Azadi Ka Amrit Mahotsav

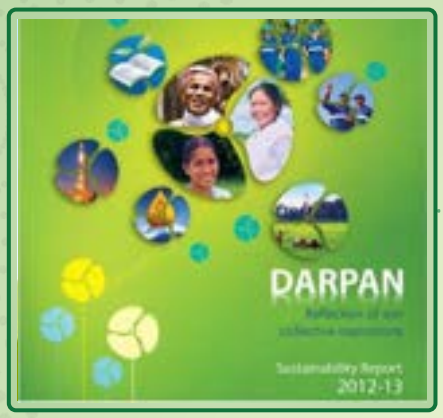
ऑयल इंडिया
OIL INDIA

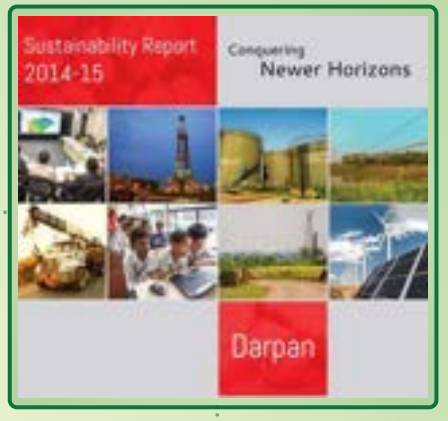
DARPAN

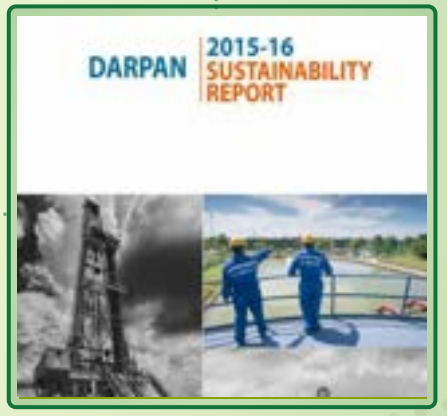
ESG Report FY 2022-23

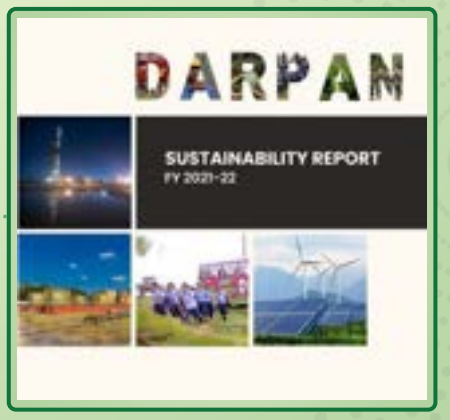
Engineering a Sustainable Future

Our ESG Reporting Journey ....!









Leading the way to Net Zero 2040

In an era where environmental sustainability is paramount, Oil India Limited (OIL) has set forth a visionary goal — achieving net-zero emissions by 2040. The company's journey through the dynamic energy sector is marked by resilience, innovation, and an unwavering dedication to delivering sustainable value.

OIL's strategy extends beyond conventional emission reduction measures; it entails a comprehensive green energy transition with a primary focus on cultivating a diversified and clean energy portfolio. This forward-looking approach encompasses several key thrust areas.

Diversification of Energy Portfolio: *OIL is actively diversifying its energy mix by delving into renewable energy sources. This includes the successful commissioning of wind and solar energy projects, reflecting a commitment to reducing dependence on traditional fossil fuels.*

Emphasis on Natural Gas: *Recognizing the significance of natural gas as a cleaner energy source, OIL is strategically expanding its operations in this domain. This involves exploring new gas fields and enhancing infrastructure to meet the rising demand for cleaner fuels.*

Research and Development: *OIL's commitment to innovation is evident in its substantial investments in research and development. The focus extends to developing energy-efficient technologies, exploring carbon capture and utilization solutions, and delving into the realm of biofuels.*

Exploration of New Energy Markets: *Actively seeking to stay at the forefront of emerging energy markets, OIL has commissioned India's first pilot plant for Green Hydrogen Production in Jorhat, Assam. Plans for scaling up production capacity underline the company's commitment to cutting-edge technologies.*

Collaboration and Partnerships: *OIL places a strong emphasis on collaboration to drive sustainable growth. Actively engaging with industry stakeholders, research institutions, academia, and government agencies, the company leverages collective expertise. These strategic partnerships provide access to resources, facilitate knowledge-sharing, and open doors to new business opportunities.*

Through these strategic initiatives, Oil India Limited aims to not only minimize exposure to carbon transition risks but also capitalize on alternative business opportunities in the evolving energy sector. The company's steadfast commitment to sustainability and responsible practices propels it toward shaping a greener and more resilient future. OIL is not just navigating the changing energy landscape; it is actively leading the way towards a net-zero future.

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About the Report

This is the 10th ESG Report of Oil India Limited, serving as our principle means of communication with our stakeholders. The report provides records on our environmental, social, and governance performance during the fiscal year 2022-23. It outlines our management approach and our progress on key ESG challenges that had been identified through substantial stakeholder engagement. Our stakeholders have been instrumental in guiding our sustainability efforts, and we are honored to share our performance with them.

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

The annual ESG report covers our non-financial performance for the period of 1st April 2022 to 31st March 2023 and reporting duration is aligned with the financial reporting. The reporting boundary includes OIL's operations spanning over seven states in India namely Assam, Arunachal Pradesh, Rajasthan, Andhra Pradesh, Uttar Pradesh, Odisha and West Bengal. Since, there has been no change in the reporting boundaries or the nature of the business in the given financial year, there are no restatements of information as well.

Statement of Use

OIL has reported in accordance with the Global Reporting Initiative (GRI) Standards 2021 for the period of 1st April 2022 to 31st March 2023. The report consists of disclosures on our key environmental, social, and economic material topics. The document is additionally mapped in line with the United Nation's Sustainable Development Goals.

External Assurance (GRI 2-5)

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

Forward-Looking Statements

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.

Access to the Report

Our readers can access our sustainability report by visiting the hyperlink provided below:
https://www.oil-india.com/4Sustainability-at-oil

Date of Publication : 07/02/2024

Suggestions and feedback (GRI 2-3)

We attempt to disclose the relevant information to our valued stakeholders. For any suggestions or feedback at below-mentioned address:

Name: Ms. Pranati Goswami

Designation: General Manager - ESG

Email: pranati@oilindia.in **Ph:** 0374 2807991

Message from CMD

Dear Stakeholders,

On behalf of the Board of Oil India Limited, I am pleased to present our 10th ESG report "DARPAN", which reflects our ongoing commitment to achieving business excellence and long-term value in a sustainable and responsible manner. At Oil India Limited, ESG forms an inextricable part of how we conduct our business and is integral to our strategy and our work culture.

Towards Net Zero

In response to the resounding call to action from our esteemed Prime Minister, Shri Narendra Modi, regarding India's ambitious goal of achieving net-zero emissions by the year 2070, Oil India Limited (OIL) has undertaken a bold and resolute mission. This transformative journey, deeply rooted in the company's commitment to sustainability, aims to position OIL as a net-zero emission energy giant by 2040.

OIL's strategy goes beyond emission reduction, embracing a comprehensive energy transition. The company places a notable emphasis on a diversified renewable energy portfolio, with commissioned wind and solar projects boasting a cumulative capacity of 188.1 MW. These initiatives showcase OIL's commitment to reducing carbon intensity, fostering energy diversity, and contributing to a cleaner energy landscape. OIL's collaboration with the Assam Government has yielded substantial progress in the renewable energy sector. We have obtained approval for the establishment of solar power projects with a remarkable combined capacity of 645 MW in Assam. Giving thrust on green energy transition, the company has taken the first significant step towards Green Hydrogen Economy in India with the commissioning of India's First 99.999% pure Green Hydrogen pilot plant, with an installed capacity of 10 kg per day at its Jorhat Pump Station in Assam. Under the Start-Up initiative of our Company, one of the Start-Up's promoted by the company, Ohm Clean Tech Pvt Ltd., has indigenously developed a Green Hydrogen Fuel Cell e-Bus, built on a 60 kW PEM fuel cell engine, which powers the electric drive providing a travel range of 450 km, which was inaugurated by

the Hon'ble Prime Minister of India, Shri Narendra Modi during India Energy Week held in Bangalore in February 2023 and the bus has very recently begun its yearlong trial run in Jorhat, Assam after receiving permission from the Ministry of Road Transport & Highways, Govt. of India. The start-up is now working in the field of Liquid Organic Hydrogen Carrier (LOHC) based Hydrogen Storage & Transportation system for mobility applications. The successful installation of the Online Well Monitoring System has played a crucial role in enabling real-time monitoring of all gas wells.

In line with the Company's commitment of achieving Net Zero by 2040, the strategic efforts have already resulted in achieving zero gas flaring (excluding safety and technical flare) in the Rajasthan Field operations, which had a flaring volume of 7300 Standard Cubic Meters in the previous financial year. Additionally, OIL has commissioned field pipelines and compression facilities to monetize gas which has resulted in significant reduction in overall flaring which reflects company's commitment to environmental sustainability.

The successful installation of the Online Well Monitoring System has played a crucial role in enabling real-time monitoring of all gas wells. This has led to a proactive approach in curbing unnecessary flaring, further contributing to our mission of promoting cleaner energy practices and protecting the environment.

As part of its ambitious vision, OIL is actively into Carbon Capture Utilization and Storage (CCUS) initiatives. The company aims to strengthen its green energy portfolio by strengthening its CGD landscape across the country. The company looks forward to foray into CBG, 2G (second generation) ethanol, geothermal space along with renewables in collaboration with State Government and strategic partnerships with Industry and academia. These initiative represents OIL's proactive approach to adopting sustainable and innovative energy solutions, making meaningful contributions to the nation's net zero aspirations and promoting a greener future for all.

A people's company

Central to OIL's ethos is the recognition that our operations impact the lives of the communities in which we operate. OIL has consistently operated as a 'peoples' company,' and this is more than just a tagline—it is a core value embedded in our CSR vision statement. In FY 2022-23, our CSR expenditure of INR 98.21 crore which is substantially more than the requirement under the law, is a testament to our commitment to the holistic development of local communities. Our CSR policy ensures that our actions contribute to sustainable economic development in order to improve the quality of life and environment which will be beneficial for local community and society in general.

Our CSR initiatives span a spectrum of areas—healthcare, education, women's empowerment, sustainable livelihoods, rural infrastructure, art and culture promotion, sports promotion, environment preservation etc. These initiatives, implemented based on need assessments, demonstrate our intention to make a positive impact on the communities we serve. By addressing local needs, improving healthcare facilities, providing clean drinking water, supporting education and vocational training, empowering women, enhancing rural infrastructure, preserving art and heritage, promoting sports, conserving the environment, and extending support during emergencies, OIL actively contributes to sustainable development.

Over several decades, many successful CSR interventions in the key thrust areas of education, healthcare, environment, livelihood, sports, women empowerment, skill development, etc. have been implemented by the company by engaging with local communities for holistic development and the Company has been able to impact a large population ushering in sustainable social change.

Under "OIL Super 30", one of the flagship CSR Projects of the Company, a total of 1,368 students have been admitted into various reputed engineering colleges in last 11 years, out of which 405 were admitted into the IITs, 68 into IISATs (ISRO), IIITs, IISERs, NSIT & top 5 NITs, 760 into NITs and reputed engineering colleges and 135 into state and other engineering colleges, while 90 students got admitted into different reputed medical colleges of the country.

"Skill Development Institute, Guwahati (SDIG)", another flagship CSR projects of the Company that provides placement-oriented skill trainings, has been providing remarkable services to the economically backward youths of the Northeast and the project has already trained 4326 youths of the Northeastern region in 16 different trades with a placement record of nearly 85% since its inception.

Maintaining its infrastructure, remains an integral part of an efficient operating system, has been a noteworthy accomplishment for the company. HSE is deeply ingrained as a core value for Oil India Limited. The company's efforts to revamp its HSE Management System and embrace advancements in regulatory regimes, technology demonstrate its commitment to the well-being of its employees, the protection of the environment, and the overall safety of its operations. OIL has recently initiated "Project KAVACH." This project aims to enhance and transform the existing Health, Safety, and Environment (HSE) Management System. By aligning with global standards and continuously improving its practices, OIL remains dedicated to conducting its activities responsibly and in compliance with the highest industry standards.

Integrity and transparency ingrained in our corporate DNA

We are an organization with highest standards of transparency, integrity, and accountability in our business activities and constantly striving towards adoption of best business practices of work and ethics.

The corporate governance policies of OIL meet the stipulations of regulators including the guidelines issued by the Government of India, Ministry of Petroleum and Natural Gas, Department of Public Enterprises, Securities and Exchange Board of India etc.

Meeting the energy needs of a growing nation responsibly and sustainably

With its origin dating back to the glorious year of oil discovery in India in 1889, today, OIL is regarded as one of the leading CPSEs in the country creating value for all its stakeholders and contributing meaningfully towards India's indigenous basket of crude oil. Today, the company is a full-fledged integrated energy company with presence across selective value chain of hydrocarbon and renewable energy. With Our focus being on domestic exploration and production, the company is resolute in its endavour to contribute towards making India self-reliant in energy space. The Company has thus embarked on the journey towards Mission 4+, a strategic vision to produce 4 MMT of crude oil & 5 BCM of gas in the coming years. Mission 4+ has been initiated with the sole purpose of enhancing the Company's current level of production by fast-tracking development of fields and accelerated drilling activities, under enhanced exploration coverage.

As we navigate the dynamic and challenging landscape of the energy sector, OIL remains resolute in delivering sustainable value to our esteemed shareholders. Simultaneously, we actively contribute to the global effort to combat climate change. Our journey is marked by resilience, innovation, and a commitment to forging a sustainable and greener future. In the face of evolving industry expectations, regulatory mandates, and global sustainability imperatives, OIL is well-positioned to continue leading the way in responsible energy practices.

I extend my sincere gratitude to all our employees for their tireless efforts and relentless focus on sustainability and customer delight. I take this opportunity to gratefully acknowledge the contribution of our loyal customers, supply chain partners, and stakeholders for their support in our sustainability efforts and growth. We remain dedicated to being transparent and accountable in our ESG practices and welcome any feedback and suggestions.

Best Regards,

Dr. Ranjit Rath

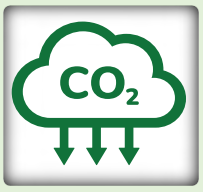
Chairman & Managing Director

Oil India Limited

Highlights

Commissioned India's first **Green Hydrogen** plant at Jorhat, Assam

20% Female **BOD Members**



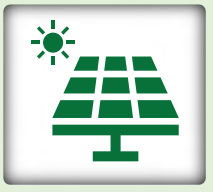
Committed to **Net zero** by **2040**

OIL Sparsha benefitted **1,86,942** patients through **2016 mobile health camps**

"Project KAVACH" – To bring transformational changes in HSE culture

"Sanglap" – Ideas and suggestions sharing platform for employees

Indigenously developed India's 1st hydrogen fuel cell e-bus under **"Project SNEH"**



Joined hands with APGCL for **645 MW Solar Project**

"Project Vasundhara" – Forest restoration of 100 hectares with 2500 saplings / ha

Saved 2,986 GJ of Energy by **replacing conventional lighting** systems

About OIL (GRI 2-1, 2-6)

Oil India Limited (OIL) stands as India's oldest Exploration & Production company, boasting a legacy of over six decades in hydrocarbon exploration and production. Established on February 18, 1959, as a joint venture between the Government of India (GoI) and Burmah Oil Company Limited, UK, OIL transitioned into a wholly owned enterprise of the GoI in 1981, under the administrative management of the Ministry of Petroleum and Natural Gas (MoPNG). Today, together with our material subsidiary NRL, OIL has emerged as a fully integrated energy company with a robust presence across the oil & gas value chain.

As a vital contributor to the nation's energy security, OIL was honoured with the prestigious "MAHARATNA" status on August 4, 2023, becoming the 13th Maharatna CPSE in the country. This recognition is a testament to OIL's longstanding technical proficiency in the upstream hydrocarbon sector. With a vision to evolve into the fastest-growing integrated energy company with a global reach, delivering value to stakeholders, OIL remains steadfast in its commitment to maintaining its position as the energy sector's fastest-growing National Oil Company.

Headquartered in Duliajan, Assam, India, OIL's Field Headquarters serve as the hub of our operations, while our footprint expands across the country viz. Arunachal Pradesh, Tripura, Rajasthan, Odisha, Andhra Pradesh, Andaman etc. In addition to our extensive presence in India, OIL has established a global footprint in countries such as Libya, Gabon, Nigeria, Venezuela, Mozambique, Russia, and Bangladesh. Demonstrating leadership in the energy sector, OIL continues to uphold its legacy of excellence and innovation.

Our Global Presence, Joint Ventures, and Subsidiaries (GRI 2-2, 2-6)

The externally audited consolidated financial statements include our subsidiaries, associates, joint ventures, and Indian operations. We have made relevant adjustments to account for mergers, acquisitions, and disposals of entities or parts of entities during the reporting period. Our audited Annual Report for the FY 2022-23 is available on our website. However, the scope of this report is limited to our own standalone operations in India.

**ESG disclosures in this report are limited to Oil India Limited's upstream operations. The reporting boundary does not cover the subsidiaries, associates and joint ventures.*

Our Vision

Core purpose

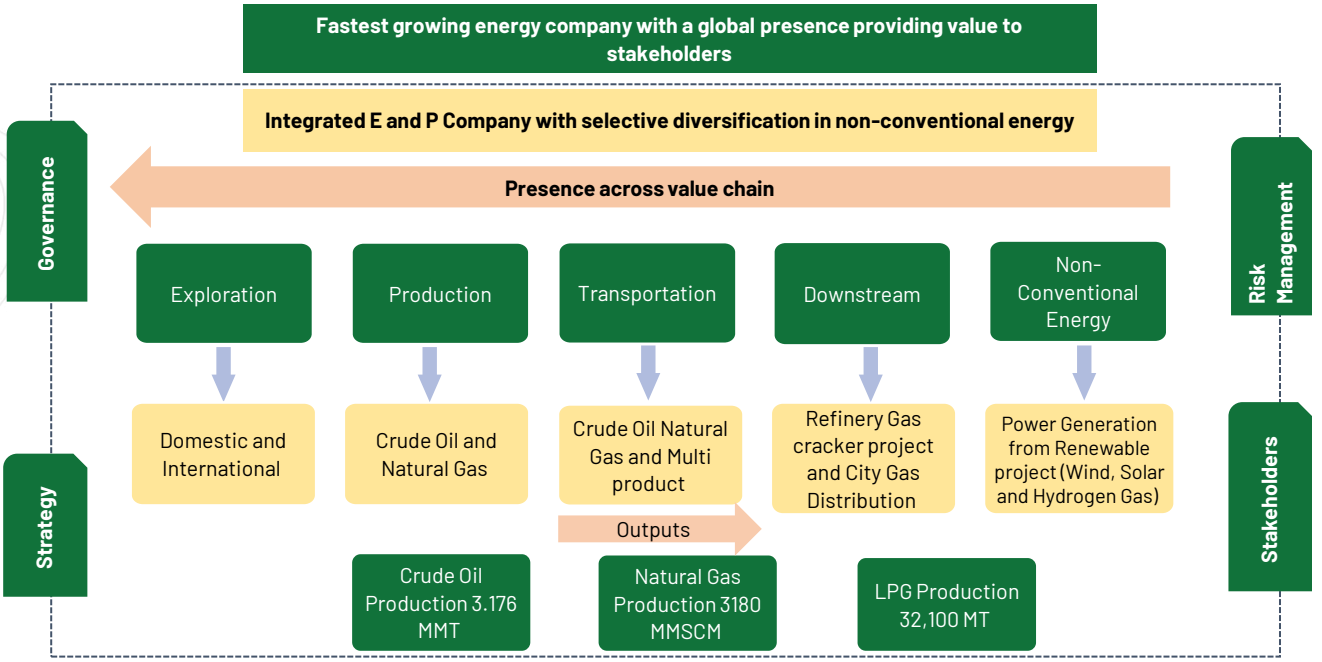
To Be the Fastest Growing Energy Company with Global Presence Providing Value to Stakeholders

Vision

1. Fastest growing Energy Company with the highest profitability
2. Learning Organization, nurturing initiatives, innovations and aspirations with best practices
3. Fully committed to safety, health and environment nurturing initiatives, innovations and aspirations with best practices
4. Committed to honesty, integrity, transparency and mutual trust creating employee pride
5. Committed to socio-economic development in its areas of operations
6. Delights the customers with quality products and services at competitive prices

Our Value Chain *(GRI 2-6, 416-2, 417-1, 417-2, 417-3)*

OIL's governance, strategy, and business model are guided by our Vision and Values. We strive to establish shared values across our value chain through our marketing efforts. The purpose of the ESG Report is to describe and showcase our journey of creating shared value for all stakeholders.



Our Production *(GRI 2-6)*

Crude Oil

In India, we actively carry out crude oil extraction operations in the states of Assam, Arunachal Pradesh and Rajasthan. Our crude oil supplies are transported to four refineries: Digboi, Numaligarh, Guwahati, and Bongaigaon. In the FY 2022-23, crude oil production was 3.176 MMT (including the company's share from Kharsang and Dirok JVs), which is a 5.5% increase compared to the previous year's production of 3.010 MMT. This is the highest production in the last four years. The crude oil sale for the year was 3.067 MMT, compared to 2.911 MMT in the previous year.

Natural Gas

We produce a significant amount of Natural Gas each year. In FY 2022-23, we successfully produced 3180 MMSCM (including our share of production from Dirok JV), which is higher than the 3045 MMSCM (including our share of production from Dirok JV) in FY 2021-22. Additionally, the sale of natural gas during FY 2022-23 reached 2457.7 MMSCM, surpassing the 2450 MMSCM sold in FY 2021-22.

Liquefied Petroleum Gas (LPG)

In FY 2022-23, the production of Liquefied Petroleum Gas (LPG) was 32,100 MT, which is slightly lower than the previous year's production of 33,240 MT. The sale of LPG during FY 2022-23 was 32,232 MT, compared to 33,094 MT in FY 2021-22.

Renewable Energy

In FY 2022-23, the total installed capacity of OIL for renewable energy was 188.1 MW. This includes 174.1 MW from wind energy projects and 14.0 MW from solar energy projects. Additionally, OIL has solar plants with a capacity of 0.906 MW for its own use.

We have internal mechanisms in place to ensure the quality of our products. Gas Supply Agreements (GSA) and Crude Oil Sales Agreements (COSA) include mechanisms to address stakeholder complaints. Our natural gas is sold to gas utility companies, while our crude oil is sold to refineries through pipelines. We conduct daily quality audits for crude oil at the point of sale. Additionally, we regularly inspect pipeline integrity using techniques like hardware testing and conventional inspection procedures. Periodically, we conduct consumer perception surveys to gather feedback, as well as assess customer perception.

During the reporting period, there are no incidents of non-compliance with legal regulations or voluntary code, and health safety matters concerning product labelling. Also, there are no changes in activities, value chain, or other business relationships.

Procurement Practices *(GRI 204-1)*

Oil India Limited actively promotes the purchase of goods and services from local Micro and Small Enterprises (MSEs). We do this by offering price preference, as mandated by the Public Procurement Policy 2012. Our policy is to award orders to MSEs for the full amount of a tender, as long as their price matches that of the lowest bidder who is not an MSE, within the margin of preference. We publish our yearly procurement objectives for MSE vendors, along with the anticipated goods and services to be purchased, and specific bids for MSE vendors on a dedicated web page. Additionally, we adhere to the Purchase Preference policy for Scheduled Castes, Scheduled Tribes, and Women Entrepreneurs, as required by the Public Procurement Policy, in our tenders.

Table 1 - Procurement of goods and services

Total procurement of goods and services during FY 2022-23	INR 2686.92 crore
Actual procurement of goods and services from MSEs (Including MSEs owned by SC/ ST entrepreneurs)	INR 1357.43 crore
Percentage of procurement of goods and services from MSE (Including MSEs owned by SC/ST entrepreneurs) out of total procurement excluding high technology items	50.52%

Partnerships and Collaborations *(GRI 2-28)*

Industry networks and associations are crucial in driving awareness, advocacy, and action on sustainability issues. They provide a platform for industry representatives to exchange ideas and best practices, fostering a cycle of improvement through feedback. Additionally, these networks enhance the credibility and strength of the dialogue between the industry and government regarding critical policy and regulatory matters. Oil India Limited actively participates in the following industry networks and associations.

- Confederation of Indian Industry (CII)
- Federation of Indian Chamber of Commerce & Industry (FICCI)
- Federation of Indian Petroleum Industry (FIPI)
- All India Organization of Employers (AIOE)
- Standing Conference of Public Enterprises (SCOPE)

Awards and Recognition

During FY 2022-23, the following awards and accolades were conferred upon the company:

Environment

- Energy & Environment Foundation Global Awards 2023 by Energy & Environment Foundation
- Greentech International EHS Award 2022 for EHS Best Practices by Greentech Foundation
- Greentech International EHS Award 2022 for EHS Leadership Award by Greentech Foundation
- Energy and Environment Foundation Global Safety Awards 2023 to OIL's Secondary Tank Farm (STF) Madhuban.

Apex India Excellence Award 2022

Greentech International EHS Award 2022 for EHS Best Practices by Greentech Foundation

Health and Safety

- Grow Care India Occupational Health & Safety Award 2022 'Gold Award' awarded by Grow Care India
- Apex India Occupational Health & Safety Award 2022 'Platinum Award' awarded by Apex India Foundation
- Kalinga Safety Excellence Award 'Gold Award' awarded by IQEMS
- 13th Exceed Occupational Health & Safety Award 2022 'Sliver Award' awarded by Sustainable Development Foundation.

CSR

- Asian CSR Leadership Awards
- 9th CSR Times Award 2022 for CSR in Skill Development

Earth Leadership Award

Other

- Best Employer Brand Award in HR in the field of exemplary Human Resource practices.
- First and only PSU which has shifted to Management Audit Reporting System (MARS) – A SAP based review and reporting system, Developed by OIL under SAP ECC6.

Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement *(GRI 2-25, 2-29)*

In order to enhance our value proposition and meet the expectations of all parties involved, OIL recognizes the significance of maintaining our social license to operate. This is achieved through consistent engagement with our stakeholders to gain a deeper understanding of their perspectives and requirements and developing strategies that align with their expectations. Our stakeholders include individuals and organizations who are impacted by our operations and resources, and thus hold considerable influence over our business practices. By collaborating with our stakeholders, we can improve our products and processes, involve them in decision-making, and establish trust.

We make a proactive effort to understand the concerns of our stakeholders by engaging in direct consultations with them. We consider potential obstacles such as language barriers, cultural differences, gender disparities, power imbalances, and divisions within the community. Throughout the year, we engage with a diverse range of stakeholders, including employees, government and regulatory bodies, suppliers, customers, industry partners, communities, non-governmental organizations (NGOs), and contractors. We identified these stakeholders through our sustainability and annual reports, as well as those of our peers and competitors. We have categorized them into 11 key groups, which include both internal and external stakeholders.

We are committed to respecting the human rights of all individuals and stakeholders we interact with. This includes safeguarding their right to privacy, freedom of expression, peaceful assembly, and protest. We have implemented measures to ensure that they are protected from any form of retaliation when raising complaints or concerns.

Table 2 - Stakeholder engagement

Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators			
No	Monthly, Quarterly and Annual Review	Annual, Monthly and Need-based	• Support government missions to promote sustainable development goals • Performance appraisal through MoUs • Discussions on major investment plans
Employees			
No	Satisfaction surveys, Sanglap platform, Emails, Journals, Meetings with employee associations and unions	Annually, Quarterly, Monthly and Daily	• Communication on OIL's business goals, values, and principles • Implementation of best practices • Facilitating learning and developing • Track key performance indicators and action plans

Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Suppliers			
No	Supplier Meets, Industry Conclave, Access to empowered C&P committee and Vendor development programs	Annually, Quarterly, Monthly and Daily	• Communicate operational decisions • Seek their performance data/information • Understand and address their concerns • Dispute resolution • Review of Contracts
Customers			
No	Annual Customer Meet, Customer Interactive Meet, Customer Satisfaction Survey	Annually and Quarterly	• To understand their satisfaction levels • To address operational concerns • To get feedback on new product development
Joint ventures and subsidiaries			
No	Need-based meetings, Reports and Newsletters	Need-based	• Discussions on major investment plans' • Sharing of performance data • Facilitate decision-making on major topics
Industry partners			
No	Seminars, Conferences, Industry Expo, Interviews, Reports and Newsletters	Need-based	• Share performance data Inform on keys decisions and projects • Participating in conferences and seminars • Engage in public policy advocacy
Communities			
Yes	Meetings and direct interactions, Community events, Needs analysis and Impact assessments, CSR initiatives & Corporate communication channels	Need-based	• Engaging with communities for conducting need assessment and executing community development projects • Understanding and addressing their concerns on critical incidents • Community Grievances Redressal

Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Contractors/ Implementing agencies			
No	Need-based meetings & Website	Annually, Quarterly, Monthly, Daily	• Communicate operational decisions • To align their work with company policies and mandates (Compliance)
NGOs /Civil society organizations			
No	Project meetings & Annual reviews	Need-based	• Executing community development projects • Understanding and addressing their concerns on critical incidents
Media			
No	-	Monthly, Need-based	• Relationship building • Promotion of latest initiatives and events • Increase brand recall value • Appraising performance highlights and lowlights • Point-of-view on major sectoral development
Investors			
No	-	Periodical, Need-based	• Servicing of Investor Queries and Information about the Performance [Ref: Report on Corporate Governance]

Materiality Assessment *(GRI 3-1)*

In the FY 2022-23, we conducted a materiality assessment following the GRI Standards 2021. OIL recognizes that different ESG issues may have varying levels of importance to stakeholders. Therefore, we classify ESG topics as high, medium, or low based on their significance to both internal and external stakeholders. This materiality matrix guides our strategic decision-making, helps us mitigate operational risks, and determines priority areas for intervention. For the materiality assessment exercise carried out in FY 2022-23, we only considered the perspectives of internal stakeholders to finalize the material topics and their associated impacts. Additionally, we plan to conduct a comprehensive materiality assessment in the near future.

We undertook the materiality assessment in 4 steps:

1. Determining OIL's Organizational Context

During this stage, we conducted a desk review to evaluate the business operations, relationships, and interactions with its immediate environment. We established a sustainability context by examining economic, ecological, human rights, and other societal issues at local, provincial, and global levels throughout the value chain. We also created a high-level initial overview of the activities, business relations, sustainability framework, and stakeholders involved. This information was crucial in determining the actual and potential effects of the business. Additionally, we considered the activities, business relations, stakeholders, and sustainability framework of all entities controlled or of interest to the business, including minority interests.

2. Identify Actual and Potential Impacts

In this step, we followed the GRI Oil & Gas Sector Standards to assess our effects on the economy, environment, and people, including their human rights, throughout our activities and business relationships. We also conducted secondary research to identify the current and potential impacts of our business and operations. Current impacts refer to those that have already happened, while potential impacts are those that could happen in the future. We considered both intended and unintended elements of these impacts.

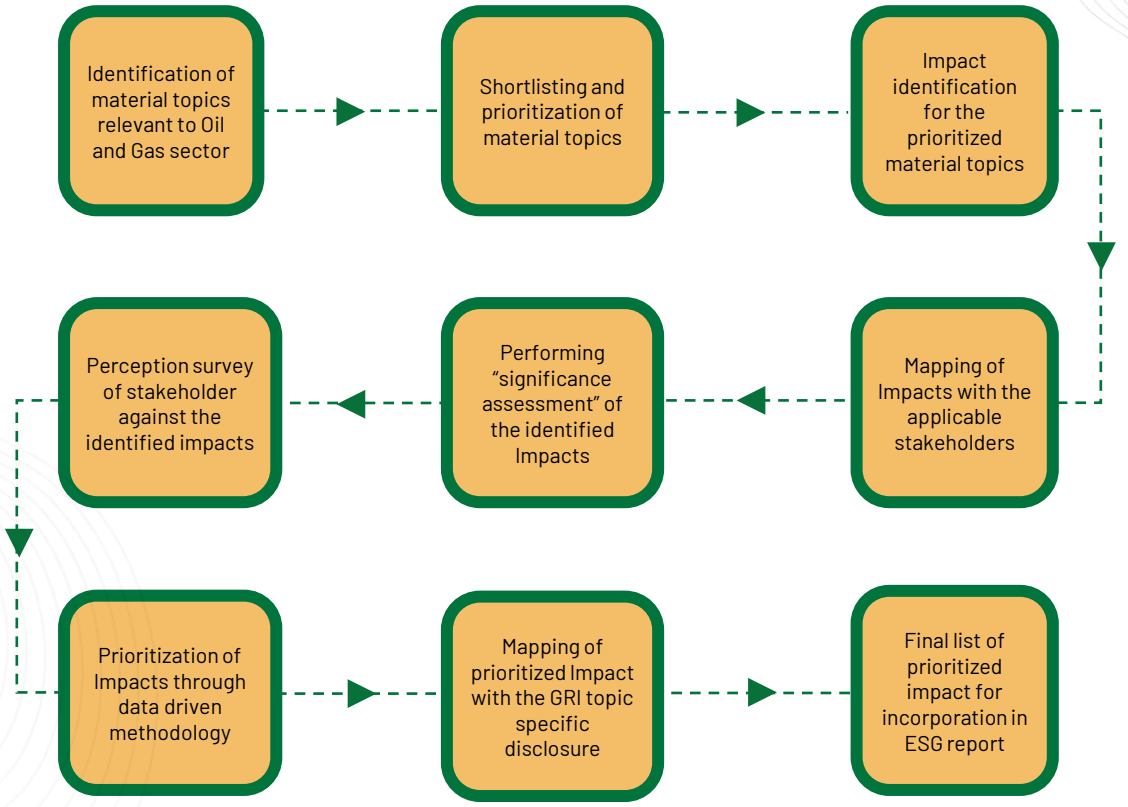
3. Quantify Impact

In this step, we used the insights gained from the stakeholder consultation to determine the importance of the impacts discussed earlier. We identified numerous actual and potential impacts and then evaluated and prioritized their importance. Prioritization allows us to take action on the impacts and identify the material topics for reporting. Prioritizing impacts for action is important when relevant. The severity of the impacts is determined by their scope, scale, and irreversibility. The probability of the impact is based on the likelihood of it occurring. We also evaluated the impact of the issues on human rights. In the case of potential adverse human rights impacts, their severity is given priority over their likelihood.

4. Prioritizing Material Topics

In this step, we categorized our impacts into overarching topics and ranked them based on the quantitative analysis conducted earlier. As a result, we have identified a list of material topics for reporting. The importance of each impact is evaluated in comparison to the other impacts we have identified. We then organized the impacts in order of significance and established a cut-off point or threshold to determine which impacts will be the focus of our reporting.

Process flow chart – Prioritization of material topics with corresponding material impacts



Stakeholder engagement for materiality assessment

Material Topics *(GRI 3-2)*

Rank	Material topic	Impact	Actual / Potential	Positive / Negative	Mapping with GRI topic-specific disclosure
Environment					
1	Air emission	Deterioration of human health due to stack emissions	Actual	Negative	GRI 305-7, 416-1
2	Water and effluents management	Impact on availability of water, particularly in areas of water stress	Potential	Negative	GRI 303-3, 303-4, 303-5
3	Closure and rehabilitation	Ineffective closure of oil & gas wells may have adverse impact on the near-by community and biodiversity	Potential	Negative	GRI 402-1, 413-2
4	Waste	Environmental stewardship through responsible waste management	Actual	Negative	GRI 306-3, 306-4, 306-5
5	Air emission	Extended impact of air pollution on ecosystem	Potential	Negative	GRI 305-1, 305-2, 305-3
Social					
1	Asset integrity and critical incident management	Ineffective monitoring and preparedness for critical incidents	Potential	Negative	GRI 403-2, 306-3
2	Occupational health and safety	Exposure to hazards	Potential	Negative	GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10
3	Talent management	Improved productivity and performance	Actual	Positive	GRI 404-1, 404-2, 401-2
4	Talent management	Maintaining business excellence by providing regular market-driven upskilling and succession planning programs	Actual	Positive	GRI 401-2
5	Local communities	Community unrest due to ineffective management	Potential	Negative	GRI 413-1, 413-2
Governance					
1	Indirect economic performance	Contribution to local economy	Actual	Positive	GRI 201-1, 204-1 ,203-1, 203-2
2	Response to climate change	Increased greenhouse gas emissions contributing to climate change	Actual	Negative	GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6
3	Response to climate change	Reputational damage	Potential	Negative	GRI 3-3
4	Corporate governance	Business value creation	Actual	Positive	GRI 201-1
5	Response to climate change	Business diversification to mitigate impact reduced reliance on fossil fuels	Actual	Positive	GRI 2-12, 2-13, 205-1, 205-2, 205-3

Management Approach for the Prioritized Impacts *(GRI 3-3)*

S. No.	Material Impact	Management approach
		Environment
1	Deterioration of human health due to stack emissions ***(Mapped to material topic - Air emission)***	We carefully monitor the air quality around our operations, following the guidelines set by the CPCB. This monitoring is conducted monthly for each fixed installation. At every drilling site, we check the ambient air quality three times: before drilling, during drilling, and after completion. Our monitoring process adheres to the national ambient air quality standards, as well as the environment clearance and guidelines provided by the Ministry of Environment and Forest of the Indian government. Once we receive the results, we promptly report them to the relevant internal and external stakeholders.
2	Impact on availability of water, particularly in areas of water stress ***(Mapped to material topic - Water and effluents management)***	We recognize the importance of water resources and the impact our activities have on them. We understand that water is a valuable resource with significant environmental and social value, and we are aware of the global challenge of ensuring access to clean water. As water is a shared resource, it is our responsibility to monitor our water usage and minimize negative impacts while maximizing positive effects on local water sources. We are committed to using water responsibly and have implemented various measures to reduce our water consumption. These measures include using recycled water, treated sewage water, rainwater, and process effluents. Our central Effluent Treatment Plant (ETP) has a capacity of 7200 KLD and treats process effluents. We ensure that our wastewater treatment is in compliance with the discharge standards outlined in our consent to operate. Furthermore, we are constantly exploring new ways to water reuse, and enhance recycling at our sites. During the stakeholder engagement and materiality assessment exercise in FY 2023, we sought the perspective of stakeholders on OIL's water resource management. We consistently evaluate our impact on water resources and strive to conduct our operations in a sustainable manner that minimizes harm to the ecosystem and our stakeholders. Additionally, we are working towards establishing scientific targets for water resource management and aligning our strategies with UN SDG 6.
3	Environmental stewardship through responsible waste management ***(Mapped to material topic - Waste)***	In order to minimize the impact of waste on the environment, we employ bioremediation and recycling methods for disposal. We adhere to all local and global laws and regulations regarding waste disposal. In FY 2022-23, our operations produced 4671.52 MT of oily sludge. To effectively manage the significant waste generated, we have implemented circularity measures such as bioremediation and recycling methods. Specifically, 4203.99 MT of sludge were sent for bioremediation and oil recovery, while 143.47 MT of spent oil were sent to a recycler. All hazardous waste generated is disposed of in accordance with the Hazardous Management and Transboundary Movement Rules, 2016, as well as guidelines from the Central Pollution Control Board. Bio-medical waste is properly disposed of through our double chamber incinerator, and effluent is treated at the effluent treatment plant in compliance with the norms set by the state pollution control board. The drill cuttings are washed and stored at the drill site in pits lined with HDPE, following the guidelines of the Ministry of Environment, Forest and Climate Change (MoEFCC). We have made an agreement with M/s MSTC for the disposal of our non-hazardous scrap materials. In its efforts to be more environmentally conscious, OIL has implemented an oily sludge treatment system that includes a central sludge processing plant and bioremediation. These treatment technologies aim to recover valuable hydrocarbons from oily waste, such as tank bottom sludge and spilled crude oil. The oily sludge undergoes treatment to extract the hydrocarbons, while the remaining residue is treated using in-house developed bioremediation bacteria.

S. No.	Material Impact	Management approach
4	Ineffective closure of oil fields may have adverse impact on the near-by community and biodiversity ***(Mapped to material topic - Closure and rehabilitation)***	We understand the consequences of not properly closing oil and gas wells. To ensure effective closure, we have implemented management processes, technical procedures, and checkpoints. These measures allow us to close our oil wells in a safe manner, preventing any future impact. To address the potential adverse impacts on nearby communities and biodiversity resulting from ineffective closure of oil fields, our organization has implemented a comprehensive management approach. Recognizing the importance of responsible well abandonment, we adhere to a robust well abandonment policy. Following the closure of wells, our approach involves continuous monitoring of pressure levels to ensure the integrity of the sealed wells. Moreover, we prioritize the restoration of the site to its natural state, undertaking measures to mitigate any potential environmental consequences. As an additional layer of precaution, we deploy barricades around the well sites to prevent unauthorized access and further safeguard the surrounding environment. Furthermore, security personnel are stationed to monitor and control access, enhancing the overall security measures in place. This holistic management approach underscores our commitment to environmental sustainability, community welfare, and responsible resource management in the oil sector.
5	Extended impact of air pollution on ecosystem ***(Mapped to material topic - Air emission)***	We are aware of how our operations impact the environment and take steps to monitor and reduce air pollution, which can lead to environmental degradation and a decline in biodiversity. Air pollution, specifically sulfur and nitrogen emissions, as well as ground-level ozone, significantly disrupt the functioning and growth of ecosystems. We closely monitor the air quality around our operations, following the guidelines set by the Central Pollution Control Board. This monitoring is done monthly for each fixed installation. At every drilling site, we assess the ambient air quality three times: before drilling, during drilling, and after completion. Our monitoring process adheres to the national ambient air quality standards, as well as the environmental clearance and guidelines provided by the Ministry of Environment, Forest and Climate Change of the Indian government. Once we receive the results, we promptly report them to the relevant internal and external stakeholders. Our main priority is to reduce air pollutant emissions by optimizing energy usage in our operations and taking a leadership role in emissions control and monitoring. Additionally, we have taken several initiatives such as replacing fossil fuels with clean fuels like replacing diesel engine generators with gas engine generators, investing in solar captive plants, and replacing aged vehicles in our fleet services with fuel efficient vehicles.
Social		
6	Ineffective monitoring and preparedness for critical incidents ***(Mapped to material topic - Asset integrity and critical incident management)***	OIL is dedicated to continuously improving its HSE performance. We regularly review our HSE management system and implement new measures to enhance safety and reduce risks. In order to maintain a safe and healthy work environment, we regularly assess potential workplace-related health and safety hazards and risks through risk assessment studies such as Hazard and Operability Study (HAZOP) and Quantitative risk assessment (QRA). We also conduct job safety analysis for significant jobs and take necessary precautions to minimize risks. At OIL, we have an incident/near-miss reporting system where everyone can report to the safety department or safety committee. Additionally, we have robust auditing systems in place to evaluate the safety performance of our HSE management systems and controls. We also conduct mock drills for critical incidents to train our workforce in effectively handling emergencies. HSE concerns are addressed and evaluated during safety committee meetings (across departments, spheres, and apex level), which occur every three months. We have launched an initiative called KAVACH, which aims to bring about a significant improvement in safety practices. This initiative emphasizes a renewed commitment to health, safety, environment, and social governance (HSE and ESG).

S. No.	Material Impact	Management approach
7	Exposure to hazards ***(Mapped to material topic – Occupational health and safety)***	In addressing the exposure to hazards within our operations, OIL places paramount importance on Health, Safety, and Environmental (HSE) management. We have established a robust HSE management system to systematically identify, assess, and mitigate potential risks associated with our installations. Periodically, comprehensive risk assessments, including Quantitative Risk Assessments (QRA) and Hazard and Operability (HAZOP) studies, are conducted for all installations. These assessments enable us to evaluate the potential hazards, assess their likelihood and consequences, and implement effective control measures. Additionally, for non-routine tasks or jobs, we employ a Job Safety Analysis (JSA) approach. This involves a systematic examination of the job steps, potential hazards, and recommended preventive measures. By integrating JSAs into our work procedures, we ensure that employees are well-informed and adequately prepared to address the specific risks associated with their tasks. Our commitment to a proactive approach in hazard identification and risk management is ingrained in our organizational culture.
8	Improved productivity and performance ***(Mapped to material topic – Talent management)***	We actively prioritize the career development of our employees by offering them opportunities to learn and grow. It is crucial for us to enhance our competitive advantage and assist all employees in reaching their full potential through advanced learning and development support programs. Our HR - Learning Department has created yearly training programs that include thorough needs assessment programs for all employees. Mandatory, soft skills, and technical training are provided to all employees by both internal trainers and reputable external experts. We have also implemented initiatives such as Jigyasha, Executive Development Program, and Catch Them Young. Performance reviews is conducted annually.
9	Maintaining business excellence by providing regular market-driven upskilling and succession planning programs ***(Mapped to material topic – Talent management)***	In our organization, OIL, we have implemented strong systems and practices to enhance the skills of our entire workforce. We have a dedicated human resource committee that oversees the identification of training needs and provides the necessary training to ensure our workforce is prepared for the future.
10	Community unrest due to ineffective management ***(Mapped to material topic – Local communities)***	OIL demonstrates a forward-thinking and constructive management strategy in addressing community unrest, aligning its efforts with the broader goals of securing hydrocarbon production for the nation's energy security and the sustained growth of the company. The management emphasizes collaborative initiatives by organizing tripartite meetings that include representatives from OIL, the District Administration of operational districts, and key stakeholders. This approach fosters open dialogue and cooperation, creating a platform for addressing concerns and finding mutually beneficial solutions. Notably, OIL receives strong support from the State Government and District Administration, reflecting a harmonious partnership in tackling challenges. The company actively engages with relevant authorities, such as Police Authorities and government agencies, ensuring transparent communication and swift resolution of issues that may impede operations. This forward-looking and constructive stance underscore OIL's commitment to building positive relationships, garnering support from local communities, and contributing to the nation's energy security objectives with the backing of state and district-level collaboration.

S. No.	Material Impact	Management approach
		Governance
11	Contribution to local economy ***(Mapped to material topic – Indirect economic performance)***	OIL's management adopts a comprehensive approach to contribute significantly to the local economy, recognizing the pivotal role of the oil and natural gas produced in fulfilling India's energy requirements. Our operations, not only reduces India's dependency on other nations but also brings about tangible benefits for the communities in the vicinity. The increased crude oil and natural gas production, contributes more royalty to the State Government and additional cess to the Government of India, providing vital resources for national development. Moreover, our E&P operations creates extensive employment opportunities, both directly and indirectly, benefiting local communities during the construction, drilling and other phases of our value chain. The influx of employment is not only expected to empower the nearby villages but also stimulate the growth of local businesses. Oil India Limited further commits to earmarking funds for social development in the area, aligning with the inputs gathered during public hearings. Our operations positive impact extends to fostering entrepreneurship, particularly in civil construction and transportation sectors, thereby enhancing business opportunities for the local populace. This holistic approach not only fortifies the local economy but also highlights the broader significance of our operations, influencing and supporting various segments of India's economy.
12	Reputational damage ***(Mapped to material topic - Response to climate change)***	Oil India Limited acknowledges that climate change is leading to several adverse impacts, including increased global temperatures, irregular precipitation patterns, rising sea levels, and more frequent and severe extreme weather events etc. in the long run these changes will significantly affect OIL's operations, affecting production, infrastructure, Increased regularity requirements and demand for cleaner energy alternatives. This will leads to shift in energy landscape and poses significant challenges for traditional energy sources. Considering this changing energy scenario OIL has shifted the focus towards energy diversification by exploring different approaches to reduce carbon emissions. We are actively involved in a decarbonized economy and the implementation of cleaner technologies. Our focus is on prioritizing the use of renewable energy and new technologies, leveraging our expertise in supply chain and market development to encourage the adoption of low-carbon energy during this transition. Oil India Limited is actively embracing renewable energy sources and making a transition towards a low-carbon economy. This is being achieved through various initiatives, such as the establishment of renewable energy projects like solar captive plants. A strong emphasis on natural gas and increasing energy efficiency by replacing traditional lighting with LEDs. Additionally, innovative solutions like hydrogen fuel cell buses are being utilized, and active participation in carbon capture, utilization, and storage (CCUS) initiatives and afforestation is taking place. To reduce greenhouse gas emissions, Oil India Limited has implemented key initiatives. These include reducing natural gas flaring, using all-in-one computers in offices, implementing Logic-B lab systems for tool calibration, conducting awareness programs on fuel conservation, retrofitting dynamic gas generators, retrofitting CNG kits to diesel and petrol vehicles, and implementing carbonated water injection for enhanced oil recovery. In addition, we are also actively exploring new energy markets, promoting research and development, and establishing collaborations to drive innovative solutions against climate change. These endeavors are aimed at reducing OIL's carbon footprint and making a positive contribution to a sustainable future.

S. No.	Material Impact	Management approach
		Governance
13	Increased greenhouse gas emissions contributing to climate change ***(Mapped to material topic - Response to climate change)***	The management at Oil India Limited adopts a proactive and strategic approach to address the challenge of increased greenhouse gas emissions, acknowledging their contribution to climate change. Focused on aligning with global sustainability goals, the company emphasizes a multifaceted strategy. This includes a thorough assessment of its carbon inventory and major greenhouse gas hotspots, coupled with the identification of reduction opportunities across its operational spectrum. Oil India Limited is committed to implementing cleaner technologies, embracing renewable energy sources, and transitioning toward a low-carbon economy. Initiatives such as the establishment of renewable energy projects, emphasis on natural gas, innovative solutions like hydrogen fuel cell buses, and active participation in carbon capture, utilization, and storage (CCUS) initiatives underscore the company's dedication to minimizing its carbon footprint and contributing to a sustainable future. The management's holistic approach involves not only mitigating emissions but also exploring new energy markets, fostering research and development, and forming collaborations to drive innovative solutions in the fight against climate change.
14	Business value creation ***(Mapped to material topic – Corporate governance)***	At OIL, we are committed to delivering value inclusively and sustainably, with the support of our stakeholders. This commitment will drive our company's success in the present and future. Currently, we have a well-balanced asset portfolio that focuses on crude oil and natural gas production. However, our goal is to expand our capabilities across the entire oil and gas value chain. This will reduce our reliance on a single segment and allow us to provide integrated products and services to our country. To enhance our value proposition and meet the expectations of all involved, we understand the importance of maintaining our social license to operate. This is achieved by regularly engaging with our stakeholders. Through these interactions, we gain a better understanding of their perspectives and needs. We then develop strategies that align with their expectations.
15	Business diversification to mitigate impact reduced reliance on fossil fuels ***(Mapped to material topic - Response to climate change)***	Oil India Limited adopts a strategic business diversification approach to mitigate the impact of climate change and reduce reliance on fossil fuels. Recognizing the need for a sustainable and resilient business model, the company is actively diversifying its energy portfolio. This diversification strategy involves venturing into renewable energy sources, such as renewables, green hydrogen, biofuels , to create a more balanced and green energy mix. By expanding its operations beyond traditional fossil fuels, the company not only contributes to environmental conservation but also positions itself as a key player in the transition to a low-carbon economy. This proactive business diversification not only helps mitigate the environmental impact associated with fossil fuels but also aligns with global sustainability goals, showcasing Oil India Limited's commitment to innovative and responsible energy practices.

Our Contribution to UN SDGs

The United Nations has created the 17 Sustainable Development Goals (SDGs) to address global economic, social, and environmental challenges by 2030. We are dedicated to upholding our commitment to Environmental, Social, and Governance (ESG) principles, which are deeply rooted in our core values. Our goal is to fulfill the Sustainable Development Goals and contribute to a better world while also creating business opportunities worldwide.

To maximize our efforts towards managing our material impacts, we have aligned our initiatives and material issues with the UN SDGs and GRI as mentioned below. Our approach for managing identified material impacts has already been elaborated on page 17.

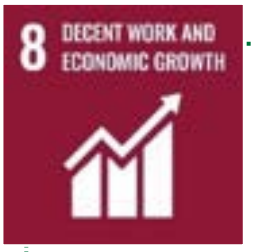
Ineffective monitoring and preparedness for critical incidents,

Deterioration of human health due to stack emissions

GRI 403-1, 403-9, 416-1

Impact on availability of water, particularly in areas of water stress

GRI 303-3, 303-4,303-5



Community unrest due to ineffective management

Business Value Creation

Contribution to local economy

GRI 413-2, 2-9, 201-1, 204-1, 203-2

Restricted rights for workers and employees in some countries

GRI 407-1 ,401-2

Improved productivity and performance

Misallocation of resources

GRI 404-1, 404-2, 401-2, 2-12, 2-13, 205-1,205-2, 205-3

Environmental stewardship through responsible waste management

Increased greenhouse gas emissions contributing to climate change

GRI 305-4, 305-5, 306-2

Ineffective closure of oil fields may have adverse impact on the near-by community and biodiversity

GRI 402-1 , 413-2

Extended impact of air pollution on ecosystem

Reputational Damage

GRI 305-1, 305-2, 305-3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Environmental Stewardship

At OIL, we understand the importance of our activities on the environment, both locally and globally. The changing environmental conditions, depletion of natural resources, regulatory obligations, and climate change all have an impact on our financial performance. Therefore, we prioritize monitoring and improving our environmental performance and provide comprehensive reports on it. Our goal is to be a leader in the integrated energy sector by incorporating sustainable development, knowledge, and good governance practices. Our environmental focus areas include energy, emissions, water, and waste management. We effectively manage our environmental impact by complying with regulations, controlling emissions, efficiently managing water and waste, and preserving biodiversity in our operations.

Our company adheres to all environmental standards and regulations set by the Ministry of Environment, Forestry, and Climate Change and local pollution control boards. In the FY 2022-23, we did not receive any penalties or fines for failing to comply with environmental regulations.

Climate Adaptation, Resilience, and Transition *(GRI 302-1, 302-2, 302-3)*

Climate change is causing various negative effects such as rising global temperatures, unusual precipitation patterns, rising sea levels, and more frequent or severe extreme weather events. Climate resilience refers to the ability to anticipate, absorb, adapt to, and recover from these impacts. Building resilience to climate change requires effective policies and coordinated action by key actors.

The oil and gas industry is facing the challenge of addressing the environmental impact of fossil fuels. As the world transitions to cleaner energy sources, there are increasing concerns about the future of oil and gas companies, not only in terms of their demands but also financially and socially. The role of the oil and gas industry should not only involve embracing and adapting to changing policies and investments, but also evolving in ways that contribute to, and potentially lead, efforts to decarbonize the energy system.

OIL is prepared to address the energy transition by exploring various methods to reduce carbon emissions and actively participate in a decarbonized economy. We are using renewable energy and new technologies, while utilizing our expertise in supply chain and market development to promote the adoption of low-carbon energy during the energy transition. OIL is committed to building a sustainable business that aligns with the goal of creating a better future.

Table 3 - Energy consumption*

Energy Sources	Year	
	FY 2022-23	**FY 2021-22**
Grid Electricity (GJ)	81555.1632	66243.838
Natural Gas (GJ)	21461817.95	21256514.29
Diesel (GJ)	1066592	657292
Natural gas Flaring (GJ)	13176681	10990081
Renewable energy (Solar) (GJ)	2128	1609

**For more details refer 'Annexure 1 - Standards, methodologies, and assumptions'*
Energy consumption outside the organization is 252378.08 GJ
We have not used biomass in our operations.

Key Initiatives: Reduction of Energy Consumption and Emissions

(GRI 302-4 and 305-5)

Reduction in Flaring of Natural Gas

Previously, we had a flaring volume of 7300 SCM of natural gas in Rajasthan fields, which consumed 342.88 GJ of energy and resulted in 19.25 tCO2e emissions in FY 2021-22. This significant reduction in flaring demonstrates our commitment to environmental sustainability by minimizing wasteful practices and promoting responsible energy usage. The installation of the Online Well Monitoring System has played a crucial role in enabling real-time monitoring of all gas wells. This proactive approach has helped us curb unnecessary flaring and further contribute to our mission of promoting cleaner energy practices and protecting the environment. OIL is dedicated to investing in innovative solutions to reduce the flaring of natural gas. We achieve this by laying connecting pipelines, adopting cleaner technologies and advanced pollution control equipment. These measures have successfully minimized the flaring of very low-pressure natural gas in our fields. This not only leads to significant energy savings but also proves economically viable for our company.

Currently, OIL efficiently collects and monetizes low-pressure (LP) gas through our gas compression facilities. We also avail services from hired gas compression providers on a Build, Own, and Operate (BOO) basis at six installations. In the fiscal year 2022-23, we were able to monetize a substantial volume of 36.69 MMSCM of natural gas. This saved 1,723,311 GJ of energy and reduced 96,763.90 tCO2e emissions through Compression facilities. These efforts contribute to the optimization of valuable energy resources and align with our commitment to UN SDG 12 – Sustainable consumption and production.

Established an Energy Efficient 3x10 MW Gas Engine Generator (GEG) based Power Plant

This modern GEG plant is equipped with state-of-the-art technologies that ensure efficient and environmentally responsible operations. By replacing the aging 2x14.45 MW Gas Turbine Generator (GTG) with the advanced 3x10 MW GEG gas engine generators, OIL can reduce natural gas consumption by 28.07% per 100 units of power generation. This transition aligns with our commitment to provide accessible, reliable, and clean energy solutions for a sustainable future.

3*10 MW Gas Engine Generator based Power Plant at Duliajan

Replacement of Conventional Lighting & Appliances and Drives

As part of its policy, OIL is gradually replacing all traditional lighting fixtures with energy-efficient LED lights in its installations, office buildings, streetlights, and employee housing. Additionally, we have installed three mud pump engines with electric motors, replaced the hydraulic top drive with an electrical VFD, and installed one energy-efficient motor with a capacity of 380HP in New Water Supply Plant at FHQ, Duliajan. These measures have resulted in savings of 2835 GJ energy and reduction in 201.27 tCO_2e (on average) of emissions.

9 MW Solar Power plant at Seuwa, Rajasthan

Solar Captive Plants

OIL has made significant progress in promoting the adoption of renewable energy and energy conservation. We have recently installed and commissioned a 20KWp Solar PV system at repeater station RS-17 in Khagaria, which demonstrates our commitment to sustainable practices. Additionally, we have successfully maintained and operated a 500KW Solar PV plant at PS-3 in Jorhat, as well as 20KWp Solar PV plants at various locations including RS-5 (Jagiroad), RS-14 (Kishanganj), RS-8 (Dharampur), RS-10 (Pratapkhata), RS-11 (Chepani), and RS-15 (Belgachi). These strategic initiatives highlight our dedication to utilizing renewable energy sources and our efforts towards energy conservation. By harnessing solar power, we are actively reducing our carbon footprint and paving the way for a more sustainable future.

All-in-One Computers

These computers can save up to two-third of power consumption compared to regular desktop computers. By using All-in-One Computers, we have achieved significant energy savings, which has reduced costs while supporting our commitment to UN SDG 12 - ensuring access to affordable, reliable, sustainable, and modern energy for everyone. This proactive measure showcases our dedication to environmental responsibility and efficient resource management.

Reduction in HSD / Petrol Consumption

OIL is dedicated to conserving energy and reducing fuel consumption. To fulfill this commitment, we have implemented various measures to promote the conservation of High-Speed Diesel (HSD) and petrol. One of these initiatives involves using the main 110AC power instead of diesel generators for routine calibration and testing of tools in our Well Logging workshop. Additionally, the implementation of the LOGIC-B lab system allows us to test and repair tools and system panels using the main power supply, reducing the need for logging trucks, generators, and alternators for these repairs. These efforts have resulted in energy conservation of approximately 124.79 GJ energy and a reduction of 9.25 tCO_2e of emissions. Furthermore, our dedicated preventive maintenance approach and the removal of old vintage petrol-driven vehicles from our fleet have led to significant savings of 26.61 GJ energy and avoidance of 1.94 tCO_2e emissions.

Case Study: Exploration of Himalayan hot-springs for microbes with biohydrogen production capabilities in the area of Haridwar, Rishikesh and Dehradun cities (Collaborative R&D Project with UPES-Dehradun)

Hydrogen is a clean energy source with numerous advantages over conventional fuels. It has better combustion characteristics and does not cause pollution. In addition to electrolysis, which involves splitting water into hydrogen and oxygen using an electrolyser, biohydrogen production is another option for obtaining green hydrogen. In India, efforts are underway to explore greener methods of hydrogen production and reduce production costs. Currently, biohydrogen production systems are suitable for decentralized small-scale systems. These systems can be integrated with waste from agriculture, industries, or waste-processing facilities. They use reactors that operate with mixed microflora or pure cultures enriched from natural sources. The utilization of industrial waste in biohydrogen production can be a cost-effective solution to meet a portion of the demand for hydrogen. Biohydrogen energy is seen as a sustainable energy source with numerous social, economic, and environmental benefits. The collaborative research project with UPES-Dehradun is an initial step towards gaining more knowledge about the microbes involved in biohydrogen production and their potential use in the future.

Seismic Data Analysis

Saksham

As per the directive of Ministry of Petroleum and Natural Gas, Govt. of India, the Petroleum Conservation Research Association (PCRA), along with Oil India Limited and other petroleum companies in the country, conducted a month-long program called "SAKSHAM." The aim of this program was to raise awareness among citizens about the urgent need for fuel conservation, with this year's theme being Clean & Green Energy. Various activities were organized, such as mass cycle rallies, walkathons, group talks, and emission tests for vehicles, to promote a change in behavior among the public and encourage the adoption of initiatives to reduce and substitute the use of petroleum products. The inauguration of Saksham was held ceremoniously at various offices of the company.

Saksham at Duliajan

R&D Lab at FHQ, Duliajan

Case Study: Implementation of In-house developed Microbial EOR

Microbial Enhanced Oil Recovery (MEOR) is a highly cost-effective and environmentally friendly strategy used globally. At OIL, we have successfully implemented our in-house developed MEOR technology in the field. This involved using a unique and affordable nutrient recipe to cultivate microbial consortia on a large scale. This approach shows great potential for obtaining safe and sustainable raw materials for MEOR projects from Agro-industries in India.

Water Resource Management *(GRI 303-1, 303-2, 303-3, 303-5)*

Access to fresh water is a recognized human right that is crucial for human life and well-being. The practices of organizations in terms of water withdrawal, consumption, and discharge can have significant effects on ecosystems and people. Oil and gas activities, in particular, can diminish the availability of water for local communities and other sectors that depend on this resource. Furthermore, these activities can also negatively impact the quality of surface water, groundwater, and seawater, leading to long-term consequences for ecosystems and biodiversity. Among the various activities within the oil and gas sector, extraction and processing consume the largest quantities of water.

Organizations in the oil and gas sector also have to handle significant amounts of produced water or process wastewater, which often contain hydrocarbons, chemicals, or other harmful substances. To reduce the impact on water resources, it may be necessary to reinject the produced water and process wastewater for well stimulation or reuse them in other processes. Alternatively, they can be discharged into surface water, groundwater, seawater, or to a third party, spread over land, or stored in evaporation ponds. However, the effects of discharging this produced/process water can vary depending on the sensitivity of the receiving waterbody and the quality of the discharged water. Water contamination (both surface and ground) can occur when drilling fluids are injected into wells and when flowback from hydraulic fracturing occurs. This can lead to the pollution of both surface and groundwater resources. Additionally, inadequate treatment of water discharges, oil spills from transportation accidents, pipeline ruptures or seepage, and failures of oil sands tailings dams can also have similar negative effects on water quality.

At OIL, we are aware of the aforementioned facts and recognize the importance of water as a resource that holds significant environmental and social value. We understand the global challenge of ensuring access to high-quality water and acknowledge that water is a shared resource. Therefore, it is imperative for us to monitor our water usage to minimize negative impacts and maximize positive effects on local water sources. We understand the value of water as a precious resource and take responsibility for its usage. To reduce our water consumption, we have implemented various measures, such as utilizing recycled water and treated sewage water. We ensure that our wastewater treatment is in compliance with the discharge standards outlined in our Consent to Operate. Additionally, we are continuously exploring new methods to enhance water quality, reuse, and recycling at our sites. During the stakeholder engagement and materiality assessment exercise in FY 2023, we actively sought the perspectives of stakeholders regarding OIL's water resource management. We regularly evaluate our impact on water resources to ensure long-term sustainability.

Our goal is to conduct our operations in a way that minimizes harm to the ecosystem and our stakeholders. To achieve this, we collect rainwater from our roof and purify it before storing it in a tank. This water is then used for irrigation, cleaning, and other purposes. This approach is highly efficient, with an 80% usage rate, saving approximately 1,500 liters/day and 4,38,000 liters/year.

FY 2022-23	FY 2021-22
15570147	15480208

Total water consumption (KL)*

15570147	15480208

Total water withdrawal (KL)*

**Data pertaining to water is limited to below mentioned installation/locations:*
Drilling, CTF Moran, ITF, STF, CBUS, Pipeline, Pumpstations, CGGS, Rajasthan, Corporate office Noida.
***Assumption for reporting - Total water consumption is same as total water withdrawal*
For more details refer 'Annexure 1 - standards, methodologies, and assumptions'

We are fully aware of the impact our activities have on the surrounding water resources and actively work to reduce any negative effects while maximizing positive outcomes. Additionally, we are in the process of developing scientific targets for water resource management and aligning our strategies with the UN SDG 6.

We have identified our extraction of crude oil and production of natural gas operations in Rajasthan to be occurring in areas of high-water stress. We have quantified water withdrawal, consumption and discharge in that area. As water withdrawal is equal to water consumption, there is no water discharge. 85008.6 KL of water has been withdrawn from the high-water stress area.

Case Study: Wastewater Treatment - Madhuban ETP

The Oil and Gas Sector plays a vital and influential role for all of the other sectors of the economy. The need for oil and gas is bound to increase in the future and hence it is of utmost importance that the industry strives to mitigate its impact on the environment.

The high volume of water resources consumed by this industry implies the need to design efficient, sustainable, and cost-effective solutions for the treatment of wastewater generated in oil refineries, sludge produced in extraction wells, etc. This is of consequence as these effluents have a direct impact on the sustainability of resources, on the environment and on the rest of the industries. One of the main objectives of the oil and gas industry is the reduction of water demand, as this promotes the reuse of wastewater and the saving of resources and raw materials, thus contributing to the environmental sustainability of the Oil & Gas industry.

OIL understands the assignment and as a part of its mission to actively integrate more sustainable activities in their day-to-day business operations, they've installed a setup for Formation Water Treatment & Recycling Through Central ETP's. Two Central ETP of capacity 7200 KLD & 5000 KLD have been installed to treat the formation water produced during oil and gas production activities. The formation water generated during the oil and gas separation process is treated through Central ETP's and then recycled into injection wells. The advantage of this project is the reduction in quantity of wastewater disposal and ground water consumption. This shows OIL's commitment to creating a positive impact on the communities. OIL's other environmental commitments include various other actions and policies, reduction in waste and emissions, and the adaptation of new technology to make a more significant environmental impact.

Madhuban ETP, Duliajan

Conserving Biodiversity *(GRI 304-1, 304-2, 304-3, 304-4)*

We understand the significance of biodiversity in maintaining the proper functioning of ecosystems, which is crucial for the well-being of the environment, society, and the long-term economic prosperity of our nation. Our business operations can have immediate and long-lasting impacts, such as air, soil, and water pollution, soil and waterway erosion, habitat destruction, and the introduction of non-native species. These effects can occur both onshore and offshore, including activities like land clearance, exploration well drilling, infrastructure and facility construction, road development and transportation, water discharge, drilling waste disposal, and spills and leaks. Additionally, exploratory activities can lead to habitat fragmentation and species conversion, making existing species more susceptible to predators and invasive species.

We are aware that our operations may lead to changes in ecological processes that are outside of the natural range. The financial costs of transplants, afforestation, and species rehabilitation cannot replace the restoration of habitats. We are actively working to lessen our impact on biodiversity. To address these impacts, we practice responsible methods that minimize harm to biodiversity. At OIL, we prioritize minimizing the impact of our operations on the biodiversity in the areas surrounding our sites.

At OIL, we are dedicated to minimizing our impact on biodiversity. To achieve this, we follow responsible practices that minimize harm to biodiversity. We take extensive measures to ensure that our operations do not negatively affect the biodiversity surrounding our sites. We conduct thorough research, create and implement plans for biodiversity conservation, and collaborate with local communities and non-governmental organizations to safeguard biodiversity. Additionally, we have signed a three-party Memorandum of Understanding with the Assam state biodiversity board and the IUCN to conduct a study on the impact of our activities on Saikhowa National Park and develop a comprehensive management plan. The study will be conducted in stages, with the goal of scientifically preserving and conserving species. To further support ecological restoration, we have restored 32 well sites in Assam and two in Rajasthan. Through these efforts, OIL is striving to make a positive impact in all sectors that are having an impact on the environment.

OIL's Net Zero Journey *(GRI 2-22)*

OIL has committed to achieving net zero by 2040 and has embarked on the journey by endorsing within its framework, novel initiatives towards 'reducing', 'recycling', 'reusing', and 'removing' CO_2 and GHG emissions. OIL's Net Zero strategy is built upon the following initiatives:

Table 4 - Short term and Long term goals*

Short term (2030)	Long term (2040)
Reduction of flares	Zero Flare
Use of cleaner fuels in operations	Renewable Energy
Setting up solar plants for captive utilization	Green Hydrogen and Green Ammonia
Adoption of energy-efficient technology	Clean Development Mechanism (CDM) Projects
Creation of Carbon Sinks	Creation of additional Carbon Sinks
	CCUS Projects

** Source: Internal 'Committee report on assessing the carbon emissions in OIL & NRL and planning a road map for net zero by 2040*

Going forward, the following general points to be considered by OIL towards its net zero journey,

- A new energy security paradigm is needed for secure transition.
- Green Hydrogen could replace grey hydrogen to reduce GHG emission. However, parity in cost of production with grey hydrogen is imperative to make it commercially viable & sustainable for refineries in near future. For duration of energy transition the clean energy and fossil fuels systems both are required to deliver energy services, assessing, and managing the evolving co-existence is crucial.

- A massive surge in clean energy investment is vital regional variations in renewable and non-renewable resources must be considered in adopting an optimized regional cooperation.
- Detailed techno economic feasibility study for execution of the most cost-effective solution for meeting the NZE commitment needs to be zeroed down.

A low carbon strategy cannot imply that OIL must abandon or exit, as fossil fuels still represent India's most viable means to achieve energy security. Net zero targets would rather imply that OIL must adopt efficiency and measure, report and minimize our impact on the environment.

Table 5 – GHG Emissions

Parameter	Unit	FY 2022-23	FY 2021-22
Scope 1 emissions *	Metric tonnes of CO2 equivalent	2,006,704	1,360,555
Scope 2 emissions	Metric tonnes of CO2 equivalent	16,198	14,537
Turnover	INR Crores	24,758	16,428
Total Scope 1 and Scope 2 emissions per rupee of turnover#	Metric tonnes of CO2 equivalent/ INR Crores	81.71	83.71

** Metric tons of CO2 equivalent, excluding Fugitive emissions*

 # Metric tons of CO2 equivalent/ INR Crores

Scope 3 emissions for FY 2022-23 are 18,962 tCO2e and Scope 3 emission intensity is 0.77 tCO2e/INR Crores

For more details refer 'Annexure 1 - Standards, methodologies, and assumptions'

Progress of mass plantation at one of the abandoned well site – Loc. TALP

Moving Towards Climate Friendly Operations *(GRI 305-1, 305-2, 305-4, 305-5)*

Global warming is a significant global challenge that requires companies to take responsibility for their actions due to regulations and stakeholder activism. The oil and gas sector, in particular, contributes to the production of carbon dioxide and methane, exacerbating the problem.

Therefore, it is crucial for the oil and gas industry to understand the impact of their business practices. At OIL, we are fully aware of the environmental consequences of our operations and take steps to monitor and reduce greenhouse gas emissions. Our primary focus is on optimizing energy usage and taking a leading role in controlling and monitoring emissions. We recognize the importance of actively addressing climate change by implementing energy and waste management initiatives and enhancing the resilience of ecosystems in our operating areas.

Case Study: Mass Plantation at Abandoned Well Sites

In partnership with NEIST, Jorhat, Oil India Limited is implementing a mass plantation project in abandoned well sites. This project has three main components: site restoration, tree plantation, and carbon dioxide sequestration. The objective is to sequester around 3000 tons of CO2 annually. Currently, 78,000 saplings have been planted in 8 abandoned well sites, and NEIST, Jorhat is responsible for the yearly maintenance and monitoring. By taking these proactive measures, Oil India Limited aims to reduce its carbon footprint and contribute to climate change mitigation.

Case Study: Green Hydrogen

The company acknowledges the potential of green hydrogen as a clean energy source and is actively participating in various green hydrogen initiatives. Currently, the company is preparing to conduct a trial run of a hydrogen fuel cell e-bus. Technical modifications are also being made to blend hydrogen with natural gas in the pipe natural gas network at PS#3, Jorhat, Assam. Additionally, the company has plans to establish a hydrogen dispensing unit at PS#3, Jorhat. These efforts demonstrate the company's commitment to the emerging field of green hydrogen technology.

In April 2022, OIL inaugurated India's first experimental facility for producing Green Hydrogen. The facility is located in Jorhat, Assam and has a daily capacity of 10 Kg, with the potential to increase to 30 Kg. Impressively, the plant was completed in just three months. It generates Green Hydrogen by utilizing electricity from a 500kW Solar plant and employs a 100 kW Anion Exchange Membrane (AEM) Electrolyser array, a technology being used for the first time in India. OIL is also collaborating with IIT, Guwahati to study the impact of blending Green Hydrogen with Natural Gas at their existing facility.

Green Hydrogen Pilot Plant at Jorhat, Assam

Prime Minister Narendra Modi flagging off OIL's indigenously developed hydrogen fuel cell-based e-bus at the India Energy Week (IEW) on 6th February 2023

Case Study: Green Mobility

On 6th February 2023, Prime Minister Shri Narendra Modi launched Oil India Limted's hydrogen fuel cell-based e-bus at the India Energy Week (IEW) event in Bengaluru. This bus was developed by OIL as part of Startup program (SNEH) and in line with the National Hydrogen Mission and Atmanirbhar Bharat vision. The bus is a hybrid, combining an Electric Drive and a Fuel Cell, with hydrogen being used to generate electricity for the electric motor and auxiliary battery. The fuel cell has a capacity of 60 KW and utilizes Proton Exchange Membrane (PEM) technology. The bus can accommodate 32 passengers, including the driver, and is equipped with a wheelchair facility. Once approved, the bus is planned to operate between Jorhat and Kaziranga in Assam.

Air Emissions *(GRI 305-7)*

Air pollution and climate change are closely linked as certain air pollutants can influence the amount of sunlight absorbed or reflected by the atmosphere. This, in turn, affects the Earth's temperature, with some pollutants causing warming and others causing cooling. These pollutants, known as short-lived climate-destructive pollutants (SLCPs), include methane, black carbon, surface ozone, and sulfate aerosols. They have a significant impact on the climate and are among the main contributors to global warming, alongside CO2. Emissions released into the atmosphere not only contribute to global warming but also pose health risks, particularly to the heart and lungs. Additionally, these emissions have adverse effects on the economy and ecosystems. For instance, nitrous oxide in the air leads to acid rain, which damages monuments and contributes to ocean acidification.

With respect to the Paris Agreement's goal of limiting warming to 1.5°C or even 2°C, temperature is essential to rapidly reduce carbon dioxide emissions. However, this alone will not be sufficient. The IPCC special report on the impacts of global warming of 1.5°C emphasizes the importance of significantly reducing emissions of non-carbon dioxide climate forcers, such as methane and black carbon. These reductions are crucial for various reasons. Firstly, they will improve air quality and have positive impacts on public health. Secondly, they will help prevent crop losses and mitigate long-term negative effects.

Lastly, reducing these emissions will also help avoid critical climate tipping points that hinder efforts to adapt to climate change. Ultimately, these actions will benefit the climate and promote sustainable development.

The oil and gas sector, as well as the combustion of its products, are major sources of anthropogenic emissions, in addition to greenhouse gases. These emissions include sulfur oxides, nitrogen oxides, particulate matter, volatile organic compounds (VOCs), carbon monoxide, and heavy metals like lead, mercury, and cadmium. They also include hazardous air pollutants such as benzene, hydrogen sulfide, and ozone.

These emissions occur during various stages of production and processing, including refining, distribution, and storage. They can result from activities such as flaring and venting, fuel combustion for machinery, and transportation of supplies and products.

We carefully monitor the air quality around our operations, following the guidelines set by the CPCB. Our monitoring is conducted monthly for each fixed installation. At every drilling site, we check the ambient air quality three times: before drilling, during drilling, and after completion. This monitoring is done in accordance with the National Ambient Air Quality standards, Environment Clearance, and guidelines from the MoEFCC. Once we receive the results, we promptly report them to the relevant installations.

Table 6- Emissions other than GHG emissions

Parameter	Unit	FY 2022-23
NOx	µg/m^3	22.4
SOx	µg/m^3	8.05
Particulate matter (PM_{10})	µg/m^3	72.6
Particulate matter ($PM_{2.5}$)	µg/m^3	37
Volatile organic compounds (VOC)	µg/m^3	<4.2
Hazardous air pollutants (HAP)	µg/m^3	<4.2

Key Initiatives: Building a Low Carbon Economy *(GRI 302-4)*

Retrofitting of Dynamic Gas Blending (DGB) System in Diesel Engine used in Drilling Operation: The DGB system will be incorporated into the S#7 rig by November 2023 through the retro fitment of a DGB kit. Long-term plans will be developed depending on the success of the pilot project and the availability and feasibility of a gas supply network. These plans aim to cover all of OIL's operational areas where drilling rigs are expected to be deployed in the coming years.

Retrofitting Conversion Kit in Petrol/Diesel Vehicles for Using CNG as Fuel: The installation of CNG kits in 14 vehicles owned by the company has been successfully finished and is now in operation. As CNG ecosystem matures we will be retrofitting the remaining vehicles in a phase wise manner. At present, the hired vehicles consume approximately 6,632,339.56 liters of diesel, which is equivalent to 227,999.46 GJ of energy.

Enhanced Oil Recovery by Carbonated Water Injection: Oil India Limited intends to take up a pilot project focused on Carbonated Water Injection (CWI) at the Water Injection Station, Dikom (WIS#DKM). This pioneering project, utilizing CO2 supply from M/S BCPL complex, underscores our commitment to exploring cutting-edge technologies for carbon utilization.

Carbonated Water Injection represents a novel approach to enhancing reservoir recovery while concurrently sequestering carbon emissions, marking a significant stride in our journey towards environmental sustainability. Tentative requirement of CO2 shall be around 70 TPD (for 5 wells) for around 10 years period.

Carbon Capture, Utilization and Storage (CCUS), and Injection of CO_2 for Enhanced Oil Recovery: The journey towards CCUS in Assam commenced with an initial study conducted in collaboration with the University of Houston, USA. This study paved the way for the planned implementation of CCUS technology in the Naharkatiya Field, a pivotal step in our efforts to mitigate carbon emissions. The CCUS project in the Naharkatiya Field involves a multi-phased approach:

Water Injection for Reservoir Pressure: To jack up reservoir pressure and enhance resource recovery, water injection was recommended and has been underway since August 2022.

This phase represents a crucial preparatory step for the subsequent CO2 injection phase.

CO2 Injection: Building upon the success of water injection, the CO2 injection phase, scheduled to commence by 2027, is a key component of our CCUS strategy. This phase involves injecting captured carbon dioxide into the reservoir, facilitating resource recovery and simultaneously sequestering carbon emissions.

OIL's Mass Plantation for Drilling Well Restoration: Plantation of 78,000 saplings in 8 abandoned wells sites of OIL covering 30-35ha completed for reclamation of contaminated drill sites/abandoned well sites by integrated biotechnological approaches in association with M/s NEIST, Jorhat. Currently, Maintenance/monitoring contract has been awarded to M/s NEIST, Jorhat till 2030. The project aims for creating carbon deficit of 0.3 MMT by 2025 and to generate biomass of 2000 MT/ha per year i.e., total biomass accumulated for one year is expected to be 478.93 MT.

City Gas Distribution (CGD): The City Gas Distribution sector represents a pivotal aspect of OIL's commitment to promoting responsible energy practices and addressing the rising demand for cleaner and more sustainable fuels. In this regard, OIL has strategically partnered through Joint Ventures (JVs) to cover expansive Geographical Areas (GAs). Collaborations include a partnership with HPOIL to establish CGD Networks in Ambala-Kurukshetra and Kolhapur, another with Purba Bharati Gas Private Limited (PBGPL) focusing on CGD network development in Kamrup-Kamrup Metropolitan Districts and Cachar, Hailakandi, and Karimganj Districts of Assam. Notably, a recent consortium with Assam Gas Company Ltd. has been formed for City Gas Distribution in FY 2022-23, encompassing 3 GAs. These GAs involve developing a CGD network in the North bank of Brahmaputra in Assam and in North Tripura & South Tripura in Tripura, with a substantial planned investment of approximately Rs. 1,738 Cr. OIL is driving progress toward a sustainable and greener future through strategic investments and collaborative ventures.

Memorandum of Understanding (MoU):
OIL has signed multiple Memorandum of Understanding documents with various organizations to collaborate on different projects. In the Green Hydrogen domain, the company signed an MoU with M/s Homi Hydrogen Private Limited on 16th June 2022. Additionally, to carry out Solar/Green Energy Projects in Assam, OIL signed an MoU with APGCL on 14th November 2022.

MoU signing of OIL with APGCL

Case Study: Collaborative Study on "Effect of Blending Hydrogen in Natural Gas" with IITG

OIL is participating as a Business and Operation lead in the proposed Hydrogen Valley Innovation Cluster (HVIC) in Assam, with IIT G as the lead partner. This cluster aims to foster innovation, collaboration and research in the hydrogen sector, further solidifying Company's commitment to exploring and promoting sustainable energy solutions. Hydrogen addition mitigates emissions and enhances the combustion characteristics such as laminar burning velocity, flammability, adiabatic flame temperature, heating value, etc. CNG blended with Hydrogen (HCNG) is found to be an alternate and intermediate solution in the approach toward clean combustion. HCNG combustion further reduces the NOx emissions by lowering the flame temperature through widening the lean burning characteristics. HC and CO levels are further brought down due to the presence of H2. This study is initiated with the objective to understand the effect of hydrogen on natural gas properties, pipeline and end usage applications (power generation, heat requirements for OCS/GCS and tea factories, IC engines of automobiles). The scope of the collaborative study is formulated comprehensively to address vital and critical aspects of injection/blending of hydrogen gas in the existing natural gas pipeline. This study also cover end usage applications of the blended gas by evaluating the feasibility of utilizing the combined heat and power from Solid Oxide Fuel Cells for OIL's OCS in addition to other end use applicability for customers viz. at Tea Gardens and also for transportation purpose e.g. in retrofitted IC Engines of small motor vehicle. The impact of hydrogen on internal corrosion of natural gas pipeline is also being studied and investigated.

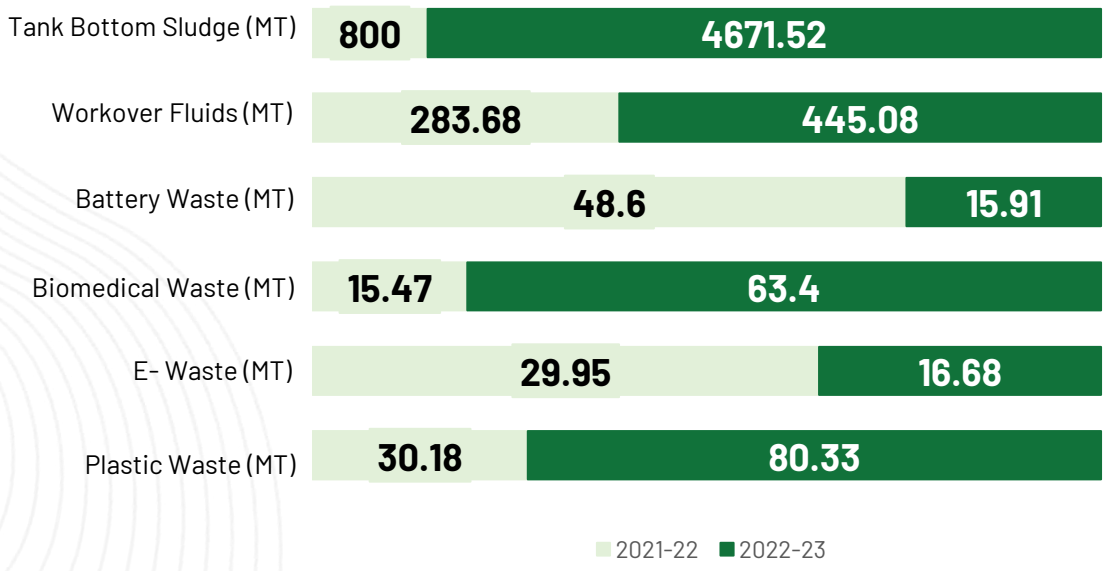
Efficient Waste Management *(GRI Waste 2020 - 306-1, 306-2, 306-3, 306-4, 306-5), (GRI Effluents and Waste 2016 - 306-3*)*

Oil and gas activities are well-known for generating large amounts of waste, including hazardous waste. The main sources of waste in this sector are the extraction and processing of oil and gas, which produce drilling muds and cuttings, scale, and sludges. These waste materials contain chemical additives, hydrocarbons, metals, naturally occurring radioactive material (NORM), and salts. If not handled responsibly, these waste materials can contaminate surface water, groundwater, and seawater, negatively impacting plant and animal species, as well as human health. Therefore, waste management is a crucial part of OIL's sustainability plan, which covers our entire upstream and downstream value chain. The main waste products from our operations include oil sludge, drill mud, drill cuttings, and used oil. To minimize the environmental impact of this waste, we employ bioremediation and recycling methods for disposal. There were no significant spills recorded in FY 2022-23.

At Oil India, we believe that effective waste management is crucial for sustainable operations. With this belief, we are committed to strictly adhering to all relevant regulatory requirements in India and overseas. In the FY 2022-23, our operations produced 4671.52 MT of oily sludge. To effectively manage the significant impacts caused by this waste, we have implemented circularity measures such as bioremediation and recycling methods. Our bio-medical waste is properly disposed of using our Double Chamber Incinerator, and effluent is treated at our effluent treatment plant in compliance with the norms set by the State Pollution Control Board. Drill cuttings are washed and stored at the drill site in HDPE-lined pits, following the guidelines established by the Ministry of Environment, Forest and Climate Change. We have signed an agreement with M/s MSTC to dispose of our non-hazardous scrap materials. One waste management method we use is collecting, transferring, and processing oily sludge generated at different installations. This is done in collaboration with M/s Balmer Lawrie & Co. Ltd. at the Sludge Processing Plant near Dikom Well.

Sludge underwent Bioremediation	Spent Oil Sent to Recycler
4203.99 MT	143.47 MT

Another method involves sending leftover brine from a workover well back to another workover well or to the mud plant for reuse. A third method is reusing most of the leftover mud volume from drilling wells in other drilling wells through bowser transportation service. This helps reduce chemical costs. OIL is committed to minimizing waste impact on the environment and employs various other strategies to achieve this.



Apart from the above, in FY 2022-23, the following waste is generated.
- Burnt Lube Oil - 199.68 MT
-Contaminated Jute - 6.19 MT
**GRI 306-3 - The effluents-related content of the GRI Standard GRI 306: Effluents and Waste 2016 has been superseded by GRI Standard GRI 303: Water and Effluents 2018, and the waste-related content has been superseded by GRI 306: Waste 2020. The spills-related content in GRI 306: Effluents and Waste 2016 remains in effect.*

For more details refer 'Annexure 1 - Standards, methodologies, and assumptions'

Waste Disposal Methods Used at OIL

The leftover drilling fluid and cuttings are properly disposed of at the wellsite effluent pits, in accordance with the regulations and guidelines set by the pollution control board. The effluent pit water is treated by the ETP Plant and reused at the wellsite, resulting in only non-hazardous dry cuttings. During the reporting period, 4197.8 MT of sludge was recovered from the recovery plant. Additionally, 63.4 MT of waste was disposed of through incineration, 143.47 MT of waste was disposed of through a registered recycler, and 4203.99 MT of waste was sent for bioremediation and oil recovery.

Case Study: Bhuvan Mitra

The Oil and Gas Industry has an indispensable and dynamic role to play in the Energy Sector. Drilling is an integral aspect of oil exploitation missions. It is important to understand that drilling has the potential to generate significant quantities of waste which can be difficult to manage. It leads to the generation of a huge amount of wastewater. It also contributes to the wastage of Drilling Fluid, which has handling and disposal issues. Additionally, land requirement for collection pits for wastewater & drilling fluid is an added burden on the surrounding environment. The solution fabricated by OIL consisted of the Installation of a Drilling Cutting Treatment Unit under Project Bhuvan Mitra. This initiative is the first of its kind in the direction of reduction of the generation of drilling waste and a proactive approach towards environmental protection. The new setup consisted of a Vertical Cutting Dryer for the treatment of drill cutting. The main advantage of this system is that instead of using water for the cleaning activity of drill fluid, the drill cutting is treated with VCD, in which the drill cutting is separated from the drilling fluid through centrifugal force. Which in turn does not generate wastewater and recovers drill fluid which is recycled back into the drilling operations. There were several benefits post the installation of the treatment unit at OIL. For one, the reduction in wastewater generation was 5000 KL and the recovery of drilling fluid was 457 barrels. Additionally, OIL was able to segregate drill cutting in dry form and reduce land requirements by up to 10%. By implementing the said treatment unit, OIL was able to diminish the waste generation and land requirement due to drilling waste by a significant amount. This in turn benefits the surrounding ecosystem and is in line with the focus of the company to take environmentally conscious decisions and incorporate them into its business strategy.

Bhuvan Mitra plant at Loc HAAJ, Assam

Case Study: Sludge Treatment

Oil is one of the major industries in the energy market and plays an influential role in the global economy as the world's primary fuel sources. The processes and systems involved in producing and distributing oil and gas are highly complex, capital-intensive, and generally aren't environmentally friendly. Oily sludge is one of the most significant solid wastes generated as a part of the oil industry's activities. It is a complex emulsion of various hydrocarbons, water, heavy metals, and solid particles. It is hazardous in nature and its generation around the world is increasing. This oily sludge is a source of waste generation for Oil and Gas industries and requires treatment that can help recover valuable hydrocarbons and leads to a reduction in quantity. OIL on its pathway to becoming more environmentally conscious has installed an oily sludge treatment through the central sludge processing plant and bioremediation. The purpose of this set of treatment technology is aimed at recovering valuable hydrocarbon from oily waste such as Tank bottom Sludge & Spilled Crude Oil. The oily sludge is treated to recover the hydrocarbon and the residue is treated through in-house developed bio-remediation bacteria. The key advantage of the installation is the recovery of valuable hydrocarbon and the reduction of OIL's waste footprint. The introduction of the new setup also eliminates the disposal in landfill or the use of incineration which otherwise would lead to emissions. Overall recovery from the plant is between 40% to 45% and the recovery of crude oil was 1400 KL during 2022. The inclusion of such technology helps diminish OIL's impact on the environment and helps create more conscious business operations.

Sludge treatment plant at Dikom, Assam

Desalination plant at STF Madhuban

Case Study: Desalination Plant at STF Madhuban

OIL is producing around 10,000 KL of crude oil per day and after dehydration, this crude oil is being transported to refineries. During the process of dehydration, a substantial amount of formation water is separated out from the crude. The separated water is further treated in Effluent Treatment Plant (ETP) to maintain the required parameter for underground water disposal. However, water disposal facility is not sufficient enough to handle the total ETP treated water and the ETP treated water has high salinity (Total Dissolved Solid) making it unfit for surface disposal / reuse. Hence, OIL intended to set up desalination plant (on zero liquid discharge, ZLD basis) at STF-Madhuban in order to surface dispose / reuse the treated water. Regarding the same, a pilot plant of desalination (on ZLD basis) has been set up on 20th June 2022 at STF Madhuban. Pilot trial has been successfully carried out (for one month) and the results were found to in order. OIL is now planning to set up scaled up desalination plants at STF Madhuban. However, it is expected that a considerable amount of salt (mainly Halite) would be generated (approx. 1000-1500 Kg/day). For the solid waste generated, OIL is exploring the possible vendors / parties who may like to utilise the solid extract of the desalination plant for their utility on mutually agreeable terms and conditions.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Social Performance

Oil and gas industry has a crucial role in promoting economic growth in India. It offers job opportunities and well-paying positions for Indian workers, contributing to employment and financial stability in communities. However, it is important to prioritize fair labor practices, transparent communication, and effective labor-management consultations. These measures will help maximize the industry's positive impact and address potential challenges regarding working conditions and job security, especially for contract workers.

Human Resource Management *(GRI 2-7, 2-8)*

At OIL, our highly qualified and motivated pool of employee are considered our most valuable resource. A team of dedicated, motivated, and creative employees and workers is crucial for the success of our business. We are committed to building a positive and inclusive work culture by promoting strong leadership, diversity, and equality. We always offer opportunities for employee growth and engagement through various programs, activities, and learning initiatives, to enhance job satisfaction and boost morale among our workforces. We have a robust recruitment process for employee recruitment. Temporary workers who are not employees and are managed by various employment agencies monitored directly by our Contract Labor Cell. We did not notice any significant fluctuations in the number of employees' and temporary workers during the reporting period.

Head count details of the employee's and workers collated as of the 31st March 2023 , as per the table below :

***Table 7: Employee details* FY 2022-23**

Gender	Permanent			Temporary*		
	Executives (Employees)	Non-Executives (Workers)	Total	Executives (Employees)	Non-Executives (Workers)	Total
Male	1556	4714	6270	45	86	131
Female	216	273	489	8	30	38
Total	1772	4987	6759	53	116	169

*Temporary (Contractual /Third Party /Temporary /Intern /Project consultants) working on site

Turnover Rate for Permanent Employees (Executives) and Workers (Non -Executives) *(GRI 401-1)*

Table 8: Turnover rate

Turnover Rate	FY 2022-23 (Turnover rate in current FY)			FY2021-22 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Turnover rate for permanent employees (Executives)(%)	3.94	4.32	3.99	3.05	4.44	3.22
Turnover rate for permanent workers (Non-executives)(%)	7.56	2.91	7.32	9.12	4.42	8.91

New Joiners (GRI 401-1)

***Table 9: New hires* FY 2022-23**

Category	Executives		Non-Executives	
	Male	Female	Male	Female
Age < 30 Yrs	111	18	569	51
30 - 50 Yrs	9	5	140	22
> 50 Yrs	-	-	1	-

Benefits Provided for Employees and Workers (GRI 401-2)

***Table 10 - Well-being measures of employees* FY 2022-23**

Measures for the well-being of Executives (Employees)										
Categories		Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)
Permanent Executives	M	1556	1556*	100%	1556	100%	NA	NA	556	100%
	F	216	216*	100%	216	100%	216	100%	NA	NA
Other than permanent Executives	M	45	45**	100%	45	100%	NA	NA	45	100%
	F	8	8**	100%	8	100%	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.
M-Male; F-Female

Energy Warriors at work in field engineering workshop, FHQ Duliajan

Table 11 - Well-being of workers FY 2022-23

Measures for the Well-Being of Non-Executives (Workers)										
Categories		Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)
Permanent Non-Executives	M	4714	4714*	100%	4714	100%	NA	NA	4714	100%
	F	273	273*	100%	273	100%	273	100%	NA	NA
Other than permanent non-executives	M	86	86**	100%	86	100%	NA	100%	86	100%
	F	30	30**	100%	30	100%	30	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.
M-Male; F-Female

Table 12 - Employee and worker benefits

Benefits	FY 2022-23		FY 2021-22	
	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

Return to Work and Retention Rates of Permanent Employees (Executives) and Workers (Non-executive) that Took Parental Leave *(GRI 401-3)*

All the employees including workers are entitled to parental leave as per applicable regulations.

Table 13: Return to work and retention rate

Particulars	Permanent employees (executives)			Permanent workers (non-executives)		
	Male	Female	Total	Male	Female	Total
Returned to work rate	100%	100%	100%	100%	100%	100%
Retention rate	100%	100%	100%	100%	100%	100%

RCE addressing newly promoted Grade A officers in MTDC auditorium

Events

An interactive session was held on 27th March 2023 at the MTDC Auditorium with the newly promoted Grade A Officers. This initiative, which was the first of its kind, was proposed by our respected RCE, Shri Prasanta Borkakoty, and organized by the HR Acquisitions Department. The event began with the playing of the OIL Corporate Song. Dr. Shyamal Baruah, CGM (HRA), delivered the welcome address. The newly selected Grade A Officers were then addressed by RCE, Shri Prasanta Borkakoty, and ED (HR&A), Shri Rajeev Baruah. The event was also attended by the Head of Departments and other HR officials. During the interactive session, the participants expressed their gratitude to the management of OIL for providing them with this unique opportunity at such a crucial point in their professional life. The session was hosted by Shri Ranadeb Das, Chief Manager (HRA).

Glimpse of interactive session with newly promoted Grade A officers

Glimpse of birthday celebration in HR Relations Department

Celebrations in the Department

In addition to the daily work routine, the department also sets aside time for engaging in fun activities. Birthdays of both executives and employees are celebrated with great enthusiasm. Festivals are also occasions for celebration whenever they occur.

Talent Development and Performance Excellence *(GRI 404-1, 404-2)*

We are dedicated to prioritizing the career development of our employees by offering them opportunities to learn and progress. It is crucial to enhance our competitive advantage and assist all employees in reaching their maximum potential through advanced learning and development support programs.

Our Learning & Development (L&D) department has created yearly training programs, which include thorough needs assessment programs for all employees. Mandatory, soft skills, and technical training are provided to all employees, delivered by both internal trainers and reputable external experts. The following training programs are implemented to enhance employee skills:

- Online and in-house training programs
- Apprenticeship training
- Soft skill training programs
- Statutory training programs
- Management Program

Table 14 - Average training hours of employees FY 2022-23

Average hours of training per year per employee				
Category	**Executives**		**Non-Executives**	
	Male	Female	Male	Female
Average training hours per employee	31.69	28.59	17.45	15.47

For more details refer 'Annexure 1 - Standards, methodologies, and assumptions'

Performance and Career Development Reviews *(GRI 404-3)*

The professional and career development of our employees is crucial for their growth and for the success of our business. We regularly assess the career progress and performance of our employees using our competency-based HR management system. We have a flexible framework for evaluating employee performance. We offer annual incentives to recognize their contributions and commitment to the company's success. Promotions for higher-level executives are based on merit, suitability, effectiveness, and length of service.

Data analysis of reservoir wells

Case Study: JIGYASHA – A New Direction of Learning to Learn Together

The training program Jigyasha was created to quickly onboard new employees and familiarize them with the company's business. It provides a brief overview to align their thoughts and actions with the company's vision and turn them into reality.

The rapidly changing environment in the world business management system has led to the adoption of measures to keep up with the speed of development and achieve objectives and goals. Jigyasha was conceptualized by the RCE, Shri Prasanta Borkakoty, as a new direction of collaborative learning. The HR Learning Department, with the help of CGM-Planning, Shri Prakash Deka, and knowledgeable faculty from various departments, took this concept forward. A total of 331 newly hired employees underwent a four-day training program in seven batches during the FY 2022-23. The training included classroom sessions on the functions of different departments, as well as field visits. The objective of the program was successfully achieved, as indicated by positive feedback from the participants who expressed their satisfaction and gratitude for being a part of the journey. To celebrate this achievement, a closing ceremony was held on 27th February 2023, which included various activities and concluded with a cultural evening.

Table 15 - Skill upgradation training

Category		FY 2022-23			FY 2021-22		
		Total	On skill upgradation		Total	On skill upgradation	
			No. Covered	% Covered		No. Covered	% Covered
Executives	Male	1556	948	60.92%	1486	1731	116%
	Female	216	132	61.11%	201	219	109%
Non-Executives	Male	4714	587	12.45 %	4361	841	19%
	Female	273	41	15.01 %	208	51	25%

Knowledge sharing session with Jr. Officers in G&R Department

Table 16 - Performance Review and Career Development Reviews of workforce

Performance review and career development reviews of employees and worker							
Category		FY 2022-23			FY 2021-22		
		Total	No. covered	% Covered	Total	No. covered	% Covered
Executives	Male	1556	1556	100%	1486	1486	100%
	Female	216	216	100%	201	201	100%
Non-executives	Male	4714	4714	100%	4361	4361	100%
	Female	273	273	100%	208	208	100%

Young executives of Catch them Young progam

Case Study: Flagship Programmes – Catch Them Young

The EDP lasts for 10 to 12 days and includes various presentations. These presentations cover topics such as the Function of COEES, Corporate Office and BO cell, KGB Project, Kolkata Branch, Pipeline Headquarters, and Rajasthan Project. There is also an overview of the petroleum industry, with a focus on OIL and the current petroleum scenario. One of the highlights of the program is a presentation on the E&P operation under Pre-NELP, NELP, and OALP (HELP) Regime in India. This presentation helps young executives gain a deeper understanding of the E&P process in India.

The program also includes briefings on CSR activities and Sustainable Development at OIL. Additionally, there is a program in collaboration with the Vigilance department to raise awareness and understanding of Company Policies & Procedures. This program, called 'Catch Them Young', is specifically aimed at young executives and is included in the EDP program.

Case Study: Flagship Programmes - EDP

According to the 2017 scheme for induction level officers on probation, newly joined senior officers on probation are assigned to the HR-learning department for the first 2 months of their induction phase. Weekly presentations are conducted to assess their knowledge gained from visits to various departments and assets. After the initial 2 months, they are placed in their respective parent departments, assets, or spheres. We also arrange quarterly assessments for each probationary officer according to their individual timeline.

For senior officers on probation, we organize the Executive Development Programme (EDP) to enhance their understanding and learning about the company's heritage, culture, and activities. The program is completed after the induction program in their first year at the company. During the induction program, the probationary senior officers visit different departments at the Field Headquarters in Duliajan and go on visits to the assets in Moran and Digboi. In addition to the departments and assets, the probationary senior officers are also sent to drilling and production locations, CSR projects, and other places.

Executive Development Programme of Sr. Officers on probation in FY 2022-23

Diversity and Equal Opportunity *(GRI 2-21, 405-1, 405-2)*

At OIL, our priority is to establish a positive work environment that promotes the well-being of our employees and workers. As a public sector organization, we strictly adhere to national and state laws, as well as the constitution, which form the basis of our policies on Diversity, Inclusion, and Equal Opportunity (DEI).

We are committed to being an equal-opportunity employer and place great importance on fostering diversity within our workforce. Our goal is to create an inclusive environment where all employees are treated fairly, regardless of their skills, experience, or background. We ensure that everyone has equal access to opportunities, benefits, and training.

Our recruitment and evaluation processes align with the reservation policies established by the Government of India. We firmly oppose any form of discrimination, including those based on race, color, sex, language, religion, political or other opinions, national or social origin, property, birth, or other status. Additionally, our Board maintains a gender diversity of 20%.

The tables below provide a detailed breakdown of our total workforce by gender and staff type:

Table 17- Categorization of workforce FY 2022-23

Category	SC	ST	OBC	Minority	PWD	Women
Executives	264	164	493	128	39	216
Unionized Employees	451	797	2243	287	108	273
Total	751	961	2736	415	147	489

As per industry standards and local laws, OIL offers a comprehensive package of benefits and incentives to both its employees and contract workers. All employees are compensated based on the relevant regulations and their individual performance. The remuneration, allowances, and additional perks for officers are decided in accordance with the norms set by the Department of Public Enterprises. As an equal opportunity employer, OIL maintained a 1:1 ratio between the basic salary and remuneration of women and men in the previous year. The annual total compensation ratio stands at 2.457:1.

Upholding Human Rights *(GRI 2-30, 402-1, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1)*

We have a strong commitment to human rights, which is reflected in our internal human rights policy. This policy applies to all employees, suppliers, and service providers of OIL. Our policy ensures compliance with applicable laws and upholds the principles of human rights as outlined in international standards such as the Universal Declaration of Human Rights and the Fundamental Human Rights Conventions of the International Labor Organization (ILO). We are dedicated to ensuring that all our employees and security personnel's are educated on various aspects of human rights, and we regularly conduct online and offline awareness and training sessions for them.

As part of the refresher training in the FY 2022-2023, we have covered 39% of our total workforce.

The notice period is clearly stated in the employment and engagement contracts, and we comply with all national regulations.

We always ensure that our employees, including workers, receive wages that are above the minimum required by both central and state minimum wage regulation.

Grievance Redressal Mechanism *(GRI 2-25, 2-29, 406-1)*

To address employee concerns and complaints related to human rights and other negative impacts, we have implemented an online grievance portal and a whistleblower policy throughout our operations. The purpose is to encourage open and organized discussions about human rights grievances. This system is supervised by an independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the GoI. In FY 2022-23, no employee grievances regarding human rights issues were received.

Case Study: Launching of HR Clinic

The "HR Clinic" initiative, led by the HR Relations Department, was launched at Field Headquarters, Oil India Limited, Duliajan on 7th March 2023. The main goal of the HR Clinics is to bring HR services closer to different departments. These clinics will primarily focus on raising awareness about legal and disciplinary matters, grievance management, POSH Act, and contract labor management using case studies.

HR Clinic Awareness Program

Prevention, Prohibition and Redressal of Sexual Harassment *(GRI 406-1)*

We have implemented a process to address harassment complaints through our "Prevention of SexualHarassment (POSH)" policy, which complies with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Complaints Committees have been established in various company locations to handle reports of sexual harassment and conduct investigations. All employees receive training on the POSH policy to raise awareness. In this reporting period, we received two concerns or complaints regarding sexual harassment across our operations. However, we have taken appropriate corrective actions to resolve these complaints. There were no incidents of discrimination reported during this reporting period across our operations.

Inclusion of the Differently Abled

Our office premises are accessible to employees with disabilities. Moving forward, we will make sure to prioritize the accessibility of our buildings under construction for our employees with disabilities.

Non-Discrimination *(GRI 406-1, 411-1)*

OIL maintains a strict policy of non-discrimination and takes into account human rights, child labor, and labor rights when evaluating tenders. During this reporting period, no violations concerning the rights of indigenous peoples were reported.

Freedom of Association and Collective Bargaining *(GRI 2-29, 2-30, 407-1)*

The right of workers to form unions and engage in collective bargaining is crucial for improving working conditions in the oil and gas industry. This includes ensuring safety, fair wages, and job security. Unions also play a vital role in holding companies accountable and ensuring they operate responsibly.

At OIL, we fully recognize and respect our employees' right to exercise or abstain from exercising their freedom of association and collective bargaining. Our employees and workers are affiliated with their respective unions. Specifically, we have two unions at OIL: Oil India Executive Employees Association (OIEEA) for executives and Indian Oil Workers' Union (IOWU) for non-executives.

During the reporting period, a total of 1,413 executives and 2,837 non-executive workers were involved in the collective bargaining process across our operations.

Table 18 - Unionized employees and workers

Employees and workers part of trade unions							
Category		FY 2022-23			FY 2021-22		
		Total	No. who are part of the association	% Covered	Total	No. who are part of association	% Covered
OIEEA	Male	1556	1247*	80.14%	1486	1235*	83.11%
	Female	216	166*	76.85%	201	166*	82.59%
IOWU	Male	4714	2734*	58.00%	4361	3295*	75.56%
	Female	273	103*	37.73%	208	124*	61.08%

**The Employee Association numbers are as per Calendar year*

Prohibition of Child Labour and Forced Labour *(GRI 408-1, 409-1)*

We have a strict policy of not employing anyone under the age of eighteen in our operations. We also prohibit forced or compulsory labour in all of our OIL plants, as well as any association with suppliers who employ child or forced labour. We have assessed our operations and suppliers for the risk of forced or compulsory labour, and none of them are considered to have a significant risk. Throughout this reporting period, there have been no reported instances of child labour, forced labour, discrimination, or violations related to human rights, labor rights, or minimum wages in any of our operations.

Cricket coaching at Nehru maidan, Duliajan

Occupational Health and Safety *(GRI 403-1, 403-2, 403-3, 403-4, 403-7, 403-8, 403-9, 403-10)*

At Oil India Limited, we maintain strong focus towards ensuring safe and healthy work environment for our employees and workers. Our ultimate goal is to become an organization that has zero accidents and causes no harm to individuals, machinery, or materials. We firmly believe that a safe workplace is crucial for the well-being of our employees and the overall success of our business. In order to achieve our goal of zero accidents, we have implemented a comprehensive Health, Safety, and Environment (HSE) management system that adheres to all relevant regulations and ISO 14001 & 45001 management system standards. Our HSE Management System applies to all employees, workers, consultants, visitors, third party workers etc., present within our operational area. In total, we have 6,928 employees, including 1,825 executives and 5,103 unionized employees, who are covered by the HSE Management System.

Our HSE policy is based on the principle of zero tolerance for work-related injuries and illnesses. The policy outlines the company's dedication to providing a safe and healthy work environment for all employees and workers. OIL has formed a four-tier committee to oversee its HSE performance, consisting of representatives from the Board, departments, and working levels. The committee's responsibilities include reviewing HSE-related concerns and ensuring the effectiveness of OIL's HSE management system.

Additionally, we have taken part in the Tripartite Safety Committee Meeting, organized by DGMS (Eastern Zone – Guwahati Region), to discuss and assess safety aspects. Operations in the oil and gas sector are inherently critical and complex by nature. These activities have the potential to expose with the occupational health hazards and safety risks. OIL is committed to continuous improvement in its HSE performance by constantly reviewing its HSE management system and implementing new measures to improve safety and reduce risks.

Energy Warriors *working in drilling rig*

Safety Performance FY 2022-23 *(GRI 403-2, 403-4, 403-5, 403-9 , 403-10, 416-1)*

In order to ensure a safe and healthy work environment, we regularly assess potential hazards and risks related to the workplace and production output. This is done through risk assessment studies such as HAZOP and QRA. We also conduct Job Safety Analysis for significant jobs and take necessary precautions to minimize risks.

If there are any hazardous conditions, employees, workers, or contractors can immediately report them to their superiors, the HSE department, or at Safety Committee Meetings. OIL has a reporting format for near-miss incidents, which allows employees to report any harmful conditions or close calls. These reports are carefully analyzed and appropriate measures are taken to prevent similar incidents in the future. During the reporting period, we have reported 349 near misses across our operations and have taken appropriate corrective actions to reduce the risks. There is a robust audit management system in place across OIL, which is closely monitored using leading and lagging indicators. The following audits are conducted across our operations:

- Pre-Spud Safety Audit
- Pre-Workover Safety Audit
- Surprise Safety Inspection
- Fire Safety Audit
- Environment Audit
- Multidisciplinary Safety Audit

We have conducted a total of 852 internal safety audits throughout our operations. During the reporting period, 45 external safety audits were conducted by DGMS, Factory Inspector, PNGRB, and OISD. OIL checks the quality of the crude oil daily at the point of sale.

Table 19 - Statistics of Accidents

Accident statistics		
	FY 2022-23	**FY 2021-22**
Fatalities	0	1
Serious or major injuries	3	1
Minor reportable cases	1	1

Table 20 - No. of incidents - Executives

Safety-related incidents: Executives		
	FY 2022-23	**FY 2021-22**
Total recordable work-related injuries	0	0
Fatalities	0	0
High-consequence work-related injury or ill health (excluding fatalities)	0	0

Table 21 - No. of incidents - Non-executives

Safety-related incidents: Non-executives		
	FY 2022-23	**FY 2021-22**
Total recordable work-related injuries	4	3
Fatalities	0	1
High-consequence work-related injury or ill health (excluding fatalities)	3	1

LTIFR in FY 2022-23 was 0.143* as compared to 0.107 in FY 2021-22

** Includes both workers and employees since bifurcated values for workers and employees is not captured at present For more details refer 'Annexure 1 - Standards, methodologies, and assumptions'*

Energy Warriors at Field Engineering workshop

Development of safety culture through training

At OIL, we believe in promoting a participatory approach by encouraging the involvement of our employees and workers in discussions about health and safety. To ensure that this approach is effectively implemented throughout our operations, we regularly organize and conduct training programs on health and safety for all employees and workers.

During the initial employment period, all employees and workers receive safety induction training. These training programs cover various topics, including basic health and safety practices, first aid training, and disaster management. These topics relate to the work-related hazards and risks for our day-to-day operations, apart from topics to general operations and the following training are also being conducted to employees and workers on occupational health and safety:

Mines Vocational Training (MVT) and Refresher Program for Workers: The Mines Vocational Training program has been revamped to focus on enhancing knowledge and promoting knowledge sharing. In the FY 2022-23, a total of 1503 contract workers received this training.

Permit to Work System: To improve practical understanding of the work permit system and enhance its effectiveness, a mock work permit filling assignment is conducted during the work permit classes.

Fire Fighting Training: Fire Fighting Training is conducted throughout our operations with the goal of enhancing the firefighting skills of OIL personnel.

Royal Enfield (450 CC) Himalayan water mist fire bike at FHQ, Duliajan

Table 22 – Occupational Health & Safety Trainings

Category		FY 2022-23			FY 2021-22		
		Total	Training on health and safety measures		Total	Training on health and safety measures	
			No. covered	% Covered		No. covered	% Covered
Executives	Male	1556	406	26.09%	1486	195	13.12%
	Female	216	37	17.12%	201	22	10.95%
Non-Executives	Male	4714	2180	46.24%	4361	1774	40.68%
	Female	273	99	36.26%	208	43	20.67%

Table 23 – List of Occupational health and safety trainings

Occupational Health and safety trainings covered in FY 2022-23	
Mines vocational training	Well control training
Gas testing and work permit	Disaster management
First aid training	Basic life support and first responder
First aid and fire fighting	-

Occupational Health Services *(GRI 403-3, 403-6)*

We have established adequate medical facilities at our plants, as required by statutory provisions. These facilities include first aid centers, ambulances and qualified medical doctors. Additionally, we conduct periodic health check-ups for our employees. We also organize periodic awareness sessions for our employees and contract workers on occupational and industrial hazards, occupational diseases, and lifestyle modifications.

To provide quality healthcare services to our employees, their dependents, and the local population within our operational areas, we have established the Oil India Hospital in Duliajan Township. This hospital is the only 190-bed secondary care facility in the area. It offers services in nine specialty departments, including surgery, obstetrics and gynecology, medicine, pediatrics, ENT, ophthalmology, pathology, radiology, and dental. The hospital also provides support services such as dialysis and physiotherapy.

Oil India Hospital regularly organizes special health camps in remote areas operated by OIL through various agencies. A total of 21 such camps were held during the reporting period. The hospital in Duliajan, has been providing services for early detection of cancer. A well-known Oncologist has been offering consultations to patients under the Ashakiran project. Health camps are conducted on a quarterly basis, and a total of 4 Ashakiran camps were successfully held during the reporting period.

Mock drill in FHQ, Duliajan

Emergency Response and Disaster Management (ERDM) *(GRI 403-7)*

We have implemented an emergency response and disaster management plan in accordance with the regulations set by the Petroleum and Natural Gas Regulatory Board. We have developed site-specific guidelines to effectively handle emergencies as required by the law. All personnel involved in the plants have been assigned roles and responsibilities to manage emergency situations. Periodic mock drills are conducted at the plants to assess the effectiveness of our emergency preparedness system. We also regularly organize awareness programs on Emergency Response and Disaster Management, both internally and with the help of external expert agencies. Additionally, we have collaborated with the District Administration and Mutual Aid partners to conduct off-site mock drills across spheres.

Case Study: KAVACH

A two-day conference called "KAVACH" (Key to Awareness, Value Creation, and Change) took place on 4th and 5th March 2023 at Manas National Park in Assam. During the conference, the Managing Director of OIL launched the "KAVACH" Project in the presence of officials from the MoEFCC, OISD, OIL, and NRL. The project's objective is to bring about a transformative change in safety practices, shifting from Safety to Safety+ with a renewed commitment to health, safety, environment, and social governance (HSE & ESG). The project aims to establish a robust and sustainable HSE & ESG system that fosters cultural changes within the company. This comprehensive initiative consists of ten strategic goals aimed at transforming our HSE management system into HSE+. These goals include strengthening of (i) Strengthening the HSE Management System, (ii) Establish Integrated Organization for HSE Management, (iii) Building a generative safety culture (iv) Benchmarking HSE parameters against national and international best practices, (v) Integrating technology to enhance the HSE Management System, (vi) Asset integrity management, (vii) Establishing a comprehensive HSE audit universe, (viii) Establishing an Emergency Response Centre (ix) Net Zero and (x) Conducting an Occupational Health Survey. Goal (ix) emphasizes ESG, which includes biodiversity conservation and achieving net zero targets. By incorporating these aspects, OIL aims to enhance its environmental performance, support biodiversity conservation, and contribute to achieving net zero emissions. Project KAVACH acts as a catalyst for positive change within the company, strengthening a strong HSE framework and promoting responsible business practices in line with global standards

Launch of Project KAVACH

Supply Chain *(GRI 308-1, 308-2, 414-1, 414-2)*

OIL's Code of Conduct for Service Providers emphasizes the Company's commitment to fair treatment, human rights, labor practices, environment, health, and safety. As part of the tendering process, all suppliers, both new and existing, undergo screening based on environmental and social criteria. Bidders are required to sign an agreement that meets these requirements. We are in the process of identifying and assessing the environmental and social impacts of our suppliers. During the year, there were no reported instances of child labor, forced or compulsory labor, or other human rights violations in our supply chain.

Partners' Meet 2023

Empowering the Communities *(GRI 203-1, 413-1, 413-2)*

As a responsible corporate citizen, we are committed to upholding the principles of Corporate Social Responsibility (CSR) and Sustainable Development (SD) to promote the overall development of the communities in which we operate and society as a whole. Our company has a CSR & Sustainability Policy that guides the planning, implementation, and monitoring of our CSR activities. At OIL, we believe in being a responsible corporate citizen and our CSR and Sustainability Policy serves as a guide for us in this regard. This 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, as well as the Guidelines on Corporate Social Responsibility and Sustainability for Central Public Sector Enterprises issued by the Department of Public Enterprises, GoI (DPE Guidelines, 2014).

OIL has implemented various Corporate Social Responsibility initiatives in several important areas, such as healthcare, education, sustainable livelihood, skill development, capacity building, women's empowerment, drinking water and sanitation, promotion of rural sports, environmental sustainability, rural infrastructure development, Swachh Bharat Abhiyan, and development of aspirational districts. These areas align with the requirements outlined in Schedule VII of the Companies Act, 2013, and the guidelines issued by the Department of Public Enterprises, which are periodically updated. The CSR initiatives primarily focus on OIL's operational areas, which include Assam, Arunachal Pradesh, Rajasthan, Andhra Pradesh, Uttar Pradesh, Odisha and West Bengal. Additionally, these initiatives complement various programs and schemes of the Government of India. In FY 2022-23, OIL invested INR 98.21 Cr. in CSR initiatives as a way to contribute to society. Our CSR initiatives are aligned with 9 United Nation's Sustainability Development Goals. Furthermore, we undertake need assessments and feasibility studies before implementing CSR projects. Post implementation, we undertake 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

1.To provide a basis for decision making and actionable plan of CSR initiatives for sustainable development and inclusive growth, as per the provisions of Companies Act, 2013, Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021.

2.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.

3.To generate goodwill in the society which help in reinforcing its image as a "Responsible Corporate Citizen."

Impact Assessment of CSR Projects

OIL has hired an external specialized agency to evaluate and assess the impact of its CSR projects from FY 2017-18 to FY 2021-22. The evaluation was conducted using the SROI framework (Social Return on Investment). The report states that all of OIL's projects have shown a positive SROI. A total of sixteen CSR projects were evaluated in this study. Over the past five years, from FY 2017-18 to FY 2021-22, OIL has spent more than Rs. 200 Cr. on these projects. The study indicates that the estimated annual return from OIL's CSR projects (2013-2018) is over Rs. 1400 Cr. and this amount is expected to continue growing due to the multiplier effect of most projects. The overall SROI for all projects is 6.13, meaning that for every 1 Rupee spent by OIL, the project has generated 6.13 Rupees for the beneficiaries and the community as a whole. The study confirms that the CSR projects implemented by OIL have been successful in creating impact and generating value for stakeholders. The overall impact of these projects is rated as excellent. In the future, OIL will continue to prioritize projects related to livelihood, women empowerment, skill development, training, and education. This approach will encourage participation in various activities and contribute to a more comprehensive CSR strategy going forward.

Key CSR Projects FY 2022-23

As specified under Schedule VII of the Companies Act, 2013, OIL's CSR interventions are focused on several key thrust areas as follows:

Healthcare

Education

Women Empowerment

Promotion of Sports

Skill & Capacity Building

Sustainable Livelihoods

Welfare of Persons with Disabilities

Sustainable Environment

Rural Development

Healthcare

OIL Arogya

The OIL Arogya project was launched in FY 2012-13 with the aim of reducing maternal and infant mortality rates. The project primarily focused on the Tinsukia and Dibrugarh Districts of Assam, where OIL operates. Its main areas of focus were maternal and child health, immunization, nutrition promotion, and water and sanitation. The project implemented targeted actions to improve health indicators and encourage health-seeking behaviors. This was achieved through various initiatives, including pre and post-natal health check-ups, raising awareness among women about maternal and child health and the benefits of giving birth in a healthcare facility, monitoring and counseling pregnant women, immunizing babies and pregnant women, and managing menstrual health and hygiene.

In the FY 2022-23, a total of 475 pregnant women were monitored, and 816 children received immunizations. As a result, there were 301 reported institutional deliveries in the region. Additionally, 24 health camps were organized, reaching out to 3,892 women and children. Social entrepreneurship programs focused on healthcare were implemented in the villages, forming 5 working clusters that engaged local women in producing and marketing essential items for maintaining the health and hygiene of mothers and babies. Overall, the project impacted 10,537 beneficiaries through various activities. Notably, the intervention areas achieved nearly 100% institutional deliveries.

OIL Arogya campaign

Cleft Free Northeast in Collaboration with "Mission Smile"

OIL has partnered with MISSION SMILE to work towards a 'Cleft Free Northeast' by supporting surgeries for children with cleft deformities. On 28th March 2022, Oil India Limited and Mission Smile signed an agreement to support 100 children from the districts of Dibrugarh and Tinsukia. According to the agreement, the cost of the treatment is shared equally by OIL and the Assam Government through a public-private partnership (PPP).

Under this agreement, cleft children from the two districts were brought to Mission Smile Guwahati Comprehensive Care Centre for complete treatment.

The beneficiaries receive all necessary care, including surgery, nutrition, child life counseling, speech therapy, dentistry, and ENT services at these dedicated Care Centers. Since the start of this initiative, a total of 73 surgeries have been successfully performed in FY 2022-23.

Glimpses of Screening Camps held in Tinsukia & Dibrugarh

OIL Sparsha

The Sparsha project is a significant community welfare project of OIL. It started in the early 1980s with the aim of providing mobile medical care in remote areas of Dibrugarh district. The project expanded over time to include other regions in Tinsukia, Dibrugarh, Charaideo districts of Assam, and Changlang district of Arunachal Pradesh. It offers various services such as diagnosis and treatment of diseases, lab tests, free medicine, counseling, and awareness campaigns on lifestyle diseases. In FY 2022-23, the project conducted 2016 mobile health camps, benefiting 186,942 patients across the 4 districts.

Registration of Patients during the Health Camps

Medicine distribution in Health Camps

OIL Shakti

The objective of the "OIL Shakti" project is to eradicate the negative associations surrounding menstrual health and hygiene. These associations often lead to harmful practices that affect both maternal and infant mortality rates. This initiative is led by rural women and focuses on manufacturing, distributing, and raising awareness about sanitary napkins through SAATHIYA clubs. It is a comprehensive solution that not only addresses health issues but also supports the livelihoods of the women involved in production, awareness, and distribution. The project has established and operated two Community Based Sanitary Napkin Production and Distribution Units to promote an affordable product, local production, community distribution, and mass. awareness through behavior change communication. Additionally, sanitary napkin vending machines have been installed in 10 schools in OIL operational areas. In the FY 2022-23, a total of 30,800 pads were produced, benefiting 2,134 women and adolescent girls.

Production of sanitary napkins under OIL Shakti

Swachh Bharat Abhiyan

OIL has taken the Swachh Bharat Mission to implement a wide range of activities aimed at providing better health and a clean environment to the public. Some of the activities conducted by the company under this mission include the construction of toilet blocks in Dibrugarh and Tinsukia, providing clean drinking water facilities to various institutions, and rehabilitating the legacy solid waste of Tinsukia Municipality through Bio-Mining. Under the project it is targeted to process 50,000 MT of legacy waste and during the process Refused Derived Fuel (RDF) will be separated and Manure will be recovered.

Adhering to our commitment of Swachh Bharat as envisioned by Hon'ble Prime Minister Shri Narendra Modi, we implemented a slew of initiatives in FY 2022-23:

- Construction of toilet blocks at community halls, prayer halls or namghars, cultural centers and markets in Tinsukia and Dibrugarh districts.
- As part of Swachch Bharat Pakhwada, two initiatives were carried out: (1) a cleanliness and plantation drive in and around OIL township in Duliajan, and (2) jungle cutting and levelling around school campus of rural schools in Dibrugarh district.
- Provision of clean drinking water through water purification system at Mrinaljyoti Rehabilitation Centre at Duliajan. Furthermore, clean drinking water was provided through distribution of water filters at a scheduled tribe village namely Sasoni Merbil for 78 families in Dibrugarh.
- Rehabilitation of legacy solid waste of Tinsukia Municipality through Bio-mining.

Legacy waste treatment plant inaugurated by Shri Rameshwar Teli, Minister of State of Petroleum and Natural Gas and Labour and Employment in the presence of District officials

Education

Student beneficiaries under OIL Dikhya

OIL Dikhya

The project is one of our flagship projects and was initiated in 2012. It aims to improve enrollment and literacy rates in rural schools in the districts of Dibrugarh, Tinsukia, and Charaideo in Assam. Over the years, the project has evolved into a comprehensive SMART education program that includes various initiatives such as computer and value-added education, smart classrooms, teacher training for primary school teachers, life skills education, and distribution of learning kits. The project is in line with the UN SDG 4, which promotes quality education, as well as the Indian government's goal of promoting digital literacy. In the FY 2022-23, the program has reached 6,878 students in 30 rural government schools. Till date, OIL Dikhya has benefited 61,181 students through computer and value-added education.

OIL Dikhya (Adult Education)

In order to educate illiterate and semi-literate individuals in rural areas and tea gardens, OIL Dikhya was launched in FY 2012-13. This initiative conducted adult education classes in 12 locations. In the FY 2022-23, 600 adults from OIL's operational areas in Tinsukia and Dibrugarh districts received education classes. The course module is based on government-approved textbooks from the Sarva Shiksha Abhiyan in Assam. In addition to the regular curriculum, sessions on important topics such as women empowerment, health, hygiene, sanitation, awareness of available government schemes, and child rearing are also taught to the elderly participants.

Adult beneficiaries' education training under OIL Dikhya

OIL Super 30

The project provides 11-month free residential coaching and academic mentoring to economically disadvantaged students from Assam, Arunachal Pradesh, and Rajasthan. It was initiated in July 2010 and aims to help students pursue their desired careers by gaining admission to prestigious engineering and medical institutes in India. Currently, there are OIL super 30 centers in six cities - Guwahati, Jorhat, Dibrugarh, Nagaon, Jodhpur, and Itanagar. Each center accepts 30-50 students. The centers in Guwahati, Dibrugarh, Nagaon, Jodhpur, and Itanagar focus on coaching students for IIT-JEE and other engineering exams, while the center in Jorhat is exclusively for female students aspiring to crack NEET for undergraduate medical or dental studies. The Jorhat center accepts 50 students. In the FY 2022-23, a total of 200 students were coached across six centers, with 150 preparing for JEE and 50 for NEET. Out of the 150 students enrolled for JEE Main 2023, 137 students across all six centers successfully passed the exam. This resulted in an overall success rate of 91% across OIL's Super 30 centers.

OIL Super 30 students at Guwahati Center

Women Empowerment

OIL Nursing School

The school was established in 1991 at OIL Hospital Duliajan. It offers a three-year Diploma in General Nursing Midwifery (GNM) program, which is recognized by the Directorate of Medical Education, Government of Assam and the Indian Nursing Council, New Delhi. The school accepts 30 female students for training. The students receive stipends, limited hostel accommodation, medical benefits, uniforms, and protective clothing free of charge. After completing the GNM program, the students undergo a one-year stipendiary Post Qualification Certificate Training (PQCT) at OIL Hospital. Since its establishment, over 390 women have completed their training, and 28 students have also completed their Post-Basic BSc. Nursing. Currently, there are 89 students enrolled in the program, with 26 students undergoing PQCT.

OIL Nursing School Campus, Duliajan

Practical training sessions at OIL Nursing School, Duliajan

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

The Centre established in the year 1984 has been upgraded into a Centre of Excellence in the FY 2021-22 with the objective of implementing innovative interventions towards socio-economic empowerment of rural women belonging to OIL's operational districts while also promoting indigenous crafts and handlooms of Assam. In the last 07 years, around 650 rural women were trained and supported.

The Centre this year had conducted various training programmes and entrepreneurship education and several other activities pertaining to Handholding & Cluster Development (Formation of Common Facility Centres (CFCs) for Handloom & Handicraft for providing various nature of support to the artisans like machineries & raw material, product development & enhancing the product portfolios.

Long term training was imparted for 06 months at CoE in 03 batches of 25 each in (a) Handloom, (b) Bamboo & (c) Water Hyacinth along with Short term training for 01 month at CoE in 03 batches of 25 each in (a) Handloom, (b) Bamboo & (c) Water Hyacinth.

During the training, the trainees were exposed to eco-friendly production by using natural fibres and organic dyes. The training duration of the Centre was a mix of long-term training and community based short-term training. The two batches (25 in Handloom and 25 in Handicraft) at the Centre were a part of the long-term training for a period of six months, while the short-term training was imparted to 155 artisans at the community level on a cluster approach. A training stipend was also given to the trainees of the long-term training along with all necessary handholding. In addition to the regular classes, the Centre also conducted skill workshops, preliminary sessions on entrepreneurship & marketing by visiting resource persons, developed modules on handloom, handicraft & entrepreneurship along with mapping of Govt. approved certification.

Training of Natural dye preparation at Centre of Excellence Centre

Promotion of Sports

To foster a sports culture among the youth in communities, OIL organizes and supports sports activities in and around its operational areas. OIL began its efforts to promote sports in rural areas in 2001. In FY 2022-23, OIL contributed to the development of 29 playgrounds in Upper Assam and its surrounding areas, benefiting numerous young individuals. From FY 2015-16 to FY 2022-23, over 74 playgrounds have been established.

Project OIL Lakshya, Promoting Football Connecting Communities

Under the "OIL Lakshya" program, professional football coaching is provided to coaches who mentor young football players. The project aims to foster community connections through the promotion of football and other initiatives, such as environmental awareness. In the FY 2022-2023, a 4-day coaching camp was organized for rural coaches in OIL's operational areas who held a certified E license. The training was conducted by trainers from the All India Football Federation, hailing from Manipur and Goa.

Football coaches trained under OIL Lakshya

Over the past two financial years, 10 coaches have obtained D or E License coach certificates from the All-India Football Federation and have gone on to train 1800 aspiring football players from rural areas across four districts. Out of these players, 1460 have participated in the League. The coaches trained under the project have established 37 football coaching centers, which have received support from OIL in the form of training equipment.

OIL Volleyball Mission

OIL is the first corporation to foster grassroots local volleyball initiatives in Assam through its CSR program. The OIL Volleyball Mission (OVM) aims to promote the sport in the Tinsukia, Dibrugarh, and Charaideo districts of Upper Assam. The goal is to develop a pool of young talent for state and national competitions. The OVM was carried out in collaboration with Assam Volleyball Mission 100 and the Brahmaputra Volleyball League (BVL). Four teams have qualified for the Super League.

Prize distribution by CMD, Shri Ranjit Rath and Independent Director, Ms. Pooja Suri

Skill & Capacity Building

OIL Swabalamban

OIL's thrust on placement-linked skill and capacity building is in view of the many unemployed youths in OIL's operational areas, emphasis on skill building by Govt. of India and the demand for sled manpower in various industrial and service sectors. In FY 2013-14, OIL launched "Project OIL Swabalamban" to provide job training and capacity building for youth in Assam and Arunachal Pradesh, as well as other parts of Assam. This program aligns with the Skill India initiative of the Government of India. It offers a range of short-term courses and trades certified by the National Skill Development Corporation (NSDC) to unemployed youth.

Practical training for Hospitality Management students

The training focuses on improving soft skills, computer skills, industry safety, and personality development to enhance employment prospects. Since its inception, Project Oil Swabalamban has trained 18,117 individuals and placed 14,200 candidates from various parts of Assam and Arunachal Pradesh. In the FY 2022-2023, 906 individuals were trained in front office executive and hospitality management trades, with 855 of them successfully placed in various organizations. The placement rate for these trades was 94.4%. As a part of the curriculum, the beneficiaries of Project OIL Swabalamban, are taken to various reputed hotels in Guwahati such as Novotel, Radisson Blu and Vivanta by Taj in order to give them a true picture of the Hospitality Industry and to enhance their knowledge in all the departments.

Soft skills Training

Computer Skills Training

Skill Development Institute , Guwahati (SDIG)

Oil India Limited, in collaboration with other oil and gas public sector undertakings under the Ministry of Petroleum and Natural Gas, established skill development institutes. The purpose of the SDI in Guwahati, set up by OIL, is to provide skill training to the youth in the Northeastern Region, thereby enhancing their employment opportunities in hydrocarbon and other industries. The institute offers free residential skill training in 16 different fields, including hydrocarbon, health, capital goods, hospitality, and tourism. It also conducts thirteen placement-linked skill training courses. Initially, each batch consisted of 60 candidates, with 30 candidates undergoing training in Industrial Electrician and 30 candidates in Industrial Welder.

The annual intake was 120 candidates (60+60). As of today, the Skill Development Institute Guwahati has trained 4,326 youths from the Northeastern region in 16 different trades. These students have achieved a placement rate of nearly 85% since the institute was established. Notably, these placements have been both within India and in other countries. In addition to the SDI, OIL also provides financial contributions to support the establishment of similar skill development institutes by other Oil and Gas public sector undertakings throughout the country.

We are proud to announce that we have been honored with the CSR Times Award 2022 in the Gold category for our CSR projects in the field of skill development. Specifically, our initiatives, OIL Swabalamban and the Skill Development Institute, were recognized at the 9th CSR Times Summit.

ITI Lahowal (OIL Centre of Excellence)

OIL has adopted ITI Lahowal and established the OIL Centre of Excellence for skill development as part of the Skill India campaign. In 2021, OIL signed a memorandum of understanding with the Assam Directorate of Employment and Craftsmen Training (DECT) in Guwahati. An Institute Management Committee, chaired by a representative from OIL, was formed to oversee the operational and maintenance aspects of the institute and transform it into a center of excellence. The second academic session for FY 2022-23 began in October 2022, with a total of 48 students enrolled in the mechanic diesel training and 19 students enrolled in the computer operator and programming assistant training.

Practical training at ITI Lahowal

ITI training center

Sustainable Livelihoods

OIL Rupantar

As a responsible corporate citizen, we are deeply committed to socio-economic development in the areas where we operate. In 2003, we collaborated with the State Institute of Rural Development (SIRD) Assam by signing a Memorandum of Understanding (MoU). This joint venture, named Project "Rupantar" (meaning transformation), aims to address unemployment in the area, particularly among the youth, by providing entrepreneurship development programs (EDP) and exploring self-employment opportunities in various sectors.

The project focuses on strengthening the rural economy by assisting Self Help Groups/Joint Liability Groups in developing agro-based industries. It also aims to diversify handloom products, with a special focus on Eri and Muga, which are world-famous golden silks of Assam. Additionally, the project supports activities such as poultry farming, pig breeding, duck rearing, fishery, and sericulture. Organic farming and other related activities, along with the establishment of a Computer Centre, aim to assist unemployed youths in finding alternative employment opportunities and fostering entrepreneurship. The marketing outlet called 'AASTHA' in Duliajan has been effectively supporting the marketing needs of the Self-Help Groups (SHGs) in OIL's operational areas. In the FY 2022-23, the project specifically supported a total of 235 Joint Liability Groups (110 JLGS Handloom and 100 JLGs Farm Mechanization), as well as 15 groups involved in Agro Product carrier and 10 groups in Biofloc aquaculture. These initiatives have led to the formation of 235 JLGs (110 JLGs Handloom and 100 JLGs Farm Mechanization), benefiting 1,100 families, and 15 groups in Biofloc aquaculture, benefiting 30 families. By engaging in these self-employment ventures, these groups will be able to generate additional income to support their respective households.

Beneficiaries under Handloom Joint Liability Groups

OIL Jeevika

A flagship project of Oil India Ltd. inaugurated on 20th December 2016 and implemented by Indian Institute of Entrepreneurship (IIE), Guwahati, Project "OIL Jeevika" is NE India's 1st induced community-cluster based sustainable rural livelihood project. The project is currently being implemented in OIL's operational villages of Arunachal Pradesh in Diyun Circle (near Kumchai EPS), Changlang district namely, Kumchai Ka, Innao, Innao Chengmai, Innao Pathar and Piyong, benefitting 400 households. The project aims at providing backward & forward linkages to the targeted beneficiaries on two economic activities namely, (a) beekeeping & honey processing and (b) mustard, buckwheat & local pulses processing. "OIL Jeevika" focusses on enhancing the production & marketing skills of the beneficiaries through robust in field training, exposure visits, scientific & material inputs while also focusing on value added production from honey, mustard, buckwheat, and local pulses. The project aspires to generate additional source of income for the beneficiaries while forming self-sustaining livelihood clusters. In FY 2022-23, the Common Facility and Business Information Centre (CFBIC) was inaugurated in Innao, Diyun. The CFBIC was set up to facilitate state-of-the-art production and processing facilities transforming sustainable livelihood. An exhibition displaying the products under the project was also put up at the venue and a publication was released.

Products under OIL Jeevika

Agriculture Development Project

The project aims to improve farm yield by introducing modern cultivation methods. This will be achieved through in-field training provided by experts from the Assam Agriculture Department and Assam Agriculture University (AAU). The project will also provide high-yield variety seeds, organic manure, farming tools, and implements. Emphasis will be placed on multi-cropping and commercialization of agriculture through the adoption of villages. In FY 2022-23, 15 new villages were adopted for Sali (Paddy) cultivation (2,800 bighas benefiting 2,040 farm families) and Rabi (Winter Vegetables) cultivation (1,200 bighas benefiting 2,040 farm families).

Welfare of Persons with Disabilities

Inauguration of Vocational Learning Centre at Mrinal Jyoti Rehabilitation Centre

In order to empower people with disabilities in terms of socio-economic opportunities, a vocational learning center called 'Pushpadalum' was inaugurated at the Mrinaljyoti Rehabilitation Centre (MRC) in the FY 2022-23. The center aims to provide skill training, guidance, and production support for various value-added items to help children and individuals with disabilities become self-reliant. OIL has signed a long-term Memorandum of Understanding with MRC to provide financial assistance through their flagship CSR initiative, 'OIL Sakshyam', to empower persons with disabilities. According to the MoU, OIL will provide financial assistance in the form of an annual grant to support the operation of MRC, including the extension of services to centers located in Duliajan, Digboi, and Rajgarh. Additionally, OIL has also provided support to the Sahayika Sishu Nirdeshana Kendra & Vocational Training Centre in Guwahati. This center offers educational, skill development, and other forms of support to students throughout the year.

Training at Mrinal Jyoti Rehabilitation Centre

Glimpse of MoU signing ceremony between OIL & Mrinal Jyoti Rehabilitation Centre

Sustainable Environment

OIL Vasundhara

On 4th October 2021, OIL Vasundhara, a CSR project of OIL, was launched to coincide with World Habitat Day. Dr. Jadav Payeng, also known as the Forest Man of India and a recipient of the Padma Shri award, has been appointed as OIL's Green Ambassador. He will provide supervision and guidance on various forestry and biodiversity conservation initiatives, as well as other green projects undertaken by OIL. As part of the project, a significant effort has been made to restore degraded forest land in Digboi through reforestation and afforestation, along with the establishment of a Bambusetum. This initiative is being carried out in collaboration with the Divisional Forest Officer of Digboi Division, located in Tinsukia District, Assam. Under the umbrella of Project Vasundhara, OIL signed a Memorandum of Understanding (MoU) with Digboi Forest Division on 29th April 2022, for a project focused on carbon sequestration and restoration of degraded forest land in the Upper Dihing Reserved Forest (west block) under Digboi Forest Division. The plan involves planting 250,000 saplings across 100 hectares by March 2025, with 100,000 saplings already planted. Additionally, the project aims to establish a Bambusetum and provide alternative sources of income to decrease reliance on the forest. Training on forest-based livelihoods will be conducted in a nearby forest village to promote sustainable practices and reduce dependence on the forest. Moreover, the project seeks to create habitats for wildlife.

Tree plantation initiative inaugurated by Shri Rameshwar Teli, Minister of State of Petroleum and Natural Gas and Labour and Employment and Dr. Jadav Payeng, (Forest Man of India) Green Ambassador of OIL

Rural Development *(GRI 203-1)*

OIL has undertaken several initiatives to develop rural areas in and around its operational area. These initiatives focus on improving rural infrastructure to promote overall development in the region. In the FY 2022-23, OIL supported the construction and development of approximately 305 kilometers of rural roads and 127 culverts. Additionally, various facilities such as waiting sheds, auditoriums, community halls, and cycle stands are being constructed. OIL has also taken up the development of around 100 community assets, including the renovation of a hatchery in Demow, Sivasagar, which is over a decade old. This renovation aims to improve the economic conditions of local households. Furthermore, OIL has provided a Computer Aided Textile Design and Handloom Jacquard Punching machine to the Textiles Department in Tinsukia.

Transformation of Aspirational Districts Program

OIL is dedicated to transforming two aspiring districts in Assam, namely Dhubri and Goalpara, as well as one in Arunachal Pradesh, namely Namsai. This effort is part of the flagship initiative of the Government of India, led by NITI Aayog. OIL CSR is leading projects in various areas such as health and nutrition, sanitation and drinking water facilities, education, sports, and development of social assets. These projects are being carried out in collaboration with district authorities. In May 2022, OIL CSR provided two boat ambulances in Dhubri and constructed a sports stadium at Chapar T.E, Dhubri. The stadium was inaugurated by former Chief Minister of Assam, Shri Sarbananda Sonowal. Additionally, OIL CSR built girls' toilets in elementary government schools in Goalpara. In the FY 2022-23, OIL has signed a Memorandum of Understanding (MoU) with the District Administration of Namsai District, Arunachal Pradesh. The purpose of this MoU is to upgrade the Community Health Centre (CHC) at Chongkham, Namsai as part of the Aspirational District program of OIL. Previously, OIL had supported the construction of the OT Complex at CHC Chongkham through its Corporate Social Responsibility initiative. In the FY 2022-23, OIL will provide support for the procurement of equipment and materials for the Maternal and Child Health (MCH) Wing. This will result in the upgrade of CHC Chongkham to FRU-II, which will include an Operating Theatre (OT) facility.


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Governance at OIL *(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15)*

At Oil India Limited, we strongly believe in sustainable and ethical corporate growth. This belief starts from our top leadership and extends throughout our management and to all our stakeholders. Our company's core values are accountability, transparency, and ethical conduct, which guide our business practices.

The Board of Directors serves as the highest governance body at OIL. The organization's decisions regarding sustainable development are made with the help of different committees. These committees are responsible for developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals. The committees are composed of the Board of Directors. The primary objective of the highest governance body is to enhance trust and create maximum value for all stakeholders, including employees, customers, shareholders, business partners, and society as a whole.

Board Diversity *(GRI 2-9, 2-11, 202-2)*

The Board of Directors, also known as the Board, is responsible for overseeing the functions of Management and ensuring effective, ethical, and prudent management that can lead to long-term success for the company and benefit our stakeholders. The Board is composed of a mix of Executive (Whole-Time Directors), Non-Executive (Part-Time) Government Nominee Director, and Non-Executive (Part-Time) Directors in order to maintain independence and separate the roles of governance and management. During the reporting period, the Board consisted of ten (10) members, including 5 Executive Directors (including the Chairman cum Managing Director), two Government Nominee Directors, and three Independent Directors. The Board of Directors at OIL consists of three Independent Directors, one of whom is a woman. These Independent Directors are appointed for a three-year term and are responsible for fulfilling their duties as outlined in the Companies Act, 2013 and SEBI Regulations. The Board members at OIL are considered part of the senior management team. In terms of diversity, the Board at OIL is well-balanced, with members possessing a variety of knowledge, skills, regional exposure, ages, ethnicities, and gender. It is important to note that all Board members are Indian. At OIL, the highest position in the governing body is held by the Chairman-cum-Managing Director, who is also a senior executive within the organization.

Table 24 - Board Diversity FY 2022-23

Representative stakeholder	Total (A)	No. and percentage of females (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	1	0	0

The Annual Report for FY 2022-23 provides information on the tenure of each member, the number of other significant positions they hold, and the nature of their commitments.

Appointment, Tenure and Compensation of Board of Directors *(GRI 2-10, 2-11)*

The President of India appoints all directors of the Board, including the CMD, functional directors, independence directors and government nominee directors in accordance with the Articles of Association of the Company. This appointment process follows the guidelines set by the Public Enterprises Selection Board (PESB) under the Department of Public Enterprises. These guidelines ensure that appropriate measures are taken to prevent or address any conflicts of interest related to the appointment of the Board of Directors. The independent directors nominated to the Board of OIL are professionals with the necessary skills and experience in areas such as finance, management, technical expertise in the oil industry, information technology, and human resources. The terms of appointment are determined solely by the Government of India.

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 (Human
Resources)

Government Nominee Directors

Ms. Mamta
Govt. Nominee Director and
Director, MOP&NG
(16.06.2022 to 16.05.2023)

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

Independent Directors

Ms.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

Independent directors are compensated through a sitting fee for attending Board and Committee meetings. The amount of the sitting fee is determined by the Board, taking into consideration the guidelines issued by the Department of Public Enterprises and the provisions of the Companies Act 2013.

The tenure of the directors appointed on the Board is as follows:

- Whole-time Directors are appointed for a maximum of five years or until their date of superannuation, whichever comes first.
- Government Nominee Directors are appointed on an ex-officio basis during their tenure in the Ministry of Petroleum & Natural Gas (MoP&NG).
- Independent Directors are typically appointed for a period of three years.

Board Committees *(GRI 2-1, 2-9, 2-10, 2- 11, 2-12, 2-16, 2-24)*

To ensure a strong emphasis on addressing specific issues and finding practical solutions, the Board has established six committees. Each committee is led by an independent director, with most members being Executive or Non-Executive Directors. These committees are dedicated to specific areas and have the authority to make decisions within their assigned responsibilities. Board of Directors are also responsible for developing, approving, and updating the organization's purpose, values, mission statements, strategies, policies, due diligence, and goals related to sustainable development. Additionally, they oversee the identification and management of the organization's impacts on the economy, environment, and people. The Board of Directors conducted a thorough review of the committees' effectiveness during the board meetings. In FY 2022-23, the Board of Directors held a total of ten meetings. Further the Board regularly engage with stakeholders through various board committees throughout the year and continues to value & recognize the importance of engaging with stakeholders. These engagements are guided by established policies, control frameworks, regulations, and legislation. The outcomes of these engagements are used to address the identified impacts.

Board of Directors

The Board of Directors is supported by multiple committees, each with specific responsibilities to promote business, provide guidance, and foster sustainable growth and innovation. According to the OIL Code of Conduct and internal policies, senior management and employees are required to avoid any situations where their personal interests may conflict with the interests of the company. There are no significant related party transactions in FY 2022-23 that could potentially conflict with the interests of OIL.

The Audit and Ethics Committee is the highest governing body responsible for ensuring the prevention and mitigation of conflicts of interest throughout the organization. Our Code of Conduct is based on various regulations, including the Companies Act 2013, SEBI (LODR) Regulations, 2015, and the DPE Guidelines on Corporate Governance. Additionally, we adhere to the Executive Conduct, Discipline & Appeal Rules (CDA Rules) / Standing Orders, as amended by the Ministry of Finance, Government of India, which govern the conduct of all our employees, including the Whole-time Directors.

The mitigation of conflicts of interest is outlined in our Code of Conduct. Every year, within 30 days of the end of the financial year, all our Directors, Key Management Personnel (KMP), and Senior Management sign and confirm their adherence to the Code of Conduct to the Company Secretary. This is done using the prescribed formats provided in the Code of Conduct.

Audit & Ethics Committee

The Audit & Ethics Committee is a major operating committee of the Board charged with oversight of financial reporting and disclosures. The role of the Audit & Ethics Committee is as defined in the Act and SEBI (LODR) Regulations, 2015. This is an 8-member board committee chaired by Independent Director and comprising 6 Independent and 2 Government Nominee Directors. During the year, the Audit & Ethics Committee held six meetings.

Weblink of detailed terms of reference: https://www.oilindia.com/pdf/AuditandEthicsCommittee_170523.pdf

Nomination & Remuneration Committee (NRC) *(GRI 2-19, 2-20)*

The Nomination & Remuneration Committee (NRC) reviews and approves pay and allowances including Performance Related Payment (PRP) payable to Board level and below Board level executives within the framework of the DPE Guidelines. During the year, the Nomination and Remuneration Committee held two meetings.

Weblink of detailed terms of reference:
https://www.oil-india.com/pdf/Nomination_Remuneration_Committee9622.pdf

Appointment of Directors

The selection of Directors on the Board of Govt. Company is done through Public Enterprise Selection Board (PESB) which is responsible for selection and placement of personnel on the posts of Chairman and Managing Director, Functional Director(s) and any other post specified by Govt. Further, PESB advises Govt. Company on appointment, confirmation, extension and termination of services of personnel.

Weblink: https://www.oil-india.com/engbod

Remuneration

The pay and allowances for employees at the Board level and below are determined based on the guidelines issued by DPE and the company's profitability. Once the proposal for a pay revision is recommended by the NRC and endorsed by the Board, it is sent to the Administrative Ministry for the issuance of Presidential Directives. The sitting fee for Independent Directors is also determined according to the guidelines issued by DPE. Currently, the company pays Rs. 40,000 per member for Board Meetings and Rs. 30,000 for Board level Committee Meetings.

The Company has not given any stock options. Further, the appointment of Directors and terms of appointment including remuneration, notice period, severance fees etc., if any, are decided by the Government of India through Administrative Ministry i.e. Ministry of Petroleum & Natural Gas (MoP&NG).

Table 25 - Board Remuneration

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)*	8	54,78,979	2#	5,30,000
Key Managerial Personnel	1	63,77,470	0	0

**We have considered Government Nominee Directors on the Board. There is no remuneration for Government Nominee Directors.*
 # As of March 31, 2023, there were two female directors. However, Ms. Mamta has ceased to be Govt. nominee director on the board of the company with effect from May 16, 2023.

Stakeholders' Relationship Committee (SRC)

The Stakeholders' Relationship Committee monitors the redressal of the grievances of security holders pertaining to transfer of securities, non-receipt of Annual Report, non-receipt of Dividend/ Bonus Shares etc. The Committee also oversees the performance of the Registrar and Share Transfer Agents and recommends measures for overall improvement in the quality of Investors' services. Company Secretary & Compliance Officer of the Company acts as Secretary to the Committee.

Weblink of detailed terms of reference:
https://www.oilindia.com/pdf/Stakeholders_Relationship_Committee9622.pdf

To reaffirm its commitment towards redressal of Investors' complaints and creation of awareness amongst investors about their rights and duties, Company had formulated a Shareholders' Grievance Policy which is available on the website of the Company. Further, Company has been organizing Investors' Grievance Campaigns to redress the queries/complaints of Investors. During the year, Company received 107 (One Hundred Seven only) Investors' complaints. All complaints received during the year were duly redressed by the Company / RTA and there was no outstanding complaint as on 31.03.2023.

The Contact details for the Investors' Services are available on the Company's website at https://www.oil-india.com/Investor-contact

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

(GRI 2-13, 2-14)

The Board has established a CSR & SD Committee, which is primarily responsible for managing the impacts of the company on the economy, environment, and people. The committee takes into account various sustainability initiatives and formulates policies, reviews and recommends budget for the CSR activities to be undertaken by the Company. It also ensures compliance to the statutory/regulatory provisions of the law relating to CSR & SD activities. It is composed of 3 Directors, 4 Independent Directors, and 1 Government Nominee Director. During the CSR & SD meetings, the highest governance body will review and approve the reporting information and material topics. During FY 2022-23, the CSR & SD Committee held 5 meetings.

Weblink of detailed terms of reference:
https://www.oilindia.com/pdf/Corporate_Social_Responsibility_Sustainability_Development_Committee9622.pdf

Risk Management Committee (RMC)

The Board has constituted a Risk Management Committee to assist the Board in framing policy, monitoring, and reviewing the effectiveness of risk management policy and framework. The Committee shall act as a forum to discuss and manage key risks. The objectives of the RMC are:

- The risk management plan
- The implementation of risk management framework of the Company
- Review key ("high priority") risks applicable to the Company
- Such other functions as the Board may deem fit, from time to time
- The cybersecurity and data protection risk of the Company

As per Regulation 21 (2) of Listing Regulations; The Committee shall consist of minimum three members, Majority members of the Committee shall be Board members; and the Committee shall include at least one independent director. The Chairperson of the Committee shall be a member of the Board and shall be responsible for overseeing the functioning of the Committee. During the year, the Risk Management Committee will meet at least two times in a year, during the year, three meetings of the committee were held.

All or any members may participate in a meeting by video conferencing or by other audio-visual means. A member so participating is deemed to be present in person at the meeting and shall be counted for the purpose of quorum at the meeting of the RMC; Secretary of the RMC shall be responsible, in conjunction with the Chairperson for compiling and circulating the agenda and papers for the meeting; Formal decisions shall be made by simple majority, in case of equality the Chairperson of the meeting shall have the casting vote; Committee Secretary prepares minutes of all the meetings of the RMC and circulates the same to the Board and RMC for consideration; RMC reports the outcomes of all its meetings to the Board periodically.

Weblink of detailed terms of reference:
https://www.oil-india.com/pdf/Risk_Management_Committee9622.pdf

Health, Safety & Environment Committee (HSE)

The company has implemented a comprehensive Health, Safety, and Environment monitoring framework, comprising multiple tiers of committees. These committees play a crucial role in assisting the Board by developing, monitoring, and evaluating suitable systems to address health, safety, and environmental concerns, as well as ensuring compliance with statutory and regulatory requirements. Toolbox talks/ meetings (safety discussions) are conducted before the start of each shift at the worksite. At the installation level, regular monthly meetings are held viz. pit-level safety committee meetings and installation-level committee meetings. Departmental and mine-level meetings are held bi-monthly, while field-level/ sphere level meetings are conducted quarterly. Additionally, at the apex level, a subcommittee of the Board holds semi-annual HSE committee meeting chaired by an Independent Director to oversee the performance of the company's HSE Management System. All the above meetings help in promoting HSE culture in the workplace and facilitate sharing of knowledge and HSE best practices amongst employees across the organization. This is a 6-member board committee comprising of 3 Directors and 3 Independent Directors.

Weblink of detailed terms of reference:
https://www.oil-india.com/pdf/Health,%20Safety%20and%20Environment%20Committee%2012072022.pdf

Board's Skill and Experience *(GRI 2-10, 2-17)*

The Board brings together a diverse range of skills, experience, expertise, and backgrounds that are relevant to the Company's business and the Board's responsibilities. The members of the Board have a deep understanding of various sectors, strategy, governance, risks, legal matters, technical aspects, financial matters, non-financial matters, and social issues. Our Board of Directors have expertise in diverse domains. In any case, ESG-explicit ranges of abilities are alluded to in the beneath table.

Table 26 - Board expertise

Name of the Director	Skills specific to ESG
Dr. Ranjit Rath Chairman and Managing Director	Strategy formulation, business development, upstream asset management, geosciences, and exploration geology
Shri Harish Madhav Director (Finance)	International fund raising, treasury management, corporate strategy, risk management, corporate accounts and audit, and budgeting
Shri Pankaj Kumar Goswami Director (Operations)	Oil and gas production and transportation
Dr. Manas Kumar Sharma Director (Exploration & Development)	Geosciences, hydrocarbon exploration and operations
Shri Ashok Das Director (Human Resources)	Human resources, corporate social responsibility
Shri Vinod Seshan Govt. Nominee Director	Project management, policy making and implementation
Ms. Mamta# Govt. Nominee Director	Economics, Public Administration
Ms. Pooja Suri Independent Director	Legal sciences
Shri Raju Revanakar Independent Director	Social welfare
Shri Samik Bhattacharya Independent Director	Communication and general management

 # As of March 31, 2023, there were two female directors. However, Ms. Mamta has ceased to be Govt. nominee director on the board of the company with effect from May 16, 2023.
For more details regarding our Board expertise visit https://www.oil-india.com/engbod

The required skills, expertise, and competencies include the ability to contribute to the creation of an inspiring vision for OIL's sustainable development. The Board members recently held an ESG Round Table Conference, and we are now planning for additional advanced trainings based on our collective knowledge of sustainable development.

Performance Evaluation *(GRI 2-18)*

The performance evaluation of the Chairman & Managing Director and all Functional Directors follows a procedure outlined in the DPE guidelines by the Administrative Ministry. The Administrative Ministry evaluates the performance of Government Directors according to the procedure set by the Central Government. Additionally, the performance of the Company as a whole is assessed through the evaluation of the Memorandum of Understanding (MoU) signed by the Company each year with the Administrative Ministry. The Performance Evaluation Criteria for Independent Directors do not apply as they are appointed by the Government of India through the Administrative Ministry, namely the Ministry of Petroleum and Natural Gas (MoP&NG).

Training to Board Members

Upon the appointment of directors to the company's board, they are given essential documents, reports, and internal policies to help them become acquainted with the company's procedures and practices. In accordance with the requirements, board members attend seminars, conferences, and training programs from time to time. Additionally, presentations are made during board meetings to discuss the company's business and performance.

Ethics and Compliance *(GRI 2-16, 2-26,2-27, 205-1, 205-3, 206-1, 415-1)*

Oil India Limited is a team that is dedicated to honesty, integrity, transparency, and mutual trust, which in turn fosters employee pride. We have a robust implementation mechanism of anti-bribery, ethical conduct of the business, holding up accountability at various levels of the organization. As a publicly listed company in the public sector, we adhere to the corporate governance guidelines set by the DPE, as well as the SEBI (Listing Obligations and Disclosure Requirement) Regulations of 2015, both in principle and in practice.

At OIL, we have a strong system in place to ensure anti-bribery measures, ethical business conduct, tax compliance, and accountability throughout the organization. We have an audit and ethics committee which is chaired by Board Members dedicated to monitoring tax-related requirements and risks. This committee discusses concerns such as tax noncompliance, risks, and necessary actions at each meeting. Additionally, OIL's Stakeholder and Relationship committee involves stakeholders to promote transparency. We have implemented a "whistleblower policy" that enables employees to report any unethical behavior they witness. This policy ensures that all employees have free access to management in the event they observe unethical or improper practices, or any other wrongful conduct within the company. It also prohibits managerial personnel from taking any adverse personal action against these employees. Additionally, no personnel have been denied access to the Audit & Ethics Committee of the Board. It is worth noting that no complaints regarding bribery, anti-competitive behavior, or any other misconduct were received through the Vigil Mechanism during the year. We fully comply with the laws and regulations that apply to us as a public sector enterprise. As a Public Sector Undertaking, OIL has not made any financial or in-kind political contributions, either directly or indirectly, to any country, recipient, or beneficiary. There were no instances of monetary or non-monetary sanctions for non-compliance with laws and regulations during the reporting period.

The Vigilance Wing, led by the Chief Vigilance Officer, serves as a link between the Central Vigilance Committee (CVC), the Central Bureau of Investigation (CBI), and management. Its main role is to ensure transparency, efficiency, and integrity in the company's operations.

Vigilance Awareness Week 2022 *(GRI 205-2)*

The Vigilance Awareness Week (VAW) is an important event that promotes preventive vigilance. In accordance with the directives of the Central Vigilance Committee (CVC), the VAW 2022 was observed from 31st October to 6th November throughout the company. The theme for this year's VAW was "Corruption-free India for a developed nation".

To commence the VAW on 31st October 2022, an "Integrity Pledge" was taken by all employees. This was followed by speeches from the Chief Vigilance Officer (CVO), Chief Managing Director (CMD), and the Guest of Honour, Former Chief Information Commissioner - Shri Satyananda Mishra, IAS.

Additionally, the company also unveiled its annual in-house magazine "InTouch" on this occasion. Numerous events were organized, both within and outside the organization, to involve employees, vendors, and the general public in raising awareness about the negative impacts of corruption. These events included online and offline activities such as quizzes, drawing and essay competitions for school students, as well as quizzes and essay competitions for OIL executives, employees, and CISF personnel. Additionally, an essay competition was held for the spouses of OIL employees and executives. These activities were part of a larger campaign aimed at promoting anti-corruption awareness among all stakeholders.

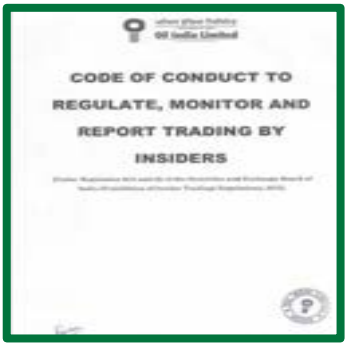
The department promotes Good Corporate Governance and Vigilance through various means such as interactions, guidance, advice, seminars, and the publication of its journal, INTOUCH. In the FY 2022-23, a total of 20 vigilance awareness activities were conducted.

Policy Commitments *(GRI 2-23, 2-24, 2-25)*

At OIL, we prioritize sustainability by focusing on good governance. To achieve this, we communicate our commitments and goals to stakeholders through policies. Our governance at OIL is guided by policies that promote transparency, accountability, and ethical business conduct. These policies cover various aspects, including ESG, and are based on regulatory requirements, as well as international and local standards. By implementing these policies, we aim to build trust among our internal stakeholders.

All policies have been approved by the Board. OIL has implemented a Complaint Handling Policy to address grievances from the general public and other stakeholders, including contractors, vendors, and suppliers. This policy outlines a well-established process for resolving complaints. Stakeholders are also receiving regular training on these policies. Additionally, campaigns, workshops, and seminars are periodically organized for all stakeholders. Procedures with clearly defined roles and responsibilities have been established and implemented at the Corporate, FHQ, and other Spheres.

CSR & Sustainability Policy



Code of Conduct for Insider Trading

Whistle Blower Policy

Dividend Distribution Policy

Information Manual

Sustainable Development Policy *(GRI 2-22, 2-23, 2-24)*

As a business entity in the hydrocarbon exploration and energy industry, OIL aims to achieve sustainable growth by integrating its various activities with the three pillars of sustainability: Environment, Society, and Economics. As a responsible corporate citizen, we understand the impact we have on these three areas and are fully committed to promoting inclusive growth for all stakeholders. To achieve this, we continuously implement initiatives and projects focused on sustainable development, guided by the following principles and focus areas.

Environment

- Adhere to the requirements of national laws and 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 and 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, etc.
- Incorporate sustainable development considerations within corporate decision-making process.

We are committed to allocating adequate budgetary resources and set up a Board Committee and senior-level steering committee for integrating sustainable development in the Company's overall business strategy and report on sustainability performance on an annual basis.

Case Study: Implementation of Online Legal Compliance System

OIL has successfully implemented an extensive online legal compliance system throughout the entire company. This software effectively manages the various statutory and regulatory requirements set by state and central agencies, ensuring compliance with the relevant laws. The platform brings together all components of the business's legal ecosystem in a virtual grid, utilizing artificial intelligence, blockchain, and secure cloud technology. This enables smooth data exchange, process execution, and predictive management with real-time visibility and control.

Our Value Creation Story (GRI 201-1, 201-3, 201-4, 207-1, 207-2, 207-3, 207-4)

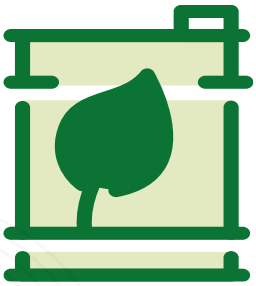
At OIL, we firmly believe that our dedication to delivering value inclusively and sustainably, with the support of our stakeholders, will drive our company's success both now and in the future. Currently, we have a diverse asset portfolio that primarily focuses on crude oil production. However, our objective is to broaden our capabilities across the entire oil and gas value chain. This will help us reduce our dependence on a single segment and enable us to offer integrated products and services to our country. OIL has embarked on the journey towards Mission 4+, a strategic vision to produce 4 MMT of crude oil & 5 BCM of gas in the coming years. Mission 4+ has been initiated with the sole purpose of enhancing the current level of production by fast-tracking the development of fields and accelerated drilling campaign that includes drilling in complex geological formation in deeper horizon, Extended Reach drilling, Hydrofrac, Radial Drilling, Reimaging & Remapping of priority areas in MPA, identifying bypassed oil & gas opportunities, Near field exploration supplemented by development of surface facilities and infrastructure and Cyclic Steam stimulation EOR in Baghewala field in Rajasthan.

Production Profile

Crude Oil

	FY 2022-23	FY 2021-22
Total Crude Oil Production (MMT)	3.17	3.01

Natural Gas



	FY 2022-23	FY 2021-22
Total Natural Gas Production (MMSCM)	3180	3045

Table 27 - Direct economic value generated and distributed*

Direct economic value generated and distributed (EVG and D) on an accrual basis in the state	FY 2022-23 (Amt. in INR Cr.)	FY 2021-22 (Amt. in INR Cr.)
Direct economic value generated i.e., Revenues	23272.57	14,530.18
Revenue from other resources	1485.28	1897.47
Economic value generated (a)	24757.85	16427.65
Excise Duty	1887.66	0.29
Employee wages and benefits	1994	1700.35
Finance cost	724.19	783.1
Operating costs & Other expenses	9700.10	7460.922
Depreciation and amortization	1594.86	1496.78
Economic value distributed (b)	15900.81	11441.152
Economic value retained (a-b)	8857.04	4986.498

** For more details refer OIL's Annual Report FY 2022-23 Pg – 35*

Table 28 - Employee benefit expenses

Employee benefit expense (Amt. in INR Cr.)		
Particulars	FY 2022-23	FY 2021-22
Salaries and wages	2015.48	1690.54
Contribution to provident fund and other funds	447.52	412.41
Staff welfare expenses	116.35	111.90
Total	2579.35	2214.85
Less: Capitalized during the year	585.35	514.5
Total employee benefit expense	1994.00	1700.35

Financial Implications of Climate Change *(GRI 201-2)*

According to the International Energy Agency (IEA), if we burn all the fossil fuel reserves we currently have without control, we will release more than three times the emissions allowed by the remaining carbon budget for limiting global warming to 1.5°C. This would lead to catastrophic temperature increases. Considering the significant impact of the oil and gas industry on global emissions, it is crucial for the sector to carefully consider the role that fossil fuels can play in reducing carbon emissions in the global economy. As the world aims to achieve net-zero emissions by 2070, the industry faces various transition risks, including increased pressure from policies and society, as well as legal and market risks.

Institutions worldwide are urging for a strategic approach to reduce the emissions financed by financial firms and put net-zero commitments into action. At OIL, our goal is to consistently supply fuel to our clients while being mindful of our impact on the environment and society.

We recognize that as the global temperature rises, our business faces specific risks and opportunities, particularly as part of a dynamic emerging economy. Therefore, we are diligently working to mitigate risks by developing techniques and systems to identify low-carbon technologies, such as carbon capture, storage, and utilization, as well as other methods to reduce emissions that contribute to climate change risks. Our aim is to meet the global demand for affordable, reliable, and sustainable energy.

The corporation OIL primarily operates in Assam, which has been ranked as the most vulnerable state to climate change events according to a Vulnerability Index Score published by CEEW and the India Climate Collaborative. This index assesses a state's vulnerability based on exposure, sensitivity, and adaptive capacity. The northeastern region of India, including 20 districts in Assam, is highly susceptible to extreme floods, which have become more frequent since 2010. These floods can lead to increased costs for businesses due to disruptions and higher insurance expenses. This aligns with the statements made by the Swiss Re institute, which suggests that economies most vulnerable to the physical risks of climate change will benefit the most from controlling temperature rises, as the transition risks will also be a consequence of these physical risks. The study also indicates that the economies of Southeast Asian countries in the ASEAN region would be severely affected. If temperatures were to rise by 3.2°C, the global GDP loss could be 14% higher than what is expected under the Paris targets. Considering this, the most crucial change needed is in the regulatory environment, aiming to achieve net zero emissions by 2040. Oil and gas companies are increasingly finding success by implementing various technologies and solutions that support sustainability, reduce costs, and ultimately decrease their carbon emissions. We plan to conduct Climate Risk Assessments for all our operational sites in India within the next 2-3 years, following the guidance provided by TCFD. This exercise will help us identify the physical, transitional, and regulatory risks associated with our sites. We will disclose all relevant impacts identified through this assessment, as guided by the working committee.

OIL is actively taking steps to support the country's energy security by utilizing green energy sources. As part of this effort, OIL has constructed a Green Hydrogen pilot plant in Jorhat, Assam, and is currently studying the effects of blending Green Hydrogen with Natural Gas.

GRI Content index – General disclosures

STATEMENT OF USE	Oil India Limited has reported in accordance with the Global Reporting Initiative (GRI) Standards 2021 for the period of 1st April 2022 to 31st March 2023.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD (S)	GRI 11: Oil and Gas Sector 2021

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-1 Organizational details	6	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	1,6	-	-	-	-
	2-3 Reporting period, frequency and contact point	1	-	-	-	-
	2-4 Restatements of information	1	-	-	-	-
	2-5 External assurance	1	-	-	-	-
	2-6 Activities, value chain and other business relationships	6-8	-	-	-	-
	2-7 Employees	43	-	-	-	-
	2-8 Workers who are not employees	43	-	-	-	-
	2-9 Governance structure and composition	81	-	-	-	-
	2-10 Nomination and selection of the highest governance body	81	-	-	-	-
	2-11 Chair of the highest governance body	81	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	83	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	85	2-13 a (i)	Information unavailable / incomplete	We are currently in the process of selecting a Senior Executive who will be responsible for the managing the material impacts of our operations. Once the selection process is complete, we will appoint candidate and include the details in the future ESG reports.	-
	2-14 Role of the highest governance body in sustainability reporting	81	-	-	-	-
	2-15 Conflicts of interest	84 & AR Pg. 104 FY 22-23	-	-	-	-
	2-16 Communication of critical concerns	88	-	-	-	-
	2-17 Collective knowledge of the highest governance body	87	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	88	-	-	-	-
	2-19 Remuneration policies	84	-	-	-	-
	2-20 Process to determine remuneration	84	2- 20 b	Information unavailable / incomplete	Stakeholder's inputs are not available, we are in the process of implementing the system by next financial year.	-
	2-21 Annual total compensation ratio	51	2-21 b	Information unavailable / incomplete	We are in the process of implementing a robust data-capturing mechanism. We will report once the implementation is completed.	-
	2-22 Statement on sustainable development strategy	90	-	-	-	-
	2-23 Policy commitments	89	-	-	-	-
	2-24 Embedding policy commitments	89	-	-	-	-
	2-25 Processes to remediate negative impacts	52, 88	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	88 & AR Pg. 85 FY 22-23	-	-	-	-

GRI Content index – General disclosures

STATEMENT OF USE	Oil India Limited has reported in accordance with the Global Reporting Initiative (GRI) Standards 2021 for the period of 1st April 2022 to 31st March 2023.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD (S)	GRI 11: Oil and Gas Sector 2021

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	88	-	-	-	-
	2-28 Membership associations	9	-	-	-	-
	2-29 Approach to stakeholder engagement	11	-	-	-	-
	2-30 Collective bargaining agreements	53	-	-	-	-

GRI Content Index – Material topics

STATEMENT OF USE	Oil India Limited has reported in accordance with the Global Reporting Initiative (GRI) Standards 2021 for the period of 1st April 2022 to 31st March 2023.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD (S)	GRI 11: Oil and Gas Sector 2021

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	14	-	-	-	-
	3-2 List of material topics	16	-	-	-	-
	3-3 Management of material topics	17	-	-	-	-
Material Topic 01 - GHG & Air emission						
Management approach	-	17	-	-	-	-
Topic-specific disclosure	305-1 Direct (Scope 1) GHG emissions	32	-	-	-	GHG emissions 11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	32	-	-	-	GHG emissions 11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	32	-	-	-	GHG emissions 11.1.7
	305-4 GHG emissions intensity	32	-	-	-	GHG emissions 11.1.8
	305-5 Reduction of GHG emissions	25	305 - 5 (c)	Not applicable	We are in the process of developing net zero road map and will define the base year after its completion.	-
	305-6 Emissions of ozone-depleting substances (ODS)	-	305-6	Information unavailable/ incomplete	We are in the process of implementing a robust data-capturing mechanism. We will report once the implementation is completed.	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	36	-	-	-	Air emissions 11.3.2
	416-1 Assessment of the health and safety impacts of product and service categories	55	-	-	-	-
Material Topic 02- Water and effluents management						
Management approach	-	17	-	-	-	-
Topic-specific disclosure	303-1 Interactions with water as a shared resource	29	303-1 (b)	Information unavailable / incomplete	We are planning to conduct a formal study in the near future to determine the water-related impacts of our operations.	Water and effluents 11.6.2
	303-2 Management of water discharge-related impacts	29	-	-	-	Water and effluents 11.6.3
	303-3 Water withdrawal	29 & BRSR Pg. 35 FY 22-23	-	-	-	Water and effluents 11.6.4
	303 -4 Water Discharge	29	-	-	-	Water and effluents 11.6.5
	303-5 Water consumption	29 & BRSR Pg. 35 FY 22-23	-	-	-	Water and effluents 11.6.6
Material Topic 03 - Closure and rehabilitation						
Management approach	-	18	-	-	-	-
Topic-specific disclosure	402-1 Minimum notice periods regarding operational changes	51	-	-	-	Closure and rehabilitation 11.7.2,
	404-2 Programs for upgrading employee skills and transition assistance programs	47	-	-	-	Closure and rehabilitation 11.7.3

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
Material Topic 04 - Waste						
Management approach	-	17	-	-	-	-
Topic-specific disclosure	306-1 Waste generation and significant waste-related impacts	39	-	-	-	Waste 11.5.2
	306-2 Management of significant waste related impacts	39	-	-	-	Waste 11.5.3
	306-3 Waste generated	39	-	-	-	Waste 11.5.4
	306-4 Waste diverted from disposal	39	-	-	-	Waste 11.5.5
	306-5 Waste directed to disposal	39	-	-	-	Waste 11.5.6
Material Topic 05 - Asset integrity and critical incident management						
Management approach	-	17	-	-	-	-
Topic-specific disclosure	306-3 Significant spills	39	-	-	-	Asset integrity and critical incident management 11.8.2
Material Topic 06 - Occupational health and safety						
Management approach	-	19	-	-	-	-
Topic-specific disclosure	403-1 Occupational health and safety management system	54	-	-	-	Occupational health and safety 11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	55	-	-	-	Occupational health and safety 11.9.3
	403-3 Occupational health services	58	-	-	-	Occupational health and safety 11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	54-55	-	-	-	Occupational health and safety 11.9.5
	403-5 Worker training on occupational health and safety	58	-	-	-	Occupational health and safety 11.9.6
	403-6 Promotion of worker health	58	-	-	-	Occupational health and safety 11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59	-	-	-	Occupational health and safety 11.9.8
	403-8 Workers covered by an occupational health and safety management system	54	-	-	-	Occupational health and safety 11.9.9
	403-9 Work-related injuries	56	-	-	-	Occupational health and safety 11.9.10
	403-10 Work-related ill health	56	-	-	-	Occupational health and safety 11.9.11
Material Topic 07 - Talent Management						
Management approach	-	19	-	-	-	-
Topic-specific disclosure	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44	-	-	-	Employment practices 11.10.3
	404-1 Average hours of training per year per employee	47	-	-	-	Employment practices 11.10.6
	404-3 Percentage of employees receiving regular performance and career development reviews	49	-	-	-	-
Material Topic 08 - Local communities						
Management approach	-	19	-	-	-	-
Topic-specific disclosure	413-1 Operations with local community engagement, impact assessments, and development programs	62	-	-	-	Local communities 11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	62	-	-	-	Local communities 11.15.3

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
Material Topic 09 - Indirect economic performance						
Management approach	-	20	-	-	-	-
Topic-specific disclosure	203-1 Infrastructure investments and services supported	62, 79 AR Pg.61, 121 FY 22-23	-	-	-	Economic impacts 11.14.4
	203-2 Significant indirect economic impacts	9,71,75	-	-	-	Economic impacts 11.14.5
Material Topic 10 - Response to climate change						
Topic-specific disclosure	302-1 Energy consumption within the organization	26	-	-	-	Reporting on GHG emissions 11.1.2
	302-2 Energy consumption outside of the organization	26	-	-	-	Reporting on GHG emissions 11.1.3
	302-3 Energy intensity	26	-	-	-	Reporting on GHG emissions 11.1.4
Material Topic 11 - Corporate Governance						
Topic-specific disclosure	201-1 Direct economic value generated and distributed	91	-	-	-	Economic impacts 11.14.2, Payments to governments 11.21.2
Topic-specific disclosure	201-2 Financial implications and other risks and opportunities due to climate change	91	iii, iv and v	Information unavailable / incomplete	We are currently in the process of conducting a financial implications assessment in accordance with the TCFD guidelines. Once the assessment is completed, we will report on the mitigation measures.	Climate adaptation, resilience, and transition 11.2.2

GRI Content index – Additional disclosures which are not mapped to material topics

STATEMENT OF USE	Oil India Limited has reported in accordance with the Global Reporting Initiative (GRI) Standards 2021 for the period of 1st April 2022 to 31st March 2023.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD (S)	GRI 11: Oil and Gas Sector 2021

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plan	91	-	-	-	-
	201-4 Financial assistance received from government	91	-	-	-	Payments to governments 11.21.3
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Pg. 31 FY 22-23	-	-	-	-
	202-2 Proportion of senior management hired from the local community	81	-	-	-	Non-discrimination and equal opportunity 11.11.2, Economic impacts 11.14.3
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	9	-	-	-	Economic impacts 11.14.6
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	88	-	-	-	Anti-corruption 11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	88	-	-	-	Anti-corruption 11.20.3
	205-3 Confirmed incidents of corruption and actions taken	88	-	-	-	Anti-corruption 11.20.4
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	88	-	-	-	Anti-competitive behavior 11.19.2
GRI 207: Tax 2019	207-1 Approach to Tax	91 & AR Pg.263 FY 22-23	-	Not Applicable	Not a material issue	Payments to governments 11.21.4
	207-2 Tax governance, control, and risk Management	91 & AR Pg.263 FY 22-23	-	Not Applicable	Not a material issue	Payments to governments 11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	91 & AR Pg.263 FY 22-23	-	Not Applicable	Not a material issue	Payments to governments 11.21.6
	207-4 Country-by-country reporting	91 & AR Pg.263 FY 22-23	-	Not Applicable	Not a material issue	Payments to governments 11.21.7
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	-	Not Applicable	Not a material issue	-
	301-2 Recycled input materials used	-	-	Not Applicable	Not a material issue	-
	301-3 Reclaimed products and their packaging materials	-	-	Not Applicable	Not a material issue	-
GRI 302: Energy 2016	302-4 Reduction of energy consumption	25, 37	-	-	-	-

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	-	-	Information unavailable/ incomplete	We are in the process of implementing a robust data-capturing mechanism. We will report once the implementation is completed.	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	31	-	-	-	Biodiversity 11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	31	-	-	-	Biodiversity 11.4.3
	304-3 Habitats protected or restored	31	-	-	-	Biodiversity 11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	31	-	-	-	Biodiversity 11.4.5
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	61	-	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44	-	-	-	Employment practices 11.10.2
	401-3 Parental leave	45	401 -3 b, d	Information unavailable / incomplete	We are in the process of implementing a robust data-capturing mechanism. We will report once the implementation is completed.	Employment practices 11.10.4, Non-discrimination and equal opportunity 11.11.3
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	51	-	-	-	Non-discrimination and equal opportunity 11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	51	-	-	-	Non-discrimination and equal opportunity 11.11.6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	52 & BRSR Pg. 32 FY 22-23	-	-	-	Non-discrimination and equal opportunity 11.11.7
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	53	-	-	-	Freedom of association and collective bargaining 11.13.2
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	53	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53	-	-	-	Forced labor and modern slavery 11.12.2
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	51	-	-	-	Conflict and security 11.18.2
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	53	-	-	-	Rights of indigenous peoples 11.17.2
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	61	-	-	-	Employment practices 11.10.8, Forced labor and modern slavery 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	61	-	-	-	-
GRI 415: Public Policy 2016	415-1 Political contributions	88	-	-	-	-
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	8	-	-	-	-
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	8	-	-	-	-

GRI Standard	Disclosure	Location	Omission			GRI sector standard Ref. No
			Requirement (s) Omitted	Reason	Explanation	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	8	-	-	-	-
	417-3 Incidents of non-compliance concerning marketing communications	8	-	-	-	-
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR Pg. 49 FY 22-23	-	-	-	-

Topics in the applicable GRI Sector Standards determined as not material	
Topic	**Explanation**
GRI 11: Oil and Gas Sector 2021	
Employment practices	We have implemented strong employment practices that have been consistently monitored. Our Human Resources committee is responsible for managing and planning human resources, as well as evaluating HR policies and initiatives. Although we have been practicing this for a while, we do not consider it a significant issue. We have other topics that are more important to us.
Payments to governments	As a public sector organization, we have robust systems and practices in place to ensure prompt payment to governments while adhering to all legal requirements and regulations. The Audit Committee is responsible for overseeing the development of financial reporting. The committee members monitor financial disclosures and reports, and their duties and authority are established by the Board under the Companies Act 2013.
Non-discrimination and equal opportunity	We are dedicated to fostering a positive work environment for our employees and workers. As a public sector enterprise, we consistently adhere to relevant national and state laws, as well as the constitution, which form the basis of our policies on Diversity, Inclusion, and Equal Opportunity. We are proud to be an equal-opportunity employer and place great importance on promoting diversity within our workforce.
Forced labor and modern slavery	We have implemented robust policies and procedures to ensure that no individuals under the age of eighteen are employed in our operations. We strictly prohibit forced or compulsory labor in all our OIL plants, as well as any association with suppliers who engage in child or forced labor. As a public sector organization, we are fully committed to complying with all legal requirements, so this is not a topic of high priority for us.
Anti-corruption	Oil India is a team that is dedicated to honesty, integrity, transparency, and mutual trust, which in turn fosters employee pride. We have a strong system in place to combat bribery and ensure ethical business conduct, while also holding individuals accountable at all levels of the organization. As a publicly listed company in the public sector, we adhere to the corporate governance guidelines set by the DPE and the SEBI (Listing Obligations and Disclosure Requirement) Regulations 2015, both in principle and in practice.
Land and resource rights	As a public sector entity, we adhere to all relevant statutory and regulatory requirements when seeking approvals for exploration. We have robust systems and established practices in place to effectively address the impacts on local communities and biodiversity.
Rights of indigenous peoples	OIL has a strict policy of non-discrimination against indigenous people and takes into account human rights, child labor, and labor rights during our tendering process.
Conflict and security	We have implemented strong systems and established board-level committees to effectively handle conflicts that may arise with stakeholders, indigenous people, and local communities. We have undertaken various initiatives to support the development of local communities, including setting standards and providing funding for projects that generate local employment. Additionally, we have deployed paramilitary security forces to oversee daily operations and manage conflict situations.
Anti-competitive behavior	Due to the nature of our business, which focuses solely on oil and gas exploration, we are unable to directly compete with others by selling our products and services on the open market.
Public policy	As a public sector entity, we do not participate in or contribute to any associations or committees involved in the creation of public policies. However, we are affiliated with several national organizations such as the Associations Confederation on Indian Industry (CII), Federation of Indian Chambers of Commerce (FICCI), Federation of Indian Petroleum Industry (FIPI), All India Organization of Employers (AIOE), and Standing Conference of Public Enterprises (SCOPE). These affiliations help us address conflicts that arise from public policies related to sustainable development.

Annexure 1 - Standards, methodologies, and assumptions

This chapter explains the methods used to calculate emissions, freshwater consumption, and electricity consumption as reported in the ESG report. The data published in our sustainability report has been collected using our internal reporting systems.

Energy Data

Electricity data

To generate reports, we track electricity consumption by using energy meter readings, bills, and logbooks. Our internal system monitors the data and generates corresponding reports. We calculate electricity consumption by consolidating data from energy meters and bills for the FY 2022-2023.

The electricity consumption data is limited to specific areas such as Pipelines, OIL House, E&D Directorate, Rajasthan Fields, KGB MBP, Kolkata, and CoEES spheres/locations. These areas operate using grid electricity, while Noida – OIL House, Pipelines Electrical, and Rajasthan Fields utilize solar-generated electricity. We compile the total electricity consumption data from internal departmental annual reports for the FY 2022-23.

Grid electricity consumption increased by 23% from FY 2021-22, primarily due to an increase in the coverage of reporting departments and spheres from 6 to 9.

Diesel and Petrol data

Diesel consumption is limited to rigs, equipment, engines, DG sets, owned and hired vehicles, field engineering, pipelines, drilling, central asset, eastern asset, Rajasthan fields, western asset, civil, electrical, well logging, OGPS-workover and OGPS-BMUS, geophysics, chemical, KGB MBP, LPG, and Noida – OIL House for the FY 2022-23. Consumption data is compiled from internal departmental annual reports for the FY 2022-23.

Petrol consumption is limited to instrumentation, eastern asset, electrical, logistics, HSE, Kolkata office, central asset, chemical, CoEES, GMS, Noida – OIL House, pipelines, and LPG departments' vehicles and logistic vehicles.

To calculate fuel consumption for vehicles, we used the annual distance traveled by the vehicles (owned and hired).

Step 1: Determine the number of vehicles and their monthly running kilometer limit or actual running kilometer. For example, if there are 64 minibuses with a monthly running kilometer limit of 3500, the annual running kilometer would be 2688000 (64 x 3500 x 12).

Step 2: Calculate the diesel and petrol consumption in liters based on the estimated mileage of the vehicle. Divide the annual running kilometer by the estimated mileage of the vehicle. For example, if the estimated mileage is 7.7 kilometers per liter, the diesel consumption would be 349090.9091 liters (2688000 km / 7.7 km per liter).

The same calculation methodology is used for petrol consumption. The consumption details are compiled from the internal departmental annual reports for the FY 2022-23.

Significant increase in diesel consumption from FY 2021-22 due to increase in the coverage of reporting departments and spheres from 6 to 17.

Energy consumption outside of the organisation is limited to the consumption of diesel and petrol in hired vehicles.

Natural Gas data

The available data on Natural Gas consumption is limited to combustion, flaring, and process losses. This data is collected from the internal departmental annual reports for the FY 2022-23.

GHG emission data

In this sustainability report, the data on GHG emissions is limited to the reporting boundary. We have reported on Scope 1, Scope 2, and Scope 3 emissions, specifically for owned and hired vehicles. To quantify these emissions, we have utilized the GHG protocol, which follows corporate accounting and reporting standards. All GHG emissions are expressed in metric tons of CO2 equivalent (tCO2e).

Scope 1 Direct GHG emissions

Direct emissions from stationary combustion activities and processes are calculated using the following methodology. First, the total consumption of diesel and natural gas is converted into gigajoules (GJ) using density and kilocalorie (kcal) values. Then, these values are multiplied by the emission factors to determine the total Scope 1 emissions.

Significant increase in Scope 1 emissions from FY 2021-22 due to increase in the coverage of reporting departments and spheres from 6 to 17.

Scope 2 Indirect GHG emissions

Indirect greenhouse gas emissions from the generation of purchased electricity are calculated using the following methodology:

1. Total grid electricity consumption is converted into gigajoules (GJ) using standard electricity conversion factors.

2. The converted electricity consumption is then multiplied by the emission factors to determine the total Scope 2 emissions.

Scope 2 emissions increased by 10.25% from FY 2021-22, primarily due to an increase in the coverage of reporting departments and spheres from 6 to 9.

Scope 3 Other indirect emission

Other indirect emissions from mobile combustion, including vehicles owned and leased, are calculated by converting total diesel and petrol consumption data into gigajoules (GJ) using density and kcal values. These values are then multiplied by the appropriate emission factors to determine the total Scope 3 emissions. This emissions are pertaining to FY 2022-23.

Calorific values used

- Natural Gas 1 SCM = 11226 kcal / kg
- Diesel = 10270.373528 kcal / kg
- Petrol = 11110 kcal / Kg

General Conversion factors used

- 1 Kcal = 0.00116222 kwh
- 1 Kwh = 0.0036 GJ
- Diesel Density = 800 kg / KL
- Petrol density = 730 kg / KL

Emission factors used

- Grid emission factor considered as 0.71 tCO2e /Mwh referred from Central Electricity Authority (CEA) V.18 2022
- Diesel and Petrol - Emission factors considered as 75.2427 KgCO2/GJ and 70.9169 Kg CO2/GJ.
- Natural Gas - Emission factor considered as 56.15 KgCO2/GJ

For diesel, petrol, and Natural gas emission factors considered from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6)

https://www.ipccggip.iges.or.jp/public/2006gl/pdf/2_Volume2/V2_2_Ch2_Stationary_Combustion.pdf

Water Data

During oil exploration, we use a substantial amount of water. Currently, we obtain water from four main sources: groundwater, surface water, municipal water, and purchased water from third-party suppliers. We track our water consumption by monitoring meter readings and invoices. This data is managed through an internal system and reported accordingly. As this is considered a negative indicator, we have adopted a conservative approach in reporting water consumption. Therefore, we report that total water consumption is equal to total water withdrawal

The consumption of groundwater is limited to various production installations, such as OCSs, GCSs, EPSs, QPSs, WHSs, and drilling rig/installations under FHQ Duliajan. It also includes water injection stations under FHQ Duliajan, industrial areas, OIL housing, OCS and GCS in Moran, water injection in Moran, STF, ITF, CTF-Moran, CBUS, CGGS, and OTP Madhuban, as well as drilling rigs.

Surface water consumption is limited to Duliajan OIL Township, OCS-1 to OCS-8, GCS-1 to GCS-8, Southbank Township, industrial areas, and drilling rigs.

Municipal water consumption is limited to the corporate office in Noida.

Purchased third-party water consumption is limited to OIL House and Baghewala Area (for drilling and production activities) from IGNP in Rajasthan and the pipeline.

Waste data

During our operations, we generate various types of waste, including general waste, hazardous waste, and non-hazardous waste. Specifically, our hazardous waste consists of burned lube oil, tank bottom sludge, and contaminated jute. Our non-hazardous waste includes drill cuttings and solids in drilling and workover fluids. Additionally, we also generate waste such as plastic, e-waste, bio-medical waste, and battery waste.

Waste is sorted at the source to prevent contamination. To effectively manage waste, we have implemented various systems such as waste recovery, waste disposal, bioremediation, and oil recovery. For waste recovery, we operate a sludge recovery plant. As part of waste disposal, we utilize incineration and other remediation processes. Additionally, we employ bioremediation and oil recovery systems. Non-hazardous waste, such as formation/produced water, is treated in the ETPs and disposed of in underground wells within permissible limits. The drilling/workover fluid, which is a mixture of water, oil, and chemicals, is recycled and reused.

HSE Data

OIL's HSE policy is centered around the principle of having zero tolerance for work-related injuries and illnesses. The policy demonstrates the company's dedication to providing a safe and healthy work environment for all employees and workers. To ensure compliance with this policy, OIL has established a four-tier committee to oversee HSE performance.

We are committed to continuously improving our HSE performance. The company regularly reviews its HSE management system and implements new measures to enhance safety and reduce risks. We offer various types of training to improve HSE performance and emergency response, including induction training, toolbox talks, Mines Vocational Training, Gas Testing & Work Permit, First Aid and Fire Fighting, Disaster Management & Basic Life Support, and First Responder training.

Training hours are calculated by dividing the total number of training hours conducted by the total number of employees who attended. We report and investigate all incidents that occur, taking appropriate actions to prevent them from happening again. We calculate the frequency and severity rates of these incidents to improve our HSE performance. All HSE-related data is collected and consolidated from the annual reports of internal departments.

Lost time incident rate frequency rate calculation is done as per the below:

LTIFR = Total no. of LTI x 1000000 / Total number of working hours

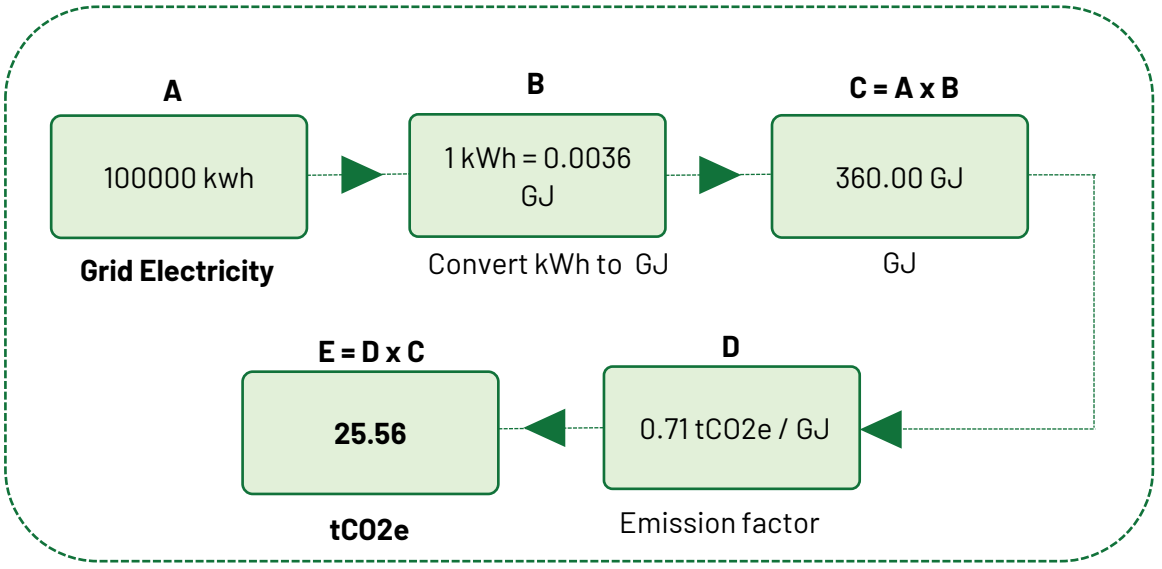
HR Data

OIL provides induction training for new hires and maintains an ongoing training program for executives and workers. The specific training offered depends on the nature of the work. In addition, all employees are obligated to complete basic training on subjects like human rights, anti-corruption, and PoSH.

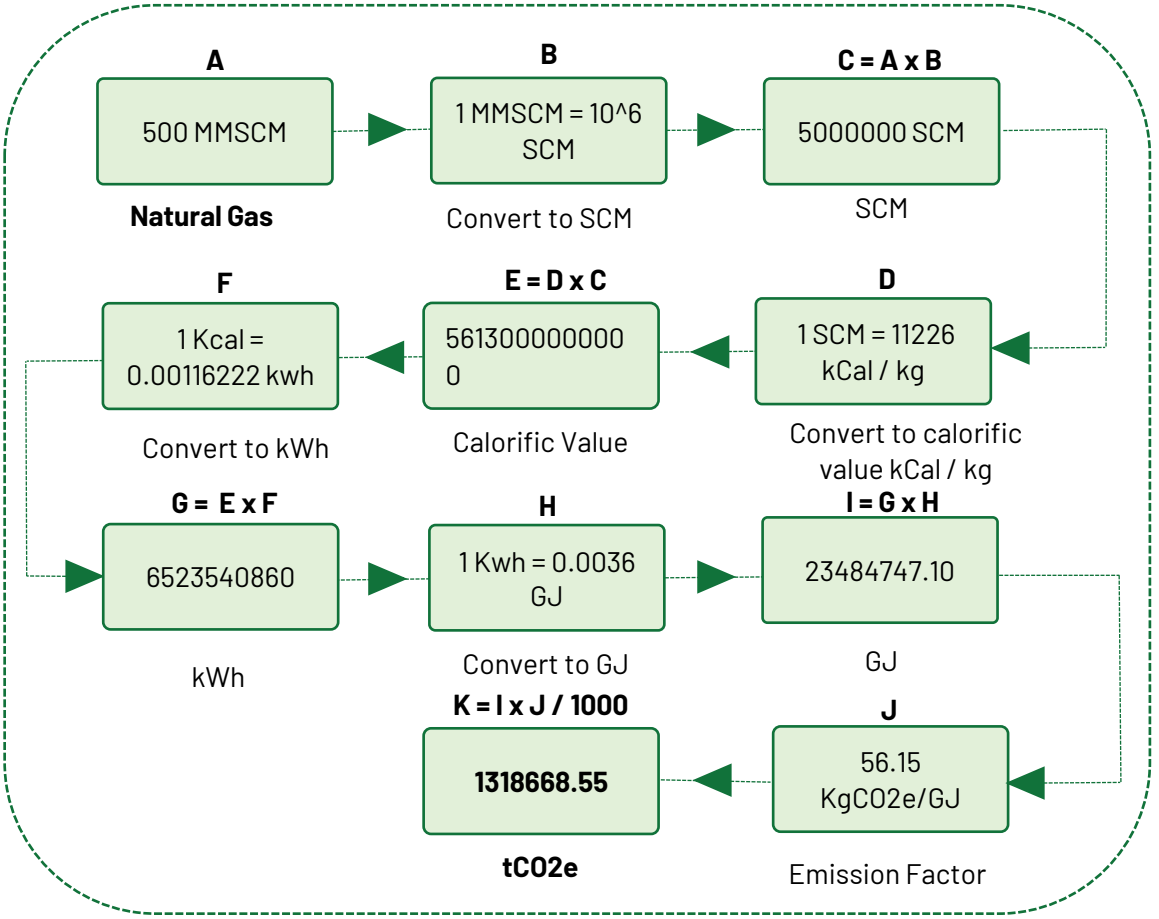
To determine training hours, we use the following formula: Average training hours per employee = Total number of training hours for each employee category / Total number of employees in that category.

GHG Calculation

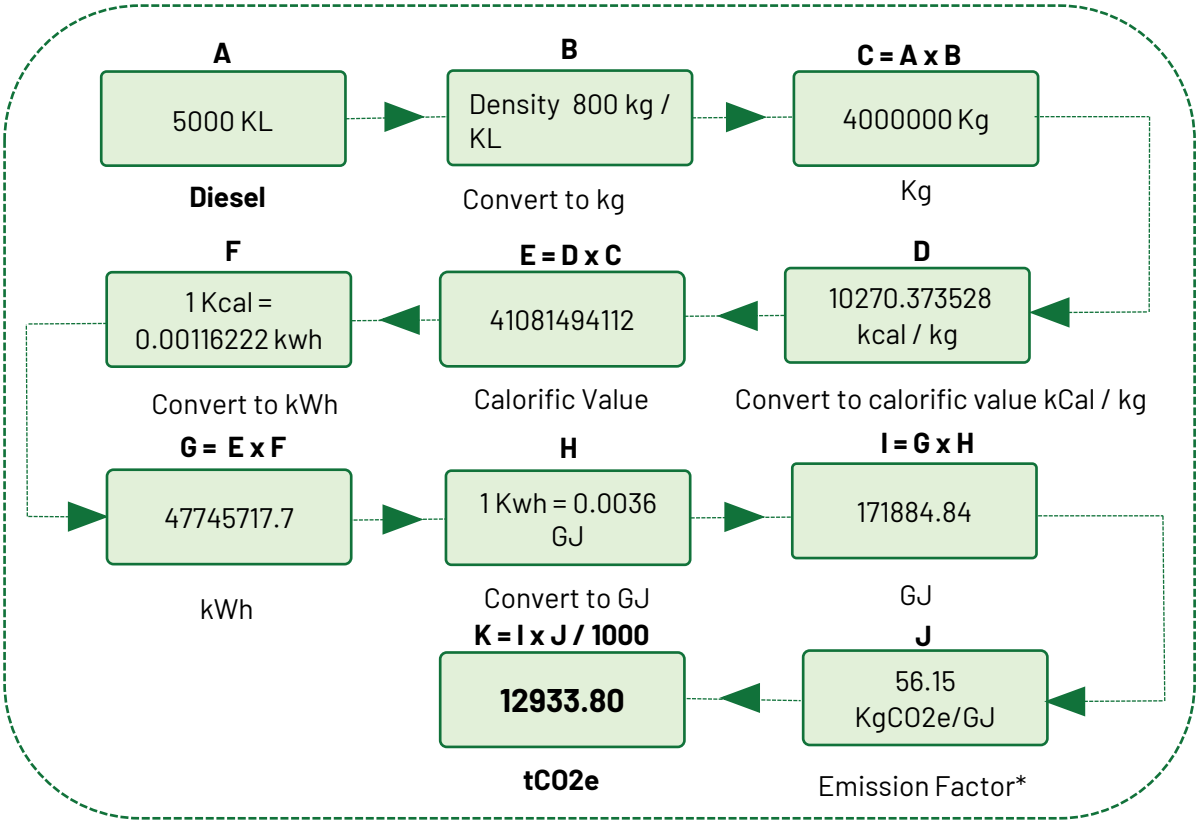
Scope 2 emission calculation for Grid Electricity (Illustrative)



Scope 1 emission calculation for Natural Gas (Illustrative)

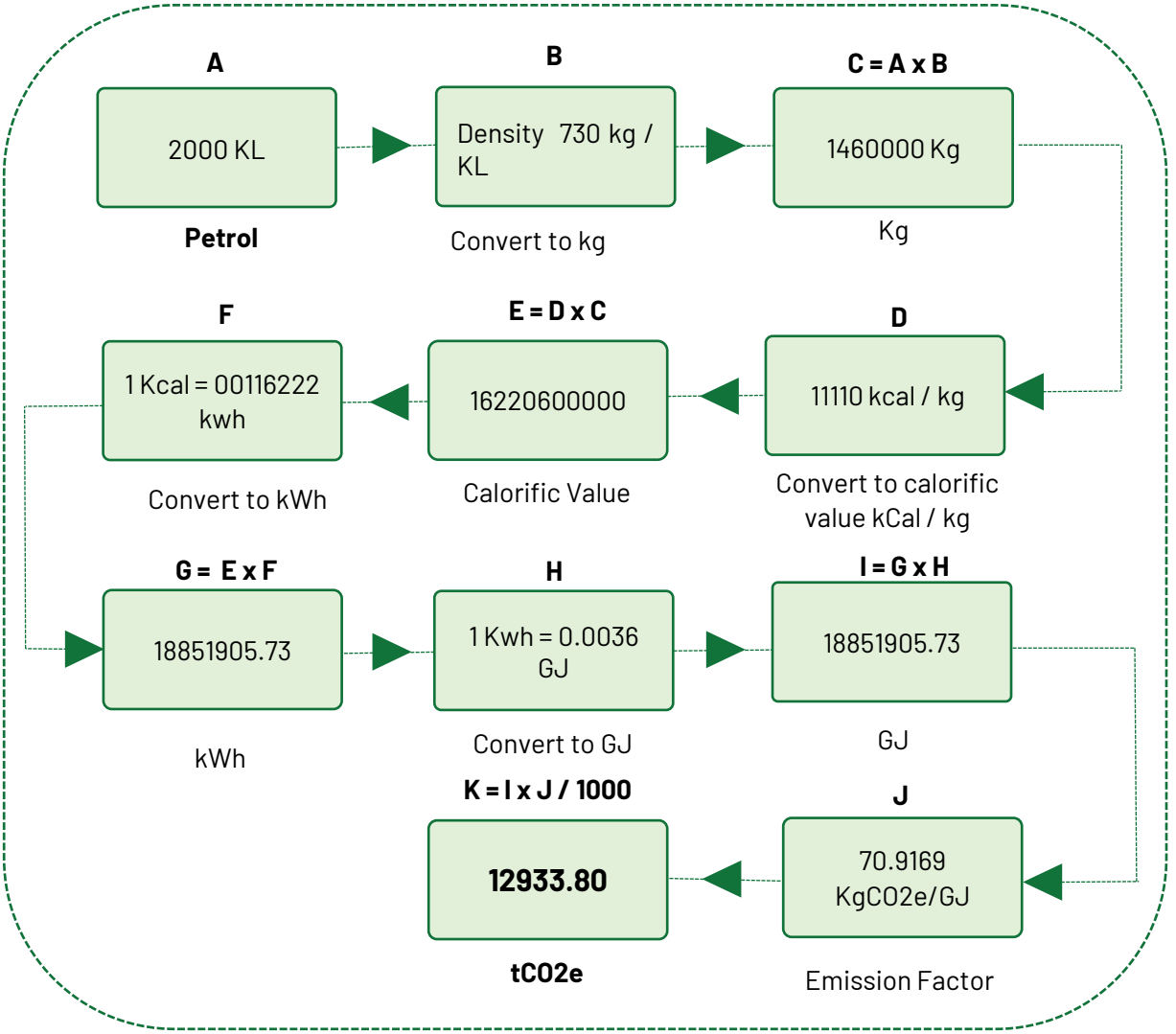


Scope 1 emission calculation for Diesel (Illustrative)



* Relevant emission factor from IPCC Chapter 2 & 3, 2006 should be considered depending upon nature of combustion i.e stationary or mobile combustion

Scope 3 emission calculation for Petrol (Illustrative)



Annexure 2 - List of Tables

Annexure 3 - List of Abbreviations

AAQ	Ambient Air Quality
AE&SD	Alternate Energy & Sustainable Development
AFS	Aviation Fuel Station
AIOE	All India Organization of Employers
AR	Annual Report
ASI	Archaeological Survey of India
ATF	Aviation Turbine Fuel
B2B	Business to Business
B2C	Business to Consumer
BDC	Business Development Committee
BIS	Bureau of Indian Standards
BMW	Biomedical Waste
BRSR	Business Responsibility and Sustainability Reporting
BSIV/VI	Bharat Stage IV / VI
BTU	British Thermal Units
CAP	Compliance Audit Program
CBI	Central bureau of investigation
CBG	Compressed Biogas
CCE	Cold Chain Equipment
CCUS	Carbon Capture, Utilization, and Storage
CDA rules	Conduct, Discipline and Appeal Rules
CDP	Carbon Disclosure Project
CERT-IN	Computer Emergency Response Team-India
CGD	City Gas Distribution
CII	Confederation of Indian Industrie
CISF	Central Industrial Security Force
CLDP	Common LPG Data Platform
CNG	Compressed Natural Gas
CoE - H	Centre of Excellence on Hydrogen
COSA	Crude Oil Sales Agreements
CPCB	Central Pollution Control Board
CPSE	Central Public Sector Enterprises
Cr.	Crores
CRM	Customer Relationship Management
CRO	Customer Relationship Officers
CSP	Concentrated Solar Power
CSR	Corporate social responsibility
CSR&SD	Corporate social responsibility & Sustainable Development
CVC	Central Vigilance Committee
CWI	Carbonated Water Injection
DEF	Diesel Exhaust Fluid
DGR	Directorate General of Resettlement
DPE	Department of Public Enterprises
E&P	Exploration and Production
e-ARS	e - Accident Reporting System
Eco-parks	Ecological Parks
EDPL	Effluent Discharge Pipeline
EFRT	External Floating Roof Tank
EIA	Environment Impact Assessment
EMP	Environment Management Plan
ENCON	Energy Conservation
e-PIC	Electronic Portal for Indian Oil Customers
EPR	Extended Producer Responsibility
ERDM	Emergency Response and Disaster Management
ERDMP	Emergency Response & Disaster Management Plan
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESA	External Safety Audit
ESG	Environment social and governance
ESG	Environmental, Social, and Governance
ESI	Employees' State Insurance
ETAC	Energy Transition Advisory Committee
ETP	Effluent Treatment Plants
EV	Electric Vehicle
FCCE	Fluidised Catalytic Cracking Unit
FCI	Food Corporation of India
FICCI	Federation of Indian Chambers of Commerce and Industry
FIFO	Fly-in fly-out
FO	Fuel Oil
FTL	Free Trade LPG
FY	Fiscal Year
GCC	General Conditions of Contract
GHG	Greenhouse Gases
GJ	Gigajoule
GOI	Government of India
GPS	Global Positioning System
GRI	Global reporting initiative
GRIHA	Green Rating for Integrated Habitat Assessment
GSA	Gas Supply Agreements
GSO	Government Supported Oil
GTG	Gas Turbine Generator
GWh	Gigawatt hour
H2	Hydrogen
HAP	Hazardous air pollutants
HAZOP	Hazard and Operability Study
H-CNG	Hydrogen spiked CNG
HCU	Hydrocracker Unit
HMM	Harvard Manage Mentor
HOPE	Help Our People Excel
HPPCL	Himachal Pradesh Power Corporation Limited
HR	Human Resources
HRM	Human Resource Management Committee
HSD	High Speed Diesel
HSE	Health, Safety and Environment
IBBI	India Business & Biodiversity Initiative
ICT	Institute of Chemical Technology
IFRT	Internal Floating Roof Tank
IIT	Indian Institutes of Technology
ILO	International Labor Organization
INCCA	Indian Network for Climate Change Assessment
INR	Indian Rupee
IOF	Indian Oil Foundation
IOWU	Indian Oil Workers' Union
IP	Integrity Pact
IPCC	Intergovernmental Panel on Climate Change
IPIECA	International Petroleum Industry Environmental Conservation Association
IPS	Intrusion Prevention System
IR	Integrated Reporting
ISO	International Organization for Standardization
ITPS	Integrated Transaction Processing Server
JVA	Joint Venture Agreement
KAVACH	Key to Awareness, Value Creation, and Change
KL	Kilo Liters
KLD	Kilo litres per day
KM	Kilo Meter
KPI	Key Performance Indicator
KRA	Key Result Area
KSK	Kisan Seva Kendra
KW	Kilowatt
KWh	KiloWatt Hour
kWp	KiloWatt Peak
L&D	Learning and Development
L&T	Larsen & Toubro
LCD	Liquid Crystal Display
LDO	Light Diesel Oil
LEDs	Light Emitting Diodes
LEED	Leadership in Energy and Environmental Design
LMO	Liquid Medical Oxygen
LNG	Liquefied Natural Gas
LOHC	Liquid Organic Hydrogen Carrier
LOIs	Letter of Intent
LP	Low-pressure

Annexure 3 - List of Abbreviations

LPG	Liquefied Petroleum Gas
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
MARS	Management Audit Reporting System
MBN	Million British Thermal Unit per Thousand barrels per Energy Factor
MCSPL	Minimizes Cleantech Solutions Private Limited
MMBTU	Metric Million British Thermal Unit
MMSCM	Million Standard Cubic Metres
MMT	Million metric tons
MMTCO2e	Million Metric Tonne of Carbon Dioxide Equivalent
MMTPA	Million metric tons Per Annum
MoP&NG	Ministry of Petroleum & Natural Gas
MoU	Memorandum of Understanding
MSDS	Material Safety Data sheet
MSE	Micro and Small Enterprises
MSME	Micro, Small and Medium Enterprises
MSO	Maintenance Services Organization
MSQ	Motor Spirit Quality Upgradation unit
MT	Metric tons
MW	Mega Watt
MWP	Mega Watt Peak
NAAQS	National Ambient Air Quality Standards
NCF	National Culture Fund
NCIIPC	National Critical Information Infrastructure Protection Centre
NCR	National Capital Region
NCT	National Capital Territory
NDC	Nationally Determined Contributions
NDRF	National Disaster Response Force
NGOs	Non-governmental organizations
NIT	National Institutes of Technology
NMIMS	Narsee Monjee Institute of Management Studies
NORM	Naturally occurring radioactive material
NOx	Nitrogen oxides
NPCI	National Payment Corporation Limited
NRC	Nomination & Remuneration Committee
NSDC	National Skill Development Corporation
NTCA	National Tiger Conservation Authority
NTPC	National Thermal Power Corporation
NVG	National Voluntary Guidelines
OBC	Other Backward Class
ODS	Ozone Depleting Substances
OGSS	Oil and Gas Sector Supplement
OHC	Occupational Health Centres
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment System
OIEEA	The Oil India Executive Employees Association
OIL	Oil India Limited
OISD	Oil Indian Safety Directorate
OMC	Oil Marketing Company
OWS	Oil Water Separator
PAT	Profit After Tax
PCMM	People Capability Maturity Mode
PCRA	Petroleum Conservation Research Association
PDC	Post Delivery Checks
PESO	Petroleum & Explosives Safety Organisation
PET	Polyethylene terephthalate
PF	Provident Fund
PGCIL	Power Grid Corporation of India Limited
PH	Physically Handicapped
PM	Particulate Matter
PMS	Performance Management System
PMUY	Pradhan Mantri Ujjwala Yojana
PNG	Piped Natural Gas
PNGRB	Petroleum & Natural Gas Regulatory Board
POL	Petroleum, Oil, and Lubricants
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PPM	Parts per Million
PPP	Public-Private Partnership
PQCT	Post Qualification Certificate Training
PRECIS	Providing Regional Climate for Impact Studies
PRMBF	Post-Retirement Medical Benefit facility
PSU	Public Sector Undertaking
PUC	Pollution Unit Control
PV	Photovoltaic
QRA	Quantitative Risk Analysis
R&D	Research and Development
RDF	Refused Derived Fuel
RMC	Risk Management Committee
RMCB	Risk Management and Compliance Board
RO	Retail Outlets
RTI	Right To Information
RWH	Rainwater Harvesting
SABF	Super Annuation Benefit fund
SAF	Sustainable Aviation Fuel
SAKSHAM	Sanrakshan Kshamta Mahotsav
SATAT	Sustainable Alternative Towards Affordable Transportation
SCADA	Supervisory Control & Data Acquisition
SD	Sustainable Development
SDGs	Sustainable Development Goals
SDI	Skill Development Institute
SD-WAN	Software-defined Wide Area Network
SEBI	Securities and Exchange Board of India
SIEM	Security Incident & Event Monitoring
SIRD	State Institute of Rural Development
SJVN	Satluj Jal Vidyut Nigam
SOAR	Security Orchestration, Automation, and Response
SOC	Security Operation Center
SOP	Standard Operating Procedure
SOx	Sulphur Oxides
SPCB	State Pollution Control Board
SRFT	Standard Refinery Fuel in Tons
STF	Secondary Tank Farm
STFCT	Sundarban Tiger Conservation Foundation Trust
STP	Sewage Treatment Plant
TCFD	Task Force on Climate-related Financial Disclosures
tCO2e	Tons of Carbon Dioxide Equivalent
TREM	Truck Rescue Emergency Management
TSFD	Treatment, Storage & Disposal Facility
UNGC	United Nations Global Compact
UNSDG	United Nations Sustainable Development Goals
VLCC	Very Large Crude Carriers
VOC	Volatile Organic Compounds