

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



Oil India Ltd

SUSTAINABILITY REPORT 2018-19





WHAT IS THIS REPORT ABOUT?

This is the sixth Sustainability Report of Oil India Limited (OIL) and covers the organization's performance for the reporting period FY 2018-19. The reporting framework complies with the Global Reporting Initiative Standards guidelines in accordance to the core criteria (including the Oil and Gas Sector Supplement). The reporting boundary includes OIL's India operations spanning over five states (Assam, Arunachal Pradesh, Rajasthan, Kakinada and Mizoram). Each year, OIL aims to provide its stakeholders with a comprehensive, transparent and informative sustainability report highlighting our initiatives, describing our challenges and disclosing our performance. The report focuses on key material environmental, economic and social topics highlighted through OIL's stakeholders' materiality assessment process. If the reader has any clarifications or queries pertaining to the data and information provided in this report, you are welcome to reach out to:



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LEADERSHIP SPEAKS



MESSAGE FROM CHAIRMAN & MANAGING DIRECTOR

It gives me immense pleasure to share the sixth sustainability report of OIL (FY 2018-19) with you. The report outlines the key economic, social and environmental impacts from OIL's operations and the company's response to them. Each year, we strive to improve our level of performance on Environmental, Social and Governance parameters and the report highlights the significant progress made on ESG performance in the last year.

As a leading public-sector enterprise in the Oil and Gas sector, OIL is fully aware of its responsibility to sustainable growth delivering value to its shareholders while reducing our footprint on the natural environment. We acknowledge that natural gas and oil will remain an important part of the evolving energy mix world over. However, it is critical for the sector to assume leadership in embedding sustainability in view of the carbon intensive nature of its operations. Determining effective ways to combat climate change while furthering human and economic challenges is perhaps the most compelling challenge of our times. OIL is keen to be at the forefront in responding to the challenge by reinforcing our commitment to grow in a

safe, ethical, responsible and employee friendly manner. OIL leverages innovation and technology-driven solutions to reduce its environment footprint and achieve optimum use of resources. We also produced record levels of renewable energy through our solar and wind installations and believe that this is a significant stream of business both in terms of diversification and offsetting the carbon footprint from our production processes. Additionally, there was encouraging progress on our carbon mitigation efforts through restoration of abandoned oil sites in partnership with CSIR-North East Institute of Science and Technology. It is heartening to see that there is a significant reduction in our energy intensity through our large-scale transition to energy efficient operations including LED lighting, solar panel installations in workover wells, On the CSR front, OIL has extensively invested in programs designed to transform the communities around the areas of our operations across the country. OIL makes all efforts to stay true to its vision of being a 'Responsible Corporate Citizen' deeply committed to socio-economic development in



Sushil Chandra Mishra
Chairman &
Managing Director

its areas of operation'. OIL's endeavor to enhance its impact on social transformation is reflected in the significant increase in CSR expenditure of about 30% during FY 2018-19 and almost thrice the mandatory CSR spending to comply with section 135 of the companies act. OIL's CSR focus areas range from health and sanitation to capacity building and environmental conservation and we would be willing to earmark more funds in the coming years to ensure that the coverage of programs is expanded to cover more communities. Health and safety is another ESG aspect we render particular attention to. Apart from adhering to all the relevant international standards including OHSAS 18001, ISO 9001 and Seveso II directives on process safety, OIL has also instituted a robust





mechanism for emergency response and disaster management in line with global standards in its industry. It is a matter of immense pride to inform all our stakeholders that our safety performance for 2018-19 has been exemplary with accident, injury and lost time rates registering the lowest ever figures. This is a testament to the HSE department's long-term planning and execution and with more targeted interventions and rigorous HSE audits, we are going to improve further in the coming years on this front. Finally, we are indebted to our employees who we consider our greatest assets in facilitating organizational growth in a sustainable manner. The employee centered initiatives of OIL have received a fillip with the company being recognized as the third best company to work for in the country at the World HRD congress in February 2019. We are committed to create a diverse workforce through active actions encouraging career opportunities for a diverse mix of people from across the country keeping in mind the principles of social justice. Our training team is well-equipped to deliver targeted training and raise awareness and competency within the organization. The key highlights of our training program and our training related data underline our commitment to promoting innovation, nurturing future leaders to take over the mantle and develop competencies of each employee in their

respective work stream. We understand that embedding sustainability is an ongoing process and annual reporting on sustainability performance is a very effective tool to communicate the progress to our stakeholders. OIL would like to stress that we are mindful of the mounting climate challenges and related socio-economic inequities and will strive continually to position OIL for future success through our emphasis on sustainable growth. I would like to express my gratitude to all the stakeholders for their unwavering support and look forward to engaging with you in the coming year.



MESSAGE FROM THE BOARD OF DIRECTOR'S



Over the past decade or so, sustainability has been receiving greater prominence among our stakeholders. Our sustainability report is a document that is keenly followed by all our stakeholders as it provides a lucid account of our progress on key Environmental, Social, Governance and Economic Indicators. With rising investor consciousness, non-financial disclosure reporting is being regarded as an effective supplement to the annual report to assess its profitability and growth in the longer-term.

OIL is committed to the principle of responsible value creation and has committed more resources than ever to improve the quality of life of those around us in 2018-19. We have consistently exceeded the prescribed CSR expenditure as per the companies act and invested in our flagship programs based on the evolving needs of our beneficiaries.

Achieving consistent economic growth and environmental conservation is often considered a trade-off, but we firmly believe we can complement both these elements by leveraging technology and improving our sustainability performance.

Harish Madhav
Director (Finance)



As the fastest growing company in the Oil and Gas sector, we are conscious of our duty to transform the industry in terms of acting on climate change. Though significant progress was made as far as securing commitments from businesses and the government was concerned at the UN Climate Action Summit, they still fell short of the commitments required to limit anthropogenic climate change to 1.50 Celsius. Such developments only underline the need for companies like OIL to step up its efforts voluntarily to mitigate climate change and help build resilience in the communities we operate to adapt to climate change. To businesses in our sector, this throws up an interesting challenge to grow our business in a way that is sustainable.

OIL ensures that our E&P activities are conducted by clean technology to limit our environmental footprint. We focus on monitoring our environmental and safety performance through regular audits at the sites. Our Effluent Treatment Plant (ETP) ensures that there is no surface pollution from water run-off at our Phulwami location and the success has led us to explore ways to adopt cleaner technologies across our operations. Our investments in the renewable energy space are also exceeding our targets and reinforcing our belief that the segment will be vital in achieving our diversification objectives.

As we go ahead into the next year, we are looking forward to enhancing our sustainability performance through achieving resource efficiency, compliance to the strictest environmental and safety standards and transition to clean technologies.

Dr. P. Chandrasekharan
Director (Exploration & Development)



Our employees are the key cornerstones of our continuous growth. OIL through its employee friendly Human Resources approach strives to create an enabling work environment for the employees to showcase their diverse skill-sets and support them with a comprehensive training program for professional development. An agile labor force with requisite knowledge and awareness is vital to our sustainability performance as well.

To position ourselves more in alignment with the goal of streamlining business efficiencies, we seek to transform the role of HR from a mere transactional operational unit to a transformational force to deal with the strategic imperatives of the company. We are also aware that this is very necessary given how we are looking to take on individuals with new skills to further our diversification plan and foray into new business lines including renewable energy.

Our continuous and fruitful engagement with the local community has meant there has been no disruptions to our operations from local socio-political factors. This has had a very positive effect on the productivity of our workforce and has translated into operational and financial successes. Our workforce has also been actively involved in our CSR programs during the period.

The report will familiarize the reader with our contribution to creating a sustainable future for all our stakeholders through the description of our sustainability initiatives and our performance vis-à-vis our strategy for positive transformation of the society and the environment.

Shri. Biswajit Roy

Director (Human Resources & Business Development)



The key plank of our vision for sustainability is to integrate the triple bottom line principles (People, Planet and Profit) into every aspect of our operations. Given the nature of our industry, concerns pertaining to resource management, environmental impact and local community assume greater relevance.

To assess our impacts, we duly conduct environmental audits across our business units. More than 400 HSE audits were conducted during the past year. Audit observations help us to understand our performance and opt for the most relevant technology solutions and conservation measures to mitigate the effects on the climate. The energy-saving interventions at various business streams improved our operations cost efficiency by reducing expenditure to the tune of around 97 Crore in 2018-19.

Innovation has been a key aspect in OIL's efforts to reduce the impacts of its operations. There has been a considerable reduction in the water we draw and consume in the past year due to measures like the recent deployment of Rain Water Harvesting (RWH) system, effective functioning of Water Treatment Plant (WTP) and Effluent Treatment Plant (ETP). Aligned to our practice of environmental conservation, we are currently conducting assessments regarding eco-restoration at abandoned drill sites and water footprint estimation across the company. We are looking forward to reporting on the progress of these interventions in our upcoming sustainability reports.

I am sure the contents of this report will provide the reader with a snapshot of how we at OIL practice sustainability in our business.

Shri Pramod Kumar Sharma

Director (Operations)



MESSAGE FROM RESIDENT CHIEF EXECUTIVE



It is imperative for major entities from core industries like Oil and Gas to work in harmony with the society in their areas of operation. OIL has been actively involved in the empowerment of youth and disadvantaged in the North East region and values the support from the community to ensure that the company operates in a peaceful environment with minimal disruption. OIL is conscious of the need to constantly engage with its employees in the region and local communities to identify and impact programs that have the most impact on these stakeholders.

The sustainability report highlights our performance on environmental, economic, social and governance parameters and helps track our year-on-year progress on the same. I sincerely hope that OIL's vision to create a society that works for everybody will continue to bring positive changes in the lives of many in the coming years.

Shri Pranjit Deka

Resident Chief Executive

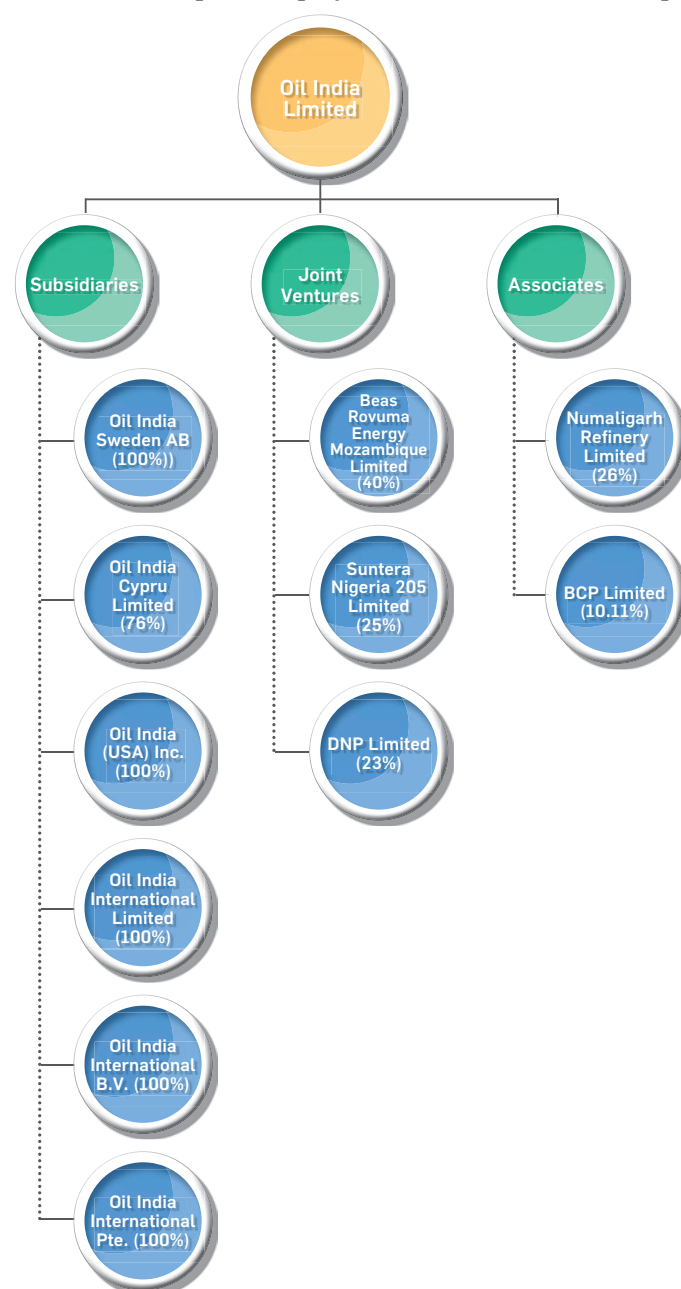




ORGANIZATIONAL PROFILE AND GOVERNANCE

OIL is a public sector oil & gas company under the Ministry of Petroleum and Natural Gas of the Government of India with its corporate office in Noida (Delhi-NCR region) and operational headquarters in Duliajan, Assam. We are engaged in the business of exploration, development and production of crude oil and natural gas, transportation of crude oil and production of LPG.

At present, OIL has 03 (three) nomination Petroleum Exploration Licenses (PEL) covering an area of about 331.75 sq.km and 22 (Twenty-two) Petroleum Mining Leases (PML) covering an area of about 4723.14 sq.km. These nomination blocks are in the states of Assam, Arunachal Pradesh and Rajasthan. OIL's overseas E & P portfolio is spread over 09 countries covering Libya, Gabon, Nigeria, Venezuela, USA, Mozambique, Bangladesh, Russia and Israel. The portfolio includes 5 (five) producing assets spread across Russia, USA & Venezuela, 2 (two) discovered and development assets in Mozambique and Nigeria and 5 (five) exploratory assets in Libya, Gabon, Bangladesh and Israel. In addition to the above, OIL has 10% PI in 741 Km long Multiproduct pipeline construction and operation project in Sudan which was completed in 2005.



SUBSIDIARIES

A) OIL INDIA SWEDEN AB

Oil India Sweden AB was incorporated on the 20th November 2009 as a private limited Company. The activities of the Company are: to own shares in other companies, perform administrative tasks and associated activities; to incorporate, to participate in and to finance companies or businesses etc.

B) OIL INDIA CYPRUS LTD.

Oil India Cyprus Ltd was incorporated in Cyprus on 21 October 2011 as a private limited liability Company to channelize investments into overseas E&P projects. OIL holds 76% share in the concern while the balance is held by Oil India Sweden AB.

C) OIL INDIA (USA) INC.

Incorporated in 2012 as a wholly owned subsidiary of OIL, Oil India (USA) Inc. is headquartered in Houston, USA and holds 20% stake in Niobrara Shale Oil and Gas asset in USA.

D) OIL INDIA INTERNATIONAL LIMITED (OIIL)

OIIL is a wholly owned subsidiary of OIL incorporated on 20th September 2013. The registered office of OIIL is situated in New Delhi. Since most of the operational objectives of the companies were either performed by other subsidiaries already and other objectives could not be achieved, it was decided to wind up the company. The process has been initiated and approval from the government obtained.

E) OIL INDIA INTERNATIONAL B.V (OIIBV)

Oil India International B.V, a wholly owned subsidiary of OIL was incorporated in Netherlands on 2nd May 2014. The company has been formed with the objective of channelize investments into overseas E&P projects.

F) OIL INDIA INTERNATIONAL PTE. LTD. (OIPL)

OIPL is a wholly owned subsidiary based in Singapore incorporated in 2016. The key objectives of the company are to act as investment holding Company and crude petroleum and natural gas production.

COMPANIES IN WHICH OIL HAS SHAREHOLDING

OIL also has shareholding interest in various companies. The details of the companies and the shares held are given below:

S. No.	Company	OIL's share of equity Capital
1	Numaligarh Refinery Ltd (NRL)	26%
2	Brahmaputra Cracker and Polymer Ltd (BCPL)	10%
3	Suntera Nigeria 205 Ltd.	25%
4	DNP Ltd.	23%
5	IndOil Netherlands B.V	50%
6	Beas Rovuma Energy Mozambique Ltd. (BREML)	10%
7	WorldAce Investments Ltd.	50%
8	Vankor India Pte.Ltd.	33.5%
9	Taas India Pte. Ltd.	33.5%
10	Assam Petro-Chemicals Limited	49%
11	HPOIL Gas Private Ltd.	50%

PERFORMANCE HIGHLIGHTS

ENVIRONMENTAL PERFORMANCE


79,627 kWh

Total Energy Conservation

188.10 MW

Total Renewable Energy Generation

10,386,075

Total Water Withdrawn

10361.1 MT

Total waste disposed

SOCIAL PERFORMANCE



Employee Strength

7,096

Training Hours

153,086

Expenditure on CSR

133.39 Crore

ECONOMIC PERFORMANCE



Crude Oil Production

3.323 MMT

Gas Production

2865 MMSCM

Economic Value Generated:

1,20,930.90 Crore

Economic value distributed:

90161 Crore

GOVERNANCE AND THE BOARD OF DIRECTORS

OIL is committed to being accountable, transparent, effective and responsible towards its stakeholders. The strength of the board is five functional directors which include Chairman & Managing Director, two nominee directors and seven independent directors (As of 31 December 2019).

Member Name	Function and designation
Shri Sushil Chandra Mishra	Chairman & Managing Director
Shri Biswajit Roy	Director (Human Resources & Business Development)
Shri Pramod Kumar Sharma	Director (Operations)
Dr. P. Chandrasekaran	Director (Exploration & Development)
Shri Harish Madhav	Director (Finance)
Shri Amar Nath	Govt. Nominee Director and Joint Secretary (Exploration), MOP&NG
Shri Rohit Mathur	Govt. Nominee Director and Director (Bio-Refinery), MoP&NG
Prof. (Dr.) Asha Kaul	Independent Director
Dr. Priyank Sharma	Independent Director
Shri S. Manoharan	Independent Director
Ms. Amina R. Khan	Independent Director
Dr. Tangor Tapak	Independent Director
Shri Gagann Jain	Independent Director
Shri Anil Kaushal	Independent Director
Sh. Rajiv Kumar Gupta, IFS	Chief Vigilance Officer, OIL

The committees appointed by the Board focus on specific areas where they can take informed decisions and make recommendations to the board on the matters in their areas.



BOARD COMMITTEES

As per SEBI's listing obligations and disclosure requirements various sub committees are formed to support the smooth functioning of the Board. The Board Committees focus on specific areas and make informed decisions within the authority delegated. Majority of the members of the Committees are Executive Directors or Non- Executive Directors

AUDIT COMMITTEE

Audit & Ethics Committee is a key operating committee of the Board with the charge of supervising financial report and disclosures. The roles and power of the audit committee are specified by Board which are aligned with Company's Act 2013. The Director (Finance) and Director (Operations) are permanent invitees to Audit Committee meetings. Legal and Internal auditors also attend the meeting to clarify the concerns and questions of the audit committee.

NOMINATION & REMUNERATION COMMITTEE

The Nomination & Remuneration Committee reviews and approves pay and allowances payable to Board level and below Board level executives within the framework of DPE Guidelines.

The details of Remuneration paid to Functional Directors including CMD during the year 2018-19 is presented in the table below:

STAKEHOLDERS & RELATIONSHIP COMMITTEE

OIL has formulated a Committee which administers the performance of the Registrar and Share Transfer Agents and proposes measures for the improvement in the quality of investor services. The committee also looks after redressing the grievance of security holders of the Company including -transfer of security, non-receipt of balance sheet, non-receipt of dividend etc.

S. No	Name	Designation	Total Annual Remuneration
1.	Shri Utpal Bora	Chairman & Managing Director	77,72,437
2.	Smt. R.S.Borah	Director (Finance)	67,82,620
3.	Dr. P. Chandrasekaran	Director (E&D)	66,74,198
4.	Shri P.K.Sharma	Director (O)	73,09,912
5.	Shri Biswajit Roy	Director (HR&BD)	81,97,486
6.	Prof. (Dr.) Asha Kaul	Independent Director	3,40,000
7.	Dr. Priyank Sharma	Independent Director	4,80,000
8.	Shri S. Manoharan	Independent Director	5,00,000
9.	Ms. Amina R. Khan	Independent Director	5,00,000



CORPORATE SOCIAL RESPONSIBILITY (CSR) AND SUSTAINABLE DEVELOPMENT (SD) COMMITTEE

The Corporate Social Responsibility and Sustainable Development committee formulates policies and recommends budget for the CSR activities to be undertaken by the organization. The committee also ensures compliance to the regulatory provisions of the law relating to CSR activities. CSR and SD Committee comprises of 5 Directors, 3 Independent Directors and 1 Government Nominee Director.

RISK MANAGEMENT COMMITTEE (RMC)

The board reviews risk management plans and recommends risk assessment and management report. The Board is primarily responsible

for the risk management of the company as per the Company's Act, 2013, Revised Clause 49 of the Listing Agreement and Section 134 & 177. Risk Management Committee is being formed to assist the Board.

HEALTH, SAFETY & ENVIRONMENT COMMITTEE (HSE)

The Health Safety and Environment Committee is formed to help the Board to deal with health, safety and environment issues in the organization and ensures compliance to the regulatory provisions.

HUMAN RESOURCE MANAGEMENT (HRM) COMMITTEE

Human Resource Management Committee considers all issues / areas concerning the

human resource planning & management, review of HR Policies & Initiatives and promotions of employee's one level below directors (Executive Directors). HRM committee consists of a blend of Directors and Independent Directors and considers all issues related to Human Resource Planning & Management, HR Policies & Initiatives and Promotions to level of E- 91 employee category.

BUSINESS DEVELOPMENT COMMITTEE

The Business Development Committee oversees and explores new areas of business, recommends and approves the proposal for collaborations, joint ventures, acquisitions

ECONOMIC PERFORMANCE



OUR BUSINESS

OIL is the fastest growing company in the Indian petroleum industry providing sustained value to all its stakeholders. OIL completed sixty years since its establishment in 2019 which saw its crude oil production rise from 0.215 MMT to 3.323 MMT while natural gas production increased from 43.60 MMSCM to 2865 MMSCM.



OIL's six-point vision statement encapsulates its commitment to grow at a fast pace while creating value to its investors, employees and the society.

PRODUCTS AND SERVICES

OIL is engaged mainly in the exploration, development and production of Crude Oil and Natural Gas, transportation of crude oil and production of LPG. The company is also involved in the generation of renewable energy through its solar and wind installations in India.

PRODUCTION

Crude Oil

During the year 2018-19, crude oil production was 3.323 MMT (inclusive of OIL's share of 0.014 MMT from Kharsang JV and 0.017 MMT from Dirok JV) which is marginally lower than the production in the previous year (3.394 MMT). The crude oil sale was 3.233 MMT as compared to 3.327 MMT in the reporting period. Though the sales diminished marginally, revenue from crude oil increased 29.4% during the period owing to the increase in Crude Oil prices.

The key operational highlight

in terms of production over the last year was the commercialization of the Baghewala PML in Rajasthan by using the CCS (Cyclic Steam Stimulation) technology which was implemented in India for the first time.

Natural Gas

During the year 2018-19, natural gas production was 2865 MMSCM which is marginally lower than last year's production of 2905 MMSCM. An increase in the natural gas price realization and increased sales meant OIL's revenue from the stream increased by 34.47%.

Liquefied Petroleum Gas (LPG)

During the year 2018-19, LPG production was 33730 metric tons against 34110 metric tons in the year 2017-18. Although the sales decreased marginally, revenue from the LPG stream rose by about 17% during the period.

Pipeline Operations

During the year 2018-19, crude oil pipeline transported 6.53 MMT of crude oil as against 6.64 MMT in the previous year. The total revenue earned from transportation business was 365.34 crore in the financial year 2018-19 against 365.58 crore in the year 2017-18.

Renewable Energy

As on 31st March 2019, total installed capacity of the Company in respect of renewable energy stands at 188.10 MW (excluding projects for captive utilization), comprising of 174.10 MW of wind energy projects and 14 MW of solar energy projects. In addition, solar plants of 0.864 MW are being used for captive utilization of electrical energy. The company generated total revenue of 154.62 Crore from renewable energy projects during the period. The table below provides a snapshot of the generation capacity of our renewable assets.





Plant description	Location	Unit Generated in Million Units
5 MW Solar Power	Jaisalmer, Rajasthan	9.00
9 MW Solar Power	Jaisalmer, Rajasthan	16.19
13.6 MW Wind Power	Ludurva, Rajasthan	20.39
54 MW Wind Power	Dagri, Rajasthan	60.21
38 MW Wind Power	Chandigarh, Madhya Pradesh	79.51
16 MW Wind Power	Patan, Gujarat	35.43
27.3 MW Wind Power	Kotiya, Gujarat	68.49
25.2 MW Wind Power	Unchawas, Madhya Pradesh	57.98

EXPLORATION

OIL carried out 11 (eleven) exploratory wells in the PML areas in Assam and Rajasthan and continued exploratory efforts in the NELP Blocks RJ/ONN/2004/2 and KG-ONN-2004/1 by drilling 01 (one) well and 03 (three) wells respectively including one High Pressure - High Temperature (HPHT) well in the block in KG Basin.

OIL made 2 gas discoveries in the Upper Assam Basin and one gas discovery in the KG basin. The company has already initiated steps for quick appraisal, development and production from these discoveries. The Reserve Replacement Ratio (RRR) of the company stands at 1.12.

OIL's domestic operations are spread over the areas under onshore Petroleum Exploration License (PEL) and Petroleum Mining Lease (PML) in the states of Assam, Arunachal Pradesh, Mizoram, Andhra

Pradesh & Puduchery and Rajasthan. OIL is currently operating in three PEL and twenty two PML areas, allotted under the nomination regime in the states of Assam, Arunachal Pradesh and Rajasthan. OIL also holds Participating Interest (PI) in seven NELP Blocks with the right of operatorship in five Blocks and as Non-operator in the remaining 02 (two) Blocks as on 31.03.2019.

START-UP INITIATIVES

OIL has earmarked a Start-up Development Corpus of Rs 50 crore for creating an eco-system to develop entrepreneurs to provide possible solutions to the numerous challenges faced by the oil and gas upstream sector. The fund is created to nurture and develop innovation and entrepreneurship in North-Eastern India with the focus areas of Exploration & Production of Oil & Gas. In this regard, OIL had signed

MoU with IIT Guwahati on 7th December 2016 as an incubator to nurture and incubate Start-ups for OIL. During FY 2018-19, OIL has approved two proposals for Startups of Rs 322.41 lakhs.

Start-up 1 : M/s Caliche Private Limited

The project focuses on Sand Reconsolidation by Injection of Anaerobes (SRIJAN). The SRIJAN technology would help in providing good cement bonding during cementing operations in oil/gas wells and is also likely to help providing strength in wells having unconsolidated sands.

Start-up 2: M/s Alvin Engineering Private Limited.

The prime objective of the project is to develop a process to monetize the low-pressure natural gas, which is available in small volume and being flared in isolated oilfields, to generate electricity.

RESERVES

OIL has a very strong oil and gas reserves base of domestic assets. The overseas reserves include the reserve positions of five producing assets - Niobrara Shale Oil (USA), License-61 (Russia), Vankorneft (Russia), TaasYuryakh (Russia) and Carabobo (Venezuela) The proven reserves in the domestic and international segments are given in the below tables:

DOMESTIC RESERVES			
Particulars	1P	2P	3p
Oil + Condensate (MMT)	25.3118	76.1888	100.9427
Balance Recoverable Gas (BCM) *	80.4976	130.2254	169.4833
O+OEG (MMTOE)	96.0070	189.6154	247.1306

OVERSEAS RESERVES			
Particulars	1P	2P	3p
Oil + Condensate (MMT)	16.3252	36.5093	57.6447
Balance Recoverable Gas (BCM) *	4.7782	6.9279	8.3330
O+OEG (MMTOE)	21.0768	43.4092	65.9497

RESPONSIBLE SUPPLY CHAIN

OIL acts in a diverse, global network with a vast range of suppliers ranging world renowned entities in the E&P Sector for supply of Drilling Rigs to local vendors for supply of Pen & Pencils. At OIL, goods and material procurement is performed through Global/Indigenous tendering process through competitive bidding process. Materials department is tasked with the oversight of the process of procurement. To strengthen supply chain governance, OIL has made it mandatory for vendors to sign the Integrity Pact (IP) for all tenders valuing more than INR The Integrity Pact (IP) is a tool developed in the 1990's by Transparency International to help governments, businesses and civil society to fight corruption in the field of public contracting. IP establishes mutual contractual rights

and obligations to reduce the high cost and distortionary effects of corruption in public contracting. IP is intended to make public procurement transparent by binding both parties to ethical conduct.

OIL conducts multiple engagement initiatives to meet the expectations of stakeholders and respond effectively to any concerns. OIL organises Vendor's Meet for global as well as local suppliers routinely providing a platform for all the vendors/stakeholders to understand the modalities & procedures of OIL tendering. Besides these, a vendor's grievance meet is also conducted from time to time to study the hindrances/issues faced by vendors with assurance of finding a solution. OIL is constantly working to improve engagement in the supply chain and integrate ESG (Environmental, Social and Governance) concerns into its supply chain processes.

RESPONSIBLE VALUE CREATION

Economic performance is one of three pillars of sustainability, along with social and environmental performance. For more than 130 years, OIL has endeavored to create wealth and deliver value to its stakeholders. The company relies on both organic and inorganic growth to improve its profit margins.

OIL has an authorized share capital worth more than 1000 Crore INR. The short-term and long-term outlook also looks promising in both domestic and international markets with Fitch and Moody's rating OIL's international portfolio as 'stable' and CARE awarding OIL the highest rating of AAA and A1+ respectively for the domestic markets.

During the year, OIL has earned total revenue of 15,170.00 crore as against

12,140.64 crore in the year 2017-18, registering an increase of 25% over previous year. The Profit Before Tax (PBT) in the financial year 2018-19 was 3,916.22 crore

against PBT of 3,709.80 crore in the previous year. The Profit After Tax (PAT) was 2,590.14 crore in the year 2018-19 against 2,667.93 crore in the financial year 2017-18.

The table below represents the Economic Value Generated & Distributed (EVG&D) during the financial year 2018-19 (in Crores INR).

Economic Value Generated & Distributed	FY 2016-17	FY 2017-18	FY 2018-19
Direct Economic Value generated (A): Total			
Revenues	1,11,910.70	1,21,406.40	1,51,700.00
Operating costs	34,518.10	35,162.00	46,743.00
Employee benefit & wages	16138.70	16932.90	26,033.20*
Payment to providers of capital	16,390.60	18,343.00	15,226.30
Payments to Government	19,592.00	23,720.00	31,594.10
Community Investments	1,083.70	1,005.80	1,333.90
Total	87,723.10	95,163.70	1,20,930.90
Economic Value Retained	24,187.60	26,242.70	30,769.10



ENVIRONMENT MANAGEMENT



PROTECTING OUR ENVIRONMENT

One of the key challenges of the times is to manage and meet growing demand for energy while addressing climate change and other environmental issues. OIL strives to manage its impact to the environment performance by adhering to regulatory compliances, emission control, water and waste management and protecting the biodiversity around its areas of operation. Energy, emissions, water and waste were identified as important aspects in the materiality assessment conducted as part of the report. During FY 18-19, OIL has experienced the positive effects of several targeted interventions undertaken in these focus areas to reduce our

footprint on the environment.

We adhere to all the regulations and guidelines related to our operation and are compliant to all requisite environmental regulations set out by MoEF (Ministry of Environment, Forest and Climate Change) and Pollution Control Board. During the reporting period, no sanctions or penalties were imposed against OIL for non-compliance to environmental regulations.

ENERGY CONSERVATION AND MANAGEMENT

We use Diesel, Crude Oil, Electricity and Natural Gas mostly in our business operations as direct and indirect source of energy. We are at the forefront of efficiently utilizing energy in our business operations and

reduce GHG emissions.

Recognizing that Petrochemical industry is an energy intensive business, OIL is keen to step up its efforts on energy use and set the standard for efficient production of OIL products. In this regard, the company has taken up extensive short-term and long-term programs for conservation of energy. OIL is committed to reducing its energy consumption footprint through the use of alternative sources and installation of smart LED lighting. OIL's short-term and long-term energy conservation efforts helped the organization to make cost savings to the tune of around 97 crores during the year. The significant cost savings achieved are summarized in the table below:

Forms of Energy	Unit	Qty	Rate	Price in Lakhs
Electricity (Assam & AP)	kWh	147844	6.20	9.17
Electricity-RP	kWh	11887	8.35	0.99
Crude oil-FHQ : 665 KL	MT	585.2	34019.02	199.08
Natural Gas	MSCM	109665	8645.86	9481.48
HSD	Litre	40340	62.00	25.01
Petrol	Litre	9710	68.00	6.60
Lube Oil	Litre	508	200.00	1.02
Total				9723.35



Other key measures undertaken by the OIL in terms of energy conservation are:

- During the year, the Crude oil of both OIL & ONGC was treated with Flow Improver instead of thermal conditioning and thereby conserved a substantial amount of Natural Gas.
- OIL conserved 108.354 MMSCUM of Natural Gas by boosting of boosting of LP flare gas to OIL's gas distribution network by commissioning of BOO.
- OIL conserved natural gas of 1.311 MMSCUM by utilising stabilizer gas as housing fuel in Moran OIL Township.

In terms of electricity production, our power stations generated 8,45,20,718 kWh during the reporting period.

Unit No.	Installed Capacity	Total Unit Generated
Unit # 1: W191G GT	14.45 MW	54,96,722 kWh
Unit# 2: W191G GT	14.45MW	1,28,34,996 kWh
Unit# 3: PG5371PA GT	20.28MW	6,61,89,000 kWh
Total Energy Generated	8,45,20,718 kWh	109665
Total Station Consumption	68,11,030 kWh	40340
Total units sent out to the T&D network	7,77,09,688 kWh	9710
Lube Oil	Litre	508



OIL is committed to reducing its energy footprint through the use of alternative sources and installation of smart LED lighting. OIL's short-term and long-term energy conservation efforts helped the organization to make cost savings to the tune of around 97 crore during the year.

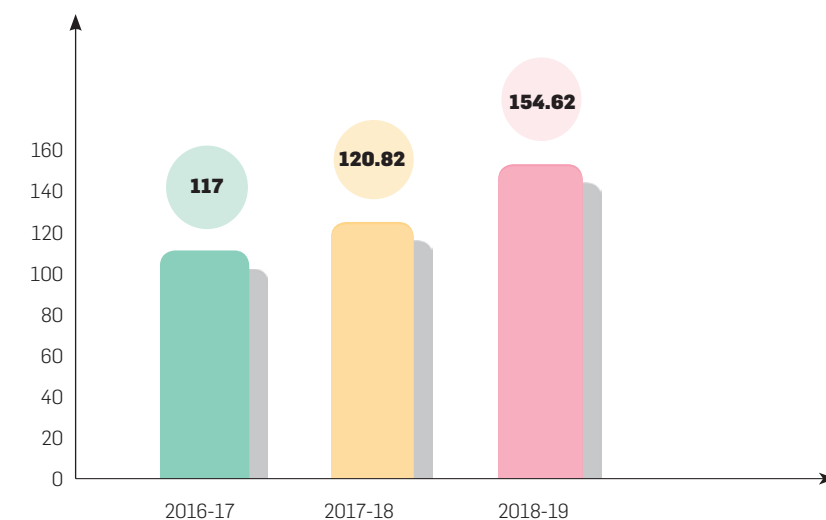
RENEWABLE ENERGY

OIL's renewable energy segment has been growing steadily over the past few years and our revenues for the 2018-19 period stood at 154.62 crore. While exploration and production of petroleum products remain the company's core focus, renewable energy segment is an integral part of our diversification plan. As on 31st March 2019, total installed capacity of the Company in respect of renewable energy stands at 188.10 MW (excluding projects for captive utilization), comprising of 174.10 MW of wind energy projects and 14 MW of solar energy projects.

Our key renewable energy projects and generation capacities are shown in the table below:-

Energy	Unit	Qty	Eqvt. kWh
9 MW Solar Power Plant Electricity RP	kWh		1,61,45,270.00
5 MW Solar Power Plant Electricity RP	kWh		89,96,993.00
100 KW Solar Power Plant, Rajasthan	kWh		61,508.00
27.3 MW Wind Mill Electricity, MP	kWh		6,85,57,950.00
25.2 MW Wind Mill Electricity, Gujarat	kWh		5,79,79,386.00
13.6 MW Wind Mill Electricity Rajasthan	kWh		2,03,94,150.00
54 MW Wind Mill Electricity Rajasthan	kWh		6,04,66,453.00
16 MW Wind Mill Electricity Patan, Gujarat	kWh		3,54,26,149.00
38 MW Wind Mill Electricity Chandigarh	kWh		7,95,05,471.00
15KW Solar Power Plant, Rajasthan Project	kWh		4,050.00
500 KWp Solar plant at PS#3, Jorhat	kWh		1,05,372.00
500 KWp Solar plant at PS#3, Jorhat	kWh		1,05,372.00
20 kWp Solar PV plant, Rs 14 (Kishanganj)	kWh		16074
20 kWp Solar PV plant, Rs 5 (Jagiroad)	kWh		19161
5 kWp Solar PV plant, Rs 6.7 (BG Hill)	kWh		620
20 kWp Solar PV plant, Rs 8 (Dharampur)	kWh		17372
20 kWp Solar PV plant, Rs 10 (Pratapkhata)	kWh		8123
30 kWp SPP - Corporate office	kWh		27726
34 KW solar Power Plant, Duliajan	kWh		8301
TOTAL			93,95,03,961.00

The company's revenue generation from the renewable sources has witnessed a significant upswing in the last few years. In FY 18-19, the revenue generation rose more than 25% to stand at 154.62 crores.



GREENHOUSE EMISSIONS AND MITIGATION MEASURES

The rising rate of greenhouse gas (GHG) emissions poses a threat to the environment, leading to climate change. To help accurately capture our emissions footprint, we are overhauling our systems and will be reporting direct and indirect emissions in the forthcoming reports. Climate change is the single biggest environmental and humanitarian crisis of our time. OIL, as a responsible entity, is conscious of these consequences and strives to become a front-runner in emissions control and monitoring. OIL has identified GHG emission & abatement opportunities through technology and process improvement levels and strategized the implementation plan. OIL's foray and expansion in alternative energy sources development including solar and wind power is part of the strategy to reduce reliance on conventional carbon-intensive energy sources.

MITIGATION OF CARBON EMISSION THROUGH ECO-RESTORATION/ PLANTATION IN ABANDONED WELL SITES OF OIL, DULIAJAN

OIL in partnership with CSIR-North East Institute of Science and Technology (Jorhat, Assam) has undertaken a project to achieve the Restoration of ecology and environment in abandoned oil drill sites/abandoned well sites (50 acre of land) through microbial and phyto (plantation) remediation. The ongoing project will involve:

- Earmarking of the abandoned drill site, characterization of contaminants, site preparation and development of site/treatment and final layout.
- Reclamation of contaminated oil drill sites/abandoned well sites.
- Plantation in the abandoned drill site to a tune of 50,000 saplings/seedlings of different multi-storied plant /year and generation of biomass 200 tonnes/ha in first year.
- Measurement of biomass/biomass carbon in every six months.
- Maintenance of the plantation till the completion of the project.

Ten earmarked well sites have been handed over for project execution and work on removal of structures and preparation of land have commenced for the mass tree planting objective of the program.



SITE VISIT on 11, May 2018; DRA, Dibrugarh-1



WATER MANAGEMENT

Water is an essential natural resource for communities, ecosystems and economic development. Access to water is critical to the communities and ecosystems near our operations and for OIL's ability to meet its production targets. The tables below illustrate OIL's water production and withdrawal by source.

WATER PRODUCED

Source	FY16-17	FY17-18	FY18-19
Volume of produced water(KL5)	3,184,800	3,245,747	3,180,476

WATER WITHDRAWAL BY SOURCE

Source	FY 16-17	FY 17-18	FY 18-19
Ground Water	1,673,607 KL	1,703,294 KL	1,626,075 KL
Municipal Water	- NIL -	- NIL -	- NIL -
Surface Water	9,290,750 KL	9,300,600 KL	8,760,000 KL
Total	1,09,64,357 KL	1,10,03,894 KL	1,03,86,075 KL

WATER CONSUMPTION BY SOURCESOURCE

Source	FY 16-17	FY 17-18	FY 18-19
Surface water	9,290,750	9,300,600	8,322,000
Collected rain water	NIL	NIL	133.2KL (Considering 80% utilization of total harvested water in last year from Nov'18 to March'18)

As the data reveals, the year has witnessed a reduction of more than 10% in consumption and 5% in withdrawal. We are keen to further reduce our water use and some of the key initiatives over the last year are given below:

1. Water Harvesting: OIL has installed a Roof Top Rain Water Harvesting System at its Office Complex on an experimental basis to

evaluate the effectiveness of the system. The rain water collected at the roof top can pass through a filtration process and finally stored in a storage tank for the purpose of gardening, cleaning etc. The quantum of water conserved through this system is about 1500 Litres per day and about 4,38,000 Litres per annum considering 80% utilization.

2. Recycling of backlash water: OIL has an operative 4 MGD (Million Gallons per Day) capacity Water Treatment Plant (WTP) in its operating area of Duliajan. The water thereby generated is used for domestic and industrial purposes in OIL Township and nearby installations. Water conserved through this process is approximately 900KL per day and same is expected to be about 2,65,650KL per annum with 90% efficiency of the process.

3. Water footprint estimation: A project for "Augmentation of Infrastructure for Water Supply System of OIL, Duliajan" is currently being undertaken. As a part of this project water footprint studies of the Duliajan township is being carried out by OIL. Once the final report is released, OIL will take the necessary steps to reduce its water footprint.

4. Improvements in water treatment: OIL relies on technological innovations to improve its water treatment.

- i) OIL has successfully Electro-Chlorination System at 4 MGD Water Treatment Plant, Tipling, and is under operation since 2016.

- ii) Poly Aluminum Chloride (PAC): (Poly Aluminum

Chloride (PAC), a type of Poly Aluminum Coagulant, is an alternative coagulant in place of Alum. It is safe as low levels of residual aluminum in the treated water can be achieved by its use, typically 0.01-0.05 mg/L. Flocs formed from alum at low temperatures settle very slowly, whereas flocs formed from poly-aluminum coagulants tend to settle equally well at both low and normal water temperatures resulting in less sludge formation and rapid coagulation.

After successful trials in 2017-18, PAC dosing started successfully during the reporting period.

iii) Mini Effluent Treatment Plant: During Major overhauling/ maintenance of ICE engines at ICE-Shop of Field Engineering Department, spare parts are cleaned at the washing bay. After cleaning, the water containing lubricating oil, diesel and other chemicals go to the drain of ICE-Shop which is directly linked to the

main leader drain of OIL. A mini effluent treatment plant (ETP) has been set up near the ICE-Shop drain so that the water drained to the main drain can be made free of harmful oils and chemicals. The mini ETP set up runs on the principle of electro-coagulation and is a compact, low cost and low maintenance plant which treats effluent water to be as good as potable water. This plant treats 3000-5000L of effluent per day.

There are 11 Water Injection (WI) Stations at various locations in OIL and water for WI is supplied through Deep Tube Well (DTW) set up:

Measured

	FY 2016-17	FY 2017-18	FY 2018-19
Water injected (in KL)	3,127,788	3,037,728	2,735,435

WASTE MANAGEMENT AND RECYCLING

Effective waste management provides opportunities to reduce costs and improve

efficiencies. OIL is committed to ensure that all waste is disposed of in an environmentally responsible manner, in accordance with local laws

and industry standards. Our business operations result in the formation of various forms of waste including oil sludge, drill mud, drill cutting and waste oil.

Measured

S.No	Waste generated	Measurement Units	Type of waste (hazardous / non-hazardous)	Method of disposal	Type of data (Measured/ Estimated)	2018-19
1	Oily Sludge	MT	Hazardous	Bioremediation		11470.648
2	Spent Oil	KL	Hazardous	Disposed to registered recycler		79.566

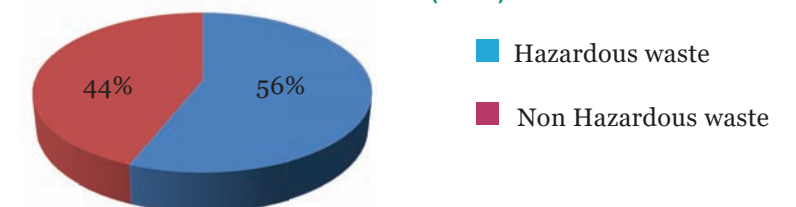
OIL endeavors to reduce the amount of waste being disposed off at the landfill. More than half of all our waste is either recycled or dealt with through bioremediation. During FY 18-19, OIL has around 44% of our waste being disposed in the landfill and OIL expects to bring this down through deployment of advanced technology to recycle waste and efficient waste management.

Percentage of waste by disposal method

Disposal Method	Percentage
Registered Recyclers	0.24
Bioremediation	55.7
Landfill	44.06

Almost all the waste generated from OIL's are solid in nature (99.8%). OIL takes due care to ensure hazardous wastes are managed through the process of bioremediation.

WASTE GENERATED BY TYPE (IN %)



Type of waste	Unit	Source	Methods of Disposal	Waste disposed		
				Waste		
				Solid Waste		
Batteries	Numbers	Drilling and Work-over rig	Returned to Materials Department and sent to registered recycler	75	101	1000

Some of our key initiatives in relation to sustainable waste management are given below:

Bioremediation
OIL, in collaboration with TERI (The Energy and Resources Institute), has implemented an oil spill treatment technology called bioremediation in a scientific and environment friendly manner. Bioremediation is a process that uses naturally occurring microorganisms to transform harmful substances to nontoxic compounds. Bioremediation utilizes the bioremediation potential of specific microbes that degrades the toxic hydrocarbon compounds leaving behind non-hazardous end products

or metabolites and hence no harmful effects.

Phytoremediation: This project was implemented by OIL in collaboration with Institute of Advanced studies in Science & Technology, Guwahati on a pilot scale. Selected species of plants were planted in an oil contaminated plot of land. These plants degraded the hydrocarbon and heavy metal content of the contaminated area and remediated it to normal.

Sewage Treatment Plan: A Project for setting up Sewage Treatment Plant for treating the domestic and industrial waste generated in and around the Duliajan

Township was undertaken by OIL. A preliminary study conducted as part of the project revealed that domestic/ household sewage mixed with Effluent coming out ETPs of OIL Hospital, oil traps of Industrial Area, effluent & sewage of AGCL are discharged through two leader drains:
Main Leader Drain (MLD): This drain caters to sewage from OIL's residential area, effluents from OIL Hospital, effluent of Industrial Area, effluent & sewage of AGCL and almost all sewage of private residential areas of Duliajan. The sewage carried by MLD is finally discharged into the river Burhi Dihing at Tipling.
Bijulibari Leader Drain

(BLD): This drain originating from CT/BT area of OIL's housing colony caters to the sewage of OIL's residential area along the drain and sewage of private residential/commercial areas of daily bazaar area. The sewage carried by BLD is finally discharged into the

Hugrijan Nullah. Thus, there are only two discharge/outlet points of sewage to surface water sources, viz., the river Burhi Dihing & Hugrijan Nullah. OIL therefore intends to set up two Centralized STPs near the discharge points as the solution for the Sewage Management of Duliajan.

OIL SLUDGE MANAGEMENT PLAN

OIL's oil sludge management plan concerns the collection, processing and safe disposal of Oily Sludge (up to 10000 KL) generated at various installations are collected, transferred and processed at the Sludge Processing Plant

near Dikom Well#15. About 20 % of Crude Oil is recovered from the process and the same is pumped to Dikom OCS as Recovered Crude Oil. Sludge processed during FY 18-19 according to the plan is 3438.61 KL and almost 20 per cent has been recovered as crude oil.



Image: Sludge Processing Plant near Dikom Well#15

PRESERVING OUR BIODIVERSITY

OIL continues working with communities, landowners, government agencies, conservation groups and

research institutions to enhance habitats and protect species.

OIL has also identified our operations which lie adjacent to protected area and

areas with high biodiversity value. Our operations have no significant impact or have no adverse effect on any species due to exploration and production of hydrocarbon.

HABITATS PROTECTED OR RESTORED

We obtain all the necessary clearances with respect to the environment and biodiversity and conduct Environmental Impact Assessments (EIA) to ensure integrity of natural habitats and environment in and around our operations.

CONSERVATION PROJECTS

OIL has been actively involved

in bio-diversity conservation through projects aimed at conservation of flora and fauna. The hoolock gibbon conservation project is an ongoing project in partnership with OIL operational areas of Tinsukia, Dibrugarh & parts of Sivasagar districts of Assam. Another conservation project is the adoption of orphaned rhino calves affected by the severe floods in Assam. The project is in association with

Wildlife Trust of India (WTI) under its Centre for Wildlife Rehabilitation and Conservation (CWRC) located near Kaziranga.

OIL ensures that all the necessary wildlife and forest clearances are obtained before any development. During FY 18-19, OIL has applied for composite Environmental Clearance for 13 blocks, which are on various stages of application process. The status of 13 blocks is as follows:

S. No	EC Blocks	Present Status of Application
1	7 ERD Locations	EIA completed. EC application submitted on 28.02.2019 for final EAC presentation along with EIA/EMP reports. Public Hearing Exempted. EAC presentation will be held on 07.04.2019 for obtaining EC.
2	Borhat Titlagarh	EIA Report submitted to Member Secretary on dated 08.11.18. Liaising with PCBA for conducting Public Hearing.
3	North Hapjan-Tinsukia Dhola	Finalization of EIA report is pending due to non-fixation of coordinates.
4	Jorajan	EIA Report submitted to Member Secretary on dated 08.11.18.
5	Mechaki	EIA study completed. EC application submitted on 28.02.2019 for final EAC presentation along with EIA/EMP reports.
6	Moran	EIA Report submitted to Member Secretary on dated 08.11.18. Liaising with PCBA for conducting Public Hearing.
7	Khowang-Shalmari	
8	Dibrugarh-Bhogpara	
9	Naharkatiya Deohal-Bogapani-Nagajan	EIA Study completed. But, EIA report couldn't finalized due to non-finalization of locations/coordinates.
10	Khagorijan	EIA Report submitted to Member Secretary on dated 08.11.18. Liaising with PCBA for conducting Public Hearing.
11	Dumdooma Pengeri Area	Awarded the EIA study contract to ERM on 13.11.18.EIA study is in progress.
12	Ningru	EIA report submitted to Member Secretary Pollution control board Arunachal Pradesh. Followed up with APSPCB for public hearing. Notification for conducting Public Hearing will be published in May in newspaper by APSPCB.
13	Tengakhar-Kathalani-Area	Awarded the EIA study contract to ERM on 13.11.18, EIA study is in progress.



Site Parameter

Country of operation	India
Operation Type	Production
Size of the operational site (in square kilometer)	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

Details

OIL adopts compensatory social plantation drives in a massive way in its field areas. As part of the project, OIL has planted about more than 60000 trees during 2018 in its operational areas.

OIL has undertaken a project on mass plantation in association with CSIR - NEIST, Jorhat. The project will have a three-pronged approach towards meeting OIL's and India's Sustainability goals –

- a) Reclamation of contaminated oil drill

- sites/abandoned well sites through microbial and phyto (plantation) remediation,
- b) Plantation of 50,000 mixed trees covering an area of 30 to 35 hectares in one year and
- c) generation of biomass carbon of 0.2-0.3 million tonnes through plantation of mixed three storied vegetation comprising deciduous-semi-evergreen and evergreen trees, herbs and shrubs.

Post one year, maintenance and

monitoring of GHG emission reduced by the planted trees will be undertaken till 2030. The project would help OIL in eco- restoration of the abandoned wells as per the requirement under Environment Clearance conditions, reduce the GHG emissions as per the requirement of Nationally Determined Contributions (NDCs) and increase the Green cover which is a part of the Government's Green India Mission under National Action Plan on Climate Change.



SAFETY & SECURITY



OCCUPATIONAL HEALTH AND SAFETY

Ensuring the health and safety of its employees, and local communities, is the single most important objective for OIL. At OIL, Safety is integrated into every aspect of its operations and the vision statement 'OIL is fully committed to safety, health & environment' encapsulates the focus on occupational health and safety.

OIL's approach is focused on its objective to ensure a zero injury/fatality/accident environment through preventive arrangements and corrective measures. The HSE practice at OIL is aligned with the regulatory requirements of the Oil Industry Safety Directorate (OISD) & The Directorate General of Mines Safety (DGMS) guidelines/regulations. OIL's standing as a pioneer in HSE management was underlined by the conferment of QHSE Certificate by DNV GL for adhering the below requirements and standards.

- OHSAS 18001:2007 (Health & Safety Management)
- ISO 14001:2015 (Environmental Management)
- ISO 9001:2015 (Quality Management)
- GRI reporting
- PAS 55:2008 (Asset Management)
- OSHA 1910.119 (Process

Safety Management)

- Seveso II Directive – 96/82/EC (Process Safety Management)

- ISO 31000:2009 (Risk Management).

HSE POLICY

We at OIL strongly believe that Safety, Health and Environment Management performances are integral part of our business and our objective. Our HSE policy provides safeguards for our employees, contractors, visitors, customers, suppliers, distributors and the public. The employees play a vital role in strategizing and implementing safety measures. Some of the key measures undertaken to achieve HSE targets of the company are

- Developing and implementing Process Safety Management System
- Providing adequate Safety Management Training
- Communicating Safety Policy to all the employees
- Implementing best industry practices and standards including statutory and legal compliance
- Auditing process safety management performance on regular basis.

The HSE policy provides a guideline on the corporate and individual approach

to ensure safer, cleaner and healthier work environment at OIL. As per HSE policy we shall :

- Ensure safe and sound working environment at all work places
- Comply with all rules and regulations on Safety, Occupational health, Environment Protection stipulated by statutes besides own policies and frameworks
- Prevent mishaps, minimize risk and hazards and remain trained, equipped and ready for effective & prompt response to emergencies including disasters and accidents
- Encourage external audit of our H, S & E standards so that stakeholders and public confidence is safe guarded.
- Encourage knowledge upgradation & promote safety, health and environment awareness amongst all the employees.
- Remains committed for continual improvement and achievement of highest safety, health, environment protection standards of the company leading towards sustainable development.

HSE GOVERNANCE

Our four-tier committee - Board level, Field level, Departmental level and Pit level – is responsible

for the monitoring and implementation of HSE policy. The representatives of the committee meet frequently to discuss on HSE performance and recommend corrective measures.

Board Level HSE Committee
Health, Safety & Environment 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 the statutory/regulatory provisions. During the year one meeting of the committee was held on November 26, 2018 and attended by all the members. The composition of the Committee as on 31.03.2019 is given below:

Sl No	Name and Designation	Committee Role	Date of Induction
1	Shri. Utpal Bora, Chairman and Managing Director	Chairman	18.07.2016(I)
2	Shri. P.K. Sharma, Director (Operations)	Member	01.06.2015(I)
3	Dr. P. Chandrasekaran, Director (E&D)	Member	01.04.2017 (I)

The table below depicts the safety committee meetings held at the other three tiers of HSE Governance at OIL.

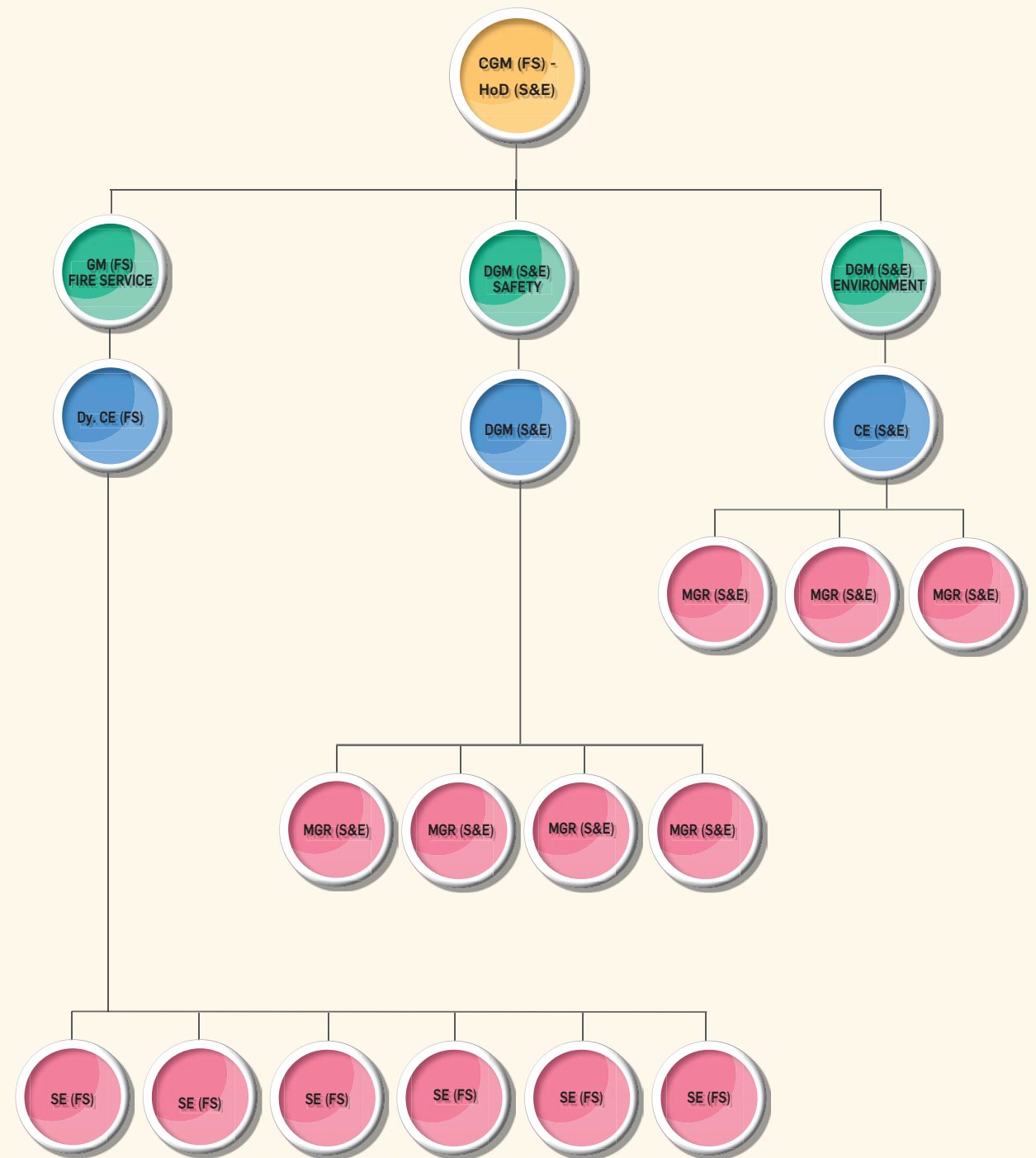
Safety Committees	2016-17	2017-18	2018-19
Apex	00	1	01
Field level	00	2 -FHQ 1 - RP	02
Departmental/Mines	72	93	110

HEALTH AND SAFETY MANAGEMENT

The HSE management of the organization endeavors to raise awareness about adherence to HSE Guidelines/ Procedures so that proactive measures on the hidden hazards associated with our operational activities can be eliminated or reduced. The key highlights (including accolades received) of HSE performance for 2018-19 are:

- Achieved the lowest LTIF rate of 0.236, which is the best in the history of OIL.
- Commissioning the state of the art "Firefighting Training Ground"
- Publication of QHSE manual and Fire Service manual
- Oil India Limited wins the national level prestigious "Fame Safety Excellence Award 2019" in Platinum category towards Safety Excellence during National Conference on Environment, sustainability & Safety-2019 and National Award Ceremony-2019
- DNV GL. Conferred OIL with QHSE Certificate
- Golden Peacock Occupational Health & Safety Award for the year 2018
- Greentech safety award under the platinum category
- Apex India occupational Health and Safety award

DEPARTMENT STRUCTURE

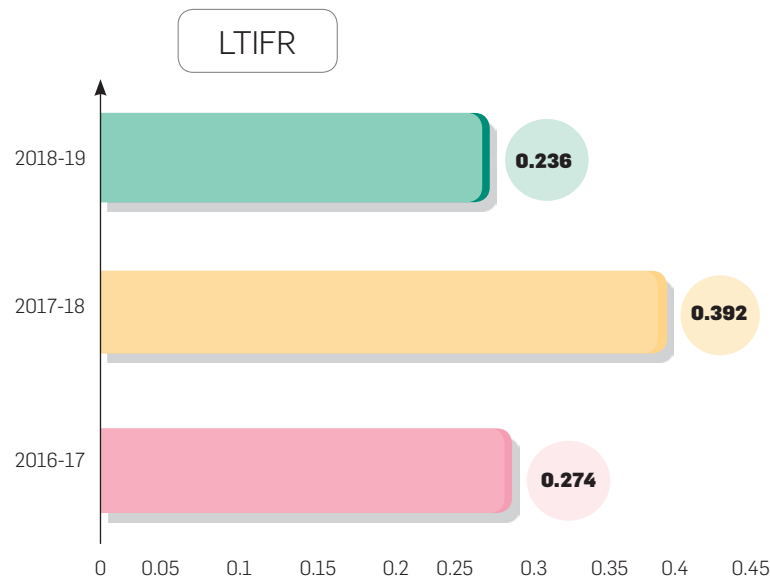




The HSE department plays a key role in improving health, safety and security in OIL locations and premises. Additionally, the department is also tasked with monitoring pollution control, overseeing environmental protection and adhering to international standards in HSE.

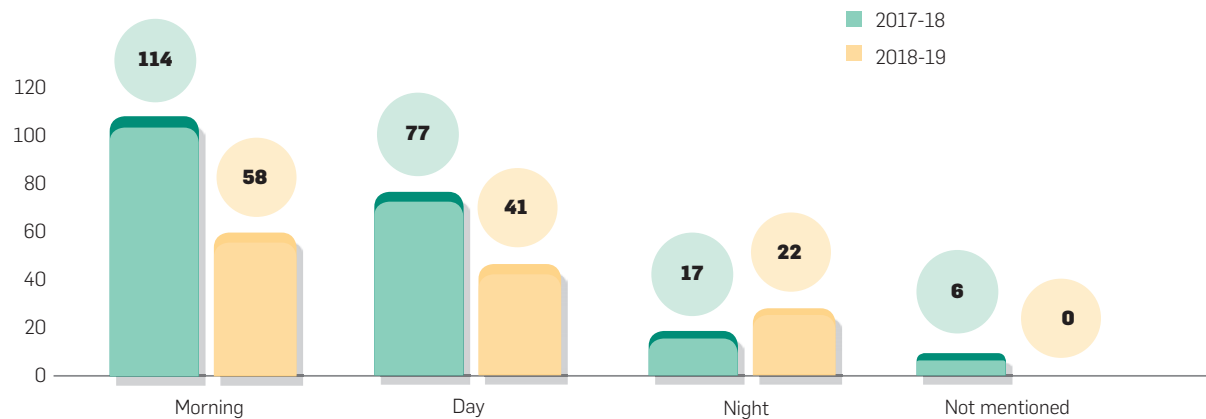
HSE PERFORMANCE

During the FY 2018-19, we have made some significant progress and developments with respect to our safety performance. OIL achieved the lowest ever Lost Time Injury Frequency Rate (LTIFR) i.e. 0.236 in the company against the internal target of 0.40. The LTIFR for the last 3 years has been shown in the following graph.



As it is OIL's constant endeavor to bring down the accident/incident rate to as low as reasonably practicable in OIL operational areas, we have conducted an accident analysis to reduce the TFIR and accident rates further down. The number of accidents has also been brought down to the lowest in OIL's history with only 6 accidents reported as against 10 in 2017-18 and 7 in 2016-17.

NEAR MISS INCIDENTS (SHIFT WISE)



In addition to the achievement of best ever performance in terms of accidents and lost time, OIL reported a considerable fall in the number of near-misses from 237 to 121 indicating stellar safety performance for the year.

SAFETY AUDITS

OIL carried out and coordinated various safety audits and inspections during the year covering all the installations spread over Assam and Arunachal Pradesh. In 2018-19, we sought to adopt a new audit check list which will not only cover OIL's HSE policy but also the statutory requirement of Oil Mines Regulations and requirement of OISD. Please find below a table summarizing HSE audits based on category for 2018-19:

Name of Audit/Inspection	No. of Audits
Pre-spud Safety Audit	32
Pre- work-over Safety Audit	125
Multidisciplinary Safety Audit	7
DGMS Safety Inspection	39
OISD Safety Inspection	5
Surprise Safety Inspection	221
Total Audit/Inspection	429

DISASTER MANAGEMENT AT OIL

As a leading player in the Oil and Gas industry, OIL acknowledges the need to have a robust disaster management plan to contain emergency situations and undertake effective remedial actions. The Emergency Response and Disaster Management Plan is prepared in compliance with Petroleum and Natural Gas Regulatory Board, Codes of Practices for Emergency Response and Disaster Management Plan (ERDMP) Regulations, 2010 notified vide Gazette of India notification No. G.S.R. 39(E) dated 18th January 2010.

The key objectives of the ERDMP are:

- a. to prevent casualties both at on-site and off-site and reduce damage to public, property and environment;
- b. to develop high order state of preparedness for prompt and orderly response of any emergency;
- c. to provide incident management Organogram with clear cut roles & responsibilities & action plans for various emergencies;
- d. To ensure orderly and timely decision making and response processes; etc.

As per the plan, we have classified three types of emergencies with a different set of responses to each. The emergency classifications are:

Level - I Emergency:

This is an emergency or an incident which can be effectively and safely managed, and contained within the site, location or CTF by the available resources. It has no impact outside the site location or CTF.

Level- II Emergency:

This is an emergency or an incident which cannot be effectively and safely managed or contained at the site, location or CTF by available resource and additional support is required. It is having or has the potential to have an effect beyond the site, location or CTF and where external support of mutual aid partner may be involved. It is likely to be danger to life, to the environment, to company assets or reputation.

Level- III Emergency:

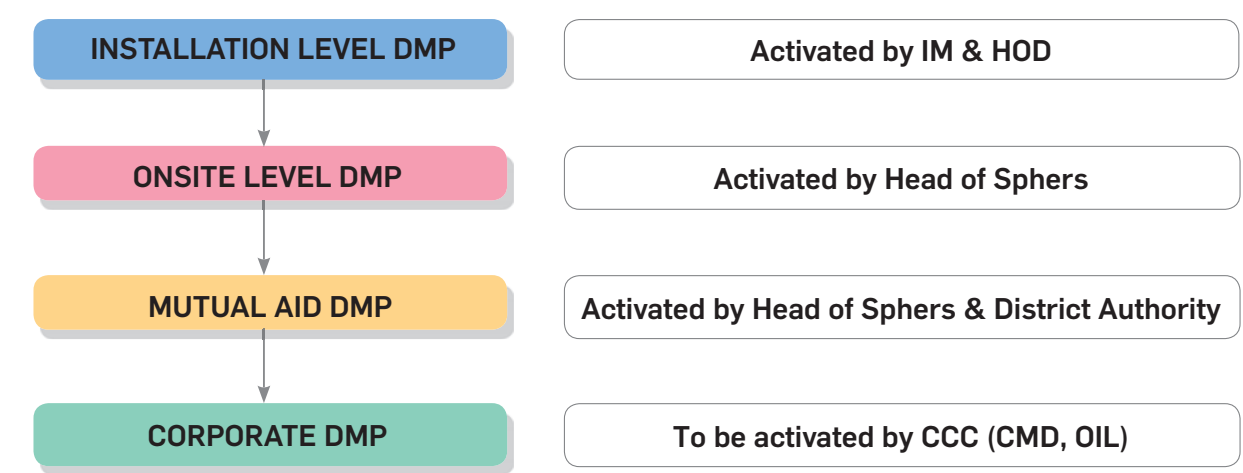
This is an emergency or an incident which could be catastrophic and likely to affect the population, property and environment inside and outside the CTF and management and control is done by District Administration.



The below table describes the types of emergencies that have been classified under these levels:

Type of emergency	Description
Level I	<ul style="list-style-type: none">Oil spills from the flanges/Pipeline /Gate Valves.Pinhole leakage from PipelinesFailure of gasket resulting in leakage
Level II	<ul style="list-style-type: none">Spillages from storage tank during receipt.Tank containment failure and release of flammable petroleum Product.Leakage from pipeline due to damageVapour cloud explosion.Failures caused by corrosion defects.Failures caused by miscellaneous factors such as pipe material defects, natural hazards.
Level III	<ul style="list-style-type: none">Burst of product Pipelines inside & outside premises.Failure of storage tanks.Pool firesVapour cloud explosion.Agitation / forced entry by external group of people.Natural Perils – Earthquake, flood, tsunamiSabotage, Bomb explosion / Threat

OIL has a separate disaster management plan for each type of emergency based on the degree of severity and threat to operations. There is a four-tiered response mechanism at OIL to disaster mitigation as outlined in the image below:





SOCIAL RESPONSIBILITY



CONTRIBUTING TOWARDS SOCIAL DEVELOPMENT

DRIVING POSITIVE CHANGE IN THE SOCIETY

OIL works to develop economic and employment opportunities, build positive relationships and contribute to meaningful, mutually beneficial partnerships that strengthen both the community and our company capacity. OIL has engaged itself directly with local communities, identifying their basic needs, and integrating them with business goals and strategic intent. OIL places a high value on relationships with the community and has pioneered several programs that focus on the social dimension of sustainable development. Broadly, OIL's interventions to support the local communities are centered on the fields of Education, Health, Sports, Culture, Environment, and Infrastructural Development.

The organizations CSR vision 'OIL is a Responsible Corporate Citizen deeply committed to socio-economic development in its areas of operation' reiterates our commitment to partner with communities to achieve inclusive and holistic development. Our CSR policy acts as a guiding document which has the following objectives:

- To provide a basis for

decision making and execution of CSR initiatives as per the provisions of the Companies Act, 2013.

- To help OIL remain focused on its CSR Vision
- To bring about tangible socio-economic development in operational areas of OIL
- To improve community well-being through discretionary business practices and contribution of corporate resources.

CORPORATE SOCIAL RESPONSIBILITY AT OIL

Our Corporate Social Responsibility (CSR) strategy's primary objective is to engage with the communities proximate to wherever we have significant operational presence. While we try to implement our initiatives, we have identified issues at the local level and we are striving to resolve issues in the community by creating a system that involves our stakeholders, which in turn creates a snowball effect in creating positive impact.

We ensure there is sustainability in our initiatives, which creates long-term community relationships and promotes nation building. In FY 2018-19 none of our operations showed any potential or actual negative impact on local communities.

In our areas of operation,

we transform lives by promoting healthcare, education, clean India initiatives and employment opportunities. We aim to continue our efforts to build on our tradition of social responsibility to empower people and deepen our social engagements.

CSR GOVERNANCE AND EXPENDITURE

OIL shall have a two-tier organizational structure for planning, implementing and monitoring the CSR activities/projects of the Company. While the board committee oversees the planning, allocation, policy recommendations and monitoring, the below board level executive committee is responsible for the implementation of CSR activities.

As per the provisions of Section 135 of the Companies Act, 2013, OIL has constituted a "CSR Committee" meaning the "Corporate Social Responsibility Committee of the Board. To assist and support the Board level Corporate Social Responsibility Committee, the Competent Authority of OIL has constituted an executive level CSR Committee at its Fields' Headquarters and other spheres of the Company which shall oversee the implementation of CSR activities.



CSR BOARD COMMITTEE

The Corporate Social Responsibility and Sustainable Development (SD) Committee constituted by the OIL board comprises of Directors, an Independent Director and a Government Nominee

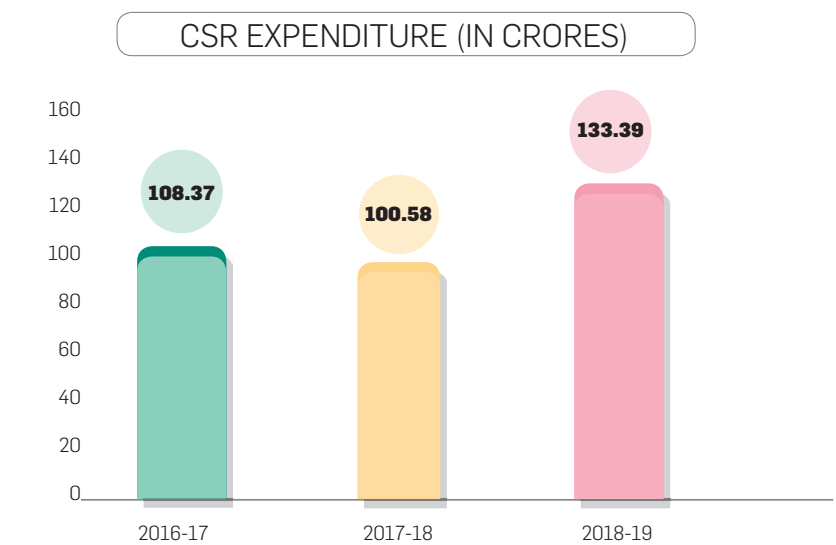
Director. The Chairperson of the committee is an Independent Director.

The current composition of the Board CSR committee is detailed in the table below:

S. No.	Name	Designation	Chairman/Member
1.	Prof. (Dr.) Asha Kaul	Independent Director	Chairperson
2.	Dr. Priyank Sharma	Independent Director	Member
3.	Shri Biswajit Roy	Director (HR & BD)	Member
4.	Shri. B.N. Reddy	Government Nominee Director	Member
5.	Vacant	Director (Finance)	Member

**CSR EXPENDITURE**

During FY 18-19, the company spent 133.39 crores on CSR against 56.6 crores, which is the amount to be spent to comply with Section 135 of the Companies Act 2013. OIL has also increased its CSR budget by almost 30% over the past year to enhance the impact on the local communities.



The four functions of the OIL CSR and Sustainable Development committee are:

1

To formulate and recommend to the Board, a Corporate Social Responsibility Policy which shall indicate the activities to be undertaken by the company as specified in Schedule VII.

2

Recommend the CSR Plan expenditure to be incurred on CSR activities/projects for approval of the OIL Board

3

Institute a transparent monitoring mechanism for implementation of the CSR activities/projects undertaken by the Company

4

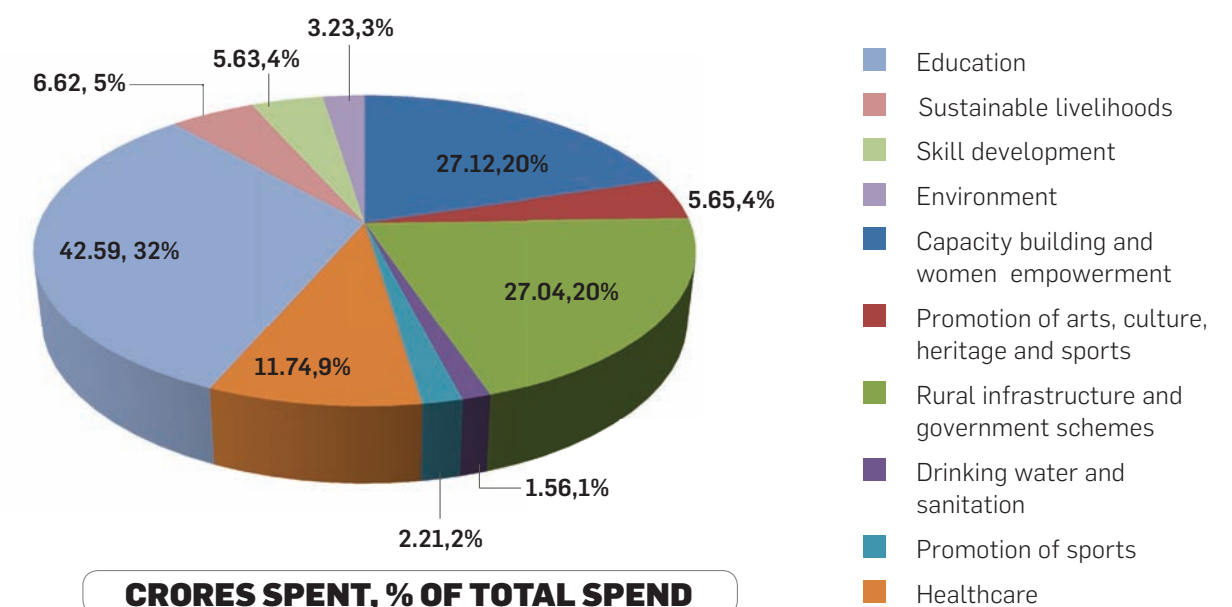
Monitor implementation of CSR activities/projects from time to time

OIL has sought to balance the allocation among the key thrust areas to ensure all-round development of the community. OIL has endeavored to focus on education, skill development and rural infrastructure government schemes over the past year. OIL believes that capacity building and

infrastructure development will be enabling factors that could unlock the true potential of an industrious rural population and provide them with the opportunity they deserve. OIL's CSR expenditures have been classified under ten thrust areas:

Education
Healthcare

Drinking water and sanitation
Rural infrastructure and government schemes
Environment
Skill development
Sustainable livelihoods
Capacity building and women empowerment
Promotion of arts, culture, heritage and sports
Promotion of sports





on adoption of better health & hygiene practices. Further, trainings on community health are provided to women of the villages. The Implementing partner is (School Net India Limited) The project also includes programmes on Menstrual Health Management and Swachha Bharat campaign, under which sanitary napkins and personal hygiene kits are distributed to young mothers and adolescent girls. During the year, 1815 ANC/PNC women & 1530 children were tracked, 8089 children immunized, 6615 home-visits conducted benefiting 2687 women and 55 health camps organized benefiting 6305 women & children.

Swachha Bharat Abhiyan:

OIL has rendered its commitment to "Swachh Bharat Abhiyan," and undertook various projects and

activities in all spheres of the company since 2014-15. Some notable projects are:

- Swachhta Bharat Pakhwada and Swachhta Hi Seva were two major campaigns initiated by the members of Oil India. Few events conducted in Swachhta Bharat Pakhwada include cleanliness drive, tree plantation, distribution of jute bags, street play on swachh Bharat and open defecation, cleaning of pond near Duliajan.
- As a part of Swachhta Hi Seva a rally was conducted by community people, street play was conducted on sanitation, sanitary napkins and hygiene kit was distributed, video was demonstrated on making compost and a newly constructed compost production unit was inaugurated.
- Development & maintenance

KEY CSR PROGRAMS AND IMPACTS

HEALTHCARE AND SANITATION

Project Sparsha: OIL Sparsha is one of the most significant & foremost CSR projects of the Company. OIL started implementing free mobile dispensary services in 1980s in its operational areas in Assam and Arunachal Pradesh in the North East, through its in-house team of doctors and paramedics, to cater to the primary healthcare needs of poor and needy.

The implementing partners

is Piramal Swasthya Medical Research Institute (PSMRI), a pan-India NGO. The project cover company's operational areas of Dibrugarh, Tinsukia & Charaideo districts of Assam and Miao & Manabhum districts of Arunachal Pradesh. During FY 2018-19, 1,722 camps were organized benefiting 1,99,578 people.

Project 'Arogya': The Project 'OIL Arogya' was started in 2012-13 and aims at reduction of Maternal Mortality Rate (MMR) and

Infant Mortality Rates (IMR) through special health camps for pregnant women and new born, in remote villages in OIL operational areas. The project includes pre & post-natal health check-ups, tracking and counselling of pregnant women, immunization of babies and pregnant women. Awareness and sensitization services are provided to pregnant & lactating mothers on maternal & child health, family planning and benefits of institutional deliveries. Also, adolescent girls are sensitized



of Kamakhya temple, Guwahati under Swachh Iconic Place (SIP) initiative.

- Construction of 1500 Nos. of Individual Household Latrine (IHHL) in Dibrugarh District in Assam and 1200 Nos. in East Godavari District in Andhra Pradesh with an aim to achieve 100% Open Defecation Free (ODF) status under Swachh Bharat Mission (Gramin).
- Construction of approx. 100 school toilets especially for girls' and provision for clean drinking water facilities in Aspirational Districts of Dhubri, Goalpara in Assam and Namsai district in Arunachal Pradesh.

- Project to provide and store clean drinking water was undertaken at Jaisalmer district in Rajasthan.
- Further, continuing with "Swachh Bharat-Swachh Vidyalaya Abhiyan" initiatives, the Company has provided financial assistance towards maintenance of 1471 school toilets constructed during the year 2014-15.

EDUCATION

Project OIL Super 30: The project is a high impact CSR initiative wherein 11 month free residential coaching is provided to students from marginalized section of society

in Assam, Arunachal Pradesh and Rajasthan for entrance admissions to IITs and other reputed engineering institutes. The Company has 6 OIL Super 30 centres at Guwahati, Jorhat, Dibrugarh and Nogaon in Assam, Jodhpur in Rajasthan and Itanagar in Arunachal Pradesh. During FY 2018-19, 143 students qualified for IIT-JEE Mains entrance and 74 students qualified in IIT-JEE Advanced entrance exams. In a heartening development, batch of 20 students preparing for Medical Entrance Examinations have all (100%) qualified in National Eligibility cum Entrance Test (NEET) 2019 with very high rankings.



schools and colleges across Assam. The awardees are selected by a panel of eminent judges that include reputed educationists, literary personalities, Government representatives from Education Board of Assam, education specialists from State and National bodies like SCERT, NCERT, and CBSE etc. The Award includes financial incentive of 2.00 Lakh and 6 teachers were chosen for the award in 2018-19.

Project OIL Disha:

The project was a newly launched initiative in 2018-19 to improve mental well-being of students in rural areas and provide them with career guidance through scientifically proven approaches, this involves psychometric assessment, career counselling based on career planning assessment etc. The Project was implemented in Tinsukia, Dibrugarh and Charaideo districts of Assam targeting students of class 10th from Vernacular and English Medium schools. In the FY 2018-19, total 46 schools were selected, out of which 3565 students were benefitted through the career assessment, 2698 students were present during the career counselling 4306 no's of students were present in the career talk.

OIL Awards and Merit Scholarships:

Every year, OIL rewards meritorious students from operational areas passing class X & XII with OIL Awards and OIL Merit Scholarships for encouraging the students to perform better.

In FY 2018-19, in order to promote e-governance under "Digital India", OIL Merit Scholarship and OIL Awards was made online and paperless

Project OIL 'Dikhya':

OIL has taken up the project for promoting computer literacy and adult literacy in the selected areas of OIL's operational districts under the aegis of Project 'Dikhya' since 2012. During 2018-19, computer education was imparted to 7,319 students of Classes VI to VIII from 30 rural schools through mobile computer lab (bus). The program has so far benefitted 33,879 students via custom designed and fabricated mobile education buses/ vans equipped with laptops and colourful furniture designed to make children friendly teaching spaces.

The Project Dikhya on Adult education classes are conducted in 36 locations targeting illiterate and semiliterate people of rural areas and tea gardens. During 2018-19, 1800 nos. of elderly persons have benefitted from the program.

Under the Knowledge -Yan (K-Yan) project with K-class, OIL has distributed comprehensive audio-visual education devices called Knowledge Yan which includes

high end computer, advanced projection system, DVD Player and in-built audio system for students to help understand difficult courses. Over the years, K-Yan with multi-lingual course module has benefitted around 4, 65,000 students.

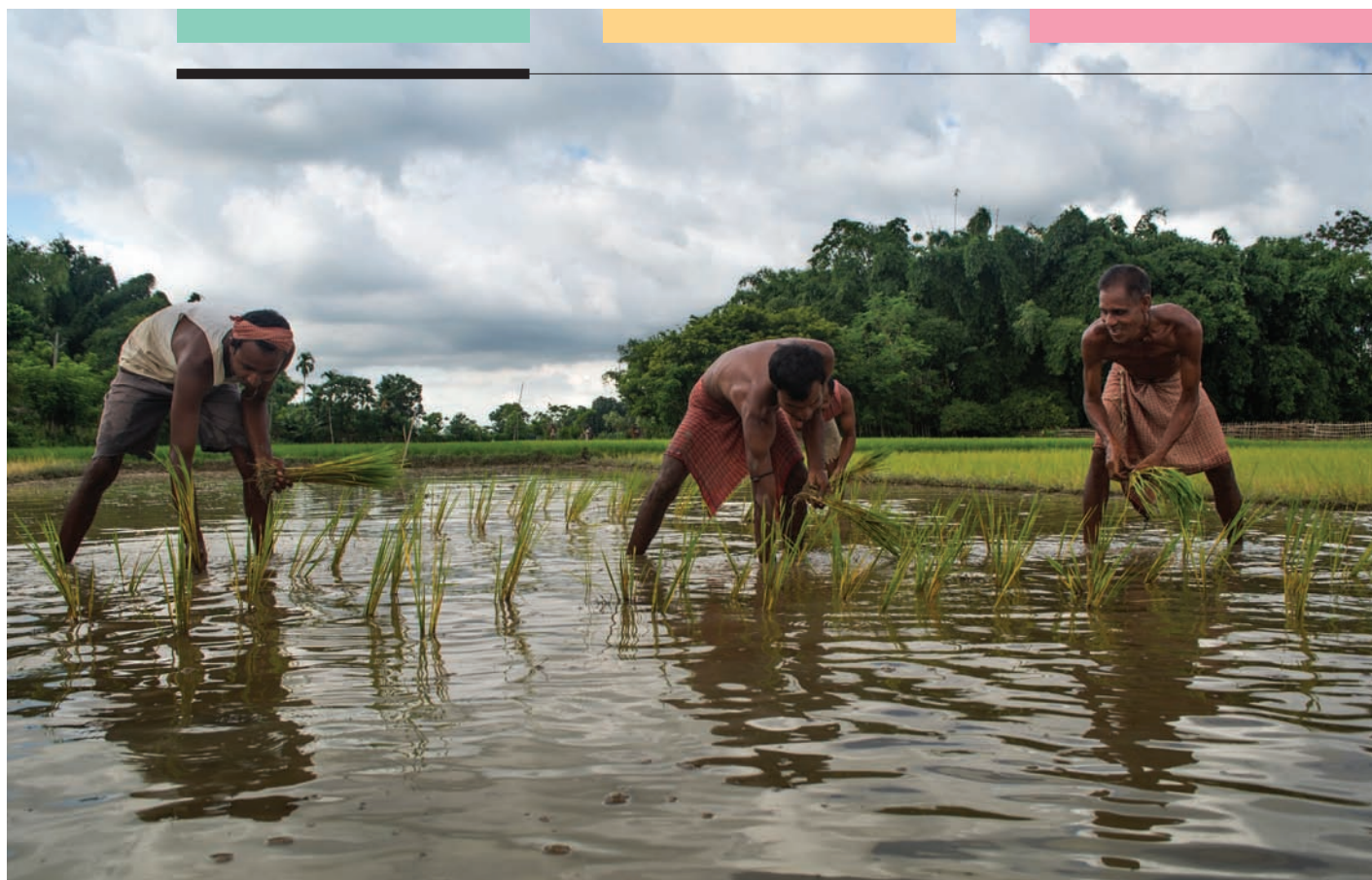
Similarly, under primary school teacher Training Programme, 910 primary school teachers of rural schools have been trained on innovative teaching methodologies. Additionally, life skill education is implemented selectively in Girls' schools covering 75 schools. During 2018-19, (6,543) girl students were imparted education on topics including Hygiene, financial literacy, rapport building etc. A separate programme on financial literacy started in 2017-18 for rural community has also benefitted 9,600 persons spread across 30 locations.

Project OIL Shikshya Ratna Puraskar:

Instituted in 2013, the award aims at recognising the all-round contribution of the teachers from provincialized

Sr no	Academic year 2018-19	No.
1	Total number of students enrolled	1,016
2	Total number of students who got admissions in various engineering colleges	913
3	Total number of students who got admissions in various IITs	237
	Total	2166





with applicants applying for the scholarship through internet. The entire process from filling up of application, to submission, receipt and final payment was carried out online thereby resulting in efficient utilization of manpower, resources and disbursement of the scholarships on time.

Since inception, in total (including all categories), OIL has awarded scholarships to more than 27,338 students. In FY 2018-19, a total of 2388 beneficiaries were benefitted.

SUSTAINABLE LIVELIHOOD GENERATION

Project OIL 'Rupantar'
A flagship CSR project of OIL, launched in 2003, towards generating alternate and sustainable sources of livelihood for unemployed youth of its operational areas. The project, implemented by State Institute of Rural Development (SIRD), Assam, focuses on strengthening the rural economy by creation and training of Self-Help Groups (SHG's)/ Joint Liability Groups (JLG) involving mainly youth.

During 2018-19, a total of 367 JLGs were formed and trained on handloom, poultry, farm mechanization etc., assisting 1,571 families.

OIRDS (OIL India Rural Development Society)

Realizing the importance and significance of rural development, Oil India Rural Development Society (OIRDS) was instituted by Oil India Limited which is one of the foremost and extensive social welfare projects designed to percolate down to the beneficiaries of the grass root level of India, particularly of the rural areas in the operational areas of OIL. The Society was conceived with the principle objective to promote, undertake, carry out, sponsor, assist or aid directly or in any manner, any activity for the promotion and growth of rural economy and economic development and welfare or upliftment of the masses from rural areas/villages from the selected districts of OIL operational areas.

The activities of the Society

have been running under the guidance of a Board of Directors constituted of few Senior Officers of Oil India Limited, Agriculture experts from Assam Agriculture University and few Local senior persons having interest in the field of agriculture. Revolutionizing the rural economies, OIRDS aims at sustainable growth pattern by the best possible utilization of the available resources, generating avenues for effective employment nurturing the existing skills of people by providing knowledge of science and technology, financial aid and other essential know-how.

OIRDS under the aegis of OIL India is engaged in two core areas namely - the Agriculture Project & the Handicraft Training and Production Centre (HTPC).

a) Agriculture Project:

It is one of Company's first CSR projects under the aegis of Oil India Rural Development Society (OIRDS), targeting rural development

by imparting knowledge on modern methods of cultivation to encourage the youth to take up agriculture as a source of livelihood. Extensive in-field trainings are provided to the beneficiaries by experts from Agriculture Department, Government of Assam and Assam Agriculture University for proper and adequate use of technology in farming as well as high yielding variety of seeds from Agriculture Research Centre, Titabor, Assam are distributed free of cost. During 2018-19, 13 nos. of new villages (total cultivable land of 2400 bighas) were adopted for Kharif and 13 Villages were adopted under Rabi cultivation (total cultivable land of 1,220 bighas) of paddy cultivation from OIL's operational areas in Dibrugarh and Tinsukia districts, Assam.

Handicraft Training and Production Centre (HTPC)

OIL's Handicraft Training

and Production Centre, located at Duliajan, Assam has been imparting eleven-month stipendiary training in Weaving, Cutting & Tailoring, Embroidery & Knitting to young girls/women from OIL operational areas. In FY 2018-19, out of 42 candidates enrolled, 31 nos. of women have completed the eleven-month stipendiary training in Weaving, Cutting & Tailoring and Embroidery & Knitting at the Centre.

Project OIL 'Jeevika':

Launched in 2016-17 and implemented by Indian Institute of Entrepreneurship (IIE), Guwahati. Project OIL Jeevika is a community cluster based sustainable livelihood promotion project. It is currently implemented in OIL's operational villages of Arunachal Pradesh benefitting 400 households. The project imparts skill development and upgradation

training through livelihood clusters to the targeted beneficiaries on beekeeping & honey processing, mustard buckwheat and local pulses processing to enable the generation of alternate income sources. Apart from trainings on mustard, buckwheat & local pulse processing, the beneficiaries are also trained on packaging and marketing techniques.

SKILL BUILDING / DEVELOPMENT

Project OIL 'Swabalamban': This project is in line with the National Skill Development Mission of Government of India under which placement linked skill training is provided to unemployed youth / women of OIL operational areas. During FY 2018-19, the project has imparted placement linked skills training to 3175 unemployed youth of OIL's



areas of operation in Assam and Arunachal Pradesh on various trades, out of which 2600 youth have been placed in different organizations across the country. Since its launch in 2013-14, a total of 14,855 candidates were successfully trained and 11,771 have been placed in various industries across the country and abroad.

Skill Development Institute (SDI), Guwahati: OIL, along with other major oil PSUs, has set up SDI at Guwahati to cater to the skilling need of youth of North East region. The project aims to enhance their employability in hydrocarbon as well as other related sectors. The institute was dedicated to the nation on the 8th of December 2017 by Shri Dharmendra Pradhan, Hon'ble Union Minister for Petroleum & Natural Gas and Skill Development & Entrepreneurship and Shri Sarbananda Sonowal, Hon'ble Chief Minister of Assam.

The institute offered two courses at the time of inception, Industrial Electrician and Industrial Welder of duration, six (06) months each. In an endeavor to expand and usher in more and more job roles having potential for gainful employment, 8 nos. of new courses were introduced in 2018-19, under which 510 nos. of youth underwent training. These courses include Sewing machine Operator, Room Air Conditioner & Home Appliances mechanic, Emergency Medical Technicians, Fitter & Rigger etc. Total nos. trained is 570 which include 60 nos. in the two courses of Industrial Electrician and Industrial Welder.

General Nursing Midwifery (GNM) training: Established in the year 1991,

the nursing school in OIL Hospital Duliajan conducts 3 years General Nursing Midwifery (GNM) training course which is recognized by the Directorate of Medical Education, Government of Assam. Till FY 2017-18, the annual intake has been 20 (Twenty) young women, out of which one vacancy each is reserved for SC and ST candidate. Stipend is paid to the students in addition to limited hostel accommodation, uniform and protective clothing. The target sector for post training employment is Government, semi government and private. Since inception around 300 women have successfully completed the training. In FY 2018-19, numbers of seats were raised thereby making it 30 new students who were given admissions and were trained under the 3 year course.

ENVIRONMENT

Project OIL Urja The project was started in 2016-17 to create a cleaner environment and enable reduction of carbon emissions through the use of renewable energy and prevention of indoor air pollution for communities of OIL's operational areas. During FY 2018-19, the project, focused on Solar Lighting Solution and Clean cooking in alignment with the Ministry of New and Renewable Energy (MNRE) and provided solar happy home solutions to 286 un-electrified rural households. Also, 68 nos. of solar units were provided to anti-poaching camps of Dibru-Saikhowa National Park.

Adoption of orphaned rhino calves in Kaziranga: Under this project OIL had adopted 3 (three) rhino calves

in 2016-17, which were severely affected by devastating floods in Assam. The project is in association with Wildlife Trust of India (WTI) under its Centre for Wildlife Rehabilitation and Conservation (CWRC) located near Kaziranga. During 2018-19, The 03 (three) rhino calves were successfully relocated from CWRC to Manas National Park, Assam.

Mass Tree Plantation Drive in Dibrugarh

Oil India Ltd has provided financial assistance towards organizing a Mass Sapling plantation drive in Dibrugarh under which 10 lakh tree saplings were planted. The programme was organized by Dibrugarh District Administration in collaboration with various PSUs, Army, CRPF, various Govt departments, NGOs and the public of Dibrugarh District.

Dubi, Chili and Balu translocated to Manas National Park

Oil India Ltd adopted three One-Horned Rhinos orphaned during the devastating floods in July 2016. During 2018- 19 three Rhinos were translocated from Centre for Wild Life Rehabilitation and Conservation (CWRC), Panbari Borguri, Bokakhat, District Golaghat, Assam to Manas National Park, Narshingbari, Assam. Oil India Ltd under its CSR initiative has been fully supporting hand raising & rehabilitation of orphaned Rhinos.

Promotion of Rural Sports Promotion of Sports as a CSR initiative provides a platform and motivates the budding talent from the rural areas of OIL's operational areas. It also





plays important role of uniting the communities, mobilizing, inspiring and instilling responsible behaviour among the children and youth.

Apart from organizing rural sports events in FY 2018-19, OIL provided financial assistance towards development of 02 Sports stadiums in aspirational district of Dhubri and 05 Nos. of playgrounds in and around its operational areas in Dibrugarh and Tinsukia in Assam. Additionally, OIL also provided financial assistance to several schools and sports organizations for development of sports events and infrastructure benefitting larger number of youth and young sportspersons.

OTHER RURAL DEVELOPMENT PROJECTS

OIL has been developing rural infrastructure in and around its operational areas for the people and communities residing in these areas to bring about all round development of the region. Over the years, the company has built over 1500 kilometers of roads to facilitate and improve basic communication. Further the company constructed many public stages, auditoriums, libraries, lecture Halls, Computer Centers, roadside waiting sheds, upgraded & developed rural hospitals, rural schools & educational institute of higher development in various OIL operational areas of North East India.

In FY 2018-19, OIL has constructed over 206 kms of rural roads, 108 rural culverts, and 25 waiting sheds, 08 Community halls, 26 classrooms/library etc. in various villages of OIL operational areas of Tinsukia

and Dibrugarh in Assam, **Free LPG connection to rural households under Pradhan Mantri Ujjwala Yojana (PMUY)**: OIL has been providing financial support towards PMUY launched by Hon'ble Prime Minister, on free LPG connections to BPL households, which aim to safeguard the health of women and children, by providing them with a clean cooking fuel-LPG. During FY 2018-19, OIL contributed 23.58 crore towards PMUY.

ADDITIONAL PROJECTS

1. (DIFFERENTLY ABLED)

Project OIL Sakshyam:

OIL has ventured into the areas of welfare under CSR by extending need based support to the communities of physically challenged. Every year as a special gesture under the OIL Merit Scholarship Scheme, OIL provides scholarship in the form of monetary support to students with disabilities and special needs, studying in Mrinaljyoti Rehabilitation Centre.

The rehabilitation Centre visibly located in the OIL's operational areas of Upper Assam in Duliajan cater to students not only from Upper Assam but also from far flung areas of North East. Apart from monetary support as a special initiative, Head of Fields' OIL, Duliajan also handed over a Maruti Eco Van to Mrinaljyoti Rehabilitation Centre, Duliajan which has been helping the students to travel from their homes to the Centre, free of cost. OIL believes that such gestures can be great moral boosters to these special children and for the society at large.

2. Aspirational Districts Transformation of aspirational

districts by Oil India Limited under CSR Transformation of Aspirational Districts is a flagship initiative of the Government of India launched by Honorable Prime Minister wherein prime focus is being accorded to the role of CPSEs in bringing about visible changes in the districts through mobilization of their CSR funds and focus on thematic areas of development. Anchored at the NITI Aayog in association with Department of Public Enterprises (DPE) and State Governments, a concerted effort is being made to rapidly transform the Aspirational Districts, which have shown relatively less progress in various human development indicators. The Government is committed to raising the living standards of its citizens and ensuring inclusive growth for all for India to capitalize on its demographic transition thereby improving its outcomes of the Human Development Index. Health & Nutrition, Education, Agriculture & Water Resources, Financial Inclusion & Skill Development and Basic Infrastructure are program's core areas of focus.

In FY 2018-19, OIL had contributed towards development of the following areas in the districts as mentioned below through signing of MoUs with District Administrative Machinery in Goalpara and Dhubri districts in Assam and Namsai in Arunachal Pradesh.





HUMAN RESOURCES



CARING FOR OUR PEOPLE

EMPLOYEE ENGAGEMENT AND WELFARE

OIL firmly believes that our employees are the cornerstones of its business. Their skills, dedication and continued loyalty create value and aid OIL's business objectives. OIL is also keen to invest in its employees through its training and development program to nurture them and impart skills for their professional growth.

With this in mind, we do our utmost to create a work environment which enables them to deliver their best. OIL supports its employees in living healthy, balanced lives, as it understands that this is fundamental to their productivity and the growth of the company.

OIL's Human Resources department handles an

array of key organizational tasks including recruitment, employee relations, learning and development, administration and security.

WORKFORCE STRENGTH AND COMPOSITION

OIL regards its workforce as its greatest asset and the company vision statement reads 'Oil India is a team, committed to honesty, integrity, transparency and mutual trust creating employee pride.' OIL is keen to attract the best talent and nurturing them to foster a work culture which thrives on professionalism, performance and alignment to OIL's vision. Our permanent workforce strength. A detailed manpower analysis is carried out in a systematic manner to review the present vis-a-vis future

manpower scenario of the organization. The manpower analysis process encompasses the following key points/objectives:

- Studying the existing manpower availability
- Manpower projections as based on existing vis-a-vis future operational needs
- Determining the optimal figure of manpower requirement in the short term as well as long term

As on 31st March 2019, the company has 7,097 employees consisting of 1,649 executives and 5,448 unionized employees. The tables below represent in detail our total workforce by gender, age group and type of staff:

TOTAL NO. OF UNIONIZED EMPLOYEES
(CATEGORY WISE)

Age group	2018-19	2017-18	2016-17
0-30	510	252	304
30-50	2056	1955	1987
>50	2882	3180	3431



TOTAL NUMBER OF EXECUTIVES (CATEGORY WISE)

Employee Category	2018-19		2017-18		2016-17	
	Male	Female	Male	Female	Male	Female
0-30	311	77	233	58	187	44
30-50	734	84	703	83	708	78
>50	410	33	455	36	457	32

CONTRACTUAL ENGAGEMENTS (FIELD HEAD QUARTERS)

EXECUTIVE

Period	Total no. of contractual engagements
FY 2016-17	90
FY 2017-18	48
FY 2018-19	49

WORKMEN

Period	Total no. of contractual engagements
FY 2016-17	10
FY 2017-18	64
FY 2018-19	31

NEW JOINEE GENDER-WISE (FIELD HEAD QUARTERS)

Employee Category	Male			Female		
	FY 2018-19	FY 2017-18	FY 2016-17	FY 2018-19	FY 2017-18	FY 2016-17
Unionised employee	502	124	67	21	2	12
Executive	110	95	84	21	17	24



NEW JOINEE AGE-WISE (FIELD HEADQUARTERS)

EXECUTIVES

Age Category	Male			Female		
	FY 2018-19	FY 2017-18	FY 2016-17	FY 2018-19	FY 2017-18	FY 2016-17
0-30	88	17	84	21	22	75
30-50	22	0	11	0	2	9
>50	0	0	0	0	0	0

UNIONISED EMPLOYEES

Age Category	Male			Female		
	FY 2018-19	FY 2017-18	FY 2016-17	FY 2018-19	FY 2017-18	FY 2016-17
0-30	335	52	36	19	2	8
30-50	166	72	31	2	0	4
>50	1	0	0	0	0	0

TRAINING AND DEVELOPMENT

A key strategy for meeting the business targets is to ensure that all personnel have acquired the requisite knowledge and skillsets to perform their tasks in the most efficient manner. OIL strategically invests in the training and professional development of its workforce through tailored programmes focusing on skill development and competency enhancement.



FY 2018-19	Male	Female	FY 2017-18	Male	Female
Contractors	31,745 hrs	3,078 hrs	Contractors	63,009 hrs	1,958 hrs
Employees	61,688 hrs	1,901 hrs	Employees	51,617 hrs	1,942 hrs
Executives	48,666 hrs	6,008 hrs	Executives	51,644 hrs	6,475 hrs

FY 2016-17	Male	Female
Contractors	68, 201 hrs	408 hrs
Employees	41,916 hrs	1,411 hrs
Executives	42,279 hrs	6,304 hrs



OIL has separate training programmes for executives and unionized employees. The major training programmes conducted for executives are:

- Leadership Development Programme
- Developing Managerial Excellence
- Train the Trainer Programme

- Leadership for Women Executives
- Leaping into Leadership
- Certified Petroleum Manager – Upstream
- Outbound Leadership Programs
- Executive Development Programme for Officers on Probation

The unionized workers receive job-related specialized trainings some of which are statutory and others for professional and career development. It is important for our field workers to be trained in line with international standards in the oil and gas industry. The

trainings provided to our unionized employees are:

- Mines Vocational Training (Statutory)
- Gas testing and work permit training (Statutory)
- First aid certificate training (Statutory)
- Basic life support training (Statutory)

Apart from the statutory trainings, OIL provides soft skills training on stress management, health, wellness and yoga trainings, customized training for women employees, retirement training programmes to impart post-work life skills, communication and team building workshops, digital skills enhancement trainings and new joiner induction training sessions. To enhance technical skills & knowledge

for OIL Unionised Employees were sent to various reputed Technical Training Institutes located pan India such as Advanced Training Institute (ATI) Chennai, Hyderabad, Chennai, Kolkata, Bengaluru, Indian Institute for Production Management (IIPM) Kansbahal, Foreman Training Institute, Bengaluru (FTI) etc.

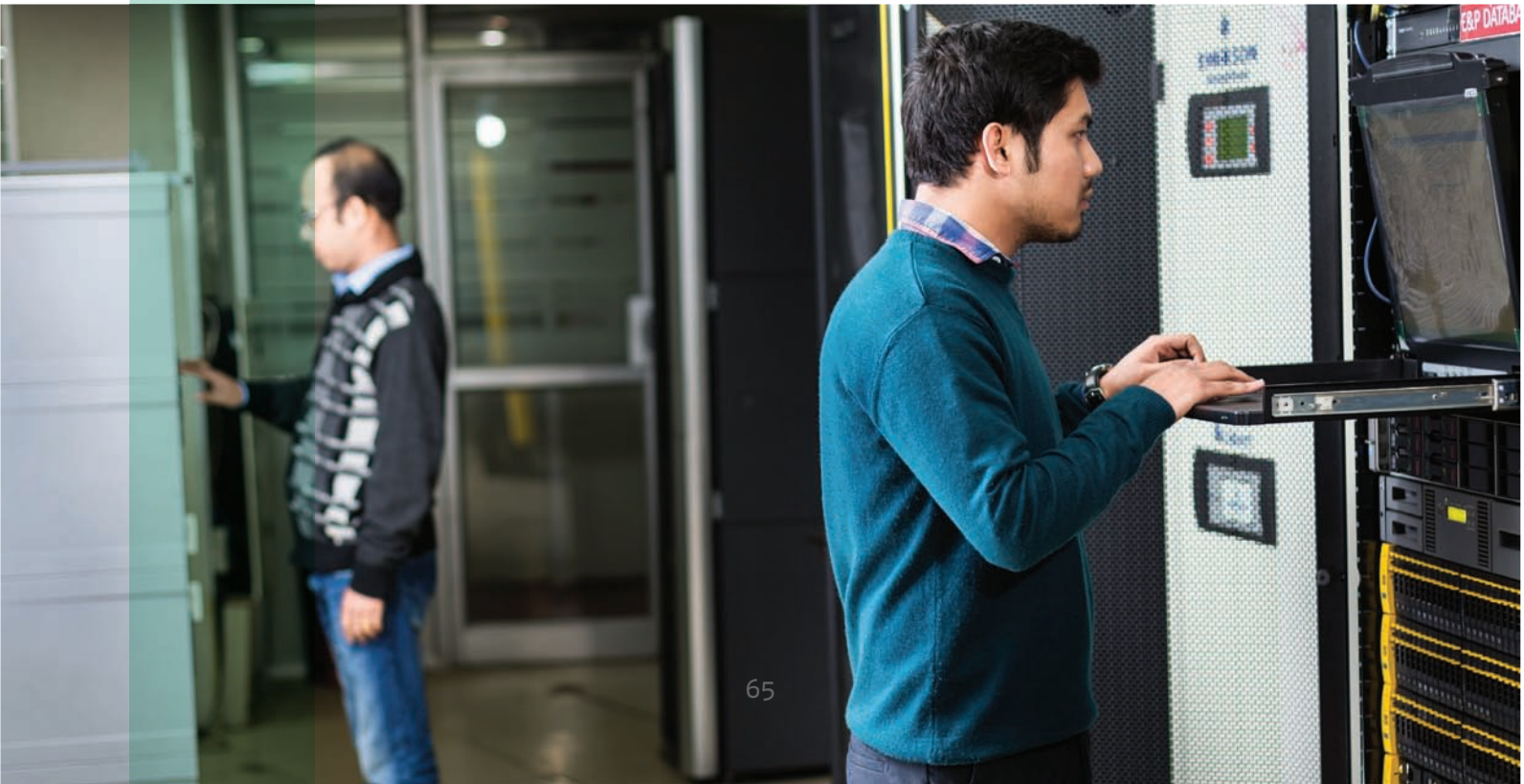
DIVERSITY AND INCLUSION

The diversity and inclusion of thought, cultures, skill and knowledge facilitates a healthy working environment at OIL. OIL provides equal opportunity in recruitment, career development, promotion, training and reward for all employees, regardless of gender, ethnicity, sexual orientation or physical ability.

No cases of discrimination were reported across OIL in the reporting period. Both men and women engaged in similar occupational levels are remunerated equally and we actively participate in events initiated by Women in Public Sector (WIPS) to engage and promote gender inclusion in workforce.

To foster diversity and enhance representation of marginalized groups, OIL follows the Presidential Directives and guidelines issued by Govt of India on reservation in services for SC/ ST/OBC/PWD/ Ex-servicemen to promote inclusive growth. The representation of various priority sections in executive and unionized employees' categories in the Company as on March 31, 2019 is as under:

Category	Scheduled Castes (SC)	Scheduled Tribes (ST)	Other Backward Communities (OBC)	Minority	People with Disabilities	Women
Executives	220	144	392	126	28	194
Unionized	22	0	11	0	2	9
Employees	472	756	1909	316	90	224
Total	692	900	2301	442	118	418



STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT



UNDERSTANDING STAKEHOLDER CONCERNS AND MATERIALITY ASSESSMENT

OIL considers its stakeholders as partners in its progress and engages with the stakeholders to understand their concerns with respect to our economic, social, governance and environmental issues. The organization takes due care to ensure that regular engagement with our internal and external stakeholders are undertaken through multiple channels. Our stakeholder engagement activities are driven by the spirit of collaboration. OIL believes that this is pivotal as the company strives to play an even greater role to respond to the challenge of responding to pressing global problems including global warming, socio-economic inequalities and community welfare.

During FY 18-19, though we did not conduct a stakeholder engagement exercise for the purpose of reporting, we engaged with our internal and external stakeholders at several levels to communicate our business performance and gather feedback. These include Annual General Meetings, press releases, trainings, group discussions, surveys, supplier meets and grievance redressal mechanisms. For the purpose of reporting, OIL had undertaken an extensive materiality assessment during its previous report to understand the material aspects



and to help us respond to the concerns of our stakeholders. The participants of last year's engagement exercise comprised both internal and external stakeholders.

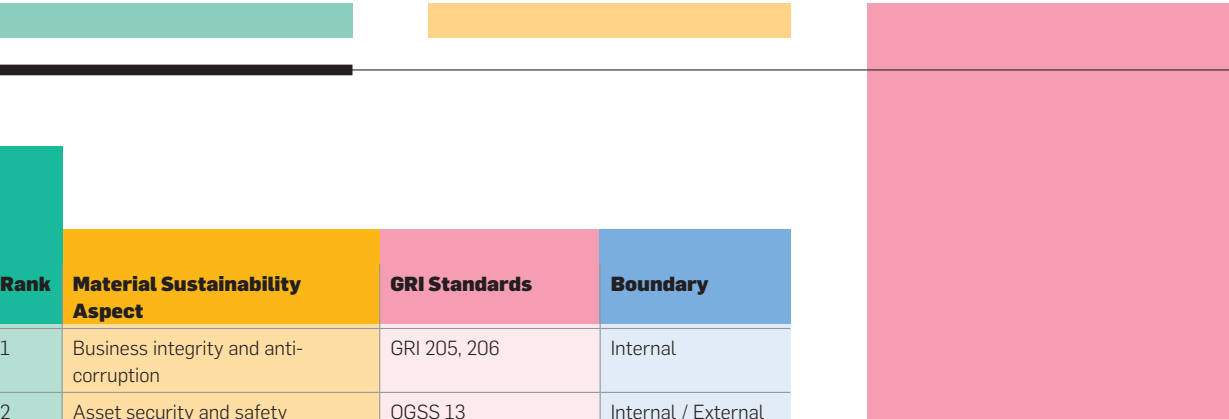
OIL'S KEY STAKEHOLDERS

- Employees
- Customers
- Vendors/Contractors
- Business Partners
- Government and Regulators
- Communities
- Non-Governmental Organizations (NGO)
- Media

From a universe of sustainability topics selected by reviewing the sector specific standards/guidelines and peer topic benchmarking from the Oil and Gas sector, we identified 10 key material topics through engagement with more than 50 select members from our stakeholders. The identified material topics based on the ranking by the participants are:

We intend to refresh our sustainability reporting process in the coming year with a comprehensive stakeholder engagement exercise to determine material aspects and to review our progress on previously identified key material aspects.





Rank	Material Sustainability Aspect	GRI Standards	Boundary
1	Business integrity and anti-corruption	GRI 205, 206	Internal
2	Asset security and safety	OGSS 13	Internal / External
3	Occupational health & safety	GRI 403	Internal
4	Waste and effluent management	GRI 306	Internal / External
5	Renewable energy	GRI 302, OG 2, OG 3, OG 14	Internal
6	Energy security	NA	Internal/External
7	Data and cyber security	GRI 418	Internal
8	Climate change and air emissions	GRI 305	Internal / External
9	Water management	GRI 303	Internal
10	Transparency	GRI 205, 206	Internal





AWARDS & ACCOLADES



AWARDS & ACCOLADES

Oil India Limited was recognized for its exemplary performance through the following awards and accolades, during the reporting period of FY 18-19.



17th Greentech Safety Award 2018 under platinum category in Petroleum Exploration sector for outstanding achievements in safety management.



The Apex India Occupational Health & **Safety Excellence Award 2017-18** under Silver category



Grow Care India Safety Excellence Award- 2018 (Gold Category)



Foundation for Accelerated Mass Empowerment (FAME) Excellence Award, 2018 towards achieving Excellence in Environment Protection in Diamond Category



Golden Peacock Occupational Health & **Safety Award, 2018**



"Gold Award Under Apex India Occupational Health; **Safety Award 2018**" in Petroleum Exploration Sector.





»» **“Fame Safety Excellence Award 2019”** in Platinum category towards Safety Excellence.

»» Award for **Best CSR Practices and Development & Welfare of Women & Children**

»» **“Best Education Project”** for its CSR activities in the field of education



MEMBERSHIPS & ASSOCIATIONS



OIL has collaborated with industry leaders and actively participated in industry-wide initiatives to address challenges and leverage knowledge for the realization of common goals. The engagement with these associations has proved to be a value add to the organization. To ensure consistent engagement with other industry players we have associated with several trade chambers and associations that are detailed below:

MEMBERSHIPS OF ASSOCIATIONS

- All India Organization of Employee
- All India Management Association
- Petroleum Federation of India
- Standing Conference of Public Enterprises
- Federation of Indian Chamber of Commerce and Industry
- Petroleum Sports Promotion Board
- Confederation of Indian Industry
- The Associated Chambers of Commerce & Industry in India





GRI CONTENT INDEX

OIL INDIA LIMITED SUSTAINABILITY REPORT FY 2018-2019

GRI Index

GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
General Disclosures				
GRI 102	102-1	Name of the organization	Organizational profile and Governance	14
GRI 102	102-2	Activities, brands, products, and services	Organizational profile and Governance	14
GRI 102	102-3	Location of headquarters	Organizational profile and Governance	14
GRI 102	102-4	Location of operations	Organizational profile and Governance	14
GRI 102	102-5	Ownership and legal form	Subsidiaries	15
GRI 102	102-6	Markets served	Subsidiaries	15
GRI 102	102-7	Scale of the organization	Organizational profile and Governance	15
GRI 102	102-8	Information on employees and other workers	Caring for our people	61-62
GRI 102	102-9	Supply chain	Responsible Supply Chain	23
GRI 102	102-10	Significant changes to the organization and its supply chain	GRI Index	No significant changes to the supply chain
GRI 102	102-11	Precautionary Principle or approach	GRI Index	Our management approach to each material ESG issue is outlined in the relevant sections.
GRI 102	102-12	External initiatives	Memberships and Associations	75
GRI 102	102-13	Membership of associations	Memberships and Associations	75
GRI 102	102-14	Statement from senior decision-maker	Leadership speaks	9
GRI 102	102-15	Key impacts, risks, and opportunities	Risk Management Committee, Occupational Health and Safety	19,39





GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
GRI 102	102-16	Organization's values, principles, standards, and norms of behavior	Governance and the board of directors	17
GRI 102	102-17	Mechanisms for advice and concerns about ethics	Audit committee	17
GRI 102	102-18	Governance structure	Governance and the board of directors	17
GRI 102	102-19	Delegating authority	Governance and the board of directors	17-22
GRI 102	102-20	Executive-level responsibility for economic, environmental, and social topics	Governance and the board of directors	17-22
GRI 102	102-21	Consulting stakeholders on economic, environmental, and social topics	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-22	Composition of the highest governance body and its committees	Governance and the board of directors	18
GRI 102	102-23	Chair of the highest governance body	Governance and the board of directors	17-22
GRI 102	102-24	Nominating and selecting the highest governance body	Governance and the board of directors	17-22
GRI 102	102-25	Conflicts of interest	Governance and the board of directors	17-22
GRI 102	102-26	Role of highest governance body in setting purpose, values, and strategy	CSR governance and expenditure	47-48
GRI 102	102-27	Collective knowledge of highest governance body on ESG topics	CSR governance and expenditure	47-48
GRI 102	102-28	Evaluating the highest governance body's performance	Nomination and Remuneration Committee	18
GRI 102	102-29	Process for the highest governance body in identifying and managing economic, environmental, and social impacts	GRI Index	The highest governance body has constituted a CSR committee to oversee the management of economic, environmental and social performance.
GRI 102	102-30	Highest governing body's role in reviewing effectiveness of risk management processes	Audit Committee	18
GRI 102	102-31	Review of economic, environmental, and social topics	GRI Index	The CSR committee reports on risks and opportunities are annually reviewed by the highest governing board.
GRI 102	102-32	Highest governance body's role in sustainability reporting	GRI Index	The CSR committee constituted by the highest governing body reviews the reporting exercise
GRI 102	102-33	Communicating critical concerns	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-34	Nature and total number of critical concerns	GRI Index	All the critical concerns are communicated and are resolved by the Board of Directors during the meetings.
GRI 102	102-35	Remuneration policies	Nomination & Remuneration Committee	18

GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
GRI 102	102-36	Process for determining remuneration	Nomination & Remuneration Committee	18
GRI 102	102-37	Stakeholders' involvement in remuneration	Governance	31
GRI 102	102-38	Annual total compensation ratio	Nomination & Remuneration Committee	Compensation of Board Members and Directors reported annually
GRI 102	102-40	List of stakeholder groups	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-41	Collective bargaining agreements	GRI Index	All our field staff are unionized and our engage with the unions regularly to address any concerns.
GRI 102	102-42	Identifying and selecting stakeholders	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-43	Approach to stakeholder engagement	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-44	Key topics and concerns raised	Understanding stakeholder concerns and materiality assessment	67-68
GRI 102	102-45	Entities included in the consolidated financial statements	Subsidiaries	15
GRI 102	102-46	Defining report content and topic Boundaries	What is this report about?	6
GRI 102	102-47	List of material topics	Understanding stakeholder concerns and materiality assessment	67
GRI 102	102-48	Restatements of information	What is this report about?	15
GRI 102	102-49	Changes in reporting	What is this report about?	15
GRI 102	102-50	Reporting period	What is this report about?	15
GRI 102	102-51	Date of most recent report	What is this report about?	15
GRI 102	102-52	Reporting cycle	What is this report about?	15
GRI 102	102-53	Contact point for questions regarding the report	What is this report about?	15
GRI 102	102-54	Claims of reporting in accordance with the GRI Standards	GRI index	This index
GRI 102	102-55	GRI content index	GRI index	This index
GRI 102	102-56	External assurance	GRI Index	The report has not been externally assured. We will be exploring the possibility of assuring our forthcoming reports
GRI 103	103-1	Explanation of the material topic and its Boundary	What is this report about?	15
GRI 103	103-2	The management approach and its components	Indicated in respective sections of material topics	
GRI 103	103-3	Evaluation of the management approach	Leadership speaks	8
Economic Disclosures				
GRI 201	201-1	Direct economic value generated and distributed	"Economic Performance"	24
GRI 201	201-2	Financial assistance received from government	"Economic Performance"	24



GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
GRI 202	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	GRI Index	We pay our employees above the minimum wages set up the labour laws and do not discriminate between gender in terms of compensation
GRI 203	203-1	Infrastructure investments and services supported	Contributing towards social development	48-49
GRI 203	203-2	Significant indirect economic impacts	Contributing towards social development	48-49
GRI 205	205-1	Operations assessed for risks related to corruption	Responsible Supply Chain	23
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	GRI Index	All our employees are communicated with on our anti-corruption policies and procedures
GRI 205	205-3	Confirmed incidents of corruption and actions taken	GRI Index	No confirmed incident of corruption during the reporting period.
GRI 206	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI Index	No legal actions in this regard
Environmental Disclosures				
GRI 302	302-1	Energy consumption within the organization	Protecting our environment	27
GRI 302	302-4	Reduction of energy consumption	Protecting our environment	27
GRI 302	302-5	Reductions in energy requirements of products and services	Protecting our environment	27
GRI 303	303-1	Interactions with water as a shared resource	Water Management	31-32
GRI 303	303-2	Management of water discharge-related impacts	Water Management	31-32
GRI 303	303-3	Water withdrawal	Water Management	31-32
GRI 303	303-4	Water discharge	Water Management	31-32
GRI 303	303-5	Water consumption	Water Management	31-32
GRI 304	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Preserving our biodiversity	34
GRI 304	304-2	Significant impacts of activities, products, and services on biodiversity	Preserving our biodiversity	34
GRI 304	304-3	Habitats protected or restored	Preserving our biodiversity	35
GRI 305	305-1	Direct (Scope 1) GHG emissions	Greenhouse Emissions and mitigation measures	30
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Emissions and mitigation measures	30
GRI 305	305-5	Reduction of GHG emissions	Greenhouse Emissions and mitigation measures	30
GRI 306	306-2	Waste by type and disposal method	Waste management and recycling	32-33
GRI 306	306-3	Significant spills during the reporting period	GRI Index	No significant spills
GRI 306	306-4	Transport of hazardous waste	Waste management and recycling	32-33
GRI 307	307-1	Non-compliance with environmental laws and regulations	GRI Index	No cases of non-compliance
GRI 308	308-2	Negative environmental impacts in the supply chain and actions taken	GRI Index	No impact assessment undertaken in the supply chain.

GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
Social Disclosures				
GRI 401	401-1	New employee hires and employee turnover	Caring for our people	62-63
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caring for our people	62-63
GRI 402	402-1	Minimum notice periods regarding operational changes	GRI Index	Our notice period has been indicated in the employment and engagement contracts and comply with all the national regulations
GRI 403	403-1	Occupational health and safety management system	Occupational Health and Safety	39
GRI 403	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	39
GRI 403	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	40,43
GRI 403	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	39
GRI 403	403-9	Work-related injuries	Occupational Health and Safety	42
GRI 403	403-10	Work-related ill health	Occupational Health and Safety	42
GRI 404	404-1	Average hours of training per year per employee	Training and Development	63
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development	63-64
GRI 404	404-3	Percentage of employees receiving regular performance and career development reviews	GRI Index	All our employees receive regular performance assessment.
GRI 405	405-1	Diversity of governance bodies and employees	Diversity and inclusion	65
GRI 405	405-2	Ratio of basic salary and remuneration of women to men	GRI Index	No discrimination on salary
GRI 406	406-1	Incidents of discrimination and corrective actions taken	GRI Index	No incidents of discrimination
GRI 407	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI Index	No operations with risk to collective bargaining
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labor	GRI Index	No operations with significant risk of child labour
GRI 409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Index	No operations with significant risk of forced labour
GRI 411	411-1	Incidents of violations involving rights of indigenous peoples	GRI Index	There have been no violations involving rights of indigenous people during the reporting period.
GRI 412	412-1	Operations that have been subject to human rights reviews or impact assessments	GRI Index	No operations have been subject to HR impact assessments
GRI 413	413-1	Operations with local community engagement, impact assessments, and development programs	Contributing towards social development	47



GRI Standard Number	Disclosure Number	Description	Section/Subsection Title	Pg. No./ explanation
EU22		Number of people physically or economically displaced and compensation, broken down by type of project	GRI Index	No displacement from our projects
GRI 413	413-2	Operations with significant actual and potential negative impacts on local communities	GRI Index	No operations with significant negative impacts on local communities
GRI 414	414-1	New suppliers that were screened using social criteria	GRI Index	Suppliers are not currently screened using social criteria
GRI 414	414-2	Negative social impacts in the supply chain and actions taken	Responsible Supply Chain	23
GRI 416	416-1	Assessment of the health and safety impacts of product and service categories	Occupational Health & Safety	39
GRI 416	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index	No incidence of non-compliance

