



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

Sustainability Report 2014-15

Conquering Newer Horizons



Darpan

About the Report

Oil India Limited (OIL) aims to create value for its stakeholders, develop new opportunities to generate prosperity, enhance quality of life, and resolve risks and threats to sustainability in the context of social aspects, environmental conservation and long-term economic growth. The management of OIL has been extensively working to streamline its organizational and operational processes to meet global sustainability standards. Such an endeavour is a continuous process and is achieved over a period of time. We have already begun our journey towards being sustainability driven organization though our increased focus on renewables and ensuring our environmental, social and economic performance has a wider impact on society. This third edition of our sustainability maintains our transparency representing all sustainable development. Since this is our third year, the complexity of the report has increased as we are in a position to disclose more information than in the previous two years. To help stakeholders successfully navigate this report we request them to go over the following parameters that define this report.



GRI Guidelines

The Global Reporting Initiative (GRI) is a non-profit organization that produces one of the world's most prevalent standards for sustainability reporting. A sustainability report is an organizational report that gives information about economic, environmental, social and governance performance. The 2014–2015 sustainability report of Oil India Limited will be our third using the GRI G4 guidelines for reporting. The report has been prepared 'In Accordance'– Core.

Reporting Period

As OIL has decided to report annually, this year's report encompasses our activities from 1st April 2014 to 31st March 2015.

Structure

This report has been prepared in accordance to the GRI G4 guidelines and it includes all of OIL's activities across the three pillars of Sustainable Development– Environmental Performance, Social Performance and Economic Performance as well as Corporate Governance. Besides these categories we have also included other information that is crucial for understanding us as a company. We have also made use of the Oil and Gas Sector Supplement in the preparation of this Report.

In Accordance with Core

This report has been prepared 'In Accordance'– Core as our data gathering processes are still in an evolutionary stage.

Disclosures on Management Approach (DMA)

Under the GRI G4 guidelines, we are expected to provide a DMA for every material aspect identified during our Stakeholder Engagement and Materiality Analysis process; these DMAs are disclosed in a separate section of the Report right after the Stakeholder Engagement and Materiality Section of the Report.

Boundary

The boundary of this report covers operations of Oil India Limited across India and overseas with a special focus on our North–East India operations.

Limitation

Within the reporting boundary, OIL does not have any limitations.

External Assurance

The management of OIL has decided not to go for external assurance for the present reporting period.

Contact

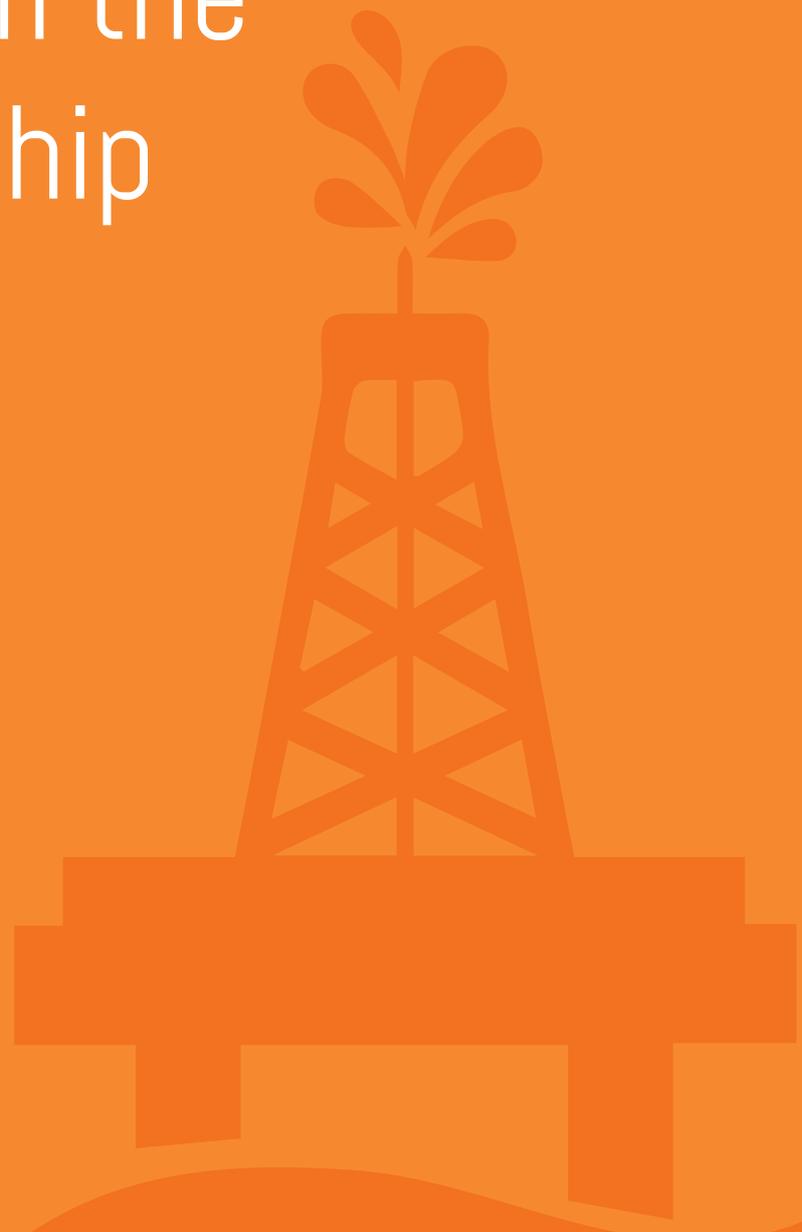
For additional information on our company and on OIL's sustainability initiatives, we request all our stakeholders to kindly visit our official website <http://www.oil-india.com/>. We would also love to have feedback on our Sustainability Report.

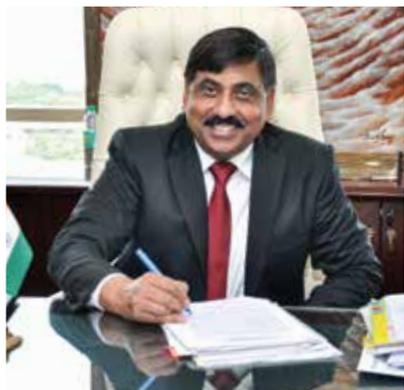
Please email your feedback to:

Mr. Dilip Kumar Das, Head (PR)
Oil India Limited
Duliajan, Assam, India. Pin: 786 602
Ph: 0374#2807270, Email: dilipkdas@oilindia.in



Message from the OIL's Leadership (G4-1)





Chairman & Managing Director's Message

Oil India Limited (OIL) is India's second largest national upstream Oil & Gas Company. With its genesis going back to the discovery of Independent's India's first oil field in Naharkatiya in Upper Assam in India's North East, the Company has operations spread across the country, as well its presence in five continents of the world. With a significant national and global footprint, Oil India Limited plays a vital role in catering to India's rising energy demand, contributing its share in towards nation building and achieving energy security for the country. Alongside, working towards its goals of generating the energy supply, the Company is also committed towards ensuring that it also operates in a sustainable manner with the interest of the environment and the communities living in and around its operational areas, foremost in its list of priorities. Therefore, the Company strives to give its utmost focus in balancing the three pillars of the triple bottom-line approach, i.e. the economic, environmental and social aspects related to every realm of its functioning.

As an Oil & Gas Exploration and Production Company, OIL's main operations involve the exploration, extraction and transportation of crude oil and natural gas. Fossil fuels are one of the leading contributors to global carbon emissions and therefore global warming as well. However, fossil fuels are the key to the development of our country, at least over the next few decades (since any large scale transition to alternative fuels may take some time to be implemented). Therefore, the need of the hour for companies like ours is to balance the need to exploit the traditional hydrocarbon resources and make efforts to generate energy from new and renewable sources of energy like wind, solar, hydro, geothermal, etc. We have begun a humble but determined quest on this front; and currently have successfully commissioned six wind and solar power plants that generate and supply over nearly 1,27,000 MWh. of electricity to the states' and national grids on an annual basis.

Along with managing our environmental impacts, it is critical for us to pay close attention to the needs of the local communities that live in and around our areas of operations. Oil India Limited is a responsible corporate citizen and undertakes a wide array of CSR initiatives

that focus in domains such as livelihoods generation, skill development, education, healthcare, augmentation of rural infrastructure and biodiversity conservation, among others.

As we publish our third annual Sustainability Report "Darpan", we would like to communicate that we have made an earnest effort in reviewing our performance across all the three dimensions of this quest (economic, environmental and social) over the last three years. From our tentative beginnings in FY 2012-13, where we reported across twenty-five installations and faced a myriad of challenges commonly faced by first-time reporters, to transitioning to the GRI G4 guidelines in our second year with an increased focus on materiality, to this year reporting against 26 Material Aspects in 'Accordance'-Core, we have matured significantly across the entire gamut of processes going in to the publication of a transparent report, which addresses the concerns of all our stakeholders. In order to imbibe Sustainability in to every aspect of the organisation's core functioning, we have set up a multi-layered Sustainable Development Committee for driving the Company towards setting Sustainability targets and achieving these milestones in their true letter and spirit.

It is our great pleasure to release *Darpan* - OIL's Sustainability Report for FY 2014-15. This report discloses our Economic, Environmental, Social and Governance related performance and is meant to engage the entire myriad of our stakeholders in an open and transparent manner. It is not possible to keep improving without candid feedback, and we invite all of our stakeholders to go through this report and share their opinions and suggestions with us. As the name *Darpan* (mirror) suggests, we have made sincere efforts to ensure that this report reflects the all-round efforts of OIL to fulfil the aspirations of its diverse stakeholders.

Jai Hind!

(U.P. Singh)

Board of Director's Message



In today's dynamic global economic scenario, traditional measures of success in doing business by focusing solely on financial performance are quickly becoming obsolete. With a renewed worldwide focus on concepts like sustainability reporting and integrated reporting, it is becoming quite evident that companies will now have to internalize newer measures of success like triple-bottom line performance, which measure companies not only in terms of financial performance but also environmental, social and governance performance. Therefore, it is imperative that we at Oil India Limited, take into account the various environmental and social externalities that are increasingly influencing our business operations.

This trend is certainly bringing in challenges, but at the same time, it is also providing opportunities for large energy companies to upgrade their systems and processes so that all growth happens in a sustainable manner. We believe that individual islands of prosperity cannot continue to exist in a sea of poverty and deprivation. To paraphrase the words of Nobel Laureate Dr. Amartya Sen, "India can no longer afford to be pockets of California surrounded by the Sudan".

Companies such as ours have a vital role to play in this process and it is heartening that we have taken steps to ensure that in addition to using traditional metrics like financial profitability and efficiency, we are also using newer tools like the sustainability matrix in order to integrate the perspectives of our stakeholders into our decision-making process. This report is a testament to our new approach which we aim to sustain for the years to come. Alongside, I would like to reiterate that we at Oil India Limited shall strive to continue delivering sound financial performance year on year, in our committed efforts towards strengthening and enhancing India's economic growth.

Mrs. R.S. Borah
Director (Finance)



The global model of development that has hitherto been followed over the last century and a half, has led to an alarming resource imbalance, which simplistically put, is the imbalance between the natural resources available and mankind's rate of consumption. It is now amply clear to governments, industry, civil society and the global community, that development can no longer just mean resource intensive lifestyles characterised by consumerism and an energy intensive model of development. It is a paradigm that has lost much of its credibility in the 21st century and is being replaced with sustainable models of growth, even in developed countries.

For an emerging economy like India, where development is happening at a rapid pace, it is imperative that this is undertaken in a manner which allows us to maintain the integrity of our natural resources while ensuring that the basic needs of all our citizens, such as access to education, healthcare, livelihoods, energy, etc. are met. Development should not only mean economic growth, but its definition should be encapsulated adequately in terms of the global indicators such as HDI and World Happiness Index.

We at Oil India Limited (OIL) have always taken cognizance of our role as a responsible corporate citizen and are continually engaged in achieving process efficiencies in our hydrocarbon business operations. This is done with a view to not only improve economic and time related efficiencies, but also to leverage avenues for efficiencies related to environmental and social performance. To cite an example, even one litre of reduction in our water consumption will make one extra litre of water available to society. It is our belief in facts such as this that will continue to be the guiding mantra for our organization, to move forward in a sustainable manner. The Sustainability Report 2014-15, "Darpan-3", is a summary of our efforts towards becoming a better corporate citizen, driven by our pursuit of Sustainability. We invite our stakeholders to go over the report and share with us candid opinions and comments on our performance. We would indeed endeavour to imbibe the learnings from your valuable feedback.

S. Mahapatra
Director (Exploration and Development)



Sustainability has come to represent a wide array of things in recent times; however the concept of sustainability in the Indian culture is an ancient one. The previous generations of our country did not see sustainability as something unique but as something that has been a part of our traditional lifestyle for centuries. The judicious use of natural resources, the minimization of waste generation and focus on needs over wants has always been a hallmark of our society. However, with the pressures of globalization and an increasing culture of consumerism, it is increasingly becoming harder for most of us Indians to consume in a responsible and sustainable manner.

Oil India Limited (OIL) has always been committed to the principles of sustainability even before it became a part of the modern corporate agenda. We have taken great steps in terms of managing our environmental and social impacts, which has catapulted us towards becoming a Sustainability driven organisation. As the Director of Human Resources and Business Development, I am proud of the many initiatives that we have undertaken to enhance the development of our employees in ensuring that we create an atmosphere which is both productive and proactive. At the same time, we have been strengthening our Corporate Social Responsibility initiatives, to maximise our outreach to the local communities living in and around our operational areas across the country.

Our overseas operations have been expanding over the last few years and our Company has been evolving in to a truly global E&P player, bringing in new dimensions to its operations. For the first time in this report, this year we have disclosed data related to international operations, including the number of employees, their financial data, as well as environmental data. As our systems in our overseas operations mature over the coming years, we will aim to bring them completely into the reporting boundary for subsequent reports.

Biswajit Roy
Director (HR&BD)



At Oil India Limited (OIL), it is our constant endeavour to ensure that we carry out our core business of exploration, development, production and transportation of hydrocarbons with technological excellence and efficient processes & systems. For us, technological stewardship is not merely the key to achieving high performance and growth; it is also the key to adopting sustainability in the core business processes of our Company. Innovation has always been a hallmark of our organisation right from the outset, as evidenced by the inroads we have made in technology-intensive activities like improved oil recovery (IOR) and enhanced oil recovery (EOR) schemes to maximize our production performance.

We have taken this spirit of innovation even into sectors of alternate energy, such as renewable energy, with a focus on solar and wind. Solar energy is a great example of how incremental improvements can turn an erstwhile unviable technology, into a viable one, within a span of a few years. We aim at becoming one of the significant players in the renewables space, to provide sustainable energy solutions in the long run. As of now, OIL does not produce any biofuels; however, we have been carrying out R&D activities for exploring the fruition of this possibility in the future.

In addition to driving technological stewardship in the E&P industry, it has been our relentless pursuit to be equally committed towards driving environmental and societal stewardship in our course of doing business. Through our focus on Sustainability's three interlinked performance parameters, i.e. Economic, Environmental and Social, we hope to set industry benchmarks, not only in hydrocarbon exploration & production, but also in overall Sustainability performance.

As Director (Operations) of the Company, I take great pride in the fact that in addition to developing a cohesive approach in terms of our Sustainability performance, we have continually expanded the number of operational sites that fall within the boundary of the Sustainability Report; starting with 25 installations in FY 2012-13, to covering our entire India operations and the majority of our overseas operations in this year's report.

P.K. Sharma
Director (Operations)

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Highlights of

GRI G
(‘In Accordance’-Core)

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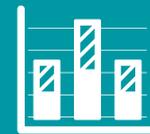
Environmental

In this section OIL discloses the Environmental performance indicators which includes the type of energy sources and the total energy consumed and saved by the organization’s operations, CAPEX and electricity generated from Renewable Energy plants, effects on the nearby biodiversity hot spots, amount of waste generated and the methodology of treating and disposing them, water recycling and reusability.



Economic

This section includes OIL’s Financial performance such as economic value distributed, estimation of key risks and opportunities posed by climate change, estimation of our indirect impacts, our expenditure on local infrastructure development, our wage and benefit plan, local hiring policy and details of payments made to central and state governments for royalty cess and tax payments etc.



Total Energy Consumption

17,733.36 TJ

Total Energy Conservation

11,209.79 TJ

Total Volume of Water recycled and reused

1,12,000m³

Total Renewable Energy Generation

1,27,427.383 MWh

Economic Value Generated

₹ 11,019.9 Crores

Economic Value Distributed

₹ 8,856.9 Crores

Estimated proved reserves

**36.24 Million KL (Crude Oil)
23787 MMSCM (Natural Gas)**

SD Report 2014-15

Materia Aspects

Oil & Gas Sector
Supplement

Social & Human Rights

Labour

- OIL believes in responsible stewardship of our communities given the size and influence of our operations especially in North-Eastern India.
- OIL has maintained its commitment towards eschewing unethical business practices like child labour and forced and compulsory labour.

This section includes the following

- Oil's commitment to provide a safe, productive and exciting workplace to our employees.
- Our learning and development initiatives as well as our occupational health and safety measures.



CSR Expenditure

₹ 133.31 Crores

Self Help Groups (SHG) & Joint Liability Groups (JLG) formed

250 SHGs & 250 JLGs

Swacch Bharat Abhiyan

1471 toilets to be constructed

Freedom of Association and Collective Bargaining

100% of our employees are covered

Total number of Employees

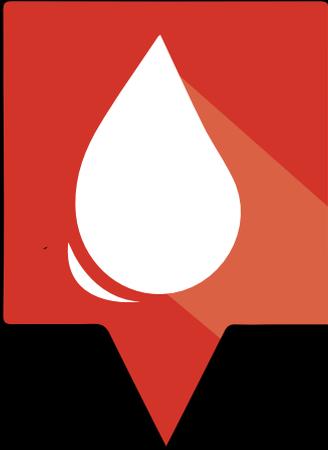
7,842

Average Training hours (Executive)

42 Hours

Average Training hours (Employees)

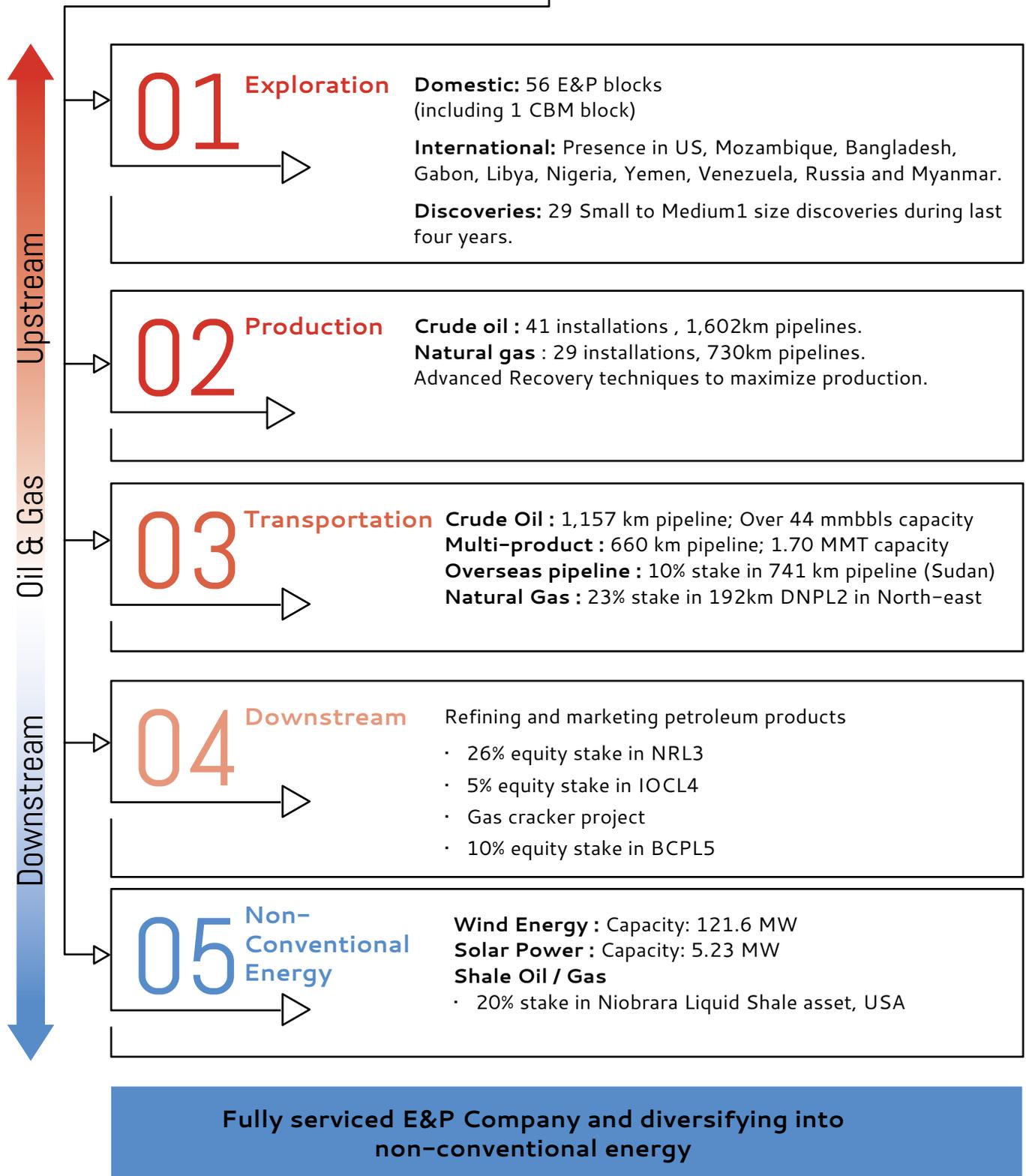
21 Hours



Oil India Limited - Profile

Oil India Limited is an Indian public sector oil and gas company under the administrative control of the Ministry of Petroleum and Natural Gas of the Government of India. We are engaged primarily in the Exploration, Development, Production and Transportation of Crude Oil & Natural Gas in India and a few countries overseas. We also have other product offerings which are mentioned in greater detail later in this section. (G4-3)

Brands Products and Services (G4-4)



Note:

- Small to Medium size discoveries: Estimated proved plus probable reserves size of less than 30mn barrels of oil and oil equivalent gas.
- DNPL – Duliajan–Numaligarh Pipeline Limited.
- NRL – Numaligarh Refinery Limited.
- IOCL – Indian Oil Corporation Limited
- BCPL – Brahmaputra Cracker and Polymer Limited



Location of the organization's headquarters (G4-5)

OIL has its headquarters in Duliajan, Assam, India. Given below are the addresses of our Registered Office and Corporate Office.

Registered Office

P.O.Duliajan,
Distt. Dibrugarh,
Assam – 786 602
Ph : 0374-2804510
Fax : 0374-2800433

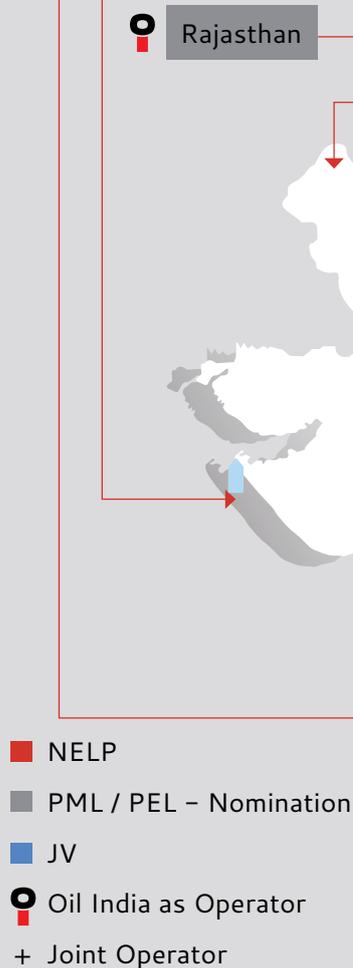
Corporate Office

Plot No. 19, Sector – 16A,
Noida, Distt. G.B.Nagar,
U.P – 201301
Ph : 0120-2488333-47
Fax : 0120-2488310
Visit us at : www.oil-india.com

OIL's Asset Overview (G4 – 6 & 8)

OIL has significant presence in regions with proven commercial production or known accumulation of Hydrocarbons. The figure beside demonstrates OIL's domestic asset overview

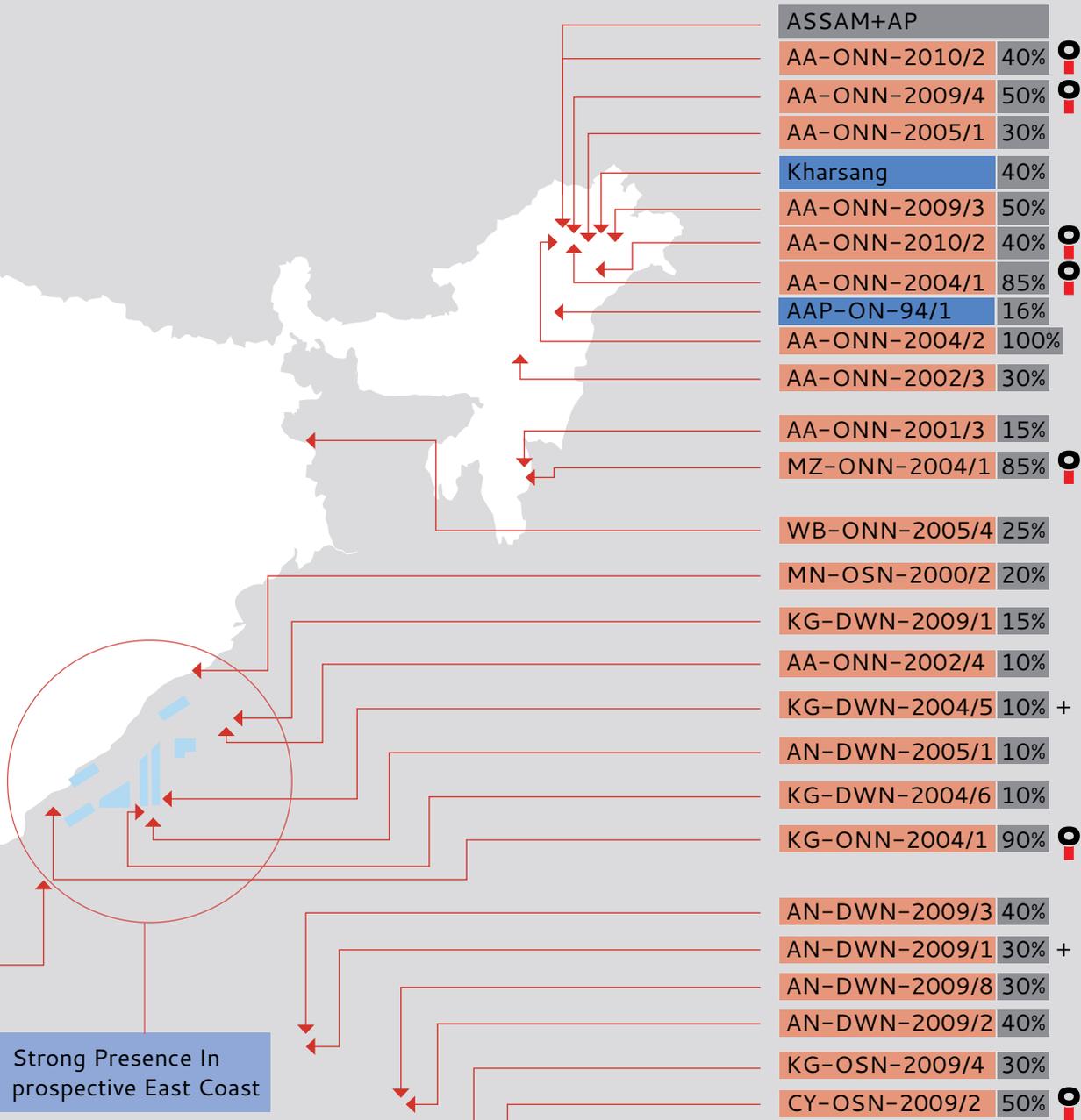
| | | |
|--|---------------|-----|
| | RJ-ONN-2004/2 | 60% |
| | RJ-ONN-2005/2 | 75% |
| | GK-OSN-2010/1 | 30% |
| | MB-OSN-2010/2 | 50% |



| Blocks | No | Area(sq. km.) |
|---------------------|-----------|---------------|
| NELP – Operator | 12 | 18,463 |
| NELP – Non-Operator | 15 | 61,296 |
| PML – Nomination | 21 | 4,995 |
| PEL – Nomination | 5 | 1,239 |
| JV / PSC | 2 | 201 |
| Total | 55 | 86,194 |

National Assets of OIL

Significant India Presence in Regions with Demonstrated Commercial Production or Known Accumulation of Hydrocarbons

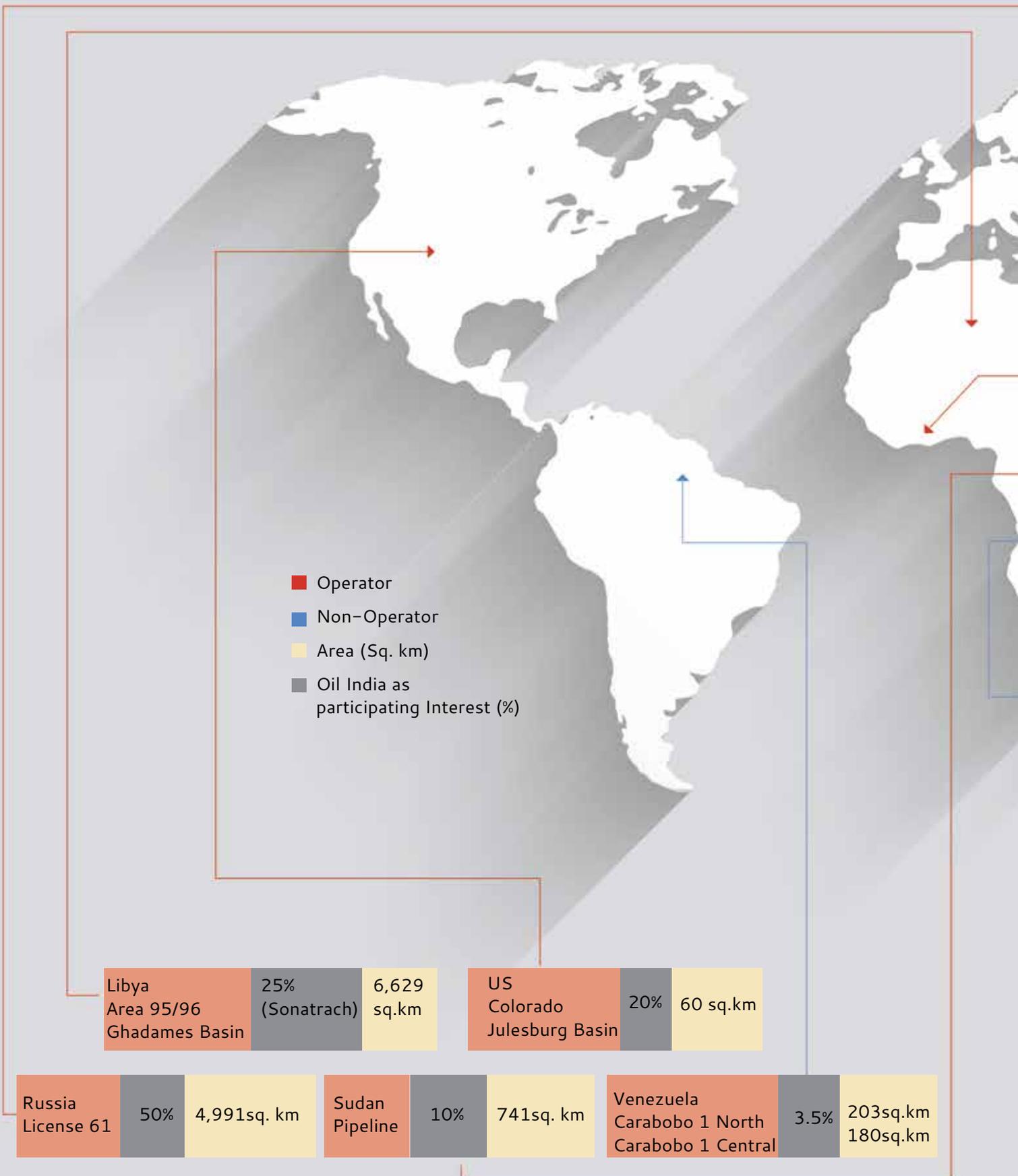


Strong Presence In prospective East Coast

Note: NELP: New Exploration Licensing Policy, PML – Petroleum Mining Lease, PEL – Petroleum Exploration License, JV – Joint Venture, PSC – Production Sharing Contract



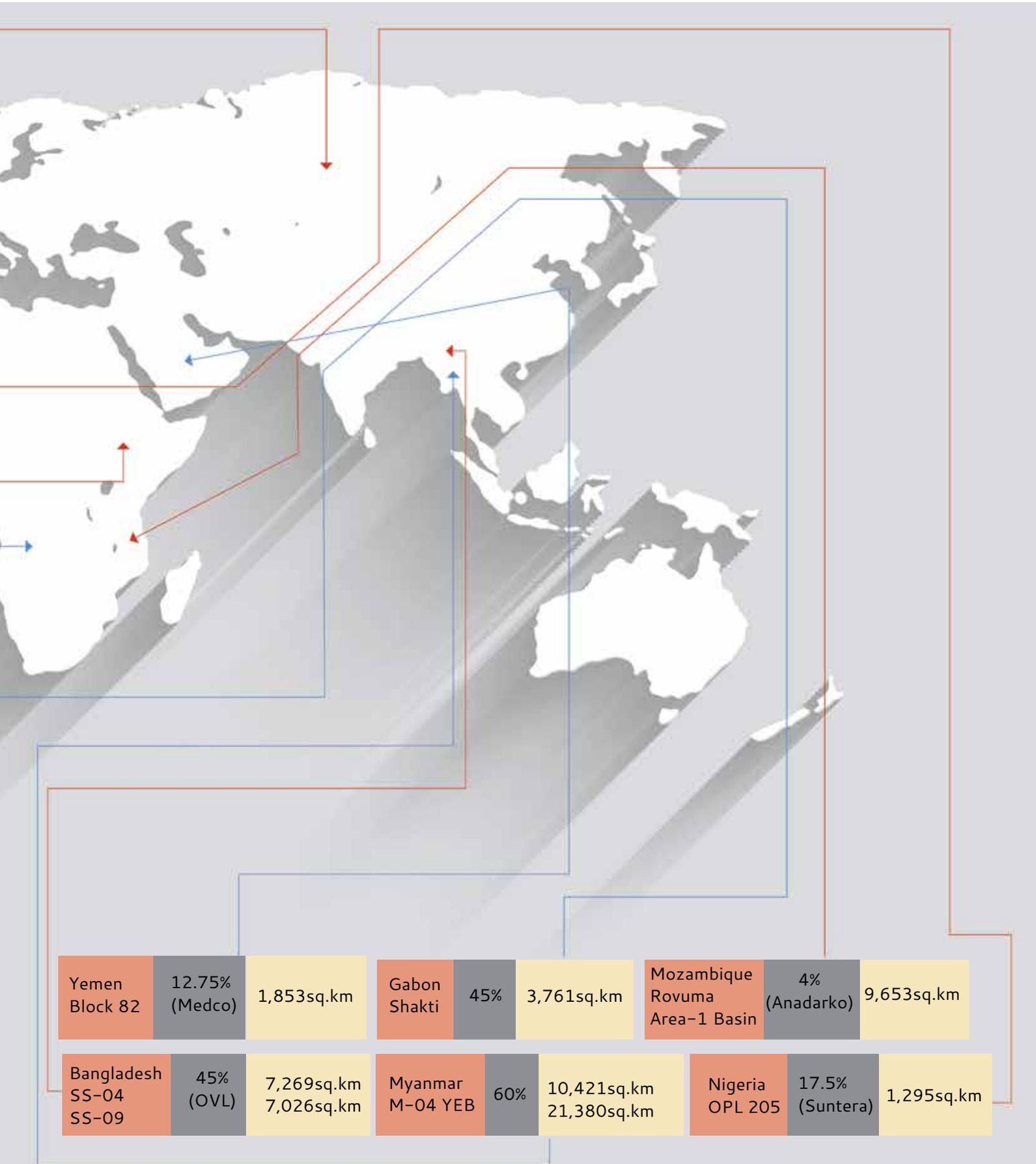
International Asset Overview



Solid International Footprint with Balanced Presence in Exploration Acreages & Producing Properties

Total No of Blocks: 13

Total Area: 74,721 sq.km



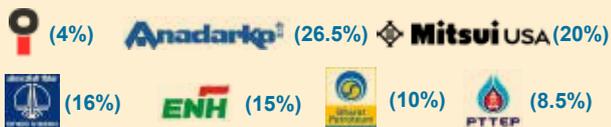


Overseas Acquisitions – Focus and Available Resources

Rovuma Basin, Offshore, Mozambique

- In-place gas resources up to 84 tcf and recoverable resources of 35–65 tcf
- First production and revenue is expected in FY2019

Participating Interest:



Project 1, Carabobo, Onshore, Venezuela

- 15 development well drilled.
- 15 wells are on production with current average total production of 8,600 boepd (OIL's share 300 boepd)

Participating Interest:



Area 95 / 96, Onshore, Libya

- Drilling of four wells has been completed
 - Resulted in light oil discoveries in one well and gas discoveries in three wells

Participating Interest:



Carrizo Shale Asset, USA

- 109 wells on production with average daily production of 700 bopd (Oil India's share)

Participating Interest:



Block Shakthi, Onshore Gabon

- Recent discovery in the block marks Oil India's first overseas discovery as a operator

Participating Interest:



License 61, Onshore, Russia

- 29 wells on production with average production is 1817 bopd.(OIL's share 909 bopd)

Participating Interest:



Production from international assets is expected to support growth in production going forward

The following pointers are some of the main focal points for OIL's overseas strategy & acquisitions:

- Acquisition of 4% stake in Natural Gas asset in Rovuma 1 Offshore Block in Mozambique
- Acquisition of 50% stake in producing property in License 1 Block in Russia
- Acquisition of 50% PI in Blocks SS04 and SS09 in Bangladesh
- Acquisition of 60% PI in Block YEB & M-4 in Myanmar
- Discovery of Gas in Kakinada Project
- Maiden Foreign Currency Bond Issue of US\$ 1 billion
- International Credit Ratings : 'Baa2' by Moody's and BBB- by Fitch
- Balanced overseas portfolio
- Both, Oil & Gas – Offshore / Onshore
- Individual target production level upto 30,000 boe/d
- Operatorship in on-shore blocks
- Joint operator / active non-operator in off-shore blocks

Following are the available resources for OIL:

- Dedicated Multifunctional Team pursuing M&A opportunities
- Utilizing Expertise of International M&A Advisers and Technical Consultants to identify and pursue opportunities
- Adequate Knowledge Base / Technical and Commercial capabilities across organization
- Strong Financial Resources (Cash / Borrowing Capability)
- IOCL as Partner – International network / complete value chain
- Active & Focused Management Support for M&A

OIL has excellent infrastructure to support E&P activities and has production and storage facilities of global standard.

Infrastructure to Support E&P Activities

- One 2D and two 3D Seismic crew
- 6 Logging Units
- 16 Work-over Rigs
- 16 Drilling Rigs

Production and Storage Facilities

- 70 Production Installations
- 5,000km O&G Pipelines
- ~150k KL Crude Storage





Presence across Value Chain (G4-12)

OIL is a fully self-served E&P company with in-house expertise of international standard. It has presence across the entire value chain. A snapshot of the same has been highlighted below



Downstream Operations

OIL intends to continue an active strategy of vertical integration into downstream sectors and aims to achieve diversification of revenue sources and improving profitability by extending operations into higher-margin segments of the product value chain

Ownership and legal Nature (G4- 7)

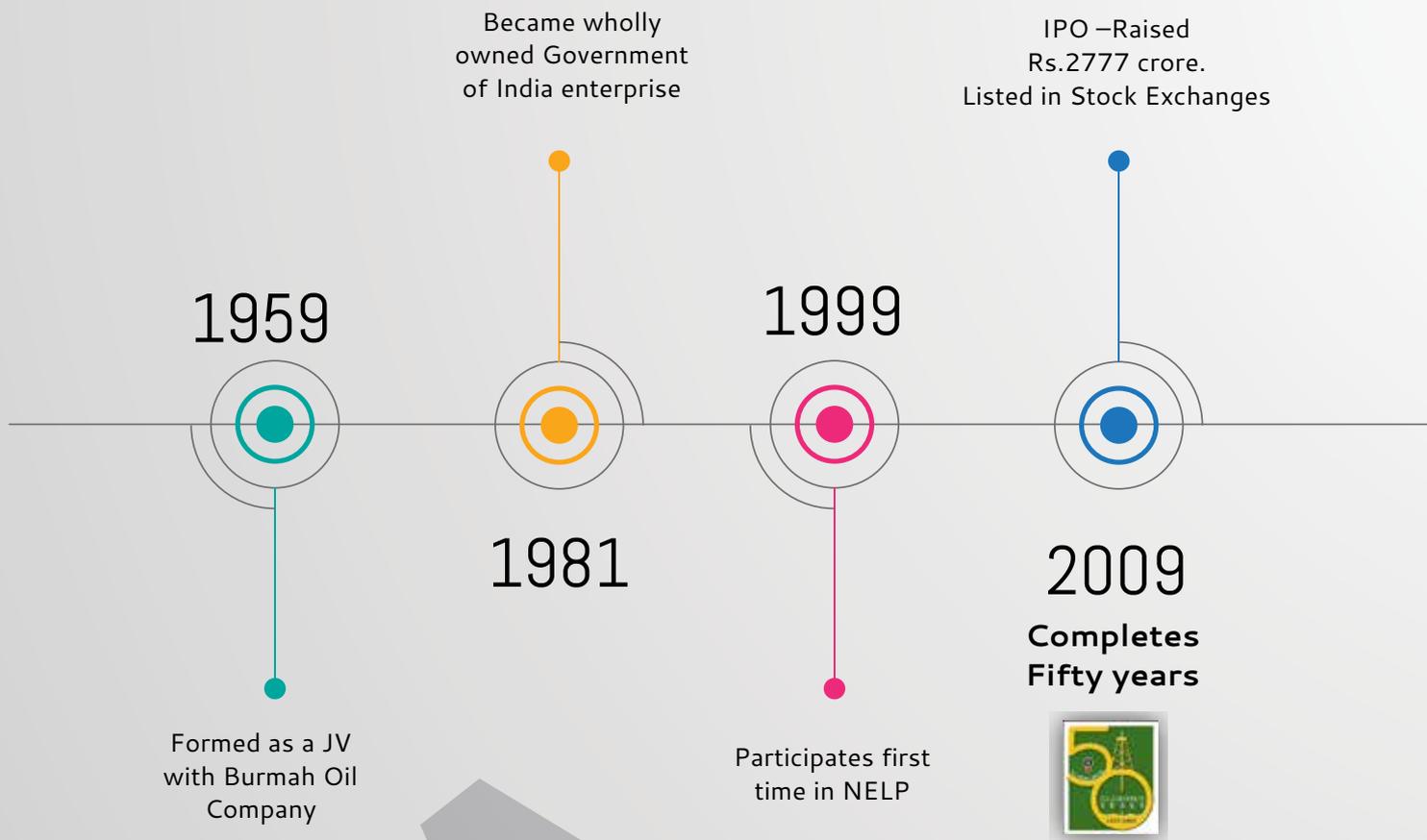
- OIL is the 2nd largest Public Sector E&P company.
- It became a public sector undertaking in 1981.
- GOI owns 67.6% and Central Public Sector Enterprises (IOCL, BPCL & HPCL) own 8.9%
- 2 Government nominees on the Board
- Status accords complete autonomy to the Company in its operations except;
 - M&A or equity investment in a single JV / Wholly owned subsidiary
 - Domestic: Up to Rs.1,000 crore or 15% of net worth
 - International: Up to Rs.3,000 crore or 25% of net worth

The table below illustrates the list of key share holders

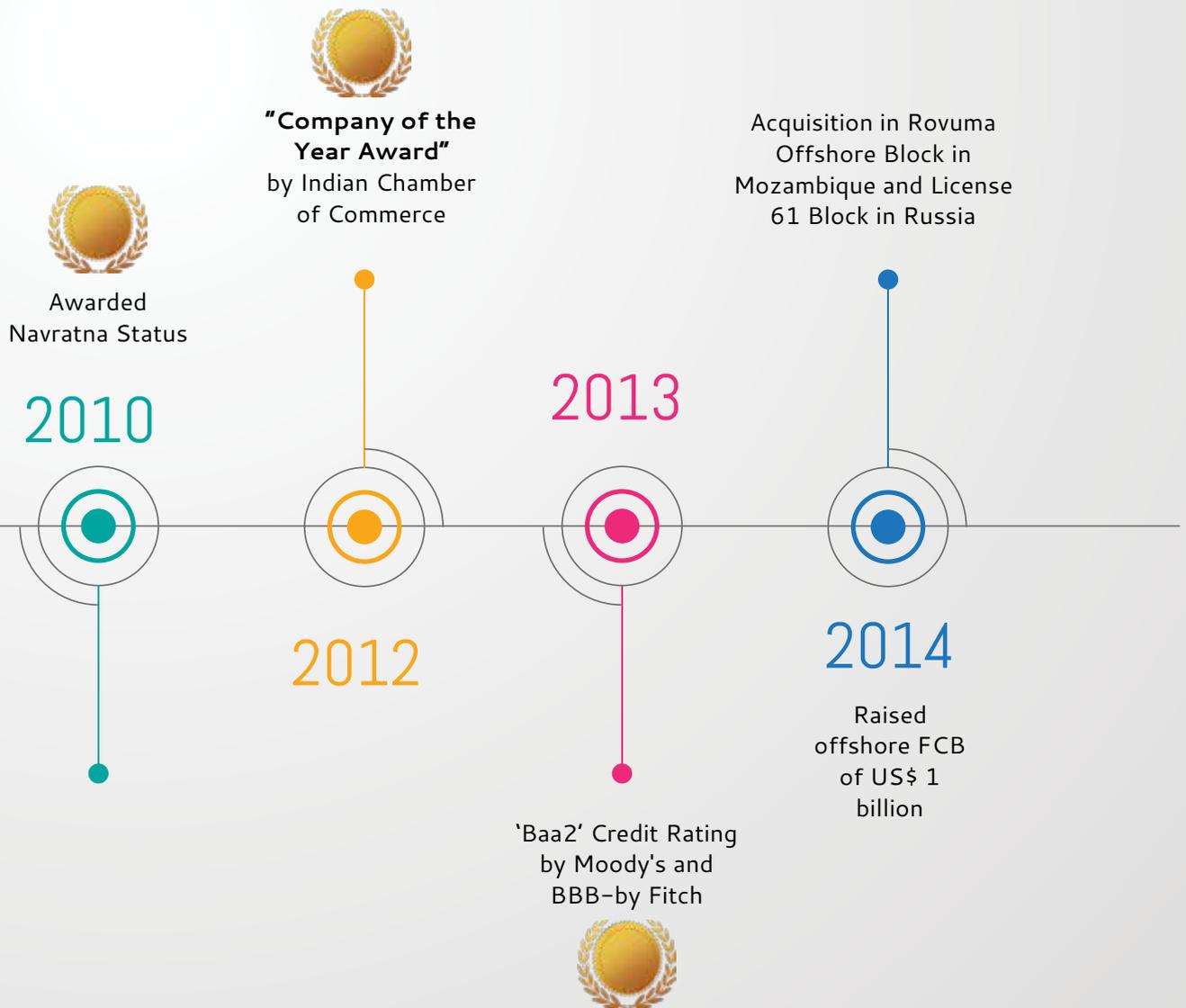
| Key shareholders | % Shareholding |
|--|----------------|
| Indian Oil Corporation | 4.45% |
| Bharat Petroleum Corporation | 2.23% |
| Hindustan Petroleum Corporation | 2.23% |
| HSBC Bank (Mauritius) Ltd. | 1.99% |
| HDFC Standard Life Insurance Co. Ltd. | 1.01% |
| Life insurance Corporation of India | 0.93% |
| HDFC Trustee Co. Ltd. – Top 200 Fund | 0.90% |
| HDFC Trustee Co. Ltd.– HDFC Equity Fund | 0.88% |
| ICICI Prudential Life Insurance Co. Ltd. | 0.76% |



Oil India: Milestones



and Track Record



Over 60 years of Experience in the Oil & gas Sector

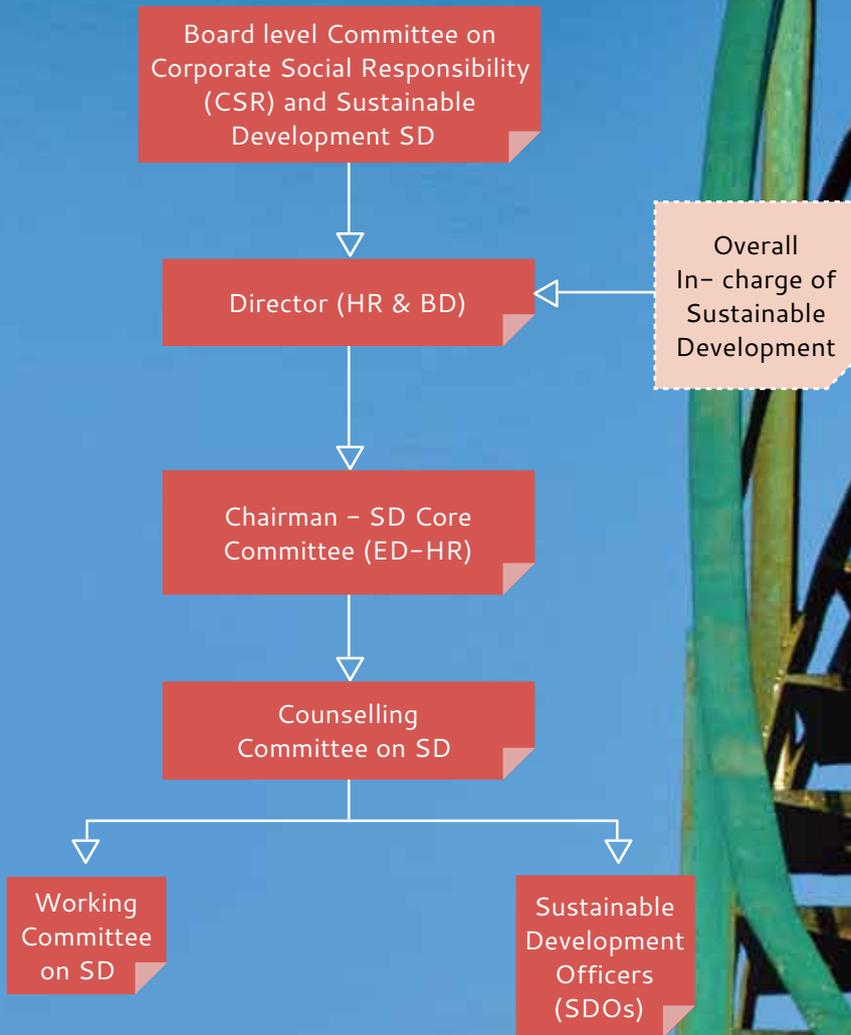


Oil India Limited Organizational Hierarchy



OIL's Sustainable Development Hierarchy

OIL has a robust organizational structure in place to tackle sustainability related issues. The hierarchy of this structure is provided below;





Employee Break-Up (G4 – 9 & G4 - 10)

The details of our employee breakdown for FY 2014-15 based on designation of the employees are given in the table below:

| Workforce Level | Employees (as on March 31 '15) |
|--|-----------------------------------|
| Senior management | 171 |
| Middle management | 247 |
| Junior management | 1,014 |
| Workmen (Monthly rated and daily rated. excluding FTC, trainees) | 6,294 |
| Others (short term Contracts, trainees, apprentices) | 277 |
| Total | 7,842 |

The details of our employee breakdown for the last two years based on gender are given in the table below:

| Workforce Type by Gender | As on March 31 '15 | No. of Employees leaving the organization in FY 14-15 |
|--------------------------|--------------------|---|
| Male | 7491 | 413 |
| Female | 351 | 20 |
| Total | 7842 | 433 |

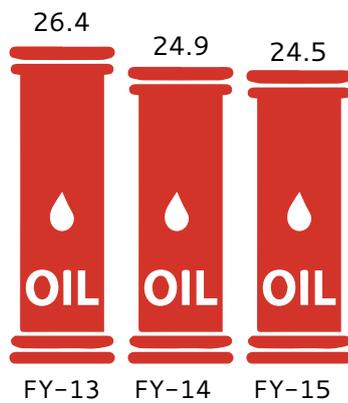
Breakdown of our work force based on service line and region is given below along with a complete break up of number of employees who are leaving the organization from those respective regions for FY 2014-15:

| Workforce Type by Region | As on March 31 '15 |
|--|--------------------|
| Fields | 5,786 |
| Pipeline(PLF & FC) | 490 |
| Kolkata Office | 107 |
| Bay Exploration Project/Krishna Godavari Basin | 44 |
| G.V. Project | 11 |
| Corporate Office, Noida | 47 |
| Rajasthan Project | 146 |
| Duliajan | 1,013 |
| Digboi | 21 |
| Moran | 36 |
| Arunachal | 1 |
| Bay Exploration Project | 1 |
| NOIDA | 114 |
| Deputation | 44 |
| Guwahati (Coe) | 10 |
| North Bank | 0 |
| Mizoram | 3 |
| Gabon | 4 |
| Venezuela | 10 |
| Houston | 4 |
| Total | 7,842+50ET |

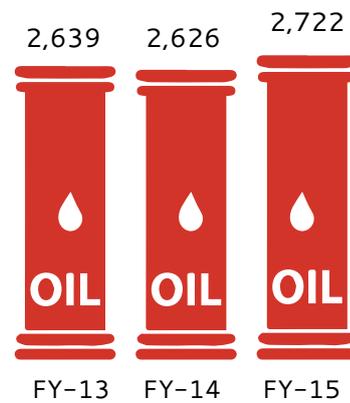


Trend Showing Crude Oil and Natural Gas Production

Crude oil Production (mm bbl)

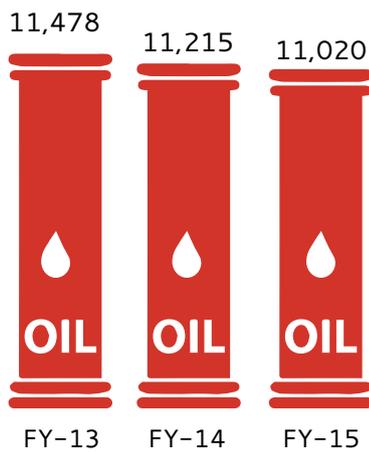


Natural Gas Production (mm scm)

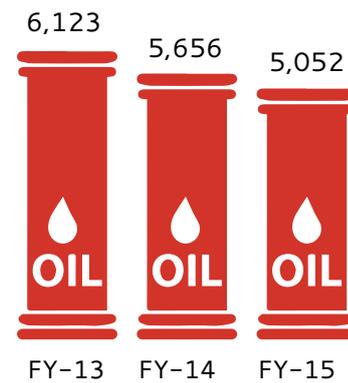


Financial Highlights

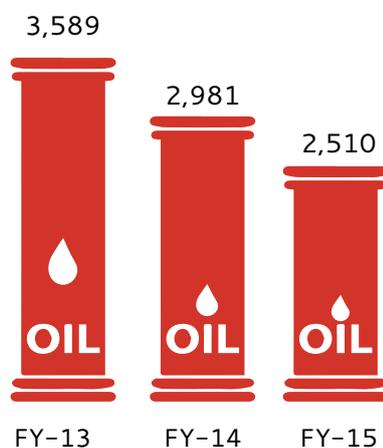
Revenue (Rs. crore)



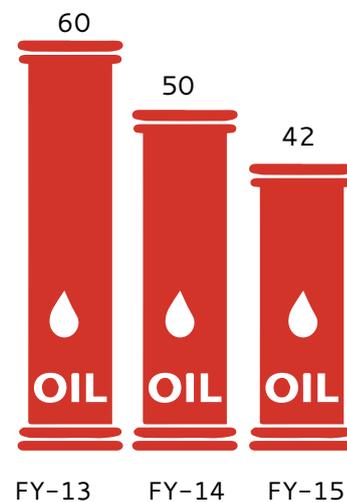
EBITDA (Rs. crore)



Net Profit (Rs. crore)



Earnings Per Share (Rs.)





Collective Bargaining Agreements (G4 –11)

At Oil India Limited, we ensure that every single one of our permanent field workers is covered under collective bargaining.

Significant Changes in this year's report (G4 –13)

There have been no significant changes this year from last year in terms of ownership of OIL, our locations (the addition of overseas assets has been disclosed earlier in this section) or location of suppliers, supply chain structure or relationships with suppliers.

Subscription to externally developed charters, principles and initiatives (G4 –15)

We adhere to the 10 Principles of the United Nations Global Compact.

Membership of Associations (G4 –16)

We are members of the following Associations:

| Name of Organisation | Short form |
|---|------------|
| All India Organisation of Employers | AIOE |
| All India Management Association | AIMA |
| Petroleum Federation of India | PETROFED |
| Standing Conference of Public Enterprises | SCOPE |
| Federation of Indian Chamber of Commerce and Industry | FICCI |
| Petroleum Sports Promotion Board | PSPB |
| Confederation of Indian Industry | CII |
| The Associated Chambers of Commerce & Industry of India | ASSOCHAM |
| Confederation of Indian Industry | CII |
| Standing Conference of Public Enterprises | SCOPE |

List of Awards and Accolades For FY 2014-15



1. OIL FEATURED IN THE 'PLATTS TOP 250 GLOBAL ENERGY COMPANY RANKINGS'

Oil India Limited was named in the 'Platts Top 250 Global Energy Company Rankings' for 2014, where Oil India Limited was conferred a ranking of #208 on overall global performance.

2. SCOPE COMMENDATION CERTIFICATE 2012-13 FOR ENVIRONMENTAL EXCELLENCE AND SUSTAINABLE DEVELOPMENT

Oil India Limited was conferred the "SCOPE Commendation Certificate 2012-13 for Environmental Excellence and Sustainable Development", in the SCOPE Meritorious Awards Presentation Ceremony, held in Vigyan Bhawan on 5th November 2014 in the esteemed presence of His Excellency the Honourable President of India, Sri Pranab Mukherjee, the Chief Guest of the event.

3. Strategic Turnaround award, at the "Governance Now PSU Awards, 2014

Oil India Limited, was conferred the "Strategic Turnaround award", at the "Governance Now PSU Awards 2014", in the award ceremony held on 7th November, 2014 at New Delhi.

4. NATIONAL SAFETY AWARD (MINES) FOR 2011-12

Oil India Limited won the National Safety Award (Mines), 2011-12, in the category: "Longest Accident Free Period-Engineering Oil Mine". The Hon'ble President of India, Sri

Pranab Mukherjee presented the coveted award to Sri S.K. Srivastava, Chairman & Managing Director (OIL) on 20th March, 2015.

5. PETROFED ENVIRONMENTAL SUSTAINABILITY-COMPANY OF THE YEAR AWARD, FOR THE YEAR 2012-13

Oil India Limited was awarded the PetroFed Environmental Sustainability- Company of the Year Award, for the year 2012-13, in the PetroFed Oil & Gas Industry Awards, 2013, in the award ceremony held on 8th September, 2014.

6. BEST COMPANY IN CSR & SUSTAINABILITY AWARD IN THE INDIA TODAY PSUS AWARDS, 2014

Oil India Limited, was awarded the '*Best company in CSR & Sustainability*', in the *Navratna segment*, in the *Maiden India Today PSUs Awards, 2014 ceremony* held on 22nd August, 2014

7. 15th ANNUAL GREENTECH ENVIRONMENT AWARD 2015

OIL was declared as the winner of 15th Annual Greentech Environment Award 2015 in Gold Category in Petroleum Exploration Sector. The prestigious award was received by the senior officials of OIL at the award ceremony on 28th January, 2015 at Kolkata.

8. GOLDEN PEACOCK NATIONAL TRAINING AWARD - 2015

OIL was declared as the winner of Golden Peacock National Training Award for the year 2015.

9. GOLDEN PEACOCK NATIONAL TRAINING AWARD- 2014

Oil India Limited, Duliajan was declared the winner of Golden Peacock National Training Award for the year 2014 for outstanding achievement in Training. The Award was presented at a specially organized "Golden Peacock Awards Nite" on 23rd May 2014 in Trivandrum, India.

10. 1st PT. MADAN MOHAN MALAVIYA AWARD FOR BEST CSR PRACTICES IN EDUCATION

Oil India Limited was awarded the 1st Pt. Madan Mohan Malaviya Award for Best CSR Practices in Education, 2014 in the SILVER category for CSR project OIL Super 30. The award, instituted by CSR Times, was handed over on 6th June, 2014 in an award function held at SCOPE Complex in Delhi..

11. LIFE TIME ACHIEVEMENT AWARD PRESENTED TO SRI S. RATH, DIRECTOR (OPERATIONS), OIL INDIA LIMITED

Sri Satchidananda Rath, Director(Operations), Oil India Ltd., was presented 'The Indian Mining & Engineering Journal (IME), Life Time Achievement Award' at SDMinER 2014 (Seminar on Sustainable Development in Mineral & Earth Resources), India International Centre, New Delhi on 22nd June 2014 in recognition of his outstanding contribution in the field of earth sciences, exploration and production of hydro-carbon resources.



Corporate Governance

Oil India Limited (OIL) completed 56 years of its existence on the 18th of February in 2015 and is boldly moving into the future by blending its traditional domains of strength with newer challenges like Sustainability. To move forward and be a part of the nation building process, we have already taken steps to achieve our Vision, and the first important step is to provide increased energy security to the nation by enhancing focus on Exploration and Production activities. Quest for growth, however, has to be through activities undertaken within the best laid down practices and policies in the fields of Corporate Governance, HSE and Sustainable Development measuring up to international standards.

Oil India Limited's Vision

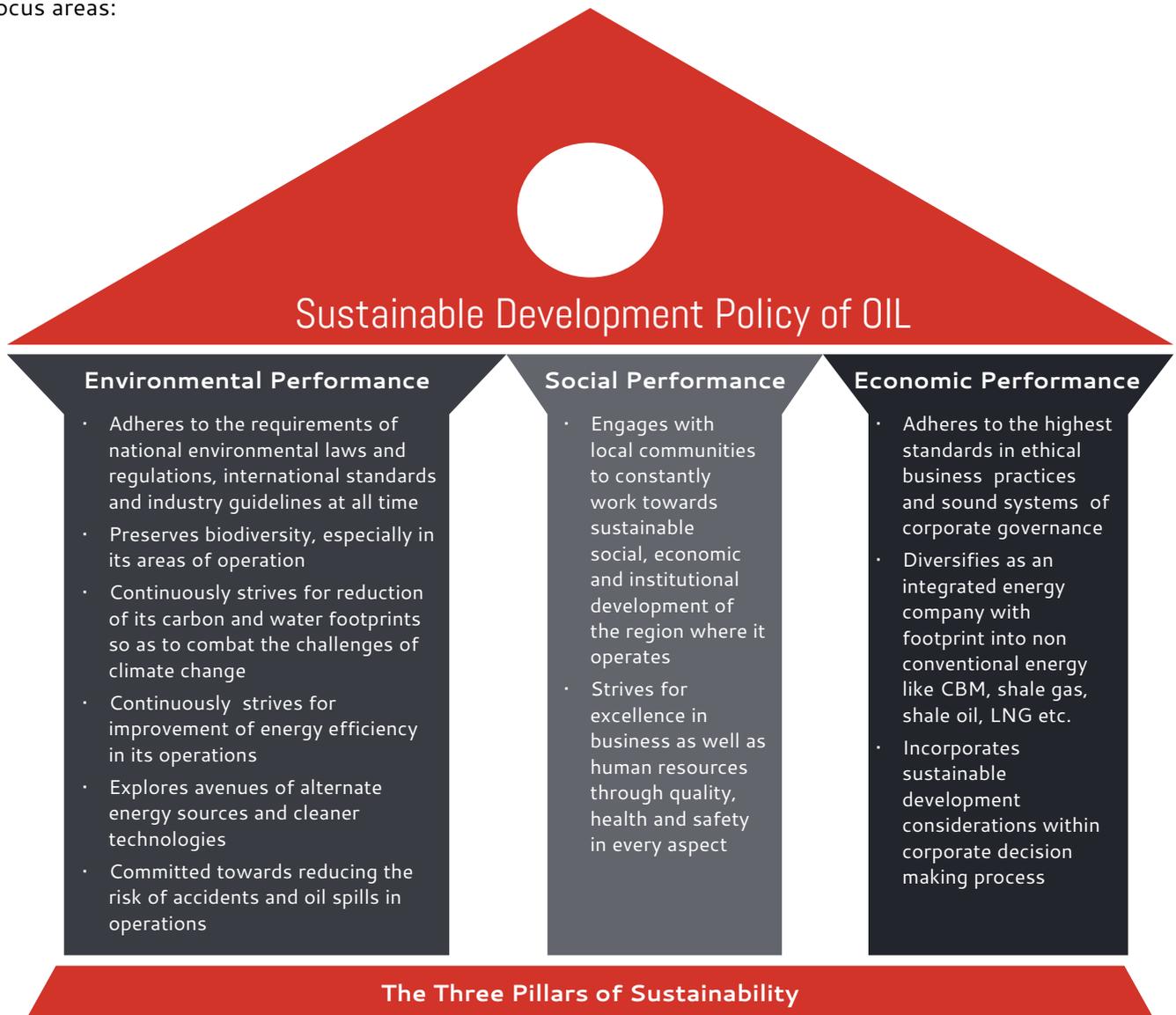
"The fastest growing energy company with a global presence providing value to the shareholder"

Our Vision

- Oil India is the fastest growing Energy Company with highest profitability.
- Oil India delights the customers with quality products and services at competitive prices.
- Oil India is a Learning Organization, nurturing initiatives, innovations and aspirations with best practices.
- Oil India is a team, committed to honesty, integrity, transparency and mutual trust creating employee pride.
- Oil India is fully committed to safety, health and environment.
- Oil India is a responsible corporate citizen deeply committed to socio-economic development in its areas of operations.

Sustainable Development Policy of Oil India Limited

Oil India limited as a business entity in hydrocarbon exploration and energy business, aims to grow in a sustainable manner by integrating its diverse activities to the three pillars of sustainability – Environment, Society and Economics. As a responsible corporate citizen it is aware of its impact on these three key areas and is deeply committed to inclusive growth of all its stakeholders, thereby continuously promoting and implementing initiatives and projects of sustainable development through the following guiding principles and focus areas:





Philosophy on Corporate Governance

Oil India Limited believes that "Corporate Governance is about accountability, transparency, effectiveness and responsibility between various key players". It is a commitment to values and ethical conduct of business. OIL Philosophy of Corporate Governance revolves around two pillars:-

- Transparency
- Accountability

Transparency means explaining the Company policies and actions to those to whom Company is responsible. OIL believes that transparency increases accountability.

Accountability is the obligation of an individual or organization to account for its activities, finance and other entrusted properties, so as to accept responsibilities for themselves and to disclose the results in a transparent manner.

OIL believes in keeping cordial relationships with its stakeholders, thus leading to better accountability.

Board of Directors and its Composition

The Board of the Company consists of 5 (five) Functional Executive Directors including the Chairman & Managing Director and 7 (seven) Non-Executive Directors (NEDs). Out of these 7 (seven)

NEDs, 5 (five) are Independent Directors (IDs), 2 (two) are Government Nominees from Ministry of Petroleum & Natural Gas (Administrative Ministry). Our Independent Directors are authorities who have considerable professional experience and expertise in areas like business, industry, finance, audit, law and public enterprises.

Pursuant to Article 118, 119 and 120 of the Articles of Association of the Company, all the directors of the Board of the Company are appointed by the President of India through Administrative Ministry.

The Board of the Company is structured on the basis of Clause 49 of the Listing Agreement and Guidelines on Corporate Governance for CPSEs by Department of Public Enterprises, Government of India. In accordance with the above, where the Chairman of the Board is an Executive Director, at least half of the Board should comprise of Independent Directors. As on 31st March 2015, Board of OIL consists of four Functional Directors, two Nominees from Government of India and five independent Directors.

The board met ten times on May 27, 2014, July 14, 2014, August 12, 2014, September 26, 2014, November 12, 2014, December 15, 2014, January 1, 2015, January 9, 2015, February 14, 2015, and March 19, 2015. The composition of the Board as on 31.03.15 and the details of the attendance at the meetings held during the financial year are given. The composition of the Board as on 31.03.15 is given below:

| Name | Designation | Tenure | Share Held |
|------------------------------------|--------------------------------|--------------------------|------------|
| Executive Director | | | |
| Shri. S. Panda | Chairman and Managing Director | 01.05.12 to 30.06.15 | 2,850 |
| Shri N.K. Bharali | Director (HR & BD) | 14.09.2010 to 31.05.2015 | 3,000 |
| Shri. S. Rath | Director (Operations) | 31.03.11 to 31.05.15 | 2,050 |
| Smt.. R.S. Borah | Director (Finance) | 01.10.13 to 30.09.18 | 5,000 |
| Shri. S.Mahapatra | Director(E&D) | 04.08.14 to 31.03.17 | None |
| Government Nominee Director | | | |
| Shri. S. Panda | Director (MOP&NG) | 26.02.14 to till date | None |
| Shri Nalin Kumar Srivastava | Deputy Secretary, MOP&NG | 22.08.13 to till date | None |
| Independent Directors | | | |
| Shri. Anup Mukerji | Independent | 16.09.12 to 02.09.15 | None |
| Prof. Gautam Barua | Independent | 16.09.12 to 02.09.15 | None |
| Prof. Bhaskar Ramamurthi | Independent | 16.09.12 to 02.09.15 | None |
| Prof. Shekhar Chaudhuri | Independent | 16.09.12 to 02.09.15 | None |
| Shri. Suresh Chand Gupta | Independent | 16.09.12 to 02.09.15 | None |

- Does not include directorships of foreign companies, Section 25 companies and private limited companies
- None of the directors on the board is a member of more than 10 committees and chairman of more than 5 committees across all the companies in which he/she is a Director
- None of the directors are inter- se related to other directors of the company
- NA - Not Applicable

Training and Evaluation of Non-Executive (NEDs) Board Members

The NEDs are eminent personalities having wide experience in the field of business, education, industry, commerce and administration. On their induction, detailed presentation on the business module, performance, plans etc. of Oil India Limited are given to them. The Board is regularly updated about all the statutory provisions / guidelines being issued by various Government Bodies/ Departments. Further, detailed presentations are also made on business related issues, risk assessment, impact of regulatory changes on strategy etc. at the Board/ Committee/ other meetings by senior executives/ professionals/ consultants. Board Members are also nominated by the Company for suitable programmes / seminars from time to time. The evaluation of performance of EDs is carried out through a laid down procedure by DPE. However, in case of NEDs, appropriate guidelines/procedures are being prepared by DPE.

Board Committees

The Board has constituted various committees which deal with specific issues. While constituting these committees attention has been given to keep a judicious mix of NEDs and EDs who possess requisite knowledge for discharging the responsibilities assigned to the Committee. Shri. S.R. Krishnan, the Company Secretary acts as Secretary to all the Committees of the Board.

Audit Committee

Audit committee is constituted in accordance with the Companies Act, 2013, Clause 49 of the Listing Agreement and DPE Guidelines on Corporate Governance. The composition of the Audit Committee is given below.

| Name | Designation | Chairman/Member |
|-----------------------|----------------------|-----------------|
| Shri. S C Gupta | Independent Director | Chairman |
| Shri. Anup Mukerji | Independent Director | Member |
| Prof. Gautam Barua | Independent Director | Member |
| Shri. N.K. Srivastava | Independent Director | Member |

The terms of reference, role and power of the Audit Committee as stipulated by the Board and are in conformity with the Companies Act, 2013, Listing Agreement and DPE Guidelines.

During the year, Audit & Ethics Committee met 7 times on April 12, 2014, May 27, 2014, August 12, 2014, September 18, 2014, November 12, 2014, February 14, 2015 and March 19, 2015.

Director (Finance) & Director (Operations) are permanent invitees to the Audit Committee Meetings. Statutory Auditors and Internal Auditors also attend the meetings, answer and clarify questions raised at the Audit Committee.

Shareholder's/ Investor's Grievances Committee

The Shareholders'/Investors' Grievances Committee specifically looks into redressing of Shareholders' and Investors' complaints/grievances pertaining to transfer/transmission of shares, non-receipt of annual reports, dividend payments, issue of duplicate certificates and other miscellaneous complaints. The Committee also oversees and reviews performance of the Registrar and Share Transfer Agents and recommends measures for overall improvement in the quality of investor services. During the year, there were three meetings of the Committee on August 11, 2014, September 27, 2014, and March 19, 2015.

| Name | Designation | Chairman/Member |
|---------------------|-----------------------|-----------------|
| Shri Anup Mukerji | Independent Director | Chairman |
| Shri. S.C. Gupta | Independent Director | Member |
| Shri. B. Ramamurthi | Independent Director | Member |
| Shri. S. Rath, | Director (Operations) | Member |
| Smt. R.S. Borah | Director (Finance) | Member |
| Shri. S. Mahapatra | Director (E&D) | Member |

The total number of complaints received during the year was 266. All complaints received during the year 2014-15 have been duly redressed by the Company / RTA and there was no outstanding complaint as on 31.03.2015.





Remuneration Committee

Remuneration Committee reviews and recommends Perks and Allowances and Performance Related Payment (PRP) etc. payable to Board level and below Board Level executives within the framework of the DPE Guidelines. The Composition of the Committee during the year is as under.

| Name | Designation | Chairman/Member |
|-------------------------|----------------------|-----------------|
| Shri. S.C. Gupta, | Independent Director | Chairman |
| Prof. Gautam Barua | Independent Director | Member |
| Prof. Shekhar Chaudhuri | Independent Director | Member |

The Pay of the Directors is decided by the Government of India. The Perquisites/PRP being paid to the employees of the company are extendable to the Executive Directors as per DPE Guidelines. Independent Directors are paid sitting fees only as fixed by the Board within limits set by the Government of India. The Government Nominee Directors do not receive any pecuniary benefits including sitting fees from the Company. The Company has not issued any Stock Options to its Directors / Employees.

Details of remuneration of Executive Directors and Sitting Fees of Independent Directors for the year ended 31st March, 2015 is furnished as under.

| Name | Designation | Salary and Allowances (INR) | Contribution to PF and other Funds (INR) | Other Benefits (INR) | Total (INR) |
|---------------------|-----------------------|-----------------------------|--|----------------------|-------------|
| Shri S.K.Srivastava | Director | 50,53,030 | 4,76,925 | 13,85,310 | 69,15,265 |
| Smt. R.S.Borah | Director (Finance) | 39,95,559 | 2,31,119 | 7,77,222 | 50,03,900 |
| Shri N.K.Bharali | Director (HR&BD) | 40,22,972 | 2,02,159 | 9,59,282 | 51,84,413 |
| Shri S Rath | Director (Operations) | 39,44,569 | 4,51,219 | 8,31,767 | 52,27,556 |
| Shri S Mahapatra | Director (E&D) | 15,49,772 | 1,47,195 | 1,57,457 | 18,54,424 |

Details of the sitting fees paid to Independent Directors during the year.



| Name | Sitting Fees (INR) |
|--------------------------|--------------------|
| Shri Anup Mukerji | 3,00,000 |
| Prof. Bhaskar Ramamurthi | 60,000 |
| Prof. Gautam Barua | 3,20,000 |
| Prof. Shekhar Chaudhuri | 2,00,000 |
| Shri Suresh Chand Gupta | 4,40,000 |

Human Resources Management (HRM) Committee

The Human Resource Management Committee considers all issues / areas concerning the Human Resource Planning & Management, HR Policies & Initiatives and Promotions to the level of E-9 I. During the year, there was one meeting of Human Resource Management Committee on September 26, 2014. The Composition of the Committee is as under.

| Name | Designation | Chairman/Member |
|-------------------------|--------------------------------|-----------------|
| Shri. Gautam Barua | Independent Director | Chairman |
| Shri. Shekhar Chaudhuri | Independent Director | Member |
| Shri. S.K. Srivastava | Chairman and Managing Director | Member |
| Shri. S. Rath | Director (Operations) | Member |
| Smt. R.S. Borah | Director (Finance) | Member |
| Shri. S. Mahapatra | Director (E&D) | Member |
| Shri. N.K. Bharali | Director (HR&BD) | Member |



Business Development Committee (BDC)

The Business Development Committee oversees and explores new areas of business, proposals for collaborations, joint ventures, amalgamations, mergers and acquisitions etc. During the year, there were two meetings of Business Development Committee on July 14, 2014 & July 18, 2014.

| Name | Designation | Chairman/Member |
|-------------------------|-----------------------------|-----------------|
| Prof. Shekhar Chaudhuri | Independent Director | Chairman |
| Prof. Gautam Barua | Independent Director | Member |
| Shri. S.K. Srivastava | CMD | Member |
| Shri. N.K. Bharali | Director(HR&BD) | Member |
| Shri. S. Rath | Director(Operations) | Member |
| Smt. R.S. Borah | Director(Finance) | Member |
| Shri. S. Panda | Government Nominee Director | Member |
| Shri. S. Mahapatra | Director (E&D) | Member |

Health, Safety & Environment (HSE) Committee

HSE Committee is constituted to assist the Board for evolving, monitoring and reviewing appropriate systems to deal with Health, Safety and Environmental issues and ensuring compliance to statutory provisions. The composition of the Committee is as under:

| Name | Designation | Chairman/Member |
|-------------------------|--------------------------------|-----------------|
| Shri. Anup Mukerji | Independent Director | Chairman |
| Shri. Shekhar Chaudhuri | Independent Director | Member |
| Shri. S. Panda | Government Nominee Director | Member |
| Shri. S.K. Srivastava | Chairman and Managing Director | Member |
| Shri. S. Rath | Director (Operations) | Member |
| Smt. R.S. Borah | Director (Finance) | Member |
| Shri. S. Mahapatra | Director (E&D) | Member |
| Shri. N. K. Bharali | Director (HR &BD) | Member |



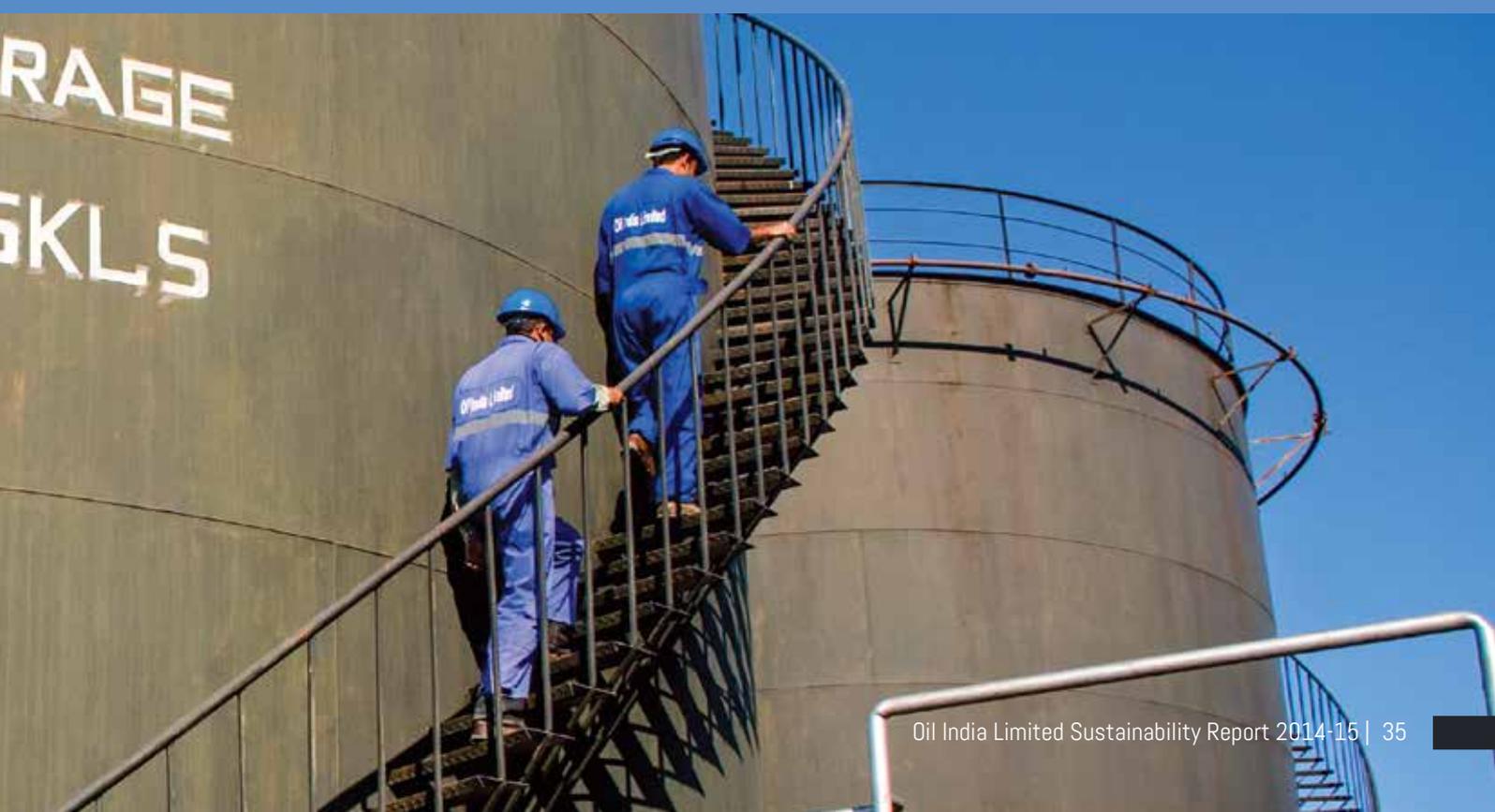
Corporate Social Responsibility (CSR) and Sustainable Development (SD) Committee

CSR & SD Committee functions as a built-in, self-regulating mechanism whereby it monitors and ensures its active compliance with the spirit of the law, ethical standards, and international During the year, there were two meetings of CSR & SD Committee on September 26, 2014 & December 8, 2014. The current Composition of the Committee is as under.

| Name | Designation | Chairman/Member |
|----------------------|-----------------------------|-----------------|
| Shri. S. C. Gupta | Independent Director | Chairman |
| Shri. B. Ramamurthi | Independent Director | Member |
| Shri. N. K. Bharali | Director (HR &BD) | Member |
| Shri. S. Rath | Director (Operations) | Member |
| Smt. R.S. Borah | Director (Finance) | Member |
| Shri. NK. Srivastava | Government Nominee Director | Member |

The terms of reference of the CSR Committee includes:

- Review, agree and establish the Company's CSR strategy
- Review and monitor CSR activities and compliance with CSR policies
- Develop and encourage effective two-way communication concerning CSR issues within the business.
- Review best practice in key CSR areas by appropriate external reports and by benchmarking wherever possible.
- Approve Sustainable Development Policy and revise the same at periodical intervals.
- Approve SD Plan, annual SD Budget (short, medium and long term) in the context of the SD Guidelines.
- Oversee SD Performance.





Risk Management Committee (RMC)

In accord with the revised clause 49 of the Listing Agreement and Section 134 & 177 of Companies Act 2013, the Board is primarily responsible for risk management for the Company. To assist the Board, a Risk Management Committee has been constituted and responsibilities of the Committee include the following, to be conducted in coordination with the Board and other Board committees, as appropriate.

- Carry out responsibilities as assigned by the Board Monitor and Review Risk Management Plan as approved by the Board
- Review and Recommend Risk Assessment Report and Risk Management Report for approval of the Board
- Ensure that appropriate system of Risk Management is in place
- Oversee recent developments in the Company and periodic updating of Company's Enterprise Risk Management Program for assessing, monitoring and mitigating the risks;
- Periodically, but not less than annually, review the adequacy of the Company's resources to perform its risk management responsibilities and achieve objectives.

The composition of the Committee is as under.

| Name | Designation | Chairman/ Member |
|----------------------|--|------------------|
| Shri. N. K. Bharali | Director (HR &BD) | Chairman |
| Shri. S. Rath | Director (Operations) | Member |
| Smt. R.S. Borah | Director (Finance) | Member |
| Shri. S. Mahapatra | Director (E&D) | Member |
| Shri. S. Panda | Government Nominee Director | Member |
| Designation Specific | Resident Chief Executive | Member |
| Designation Specific | General Manager (Risk Management-Corp. Office) | Member |
| Designation Specific | General Manager (Risk Management-Field HQ) | Member |

A copy of Compliance Certificate is placed as under:

"I hereby confirm that the Company has obtained from the members of the Board and Senior Management Personnel, affirmation that they have complied with the Code of Conduct for Directors and senior management in respect of the financial year 2014-15"

**-S.K.Srivastava
CMD**

Code of Conduct for Members of the Board and Senior Management & Code on Insider Trading (GRI G4 - 56)

A copy of the Code of Conduct has been placed on the Company's website 'www.oil-india.com'. All members of the Board and senior management have confirmed their compliance to the Code of Conduct for the year under review.

In pursuance of the SEBI (Prohibition of Insider Trading) Regulations, 2015, applicable from 15.05.15, the Board has approved the revised "Code of Conduct to regulate, monitor and report trading by Insiders" to ensure monitoring, timely reporting and adequate disclosure of price sensitive information by the directors, key managerial personnel, designated employees and connected persons of the Company. Insiders (Directors, Key Executives, Designated Employees and Statutory Auditors) are prohibited to deal in the shares of the Company, when in possession of Unpublished Price Sensitive Information (UPS) and during the closure of Trading Window.



Disclosures

Related Party Transactions

The Company does not have any material/significant related party transactions, which may have potential conflict with its interests. Disclosures regarding transactions with related parties are given in the Notes to Accounts of the Financial Statements.

Compliances

The Company has complied with the applicable rules and regulations of regulatory authorities on capital market and no penalty or strictures have been imposed on the Company by any Statutory Authorities on any matter related to Capital Market during the last three years. All returns/reports were filed within stipulated time with stock exchange(s)/other authorities.

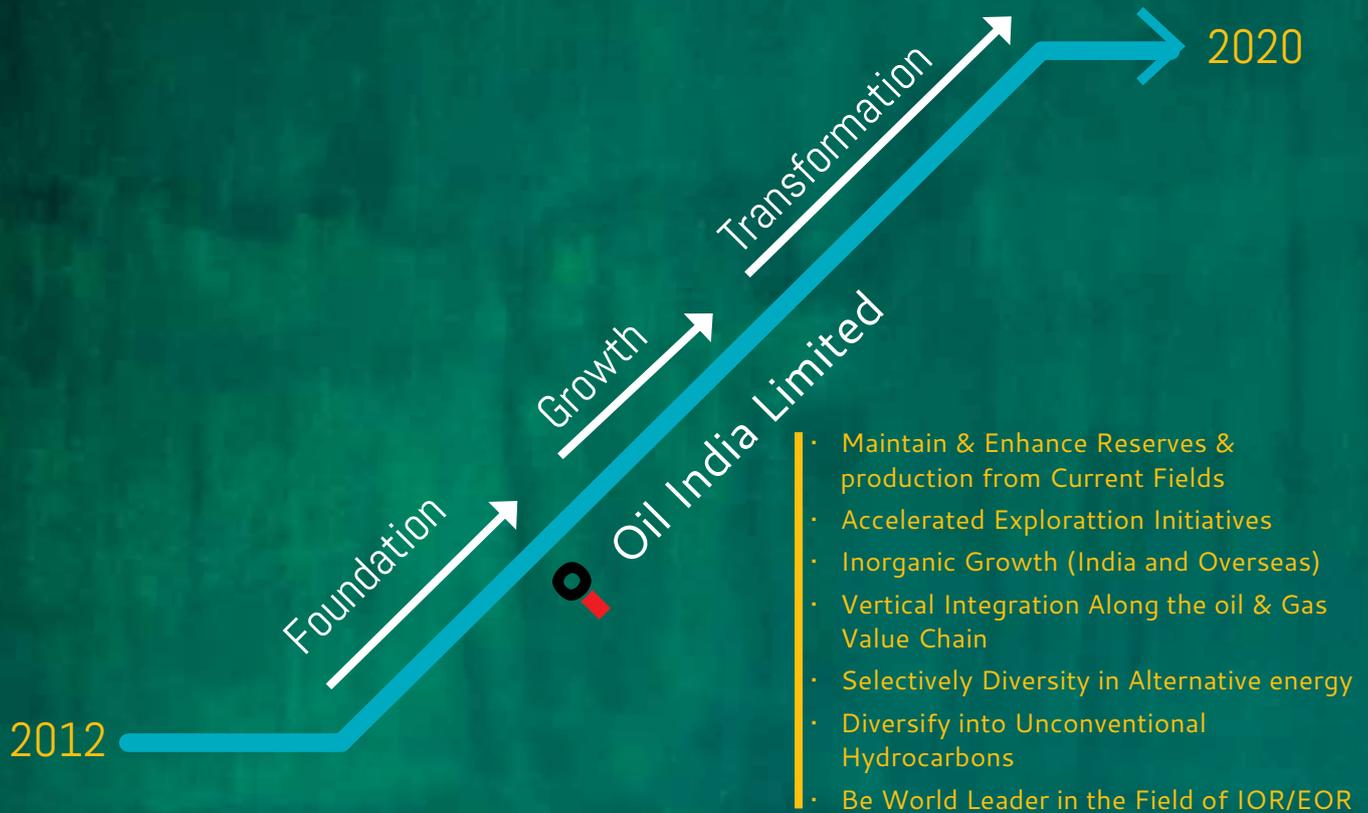
Whistle Blower Policy

The Company has adopted a whistle blower mechanism and no personnel have been denied access to the Audit Committee. Oil India Limited endeavours to work against corruption in all its forms through well-defined Whistle Blower Policy. The policy provides all the employees with free access to the Management in case they observe unethical or improper practices or any other wrongful conduct in the Company and to prohibit managerial personnel from taking any adverse personal action against those employees.



Strategic Plan 2012 – 2020

The management of Oil India Limited has come up with a Strategic Plan 2012 – 2020 where it has set out our vision to grow and transform ourselves. A snapshot of the same has been highlighted below.



Audit Qualifications

As far as Audit Qualification is concerned, the Company is in the regime of unqualified financial statements.

Risk Management

The framework for risk assessment and minimization thereto is in place. On evaluations and further improvements, if any, suggested by experts it shall be further improved upon.

Compliance Certificate: Corporate Governance

A Certificate from M/s Chandrasekaran Associates, Practicing Company Secretaries, confirming compliance with the conditions of Corporate Governance as stipulated under Clause 49 of the Listing Agreement and DPE Guidelines on Corporate Governance is annexed.

Secretarial Compliance Report

Secretarial Compliance Report confirming compliance to the applicable provisions of the Companies Act, 1956 / 2013, Listing Agreement, SEBI guidelines and all other relevant rules and regulations relating to Capital Market, obtained from M/s Chandrasekaran Associates, Practicing Company Secretaries is annexed.

Adoption of Non-Mandatory Requirements

The following non-mandatory requirements have been implemented and have been reflected elsewhere in this report:

- The Company has constituted CSR & Sustainable Development Committee, Remuneration Committee, HSE Committee and Business Development Committee.
- With regard to Shareholders' Rights of access to Financial Results, the results are being published widely in newspapers and also hosted on the company's website.
- The Company is in the regime of Unqualified Audit Reports.
- A well-defined Whistle Blower Policy / Mechanism is in place.

Guidelines on Corporate Governance by DPE

The guidelines issued by DPE on Corporate Governance are being followed. Presidential Directive for Revision of Pay and Allowances issued by the MOP&NG has been implemented. No items of expenditure have been debited in books of accounts, which are not for the purpose of business. No expenses, which are personal in nature, have been incurred for the Board of Directors and top management.



OIL's Presence

| | |
|---|--|
| Field Headquarters Duliajan, Assam – 786602 | Rajasthan Project 2-A, District Shopping Centre, Saraswati Nagar, Basni, Jodhpur, Rajasthan-342005 |
| Pipeline Headquarters P.O. Udayan Vihar Narengi, Guwahati | Eastern Producing Area Digboi Oil Fields, Digboi – 786171 |
| KG Basin Project, 11-4-7, 3rd Floor, Nookalamma Temple Street, Ramaraopet, Kakinada-53004, Andhra Pradesh | Moran Oil Fields Moran, Distt Sivasagar, Assam-785669 |
| Kolkata Branch 4, India Exchange Place, Kolkata-700001 | Gabon Project La Sabliere, immeuble FIDJI, Pres de la Cour Constituionelle Gabon |
| Carabobo Project Venezuela | Project Carizzo, Houston, Texas, USA |



Stakeholder Consultation and Materiality Assessment

Stakeholder Engagement

Our stakeholders are the many internal and external individuals and organizations who are affected in some way by OIL's activities, whether it is in our role as an energy provider, an employer of choice, or as a company that generates and distributes revenues and helps to boost local economies, and nurture local communities. The primary audience for this report are employees, shareholders and analysts, governments and regulators, business partners, local organizations, the local communities in which we operate and industry associations. However, we would invite any and every stakeholder to go over this report and we would greatly appreciate your feedback in order to improve our performance even further in the coming years.

For FY 2014–15, we did not conduct a separate stakeholder consultation, since as per the GRI guidelines organizations are required to carry out stakeholder consultation once every two years. Also last year our stakeholder consultation was quite extensive and included members from the local communities, OIL's senior management, officers and workforce and we felt that their responses would still remain relevant for this reporting year as well.

How we engage our stakeholders



Employees

OIL uses a range of internal communications channels to keep our employees informed about the context within which they work. We maintain regular communication with unions at all OIL sites around the world



Our industry

OIL is mainly an upstream company and we sell our products to some of the leading companies in India. We are members of many industry associations and constantly stay abreast with the latest developments in the sector

Contractors/partners

Like our industry peers, OIL rarely works in isolation. Safe and responsible operations depend on the capability and performance of our suppliers, contractors and partners. To this end, we set standards through legally binding contracts

Shareholders/analysts

OIL engages with shareholders and analysts annually through our Annual General Meetings. We also engage them throughout the year through information on our website, through press releases and many other fora

Local Communities

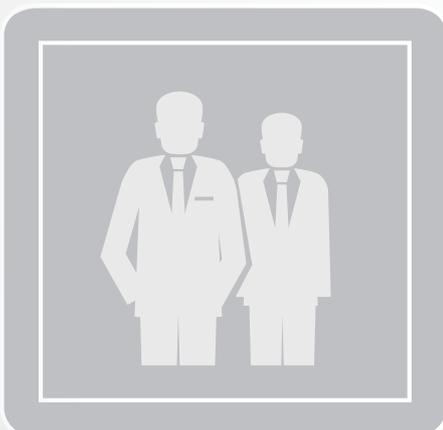
Given the nature of our operations where a number of local communities are located in and around our operational sites we stay in touch with them through numerous channels in order to stay responsive to their ever changing needs

Customers

OIL is a business to business company as we sell our products directly to downstream oil and gas companies. Therefore in the absence of traditional feedback mechanisms we engage our buyers directly and regularly to ascertain their needs

Government/regulators

We engage with governments on many fronts, from consultation responses to direct engagement with government representatives. As a PSU we are also required to respond to questions raised by parliamentarians in the Lok Sabha and Rajya Sabha



Local Organizations

A number of local organizations are present in our areas of operations and we routinely consult with them for selection and implementation of social projects in order to stay responsive to the needs of local communities

Media

OIL engages with the media directly through our Public Relations and Corporate Communications department. The media also helps us engage with society through news articles detailing our various social and environmental projects



Our Stakeholder Relationships



Highlights of Stakeholder Interaction

| Stakeholder | Type of Interaction | Key Issues raised |
|---|------------------------|---|
| Senior members of the Department of Learning and Development | Interview | <ul style="list-style-type: none"> Human resource activities should be leadership centric where 70% of the employees are field workers There is absence of kinship between employees Class conflict is prevalent Many training sessions and workshops have been organized for the entire gamut of the employee hierarchy and the attendance has improved significantly |
| Executive Officers In Delhi and Duliajan | Interview | <ul style="list-style-type: none"> Concern about data collection techniques Installation and rectification of energy and water meters Suggest to Identify core external stakeholder groups and target implementation of CSR work towards them |
| Teachers and staff, Ushapur High School, OIL operational area, Dibrugarh District | Interview | <ul style="list-style-type: none"> Have benefited a lot from OIL. Construction of roads and schools were a necessity in Ushapur High regard for project Dikhya More infrastructural support for laboratories, libraries and equipment for vocational and technical training |
| Senior Members of the Department of Public Relations | Interview | <ul style="list-style-type: none"> An integrated approach is required towards sustainable development Regular workshops and employee involvement have to be planned Thorough development of communication with internal and external stakeholders required via news, advertisements, street plays, campaigns, etc. |
| Workers Union | Meeting and Discussion | <ul style="list-style-type: none"> OIL's social contribution has been effective but has not been as highly regarded as it should be There is a huge communication gap with local communities that has to be bridged Due to this locations near the operational areas are highly effected and many times, these issues are overlooked Deforestation has been an major issue for a long time Unemployment in the region is the major cause of the frequent strikes. Socio-economic gap creates the tension between the Company and the community Safety measures and Compensation schemes need to improve |
| Officer's Association | Meeting and Discussion | <ul style="list-style-type: none"> Misuse of resources is common at operational sites and residential colonies as well Chemicals and Gas leakages are a potential hazard and should be well taken care of OIL should create a separate department that only looks after Sustainable Development projects Requirement of more manpower |
| Senior members of the Department of Safety and Environment | Interview | <ul style="list-style-type: none"> An integrated approach to measure and collect data is required. Suggest to L&D to arrange training programmes for the same |
| Head Master, Purvanchal School | Interview | <ul style="list-style-type: none"> Have greatly benefited from OIL's CSR activities in the form of construction of classrooms, toilets and procurement of books for the library etc. Unemployment is a concern at the heart of agitation at OIL operational sites |



Materiality Analysis

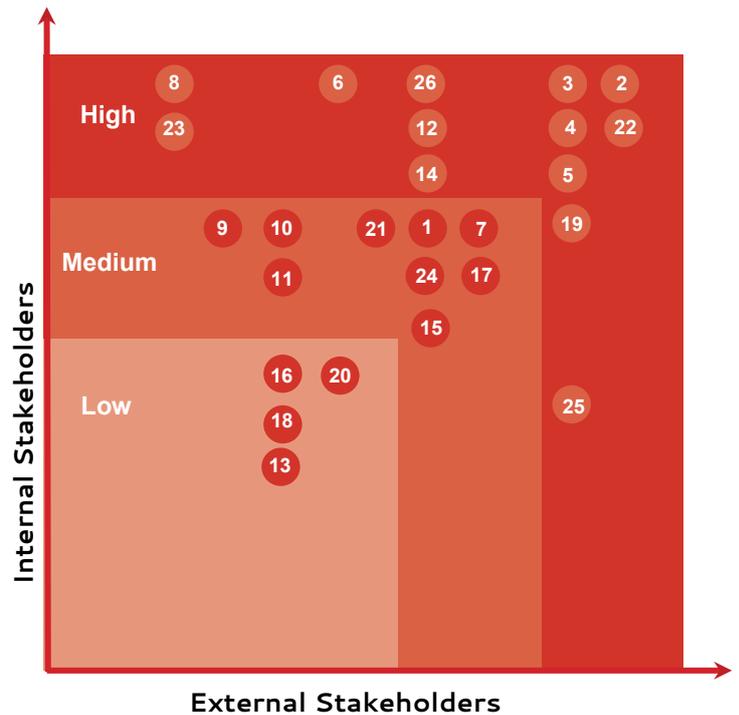
The content of this report has been developed based on the principles of Materiality as per the requirements of the GRI G4 guidelines. Materiality Analysis is the systematic review of current and future business risks and opportunities based on the feedback from engaging external and internal stakeholders. The Materiality Analysis was carried out as per the framework laid out by the GRI G4 guidelines and we will continue to use this framework for all future reporting ventures.

Materiality Determination Process

Step 1: We began the Materiality Analysis by first dividing our stakeholders into two broad categories— External and Internal. One interesting outcome was the fact that the Government is both an external stakeholder in its role as a regulator, but since we are a Public Sector Undertaking (PSU), the Government is also an internal stakeholder. The table below lists all of our external and internal stakeholders.

| Internal Stakeholders | External Stakeholders |
|---|--|
| <ul style="list-style-type: none"> • Employees • Shareholders • Government | <ul style="list-style-type: none"> • Oil and Gas companies • Local Communities • Tea Gardens • Local Organizations • Government/regulators • Contractors/partners • Suppliers & Service providers • Customers • Media |

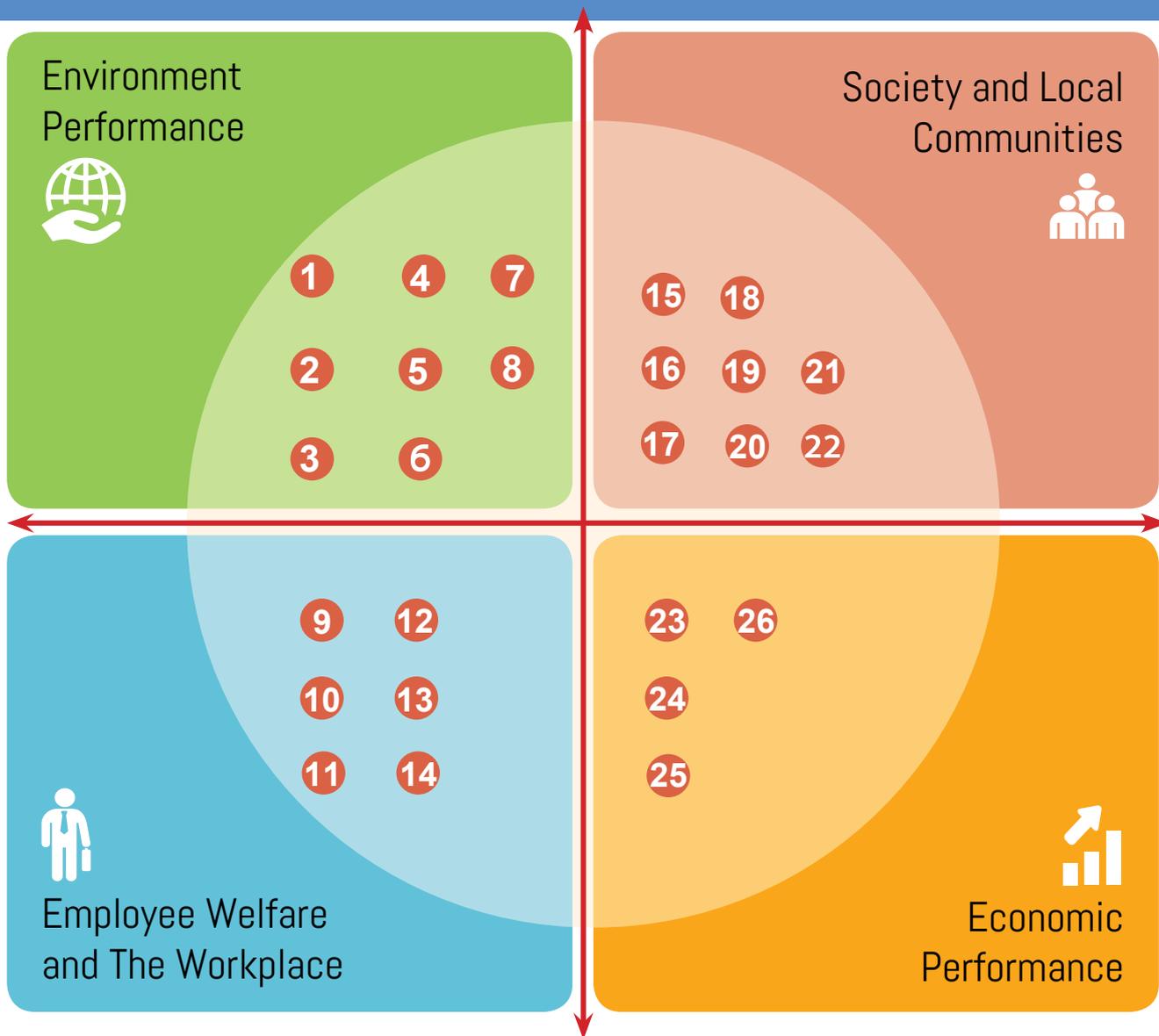
Step 2: We then conducted one-on-one interviews and discussions with representatives of local communities and OIL’s senior management, focus group discussions with the Officer’s Association and Labour Union representatives, and took feedback from the Materials and Contracts department to gauge the feedback from vendors and buyers in order to create the prioritization matrix provided below. The importance assigned to various aspects was derived partly from feedback provided by the stakeholders and partly based on the discussions of the Sustainable Development Core Committee.



- | | | | |
|----|------------------------------------|----|--|
| 01 | Energy | 14 | Labour Grievance Mechanisms |
| 02 | Water | 15 | Freedom of Association and Collective Bargaining |
| 03 | Biodiversity | 16 | Child Labour |
| 04 | Emissions | 17 | Indigenous Rights |
| 05 | Effluents/ Waste | 18 | Forced or Compulsory Labour |
| 06 | Environmental Grievance Mechanisms | 19 | Local Communities |
| 07 | Compliance | 20 | Anti-Corruption |
| 08 | Fossil Fuel Substitute | 21 | Grievance Mechanisms |
| 09 | Employment | 22 | Emergency Preparedness |
| 10 | OHS | 23 | Economic Performance |
| 11 | Training and Education | 24 | Market Presence |
| 12 | Diversity and Equal Opportunity | 25 | Indirect Economic Impact |
| 13 | Equal Remuneration | 26 | Reserves |



Step 3: After we determined our Materials Aspects we then separated them into four major categories—Environmental Performance, Local Communities, Workplace and Economic Performance. The figure below details our Material Aspects under each category. We have chosen to include all identified Material Aspects in this report and have left none out.



How Materiality Influences Our Report

Our Materiality process allows us to assign tangible rankings to all the future and current business risks and opportunities that we could foreseeably face, thereby, allowing us to prioritize the level of discussion and details with which to address each topic. For our report, even though we have ranked all the Material Aspects on a scale of low to medium to high, we will address each Aspect equally as we believe that an Aspect that might be of low importance today but could become more important in the future. Therefore, we have taken equal care to report on each and every identified Material Aspect.



How Materiality Will Evolve

The process defining materiality continues to evolve and will be evaluated by the sustainability committee on a bi-annual basis to ensure that it aligns with our current operations and understanding of our stakeholders' needs and priorities. As we further engage our stakeholders and conduct internal reviews of our materiality assessment, it is likely that our materiality assessment will change. This is part of the natural evolution of sustainability management within a company and will be reflected in our annual sustainability report.



Disclosures on Management Approach

Given our change to GRI G4 guidelines where we need to report a DMA for each and every Material Aspect identified, we decided to include in one section right after the Materiality Analysis in order to set the tone for the report and to help readers avoid the confusion of trying to find them in individual sections of the report. Our entire list of DMAs is given in the next page

| Sl. No. | Material Aspect | Disclosure on Management Approach (DMA) |
|--------------------|---------------------------|--|
| Economic | | |
| 1. | Economic Performance | OIL like any company is driven by its economic performance. Our vision includes our commitment to being the fastest growing energy company with the highest profitability. Our traditional economic indicators can be found in the section "Oil India Limited-Profile" and our GRI indicator specific information can be found in the section "Economic Performance". |
| 2. | Market Presence | OIL believes in maintaining national market presence focusing on local areas of operations for hiring as much as possible. This information has been disclosed in the "Economic Performance" section of this Report. |
| 3. | Indirect Economic Impacts | It is important to use the revenue generated by us to increase our indirect economic benefits by providing jobs and the building of infrastructure. This information has been disclosed in the "Economic Performance" section of this Report. |
| 4. | Reserves | As an Oil and gas company our Reserves are the ultimate indicator of our future, we take great care to maintain these reserves. This information has been disclosed in the "Economic Performance" section of this Report. |
| Environment | | |
| 5. | Energy | As an Oil and Gas company, we pay close attention to our energy consumption both direct and indirect. As disclosed in our Environmental Performance section, we have wide-ranging energy conservation practices in place in order to reduce our fossil fuel and hydrocarbon consumption. We are also currently in the process of installing energy meters in all of our installations. The company aims to reduce our energy consumption year on year and we have stringent standards in place to ensure this. |
| 6. | Water | Water is a key input in our operational practices especially during extraction. We are currently in the process of having water meters installed in all of our installations to measure our water consumption more accurately and therefore manage it more effectively. Our water management practices have been disclosed in the "Environmental Performance" section of this Report. |
| 7. | Biodiversity | OIL has a few operational sites located in and around biodiversity rich zones in Assam and Arunachal Pradesh, as well in other spheres of operation. We have launched a conservation program to protect the habitat of the Endangered Hoolock Gibbon which is a IUCN Red List species found in few sites in and around our operational areas. We are committed to expand this program to other sites of biodiversity rich/ wildlife hotspots. |
| 8. | Emissions | OIL is aware that emissions data is extremely important for us, so we have initiated a Carbon Footprint Study that will give us a more exact measure of our overall carbon footprint. |
| 9. | Effluents/Waste | We are cognizant of the importance of managing our effluents and waste effectively. The data related to our waste and treatment methods have been disclosed in the "Environmental Performance" section of this Report. |
| 10. | Compliance | We comply with all national and state environmental laws and regulations; we have not been fined or sanctioned for any violation in FY 2014-15. We constantly keep up with ever changing regulations to ensure full compliance. This information has been disclosed in the "Environmental Performance" section of this Report. |



| | | |
|-----|-----------------------------------|--|
| 11. | Environmental Grievance Mechanism | OIL has a robust environmental grievance mechanism in place, with our Safety, Environmental, Public Relations and Corporate Communications departments receiving complaints from the local communities. The concerned departments address these complaints expeditiously to ensure that there are no pending grievances. It is not feasible for us to have separate mechanism for social and environmental grievances since the issues are intertwined in our areas of operation. We aim to address every single environmental grievance we receive expeditiously. |
| 12. | Fossil Fuel Substitute | We understand the need to diversify our fuel mix given the toll placed by hydrocarbons and fossil fuels on the environment. We currently have six wind and solar installations that are helping us improve the contribution of renewables in our overall energy mix. We currently do not produce any fossil fuel substitutes but are efforts to do so are disclosed in the "Environmental Performance" section of this Report. |

Labour

| | | |
|-----|---------------------------------------|---|
| 13. | Employment | OIL is a preferred employer all over India but particularly in North-Eastern India. To maintain this status, we are constantly trying to improve our performance towards our employees and our HR and L&D Departments have taken the lead in this area. This data has been disclosed in "Our People" section of this Report. |
| 14. | Occupational Health and Safety | OHS is very significant to our operations given the dangerous nature of the tasks required by our employees to ensure their health and safety. The OIL Hospital in Duliajan provides top notch free of cost healthcare to all of our employees. This data has been disclosed in "Our People" section of this Report. |
| 15. | Training and Education | Our L&D Department is responsible from all training and career development initiatives at OIL. We constantly monitor our training data so as to keep improving our performance. We also liaise with our employees to determine their needs and accordingly tailor programs, workshops, seminars etc.. Our training related data has been disclosed in the "Our People" section of this Report. |
| 16. | Diversity and Equal Opportunity | OIL takes great pride in the diversity of our workplace and the equal opportunities provided to all of our employees in terms of salaries and professional growth. This data has been disclosed in "Our People" section of the Report. |
| 17. | Equal Remuneration | OIL like any Indian PSU is mandatorily required to pay equal remuneration to men , women and members of all minority communities. This is monitored by the Central Government and this data has been disclosed in the "Our People" section of this Report. |
| 18. | Labour Practices Grievance Mechanisms | We have a robust labour grievance mechanism in place like any company that works with a number of labour unions. We constantly engage our Officer's Association and Labour Union in order to understand their concerns and resolve them before filing of an official grievance. This is the reason why in FY 2014-15 not a single labour grievance was filed. This information has been disclosed in "Our People" section of this Report. |

Human Rights

| | | |
|-----|--|---|
| 19. | Freedom of Association and Collective Bargaining | OIL believes in upholding the rights of people to take up any employment of their own volition. We strictly monitor all our operations to ensure that no one is employed against their will; this is also against the law of the land which we uphold at all times. This information is disclosed in "Social Performance" section of this Report. |
| 20. | Child Labour | OIL does not hire child labour at any of our operations and we constantly monitor our suppliers and vendors to ensure that they also do not employ child labour. This information is disclosed in "Social Performance" section of this Report. |
| 21. | Indigenous Rights | OIL's operations invariably bring us into contact with indigenous people like the Tea Garden workers and other indigenous communities, and we pride ourselves in our responsible engagement with them in order to protect their rights. This information is disclosed in "Social Performance" section of this Report. |
| 22. | Forced or Compulsory Labour | We constantly monitor our operations and suppliers for risk of forced or compulsory labour. We follow the law of the land which prohibits forced or compulsory labour. This information is disclosed in "Social Performance" section of this Report. |

Society

| | | |
|-----|------------------------|---|
| 23. | Local Communities | We conduct thorough needs assessment studies/ baseline studies before implementing our CSR projects; this allows the projects to be in tune with needs of the local communities. This information is disclosed in the "Social Performance" section of this Report. This year we have set ourselves targets for the construction of 1,471 toilets under the Prime Minister's Swachh Bharat Abhiyan in 7 districts in Assam. We have also created 2,257 employment opportunities under project Swabalamban, besides creating 250 SHGs and 250 JLGs under 'Rupantar'. |
| 24. | Anti-Corruption | We follow all government mandated requirements to screen for potential cases of corruption. We continue to strengthen our systems in this regard and take severe action against all violations. This information is disclosed in "Social Performance" section of this Report. |
| 25. | Grievance Mechanisms | OIL has a robust social grievance mechanism in place, with our Safety, Environmental, Public Relations and Corporate Communications departments receiving and complaints from the local communities. They then address these complaints expeditiously to ensure that there are no pending grievances. It is not feasible for us to have separate mechanism for social and environmental grievances since the issues are intertwined in our areas of operation. We aim to address every single social grievance we receive. |
| 26. | Emergency Preparedness | Exploration and exploitation of oil and gas prospects are more susceptible to surprises. In the competitive world companies need to be ready to effectively combat these unwanted surprising incidences and also minimize their happenings by adapting healthy practices and putting in place suitable systems to effectively deal with them. Identification, mitigation and management of risks are the three important factors that a company needs to look into for adding value to the business. Crisis Management team in an E&P company is a mandatory requirement. Keeping this requirement in mind a CMT Team was formed in OIL to handle and coordinate the crisis and started functioning from 1st April, 2009 from a temporary set up at NIA in Drilling Department. Since this aspect is an "Oil and Gas Sector" DMA with no accompanying indicators, it has not been mentioned anywhere else in this Report. |



Economic Performance

Sustainability at the corporate level cannot be achieved solely through environment and social responsibility. Financial responsibility is critical to making a company sustainable over the long-run. OIL is a source of economic productivity and employment generation across its various operational sites. We believe that a responsible company has a duty to drive economic growth in its areas of operations and OIL has always been a source of economic productivity and employment generation across our various operational sites. In this section of our Sustainability Report we disclose details of our financial performance, our employees' standard wages and defined employee benefit plans, our local hiring practices, our expenditure on infrastructure development, our estimated proved reserves and production, indirect economic impacts and the financial risks and opportunities posed by climate change.



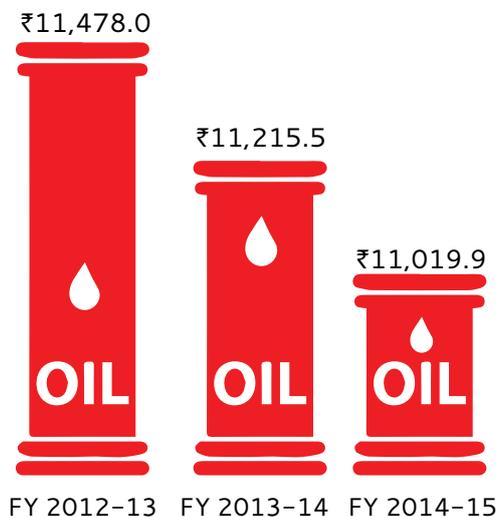
Direct Economic Value Generated and Distributed (G4-EC1)

The details of our economic value generated and distributed (EVG&D) for the last three financial years have been provided in the table below:

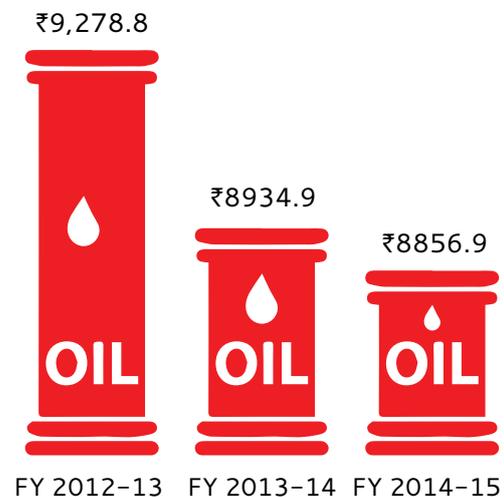
| Economic Value Generated and Distributed (EVG&D) | Unit | FY 2012-13 | FY2013-14 | FY2014-15 |
|--|-------------------|-----------------|-----------------|-----------------|
| Economic Value Generated (A) | | | | |
| Revenues | ₹ (Crores) | 11,478.0 | 11,215.5 | 11,019.9 |
| Total A | ₹ (Crores) | 11,478.0 | 11,215.5 | 11,019.9 |
| Economic Value Distributed (B) | | | | |
| Operating Costs | ₹ (Crores) | 2,553.5 | 2,879.0 | 2,965.7 |
| Employee Benefits and Wages | ₹ (Crores) | 1,310.6 | 1,473.2 | 1,587.5 |
| Payments to providers of capital | ₹ (Crores) | 1,806.0 | 1,361.2 | 1,543.0 |
| Payments to Government (India) | ₹ (Crores) | 3,559.1 | 3,148.6 | 2,627.4 |
| Community Investments | ₹ (Crores) | 49.6 | 72.9 | 133.3 |
| Total B | ₹ (Crores) | 9,278.8 | 8,934.9 | 8,856.9 |
| Economic Value Retained (A-B) | ₹ (Crores) | 2,199.2 | 2,280.6 | 2,163.0 |

The year on year change in our EVG&D has been represented graphically below:

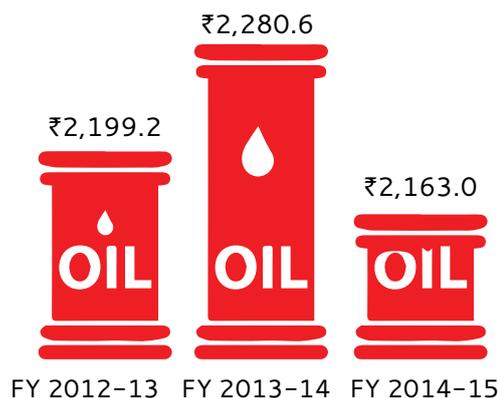
Economic Value Generated (₹ Crores)



Economic Value Distributed (₹ Crores)



Economic Value Retained (₹ Crores)





Key Impacts, Risks and Opportunities (G4-EC2)

As an Oil and Gas Company, climate change is an extremely vital driver for our industry given the global initiative to switch the cleaner fuels increasingly. This of course affects the demand for our core products. However, we believe that climate change also provides us with the opportunity to diversify our fuel mix and to continue to transition into a modern energy company with equal emphasis on traditional fossil fuels as well as new and renewable energy sources. Fossil fuels will continue to play a vital role in the development of the whole world for the next few decades, which is why it is imperative for companies like Oil India Limited to continue to innovate and reduce the environmental impact of our operations.

The Oil & Gas sector has been beset by an economic downturn with the price of crude oil dropping steadily over the last 18 months. This is mainly being driven by excess supply in the crude oil market which is causing prices to continue sliding. This scenario is unlikely to reverse during the year with demand guaranteed to fall after the summer season which sees an increase in petroleum consumption by vehicles in North America and Europe. A renewed focus on switching to cleaner sources of energy driven by global climate change negotiations is also contributing to lower demand for fossil fuels.

Therefore, it is essential for companies like Oil India Limited to diversify into renewable sources like wind and solar. In order to achieve this we set up the Centre for Excellence for Energy Studies to increase our research into unconventional hydrocarbons as well as alternative energy sources. Our focus on Renewables has allowed us to generate 1,27,427 MWh of renewable energy from our wind and solar power installation in FY 2014-15.

Another important consideration for Oil and Gas companies is the social perception of our operations. The Deepwater Horizon oil spill in the Gulf Mexico has created a global debate regarding the exploration and production practices employed by Oil and Gas companies. In such a scenario, we have responded by increasing our focus on engaging with local communities in and around our areas of operation. We also take great care during exploration and production to ensure that our environmental impacts are minimized. We also follow the precautionary principle when it comes to our environmental risk management (**G4-14**). This is best exemplified by the fact that we have been operating in biodiversity hot-spots for almost sixty years and our operations have never had any significant environmental or social impacts on the local communities.





Oil India Limited's Defined Benefit Plan Obligations (G4-EC3)

We believe that our obligations towards our employees do not end with their retirement; rather we believe that it is critical for us to provide them with sufficient post-retirement benefits. In the table below we have summarized the details of our defined benefit plan obligations for the last three financial years.

| FY 2012-13 | | FY 2013-14 | |
|--|---|--|---|
| <p>Types of benefits provided to employee during retirement</p> <ul style="list-style-type: none"> • Gratuity • Leave Encashment • Post-Retirement Medical Benefits • Pension | <p>Details of how the obligations of the benefit plan are met</p> <ul style="list-style-type: none"> • Gratuity and Pension obligation to pay are met by a separate fund • Post-Retirement Medical Benefits and Leave Encashment obligation to pay are met by general organisational resources | <p>Types of benefits provided to employee during retirement</p> <ul style="list-style-type: none"> • Gratuity • Leave Encashment • Post-Retirement Medical Benefits • Pension | <p>Estimated value of benefits plan liabilities met by general resources of companies</p> <p>₹ 251.59 Crores</p> |
| <p>Estimated value of benefits plan liabilities met by a separate fund</p> <p>₹ 1,367.80 Crores</p> | <p>Estimated value of benefits plan liabilities met by a separate fund</p> <p>₹ 1,533.47 Crores</p> | <p>Estimated value of benefits plan liabilities met by general resources of companies</p> <p>₹ 328.31 Crores</p> | <p>Estimated value of benefits plan met by a separate fund</p> <p>₹ 1,510.68 Crores</p> |
| | <p>Extent to which the fund meets the plan's liabilities</p> <p>₹ 89.20%</p> | | |



FY 2014-15

Details of how the obligations of the benefit plan are met

- Gratuity and Pension obligation to pay are met by a separate fund
- Post-Retirement Medical Benefits and Leave Encashment obligation to pay are met by general organisational resources

Estimated value of benefits plan liabilities met by a separate fund

₹ 1,656.57 Crores

Extent to which the fund meets the plan's liabilities

₹ 91.19%

Types of benefits provided to employee during retirement

- Gratuity
- Leave Encashment
- Post-Retirement Medical Benefits
- Pension

Estimated value of benefits plan liabilities met by general resources of companies

₹ 355.27 Crores

Estimated value of benefits plan met by a separate fund

₹ 1,649.51 Crores

Details of how the obligations of the benefit plan are met

- Gratuity and Pension obligation to pay are met by a separate fund
- Post-Retirement Medical Benefits and Leave Encashment obligation to pay are met by general organisational resources

Estimated value of benefits plan liabilities met by a separate fund

₹ 1,928.11 Crores

Extent to which the fund meets the plan's liabilities

₹ 89.78%



Financial Assistance received from the Government (G4-EC4)

Oil India Limited is a national PSU where the central government is the major shareholder of our company. Besides the shareholding, Oil India Limited has not received any other financial assistance from the government over the last three financial years. We have received no tax reliefs/ credits, subsidies, investment grants, research and development grants, awards, royalty holidays, assistance from export credit agencies or any other form of financial support from the government. The table below discloses the percentage of our shares held by the government over the past three financial years:

| FY 2012-13 | FY 2013-14 | FY 2014-15 |
|------------|------------|------------|
| 68.43% | 67.64% | 67.64% |

Oil India Limited entry level wages (G4-EC5)

We have different entry level wages for our executives and our workers. The details of our entry level wages for our male and female workers have been provided below:

| Name of Site | Entry Level Wage for Men FY 2014-15 | Entry Level Wage for Women FY 2014-15 |
|--------------------|-------------------------------------|---------------------------------------|
| Duliajan (Grade I) | In the pay scale of ₹9,300-₹17,000 | In the pay scale of ₹9,300-₹17,000 |
| Grade V | In the pay scale of ₹13,500-₹28,000 | In the pay scale of ₹13,500-₹28,000 |
| Grade VII | In the pay scale of ₹16,000-₹34,000 | In the pay scale of ₹16,000-₹34,000 |
| Grade VIII | In the pay scale of ₹17,000-₹38,000 | In the pay scale of ₹17,000-₹38,000 |



The details of our entry level salaries for our male and female executives have been provided in the table below:

| Name of Site | Entry Level Wage for Men FY 2014-15 | Entry Level Wage for Women FY 2014-15 |
|--------------------------|--|--|
| Across Oil India Limited | ₹24,900 – ₹50,500 (scale of pay of Grade B executive) | ₹24,900 – ₹50,500 (scale of pay of Grade B executive) |

We do not discriminate between men and women when it comes to wages and salaries of our employees. Our entry level pay is much higher than local and national minimum wages.

Local Hiring (G4-EC6)

As an Oil and Gas company we have geographically dispersed operations with our sites spread across the length and breadth of India focusing on states in North-East India. We have made it our point to hire all supervised workers from communities in and around operational areas.

Infrastructure Investments (G4-EC7)

We have always invested in the infrastructure development of our operational areas as an organizational practice. In FY 2014-15 we have invested a total of ₹ 162.12 million in infrastructure development, however these figures are only for Assam and related to infrastructure development under our CSR initiatives. The details of this expenditure can be found in the table below:

| Sl. No. | Expenditure Head | Amount (₹ Crores) |
|--------------|--|-------------------|
| 1. | Roads and Bridges (CSR) | ₹ 9.897 |
| 2. | Roads and Bridges (operational) | ₹ 116.99 |
| 2. | Other Infrastructure | ₹ 4.788 |
| 3. | Development of Duliajan Road | ₹ 1.527 |
| 4. | Prime Minister's Swachh Bharat Abhiyan | ₹ 38.36 |
| Total | | ₹ 171.56 |

We carry out feasibility and needs assessments before carrying out all infrastructure development projects.



Indirect Economic Impacts (G4-EC8)

Our Company is responsible for significant indirect economic impacts in our areas of operation. We have provided large scale employment opportunities to the people living near our units. Our existence has also provided a boost to the local economy with our workers and executives often availing of products and services produced by the people living near our units. Duliajan for example, as a town would not have existed were it not for our operations, a majority of the people living in and around Duliajan are either directly or indirectly generating their livelihoods from Oil India Limited.

Estimated proved reserves and production (G4-OG1)

The overwhelming majority of our hydrocarbon reserves and estimated proven reserves are found in Assam and Arunachal Pradesh (these do not include figures from our overseas reserves), these figures for FY 2014-15 can be found in the table below:

Net Quantities of interest in Proved Reserves of Oil (including condensate and natural gas on 31.02.2015

| Type | | Crude Oil | | | | Natural Gas | | |
|-------------------|--|----------------------------------|----------------------------------|--|---|---|---|---|
| Area of Operation | Position as on 1st April 2014 (Million KL) | Additions/Revisions (Million KL) | Production Quantity (Million KL) | Position as on 31.March ,2015 (Million KL) | Position as on 1st April 2014 (Million Cubic Meter) | Additions/Revisions (Million Cubic Meter) | Production Quantity (Million Cubic Meter) | Position as on 31.March ,2015 (Million Cubic Meter) |
| Assam | 38.5560 | 0.4285 | 3.8313 | 35.1532 | 24604 | 541 | 2358 | 22787 |
| Arunachal Pradesh | 0.3650 | -0.2393 | 0.0081 | 0.1176 | 0 | 0 | 0 | 0 |
| Rajasthan | 0.0028 | 0.0004 | 0.0004 | 0.0028 | 113 | 1087 | 200 | 1000 |
| Kharsang - JV | 1.0000 | 0.0003 | 0.0313 | 0.9690 | 0 | 0 | 0 | 0 |
| Total | 39.9238 | 0.1899 | 3.8711 | 36.2426 | 24717 | 1628 | 2558 | 23787 |



Net Quantities of interest in Proved Developed Reserves of Oil (including condensate and natural gas on 31.02.2015

| Type | | Crude Oil | | | Natural Gas | | | |
|-------------------|--|----------------------------------|----------------------------------|--|---|---|---|---|
| Area of Operation | Position as on 1st April 2014 (Million KL) | Additions/Revisions (Million KL) | Production Quantity (Million KL) | Position as on 31.March ,2015 (Million KL) | Position as on 1st April 2014 (Million Cubic Meter) | Additions/Revisions (Million Cubic Meter) | Production Quantity (Million Cubic Meter) | Position as on 31.March ,2015 (Million Cubic Meter) |
| Assam | 33.4455 | 2.5744 | 3.8313 | 32.1866 | 24604 | 541 | 2358 | 22787 |
| Arunachal Pradesh | 0.3650 | -0.2393 | 0.0081 | 0.1176 | 0 | 0 | 0 | 0 |
| Rajasthan | 0.0028 | 0.0004 | 0.0004 | 0.0028 | 113 | 1087 | 200 | 1000 |
| Kharsang - JV | 1.0000 | 0.0003 | 0.0313 | 0.9690 | 0 | 0 | 0 | 0 |
| Total | 34.8133 | 2.3358 | 3.8711 | 33.2780 | 24717 | 1628 | 2558 | 23787 |

These figures are incremental showing the changes from last year's figures.



Conclusion

In this section we have provided disclosures related to GRI G4's Economic indicators. Corporate Sustainability can only be possible if it occurs simultaneously with financial sustainability. The days when a company's performance was measured solely using their bottom-line is now a thing of the past. In today's world financial performance includes the economic value distributed, estimation of key risks and opportunities posed by climate change, estimation of our indirect impacts, our expenditure on local infrastructure development, our wage, benefit plan and local hiring policy and details of payments made to central and state governments for royalty cess and tax payments etc. These disclosures help make us a better company and this is the ultimate objective from our perspective when it comes to Sustainability Reporting. In the next section of this report we will look at our Environmental Performance during FY 2014-15.



Environmental Performance





Our Energy Consumption (G4- EN 3)

Choice of energy sources is the main aspect in determining the environmental footprint of an organization. So a balance between energy source and energy consumption is required to control the fluctuation in energy supply and pricing and at the same time decreasing the GHG emission level. We at OIL India Limited (OIL) are striving to strike a perfect balance between renewable and non-renewable sources of energy and our goals for increasing the share of the later remains astute.

The table below is the reference table that contains definitions units:

| Unit | Definition |
|-------|-------------------------------------|
| KL | Kilo Litre |
| MMSCM | Million Metric Standard Cubic Meter |
| KWh | Kilo Watt hour |
| MW | Mega Watt |
| CUM | Cubic Metre |
| Mg/L | Miligrams per Litre |





their respective amount of consumption for the FY 2014-15:

| Sources of Energy | | | |
|--|-------|------------|-----------------------------|
| Primary Energy Source | Unit | Total | Total energy consumed in TJ |
| Direct (Energy Source) | | | |
| Diesel | KL | 18,653.719 | 802.11 |
| Petrol | KL | 48.021 | 2.13 |
| Natural Gas | MMSCM | 345.56 | 16,586.88 |
| Crude Oil | MT | 7,932 | 335.52 |
| Total Energy Consumed from Direct energy sources | | | 17,726.64 |
| Indirect (Energy Source) | | | |
| Electricity purchased (non – renewable sources) | KWh | 18,66,674 | 6.72 |

The table below illustrates a comparative study of energy consumption over the last 3 Financial Year

| Year | 2012-13 | 2013-14 | 2014-15 |
|----------------------|-----------|-----------|-----------|
| Energy Consumed (TJ) | 15,185.80 | 14,927.51 | 17,733.36 |

Useful Conversion

Methodology:

- Conversion of volume of the given fuel to their respective masses in Giga Gram(GG), as density is known for each fuel types
- We have referred to the net calorific value from IPCC guidelines 2006 and accordingly determined the energy consumed and saved for each type of fuels.

| | |
|--|------------------------|
| 1 KL | 1000 L |
| 1 KL | 1000 m ³ |
| 1 MMSCM | 1000000 m ³ |
| 1 MT | 1000 Kg |
| 1GG | 1000000 Kg |
| 1 Kwh | 3.6 × 10 ⁻⁶ |
| Density of Diesel (Kg/L) | 0.85 |
| Density of Petrol (Kg/L) | 0.74 |
| Density of Natural Gas (Kg/L) | 0.8 |
| Density of Crude oil (Kg/L) | 0.9 |
| Density of LPG (Kg/L) | 0.54 |
| Net Calorific Value of Diesel (TJ/GG) | 43 |
| Net Calorific Value of Petrol (TJ/GG) | 44.3 |
| Net Calorific Value of Natural Gas (TJ/GG) | 48 |
| Net Calorific Value of Crude Oil (TJ/GG) | 42.3 |
| Net Calorific Value of LPG (TJ/GG) | 47.3 |

All conversion parameters are as per IPCC guidelines. The source of conversion is as per the IPCC guideline 2006

Reduction in Energy Consumption (G4 – EN6)

Since energy consumption reduction has a direct effect on the environmental footprint of the organization, its operational costs, and exposure to fluctuations in energy supply and prices. The usage of energy efficiently remains our topmost priority.

The table below illustrates the energy consumption reduction breakup caused due to key changes in methodologies, equipment and processes for the year 2014 to 2015 over the baseline year (2013/14):

| Sources of Energy Savings | Unit | Total | Energy saved(TJ) |
|---|-------|---------|------------------|
| Energy savings due to process re-design: | | | |
| LPG used as housing fuel in Moran Field. | MMSCM | 1.2 | 41.280 |
| Re injecting flare gas to the system | MMSCM | 73 | 2,511.200 |
| Replacing CAT D399 Diesel Engine with updated CAT 3512B | KL | 141.6 | 5.777 |
| Using solar gen set instead of diesel gen set | KL | 45 | 1.836 |
| Installing gas pressure system to load trucks | KL | 19.72 | 0.805 |
| Using non forest nitrogen pumping unit thereby reducing the usage of High speed diesel | KL | 15.22 | 0.621 |
| Installation of Solar Powered lighting systems at well – 279 Security Camp | KL | 10.9 | 0.445 |
| Installation of Solar Powered lighting systems at Nagajan Security Camp | KL | 10.9 | 0.445 |
| Total energy saved due to conversion and retrofitting of equipment: | | | 2,562.40 |
| Savings due to conversion and retrofitting of equipment: | | | |
| <ul style="list-style-type: none"> • Analog type ceiling fan regulators are replaced by electronic regulators • Installation of energy efficient air conditioner • Energy star refrigerators were procured. • CFL lamps are used in drilling site in place of 160 W MLL lamps | kWh | 69,0325 | 2.49 |
| LED light fittings are used to conserve energy | kWh | 2,212 | 0.01 |
| Usage of CFL/LED/T5 in Rajasthan project | kWh | 51,694 | 0.19 |
| Total energy saved due to conversion and retrofitting of equipment: | | | 2.68 |



| Others: | | | |
|--|----|-----------|------------------|
| Condensate recovered in the fields from gas wells Assam & AP) | KL | 1,99,795 | 7,672.13 |
| Condensate recovered from LPG Plant, Duliajan | KL | 33,382.35 | 852.65 |
| Condensate recovered in the fields from gas wells of Rajasthan Project | KL | 316.79 | 12.16 |
| Crude oil saved / retrieved from different operational activities | KL | 2,830.5 | 107.76 |
| Total energy save through other interventions | | | 8,644.70 |
| Total Energy Saved (Overall) | | | 11,209.79 |

The table below illustrates a comparative study of energy saved over the last 3 Financial Year

| Year | 2012-2013 | 2013-2014 | 2014-2015 |
|-------------------|-----------|-----------|-----------|
| Energy Saved (TJ) | 15675.53 | 12788.97 | 11,209.79 |

Total Amount invested in Renewable Energy (G4 – OG2 &3)

The table below shows the location of our renewable energy installations, their sources, their respective investments and amount of electricity generated from FY 2014-15.

| Name | 38 MW Wind | 16 MW Wind | 13.6 MW Wind | 54 MW Wind | 5 MW Solar Energy | Cumulative Figure |
|--|-----------------|-----------------|--------------|------------|-------------------|-------------------|
| Site | Chandgarh | Gujarat | Rajasthan | Rajasthan | Rajasthan | NA |
| Amount of Money Invested in FY-2014-15 | ₹2,67,86,20,000 | ₹1,07,58,40,000 | NO CAPEX | NO CAPEX | NO CAPEXvw | ₹3,75,44,60,000 |
| Total Energy Generated (MWh) | 2.902 | 391.94 | 19,103.41 | 98,785.0 | 9,144.122 | 1,27,427.383 |



Total volume water Withdrawal from Source (G4 – EN 8)

We at OIL withdraw water primarily from surface water sources and ground water sources. The table below illustrated the total amount of water withdrawn during the financial year 14/15 to carry out our operations in Duliajan, Assam; Manbhum, Arunachal Pradesh and in Drilling and work over Rigs

| Location \Source (cum) | Duliajan | Manbhum | Drilling Rig and work over rig | Overall FY 14/15 |
|------------------------|------------------|------------------|--------------------------------|--------------------|
| Surface Water | 53,75,000 | 45,080 | NR | 54,20,080 |
| Ground water | 39,16,000 | 12,62,642 | 2,89,648 | 54,68,290 |
| Total(cum) | 92,91,000 | 13,07,722 | 2,89,648 | 1,08,88,370 |

Water sources affected due to water withdrawal (G4-EN 09)

It was found that the water sources we avail for our operations in Duliajan do not affect the value or importance to local communities and indigenous people.

Percentage of total volume of water recycled and reused (G4-EN 10)

We at Oil India Limited firmly believe that conservation of water through recycling and reuse is one of the key factors for sustainable and organic growth of our company. To achieve the same we have reused 1,12,000m³ of water from our Duliajan site. It was found out that about 1.21% of the total water consumed by the operations in Duliajan was reused.

Operational site near Biodiversity Hotspots (G4-EN 11, 12)

The table below illustrates the name of the site and type of operations near high biodiversity value area

| Site Parameters | Details |
|---|---------------------------------------|
| Country of operation | India |
| Size of the operational site (in square kilometers) | NA |
| Is the site or a part of it located in a protected area? | Yes |
| Is the site located adjacent to a high biodiversity value area? | Yes |
| If yes, what is the listing of protected status? IUCN, Ramsar Convention, etc.? | Wild Life Sanctuary and National Park |

* Since there are many mobile (drilling) installations, our operational area cannot be defined

Impact of our operations on the adjacent protected areas and areas with high biodiversity value were found out to be negligible. It was that there were no adverse effect on any species due to exploration and production of hydrocarbons.



Habitats Protected and Restored (G4- EN 13)

Ensuring integrity and stability of the natural habitat, environmental surroundings and resources has been the key priority of our organization. The table below illustrates the habitats restored and the methodology we have used to restore the same.

| Habitat protected and/or restored | Size (km ²) | Has the restoration measure been approved by independent external experts (yes/no) | Was the restoration work part of a regulatory or legal compliance? | Work Restoration Status in FY 14-15 |
|---|---|--|--|-------------------------------------|
| Tengakhat & Chabua area – Location: HSW, TAC, HUP | 2.5 Hectare (approx) for each drilling location | Yes, MoEFCC & PCBA Officials | Yes. Environment Clearance, MoEF and Consent order from PCBA | Restoration has been done |
| Dikom & Kathaloni area Location: HVV, HVX, WDW 154, DIBE/DIBI/ DIBZ HVU | 2.5 Hectare (approx) for each drilling location | Yes, MoEFCC & PCBA Officials | Yes. Environment Clearance, MoEF and Consent order from PCBA | Restoration has been done |
| Baghjan & Duarmara area | 2.5 Hectare (approx) for each drilling location | Yes, MoEFCC & PCBA Officials | Yes. Environment Clearance, MoEF and Consent order from PCBA | Restoration has been done |
| Deohal area – Location– HWQ–H | 2.5 Hectare (approx) for each drilling location | Yes, MoEFCC & PCBA Officials Yes, MoEFCC & PCBA Officials | Yes. Environment Clearance, MoEF and Consent order from PCBA | Restoration has been done |
| South Bank area – Location: NLE NLF/NLG, NKX, NLB | 2.5 Hectare (approx) for each drilling location | Yes, MoEFCC & PCBA Officials | Yes. Environment Clearance, MoEF and Consent order from PCBA | Restoration has been done |

Methods used for Restoration

Oil India Limited (OIL) has defined guideline in compliance with the statutory requirement and protection of environment on Restoration of well plinth. In accord to the all the well plinths are required to be restored after completion of drilling following the guideline.

The methodology for restoration of well plinth is illustrated below:

Dressing and levelling the well plinth

- Dump pit of adequate size to be made for proper dumping of all garbage/debris generated at site.
- Dumping all surface debris, wastes, jutes, rejected ropes etc. into the dump pit and covering with earth.
- Dismantling various cement concrete and brick masonry works of temporary nature.
- Drill Cuttings/Oil spill scrapings to be disposed in designated HDPE lined pits, covered with HDPE sheet and filled up with top soil.
- Necessary protection to ensure any form of leakage from toilets.
- Necessary repair and strengthening of bundh of effluent pits to avoid overflow of effluents.
- Providing fencing around the well plinth.
- Tree plantation in the periphery of the location.
- Completion status of restoration is to be assessed and documented.

Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored (G4-OG 4)

We at Oil India Limited (OIL) have carried out Environmental Impact Assessment for the year 2014-15 to assess, identify and monitor sites where biodiversity risk are prevalent, the detailed methodology and the name of the sites are listed in the table below

- Development of new units and expansion of existing units are governed by Indian laws, which mandate the undertaking of comprehensive **EIA studies**,
- These studies suggest suitable safeguards for preventing any adverse impacts on bio-diversity.
- During the year 2014-15, OIL carried out **2 EIA studies** in its upcoming fields in Assam and Arunachal Pradesh.
- For each of OIL's operational sites post 2011, OIL has assessed the biodiversity risk and has an environmental management plans in compliance to the environmental regulations, which includes forest, wildlife and biodiversity conservation.
- **However, OIL has not assessed and monitored the biodiversity risk across the operational areas.**
- The EIA reports are prepared based on baseline data collected over a span of 3-4 month in each operational block. The study includes baseline environmental conditions and Environment Impact Assessment is carried out on parameters like Physiography and Topography, Soils quality, Water Resources and Water Quality, Climatology and Meteorology, Ambient Air Quality, Noise, Land Use etc. Based on the results, Environment management plans and environment monitoring programs is made. Additionally, risk assessment is carried out and disaster management plan is made.



Sites where Biodiversity risk has been assessed

- Jairampur PEL Block ,Changlang District, Arunachal Pradesh
- Teok Block, District - Jorhat, Assam
- Khajorijan Block, Dibrugarh/ Tinsukia District, Assam

Emissions of Ozone-Depleting Substances (ODS) (G4-EN 20)

We at Oil India Limited have phased out the use of Ozone Depleting Substances. Use of Ozone like Halon & Freon – 12 has been replaced with eco-friendly chemicals like Freon – 34.

Water Discharge Quality (G4-EN 22)

We at Oil India Limited believe in conservation of water and optimizing the water requirement for our operations. We are proud to report that we do not discharge water outside our Duliajan site. The table below shows a comparative study of our water quality with that of the regulatory limits. The table below deduces that our quality of water is well within the regulatory limits.

| Chemicals | Unit | Water quality at OIL, Duliajan (annual average) | Regulatory Limit |
|--------------|------|--|------------------|
| Chloride | mg/L | 8.64 | 250 |
| Oil & Grease | mg/L | Nil | 0.01 |
| pH | - | 6.97 | 6.5 to 8.5 |
| TDS | mg/L | 159.43 | 500 |





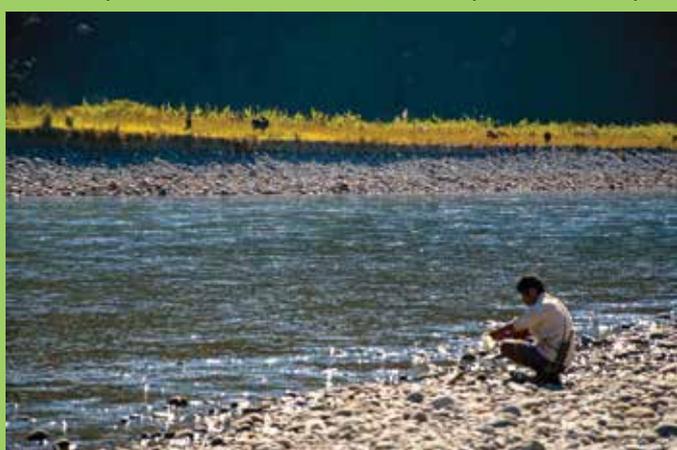
Waste Disposal (G4-EN 23)

The table below illustrates the amount of waste disposed from our operations in Drilling and Work over rig for the current reporting period.

| Types of Waste | Unit | Destination | Method of Disposal | Amount of waste disposed FY14/15 |
|---|---------|----------------------------|----------------------------------|----------------------------------|
| Hazardous | | | | |
| Solid: | | | | |
| Batteries | Numbers | Drilling and Work-over rig | Returned to Materials Department | 16 |
| Oil filters | Numbers | Drilling and Work-over rig | Waste pit | 1,984 |
| Non refillable empty Containers (bitumen, admixtures, chemical and oil drums etc. which are disposed) | Numbers | | | 1,536 |
| Liquid: | | | | |
| Used oil/spent oil | KL | Drilling and Work over rig | Mixed with crude oil at OCS | 96.71 |
| Burnt/Used Lube Oil | KL | Machinery | Sold to authorized vendor | 35 |
| Non- Hazardous | | | | |
| Steel Scraps | MT | Machinery | Sold to authorized vendor | 200 |
| Batteries | Numbers | Drilling and Work-over rig | Returned to Materials Department | 16 |

Total number and volume of significant spills (G4-EN 24)

For the year 2014-15 there are no reportable oil spills.



Volume and Disposal of Produced Water (G4- OG 5)

Formation or produced water is unique to the oil and gas sector. Produced water has the potential to create environmental harm, and is therefore controlled industry wide. Produced water may contain process chemicals and contaminants that are naturally occurring in oil and gas reservoirs, including hydrocarbons, salt, and heavy metals.

For the reporting year 2014/15, we at OIL have produced **30,75,170 Kilo litres** of water from our operations in Arunachal Pradesh and Assam region. Hydrocarbon discharge from the above produced water was found out to be **nil**. **100%** of the water produced was re-injected back to the process for further usage.

Volume of flared and vented hydrocarbon (G4- OG 6)

The gas produced in association with oil is either flared or vented. This remains a major source of emission. Since the infrastructure available to reuse these valuable energy sources are not available these gases poses high safety risk to the community and contributes extensively to GHGs and pollutants. Since it is very difficult to reduce flaring and venting to 0, we at OIL is extra vigilant to the amount of energy resources that are waste through flaring and venting. The table below shows the volume of gas and hydrocarbon that are vented or flared in our Arunachal Pradesh and Assam sites.

| Type | Volume (million barrel oil equivalent) | Operational Region |
|----------------------------|--|--------------------|
| Vented Hydrocarbon | NIL | |
| Flared Hydrocarbon (MMSCM) | 148.282 | Assam + AP |
| Gas Production (MMSCM) | 2,522 | Assam + AP |



Drilling Waste (G4-OG7)

Drilling wastes are generated in huge quantity and they contain chemical additives and hydrocarbon products which if released in an uncontrolled manner into the environment will adversely impact the vegetation, flora and fauna, and water bodies. The Disposal of these drilling wastes is critical and we pay extra precaution while doing the same. The table below lists out the type of drilling waste, the amount produced for the year 2014-2015 and their methodology and strategy for scientific disposal and reduction.

| Waste Type | MT | Disposal Methods Used | Waste Reduction Strategy, if any |
|--|--------------------------------|---|---|
| Drill mud using non-aqueous drilling fluid | Nil | Nil | Nil |
| Drill mud using aqueous drilling fluid | 13,500 KL (approx.) per annum. | Disposed in well site effluent pits following all regulatory norms of MoEF and pollution control board. | <ul style="list-style-type: none"> Optimum mud preparation during final stage of the wells to reduce left over mud. A portion of mud is recycled and reused in different wells. New mud plant at Kathalguri Mud Plant to be commissioned shortly. Commissioning of the mud plant will enhance in recycling and reuse of left over mud and will reduce waste disposal to a minimum level. |



Non-compliance with environmental laws and regulations (G4-EN29)

No non-compliance or fine has been imposed on OIL due to non-compliance with Environmental laws and regulations.

Environmental Grievances Redressal System (G4-EN34)

We receive and address our environmental grievances through one single mechanism. Two departments Safety & Environment and Public Relation & Corporate Communications have been tasked with receiving and jointly addressing all the social and environmental grievances received. The number of grievances received and addressed in FY 2014-15 have been provided in the table below:

| Category | Number |
|---|-----------|
| Grievances about environmental impacts filed through formal grievance mechanisms. | 74 |
| Grievances addressed | 64 |
| Grievances resolved | 64 |
| Pending | 10 |
| Description | Number |
| Gas flaring & Broaching | 22 |
| Leakage of oil mixed water | 2 |
| Leakage of effluent | 5 |
| Leakage of crude oil | 16 |
| Death of animals | 3 |
| Noise Generation | 25 |
| Others | 1 |
| Total | 74 |



Production of Biofuels (OG14)

Biofuels

OIL does not currently produce any biofuels, but we understand the need to diversify our fuel mix and our currently engaged in extensive research and development so as to be in a position to produce biofuels in the future. Some of the initiatives are listed below.

1. Screening of endophytic fungi having biofuel generation potential from biodiesel plants of Assam:

A Collaborative Research project with Department of Biotechnology & Bioinformatics NEHU, Shillong to screen novel endophytic fungi capable of producing biofuels is ongoing. Under this collaborative research project some promising fungal species have been characterized using morphological, biochemical and genetic techniques. Studies on their lipid profiles and ability to generate fuel related compounds are currently ongoing. This project is expected to generate a repository of biofuel producing microbes suitable for commercialization and also lead to development of expertise in a key new technology area for ensuring India's Energy Security.

2. Generation of a strategy document in the area of Algal Biofuels (R&D Note 229):

Production of biofuels from algae finds a mention in OIL's Strategic & Corporate Plan (2011-2020), however for algae to mature as an economically viable platform to offset petroleum there are a number of issues to overcome ranging from how and where to grow these algae, to improving oil extraction and fuel processing. In the recently concluded OIL's E&D Conference held at Neemrana, Rajasthan, Director (HR&BD) had advised R&D Department is working on strategy document in the area of Algal Biofuels. based on the result of an extensive survey of the



technologies available in the public domain during last quarter of 2014 and attempts to provide a concise overview of the field implementable technologies available, for commercialization of an algal biofuels production by Oil India Limited. Efforts are currently on towards contacting some of the technology providers as identified during the survey of field implementable technologies for a future collaborative venture into Biofuels Production.

Development of Eco-Friendly and Eco-Sustainable Oil Field Chemicals

Development of Oil Field Chemicals with novel chemistries that are environmentally safe and less toxic is a continuous process. R&D department has over the years taken numerous initiatives towards this end and one such initiative currently is Antimicrobial and Anticorrosion effect of Medicinal and Aromatic Plants (MAP) on Sulfate Reducing Bacteria (SRB). The proposed project would therefore evaluate the efficacy of essential oils of Medicinal and Aromatic Plants (MAPs) in managing SRB population and corrosive behaviour in laboratory conditions.

Conclusion

In this section we have provided disclosures related to GRI G4's Environmental indicators. To grow and develop in a sustainable manner, it is recommended to have a regulatory & monitoring process where the environmental indicators are periodically measured and benchmarked with the baseline. We, at OIL have successfully monitored and regulated the following Environmental performance indicator s which includes the type of energy sources and the total energy consumed by the organization's operations, amount of investment made for installing Renewable Energy plants, the effects of the organization's operations on the nearby biodiversity hot spots, amount of waste generated and the methodology of treating and disposing them, water recycling and reusability process and methodology and energy emission from direct and indirect sources. We look forward to increase the share of our renewable energy, invest more on R&Ds to reduce the amount of vented & flared gases and thereby reusing the wasted energy in our operations and extensively collaborate with global technology providers and experts to remain updated on technologies and methodologies for waste disposal, water recycling and emission reduction. In the next section of this report we will look at our Social & Human Rights Performance during FY 2014-15.



Our Community and Social Performance

We believe that business cannot exist as a separate entity from society. Our day to day operations are often performed at sites located near tea gardens, small towns and villages. Besides the responsibility that we have towards the society at large, as a PSU, we have a very distinct and specific responsibility to the people in our spheres of operation. We take this responsibility with high priority and in this section of the report we will first discuss our Social Performance during FY 2014-15 which has been structured around the Material Aspects identified through our Materiality Analysis. In the second part of this section we will discuss in depth the various Corporate Social Responsibility (CSR) projects undertaken by Oil India Limited to give back to the communities in which we operate.



Our Corporate Social Responsibility (G4-S01)

CSR: Our unconditional commitment

CSR at Oil India Limited is characterized by all round development of the communities of OIL operational areas

CSR Fundamentals

Robust Policy:
guided by New Companies Act 2013 & DPE guidelines

Annual Budget Quality:
Up to 2013-14, 2% of PAT
In 2014-15, as per the new act 2% of the averages PBT of last three financial years amounting to ₹ 100 crore

Focus Areas:
Health/ Sustainable Livelihood/ Education/ Skill and Capacity Building/ For Differently Aabled/ Environment/ Sports/ Swachh bharat

CSR Projects & Scheme:
are designed based on baseline Surveys/Need Assesment/Feasibility Studies/Social Audits

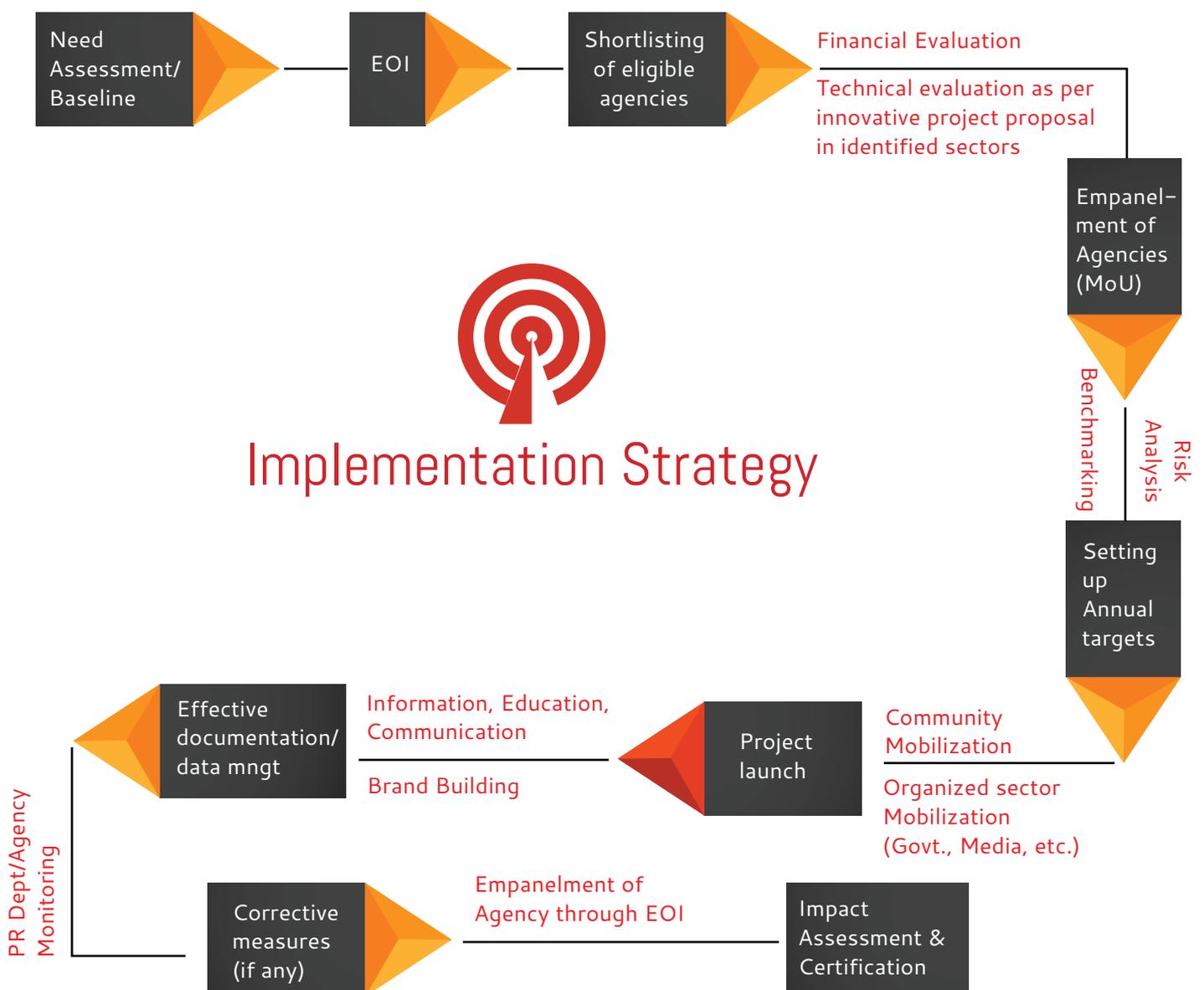


In view of the diverse backgrounds in which Oil India Limited has to perform its social responsibilities, the CSR vision statement was co-created by a cross functional INTACT team across the Company in the year 2003-04. The CSR vision statement was embedded as one of the core vision statements of the Company which mandates Oil India Limited to operate in a legal, ethical and economic environment, committed towards the society, to contribute to sustainable socio-economic development in its areas of operation for the community, employees and their families, shareholders, customers, suppliers and other stakeholders in ways that enhance the value for both the business and society. Every single one of our spheres of operations carries out some form of CSR.

| Year | MOU | Status |
|---------|---|--|
| 2014-15 | Training of 2,000 candidates under Project OIL Swabalamban. We have achieved the training of 2,257 candidates on Project OIL Swalamban. | Completed : by 31 st March, 2015 |

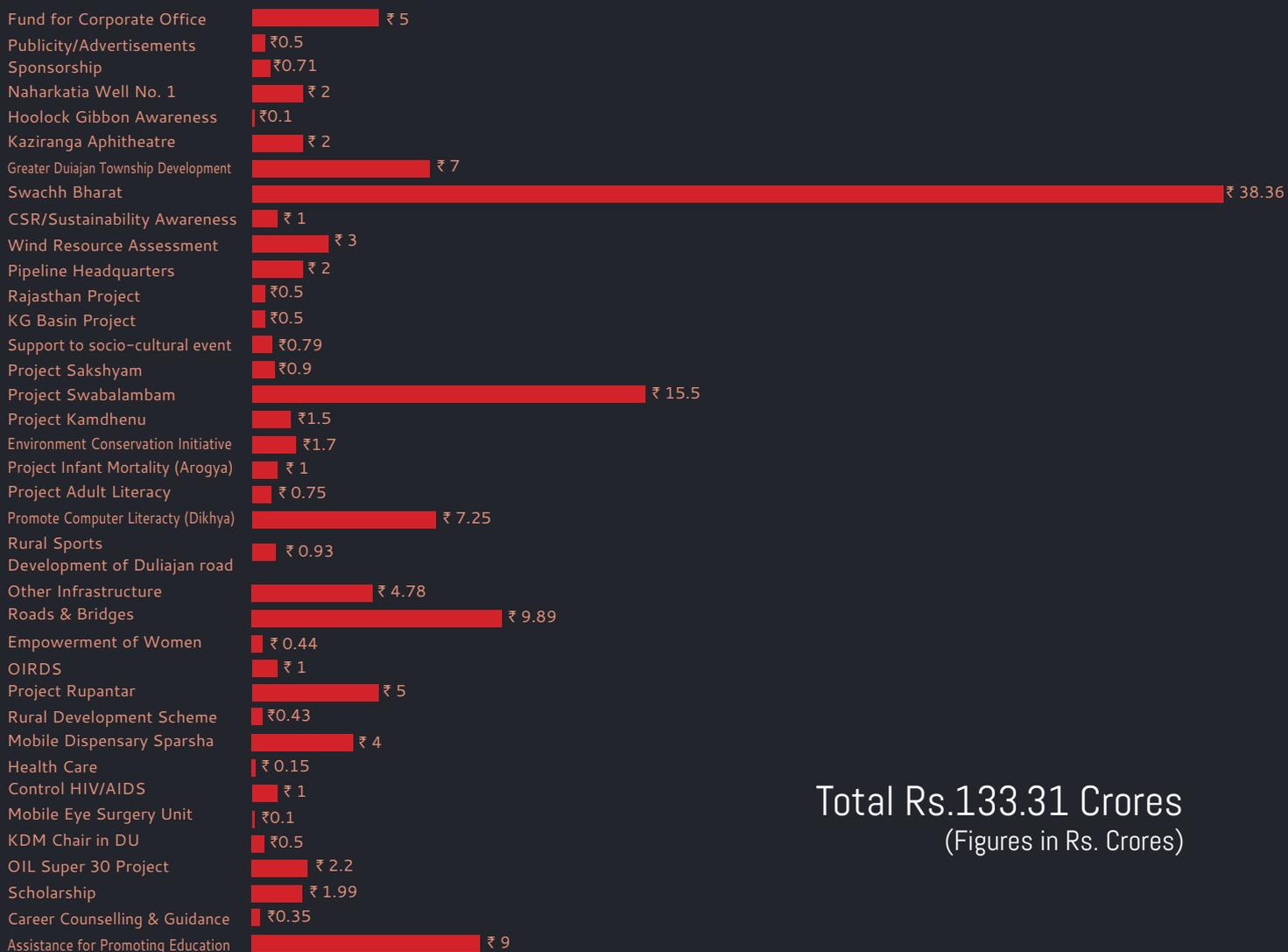
CSR Needs are Assessed and Implemented through the following Strategy:

Oil India Limited engages academic institutions and other competent agencies to carry out comprehensive need assessment studies for developing a rationale for undertaking various CSR schemes and projects in OIL's operational areas in Assam & Arunachal Pradesh. Recently Oil India Limited has engaged Dibrugarh University (a multidisciplinary team) to carry out such a study. Any CSR initiative to address a Social Cause, supported by Oil India Limited is screened by a set of questions.



Key Expenditures under CSR activities

The total spending under CSR in the FY 2014-15 was Rs 133.31 crores. Ensuring that the CSR projects and schemes are implemented within set timelines will go a long way to reducing the trust deficit between Oil India Limited and the stakeholders. Continued publicity of the CSR projects and impact in itself also helps in creating desired awareness of the good that Oil India Limited is doing for the community. The greatest challenge for Oil India Limited is that it has to operate in a region best known as a cauldron of ethnic strife and countless groups of separatist and subversive outfits; a region plagued by senseless violence, corruption, lack of infrastructure and political volatility. The core philosophy on corporate social responsibility in Oil India Limited is the firm conviction that islands of prosperity cannot survive in a sea of poverty. The spending under each heads has been illustrated below.



Total Rs.133.31 Crores
(Figures in Rs. Crores)





MAJOR PROGRAMMES LISTED UNDER CSR

| CSR Projects | Focus | Description |
|------------------------|---------------------------------|--|
| HEALTH | Arogya | Oil India Limited's CSR Project Arogya under the program of reduction of IMR and MMR aims at caring for the new-born, maternal and adolescent health at various stages of life. |
| | Sparsha | The Mobile Dispensary services of OIL 'SPARSHA' have always been one of the most significant community welfare projects of the Company. Started way back in early eighties, OIL's Mobile Health Care services were carried out mainly by outsourcing and with in-house doctors and paramedics in remote areas of Dibrugarh and Tinsukhia Districts, Assam. |
| SUSTAINABLE LIVELIHOOD | OIRDS | OIRDS under the aegis of OIL India is engaged in two core areas namely- the Agriculture Project & the Handicraft Training and Production Centre (HTPC) |
| | Rupantar | In order to help the large number of unemployed youth of the society irrespective of gender perspective and strengthen rural economy, OIL and the State Institute of Rural Development (SIRD) Assam had jointly started an ambitious project – Rupantar, since September, 2003 |
| | Kamdhenu | OIL and IRMA signed MoU on 18th of December, 2013 at Gujarat with IRMA, for carrying out the baseline survey and need assessment study in the districts of Dibrugarh and Tinsukia of Assam to assess the feasibility for implementing OIL's "Dairy Project". |
| EDUCATION | Oil Awards & Merit Scholarships | OIL rewards meritorious students of operational areas passing class X & XII with OIL Awards and OIL Merit Scholarships which go a long way in encouraging the students to perform better. |
| | Dikhya | Under Dikhya, the following aspects are covered: <ul style="list-style-type: none"> • Computer education • Providing Life Skill training • Teachers Training • Adult literacy |
| | Oil Shikshya Ratna Puraskar | Oil India Limited introduced "OIL Shikshya Ratna Puraskar" for recognizing the all-round contribution of the teaching fraternity from provincialized schools and junior colleges of Assam. The awards consisted of cash incentive of Rupees One Lakh and a citation to six awardees presented on the occasion. |
| | Oil Super 30 | OIL India Super 30 started in July 2010, is an 11 months completely residential coaching for the meritorious students from the backward sections of the society hailing from Assam, Arunachal Pradesh and Jodhpur (started in 2014). The basic concept of the program is to keep the students focused and develop a result oriented approach in preparing for the JEE Mains, Advance & other Engineering entrance examinations. Under this program 112 students were trained and placed. |

| | | |
|------------------------------------|---|--|
| SKILL AND CAPACITY BUILDING | Swabalamban | Through this Project, Oil India Limited aims to provide skill based employment oriented training to youths from the catchment areas where Oil India Limited operates within a five year period. Skill based placement oriented training has been focussing on various employable skills in sectors like Construction Industry, Hospitality & House Keeping Management, Industrial Sewing, Jewellery Making, Electrician besides setting up of livelihood clusters in areas like handloom & handicrafts. |
| FOR DIFFERENTLY ABLED | Sakshyam | OIL has ventured into the most noble areas of welfare under CSR by extending need based support to the communities of physically challenged. The ambitious project called "Project Sakhyam" was conceptualized referring to sustainable "empowerment" with the prime objective of catering to the needs of the two schools Mrinaljyoti Rehabilitation Centre, Duliajan and Moran Blind School, Moran. |
| ENVIRONMENT | Eco-tourism Project at Kaziranga | OIL signed a MoU with Assam Tourism Development Corporation Ltd. (ATDCL) for preparing a detailed project report for setting up of Eco-Tourism Project at Kaziranga on 24th July 2014. Through this MoU, OIL aims to formulate a Detailed Project Report (DPR) on the basis of feasibility study for setting up of the Eco-Tourism Project at Kaziranga on a plot of land, which would be arranged by ATDCL at Kaziranga |
| | Hoolock Gibbon And Rainforest Biodiversity Conservation | The program was started by OIL in January 2014 and is being implemented by a renowned environmental activists group of North Eastern India. |
| | Sasoni Merbeel Eco-Tourism Project | Sasoni Merbeel Eco Tourism Project is a community driven tourism project implemented by Sasoni Merbeel Eco Tourism development Committee. Since inception of the project OIL has been supporting the initiative which has the potential of creating rural entrepreneurs apart from protecting the flora and fauna of the region. |
| SPORTS | Rural Sports | OIL conducts rural sports in the OIL's operational villages to promote games and sports among the youth and school students with prime focus on promotion of athletics. |
| SWACHH BHARAT | Swachh Bharat Abhiyan | Hon'ble Prime Minister in his Independence Day Speech on 15 Aug 2014 has given a call for "Swachh Bharat" as a mass movement to realize Gandhiji's dream of a clean India by the 150th birth anniversary of Mahatma Gandhi in 2019. As part of the Swachh Bharat Programme the Swachh Vidyalaya Abhiyan was announced and support is being sought from various ministries of the Government for implementing the campaign/programme so that by 15 Aug 2015, Hon'ble PM can make announcement that "there is no school in India without separate toilets for boys and girls." We have targeted to build 1471 toilets in different schools covering 7 districts namely Jorhat, Dibrugath, Tinsukhia, Dhubri, Barpeta, Bongaigaon and Sivasagar |



Operations with significant actual and potential negative impacts on local communities (G4 -S02)

We, at Oil India Limited in collaboration with our community, analyse the potential impacts of our operations before setting up any new project and during any expansion of existing projects, so as to address the concerns of the community. The EIA reports have shown a positive impact on the community due to our operations. To address the potential negative impacts, we have adequate situation (analysis systems) assessment studies/ baseline studies and equipment in place that go beyond regulatory requirement. The Company also has off site emergency plan to mitigate the impact of any unlikely event as required by the local regulations. In FY 2014-15 none of our operations had any significant potential or negative impacts on local communities

Anti-Corruption initiatives at Oil India Limited (G4-S03, S04 and S05)

Oil India Limited has **robust anti-corruption mechanisms** in place to collect data on corruption incidents and deal with them immediately and effectively, the data for the FY 2014-15 is given below. This also includes the data related our anti-corruption training programs.

| Training for prevention of corruption | FY 2014-15 | |
|---|--|--------|
| | Percentage | Number |
| The percentage and number of business units where an analysis of organizational risks related to corruption have been conducted during the reporting period. | Nil | Nil |
| Training for prevention of corruption | FY 2014-15 | |
| State the total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to | All Executives | |
| Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to | All Employees | |
| Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region | Not applicable | |
| Report the total number and percentage of governance body members that have received training on anticorruption, broken down by region. | From time to time various programs are conducted in various spheres of the Company. | |
| Report the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region | From time to time various programs are conducted in various spheres of the Company. | |
| Report how anti-corruption training has been conducted during the reporting period. | By training program, awareness program, sensitisation program, by internal and external faculty, through Keep in Touch Program (KIT) | |
| Report the scope of employees reached through this training | Awareness on avoid pitfalls through acknowledgement of proper guidelines | |

| Particulars | FY 2014-15 | |
|--|------------|------------------|
| | Number | Nature |
| Report the total number and nature of confirmed incidents of corruption. | 2 | Contract related |
| Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption. | 2 | Contract related |
| Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. | None | Not applicable |

| Particulars | Description of the cases | Outcome of the cases |
|--|--------------------------|----------------------|
| Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases | None | Not applicable |

Grievance Mechanisms (G4-S011)

We address the environmental and social grievances that we receive from local communities through a single mechanism. The number of environmental and social grievances received and addressed FY 2014-15 has been provided below:

Disputes with Local Communities and Indigenous People (G4-OG10)

We believe in maintaining a regular dialogue with indigenous groups and local communities that live in and around our areas of operations. We follow all national laws and regulations when it comes to conducting Environmental and Social Impact Assessments before setting up operations in any new locations. In FY 2014-15, we did not have significant disputes with indigenous people or local communities.

Decommissioned Sites (G4-OG11)

In FY 2014-15, we had no sites that were decommissioned.

Emergency Preparedness

OIL's Disaster Management Plan



Level I – Disaster Management Plan at installation level is a plan made for an emergency or an incident which can be effectively and safely managed and contained within the site, location or installation by the available resources in the installation. It does not have any impact outside the site or location or installation. This plan would serve as a basic document for Disaster Management Plan at onsite level (Level II)

Level II – Disaster Management Plan at onsite level is a plan made for an emergency or an incident which cannot be effectively and safely managed by available resources within the installation and additional support is alerted or required from Company's resource available in the particular sphere (such as FHQ/PHQ/Project) This plan would serve as a basic document for Disaster Management Plan Mutual Aid (Level III)



Level III- Disaster Management Plan (Mutual Aid – Onsite & Offsite) is a plan made for an emergency or incident which cannot be effectively and safely managed by available resources at Company's FHQ/PHQ/Project level and additional support is warranted from the neighboring industries and district administrative authorities. It has the potential to have off site impacts which could be of such a magnitude that is likely to affect the population, property and environment inside and outside the installation. This plan finally falls under the purview of the concerned District Authority. As per the Institutional Framework each district has its own district disaster management authority(DDMA) chaired by the Deputy Commissioner. However, till they step in, the Chief co-coordinator of the industry/sphere is responsible to manage.

Activation of Disaster Management at various levels:

The installation level (**Level- I**) DMP is activated by the installation manager who is the site coordinator(SC) at site in case of any emergency.

- In case, the emergency cannot be contained at installation level and requires mobilization



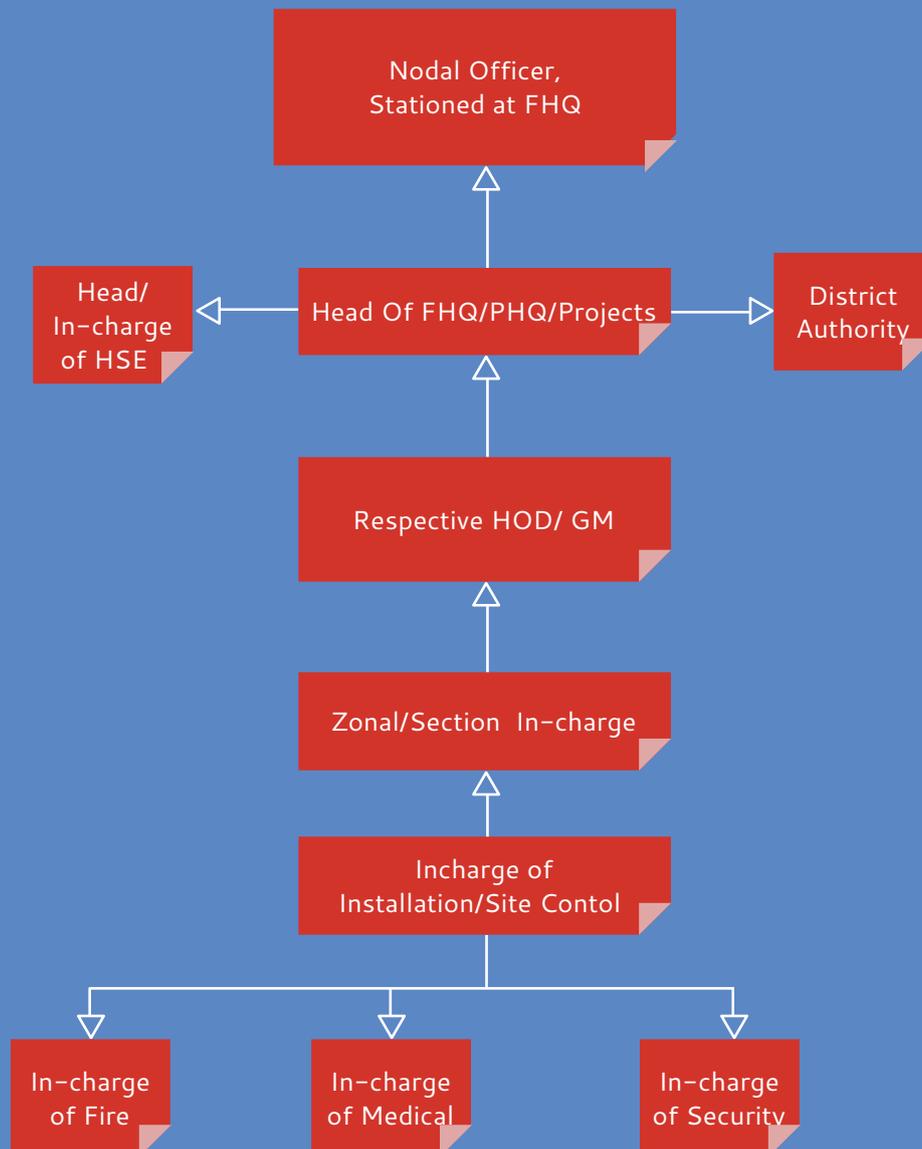
of additional resources, the installation manager shall immediately inform the sectional Head and Head of the department as per the line of command in the installation level DMP. The concerned sectional in-charge or Head of Department will inform Head of FHQ/PHQ/Project Head as well as Head of Safety and Environment Department/Safety Officer of the sphere. Simultaneously, on receipt of information, the concerned S&E representative will also inform the Head of sphere (FHQ/PHQ/Project Head) respectively.

- In case the emergency requires mobilization of resources from the sphere (FHQ/PHQ/Project, etc), the Onsite level (**Level II**) DMP of OIL is activated by the Chief Coordinator. Respective Head of the sphere (FHQ/PHQ/Project) will be the Chief Coordinator (CC) and will exercise control through the Coordinator. Alternate Chief Coordinator for the emergency will also be designated for the said Plan and will be the next senior most officers in the line of command.
- In case the emergency is likely to affect the population, property and environment inside and outside the installation and requires mobilization of resources beyond OIL capabilities, **the Level III DMP** (Mutual Aid – Onsite & Offsite) will be activated initially by the Head of Sphere till such time District Authority takes over as the Chief Coordinator (CC) and accordingly all cleared signals will be cleared by District Authority. However, the mutual Aid scheme is under the purview of the District Authority.
- When the emergency is of such magnitude that it is gradually affecting the normal pattern of life within the industrial complex and gets suddenly disrupted and in certain cases affects the neighborhood seriously and requires Corporate and National intervention, assistance from other work sphere/ agencies are sought through corporate intervention. Corporate **Level (Level-IV) DMP** is then activated.





A Sample Communication Chart For Each Sphere of Disaster Management





Human Rights Management

Freedom of Associations and Collective Bargaining (G4-HR4)

Freedom of association refers to the right of workers and employers to establish organizations which have the means to promote and defend the interests of their members through collective bargaining. We uphold and support the freedom of association by ensuring our employees the right to redress and address their needs and grievances through collective bargaining. The same is also in accordance with UN Universal Declaration of Human Rights and is subject to ILO Core Conventions No. 87 & No 98. Our Employee Association engages with the management through structured as well as informal mechanisms. We have been extremely vigilant in the operations where freedom of association might be at risk. For the last four years we have not had any incidents that might violate the rights to exercise freedom of Association and collective bargaining. We have organized discussion sessions with the Officer's Association for understanding their basic needs and developing plan of action for acting on those requirements. We ensure all around participation in the events of both formal and informal workers union. We also travel an extra mile to provide the following information and workshops to workers participating in labour associations



- **Respect for civil liberties**
- **Convention No. 87: Freedom of Association and Protection of the Right to Organize**
- **Convention No. 98: Right to Organize and Collective Bargaining**
- **The ILO Committee of Freedom of Association.**

Child Labour (G4-HR5)

Child labour refers to the employment of children in any work that deprives children of their childhood, interferes with their ability to attend regular school, and that is mentally, physically, socially or morally dangerous and harmful. We strongly condemn the use of child labour and the nature of our operations that require years of training and experience to carry out are a natural barrier to prevent child labour. OIL ensures that every single one of its installations is routinely monitored to ensure that no child labour is employed in any of them. We also perform a rigorous process of due diligence before employing suppliers to ensure that there is no incidence of child labour in their operations among other ills.

Forced or Compulsory Labour (G4-HR6)

We at OIL believe that employees are not to be subjected to forced or compulsory labour which is also a fundamental provision of human rights. The same is also in accordance with UN Universal Declaration of Human Rights and is subject to ILO Core Conventions 29 & 105. We prohibit the deployment of forced labour across our entire operations. For the current reporting period we did not have a single operation or any significant suppliers exposed to the risk of forced or compulsory labour. We also perform a rigorous process of due diligence before employing suppliers to ensure that there is no incidence of forced or bonded labour in their operations among other social ills.





Conclusion

OIL is proud of its community initiatives as we have initiated numerous projects, all of which fall within the identified areas of the Schedule VII Activities of the Companies Act. OIL believes in responsible stewardship of our communities and given the size and influence of our operations especially in North-Eastern India, our commitment is not merely a gesture but an inherent responsibility. OIL believes that starting point should be our own neighbourhood and all of our CSR initiatives begin at home and then spread outwards. OIL has maintained its commitment towards eschewing unethical business practices like child labour and forced and compulsory labour. We look forward to deepening our commitment to society in the future and reporting about them in the years to come. In the next section of this report we will look at our Labour Performance during FY 2014-15.



Our People

Our Employees

A company's foundation is its employees and their performance, diversity, benefits and security directly contributes to the growth and nurturing of the company. At Oil India Limited we firmly believe in taking care of its employees so that they can be the driving force behind all our successes and accomplishments. Oil India Limited follows a three-pronged approach to ensure that we get the best out of our people and that our people get the best out of us. The first part of our approach is ensuring a lively, fair and productive workplace where employees can meet and exceed their own expectations, thereby also meeting our own organizational expectations. The second part of the approach is providing Learning and Development opportunities to our people to help them build the skills necessary to improve and maintain their job performance, while also imbuing them with the knowledge needed to further build their careers at OIL. The last part of our approach is to ensure a safe and healthy workplace as many of our operations are quite challenging. Therefore, ensuring our workers' safety is of paramount importance. We also pay close attention to the health of our non-field employees as well, as they too can be prone to numerous health related issues at the work place.

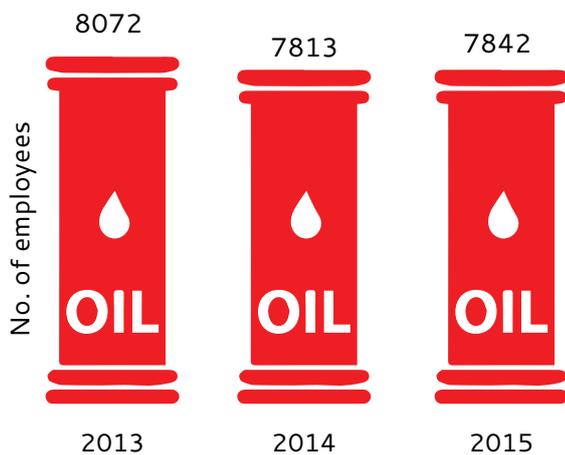


Break Down of Employee Details (G4-LA1)

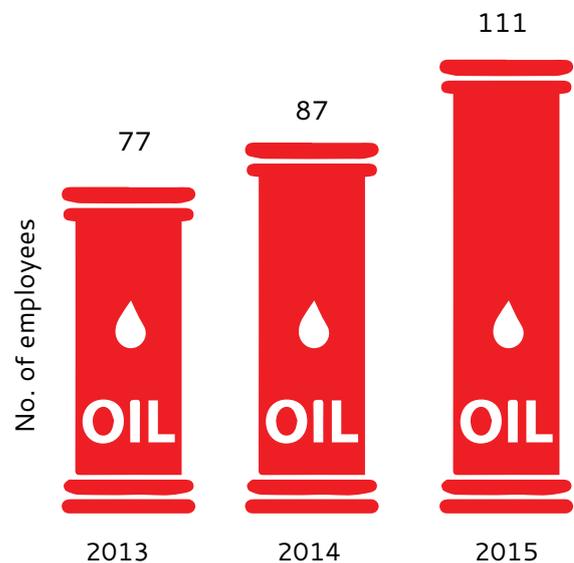
The details of our employee breakdown for the last two years based on designation of the employees are given in the table below:

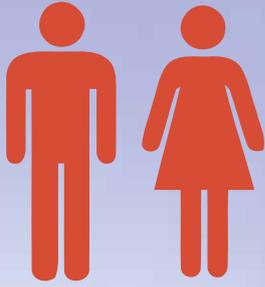
| Workforce Level | Employees (as on April 1' 14) | Employees (as on March 31 '15) | No. of employees leaving the organization in FY 14-15 |
|--|-------------------------------|--------------------------------|---|
| Senior management | 154 | 171 | 17 |
| Middle management | 228 | 247 | 6 |
| Junior management | 1,059 | 1,014 | 27 |
| Workmen (Monthly rated and daily rated. excluding FTC, trainees) | 6,372 | 6,294 | 383 |
| Others (short term Contracts, trainees, apprentices) | 87 | 277 | 0 |
| Total | 7,813 | 7,842 | 433 |

Trend Showing Number Permanent Employees



Trend Showing short term contracts trainees, apprentices etc





The details of our gender breakdown, solidifying the diversified nature of our work force is shown in the table below for the years 2013/2014 and 2014/2015. Moreover the table illustrates the number of male and female who have left the organization within the reporting year 2014/2015

| Workforce Type by Gender | As on April 1 '14 | As on March 31 '15 | No. of employees leaving the organization in FY 14-15 |
|--------------------------|-------------------|--------------------|---|
| Male | 7,456 | 7,491 | 413 |
| Female | 357 | 351 | 20 |
| Total | 7,813 | 7,842 | 433 |

Similarly to maintain the gender diversity the details of our **Executive Trainee (Newly Joined Officers)** are shown in the table

| Workforce Type by Gender | As on April 1 '14 | As on March 31 '15 |
|--------------------------|-------------------|--------------------|
| Male | 19 | 38 |
| Female | 4 | 12 |
| Total | 23 | 50 |



Breakdown of our work force based on **service line and region** is given and a complete break up of number of employees who are leaving the organization from those respective regions.

| Workforce Type by Region | As on April 1 '14 | As on March 31 '15 | No. of employees leaving the organization in FY 14-15 |
|--|----------------------|---------------------|---|
| Fields | 5,754 | 5,786 | 358 |
| Pipeline(PLF & FC) | 461 | 490 | 17 |
| Kolkata Office | 109 | 107 | 6 |
| Bay Exploration Project/ Krishna Godavari Basin | 48 | 44 | 2 |
| G.V. Project | 10 | 11 | |
| Corporate Office, Noida | 57 | 47 | 4 |
| Rajasthan Project | 159 | 146 | 3 |
| Duliajan | 1,015 | 1,013 | 35 |
| Digboi | 22 | 21 | 0 |
| Moran | 40 | 36 | 0 |
| Arunachal | 1 | 1 | 0 |
| Bay Exploration Project | 1 | 1 | 0 |
| Noida | 104 | 114 | 8 |
| Deputation | 31 | 44 | 0 |
| Guwahati (COE) | 7 | 10 | 0 |
| North Bank | 1 | 0 | 0 |
| Mizoram | 2 | 3 | 0 |
| Gabon | 4 | 4 | 0 |
| Venezuela | 8 | 10 | 0 |
| Houston | 2 | 4 | 0 |
| Total | 7,813 + 23 ET | 7,842 + 50ET | 433 |

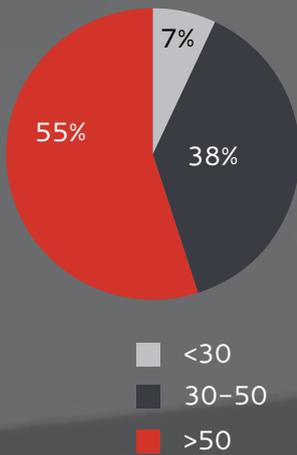




Detailed breakdown of our employees age groups are illustrated in the table below:

| Age Groups (Workperson Category) | As on April 1 '14 | As on March 31 '15 | No. of employees leaving the organization in FY 14-15 | |
|--|------------------------|------------------------|---|--------|
| Years | Number of Employees | Number of Employees | Male | Female |
| <30 | 473 | 578 | 5 | 1 |
| 30-50 | 2,977 | 2,955 | 10 | nil |
| >50 | 4,363 | 4,299 | 388 | 19 |

Age Group Breakdown
of our Employees
FY 2014/15



Benefits to Permanent Employees (G4-LA2)

We have always been committed to taking care of our employees, hence we provide our full-time employees with a plethora of benefits; these have been listed in the table below:

| Breakdown of Benefits | |
|------------------------------------|--|
| Benefits | Provided to Executives(Yes/No) |
| Life Insurance | Yes (OIL Social Security Scheme) |
| Health Care | Yes |
| Disability and invalidity coverage | Yes (Group Personal Accident Policy) |
| Parental leave | Yes (To the Lady Executives) |
| Retirement provision | Yes |
| Stock ownership | No |
| Others (Please List) | <ul style="list-style-type: none"> • Company Provided/ Company Lease/ Self Lease accommodation • Various Loan • Company phone |

Given below are the benefits we provide to our full-time workers:

| Breakdown of Benefits | |
|--|---------------------------------------|
| Benefits | Provided to Full-Time Workers(Yes/No) |
| Life Insurance | Yes |
| Health Care | Yes |
| Disability and invalidity coverage | Yes |
| Parental leave | Yes |
| Retirement provision | Yes |
| Stock ownership | NA |
| <ul style="list-style-type: none"> • Housing • Loans and advances • Leave benefits • Ration Store • Cremation Ground • Airport Bus Facility • Dhobi Ghat • Recreational facilities • Oil Market | Yes |

Retention of Employees after Parental leaves (G4-LA3)

The table illustrates percentage of female employees who have joined work after availing parental leave:

| Status | Male | Female |
|--|------|--------|
| Number of employees entitled to parental leave | | 198 |
| Number of employees that availed parental leave | | 12 |
| Number of employees who returned to work after end of parental leave | | 8 |
| Rate of return to work (%) | 0 | 66.667 |
| Rate of retention | 0 | 0 |

Percentage of Work Force in Health and Safety Committee (G4-LA5)

OIL managers encourage the participation of employees in managerial decision-making process to avoid any challenges which may arise out of possible disagreements. This is done for two reasons, firstly to maintain transparency related to employees and secondly for smooth execution. Health and Safety is important to our workers as well as our company, therefore we make it a point to ensure large scale participation by workers in our joint management-workers health and safety committees. Given below is a table that discloses the level of participating by workers in joint management-worker Health, Safety and Environment committees.

| S.No. | Name of HSE | Level at which the committee typically operates | Percentage representation of Workforce in joint management-worker health and safety committee (%) |
|-------|-------------------------------|---|---|
| 1. | Pit level meeting | Installation Level | 65.5% |
| 2. | Departmental Safety Committee | Department Level | 46.44% |
| 3. | Bipartite Meeting | Field level | 30.5% |
| 4. | Tripartite Meeting | Field Level | 25% |



Annual breakup of injuries and lost days (G4-LA6)

The table below gives a detailed break-up of the number of injuries, health disorders and lost days due to our operations:

| Description | Unit | Total |
|---|------------|--------------|
| Injuries (Total) | No. | 9 |
| Male | No. | 9 |
| Female | No. | 0 |
| Employees | No. | 6 |
| Supervised employees | No. | 0 |
| Independent contractors | No. | 3 |
| Frequency Rate | No. | 0.355 |
| Occupational disease cases (Total) | No. | 0 |
| Male | No. | |
| Female | No. | |
| Lost days | No. | 6560 |
| Severity Rate | No. | 51.80 |
| Man hours worked | No. | 2,53,27,952 |
| Absentee days lost | No. | 0 |
| Total working days total days scheduled to be worked by the workforce | No. | 0 |
| Absenteeism rate | No. | 0 |
| Fatalities | No. | 1 |
| Male | No. | 1 |
| Female | No. | 0 |
| Independent contractors | No. | 1 |
| Near miss incidents | No. | 21 |

Accident Reporting and operational, safety and health hazard prevention measures

A fatal accident took place in Drilling Rig of OIL, where one of the Contractor Employees, sustained serious injury due to hit by the break out tong at Derrick floor and succumbed to his injuries on the same day.

Action Taken on fatal accident:

- Intensive training on safe Operating Procedure is being provided.
- Onsite training and sensitization on the hazards on is being imparted on continuous basis.
- Effective tool box talk and Job safety Analysis for critical jobs. Safe Operating Procedure is being included in the tool box talk as one of the topics.
- Before starting the actual job at site, inspection of site is carried out by Shift In-Charge to identify the unsafe conditions/ potential hazards and take corrective actions, thereof.

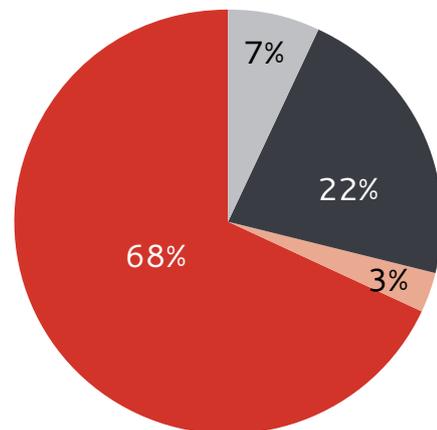
Employees exposed to high incidence rate and Occupational Health diseases (G4-LA7)

In FY 2014-15 and Occupational Health survey was carried out in terms of Premedical examination and IME. But no high incidence or high risk diseases were detected.

Formal training on Health and Safety topics (G4-LA8)

A dedicated bipartite meeting is organized between Management and recognized union representatives on Safety Matters. These meetings are followed by a tripartite meeting in which the Director General of Mines Safety, Guwahati Region chairs the meeting with Oil India Limited management and recognised Union members. The topics covered in the meeting include implementation status of recommendation made in 10th Conference on Mine safety and other safety related issues of the work force in Oil India's operational areas.

Break-Up of Average Hours of training provided to our Employees for FY 2014-15



- Executive
- Trainees
- Employees
- Contractor

Gender and employee category wise breakup of Training Hours Provided (G4-LA9)

The below table illustrates gender wise and category wise breakdown of hours of training per employee

| Employee Category | Break up | Male | Female | Total |
|-------------------|--|--------|--------|-------|
| Executives | Average Hours of Training per employee | 41.68 | 45.45 | 42 |
| Trainees | Average Hours of Training per employee | 131.16 | 136.75 | 132.5 |
| Employees | Average Hours of Training per employee | 21.2 | 17.24 | 21.06 |
| Contractor | Average Hours of Training per employee | NR | NR | 414.3 |

Ratio of Remuneration for Men and Women (G4-LA13)

The figure below depicts the ratio of basic salary of men and women in FY 2014-15 for different employee categories. As is clear there is no discrimination on the basis of salaries between our Male and Female Executives.

Skill Development & Lifelong Learning (G4-LA10)

The table below illustrates our programs that facilitates development of employee skills and management of career endings

| Training for prevention of corruption FY 2014/15 | |
|--|---|
| Report on the type and scope of programs implemented and assistance provided to upgrade employee skills. | During the year 2014-15, Company personnel were trained on various technical subjects to upgrade their skills in the respective areas. A total of 375 Executive and 115 Employees were given various technical trainings. These programmes were conducted In house, in country and Overseas. Some of the programme are Hydraulics Training, Calibration Technology, Machine Maintenance Tool, Electro Pneumatics & Electro Hydraulics, Operation & Maintenance Of Compressors, Prevention & Repair Of Cracks & Leakages, Operation & Maintenance Of Pumps, Training For Road Roller Operators, Coiled Tubing Operations, Welding & Cutting Technology, Offshore Drilling Operation & Production, Materials And Supply Chain Management, Training On Petrel Software, Warehouse Design & Management, Drilling Fluid Technology, Rotary Drilling Well Control Course, Well Intervention. Pressure Control Course Etc. |
| Report on the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. | Training of Retirement Planning for executives and workmen who are retiring in the particular financial year is conducted to help enable them to plan their post retirement life in an effective way. Apart from that different kind of domain specific technical trainings are being provided, which will facilitate continued employability and the management of career endings resulting from retirement or termination of employment. |





Diversity of Governance Bodies (G4-LA12)

The break-up of our governance committee in terms of gender and membership of religious minority groups has been provided below:

Board of Directors and its Composition

| Name | Designation | Gender | Minorities (religious) |
|------------------------------------|--------------------------------|--------|------------------------|
| Executive Director | | | |
| Mr. S.K. Srivastava | Chairman and Managing Director | Male | Nil |
| Mr. N.K. Bharali | Director (HR & BD) | Male | Nil |
| Mr. S. Rath | Director (Operations) | Male | Nil |
| Mrs. R.S. Borah | Director (Finance) | Female | Nil |
| Shri. S.Mahapatra | Director(E&D) | Male | Nil |
| Government nominee Director | | | |
| Shri. S. Panda | Director (MOP&NG) | Male | Nil |
| Shri Nalin Kumar Srivastava | Deputy Secretary, MOP&NG | Male | Nil |
| Independent Directors | | | |
| Shri. Anup Mukerji | Independent | Male | Nil |
| Prof. Gautam Barua | Independent | Male | Nil |
| Prof. Bhaskar Ramamurthi | Independent | Male | Nil |
| Prof. Shekhar Chaudhuri | Independent | Male | Nil |
| Shri. Suresh Chand Gupta | Independent | Male | Nil |

Audit Committee

| Name | Designation | Chairman/Member | Gender | Minorities (religious) |
|------------------------|----------------------|-----------------|--------|------------------------|
| Shri. S C Gupta | Independent Director | Chairman | Male | Nil |
| Shri. Anup Mukerji | Independent Director | Member | Male | Nil |
| Prof. Gautam Barua | Independent Director | Member | Male | Nil |
| Shri. N.K. Srivastava, | Independent Director | Member | Male | Nil |

Shareholder's/ Investor's Grievances Committee

| Name | Designation | Chairman/Member | Gender | Minorities (Religious) |
|---------------------|----------------------|-----------------|--------|------------------------|
| Shri Anup Mukerji | Independent Director | Chairman | Male | Nil |
| Shri. S.C. Gupta | Independent Director | Member | Male | Nil |
| Shri. B. Ramamurthi | Independent Director | Member | Male | Nil |
| Shri. S. Rath, | Director (Opertions) | Member | Male | Nil |
| Smt. R.S. Borah | Director (Finance) | Member | Female | Nil |
| Shri. S. Mahapatra | Director (E&D) | Member | Male | Nil |

Remuneration Committee

| Name | Designation | Chairman/ Member | Gender | Minorities (Religious) |
|-------------------------|----------------------|---------------------|--------|---------------------------|
| Shri. S.C. Gupta, | Independent Director | Chairman | Male | Nil |
| Prof. Gautam Barua | Independent Director | Member | Male | Nil |
| Prof. Shekhar Chaudhuri | Independent Director | Member | Male | Nil |

Human Resources Management (HRM) Committee

| Name | Designation | Chairman/ Member | Gender | Minorities (Religious) |
|-------------------------|--------------------------------|---------------------|--------|---------------------------|
| Shri. Gautam Barua | Independent Director | Chairman | Male | Nil |
| Shri. Shekhar Chaudhuri | Independent Director | Member | Male | Nil |
| Shri. S.K. Srivastava | Chairman and Managing Director | Member | Male | Nil |
| Shri. S. Rath | Director (Operations) | Member | Male | Nil |
| Smt. R.S. Borah | Director (Finance) | Member | Female | Nil |
| Shri. S. Mahapatra | Director (E&D) | Member | Male | Nil |
| Shri. N.K. Bharali | Director (HR&BD) | Member | Male | Nil |

Business Development Committee (BDC)

| Name | Designation | Chairman/ Member | Gender | Minorities (religious) |
|-------------------------|-----------------------------|---------------------|--------|---------------------------|
| Prof. Shekhar Chaudhuri | Independent Director | Chairman | Male | Nil |
| Prof. Gautam Barua | Independent Director | Member | Male | Nil |
| Shri. S.K. Srivastava | CMD | Member | Male | Nil |
| Shri. N.K. Bharali | Director(HR&BD) | Member | Male | Nil |
| Shri. S. Rath | Director(Operations) | Member | Male | Nil |
| Smt. R.S. Borah | Director(Finance) | Member | Female | Nil |
| Shri. S. Panda | Government Nominee Director | Member | Male | Nil |
| Shri. S. Mahapatra | Director (E&D) | Member | Male | Nil |

Health, Safety & Environment (HSE) Committee

| Name | Designation | Chairman/ Member | Gender | Minorities (Religious) |
|-------------------------|--------------------------------|---------------------|--------|---------------------------|
| Shri. Anup Mukerji | Independent Director | Chairman | Male | Nil |
| Shri. Shekhar Chaudhuri | Independent Director | Member | Male | Nil |
| Shri. S. Panda | Government Nominee Director | Member | Male | Nil |
| Shri. S.K. Srivastava | Chairman and Managing Director | Member | Male | Nil |
| Shri. S. Rath | Director (Operations) | Member | Male | Nil |
| Smt. R.S. Borah | Director (Finance) | Member | Female | Nil |
| Shri. S. Mahapatra | Director (E&D) | Member | Male | Nil |
| Shri. N. K. Bharali | Director (HR &BD) | Member | Male | Nil |



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

| Name | Designation | Chairman/ Member | Gender | Minorities (Religious) |
|----------------------|-----------------------------|------------------|--------|------------------------|
| Shri. S. C. Gupta | Independent Director | Chairman | Male | Nil |
| Shri. B. Ramamurthi | Independent Director | Member | Male | Nil |
| Shri. N. K. Bharali | Director (HR &BD) | Member | Male | Nil |
| Shri. S. Rath | Director (Operations) | Member | Male | Nil |
| Smt. R.S. Borah | Director (Finance) | Member | Female | Nil |
| Shri. NK. Srivastava | Government Nominee Director | Member | Male | Nil |

Risk Management Committee (RMC)

| Name | Designation | Chairman/ Member | Gender | Minorities (Religious) |
|----------------------|--|------------------|--------|------------------------|
| Shri. N. K. Bharali | Director (HR &BD) | Chairman | Male | Nil |
| Shri. S. Rath | Director (Operations) | Member | Male | Nil |
| Smt. R.S. Borah | Director (Finance) | Member | Female | Nil |
| Shri. S. Mahapatra | Director (E&D) | Member | Male | Nil |
| Shri. S. Panda | Government Nominee Director | Member | Male | Nil |
| Designation Specific | Resident Chief Executive | Member | NA | Nil |
| Designation Specific | General Manager (Risk Management–Corp. Office) | Member | NA | Nil |
| Designation Specific | General Manager (Risk Management–Field HQ) | Member | NA | Nil |

Grievance Redressal Mechanism (G4-LA16)

In FY 2014–15, we have not received a single labour related grievance through our formal grievance mechanism.



Conclusion

OIL is committed to providing a safe, productive and exciting workplace to our employees. Oil is an employer of choice in many regions of India and this is partly due to our commitment to our employees. Our employees in turn take great care to maintain our reputation and our commitment to keep on growing and improving. We take great pride in our learning and development initiatives as well as our occupation health and safety measures. We look forward to continued improvement in this sphere and there will always be room to do so. In the next section of this report has the GRI context table, where all the reported indicators are summarized into one single table FY 2014-15.



GRI Content Index

| General Standard Disclosures | | Type of Disclosure (Fully or Partial) | Page Number |
|-------------------------------|---|---|-------------|
| Indicator | Description | | |
| Strategy and Analysis | | | |
| G4-1 | Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability | Fully | 3 |
| Organizational Profile | | | |
| G4-3 | Name of the organisation | Fully | 1 |
| G4-4 | Primary brands, products, and services | Fully | 11-16 |
| G4-5 | Location of the organisation's headquarters | Fully | 12 |
| G4-6 | Number of countries where the organisation operates | Fully | 14 |
| G4-7 | Nature of ownership and legal form | Fully. We are a Public Sector Undertaking of the Government of India. | 19 |
| G4-8 | Markets served | Fully | 12-15 |
| G4-9 | Scale of the organisation | Fully | 12-15 |
| G4-10 | Details on workforce broken down by gender, employment contract, employment type etc. | Fully | 26 |
| G4-11 | Percentage of total employees covered by collective bargaining agreements | Fully. All of our permanent workers are unionized and we encourage collective bargaining even among our contract workers. | 9 |
| G4-12 | Description of the organisation's supply chain | Fully | 18 |
| G4-13 | Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain | Fully. There were no significant changes. | NA |
| G4-14 | How the precautionary approach or principle is addressed by the organisation | Fully | 54 |
| G4-15 | Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses | Fully | 26 |
| G416 | Memberships of associations and national/ international advocacy organisations in which the organisation holds a position on the governance body and participates in projects or committees | Fully | 26 |

Identified Material Aspects and Boundaries

| | | | |
|-------|---|--|-------|
| G4-17 | Entities included in the organisation's consolidated financial statements with indication of coverage in the report | Fully | 28-39 |
| G4-18 | Process for defining the report content and the Aspect Boundaries | Fully | 44 |
| G4-19 | Material Aspects identified in the process for defining report content | Fully | 44 |
| G4-20 | Description of Aspect Boundary within the organisation for each material aspect | Fully | 49-51 |
| G4-21 | Description of Aspect Boundary outside the organisation for each material aspect | Fully. The boundaries of Aspects outside the organization have been clearly stated in all relevant places. | 1 |
| G4-22 | Explanation of the effect of any re-statement of information provided in the earlier Reports | Fully. All re-statements have occurred due to the data not changing or it being a long-term initiative. | NA |
| G4-23 | Significant changes from previous reporting periods in the Scope and Aspect Boundaries | Fully | 1 |

Stakeholder Engagement

| | | | |
|-------|---|-------|-------|
| G4-24 | List of stakeholder groups engaged by the organisation | Fully | 41 |
| G4-25 | Basis for identification and selection of stakeholders with whom to engage | Fully | 41-43 |
| G4-26 | Organization's approach to stakeholder engagement | Fully | 42 |
| G4-27 | Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns | Fully | 43 |

Report Profile

| | | | |
|-------|---|-------|--------|
| G4-28 | Reporting Period | Fully | 1 |
| G4-29 | Date of most recent previous Report | Fully | 1 |
| G4-30 | Reporting cycle | Fully | 1 |
| G4-31 | Contact point for questions regarding the report or its contents | Fully | 1 |
| G4-32 | GRI Content Index | Fully | 98-105 |
| G4-33 | Organisation's policy and current practice with regard to seeking external assurance for the report; relationship with the assurance providers; the highest governance body's involvement in seeking assurance for the organisation's Sustainability Report | Fully | 1 |

Governance

| | | | |
|-------|--|-------|-------|
| G4-34 | Governance structure of the organization; committees responsible for decision-making on economic, environmental and social impacts | Fully | 22-23 |
|-------|--|-------|-------|

Ethics and Integrity

| | | | |
|-------|--|-------|----|
| G4-56 | Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics | Fully | 36 |
|-------|--|-------|----|

Specific Standard Disclosures - Material Aspects

| DMA and Indicators | Description | Type of Disclosure (Fully or Partial) | Page Number |
|--------------------|-------------|---------------------------------------|-------------|
|--------------------|-------------|---------------------------------------|-------------|

Economic

Material Aspect: Economic Performance

| | | | |
|-------------|--|---------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-DMA (OG) | Emergency Preparedness | Fully | 49-51 |
| G4-EC1 | Direct economic value generated and distributed | Fully | 53 |
| G4-EC2 | Financial implications and other risks and opportunities for the organization's activities due to climate change | Partial | 54 |
| G4-EC3 | Coverage of the organization's defined benefit plan obligations | Fully | 56-57 |
| G4-EC4 | Financial assistance received from government | Fully | 58 |

Material Aspect: Market Presence

| | | | |
|--------|--|---------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EC5 | Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation | Fully | 58 |
| G4-EC6 | Proportion of Senior Management hired from the local community at significant locations of operation | Partial | 58 |

Material Aspect: Indirect Economic Impacts

| | | | |
|--------|---|---------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EC7 | Development and Impact of Infrastructure Investments and services supported | Fully | 58 |
| G4-EC8 | Significant indirect economic impacts, including the extent of impacts | Partial | 59 |

Material Aspect: Reserves

| | | | |
|--------|---|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-OG1 | Volume and type of estimated proved reserves and production | Fully | 59 |

Category: Environment

Material Aspect: Energy

| | | | |
|--------|--|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN3 | Energy consumption within the organization | Fully | 63 |
| G4-EN6 | Reduction of energy consumption | Fully | 65 |
| G4-OG2 | Total amount invested in Renewable Energy | Fully | 66 |
| G4-OG3 | Total amount of renewable energy generated by source | Fully | 66 |

Material Aspect: Water

| | | | |
|---------|---|-----------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN8 | Total water withdrawal by source | Fully | 67 |
| G4-EN9 | Water sources significantly affected by withdrawal of water | Fully | 67 |
| G4-EN10 | Percentage and total volume of water recycled and reused | Partially | 67 |

Material Aspect: Biodiversity

| | | | |
|----------|--|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN 11 | Operational sited owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Fully | 67 |
| G4-EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas | Fully | 67 |
| G4-EN13 | Habitats protected or restored | Fully | 68 |
| G4-OG4 | Number and percentage of significant operating sites which biodiversity risk has been assessed and monitored | Fully | 69 |

Material Aspect: Emissions

| | | | |
|---------|---|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN20 | Emissions of Ozone-Depleting Substances (ODS) | Fully | 69 |

Material Aspect: Effluents and Waste

| | | | |
|---------|---|------------------------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN22 | Total water discharge by quality and destination | Partial(Duliajan Only) | 69 |
| G4-EN23 | Total weight of waste by type and disposal method | Fully | 70 |
| G4-EN24 | Total number and volume of significant spills | Fully | 70 |
| G4-OG5 | Volume and disposal of formation or produced water | Fully | 70 |
| G4-OG6 | Volume of flared and vented hydrocarbon | Fully | 71 |
| G4-OG7 | Amount of drilling waste (and strategies for treatment and disposal | Fully | 71 |

Material Aspect: Compliance

| | | | |
|--------|---------------------|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
|--------|---------------------|-------|-------|

| | | | |
|--|---|-------|-------|
| G4-EN29 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Fully | 72 |
| Material Aspect: Environmental Grievance Mechanisms | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-EN34 | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms | Fully | 72 |
| Material Aspect: Fossil Fuel Substitute | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-OG14 | Volume of biofuels produced and purchased meeting sustainability criteria | Fully | 73 |

Category: Social

Sub-Category: Labour Practices

Material Aspect: Employment

| | | | |
|--------|---|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-LA1 | Total number and rates of new employee hires and employee turnover by age group, gender, and region | Fully | 87 |
| G4-LA2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | Fully | 90 |
| G4-LA3 | Return to work and retention rates after parental leave, by gender | Fully | 91 |

Material Aspect: Occupational Health and Safety

| | | | |
|--------|--|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-LA5 | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | Fully | 91 |
| G4-LA6 | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender | Fully | 92 |
| G4-LA7 | Workers with high incidence or high risk of diseases related to their occupation | Fully | 92 |
| G4-LA8 | Health and safety topics covered in formal agreements with trade unions | Fully | 92 |

Material Aspect: Training and Education

| | | | |
|---------|---|-------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-LA9 | Average hours of training per year per employee by gender, and by employee category | Fully | 93 |
| G4-LA10 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | Fully | 93 |

| Material Aspect: Diversity and Equal Opportunity | | | |
|--|--|---------|-------|
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-LA12 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity | | 94 |
| Material Aspect: Equal Remuneration for Women and Men | | | |
| G4-LA13 | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation | Fully | 94 |
| Material Aspect: Labour Practices Grievance Mechanisms | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-LA16 | Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms | Fully | 96 |
| Material Aspect: Emergency Preparedness | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| Sub-Category: Human Rights | | | |
| Material Aspect: Freedom of Association and Collective Bargaining | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-HR4 | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour | Fully | 84 |
| Material Aspect: Child Labour | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-HR5 | Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour | Fully | 49-51 |
| Material Aspect: Forced or Compulsory Labour | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-HR6 | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour | Partial | 49-51 |
| Material Aspect: Indigenous Rights | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-HR8 | Total number of incidents of violations involving rights of indigenous peoples and actions taken | Fully | NA |

| Sub-Category: Society | | | |
|--|---|-------|-------|
| Material Aspect: Local Communities | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs | Fully | 75 |
| G4-SO2 | Operations with significant actual and potential negative impacts on local communities | Fully | 80 |
| G4-OG10 | Number and description of significant disputes with local communities and indigenous peoples | Fully | 81 |
| G4-OG11 | Number of sites that have been decommissioned and sites that are in the process of being Decommissioned | Fully | 81 |
| Material Aspect: Anti-Corruption | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-SO3 | Total number and percentage of operations assessed for risks related to corruption and the significant risks Identified | Fully | 80 |
| G4-SO4 | Communication and training on anti-corruption policies and procedures | Fully | 80 |
| G4-SO5 | Confirmed incidents of corruption and actions taken | Fully | 80 |
| Material Aspect: Grievance Mechanisms for Impacts on Society | | | |
| G4-DMA | Aspect-specific DMA | Fully | 49-51 |
| G4-SO11 | Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms | Fully | 81 |

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For more information:

Write to e-mail: oilindia@oilindia.in
or visit website: www.oil-india.com