors). Directors and Independent Directors make up the HRM committee.

### Business Development Committee

The Business Development Committee oversees and investigates potential new business endeavors, and makes recommendations for and authorizes acquisitions, joint ventures, and collaborations.

### Risk Management Committee (RMC)

The board reviews risk management plans and recommends risk assessment and management reports. The Board is primarily responsible for the risk management of the company as per the Companies Act, 2013, Revised Clause 49 of the Listing Agreement and Sections 134 & 177.



## Ethics and Compliance

(GRI 2-26, 205-1, 205-3, 206-1)

At OIL, we uphold the highest ethical and moral standards and reject any form of bribery or corruption. As a listed public sector enterprise, following the guidelines of the Department of Public Enterprises (DPE) on corporate governance and the SEBI (Listing Obligations and Disclosure Requirement) Regulations of 2015 is of utmost importance. The Vigilance wing, headed by the Chief Vigilance Officer, acts as a liaison between the Central Vigilance Committee (CVC), the Central Bureau of Investigation (CBI), and management and is responsible for promoting transparency, efficiency, and integrity in the company's operations. To this end, vigilance awareness sessions are conducted for employees, Board members, and senior management personnel. In FY 2021-2022, 19 such sessions were held, including "Keep in Touch" (KIT), Catch Them Young (CTY), and "Vigilance Sensitization".

At OIL, we have a "whistleblower policy" that allows employees to report any unethical behavior they witness. During the reviewed year, the vigilance department received 4 complaints and all of them have been resolved as of March 31st, 2022.

## Vigilance Awareness Week 2021

(GRI 205-2)

The Vigilance Awareness Week (VAW) is an important event for promoting preventive vigilance. As directed by the Central Vigilance Committee (CVC), the VAW 2021 was observed from October 26th to November 1st across the company. This year's theme for VAW was "Independent India @ 75: Self-reliance with Integrity."

To kick off the Vigilance Awareness Week on October 26, 2021, an "Integrity Pledge" was taken company-wide. Several events were held, both in and outside the organization, to emphasize that as the nation celebrates its 75th year of independence, we must strive for self-sufficiency while maintaining integrity. Due to Covid-19 restrictions, many of these events were conducted virtually this year.

The main events during the Vigilance Awareness Week 2021 included training sessions, seminars, webinars, workshops, quizzes, debates, and educational activities in local schools and colleges. A Vendors' Grievance Redressal Camp was also held at the headquarters in Duliajan to address the concerns of vendors. Additionally, a digital edition of the company's internal Vigilance journal, 'InTouch', was published in observance of the event. These activities aimed to raise awareness of the complaints process and promote ethical behavior.





# Policy Commitment

(GRI 2-23)

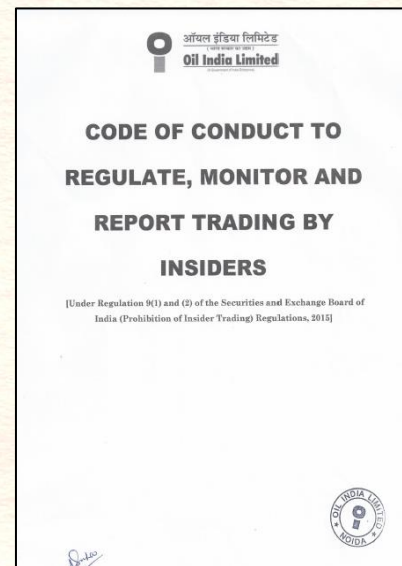
At OIL, the promotion of sustainability is centered around good governance. To accomplish this, we use policies as a means of communicating our commitments and goals to our stakeholders. Our governance at OIL is governed by policies that promote transparency, accountability, and ethical business conduct. These policies are relevant to various aspects of our business operations and are based on regulatory requirements, international and local standards. By having these policies in place, we aim to foster trust among our internal stakeholders.

At OIL, we have a well-established grievance resolution process guided by our Complaint Handling Policy. This policy outlines how we handle complaints from the public and stakeholders such as suppliers, contractors, and vendors.

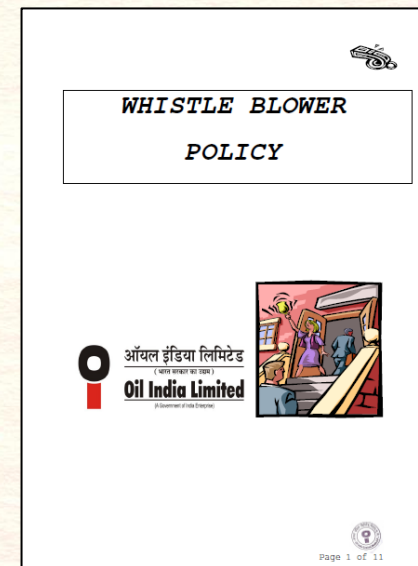
All our policies are available in the public domain.



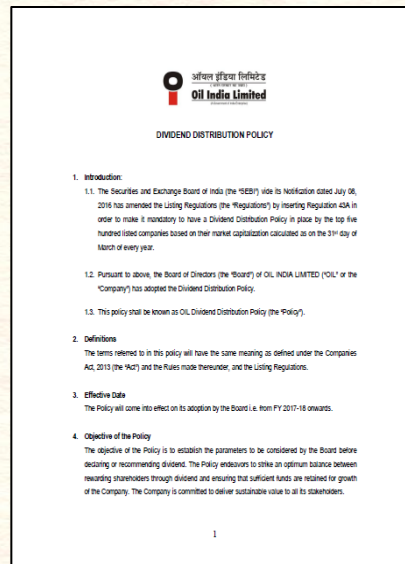
CSR & Sustainability Policy



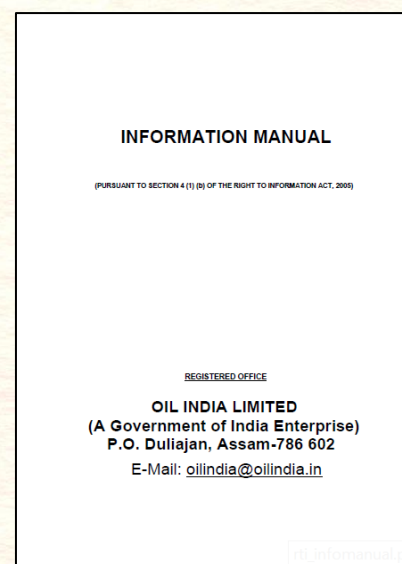
Code of Conduct to Regulate, Monitor & Report Trading by Insiders



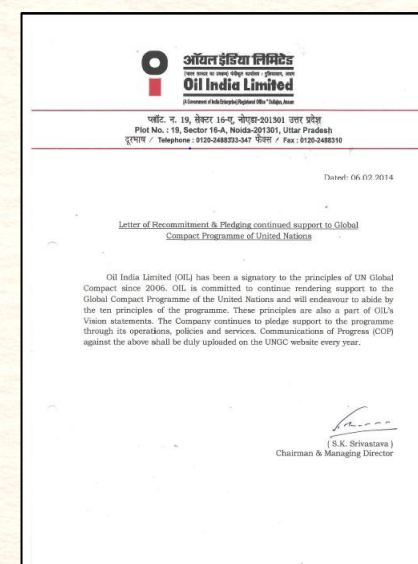
Whistle Blower Policy



Dividend Distribution Policy



Information Manual



Letter of Commitment to UN Global Compact



# Sustainable Development Policy

(GRI 2-22, 2-23, 2-24)

At OIL, we are driven by the goal of "Conquering New Horizons". We have a Sustainable Development Policy in place which aims to ensure that our business practices in the hydrocarbon exploration and energy sector are sustainable in nature. We are committed to promoting growth that includes all our stakeholders while minimizing our impact on the environment, society, and economics. As responsible corporate citizens, we are dedicated to implementing sustainable development initiatives and projects to support our commitment to inclusive growth.

OIL is committed to dedicating adequate financial resources, setting up a board committee and a high-level steering committee to integrate sustainable development into its overall business strategy, and providing annual updates on its sustainability performance.

## Environment:

- Adhere to the requirements of national laws & regulations, international standards and industry guidelines at all times
- Preserve biodiversity
- Continuously strive for reduction of its carbon and water footprints
- Continuously strive for improvement in energy efficiency in its operations
- Explores avenues of alternate energy sources and cleaner technologies
- Committed towards reducing the risk of accidents and spills in operations

## Social:

- Engage with local communities to constantly work towards sustainable social, economic and institutional development of the region where it operates.
- Strive for excellence in business as well as human resources through quality, health & safety in every aspect.

## Economics:

- Adheres to the highest standards in ethical business practices and sound systems of corporate governance
- Diversify as an integrated energy company with footprint into non-conventional energy like CBM, shale gas, shale oil, LNG etc.
- Incorporate sustainable development considerations within corporate decision making process.



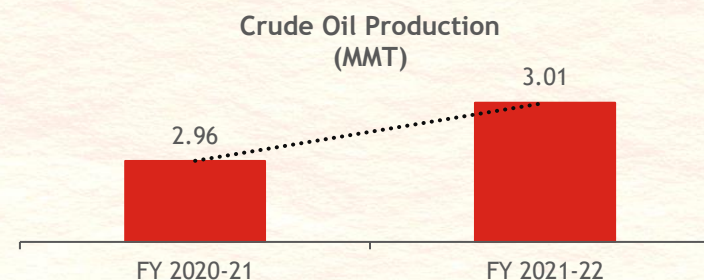
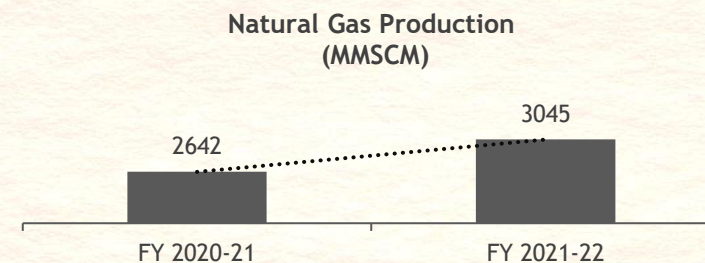


# Economic Performance

## Propelling Sustainable Value Creation (GRI 201-1, 201-3, 201-4)

At OIL, we have faced challenges like many other businesses globally, but we have overcome them and transformed them into opportunities for building long-term value. We believe that we can continue to create value that contributes to nation-building with the support of our stakeholders. Our company is well-prepared to handle a challenging business environment with a solid business continuity plan and strategies. Our approach is centered around accountability, prioritizing our employees and maintaining integrity, as we move forward.

At OIL, we are confident that with the support of our stakeholders, our dedication to delivering value inclusively and sustainably will drive the company forward, both in the present and in the future. Currently, we have a balanced asset portfolio focused on crude oil production. Our aim is to eventually expand our capabilities across the entire oil and gas value chain, reducing dependence on just one segment and providing integrated products and services to the country.



Direct economic value generated and distributed (EVG&D) on an accrual basis in the state	FY 2021-22 (Amt. in INR Cr.)	FY 2020-21 (Amt. in INR Cr.)
Direct Economic value generated i.e., Revenues	14,530.18	8604.9
Revenue for other resources	1897.47	1956.55
Economic value generated (A)	16427.65	10561.45
Operating Costs	70.14	101.59
Employee Wages & Benefits	1700.35	1945.09
Finance cost	783.1	498.71
Other expenses	7390.78	5306.28
Depreciation & Amortization	1496.78	1537.68
Economic value distributed (B)	11441.15	9389.35
Economic value retained (A-B)	4986.5	1172.1

Employee Benefit Expense (Amt. in INR Cr.)		
Particulars	FY 2021-22	FY 2020-21
Salaries & wages	1690.54	1938.81
Contribution to Provident Fund and other funds	412.41	503.59
Staff welfare expenses	111.9	88.95
	2214.85	2531.35
Less: Capitalized during the year	514.5	586.26
Total employee benefit expense	1700.35	1945.09





## Financial Implication of Climate Change (GRI 201-2)

At OIL, our objective is to provide a continuous supply of fuel to all our clients while being mindful of our impact on the environment and society. With the increasing global temperature, our business is exposed to specific risks and opportunities. Hence, we are working towards taking advantage of these opportunities and reducing risks by creating policies and systems to identify low-carbon technologies, evaluating the impact of rising sea levels and temperatures, and addressing climate change risks while meeting the global need for affordable, dependable, and sustainable energy.

OIL has its major operations in Assam, which has been ranked first in terms of overall vulnerability to climate change events according to a Vulnerability Index Score published by CEEW and the India Climate Collaborative. The index measures a state's or union territory's vulnerability based on exposure, sensitivity, and adaptive capacity. The north-eastern region of India, including 20 districts in Assam, is highly vulnerable to extreme floods and has seen a rise in frequency since 2010, which can result in increased costs for businesses due to disruptions and higher insurance expenses.

From the perspective of transition risks, the most critical change is in the regulatory environment with the goal of reaching net zero by 2070. To address this, OIL has initiated investment in pilot projects for producing green hydrogen.



# Environment Performance

## Forging Synergies with the Environment

At OIL, we understand the impact our operations have on the environment both locally and globally. The changing environmental conditions, diminishing natural resources, regulatory requirements, and climate change have an effect on our financial performance. Thus, we prioritize monitoring and improving our environmental performance and reporting on it. Our goal is to be a leader in the integrated energy sector by incorporating sustainable development, knowledge, and good governance practices. Our focus areas in regard to the environment are energy, emissions, water, and waste management. We manage our environmental impact by following regulatory requirements, controlling emissions, managing water and waste, and preserving biodiversity in our operations. We comply with all relevant environmental standards and regulations set by the Ministry of Environment, Forestry, and Climate Change (MOEFCC) and the local pollution control boards. During the fiscal year 2021-22, there were no penalties or fines imposed on our company for non-compliance with any environmental regulations.



## Energy Saving Initiatives at OIL (GRI 302-1, 302-2, 302-3)

At OIL, we are dedicated to incorporating renewable energy into our energy mix and reducing our reliance on sources that harm the environment. We use technology and innovation to achieve this goal and our efforts in energy-saving initiatives demonstrate our commitment. We have implemented various energy-saving schemes over time, continually updating and evaluating our methods for improvement. Our energy conservation strategies, both short and long-term, have helped us save energy during the 2021-22 fiscal year. In the same year, we invested INR 45.28 Lakhs in energy conservation equipment through Capital Expenditure.



Tube lights in residential buildings and offices were replaced with energy-efficient LED fittings. Savings: 220832 kWh



CFL lamps in residential buildings and offices were replaced with energy-efficient LED fittings. Savings: 49973 kWh



High-pressure sodium vapor (HPSV) streetlights were replaced with energy efficient LED fittings. Savings: 211116 kWh



Conventional SON lamps were replaced with energy-efficient LED tube lights. Savings: 16994 kWh



Replacement of old motors with new high-efficiency motors. Savings: 456703 kWh



Rajasthan field gas has managed to reduce its flare volume from 17,500 SCM in FY20-21 to 7,300 SCM in FY21-22

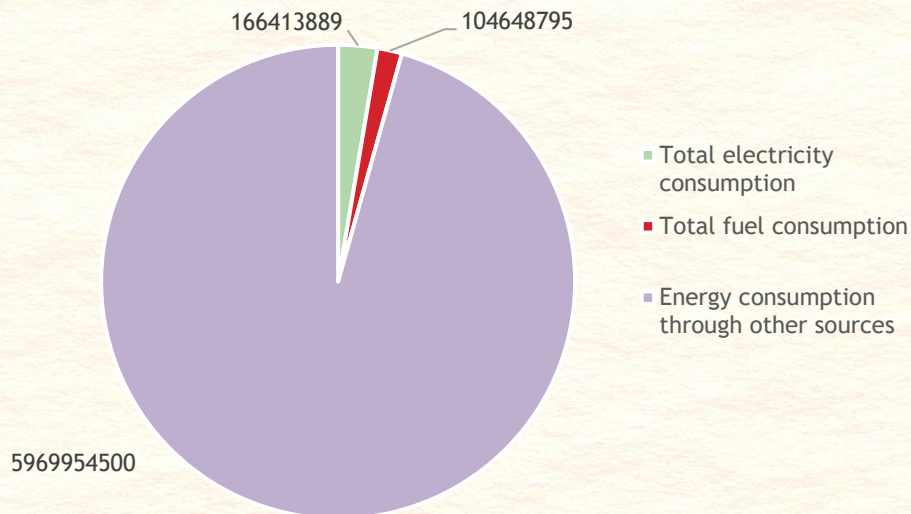


Mercury vapor lamps were replaced with LED lamps. Savings: 20805 kWh

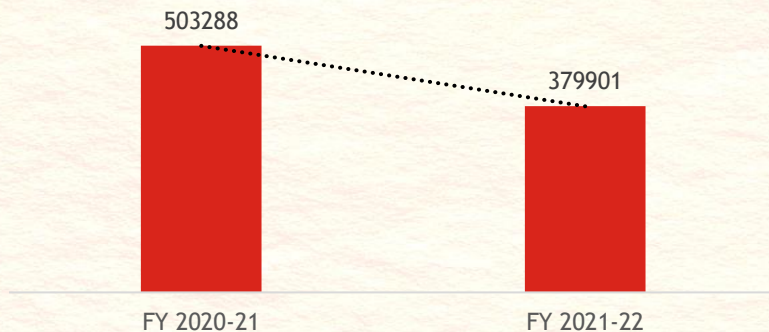




### Energy Consumption in FY 2021-22 (kWh)



### Energy Intensity (kWh/INR Crore)



Energy intensity declined by 25% between FY 2020-21 and FY 2021-22

As directed by the Ministry of Petroleum and Natural Gas, Govt. of India, the Petroleum Conservation Research Association (PCRA) in association with we observed SAKSHAM-2022, “Clean and Green Energy.”



A “Free Emission Testing of Vehicles” was organized at Bihutoli, Duliajan on 29th April 2022 with the goal of providing free emission testing of vehicles to the local public to ensure their vehicles are within the defined emission limits and create awareness on pollution and its counter-measures amongst the public. Total 107 nos. of two wheelers, 119 nos. of Petrol & Diesel four wheelers were checked during the campaign.



As part of SAKSHAM-2022, a Walkathon was organized by OIL at Duliajan Girls’ College. Despite the inclement weather, it was encouraging to see students and OIL employees taking part in the walkathon to spread awareness for green and clean energy.



In line with this year theme of “Azadi Ka Amrit Mahotsav through Green & Clean Energy”, the SAKSHAM-2022 Cyclothon was organized on 17th April by OIL across Duliajan, Moran, Tezpur, Guwahati, Nagaon & Jodhpur.



A Group Talk in Digboi College on the topic “Green and Clean Energy”, as a part of SAKSHAM-2022. The event was attended by the Principal, Digboi College, OIL officials and students of Digboi College. Avid naturalist & herpetologist, Prof Rajib Rudra Tairang, Head - Zoology Dept, Digboi College, State Level Award Winner for Nature Conservation delivered a detailed talk on climate change & various forms of available renewable energy & technology.



## Managing Emissions (GRI 305-1, 305-2, 305-4, 305-5)

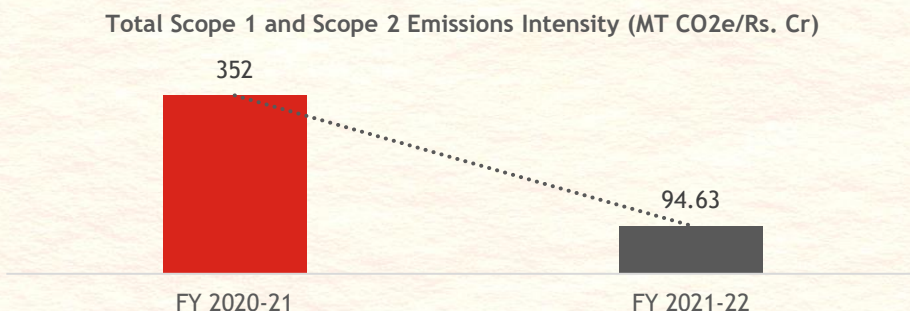
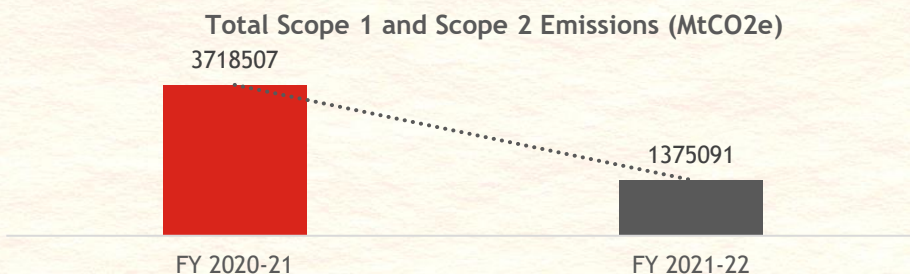
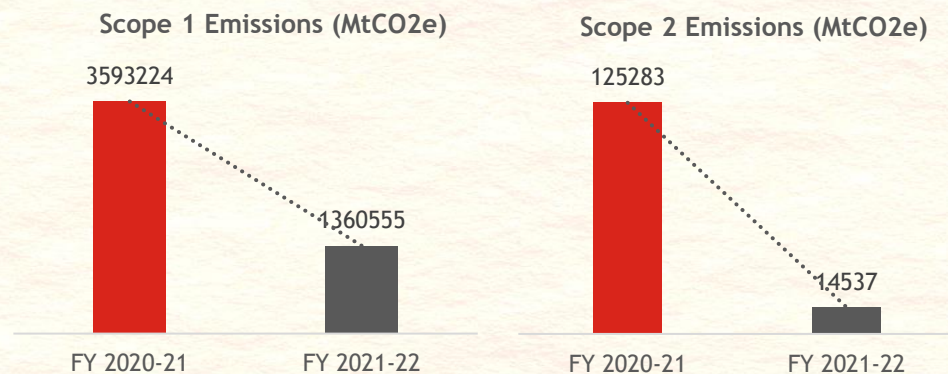
At OIL, we are conscious of the impact our operations have on the environment and take measures to monitor and reduce greenhouse gas (GHG) emissions. As the global climate changes, businesses must take responsibility for measuring and controlling their emissions. We prioritize reducing GHG emissions by optimizing energy usage in our operations and take a leadership role in emissions control and monitoring. We recognize the importance of actively addressing climate change and work to reduce GHG emissions through energy and waste management initiatives and efforts to enhance the resilience of ecosystems in our operating areas.

As a public sector undertaking (PSU), it is our responsibility to support India's National Determined Contributions (NDC). To fulfill this obligation, we have partnered with NEIST, Jorhat, to take on a significant effort to decrease our Greenhouse Gas (GHG) emissions. The project has three main goals: fixing inactive oil well sites, planting trees, and capturing carbon dioxide. So far, we have planted over 78,000 trees and plants in a structured manner, and we have repaired eight abandoned well sites in Assam. We have also commissioned CSIR-NEIST to maintain and enhance the newly planted trees into natural forests.

We closely monitor the quality of the air surrounding our operations. Our monitoring adheres to guidelines set by the CPCB and is performed monthly for each fixed installation. At every drilling location, ambient air quality is checked three times: prior to drilling, during drilling, and after completion. The monitoring is carried out according to the National Ambient Air Quality standards, the Environment Clearance, and guidelines from the Ministry of Environment and Forest of the Indian government. Results are reported to the relevant installations as soon as they are received.







Of the total Scope 1 emission, 99% is attributed to CO<sub>2</sub> while the remaining 1% is attributed to CH<sub>4</sub> and N<sub>2</sub>O. Emission intensity declined by 73% from FY 2020-21 to FY 2021-22.

## Case Study: Commissioning of Green Hydrogen pilot plant at PS#3, Jorhat, Assam

# H<sub>2</sub>

In Jorhat, Assam, we have established a pilot plant with a capacity of 10 Kg/day for producing green hydrogen, which can be increased to 30 Kg/day if necessary. We are exploring the possibility of blending green hydrogen with natural gas to determine its impact on existing facilities. This research is being conducted in collaboration with IIT Guwahati. The plant utilizes Anion Exchange Membrane technology to produce hydrogen that is 99.999% pure. This is the first green hydrogen project to be completed in India and marks the debut of Anion Exchange Membrane technology in the country, which has the benefits of both Alkaline and PEM technology and has a bright future ahead.

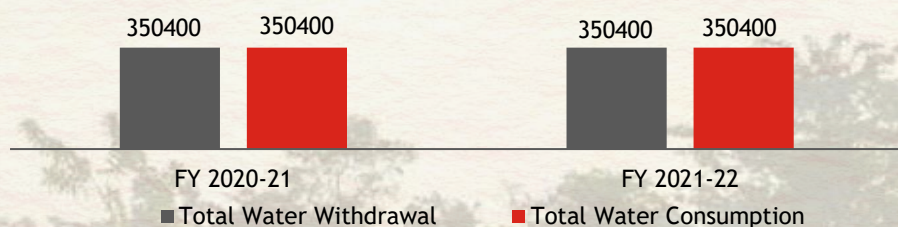


# Responsible Water Consumption and Discharge

(GRI 303-1, 303-2, 303-3, 303-5)

We recognize the importance of water as a resource with high environmental and social significance and acknowledge the global challenge of ensuring access to high-quality water. We monitor our water usage to minimize negative impacts and maximize positive effects on local water sources. Water is a valuable resource that we use responsibly, and we have taken steps to reduce our water consumption through various measures, such as using recycled water and treated sewage water. We treat wastewater in compliance with the discharge standards outlined in our Consent to Operate and are continuously exploring new ways to enhance water quality, reuse, and recycling at our sites. We regularly assess our impact on water resources, evaluating the long-term sustainability of water sources in order to conduct our operations in a sustainable manner that has the least possible impact on the ecosystem and our stakeholders.

**Total Water Withdrawal and Consumption (KL)**



**Water Intensity (KL/ INR Crore)**



## Water Footprint Estimation

The amount of water supplied by OIL from the Buridihing river to all installations and residences has decreased from 9.56 MGD in FY2020-21 to 8 MGD in FY2021-22. Furthermore, water delivery from Shallow Tube Wells to various satellite water supply stations and drilling rigs has decreased from 2.1 MGD in FY2020-21 to 2 MGD in FY2021-22.

## Reduced Water Consumption

Drilling waste management (DWM) service at the Drilling installations: Cumulative 15623 bbls (compared to 10287 bbls in FY2020-21) water recycled and the consumption of water at the drilling site was reduced by 30% (Approx.).

## Water Conservation Initiatives at OIL

### Backwash Water Recycling

We run a 4 MGD (Million Gallons per Day) Water Treatment Plant (WTP) in our operations region of Duliajan to convert raw water to drinking water. After commissioning the "Recycle and Reuse of Filter Backwash Water at water Treatment Plant," we were able to prevent losses and conserve water.

### Rainwater Harvesting

As an experiment, we erected a rooftop rainwater collecting system at our office complex to test how beneficial it is. Rainwater collected on the roof will be purified before being stored in a tank for irrigation, cleaning, and other uses. With an efficiency of 80% use, this approach saves around 1,500 litres per day and 4,38,000 litres per year.

Water intensity declined by 36% in the year under review, as compared to the previous year

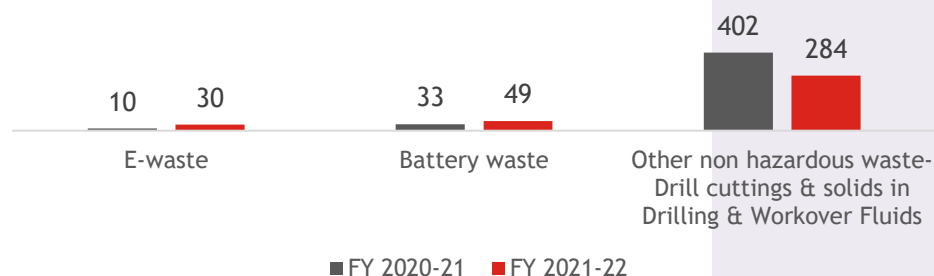


## Waste Management (GRI 306-1, 306-2, 306-3)

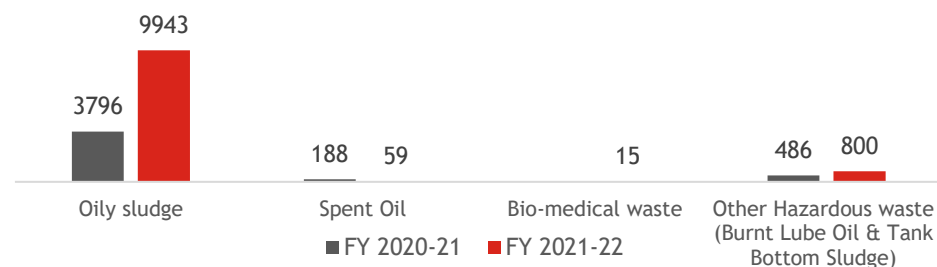
Waste management plays a crucial role in our sustainability plan. The main waste produced from our business operations includes oil sludge, drill mud, drill cuttings, and used oil. To minimize the effect of this waste on the environment, we utilize bioremediation and recycling methods for disposal. We comply with all local and global laws and regulations regarding waste disposal.

During the fiscal year 2021-2022, our operations generated 9,943 MT of oily sludge and 60 KL of used/spent oil. To minimize the environmental impact of this waste, we utilized bioremediation and recycling methods. 9,970 MT of sludge was sent for bioremediation and oil recovery, while 50 KL of spent oil was sent to a recycler. The bioremediation-based recovery increased by 164% between the fiscal years 2020-2021 and 2021-2022, and 30 MT of electronic waste was also recycled. All hazardous waste generated is disposed of in compliance with the Hazardous Management and Transboundary Movement Rules, 2016 and guidelines from the Central Pollution Control Board. Bio-medical waste is disposed of properly through our Double Chamber Incinerator and effluent is treated at the effluent treatment plant as per the norms of the State Pollution Control Board. Drill cuttings are washed and stored at the drill site in HDPE-lined pits, as per MoEFCC guidelines. We have entered into an agreement with M/s MSTC for the disposal of our non-hazardous scrap materials.

Non-Hazardous Waste Generation (MT)



Hazardous Waste Generation (MT)





## Waste Management Methods Used at OIL (GRI 306-4, 306-5)



### Oily Sludge Processing and oil recovery

Oily Sludge generated at various installations are collected, transferred and processed (In association with M/s Balmer Lawrie & Co. Ltd.) at the Sludge Processing Plant near Dikom Well#15. About 1863 KL of sludge was processed during FY2021-22 and 1113 KL of crude oil was recovered from the oily sludge.



### Recycling, Reuse of Drilling fluid

Most of the left-over mud volume from drilling wells has been re-used in other drilling wells via bowser transportation service, lowering chemical costs. During FY 2021-22, a volume of 29,450 bbls (approx. cost: INR 6.18 Cr.) of water-based drilling fluid was reused via bowser service. During the fiscal year 2021-22, the cost of employing a bowser to carry drilling fluid was Rs. 1.23 crore, resulting in a total savings of Rs. 4.95 crore for drilling fluid reuse.



### Recycling, Reuse of Workover Fluid\*

Leftover brine from a workover well is sent back to another workover well or to the mud plant for reuse. A total of 13473 bbls of workover fluid of varying density were re-used in 2021-22 vs 6870 bbls in 2020-2021, saving INR 3.55 crores in 2021-22 versus INR 3.33 crores in 2020-2021.



### Commissioning of ETP at Tengakhath

At Tengakhath, a 5000 KLPD Effluent Treatment Plant (ETP) was officially opened in order to preserve the parameters of produced water that must be treated before being disposed of or reinjected and to ensure compliance with regulatory standards.



### Bioremediation

The impacted locations have been successfully restored or reclaimed via bioremediation. We can now handle urgent circumstances like oil spills on land and in water thanks to the method.



### E-Waste

The vendor collects any e-waste produced within the company and disposes of it in an environmentally responsible and scientific manner. In this FY2021-22, 3MT of e-waste was disposed of using authorized recycling organizations.

*\*Workover fluid are used for remedial work such as removing tubing, replacing a pump, logging, reperforating, and cleaning out sand and other deposits. These fluids can also be used for operations such as well killing, drilling into a new production interval and plugging back to complete a shallower interval.*





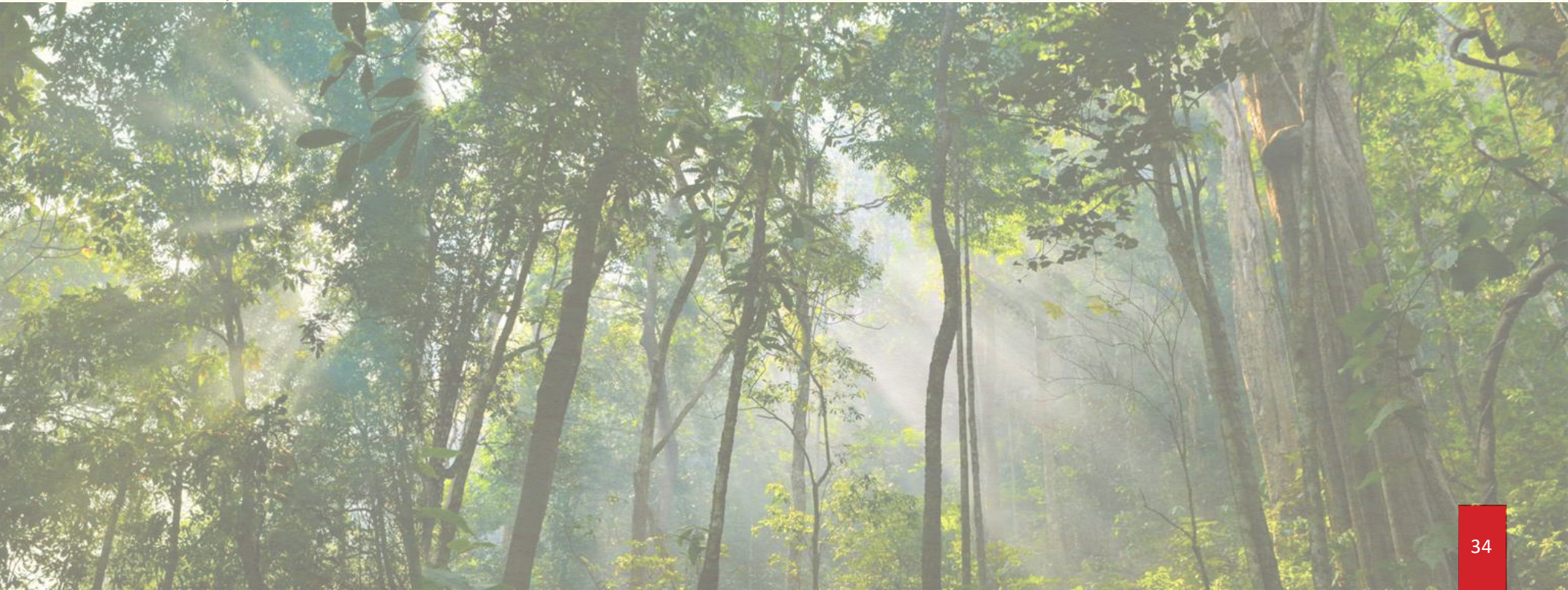
## Conserving Biodiversity

(GRI 304-2, 304-3)

We are cognizant of the fact that the oil and gas sector has a significant impact on biodiversity, both directly and indirectly. Direct impacts can include the loss of habitats and wildlife due to drilling, pipelines, and other infrastructure. Indirect impacts can result from climate change caused by the burning of fossil fuels, which can alter ecosystems and disrupt migration patterns of species. In order to mitigate these impacts, it is important for the oil and gas industry to engage in responsible practices that minimize harm to biodiversity.

At OIL, we prioritize minimizing the impact of our operations on the biodiversity surrounding our sites. Biodiversity is crucial to our business and preserving it is essential to maintaining our social license to operate.

To achieve this, we conduct extensive research, create and implement biodiversity conservation plans, and engage with local communities and NGOs. We have signed a tripartite Memorandum of Understanding with the Assam State Biodiversity Board and the International Union for Conservation and Nature to conduct a study on the impact of our operations on the Dibru Saikhowa National Park and develop a comprehensive management plan. This study will be carried out in stages and aims to scientifically preserve and conserve species. Additionally, we have also restored 32 well sites in Assam and 2 well sites in Rajasthan to promote ecological restoration.







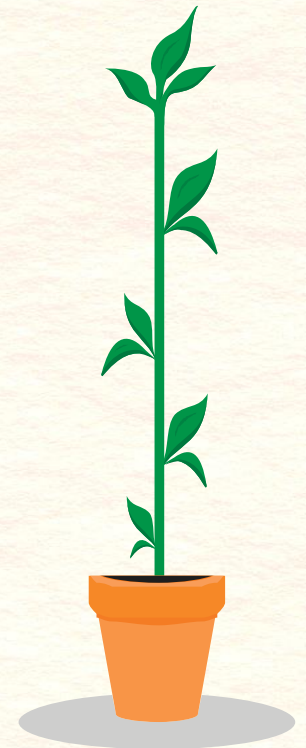
## Case Study: OIL's Green Ambassador for Carbon Sequestration and Restoration of Degraded Forest land

In the years 2021-2022, Dr. Jadav Payeng, an Indian forester and recipient of the Padma Shri award, was appointed as the Green Ambassador for OIL. His role was to raise public awareness about environmental preservation and promote green initiatives. As part of his involvement, Dr. Payeng oversaw and advised on OIL's various forestry and biodiversity conservation programs, as well as other green initiatives.

On World Habitat Day, October 4, 2021, Dr. Payeng, also known as The Forest Man of India, planted tree seedlings in the designated green zone at OIL's Secondary Tank Farm in Madhuban, Dibrugarh district. This tree-planting campaign was part of the "Azadi Ka Amrit Mahotsav" celebration of India's 75th independence anniversary and the launch of OIL's CSR initiative, OIL Vasundhara.

In partnership with the Divisional Forest Officer of the Digboi Division in Tinsukia District of Assam, a significant project on "Carbon Sequestration and Restoration of Degraded Forest Land in Digboi through Reforestation and Afforestation along with Establishment of Bambusetum" is underway as part of OIL Vasundhara.

The project entails reforestation and afforestation on 100 hectares of degraded forest area with a proposed target to plant 2,500 saplings per hectare, making it possible to plant 2,50,000 saplings in 100 Ha, establishment of a bambusetum in a nearby forest village, and ancillary activities to lessen reliance on the forest for livelihood.










## The People Who Make Us: Human Resource Management (GRI 401-1, 401-3)



At OIL, our employees are considered as our most valuable resource. We understand that having a team of dedicated, motivated, and creative workers is crucial for the success of our business. Therefore, we aim to build a positive and inclusive work culture by promoting strong leadership, diversity, and equality. Additionally, we offer opportunities for employee growth and engagement through various programs, activities, and learning initiatives, to enhance job satisfaction and boost morale among our staff.

At OIL, we acknowledge that having a talented and dedicated workforce is crucial to achieving our goals and maintaining a successful business. We strive to cultivate a work environment that prioritizes integrity, excellence, and aligns with our company vision. We believe that investing in our people is key to growth and progress, and we aim to integrate human capital into the core of our business strategies. By investing in employee training and development, we aim to improve skill levels, boost productivity, and encourage innovation among our workforce.

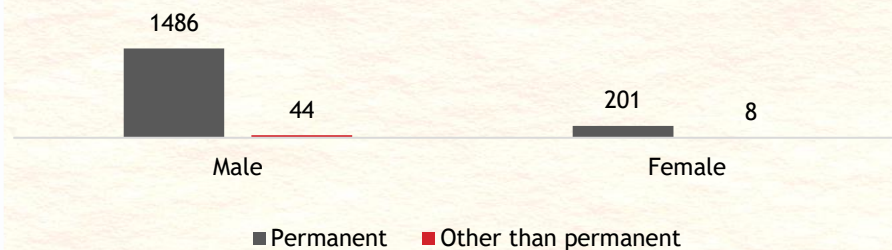
As on 31st March 2022, Company has 6,256 employees consisting of 1,687 executives and 4,569 unionized employees.





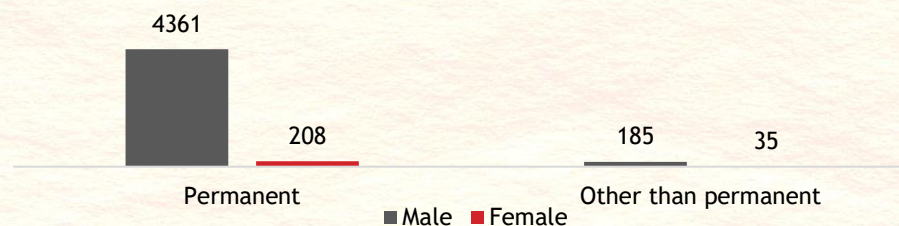


### No. of Executives (Employees) for FY 2021-22



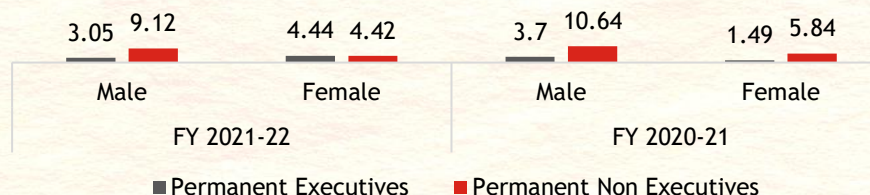
Of the total Executive employees, 12% were female IN FY 2021-22.

### No. of Non-Executive (Workers) for FY 2021-22



Of the total Non-Executive employees, 5% were female IN FY 2021-22.

### Turnover Rate for Permanent executives and non-execs (%)



Turnover rate was higher for permanent non-executives as compared to permanent executives in FY 2021-22

We also provide parental leave to our male and female employees as per laws set out by the Government of India and OIL's internal policies.

Gender	Permanent Executives		Permanent Employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%



# Benefits Provided to Employees & Workers

(GRI 401-2)

## Measures for the Well-Being of Executives (Employees)

Categories		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits	
Permanent Executives	Male	1486*	100%	1486	100%	NA	NA	1486	100%
	Female	201*	100%	201	100%	201	100%	NA	NA
Other than Permanent Executives	Male	44**	100%	0	0%	NA	NA	NA	NA
	Female	08**	100%	0	0%	8	100%	NA	NA

\* Permanent Executives of the Company are covered under the OIL Employees' Medical Attendance Rules-2018 (Amended).

\*\* Other than Permanent Executives are covered under Employees' Compensation Act, 1923. The benefits under this Policy are governed by limits mentioned in the act.

## Measures for the Well-Being of Non-Executives (Workers)

Categories		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits	
Permanent Non-Executives	Male	4361*	100%	4361	100%	NA	N/A	4361	100%
	Female	208*	100%	208	100%	208	100%	NA	NA
Other than permanent non-executives	Male	185**	100%	0	0%	NA	NA	NA	NA
	Female	35**	100%	0	0%	35	100%	NA	NA

\* Permanent Non-Executives of the Company are covered under the OIL Employees' Medical Attendance Rules-2018 (Amended).

\*\* Other than Permanent Non-Executives are covered under Employees' Compensation Act, 1923. The benefits under this Policy are governed by limits mentioned in the act.

Benefits	FY 2021-22		FY 2020-21	
	No. of executives covered as a % of total executives	No. of non-executives covered as a % of total non-executives	No. of executives covered as a % of total executives	No. of non-executives covered as a % of total non-executives
PF	100%	100%	100%	100%
Gratuity	100%	100%	100%	100%
ESI	NA	NA	NA	NA





# Diversity, Equity, and Inclusion: Our approach to an Ideal Workplace

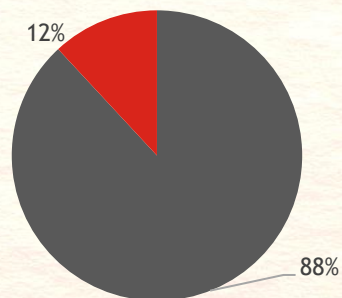
(GRI 405-1, 405-2)

At OIL, we place a high value on creating a positive work environment for our employees and workers. We make efforts, which are in line with our business performance goals, to improve the overall work experience for our people. Being a public sector unit, we follow Indian laws and the constitution, which serve as the foundation for our policies on human rights, inclusivity, and diversity. Our recruitment and evaluation process adheres to the reservation policies set by the Government of India. We are firmly against any form of discrimination, including those based on gender, religion, ethnicity, caste, or disability. Our board of directors has a gender diversity rate of 9.09%.

At OIL, we place a strong emphasis on diversity within our workforce. We strive to create an inclusive environment where all employees, regardless of their skills, experience, or background, are given equal opportunities, benefits, and training. To ensure that all employees feel heard and valued, we have established an online grievance portal and a whistleblower policy. These policies are overseen by an independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the Government of India.

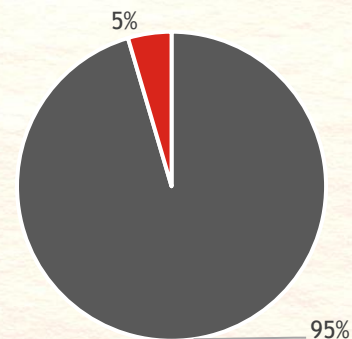
Category	SC	ST	OBC	Minority	PWD
Executives	248	160	452	151	34
Unionized Employees	412	715	1921	261	80
Total	660	875	2373	412	114

Permanent Executives  
(Employees) FY 2021-22



■ Male ■ Female

Permanent Non-executives  
(Workers) FY 2021-22



■ Male ■ Female





## Upholding Human Rights (GRI 2-30, 406-1, 407-1, 408-1, 409-1, 411-1, 415-1)

The oil and gas sector has a significant impact on human rights, both positive and negative. On the positive side, the industry can provide employment opportunities and contribute to economic development, which can improve standards of living. However, it can also have negative impacts, such as environmental degradation, displacement of communities, and violations of workers' rights. The extraction and transportation of oil and gas also pose risks to the health and safety of local communities and workers.

At OIL, we hold human rights in high regard and are guided by the Indian Constitution and our internal Human Rights Policy. Our employees receive training on human rights, and we ensure that all workers receive wages above the minimum as required by central and state minimum wage policies. During the last fiscal year, there were no reports of child labor, forced labor, discrimination, human rights violations, labor rights violations, or minimum wage violations. Our company displays zero tolerance for discrimination against indigenous peoples and considers human rights, child labor, and labor rights in our tendering documents. We also did not make any political contributions in the fiscal year 2021-2022.

We have established a process for addressing complaints of harassment through our "Prevention of Sexual Harassment (PoSH)" policy, which is in accordance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Complaints Committees have been formed in different company locations to handle any reports of sexual harassment and conduct investigations. No reports of sexual harassment were received in the past year. Our office premises are accessible to our differently-abled employees. Going forward, due consideration will be provided to enhance the accessibility of our buildings under construction for our differently-abled employees.

Human Rights Trainings for Employees & Workers*								
Category			FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
			Total Executives	No. of executives covered	% covered	Total Non-executives	No. of non-executives covered	% covered
Executives (Employees)	Permanent		1687	1687	100%	1669	1669	100%
	Other than permanent		52	52	100%	302	302	100%
Non-executives (Workers)	Permanent		4569	4569	100%	4521	4521	100%
	Other than permanent		220	220	100%	83	83	100%

\* source: BRSR FY21-22

Our employees and workers are part of respective unions. At OIL, we have two unions, for executives and non-executives, respectively. The Oil India Executive Employees Association (OIEEA) is an executive-level association, and the Indian Oil Workers' Union (IOWU) is a recognized union for non-executives.

Employees and workers part of trade unions							
Category		FY 2021-22			FY 2020-21		
		Total	No. who are part of association	% Covered	Total	No. who are part of association	% Covered
OIEEA	Male	1486	1235	83%	1465	1211	82.30%
	Female	201	166		204	164	
IOWU	Male	4361	3295	76%	4322	3125	72%
	Female	208	124	60%	199	125	63%

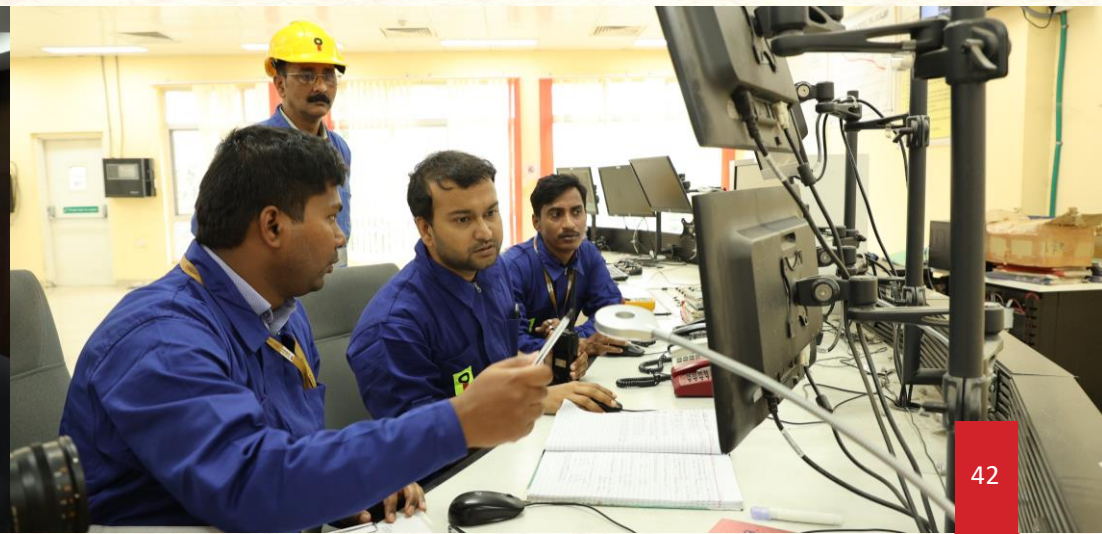
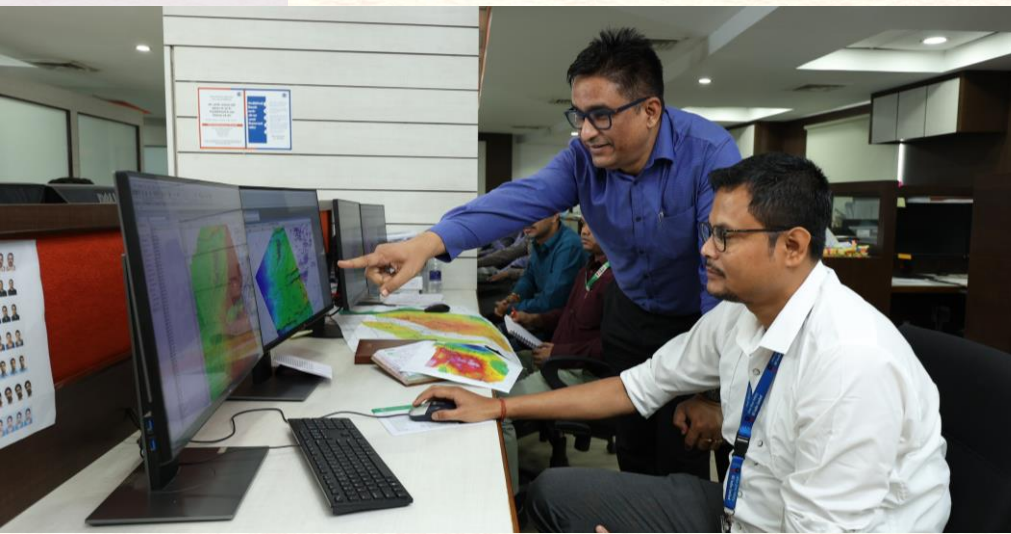


# Talent Development and Performance Excellence

(GRI 404-1, 404-2, 404-3)

Training is a crucial aspect of OIL's HR strategy. Our training programs aim to enhance the abilities and skills of participants to enable them to perform to the best of their abilities. Developing our employees is a top priority for the company, and investing in training and development enables our employees to carry out their duties safely, tackle new challenges within the organization, and acquire new skills that will benefit them both currently and in the future.

The annual training programs are developed by our Learning & Development (L&D) department, which conducts a comprehensive needs assessment across the organization. The employees are provided with a mix of mandatory, soft skills, and technical training delivered by both internal trainers and reputable external experts.







We regularly evaluate our employees' career progress and performance through our competency-based HR management system. We have a flexible performance evaluation framework that enables us to monitor employee performance and provide annual incentives for their contributions and dedication to the company's success. Promotions for executives to higher positions are based on merit, fitness, effectiveness, and length of service.

Category		FY 2021-22			FY 2020-21		
		Total	On skill upgradation		Total	On skill upgradation	
			No. covered	% covered		No. covered	% covered
Executives	Male	1486	1731	116%*	1465	1908	130%
	Female	201	219	109%	204	341	167%
Non-Executives	Male	4361	841	19%	4322	598	14%
	Female	208	51	25%	199	86	43%

*\* Coverage is >100% in certain cases since some of the employees were subject to more than one training sessions*

Performance Review and Career Development Reviews of Employees and Worker							
Category		FY 2021-22			FY 2020-21		
		Total	No. covered	% Covered	Total	No. covered	% Covered
Executives	Male	1486	1486	100%	1465	1465	100%
	Female	201	201	100%	204	204	100%
Non-executives	Male	4361	4361	100%	4322	3266	75.57%
	Female	208	208	100%	199	184	92.46%



# Occupational Health & Safety

(GRI 403-1, 403-2, 403-3, 403-8, 403-9, 403-10)

OIL has set a high standard for monitoring and upholding the health, safety and well-being of our workers and employees. We recognize our responsibility to ensure the safety of both our employees and contract personnel while conducting operations. Our vision statement outlines that “OIL is fully committed to Health, Safety & Environment”. We have zero tolerance for work-related injuries and ill health. We have established forward-looking strategic goals to reduce injury rates to top-quartile market performance levels. Through preventative and remedial measures, we are dedicated to attaining zero injury/fatality/accident. Our HSE practices are in accordance with the requirements of statutory/regulatory bodies, including the Oil Industry Safety Directorate (OISD), the Directorate General of Mines Safety (DGMS), State Factory Inspectorates, the Petroleum and Natural Gas Regulatory Board (PNGRB), the Petroleum and Explosives Safety Organization (PESO), and others. We have a robust Health, Safety, and Environmental (HSE) Management System, which is applicable to all employees, and workers across all operational areas of OIL.

At OIL, we prioritize health, safety, and well-being for our employees and workers by implementing a comprehensive HSE policy that applies to all our operations in India. Our Health and Safety policy serves as a foundation for our efforts to create a secure and healthy work environment. To oversee and enforce HSE regulations, we have a four-tier committee made up of representatives from the Board, departments, and working level that regularly meets to discuss HSE issues and suggest improvements. Our HSE management system covers all of our employees and workers.





In order to maintain a safe and secure work environment, OIL regularly evaluates potential safety hazards and risks using Risk Assessment Studies, such as HAZOP and QRA. The company also performs a Work Safety Analysis for each significant job to ensure that all necessary precautions are taken. To monitor environmental factors, the company regularly checks for gas, pressure, noise, heat, and other factors to ensure that they are below acceptable levels. Any hazardous or dangerous conditions can be immediately reported to superiors, the HSE department, or at Safety Committee Meetings by employees, workers, or contractors. OIL has a reporting format for near-miss incidents, which allows employees to report harmful conditions or close calls. These reports are analyzed, and appropriate measures are taken to prevent similar incidents in the future.

#### Safety-related Incidents: Executives

	FY 2021-22	FY 2020-21
Total recordable work-related injuries	0	1
Fatalities	0	1
High consequence work-related injury or ill-health (excluding fatalities)	0	0

#### Safety-related Incidents: Employees

	FY 2021-22	FY 2020-21
Total recordable work-related injuries	3	8
Fatalities	1	4
High consequence work-related injury or ill-health (excluding fatalities)	1	3

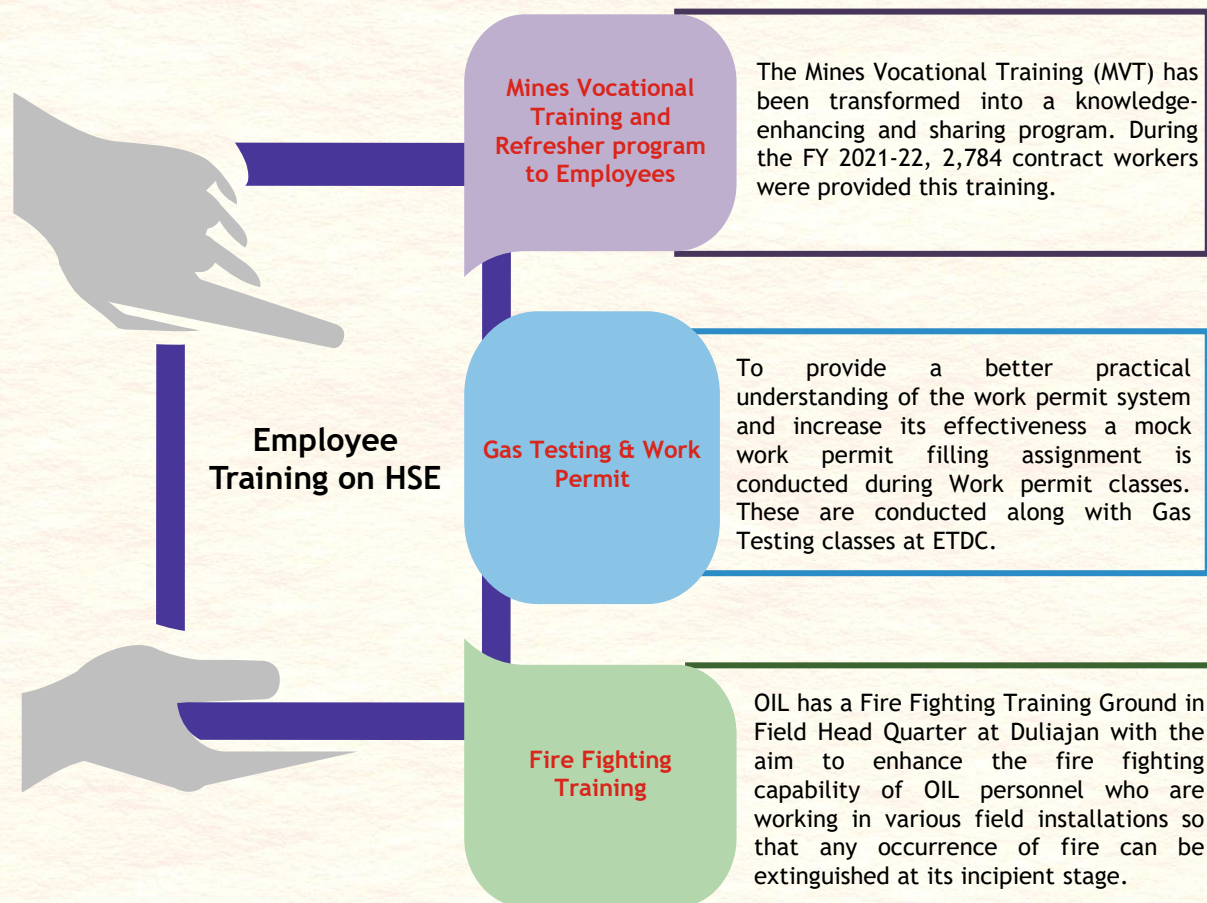
*LTIFR in FY 2021-22 was 0.107 as compared to 0.357 in FY20-21*





## HSE Training and Awareness (GRI 403-4, 403-5)

OIL is dedicated to preserving the health, safety, and security of all our personnel. Our successful safety initiatives resulted in a decrease in the LTIFR from 0.357 in FY 2020-21 to 0.107 in FY 2021-22, thanks to the implementation of our HSE management system, policy, and training. We encourage our employees to take an active role in discussing and promoting health and safety matters, with the aim of establishing a strong safety culture. Daily training is provided to our staff and contractors to foster involvement at all levels and functions. We consistently invest in health, safety, and security programs for our employees, with in-house trainers offering programs at the headquarters, project, and site levels. Raising safety awareness is a crucial step in creating a successful safety program, and our swift and effective response to safety concerns demonstrates our commitment to our employees' well-being and the financial stability of the company.



Category		FY 2021-22			FY 2020-21		
		Total	Training on Health and Safety measures		Total	Training on Health and Safety measures	
			No. covered	% covered		No. covered	% covered
Executives	Male	1486	195	13%	1465	156	11%
	Female	201	22	11%	204	21	10%
Non-Executives	Male	4361	1774	41%	4322	1058	24%
	Female	208	43	21%	199	13	7%

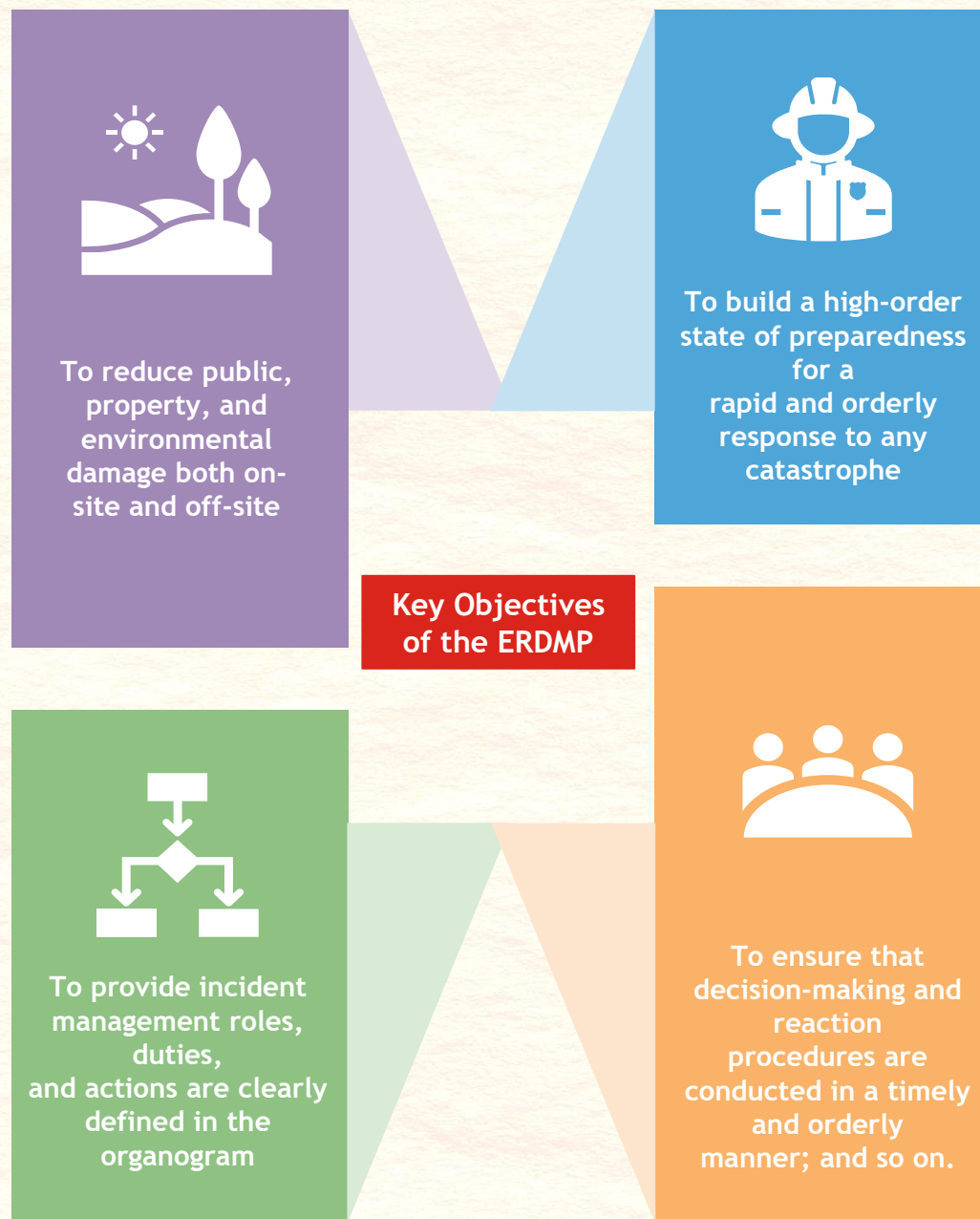


## Emergency Response And Disaster Management (ERDM)

(GRI 403-7)

In the year under review, no complaints were registered regarding working conditions or health & safety. Our working conditions and health & safety practices for 100% of the operations underwent third-party assessment. Besides occupational health & safety services, we also provide best-in-class medical facilities to our employees and workers, and they have access to non-occupational medical and healthcare services.

We lay special emphasis on Disaster Management. For the same, we have laid down a disaster management plan. The safety and security systems at our operational facilities are always on alert to identify and manage dangers, risks, and emergencies. As key participants in the oil and gas business, we recognize the need of having a robust disaster management strategy in place to handle emergency situations and take effective corrective action. The Emergency response and disaster management plan (ERDMP) was created in compliance with the Petroleum and Natural Gas Regulatory Board's norms of conduct.





## Case Study: Safety Awareness at Oil India

Each year, from December to March, OIL conducts a Safety Awareness campaign, which is celebrated as a Safety Week. During this time, all of our facilities are inspected for safety and various contests, such as quizzes, songs, skits, slogans, posters, and first aid, are held for employees and their families. To further raise awareness, we distribute HSE pamphlets to workers at job sites and in classrooms and make HSE educational resources available on our intranet website. Additionally, we create and display working safety models on various health and safety themes for employees and the general public and hold regular HSE awareness programs for employees' families that include audio-visual presentations on occupational, health, and safety topics and quiz competitions. In April 2021, we also observed Fire Service Week with the theme "Maintenance of Fire Safety Equipment is key to Mitigate Fire Hazards".



**National FSD 2021:** This was observed during Fire Service Week 2021 under the aegis of Directorate General Fire Service, Civil Defense & Home Guards (Fire Cell), Ministry of Home Affairs, Govt. of India. This is in remembrance of the lives lost in the devastating fire and explosions which took place on 14th April, 1944 at the Victoria Dock in the Bombay Port, now Mumbai Dock.



**Onsite Mobile Steam Generator (MSG) Safety Awareness Training:** was organized by the Utility section of the OGPS Department in collaboration with HSE Department. The session included discussions on general safety, road safety, fire safety etc.



**Occupational Health & Safety in Oil & Gas Mines:** Celebrated as a part of the celebration of "Iconic Week" under the "Azadi Ka Amrit Mahotsav", with Directorate General of Mines Safety in collaboration with Oil & Natural Gas Corporation Limited





# Corporate Social Responsibility

## Empowering the Communities

(GRI 413-1, 413-2)

To achieve inclusive and comprehensive development of communities around our operational areas and society at large, we are poised to be Responsible Corporate Citizens, committed to the principles of Corporate Social Responsibility (CSR) and Sustainable Development. We are guided by our CSR and Sustainability Policy. The policy provides a strong framework for carrying out our CSR and sustainability activities in accordance with the provisions of the Companies Act, 2013, Section 135 and Schedule VII, and the Guidelines on Corporate Social Responsibility and Sustainability for Central Public Sector Enterprises issued by the Department of Public Enterprises, Government of India (DPE Guidelines, 2014).

Our interventions are focused on several key thrust areas such as Healthcare, Education, Sustainable Livelihood, Skill Development, Capacity Building and Empowerment of Women, Drinking Water & Sanitation under Swachh Bharat Abhiyan, Promotion of Rural Sports, Environment Sustainability, Augmentation of Rural Infrastructure, Transformation of Aspirational districts, etc. The CSR initiatives are implemented primarily in the Company's operational areas in Assam, Arunachal Pradesh, Mizoram, Rajasthan, and Andhra Pradesh. We conduct need assessments and feasibility studies before implementing CSR projects. Post implementation, we conduct social audits and impact assessments based on the SROI framework.





## CSR Vision

OIL is a Responsible Corporate Citizen deeply committed to socio-economic development in its areas of operation, keeping in view the sustainability of its operations.



## CSR Mission

To continually enhance the triple bottom line benchmarks of economic, environmental and social performance through responsible business practices and contribution of corporate resources, providing value to stakeholders

## CSR Objectives

- To provide a basis for decision-making and an actionable plan of CSR initiatives for sustainable development and inclusive growth, as per the provisions of the Companies Act, 2013 and Companies CSR Amendment Rules 2021.
- To engage with local communities to constantly work towards tangible and sustainable social, economic, and environmental development in operational areas of OIL in preference over other areas.
- To generate goodwill in the society which helps in reinforcing its image as a “Responsible Corporate Citizen”







## Key CSR Projects FY 2021-22





# Education

## OIL Super 30

The OIL Super 30 program was established in 2010-11 in Guwahati, Assam, with the goal of offering free residential coaching and academic mentoring to economically disadvantaged students to help them prepare for and pass engineering entrance exams such as the IIT-JEE. Over time, the program has been expanded to six districts including Guwahati, Jorhat, Dibrugarh, Nagaon in Assam, Itanagar in Arunachal Pradesh, and Jodhpur in Rajasthan. Under the program, students receive 11 months of free residential coaching and academic mentoring for exams like JEE, NEET, and others, leading to their admissions into top engineering and medical colleges across the country. In the fiscal year 2021-22, a total of 200 students were coached across the six centers, including 150 for JEE and 50 for NEET. In the previous fiscal year 2020-21, out of the 169 students coached for JEE, 62 were admitted to prestigious IITs and 107 were admitted to different NITs and other reputable engineering colleges across the country.

## OIL Dikhya

The OIL project, started in 2012-13, focuses on providing technology-based education in rural schools in Tinsukia, Dibrugarh, and Charaideo districts. The project aims to improve academic performance, reduce school dropouts, and promote the overall development of students. This is achieved through computer education, value-added education, and supplementary teaching in 30 government schools for students in classes VI to VIII. In the fiscal year 2021-22, the project benefited a total of 6,840 students. The project aligns with the government of India's goal of promoting digital literacy and the United Nations' Sustainable Development Goal No. 4 of promoting quality education.





# Healthcare

## OIL Sparsha

The Sparsha project was established in the early 1980s with the goal of offering mobile medical care through a team of in-house doctors and healthcare professionals in remote areas of Dibrugarh district. Over time, the project was expanded to cover additional regions around OIL's operational areas in Tinsukia, Dibrugarh, Charaideo districts of Assam and Changlang district of Arunachal Pradesh. The project offers a range of services such as the diagnosis and treatment of non-communicable, chronic, and common diseases, lab tests, and free medicine provision, as well as counseling and awareness campaigns on lifestyle diseases. During the COVID-19 pandemic, the OIL Sparsha team provided continuous healthcare services and counseling to people in areas with limited access to basic medical care. In FY 2021-22, the project conducted a total of 2016 mobile health camps, which benefited 146,249 patients.





## OIL Arogya

The OIL Arogya project was initiated in the year 2012-13. The objective of the project is to lower the rates of infant mortality and maternal mortality while focusing on maternal and child health, immunization, promoting nutrition, water, and sanitation. The project implements need-based actions to continuously improve health indicators and health-seeking behaviors. It is implemented in the Tinsukia and Dibrugarh districts of Assam and includes pre- and post-natal health check-ups, clinical tests, and programs to raise awareness about maternal health, childcare, and the benefits of institutional delivery. Another key aspect of the project is to create a strong network of Saathiya Clubs, made up of pregnant women, ASHA workers, OIL Arogya CHWs, government healthcare providers, and other service providers, to support maternal and child health.

## OIL Shakti

The goal of the "OIL Shakti" project is to eliminate the negative connotations surrounding menstrual health and hygiene, as these often result in harmful practices that impact both maternal and infant mortality rates. This community-based initiative is led by rural women and focuses on producing, distributing, and raising awareness about sanitary napkins. It's a comprehensive cluster-based solution that not only addresses health but also supports the livelihoods of the women involved in production, awareness, and distribution. In the fiscal year 2021-2022, 7,490 packs (each containing 8 pieces) of sanitary napkins were distributed in the areas where OIL operates.







## Other Health Initiatives

- Apart from the above-mentioned flagship programs, the company undertook several other health initiatives to augment healthcare infrastructure and improve access to healthcare services. One of the major initiatives was the installation and commissioning of PSA Oxygen Plants at 9 hospitals across the country. These include
  - i. Joint District Hospital, Kaushambi, Uttar Pradesh
  - ii. M.C Singh District Hospital, Bhadohi, Uttar Pradesh
  - iii. Patna Medical College & Hospital, Patna, Bihar
  - iv. Nalanda Medical College & Hospital, Patna, Bihar
  - v. Anugrah Narayan Magadh Medical College & Hospital, Gaya, Bihar
  - vi. JanNayak Karpoori Thakur Medical College & Hospital, Madhepura, Bihar
  - vii. Vardhman Institute of Medical Sciences, Pawapuri (Nalanda), Bihar
  - viii. Dedicated Covid Hospital, Pasighat, Arunachal Pradesh
  - ix. Police Referral Hospital, Chumukedima, Dimapur, Nagaland
- The total Oxygen producing capacity of these plants are 17,150 Liters per Minute (LPM). Further, 3 nos. of Oxygen boosters for refilling of oxygen cylinders were also installed and commissioned at District Hospital, Changlang, District Hospital, Namsai and TRIHMS, Naharlagun in Arunachal Pradesh. In addition, the company also contributed towards setting up of temporary COVID care facilities including the mega COVID care centre setup by DRDO at Sarjusai Stadium in Guwahati. Company also donated ambulance to meet emergency healthcare requirement. Awareness programs on COVID were conducted by the company. Essential supplies and COVID care kits were also distributed to the vulnerable sections in and around operational areas of the company.
- The company donated INR 65 Crore to the PM CARES Fund to assist the government in handling emergencies like COVID-19 and providing aid to affected individuals nationwide. In the fiscal years 2020-21 and 2019-20, OIL gave INR 25 Crore and INR 13 Crore respectively to the PM CARES Fund.





# Skill Development

1 NO POVERTY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



## OIL Swabalamban

OIL began "Project OIL Swabalamban" in 2013, which provides job training and capacity building for youth in OIL's operational areas in Assam and Arunachal Pradesh as well as other parts of Assam. The initiative offers a variety of short-term courses and trades certified by the National Skill Development Corporation (NSDC) of India to unemployed youth. The training also focuses on improving soft skills, computer skills, industry safety, and personality development to improve the chances of employment. In fiscal year 2021-2022, 478 individuals were trained in front office executive and hospitality management trades and 463 of them have been successfully placed in various organizations with a placement rate of 97%.

## Skill Development Institute Guwahati (SDIG)

The Skill Development and Industrial Guidance (SDIG) is a society established by Oil India Limited with the assistance of other oil and gas public sector undertakings under the Ministry of Petroleum and Natural Gas. Its purpose is to meet the skill needs of young people in the Northeastern region to improve their employment opportunities in the hydrocarbon and other industries. The institute provides free residential skill training in 16 different fields, including hydrocarbon, health, capital goods, hospitality, and tourism, among others. During the fiscal year 2021-22, 1110 students enrolled in different trades and 969 of them were placed in various industries, with a placement success rate of 87%. These students were placed not only in India, but also in other countries.

## ITI Lahowal-OIL Centre of Excellence (21-22)

Under the Skill India Campaign, Oil India joined forces with the Director of Employment and Craftsmen Training (DECT) in the government of Assam to adopt ITI Lahowal. They signed a memorandum of agreement to establish and run the ITI Lahowal as the Oil India Centre of Excellence. The Institute Management Committee was created to manage the institute using a public-private partnership model as part of Oil India's corporate social responsibility initiative for youth skill development. In the 2021-2022 academic year, 66 students were enrolled in one-year courses in Diesel Mechanic (48 students) and Computer Operator & Programming Assistant (18 students).







## Women Empowerment

### OIL nursing school

The Duliajan School of Nursing was founded in 1991 with the purpose of training nurses to provide quality healthcare services and to empower women. It offers a three-year diploma in General Nursing and Midwifery, which is recognized by the Assam Nurses' Midwives' and Health Visitors Council and the Indian Nursing Council. After completing the three-year training, students receive a stipendiary one-year certificate program at the OIL Hospital. The students receive benefits such as free accommodation, medical care, uniform, and books. To date, 360 students have completed their training and 83 are currently enrolled, with 30 undergoing the post-qualification certificate training.







## Centre of Excellence for Handicraft, Handloom & Entrepreneurship (CoE)

The Center of Excellence, established in 1984, has been upgraded in FY 2021-22 with the goal of promoting the indigenous crafts and handlooms of Assam. In FY 2021-22, two batches of training were launched in Creative Textiles (Handloom), Bamboo and Water Hyacinth for the skill and capacity building of rural women artisans. The courses consist of both short-term and long-term training. The center uses a Hub & Spoke model to mobilize rural artisans and weavers, increasing efficiency and promoting the concept of "One Village One Product" as well as a Common Facility & Business Information Center (CFBIC). In the last FY 2021-22, a total of 205 artisans were trained at the center, including 50 in long-term training and 155 in short-term training courses.



## Promotion of Sports

### Promotion of sports in rural areas

To inculcate a culture of sports among the youth in the communities, OIL conducts and promotes sports in and around its operational areas. OIL's endeavor to promote sports in rural areas was initiated in the year 2001. Further, in FY 2021- 22, OIL contributed towards development of 10 nos. of playgrounds in and around its operational areas of Upper Assam benefitting many youths. Since 2015-16 to 2021-22, more than 45 playgrounds were developed.

Some of the flagship CSR interventions, undertaken under the thematic area of 'Promotion of Sports' in FY 2021-22 are as below:

- a) **OIL Volleyball Mission:** OIL is leading the way among corporations in supporting local volleyball initiatives in Assam through its CSR program. The OIL Volleyball Mission (OVM) aims to promote the sport in the Tinsukia, Dibrugarh & Charaideo districts of Upper Assam, with the goal of cultivating young talent for state and national competitions. A team of 32 former volleyball players from rural areas received Level-A coaching certification under the guidance of former Indian volleyball team captain, Abhijeet Bhattacharya. The OVM was carried out in collaboration with the Assam Volleyball Mission 100 and the Brahmaputra Volleyball League (BVL). Since its launch, 53 teams have been formed from the OIL's operational areas, including 18 girls' teams and 35 boys' teams.
- b) **Project OIL Lakshya, promoting football connecting communities:** Under "OIL Lakshya," professional football coaching is provided to coaches who act as catalysts in developing young football players. The project aims to build community connections through the promotion of football and other initiatives, including environmental awareness. During the fiscal year 21-22, 34 coaches obtained the D & E License coach certificate from the All-India Football Federation and went on to train 1,800 aspiring football players from rural areas. The coaches trained under the project established 37 football coaching centers, which received support from OIL in the form of training equipment.







## Sustainable Livelihood Generation

### Rupantar

The Project for Alternate Livelihood Intervention was launched in 2003 by Oil India Limited with the goal of providing employment opportunities for unemployed women and youth in its operational areas in Upper Assam. The project trains participants in entrepreneurial development programs and assists them in starting their own businesses by providing skill training, financial support, and marketing assistance. During the fiscal year 2021-22, the project supported 160 Joint Liability Groups in handloom and farm mechanization, and 15 groups for biofloc aquaculture, impacting around 430 families. A computer center was also established under the project in 2004, offering professional short-term courses in computer skills. In the fiscal year 2021-22, 1,268 students benefited from these courses.

### OIL Jeevika (Arunachal Pradesh)

"OIL Jeevika" was established in 2016 with the objective of providing a sustainable livelihood intervention to individuals living in remote areas of Diyun Circle, including Changlang and Namsai districts in Arunachal Pradesh. The project focuses on two main economic activities: beekeeping and honey processing, and the processing of mustard, buckwheat, and local pulses. It covers five villages, Innao, Innao Pathar, Innao Chengmai, Kumchaika, and Piyong, which encompasses 400 households. The goal of the project is to create alternative sources of income and form self-sustaining livelihood clusters, to help the people in the region utilize the potential for the activities pursued.





## Welfare of Persons with Disabilities



### Project Parijat

Started in 2019, Project Parijat is a vocational learning initiative for person with disabilities to empower them socio-economically. Under the project, people with disabilities are trained to produce garments for the new-born babies which are then marketed thus enabling the beneficiaries to earn their own livelihood. Project Parijat also aims at assimilating people with disabilities within the mainstream society.

### Construction of Vocational Learning Centre at Mrinal Jyoti Rehabilitation Centre

For socio-economic empowerment of people with disabilities, the Vocational Learning Centre at Mrinaljyoti Rehabilitation Centre is in the process of being setup. The centre once ready will provide Skill trainings, handholding, and production support for various value-added items to help the beneficiaries become self-reliant.

## Drinking Water & Sanitation Under Swachh Bharat Abhiyan



Prime Minister Shri Narendra Modi launched the ambitious 'Swachh Bharat Abhiyan' (Clean India Mission) on 2nd October 2014 on Mahatma Gandhi's 145th birth anniversary. OIL being a responsible corporate citizen has been undertaking various activities to fulfill the goal of clean India. In the FY 2021-22, the company has undertaken numerous activities under the thrust area of Drinking water & sanitation under Swachh Bharat Abhiyan which are as follows:

- i. Construction of total 7 nos of toilets at various public places in Tinsukia, Assam and Bordumsa, Arunachal Pradesh.
- ii. Providing clean drinking water through distribution of water filters in Dibrugarh and installation of 5000 liters/hours capacity Reverse Osmosis plant in Miao, Changlang district, Arunachal Pradesh.
- iii. Development of Kamakhya Temple in Guwahati as Swachh Iconic Place.
- iv. Various Information, Education & Communication (IEC) campaign for awareness generation among masses on Swachhta activities including tree plantation drives, shramdaan for cleanliness etc.





## Sustainable Environment

OIL Vasundhara: On World Habitat Day on 4th October 2021, The Forest Man of India & OIL's Green Ambassador, Padma Shri awardee Dr. Jadav Payeng, planted saplings at the dedicated green zone developed at OIL's STF (Secondary Tank Farm) in Madhuban area of Dibrugarh district. The tree plantation drive was carried out as part of 'Azadi Ka Amrit Mahotsav' celebrating 75 years of freedom of progressive India. During the event, OIL Vasundhara, a CSR project of OIL was launched. Under the project, a major initiative on 'Carbon Sequestration and Restoration of Degraded Forest land in Digboi through Reforestation & Afforestation along with Establishment of Bambusetum' was taken up in collaboration with Divisional Forest Officer, Digboi Division, Digboi, Tinsukia District, Assam.

The project includes reforestation and afforestation on 100 hectare of degraded forest area with a proposed target to plant 2,500 nos. of Saplings/ hectare, thereby making it a total 2,50,000 nos. of saplings in 100 Ha, establishment of a Bambusetum in 02 Hectare along with ancillary activities in nearby forest village to reduce dependency on the forest for livelihood.



# Abbreviations

List of Abbreviations	
Abbreviation	Definition
bbl	Barrels
Cr.	Crores
DPE	Department of Public Enterprise
E&P	Exploration and Production
ESG	Environment, Social and Governance
ETP	Effluent Treatment Plant
FY	Financial Year
Gol	Govt. of India
INR	Indian Rupee
IOCL	Indian Oil Corporation Limited
JV	Joint venture
KLPD	Kilolitre per Day
KPI	Key performance indicators
MGD	Millions of Gallons per Day
MMSCM	Million Standard Cubic Meter
MMT	Million Metric Ton
MoEFCC	Ministry of Environment, Forest and Climate Change
MSE	Medium and small-scale enterprise
MT	Metric Ton
MW	Megawatt
SEBI	Securities and Exchange Board of India



# GRI Content Index

Statement of use	<i>Oil India Limited has reported the information cited in this GRI content index for the reporting period 1 April 2021 to 31 March 2022 with reference to the GRI Standards.</i>
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2 General Disclosures 2021	2-1 Organizational details	8
	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4
	2-4 Restatements of information	4
	2-5 External assurance	4
	2-6 Activities, value chain and other business relationships	9
	2-7 Employees	11
	2-8 Workers who are not employees	11
	2-9 Governance structure and composition	19
	2-10 Nomination and selection of the highest governance body	19
	2-11 Chair of the highest governance body	19
	2-12 Role of the highest governance body in overseeing the management of impacts	19
	2-13 Delegation of responsibility for managing impacts	19
	2-14 Role of the highest governance body in sustainability reporting	19
	2-15 Conflicts of interest	19
	2-16 Communication of critical concerns	
	2-17 Collective knowledge of the highest governance body	AR
	2-18 Evaluation of the performance of the highest governance body	AR
	2-19 Remuneration policies	AR
	2-20 Process to determine remuneration	AR
	2-21 Annual total compensation ratio	AR
	2-22 Statement on sustainable development strategy	23
	2-23 Policy commitments	22-23
	2-24 Embedding policy commitments	23
	2-25 Processes to remediate negative impacts	AR
	2-26 Mechanisms for seeking advice and raising concerns	21
	2-27 Compliance with laws and regulations	AR
	2-28 Membership associations	11
	2-29 Approach to stakeholder engagement	14-16
	2-30 Collective bargaining agreements	41
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17
	3-2 List of material topics	18



GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24
	201-2 Financial implications and other risks and opportunities due to climate change	25
	201-3 Defined benefit plan obligations and other retirement plans	24
	201-4 Financial assistance received from government	24
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	11
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	21
	205-2 Communication and training about anti-corruption policies and procedures	21
	205-3 Confirmed incidents of corruption and actions taken	21
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	21
GRI 302: Energy 2016	302-1 Energy consumption within the organization	27-28
	302-2 Energy consumption outside of the organization	27
	302-3 Energy intensity	27
	302-4 Reduction of energy consumption	27
	302-5 Reductions in energy requirements of products and services	Not applicable
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	31
	303-2 Management of water discharge-related impacts	31
	303-3 Water withdrawal	31
	303-5 Water consumption	31
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	34-35
	304-3 Habitats protected or restored	34-35
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30
	305-2 Energy indirect (Scope 2) GHG emissions	30
	305-3 Other indirect (Scope 3) GHG emissions	29-30
	305-4 GHG emissions intensity	29-30
	305-5 Reduction of GHG emissions	30
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	32
	306-2 Management of significant waste-related impacts	32
	306-3 Waste generated	32
	306-4 Waste diverted from disposal	33
	306-5 Waste directed to disposal	33



GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	38
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	39
	401-3 Parental leave	38
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	44
	403-2 Hazard identification, risk assessment, and incident investigation	44
	403-3 Occupational health services	44
	403-4 Worker participation, consultation, and communication on occupational health and safety	46
	403-5 Worker training on occupational health and safety	46
	403-6 Promotion of worker health	44
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47
	403-8 Workers covered by an occupational health and safety management system	44
	403-9 Work-related injuries	45
	403-10 Work-related ill health	45
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	42-43
	404-2 Programs for upgrading employee skills and transition assistance programs	42-43
	404-3 Percentage of employees receiving regular performance and career development reviews	43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	40
	405-2 Ratio of basic salary and remuneration of women to men	40
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	41
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	41
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	41
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	41
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	41
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	49-62
	413-2 Operations with significant actual and potential negative impacts on local communities	49-62
GRI 415: Public Policy 2016	415-1 Political contributions	41









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