



Business Responsibility & Sustainability Report FY- 2022-23





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

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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L11101AS1959GOI001148
2	Name of the Listed Entity	Oil India Limited
3	Year of incorporation	1959
4	Registered office address	Duliajan, Assam
5	Corporate address	Plot No. 19, Sector- 16A, Noida- 201301
6	E-mail	oilindia@oilindia.in
7	Telephone	0374-2807273
8	Website	www.oil-india.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. and BSE Limited
11	Paid-up Capital	₹1084.41 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Sakshi Aggarwal Designation: Sr. Manager-PA (CSR & Sustainable Development) Telephone No.: 0374-2807273 Email ID: sakshi_aggarwal@oilindia.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Details of the listed entity

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Exploration and Production of Hydrocarbon	Exploration and Production of Crude oil and Natural gas	94%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Crude Oil	061	70.78%
2	Natural Gas	062	23.22%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	As per the Corporate Governance Report	As per the Corporate Governance Report	11
International			1

17. Markets served by the entity:

S. No.		Number
a	National (No. of States)	5 States (Assam, Arunachal Pradesh, Rajasthan, Madhya Pradesh, Gujarat)
	International (No. of Countries)	-
		% Contribution
b	What is the contribution of exports as a percentage of the total turnover of the entity?	NIL
		Provide description below
c	A brief on types of customers	Majority of our customer-base consists of Public Sector Undertakings (PSUs) in the Oil and Gas sector. Other customers consist of private-sector entities operating in regions nearby our facilities (ex. Tea producers).

IV. Employees

18. Details as at the end of Financial Year (FY2022-23)

a. Employees (executives) and workers (non-executives) (including differently abled)

		FY 2022-23				
S.No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
EMPLOYEES (executives)						
1	Permanent (D)	1772	1556	87.81%	216	12.19%
2	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)(E)	53	45	84.90%	8	15.10 %
3	Total employees (D + E)	1825	1601	87.72%	224	12.27%
WORKERS (non-executives)						
4	Permanent (F)	4987	4714	94.53%	273	5.47%
5	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)(G)	116	86	74.14 %	30	25.86 %
6	Total workers (F + G)	5103	4800	94.06%	303	5.94%

b. Differently abled Employees (executives) and workers (non-executives)

		FY 2022-23				
S.No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED EMPLOYEES (executives)						
1	Permanent (D)	39	36	92.31%	3	7.69%
2	Other than Permanent / Contractual / Third Party (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	39	36	92.31%	3	7.69%

DIFFERENTLY ABLED WORKERS (non-executives)						
4	Permanent (F)	108	105	97.22%	3	2.78%
5	Other than Permanent / Contractual / Third Party (E)	0	0	0	0	0
6	Total differently abled workers (F+G)	108	105	97.22%	3	2.78%

19. Participation/Inclusion/Representation of women

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

20. Turnover rate for permanent employees (executives) and workers (non-executives)

	FY 2022-23 (Turnover rate in current FY)			FY2021-22 (Turnover rate in previous FY)			FY2020-21 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (Executives) (%)	3.94	4.32	3.99	3.05	4.44	3.22	3.70	1.49	3.43
Turnover rate for Permanent Workers (Non-executives) (%)	7.56	2.91	7.32	9.12	4.42	8.91	10.64	5.84	10.43

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Numaligarh Refinery Limited	Material Subsidiary Company	69.63%	The Company undertakes its own Business Responsibility (BR) initiatives and adheres to the guidelines issued by statutory bodies / Government from time to time. The Overseas Subsidiaries of the Company are SPVs / Investment arms for acquisition of overseas E&P Assets only.
2	Oil India International Pte. Ltd. (OIIPPL)	Subsidiary	100%	
3	Oil India International B.V (OIIBV)	Subsidiary	100%	
4	Oil India Sweden AB	Subsidiary	100%	
5	Oil India (USA) Inc.	Subsidiary	100%	

6	Brahmaputra Cracker and Polymer Ltd (BCPL)	Associate	10%	The Company undertakes its own Business Responsibility (BR) initiatives and adheres to the guidelines issued by statutory bodies / Government from time to time.
7	DNP Ltd.	Joint Venture	23%	
8	Assam Petro-Chemicals Limited (APL)	Joint Venture	48.68%	
9	Indradhanush Gas Grid Limited (IGGL)	Joint Venture	20%	
10	HPOIL Gas Private Ltd. (HPOIL)	Joint Venture	50%	
11	Purba Bharati Gas Private Limited (PBGPL)	Joint Venture	26%	
12	Suntera Nigeria 205 Ltd.	Joint Venture	25%	The overseas JV Companies undertake BR initiatives as per the applicable laws of native country
13	Beas Rovuma Energy Mozambique Ltd. (BREML)	Joint Venture	40%	

VI. CSR details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) - ₹ 23272.57 Cr

(iii) Net worth (in ₹) - ₹ 31601.41 Cr



VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy)	FY2022-23			FY2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		113	4	-	98	7	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		107	Nil	-	98	Nil	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners (upstream & downstream)		05	Nil	3 complaints related to tenders were received by CHO, CO Remaining 02 received by CHO, FHQ	4	0	-
Other (please specify, if any / Add additional rows with description in addition to the as required)		7	Nil	06 complaints related to recruitment issues with CHO, CO 01 complaint lodged to CHO, FHQ by a job aspirant	5 (students), 1 (Job aspirant), 1 (contractual worker)	Nil	Nil
Public Grievances received through CPGRAMS Portal	https://pgportal.gov.in/	46	8	-	77	13	-

24. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Developing and implementing policies and systems to identify low carbon technologies, conducting sensitivity analysis to assess the threats of rising global temperature and address the risks of extreme climate change while meeting the global need for affordable, reliable and sustainable energy.	Negative
2	Operational excellence	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Ensuring uninterrupted crude oil & natural gas supply to customers.	Negative
3	Health and Safety	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Maintaining a safe and healthy workplace culture by putting in place rules and procedures to ensure a safe and incident free workplace.	Negative
4	Business growth and profitability	Opportunity	For more details, please refer Integrated Annual Report FY 2021-22	Ensuring profitability for sustained business growth for all its stakeholders through revenues and other payments, local hiring and local procurement.	Positive
5	Public policy and advocacy	Opportunity	For more details, please refer Integrated Annual Report FY 2021-22	Create supportive policies, reform or remove redundant policies, or ensure the funding and implementation of supportive policies.	Positive
6	Human capital management	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Ensuring effective management of employee dissatisfaction or complaints (e.g. favoritism, workplace harassment, or wage cuts), resolution of customers, community complaints	Negative
7	Stakeholder relationship management	Opportunity	For more details, please refer Integrated Annual Report FY 2021-22	Reach out to key stakeholders to keep them well informed about or-organizational activities and initiatives and address their issues and concerns	Positive
8	Supply chain management	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Take up adequate supply planning, product planning, demand planning, sales and operations planning, and supply management with focus on visibility, optimization, having the lowest possible cost, timeliness, and consistency.	Negative
9	Data and cyber security	Risk	For more details, please refer Integrated Annual Report FY 2021-22	Defining a data protection strategy, classification policy, assessing the processes and improving on the technology to secure customer data and prevent leaks or data losses	Negative

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S No.	Governance, leadership, and oversight																						
7	Statement by director responsible for the business responsibility report, high-lighting ESG related challenges, targets, and achievements	<p>It gives me immense pride in presenting the Business Responsibility and Sustainability Report of our Compa-ny, Oil India Limited (OIL). With a strong belief in the importance of integrating ESG principles into our core business practices, the Company has taken decisive steps to create a cohesive and inclusive framework that generates holistic value for all stakeholders. OIL, an integrated energy Company, firmly believes in integrating ESG principles into our core business practices. Our unwavering commitment to providing sustainable energy solutions is complemented by responsible actions and strong stakeholder relationships.</p> <p>Addressing the challenge of reducing our carbon footprint and transitioning to a low-carbon economy, we have initiated energy efficiency measures and explored renewable energy sources. Setting ambitious Net Zero targets by 2040, we align our aspirations with global sustainability imperatives.</p> <p>Our initiatives towards societal contribution encompass education, healthcare, skill development, livelihood generation, biodiversity conservation, and infrastructure development. We strive for inclusive growth, ensuring benefits extend to the concerned stakeholders.</p> <p>Upholding high ethical standards, OIL forges ahead on our transformative journey towards responsible prac-tices, contributing to a brighter and sustainable future for all.</p>																					
8	Details of the highest authority respon-sible for implementation and oversight of the Business Responsibility policy / (ies).	<p>Dr. Ranjit Rath Chairman & Managing Director</p>																					
9	Does the entity have a specified Com-mittee of the Board/ Director responsi-ble for decision making on sustainabil-ity related issues? (Yes / No). If yes, pro-vide details.	<p>Yes, The Corporate Social Responsibility & Sustainable Development Committee (CSR & SD) of the Board of Directors is responsible for decision making on sustainability related issues.</p> <table> <tr> <th>DIN</th><th>Name</th><th>Designation</th></tr> <tr> <td>03077515</td><td>Ms. Pooja Suri</td><td>Chairperson</td></tr> <tr> <td>09398201</td><td>Shri Raju Revanakar</td><td>Member</td></tr> <tr> <td>07985959</td><td>Shri Vinod Seshan</td><td>Member</td></tr> <tr> <td>08489650</td><td>Shri Harish Madhav</td><td>Member</td></tr> <tr> <td>08716147</td><td>Shri P. K. Goswami</td><td>Member</td></tr> <tr> <td>09631932</td><td>Shri Ashok Das</td><td>Member</td></tr> </table>	DIN	Name	Designation	03077515	Ms. Pooja Suri	Chairperson	09398201	Shri Raju Revanakar	Member	07985959	Shri Vinod Seshan	Member	08489650	Shri Harish Madhav	Member	08716147	Shri P. K. Goswami	Member	09631932	Shri Ashok Das	Member
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08716147	Shri P. K. Goswami	Member																					
09631932	Shri Ashok Das	Member																					

Details of Review of NGRBCs by the Company:																		
10	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)							
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
	Performance against above policies and follow up action	Committee of the Board									Periodically							
		Committee of the Board									Periodically							
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P7	P8	P9					
		No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
If answer to question (1) under Policy and Management Processes is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																		
12	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	P7	P8	P9					
	The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or / human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA	OIL doesn't have public advocacy policy in place. However, there is a system in place, to provide opinion on policy related matters as and when asked by Govt. of India or on need basis depending upon project requirements.							

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact									Total persons	People attended	%age of per-sons in re-spective cate-gory covered by the aware-ness pro-grammes
		P1	P2	P3	P4	P5	P6	P7	P8	P9			
Board of Directors	1	ESG Round Table Conference									10	1	10%
Key Managerial Personnel	0	N	N	N	N	N	N	N	N	N	1	0	0%
Employees other than BoD and KMPs	96	Following trainings were given to employees and workers: • Health and Safety • Ethics • Skill Development • PoSH									1352	533	39.42%
Workers	131										4987	2279	45.70%

2. Details of fines / penalties / punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ en-forcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not Applicable as the Company has no cases of penalties/fines with regulators, law enforcement agencies, or judicial institutions in the financial year			
Settlement	Nil	Not Applicable as the Company has no cases of settlements with regulators, law enforcement agencies, or judicial institutions in the financial year			
Compounding fee	Nil	Not Applicable as the Company has no cases of compounding fees with regulators, law enforcement agencies, or judicial institutions in the financial year			

Non-Monetary

	NGRBC Principle	Name of the regulatory/ en-forcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not Applicable as the Company has no cases of imprisonment in the financial year			
Punishment	Nil	Not Applicable as the Company has no cases of punishment in the financial year			

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

The Company has no cases of fines, penalties, punishment, awards, compounding fees, settlement amount paid in proceedings with regulators, law enforcement agencies or judicial institutions in the financial year. There was no case of imprisonment or punishment case.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Oil India is committed to upholding the highest moral and ethical standards and does not tolerate bribery or corruption in any form. The Company, being a listed Public Sector Enterprise, conducts and governs itself with Ethics, Transparency and Accountability as per the policies mandated by Department of Public Enterprises (DPE), Guidelines on Corporate Governance, SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and other guidelines and policies of the DPE in particular and Govt. of India in general. The Company has a Vigilance department ushering transparency, efficiency and integrity and best corporate practices in the working of the organization. The Company has a Whistle Blower Policy meant to provide a channel to the Employees to report genuine concerns about unethical behavior within the organization. Further, the Executives and Employees of the Company are bound by the respective rules on conduct and discipline which inter-alia consider any form of indulging in bribery or corruption as 'Misconduct'.

The Company endeavors to work against corruption in all its forms through well-defined Whistle Blower Policy. The policy provides all the employees with free access to the Management in case they observe unethical or improper practices or any other wrongful conduct in the Company and to prohibit managerial personnel from taking any adverse personal action against those employees. Further, no personnel have been denied access to the Audit & Ethics Committee of the Board. No complaint under the Vigil Mechanism was received during the year. Weblink of Policy: https://www.oil-india.com/Document/Financial/Whistle_Blower_Policy.pdf

Oil India Limited endeavors to work against corruption in all its forms, including demanding and accepting bribe, illegal gratification or unjust rewards and to achieve the objectives appropriate provisions have been incorporated in the Conduct Discipline and Appeal Rules/Standing Orders applicable to employees.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	There were no disciplinary actions taken by any law enforcement agency for the charges of bribery/ corruption against any Directors /KMPs/ employees/ workers of the Company.	Nil
KMPs		Nil
Employees (executives)		Nil
Workers (non-executives)		Nil

6. Details of complaints regarding conflict of interest:

There were no complaints received for the charges in regard to the conflicts of interest against any primary stakeholder of the Company.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Regulatory Action	FY 2022-23 (Current Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
Nil	The Company has no cases of corruption and hence no fines, penalties, punishment, awards, compounding fees, settlement amount were paid in proceedings with regulators, law enforcement agencies or judicial institutions in the financial year.				
Regulatory Action	FY 2021-22 (Previous Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
Nil	The Company has no cases of corruption and hence no fines, penalties, punishment, awards, compounding fees, settlement amount were paid in proceedings with regulators, law enforcement agencies or judicial institutions in the financial year.				

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners (VCP) on any of the principles during the financial year:

Total number of awareness programmes held for VCP	Topics / principles covered under the train-ing	Attendance of VCP	Total VCPs	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	Principle 5 - Vendor awareness programme, Vendors' Meet, Partner's Meet and Grievance Redressal Programme on the occasion of "Vigilance Awareness Week"	190	250	76 %

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Since OIL is a Government Company and all the Directors are appointed by Government of India. The Administrative Ministry of the Company viz. Ministry of Petroleum and Natural Gas (MoP&NG) has put in place requisite processes and procedures to manage the conflict of interest involving members of the Board.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

FY	Total R&D Expenditure (A)	Total R&D Expenditure exclusively towards specific technologies to improve the environmental and social impacts of product and processes (B)	% Calculation i.e. (B/A) *100	Details of improvements in environmental and social impacts
2022-23	INR 179.03 crore	INR 9.01 crore	5.03%	OIL's R&D initiative are focused on clean energy like green hydrogen, hydrogen and natural gas blending, biotechnology, process improvement etc.
2021-22	INR 100.96 crore	INR 0.63 crore	0.62%	

FY	Total CAPEX Expenditure (A)	Total CPAEX Expenditure exclusively towards specific technologies to improve the environmental and social impacts of product and processes (B)	% Calculation i.e. (B/A) *100	Details of improvements in environmental and social impacts
2022-23	INR 5,534.42 Crore	INR 1490.58 Crore	26.93%	OIL's Capital equipment expenditure is focused on technological advancement, energy efficiency, augmenting facilities, safety and environmental features.
2021-22	INR 4,366.52 Crore	INR 1,203.00 Crore	27.55%	

R&D investments in specific technologies to improve the environmental and social impacts of product and processes made by the entity:

S. N.	Technology / Project / Initiative	Expenditure			Impact Assessment (Details of improvements in environmental and social impacts)
		Budget type (Capital/ Revenue /etc.)	Previous Financial Year (FY 2021-2022)	Current Financial Year (FY 2022-2023)	
1.	Setting up of a Green Hydrogen Pilot Plant at Jorhat	Capital	NIL	INR 6,26,65,771.95	The plant produces Green Hydrogen from the electricity generated by the existing 500kW Solar plant using a 100 kW Anion Exchange Membrane (AEM) Electrolyser array. This is a significant step towards generation of clean energy and reducing of carbon emission.
2.	Exploration of Himalayan hot-springs for microbes with biohydrogen production capabilities in the area of Haridwar, Rishikesh and Dehradun cities (Collaborative R&D Project with UPES-Dehradun)	Revenue	INR 5,46,000/- Earmarked/ booked for first year	INR 5,46,000/-	Hydrogen is a clean source of energy for the future. Hydrogen has better combustion characteristics and non-polluting nature has vast advantages over the conventional fuels.. Biohydrogen that is H ₂ (hydrogen) produced biologically is one option for obtaining Green Hydrogen in addition to the electrolysis of water into hydrogen and oxygen through an electrolyser. Greener methods of hydrogen production are actively being explored in India and R&D efforts are on to bring down the cost of production of Green Hydrogen. So far, the current biohydrogen production systems are appropriate for decentralised small-scale systems, integrated with waste from agriculture and industries or from waste-processing facilities, using reactors operating with mixed microflora or pure cultures enriched from natural sources. Use of industrial wastes in biohydrogen production routes could be a cost-effective way of meeting a portion of hydrogen demand. With many social, economic and environmental benefits, biohydrogen energy is considered as a future sustainable energy source. The collaborative research project with UPES-Dehradun is a first step towards gaining further insights into Biohydrogen producing microbes and in utilizing them for Biohydrogen production in the near future.
3.	Implementation of In-house developed Microbial EOR	Revenue	INR 1,44,000 /- (Expenditure incurred for procurement of agriculture-based raw material as a mass culture component)	INR 2,32,080 /- (Expenditure incurred for procurement of agriculture-based raw material as a mass culture component)	Microbial EOR is one of the most cost effective and environment friendly among the Enhanced Oil Recovery (EOR) strategies adopted worldwide. The field implementation of the in-house developed MEOR technology at OIL involved use of a novel low-cost nutrient recipe for mass culture of microbial consortia. This offers promise for sourcing of critical non-toxic and ecologically sustainable raw materials for MEOR jobs from agro industries in India.
4.	Collaborative study on "Effect of blending Hydrogen in Natural Gas" with IITG	Revenue	INR 16,32,104.64/-	INR 76,16,488.32/-	<p>Hydrogen addition mitigates emissions and enhances the combustion characteristics such as laminar burning velocity, flammability, adiabatic flame temperature, heating value, etc. CNG blended with Hydrogen (HCNG) is found to be an alternate and intermediate solution in the approach toward clean combustion. HCNG combustion further reduces the NO_x emissions by lowering the flame temperature through widening the lean burning characteristics. HC and CO levels are further brought down due to the presence of H₂.</p> <p>This study is initiated with the objective to understand the effect of hydrogen on natural gas properties, pipeline and end usage applications (power generation, heat requirements for OCS/GCS and tea factories, IC engines of automobiles). The scope of the collaborative study is formulated comprehensively to address vital and critical aspects of injection/blending of hydrogen gas in the existing natural gas pipeline. This study also cover end usage applications of the blended gas by evaluating the feasibility of utilizing the combined heat & power from Solid Oxide Fuel Cells for OIL's OCS in addition to other end use applicability for customers viz. at Tea Gardens and also for transportation purpose e.g. in retrofitted IC Engines of small motor vehicle. The impact of hydrogen on internal corrosion of natural gas pipeline is also being studied and investigated.</p>

5.	Ambient Air Quality Monitoring	Revenue	INR 40,28,949.00/-	INR 37,40,291.00/-	Oil India Limited has long ago initiated efforts towards providing a clean environment. Ambient Air Quality monitoring is one such effort to determine the existing quality of air, evaluation of the effectiveness of control program and to identify areas in need of restoration and their prioritization. The objectives of the Air quality monitoring are to determine status and trends of ambient air quality, to ascertain whether the prescribed ambient air quality standards are followed and to obtain the knowledge and understanding necessary for developing preventive and corrective measures, if needed. Ambient air quality monitoring has led to significant improvements in environmental and social impacts. By providing data on air pollutants, it enables the identification of pollution sources and the implementation of targeted measures to reduce emissions. This, in turn, leads to better air quality, mitigates the environmental impact of air pollution and protects public health.
6.	Introduction of "Low-temp" Demulsifier (LT - OSD)	Revenue	NIL	INR 1,53,59,960/-	The conventional OSD products that are in use at OIL's various field installations (OCS / EPS / QPS) for separating water from water-in-crude emulsions are designed to work optimally at a curing temperature of 60°C. Therefore, an effort to develop low temperature demulsifier (LT-OSD) products has been initiated with the objective to develop suitable OSD formulations that would give adequate water separation even if the curing temperature inside the Emulsion Treater (ET) vessels falls to 45°C due to various operational exigencies. Apart from the operational convenience for oil - water demulsification, introduction of LT-OSD in various field installations results in saving of energy in terms of reduction in consumption of natural gas and carbon footprint.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

At OIL, we are dedicated to upholding responsible and sustainable practices in all our operations, including our vendor selection process. Our commitment extends to considering social, ethical, and environmental factors in our decision-making. We have implemented a strong and transparent tendering process that adheres to the relevant laws and regulations. Our tender process are online and paperless to give equal opportunities to eligible bidders to maintain transparency. Our tender invitations include clauses that address critical issues, such as the prohibition of child labor, welfare of contractual labor, etc. to ensure a fair and ethical execution of process. Additionally, we have incorporated environment-related screening parameters that require compliance with Global/National standards as establishment of performance criteria. These considerations are evaluated meticulously on a tender-to-tender basis to promote sustainability and minimize our ecological impact. Furthermore, we actively support local vendors and contribute to the vision of Aatmanirbhar Bharat by implementing purchase preference conditions that prioritize engaging with local suppliers and small or medium scale industries.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Due to the nature of its operations, the concept of reclaiming products does not apply in the oil and gas sector. However at OIL, we prioritize responsible waste management and have established a robust processes for reclaiming products for reusing, recycling, and disposing of waste, both hazardous and non-hazardous. Let's delve into our approach for managing hazardous waste and non-hazardous waste:

A. Hazardous Waste:

Oily Sludge: Oily sludge, a hazardous waste generated from storage tank bottoms, is treated at our Sludge Processing Plant. Through a systematic process in our in-house sludge recovery plant, we recover valuable crude oil from the sludge, which is then reused, contributing to sustainable resource utilization. The remaining sludge undergoes bioremediation through contracts with reputable organizations. This eco-friendly bioremediation process effectively breaks down and degrades harmful components, ensuring proper disposal of the sludge.

B. Non-Hazardous Waste:

Treatment of Formation/Produced Water: Produced water, a byproduct of oil and gas production, undergoes responsible waste management at Oil India Limited. In our pursuit of Zero Liquid Discharge (ZLD) in our operations, we have installed and commissioned the Produced Water Re-Injection (PWRI) facilities in a project mode with strategic capital investments. Over recent few years, we have proactively installed new high-capacity centralized ETPs, including modular ones for remote locations. These ETPs are equipped with advanced technologies, effectively treating produced water to meet acceptable standards for underground disposal in designated water disposal wells. Our treatment process adheres strictly to the stringent quality standards outlined by the Minimum National Standards (MINAS), ensuring that the treated effluent remains well within permissible limits. This approach safeguards the environment and minimizes our ecological footprint, contributing to responsible water management and conservation efforts.

To further enhance responsible water management, OIL has established a desalination pilot plant in STF-Madhuban. This plant treats highly saline (Total Dissolved Solid) water, making it suitable for reuse in our operations. This initiative aligns with our zero liquid discharge philosophy, and we plan to upscale the unit and replicate the same in other locations to optimize water usage and reduce environmental footprint. Our commitment to sustainable water management and actions towards ZLD exemplifies our dedication to environmental stewardship and resource conservation.

Drilling/Workover Fluid: Drilling and workover fluid, another non-hazardous waste generated during oil well operations, is a mixture of water, oil, and chemicals used to lubricate and cool the drill bit. At OIL, we are committed to recycling a major portion of the drilling/workover fluid that we generate. By recycling this fluid, we minimize waste generation and contribute to sustainable practices.

Our processes for managing both hazardous and non-hazardous waste align with the highest environmental standards and regulatory requirements. At Oil India Limited, we are committed to minimize the impact of waste on the environment, promote recycling, and uphold responsible waste disposal practices. These initiatives reflect our dedication to environmental stewardship and contribute to a greener and more sustainable future for all.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No, the oil and gas industry being a complex and diverse sector, with a wide range of products and services. This makes it difficult to develop a single EPR system that would be effective for all segments of the industry. It is heavily regulated, with a number of existing laws and regulations governing the management of waste. These regulations often include requirements for producers to collect and recycle waste, which can make EPR redundant.

The oil and gas industry being a global industry, with producers operating in a variety of countries with different environmental regulations. This makes it difficult to implement a single EPR system that would be effective across all countries.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of Executives:

Category	% of Executives covered by										
	Total (A)	Health insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Executives											
Male	1556	1556*	100%	1556	100%	NA	NA	556	100%	1132#	72.75%
Female	216	216*	100%	216	100%	216	100%	NA	NA	163#	75.46%
Total	1772	1772	100%	1772	100%	216	12.19%	1556	87.89%	1295#	73.08%
Other than Permanent Executives											
Male	45	45**	100 %	45	100%	NA	NA	45	100 %	0	0 %
Female	8	8**	100 %	8	100%	8	100%	NA	NA	0	0%
Total	53	53	100 %	53	100%	8	30.19%	45	84.91 %	0	0 %

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

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

#Day care facility is provided to the Permanent Executives in the FHQ only

b. Details of measures for the well-being of Non-executives:

Category	% of Executives covered by										
	Total (A)	Health insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Non-Executives											
Male	4714	4714*	100%	4714	100%	NA	NA	4714	100%	4319#	91.62%
Female	273	273*	100%	273	100%	273	100%	NA	NA	245#	89.74%
Total	4987	4987	100%	4987	100%	273	5.47%	4714	94.53%	4564#	91.52%
Other than Permanent workers (non-executives)											
Male	86	86**	100 %	86	100 %	NA	NA	86	100 %	0	0 %
Female	30	30 **	100 %	30	100 %	30	100 %	0	0%	0	0 %
Total	116	116	100 %	116	100 %	0	25.86%	86	74.14 %	0	0 %

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

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

#Day care facility is provided to the Permanent Non-Executives in the FHQ only

b. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY2022-23			FY2021-22		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity ESI	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others – please specify						

3. Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Offices premises employing people with disabilities have been made accessible to them by installing wheelchair ramps and lifts. Additionally, all new office buildings under construction are being designed with additional accessibility features for people with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

OIL recognizes the value of a diverse workforce. We are committed to providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated with respect and dignity. The policy applies to the entire organization and aims to promote inclusiveness and strives to maintain a work environment that is free from any harassment or discrimination towards persons with disabilities. The policy would provide equal employment opportunities, without any discrimination of persons with disabilities subject to provisions of the Right of Persons with Disabilities Act, 2016 and service conditions of the Company. The policy has been made accessible to all employees through the Company's internal web portal. Hence, employees can access the policy at any time, from any device, as long as they have access to the internal web portal.

5. Return to work and Retention rates of permanent employees (executives) and workers (non-executive) that took parental leave.

Sl. No.	Particulars	Permanent Employees (executives)			Permanent Workers (non-executives)		
		Male	Female	Total	Male	Female	Total
1	Returned to work rate	100%	100%	100%	100%	100%	100%
2	Retention rate	100%	100%	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)	Details of mechanism
Permanent Workers (non-executives)	Yes	Yes. In Oil India Limited, there exists an "Online Grievance Redressal Portal" for addressing the grievances of the permanent executives/employees of the Company. The procedure for addressing the grievances is as per the laid down policy/procedure of the Company. Additionally, a platform "Sanglap" has been created to enable employees to submit their suggestions towards performance improvement of the Company.
Other than Permanent Workers (non-executives)	Yes	
Permanent Employees (executives)	Yes	
Other than Permanent Employees (executives)	Yes	

7. Membership of employees (executives) and worker (non-executives) in association(s) or Unions recognized by the listed entity:

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees (executives)	1772	1413	79.74%	1687	OIEEA Total- 1401	83.05%
Male	1556	1247*	80.14%	1486	1235*	83.11%
Female	216	166*	76.85%	201	166*	82.59%
Total Permanent Workers (non-executives)	4987	2837	56.89%	4569	IOWU TOTAL:3419	74%
Male	4714	2734*	58%	4361	3295*	75.56%
Female	273	103*	37.73%	208	124*	61.08%

*The Employee Association numbers are as per Calendar year

8. Details of training given to employees (executives) and workers (non-executives)

	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (A)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (executives)										
Male	1556	406*	26.09%	948	60.92%	1486	195	13.12%	1731**	116.49%
Female	216	37*	17.12%	132	61.11%	201	22	10.95%	219**	108.96%
Total	1772	443	25.0%	1080	60.94%	1687	217	12.86%	1950	115.59%
Workers (non-executives)										
Male	4714	2180*	46.24%	587	12.45 %	4361	1774	40.68%	841	19.28%

Female	273	99*	36.26%	41	15.01 %	208	43	20.67%	51	24.52%
Total	4987	2279	45.70%	628	12.59 %	4569	1817	39.77%	892	19.52%

*No. of people attended multiple training programmes. One person has been counted only once even if he/she has attended multiple sessions.

** No. of participants attended multiple training programmes. One person has been counted multiple times if he/she attended multiple sessions

9. Details of performance and career development reviews of employees (executives) and workers (non-executives)

	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees (executives)						
Male	1556	1556	100.00%	1486	1486	100.00%
Female	216	216	100.00%	201	201	100.00%
Total	1772	1772	100.00%	1687	1687	100.00%
Workers (non-executives)						
Male	4714	4714	100.00%	4361	4361	100.00%
Female	273	273	100.00%	208	208	100.00%
Total	4987	4987	100.00%	4569	4569	100.00%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes,

Oil India Limited (OIL) has implemented a comprehensive Health, Safety, and Environmental (HSE) management system that covers all employees and workers across its operational areas. HSE is an integral part of Company's System, Operations and Processes and the same is reflected in its vision statement: "OIL is fully committed to Health, Safety & Environment." The HSE Policy of the Company is dedicated towards Continual Improvement of the HSE Management System. OIL's HSE Management system is guided by system manuals and updated HSE guidelines and circulars and is monitored by competent authority to ensure strict compliance as illustrated below :

1. HSE Policies (Integrated HSE, Safety, Stop Work etc.)
2. Organizational Structure for HSE Management
3. HSE Practices:
 - Awareness on HSE including family orientation
 - Inspection & Audit
 - Standard Operating Procedures
 - HSE Training
 - Adherence to Personal Protective Equipment (PPE)
 - Emergency preparedness and Mock Drills
 - Permit to work
 - HSE Meetings



- Accident reporting, investigation, and analysis
- Documentation & Record Keeping
- Monitoring HSE Performance
- Hazard identification & Risk Assessment
- Induction of latest Technology/IT /IOT for making operations safer

To further enhance its HSE practices, OIL launched Project KAVACH (Key to Awareness, Value Creation, and Change). This ambitious project encompasses ten strategic goals with the aim of transforming the existing HSE management system into HSE+. These goals include:

- a) Goal 1 : Strengthening the HSE Management System.
- b) Goal 2 : Establish Integrated Organization for HSE Management
- c) Goal 3 : Building a generative safety culture.
- d) Goal 4 : Benchmarking HSE parameters against national and international best practices.
- e) Goal 5 : Integrating technology to enhance the HSE Management System.
- f) Goal 6 : Asset integrity management.
- g) Goal 7 : Establishing a comprehensive HSE audit universe
- h) Goal 8 : Establishing an Emergency Response Centre.
- i) Goal 9 : Net Zero.
- j) Goal 10 : Conducting an Occupational Health Survey.

By implementing these initiatives, OIL demonstrates its unwavering commitment to ensuring the health, safety, and well-being of its employees, protecting the environment, and aligning with global best practices in the oil and gas industry.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

At OIL, identification of work-related hazards and assessment of risks is a critical element of our HSE Management system practices for ensuring a safe and healthy work environment. In this regard, several routine and non-routine processes have been put in place for identification of risks and hazards as detailed below :

- a) Hazard Identification: HAZOP (Hazard and Operability Study), Quality Risk Assessment (QRA) studies are carried out at installations at regular intervals to identify potential hazards and Risks. Based on the study, appropriate hazard/risk control measures are put in place for bring the risk to a ALARP (As Low As Reasonably Practicable) level.
- b) Job Safety Analysis (JSA): JSA are carried out at OIL to understand the risks associated with specific job tasks and implement appropriate control measures.
- c) Incident Reporting and Investigation: Reporting and investigating incidents, near misses, and accidents are crucial for identifying root causes and underlying hazards. This information helps in implementing preventive measures to mitigate future risks.
- d) Health and Safety Committees: OIL has multi-level HSE committees meetings carried out at regular intervals. At the Apex level the meetings are chaired by CMD, OIL. These meetings enables employees and management to collaborate in identifying hazards, assessing risks, and proposing solutions.
- e) Work Permits: For non-routine tasks or high-risk activities, work permits are issued. These permits include a risk assessment and ensure that appropriate safety procedures are followed before and during the task.

- f) **Training and Awareness:** Regular training sessions and awareness programs are imparted for equip employees about potential hazards and risks associated with their work. This helps in fostering a safety-conscious culture and empowers employees to identify and report hazards.
- g) **Review of HSE Data:** Review of HSE data, like incident reports, and trend analyses, helps in identifying common hazards and potential risks that needs to be addressed.
- h) **Regulatory Compliance:** OIL ensures compliance with relevant HSE regulations of Statutory/Regulatory bodies like Oil Industry Safety Directorate (OISD), Directorate General of Mines Safety (DGMS), Factory Inspectorates of the respective State, Petroleum and Natural Gas Regulatory Board (PNGRB), Petroleum and Explosives Safety Organization (PESO), etc. which leads to reduction of risk in process safety.

Further the Company's conducts Mock Drill (Level I/II/III) at regular intervals, wit the objective of remaining preparedness for any Hazard Scenario. DMP/ERDMP/CDMP are regularly updated to cater to real time situations.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. OIL has a structured mechanism for reporting of incidents. Depending on the severity of the incident an enquiry/investigation is carried out and remedial measures are implemented. Additionally, OIL has a stop work policy which empowers employees to stop work in case of imminent hazard or unsafe condition.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

11. Details of safety related incidents, in the following format:

Safety incident/ numbers	Categories	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (executives)	0.143*	0.107*
	Workers (non-executives)		
Total recordable work-related injuries	Employees (executives)	0	0
	Workers (non-executives)	4	3
No. of fatalities	Employees (executives)	0	0
	Workers (non-executives)	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees (executives)	0	0
	Workers (non-executives)	3	1

*Bifurcated values for workers and employees are not being captured at present

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Ensuring the safety and well-being of our employees, workers, and the environment is of utmost importance at OIL. Our ultimate vision is to become a "zero accident and no harm to Man, Machine, and Material" organization. To achieve this, we have implemented a robust HSE Management System that complies with all relevant statutory norms, rules, and regulations.

Our HSE Management System is supported by well-defined procedures and guidelines, setting the bar for world-class HSE standards. Regular monitoring, Audits and system updates, guided by manuals, ensure strict compliance. We believe in continual improvement, and any identified gaps are promptly addressed through awareness programs, technological intervention, Industry academia interactions, training initiatives, and regular interactions with regulators.

Maintaining our infrastructure is a critical aspect of ensuring the smooth and efficient operations of Oil India Limited. Over the years, our Company has built a significant infrastructure that supports various exploration and production activities. However, due to the passage of time and continuous usage, some of these installations have aged and requires refurbishment. Recognizing the importance of our infrastructure and its impact on operational efficiency and safety, the Company has allocated a substantial five-year Capital Expenditure (CAPEX) budget of Rs 3183 Cr dedicated to the refurbishment of these assets. This allocation reflects Company's commitment towards maintaining the Asset Integrity to highest standards so as to achieve operational excellence and safety, ensuring that workforce perform their tasks in a secure and conducive environment.

In pursuit of elevating our HSE practices further, we launched Project KAVACH (Key to Awareness, Value Creation, and Change). This comprehensive endeavor comprises ten strategic goals aimed at transforming our HSE management system into HSE+. These goals include strengthening of (i) Strengthening the HSE Management System, (ii) Establish Integrated Organization for HSE Management, (iii) Building a generative safety culture (iv) Benchmarking HSE parameters against national and international best practices, (v) Integrating technology to enhance the HSE Management System, (vi) Asset integrity management, (vii) Establishing a comprehensive HSE audit universe, (viii) Establishing an Emergency Response Centre (ix) Net Zero and (x) Conducting an Occupational Health Survey.

Project KAVACH serves as a catalyst for positive change within OIL, reinforcing a robust HSE framework, and fostering responsible business practices in line with global standards. We are committed to maintaining a safe and healthy workplace and continuously improving our HSE practices to safeguard our people, assets, and the environment.

13. Number of Complaints on the following made by employees (executives) and workers (non-executives)

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

	FY2022-23	
	No. of plants and office assesses (by entity or statutory authorities or third parties)	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	161 no. of installations	0
Working Conditions	100 %	0

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

All incidents are investigated and recommendations for improvement are made in accordance with relevant regulations and guidelines given by Oil Mines Regulation/ PNGRB ERDMP Regulations / OISD. These recommendations are implemented in a timely manner to ensure the safety of OIL's employees, workers, and the environment. To ensure the effectiveness of the safety system, internal and external audits are carried out by a variety of organizations like, including the Director General of Mines Safety (DGMS), the Factory Inspectorate, the Petroleum Explosives and Safety Organization (PESO), the Central Electricity Authority (CEA), and the Oil Industry Safety Directorate (OISD). These audits are monitored at various levels to ensure that the recommendations are being implemented and that the safety system is effective.

Leadership indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)(B) Workers (Y/N).

Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

As a part of the contract, it is mandatory to ensure that the statutory dues have been deducted and deposited by the value chain partners.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers		
	FY2022-23	FY2021-22
Employees (executives)	0	0
Workers (non-executives)	3	1
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY2022-23	FY2021-22
Employees (executives)	Nil	Nil
Workers (non-executives)		

5. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity

OIL being a Central Public Sector Undertaking is committed to be accountable to all its stakeholders and allowing them to participate in the identification of material topics and solutions. OIL identifies its stakeholders through a variety of methods, including studying the stakeholders of its peers and competitors, utilizing internal sources, and analyzing the repetitive presence of stakeholders in OIL's communication material.

OIL considers the following factors when identifying, prioritizing, and engaging with its stakeholders:

- The relevance of the stakeholder to OIL's operations
- The impact of OIL's operations on the stakeholder
- The power of the stakeholder to influence OIL
- The interest of the stakeholder in OIL

OIL engages with its stakeholders through a variety of channels, including face-to-face meetings, surveys, and online forums. OIL believes that effective stakeholder engagement is essential to its success and to the long-term sustainability of its operations.

But, considering the extensive stakeholder network and interactions, achieving inclusivity can be a complex task. By utilizing the processes, we have identified 11 key stakeholder groups including the public at large. They are further classified into external and internal stakeholders. The internal stakeholders comprise of all the employees, whereas the key external stakeholders include the remaining 10 stakeholder groups.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	Monthly, Quarterly and Annual Review	Annual, Monthly and Need-based	Support government missions to promote sustainable development goals <ul style="list-style-type: none"> • Performance appraisal through MoUs • Discussions on major investment plans
Employees	No	Satisfaction surveys, Social Media Grievance Redressal Emails, Journals, Meetings with employee associations and unions	Annual, Quarterly, Monthly, Daily	Communication on OIL's business goals, values, and principles <ul style="list-style-type: none"> • Implementation of best practices • Facilitating learning and developing • Track key performance indicators and action plans

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Suppliers	No	Supplier Meets, Industry Conclave, Access to empowered C&P committee and Vendor development programs	Annual, Quarterly, Monthly, Daily	Communicate operational decisions <ul style="list-style-type: none"> • Seek their performance data/information • Understand and address their concerns • Dispute resolution • Review of Contracts
Customers	No	Annual Customer Meet Customer Interactive Meet Customer Satisfaction Survey	Annual, Quarterly	To understand their satisfaction levels <ul style="list-style-type: none"> • To address operational concerns • To get feedback on new product development
Joint ventures and subsidiaries	No	Need-based meetings Reports and Newsletters	Need-based	Discussions on major investment plans' <ul style="list-style-type: none"> • Sharing of performance data • Facilitate decision-making on major topics
Industry partners	No	Seminars Conferences Industry Expo Interviews Reports and Newsletters	Need-based	Share performance data Inform on keys decisions and projects <ul style="list-style-type: none"> • Participating in conferences and seminars • Engage in public policy advocacy
Communities	Yes	Meetings and direct interactions, Community events, Needs analysis and Impact assessments, CSR initiatives & Corporate communication Materials	Need-based	Engaging with communities for conducting need assessment and executing community development projects <ul style="list-style-type: none"> • Understanding and addressing their concerns on critical incidents • Community Grievances Redressal
Contractors/ Implementing agencies	No	Need-based meetings & Website	Annual, Quarterly, Monthly, Daily	Communicate operational decisions <ul style="list-style-type: none"> • To align their work with Company policies and mandates (Compliance)
NGOs /Civil society organizations	No	Project meetings & Annual reviews	Need-based	Executing community development projects <ul style="list-style-type: none"> • Understanding and addressing their concerns on critical incidents
Media	No		Monthly, Need-based	Relationship building <ul style="list-style-type: none"> • Promotion of latest initiatives and events • Increase brand recall value • Appraising performance highlights and lowlights • Point-of-view on major sectoral development
Investors	No		Periodical, Need-based	Servicing of Investor Queries and Information about the Performance [Ref: Report on Corporate Governance]

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Stakeholder consultations are typically conducted by respective spheres, department heads and relevant Company officers through various channels of communication, such as face-to-face meetings, surveys, and online forums. The feedback and identified issues of corporate concern are escalated to the Board level either directly or through various Board Committees.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation is essential for identifying areas of improvement in corporate environmental and social efforts. OIL places high importance on understanding the needs and expectations of the communities through a focused engagement process and communication strategy. This understanding is used to develop and implement outcome-based and impact-oriented projects in the selected areas.

OIL's areas of operation are in remote and backward areas, so engaging with external stakeholders, including the communities around its areas of operation, gives significant input relating to the needs of the disadvantaged and vulnerable marginal stakeholders. In addition, over the past few years, OIL has carried out baseline surveys and need assessments in a few of its areas of operation to have a better understanding of the needs of the community through structured interactions and feedback.

Before granting environmental clearance for a new exploration and production (E&P) activity, a public hearing is organized by the State Pollution Control Board with the community surrounding the new project activity. An action plan is made against the inputs received from the public during the consultation and submitted to the Ministry of Environment, Forest and Climate Change (MoEF&CC). The said plan is implemented during the project activity.

OIL also follows the Presidential Directives and guidelines issued by the Government of India on reservation in services for Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Persons with Disabilities (PWD), and Ex-servicemen to promote inclusive growth.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

OIL has taken various initiatives as a part of its Corporate Social Responsibility for vulnerable and marginalized stakeholder groups. The details of CSR activities are mentioned in the CSR section of the Annual Report. These initiatives include various projects on Healthcare, Education, Sustainable Livelihood, Skill Development, Capacity Building and Empowerment of Women and Persons with Disabilities, Drinking Water & Sanitation under Swachh Bharat Abhiyan, Promotion of Rural Sports, Development of Social Assets, Sustainable Environment, Development of Aspirational districts, etc. OIL has also purchased goods and services from vendors belonging to the Scheduled Caste (SC) and Scheduled Tribe (ST) categories, as well as women entrepreneurs in accordance with the Public Procurement Policy of the Government of India. OIL also encourages employment to SC/ST/OBC/EWS classes along with vulnerable groups of stakeholders like ex-servicemen and people with disabilities.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

1. **Employees (executives) and workers (non-executives) who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (A)	No. employees / workers covered (B)	% (B / A)
Employees (executives)						
Permanent	1772	243	13.71%	1687	1687	100%
Other than permanent	53	0	00.00%	52	52	100%
Total Employees	1825	243	13.31%	1739	1739	100%
Workers (non-executives)						
Permanent	4987	2542	50.97%	4569	4569	100%
Other than permanent	3235	1761	54.43%	220	220	100%
Total Workers	8222	4303	52.33%	4789	4789	100%

2. **Details of minimum wages paid to employees (executives) and workers (non-executives), in the following format:**

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
Employees (executives)										
Permanent										
Male	1556	0	0%	1556	100%	1486	0	0.00%	1486	100.00%
Female	216	0	0%	216	100%	201	0	0.00%	201	100.00%
Other than Permanent										
Male	45	0	0 %	45	100%	44	0	0.00%	44	100.00%
Female	8	0	0 %	8	100%	8	0	0.00%	8	100.00%
Workers (non-executives)										
Permanent										
Male	4714	0	0%	4714	100%	4361	0	0.00%	4361	100.00%
Female	273	0	0%	273	100%	208	0	0.00%	208	100.00%
Other than Permanent										
Male	86	0	0%	86	100%	185	0	0.00%	185	100.00%
Female	30	0	0%	30	100%	35	0	0.00%	35	100.00%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	54,78,979*	2	5,30,000*
Key Managerial Personnel	1	63,77,470	0	0
Employees other than BoD and KMP (Executives)	1556 [#]	34,87,511.76**	216	26,52,520.53**
Workers (Non-executives)	4714	15,75,124.54**	273	14,17,991.78**

*We have considered Government Nominee Directors on Board. There is no remuneration for Government Nominee Directors

[#]Does not include 7 employees who are posted overseas

**Salary mentioned is only for permanent employees and workers.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, Oil India Limited has systems and processes in place to minimize human rights violations in its operations and supply chain. These systems and processes include:

- Training: OIL provides training to its employees on human rights, including the Company's policies and procedures on human rights
- Monitoring: OIL monitors its operations and supply chain for potential human rights violations
- Investigations: OIL investigates all allegations of human rights violations
- Remediation: OIL takes steps to remediate any human rights violations that are found.

These systems and processes are designed to ensure that OIL respects the human rights of all its employees, stakeholders, and suppliers.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Oil India Limited has well-established policies and practices in place to ensure the protection of its employees and stakeholders. These include:

- An online grievance management system that allows employees and stakeholders to raise concerns anonymously.
- A whistleblowing policy that encourages employees and stakeholders to report suspected wrongdoing.
- Strict compliance with laws, rules, and regulations, such as those related to labor rights, health and safety, non-discrimination, freedom of association and collective bargaining, human rights, disciplinary practices, contract management, and prevention of sexual harassment.
- An independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the Government of India.

These policies and practices are designed to create a safe and ethical workplace for all employees and stakeholders. They also help to ensure that OIL is compliant with all applicable laws and regulations.

6. Number of Complaints on the following made by employees and workers:

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Employees (executives)						
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labor	Nil	Nil		Nil	Nil	
Forced Labor/Involuntary Labor	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	
Workers (non-executives)						
Sexual Harassment	02	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labor	Nil	Nil		Nil	Nil	
Forced Labor/Involuntary Labor	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Both the "Grievance Management" and "Prevention of Sexual Harassment (PoSH)" policies have mechanisms in place to protect the complainant from adverse consequences. These mechanisms include:

- Confidentiality: The identity of the complainant will be kept confidential, unless the complainant agrees otherwise.
- Protection from retaliation: The complainant will be protected from retaliation, which includes any form of adverse treatment, such as demotion, dismissal, or harassment.
- Support: The complainant will be provided with support, such as counseling or legal assistance.

These mechanisms are designed to ensure that employees and stakeholders who raise concerns about workplace issues are not subjected to adverse consequences.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Oil India Limited incorporates the following provisions in its contract agreements to protect human rights and needs and to prohibit human exploitation:

- No labor below the age of 18 will be employed on the work.
- The contractor will not pay less than what is provided under law to laborers engaged by them on the work.
- The contractor will pay equal wages for men and women in accordance with applicable labor laws.
- The contractor must obtain the PF code from the concerned PF authority under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952. Similarly, the contractor must obtain ESI code under the Employees' State Insurance Act, 1948.
- The contractor, being the employer of the laborers/personnel to be engaged under the contract, shall be liable to pay gratuity to the laborers/personnel as per the provisions of the Payment of Gratuity Act, 1972.

- Apart from the above, the contractor shall comply with the provisions of various labor-related laws, including but not limited to the Code of Wages, 2019, The Minimum Wages Act 1948, The Interstate Migrant Workmen Act., 1979 (Regulation of employment and conditions of service), the Employees' Compensation Act 1923, the Maternity Benefit Act 1961 and Contract Labour (Regulation and Abolition) Act 1970, Employment of Children Act 1938, the Employees' Pension Scheme, 1995 or any modifications/amendment thereof or any other law relating thereto and rules made there under from time to time.

These provisions are designed to ensure that the contractor complies with all applicable labor laws and that the laborers/personnel engaged on the work are treated fairly and with respect.

9. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Units	FY2022-23	FY2021-22
Total Electricity Consumption from GRID (A)	GJ	81,555	66,244
Grid Electricity	GJ	81,555	66,244
Total Fuel Consumption (B)	GJ	35,711,589	32,903,886
Natural Gas	GJ	21,461,818	21,256,514
Diesel	GJ	1,066,592	657,292
Petrol	GJ	6,498	Not Reported
Natural gas Flaring	GJ	13,176,681	10,990,081
Energy consumption through other sources (C)	GJ	2,128	1,609
Solar	GJ	2,128	1,609
Total energy consumption (A+B+C)	GJ	35,795,272	32,971,739
Turnover	INR crore	24,758	16,428
Energy intensity per rupee of turnover (Total energy consumption/turnover in crore rupees)	GJ/INR crore	1,446	2,007

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable. PAT scheme is applicable to Oil & Gas refineries but not to E&P companies

3. Provide details of the following disclosures related to water, in the following format:

Parameter	Units	FY2022-23	FY2021-22
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	8874665.56	8843297.56
(ii) Groundwater	KL	6391929	6316288
(iii) Third party water	KL	287167.6	304112.26
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Municipal water)	KL	16385	16510
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) *	KL	15570147	15480208
Total volume of water consumption (in kiloliters) **	KL	15570147	15480208
Turnover	INR crore	24758	16428
Water intensity per rupee of turnover (Water consumed / turnover)	KL/INR crore	629	942
Water intensity (optional) – the relevant metric may be selected by the			

*Data pertaining to water is limited to below mentioned installation/locations:

Drilling, CTF Moran, ITF, STF, CBUS, Pipeline, Pumpstations, CGGS, Rajasthan, Corporate office Noida.

**Assumption for reporting – Total water consumption is same as total water withdrawal.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes.

We are proud to inform you that OIL has taken significant strides in implementing a robust ZLD mechanism as part of our commitment to sustainable water management. Our ZLD initiative ensures that no liquid waste is discharged from our operations into the environment, thereby minimizing the impact on water bodies and promoting responsible waste management.

In our pursuit of Zero Liquid Discharge (ZLD) in our operations, we have installed and commissioned the Produced Water Re-Injection (PWRI) facilities in a project mode with strategic capital investments. Over recent few years, we have proactively installed new high-capacity centralized ETPs, including modular ones for remote locations. These ETPs are equipped with advanced technologies, effectively treating produced water to meet acceptable standards for underground disposal in designated water disposal wells. Our treatment process adheres strictly to the stringent quality standards outlined by the Minimum National Standards (MINAS), ensuring that the treated effluent remains well within permissible limits. This approach safeguards the environment and minimizes our ecological footprint, contributing to responsible water management and conservation efforts.

To further enhance responsible water management, OIL has established a desalination pilot plant in STF-Madhuban. This plant treats highly saline (Total Dissolved Solid) water, making it suitable for reuse in our operations. This initiative aligns with our zero liquid discharge philosophy, and we plan to upscale the unit and replicate the same in other locations to optimize water usage and reduce environmental footprint. Our commitment to sustainable water management and actions towards ZLD exemplifies our dedication to environmental stewardship and resource conservation.

At OIL, our commitment to environmental stewardship drives us to continuously enhance our practices for the sustainable management of precious natural resources. The implementation of Zero Liquid Discharge is an integral part of our efforts to create a greener and more sustainable future.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY2021-22
NO_x	µg/m ³	22.4	Oil India Limited has been successfully monitoring ambient air quality parameters as per CPCB criteria for all installations under FHQ. For every fixed installation (like OCS, GCS, etc.)
SO_x	µg/m ³	8.054	
Particulate matter (PM₁₀)	µg/m ³	72.6	
Particulate matter (PM_{2.5})	µg/m ³	37	
Volatile organic compounds (VOC)	µg/m ³	<4.2	Ambient Air Quality is monitored once in every month and the reports are sent to the concerned installations upon receipt. For all drilling locations, Ambient Air Quality is monitored thrice per location, that is prior to drilling operation, during the drilling operation and after completion of drilling operation. The AAQM (Ambient Air Quality Monitoring) is carried out as per National Ambient Air Quality (NAAQ) standard, Environment Clearance, Ministry of Environment and Forest, Govt. of India (MoEF, GOI) guidelines.
Hazardous air pollutants (HAP)	µg/m ³	<4.2	
Others – please specify			

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,006,704	1,360,555
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,198	14,537
Turnover	INR crore	24,758	16,428
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ INR crore	81.71	83.71

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Oil India Limited (OIL) has taken significant measures to align its operations with these objectives and establish its own Net Zero commitments and sets its ambitious target to be a Net Zero Company by 2040.

Accordingly, OIL has made a low carbon transition pathway to reduce its operational (scope1 and Scope2) emissions to the extent possible and for the remaining emissions, it will go for an offset mechanism. Our approach encompasses the following initiatives:

- Emphasis on Natural Gas:** OIL recognizes the significance of natural gas as a cleaner energy source. As part of our strategy, we are expanding our natural gas operations to facilitate the transition towards a low-carbon economy. By exploring new gas fields and enhancing our infrastructure, we aim to tap into the growing demand for cleaner fuels.
- Research and Development:** OIL is actively investing in research and development to develop energy-efficient technologies and carbon capture and utilization solutions. For example, we are conducting pilot studies and feasibility assessments for Carbon Capture, Utilization (CCU), and Storage (CCUS), Carbonated Water Injection (CWI) technology. These efforts demonstrate our commitment to reducing carbon emissions and mitigating associated risks.
- Exploration of New Energy Markets:** OIL is actively exploring emerging energy markets and technologies to identify alternative business opportunities. We have commissioned India's first pilot plant for Green Hydrogen Production in Jorhat, Assam, with plans for scaling up production capacity. Additionally, we are exploring opportunities in geothermal energy, compressed biogas, and other sustainable energy sectors to diversify our revenue streams and align with the changing energy landscape.
- Diversification of Energy Portfolio:** OIL is actively diversifying its energy portfolio by venturing into renewable energy sources. For instance, we have successfully commissioned wind energy projects with a total capacity of 174.1 MW and solar energy projects with a capacity of 14 MW across different regions in India. These investments in renewable energy help reduce reliance on fossil fuels and minimize carbon transition risks.
- Collaboration and Partnerships:** OIL believes in the power of collaboration to drive sustainable growth. We actively seek partnerships with industry stakeholders, research institutions, and government agencies to leverage collective expertise. For instance, we have formed joint ventures for green energy projects, such as Assam State Cabinet has given In-principle approval for the implementation of green power projects cumulative capacity 620 MW under JV between Assam Power Generation Corporation Limited (APGCL) and OIL in addition to 25 MW at Namrup. Additionally, in partnership with the Himachal Pradesh state government, OIL is engaged in developing alternate energy projects, encompassing solar energy, green hydrogen, geothermal, and compressed biogas. These partnerships enable us to access resources, share knowledge, and identify new business opportunities in the clean and green energy landscape.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY2022-23	FY2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	80.33 MT	30.18 MT
E-waste (B)	16.68 MT	29.95 MT
Bio-medical waste (C)	63.4MT	15.47 MT
Construction and demolition waste (D)	-	-
Battery waste (E)	15.91 MT	48.60 MT
Other Hazardous waste. Please specify, if any. (F)		
Burnt Lube Oil	199.68 MT	0
Tank Bottom Sludge	4671.52 MT	800 MT
Contaminated Jute	6.19 MT	0
Other Non-hazardous waste generated (G). Please specify, if any.		
(Break-up by composition i.e. by materials relevant to the sector)		
Drill cuttings & solids in Drilling & Workover Fluids	445.08 MT	283.68 MT
Total (A+B+C+D+E+F+G)	5339.15 MT	1207.88 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations – Sludge recovery plant	4197.8 MT	1113 MT
Total	4197.8 MT	1113 MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	63.4MT	15.47 MT
(ii) Landfilling	-	-
Registered recycler	143.47 MT	64.26 MT
Bio-remediation & oil recovery	4203.99 MT	9970 MT
(iii) Other disposal operations	Leftover aqueous drilling fluid as dead volumes in tanks and cuttings generated are disposed of in wellsite effluent pits following all regulatory norms and guidelines of the pollution control board. Effluent pit water is treated by ETP Plant and reused in the wellsite leaving behind only non-hazardous dry cuttings (reported quantity).	Leftover aqueous drilling fluid as dead volumes in tanks and cuttings generated are disposed of in wellsite effluent pits following all regulatory norms and guidelines of the pollution control board. Effluent pit water is treated by ETP Plant and reused in the wellsite leaving behind only non-hazardous dry cuttings (reported quantity).
Total	4410.86 MT	11076.84 MT

*Conversion factor 1KL= 0.96 MT is used.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

Oil India Limited has a comprehensive waste management system in place to ensure that all waste generated by its operations is disposed of in an environmentally sound manner. The following approach is adopted for management of Hazardous and non-hazardous waste:

A. HAZARDOUS WASTE

1. **OILY SLUDGE:** Oily Sludge from storage tank bottom generated at various installations at FHQ, Duliajan are collected, transferred and processed at OIL's Sludge Processing Plant. The Crude Oil recovered from the process is pumped to nearest Oil Collecting station as Recovered Crude Oil. Post recovery, the remaining sludge is Bioremediated via contracts with registered and reputed organisations. Additionally, In-situ and Ex-situ Bioremediation are carried out at affected sites for handling the emergency situations (if any), because of spillage of oil on land and water bodies.
2. **SPENT OIL:** Used lubricant oil generated at various installations are collected and disposed to registered recycler for recycling/co-processing.

B. NON - HAZARDOUS WASTE

1. **FORMATION WATER:** In our pursuit of Zero Liquid Discharge (ZLD) in our operations, we have installed and commissioned the Produced Water Re-Injection (PWRI) facilities in a project mode with strategic capital investments. Over recent few years, we have proactively installed new high-capacity centralized ETPs, including modular ones for remote locations. These ETPs are equipped with advanced technologies, effectively treating produced water to meet acceptable standards for underground disposal in designated water disposal wells. Our treatment process adheres strictly to the stringent quality standards outlined by the Minimum National Standards (MINAS), ensuring that the treated effluent remains well within permissible limits. This approach safeguards the environment and minimizes our ecological footprint, contributing to responsible water management and conservation efforts.

To further enhance responsible water management, OIL has established a desalination pilot plant in STF-Madhuban. This plant treats highly saline (Total Dissolved Solid) water, making it suitable for reuse in our operations. This initiative aligns with our zero liquid discharge philosophy, and we plan to upscale the unit and replicate the same in other locations to optimize water usage and reduce environmental footprint. Our commitment to sustainable water management and actions towards ZLD exemplifies our dedication to environmental stewardship and resource conservation.

2. **DRILLING/WORKOVER FLUID:** Drilling/workover fluid is a waste material that is generated from the drilling and workover of oil wells. It is a mixture of water, oil, and chemicals that is used to lubricate and cool the drill bit. OIL recycles a major portion of the drilling/workover fluid that it generates. The leftover fluid is stored in HDPE lined pits after being processed through an effluent treatment plant.
3. **DRILL CUTTINGS:** Drill cuttings are a waste material that is generated from the drilling of oil wells. They are the solid materials that are removed from the wellbore during drilling. OIL washes drill cuttings and store them in HDPE-lined pits at drill sites. Additionally, under project Bhuvan Mitra- OIL has introduced a Vertical Cutting Dryer (VCD) system for the treatment of drill cuttings. This system utilizes centrifugal force to separate the drill cuttings from the drill fluid, eliminating the generation of wastewater and allowing for the recovery and recycling of the drill fluid back into the drilling operations.
4. **E-WASTE:** E-waste is a waste material that is generated from electronic and electrical equipment. It includes items such as computers, televisions, and cell phones. OIL disposes of e-waste through an approved recycler agency.
5. **BIO-MEDICAL WASTE:** Bio-medical waste is a waste material that is generated from healthcare facilities. It includes items such as needles, swabs, and bandages. OIL disposes of bio-medical waste through a double-chamber incinerator.
6. **OTHER SCRAP:** Other scrap is a waste material that is generated from a variety of sources. It includes items

such as metal, plastic, and wood. OIL has signed a Memorandum of Understanding (MOU) with M/s MSTC for the disposal of its scrap.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

As per the provision of Environment Impact Assessment, 2006, OIL takes Environmental Clearance (EC) before stating any E&P operations. Accordingly, as per the requirement under Forest Act/Wildlife Act/CRZ Regulation etc. additional clearances in conjunction with EC are also obtained by OIL. During the financial year following Environmental Clearances were granted by MoEF&CC to OIL:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Assam	Onshore Oil & Gas development drilling and production (16 exploratory and 73 developmental drilling wells) in Dibrugarh, Sibsagar and Charaideo Districts under Moran, Moran Extension, Dholiya and some portion of Dumduma (Block A) PMLs	Yes
2	Assam	Onshore exploratory and Development drilling wells and production in Dibrugarh & Sibsagar districts under Dibrugarh, Dibrugarh Extn., Hugrija, Naharkatiya, Sapkaint, Dumduma, Dholiya and Moran, Moran Extn., Borhat PMLs.	Yes

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Onshore Oil & Gas Exploration, Development Drilling and Production of hydrocarbons in AA/ONDSF/TULAMARA/2018 DSF Block in South Tripura and Gomati Districts of Tripura	S.O.1533 dated 14 September 2006	Oct 2022	Yes	No*	NA
OALP Blocks : RJ-ONHP-2019/2 (Jamba 1520.08 Sq.km.) and RJ-ONHP-2019/3 (Nagrassar 1819.48 Sq.km.) in Rajasthan	S.O.1533 dated 14 September 2006	May 2022	Yes	No*	NA

*EIA study was carried out in FY 2022-23, however, the report is under finalization and will be submitted to the respective State Pollution Control board shortly.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Details of fines / penalties / action	Corrective action taken, if any
1	Environment (Protection), Act, 1986	Nil	The Company has no cases of Non-compliance and hence is not applicable.		
2	Water (Prevention and Control of Pollution) Act, 1981 and Air (Prevention and Control of Pollution), Act, 1981	Nil	The Company has no cases of Non-compliance and hence is not applicable.		

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format

Parameter	Units	FY2022-23	FY2021-22
From renewable sources			
Total Electricity Consumption (A)	GJ	0	0
Total Fuel Consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	2,128	1,609
Solar	GJ	2,128	1,609
Total energy consumption from renewable sources (A+B+C)	GJ	2,128	1,609
From non-renewable sources			
Total Electricity Consumption (D)	GJ	81,555	66,244
Grid Electricity	GJ	81,555	66,244
Total Fuel Consumption (E)	GJ	5,711,589	32,903,886
Natural Gas	GJ	21,461,818	21,256,514
Diesel	GJ	1,066,592	657,292
Petrol	GJ	6,498	Not Reported
Natural gas Flaring	GJ	13,176,681	10,990,081
Energy consumption through other sources (F)	GJ	0	0
Total energy consumption (D+E+F)	GJ	35,793,144	32,970,130

2. Provide the following details related to water discharged:

Parameter	FY2022-23	FY2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	0	0

3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters)

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area - Rajasthan
- (ii) Nature of operations - Extraction of crude oil and production of natural gas
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY2022-23	FY2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	85008.6	10664.26
OIL House	8472	10284
Baghewala Area (for Drilling and Production activities) from IGNP	276.6	380.26
(iv) Seawater / desalinated water	0	0
(v) Others (Municipal Water)	0	0
Total volume of water withdrawal (in KL)	85008.6	10664.26
Total volume of water consumption	85008.6	10664.26
Water intensity per rupee of turnover (Water consumed / turnover)	Site-level turnover is not being tracked.	
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY2022-23	FY2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	0	0
- No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	0	0

4. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Scope 3 Emissions (Vehicles – Owned and Hired)	Metric tonnes of CO2 equivalent	18,962	-
Turnover	INR crore	24,758	16,428
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ INR crore	0.77	-

5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Oil India Limited has taken a number of steps to minimize the environmental impacts of its operations on biodiversity. These include conducting an Environmental Impact Assessment (EIA) study to identify potential impacts and develop mitigation measures. OIL has also developed an Environment Management Plan (EMP) that outlines the specific measures that will be taken to minimize impacts. Additionally, OIL adheres to all the conditions stipulated under Environmental Clearance. As a result of these efforts, OIL's operations have a minimal impact on biodiversity.

OIL is committed to minimizing the environmental impacts of its operations and to continuously improving its environmental performance.

6. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

- Under the project Bhuvan Mitra, Oil India Limited (OIL) has taken a pioneering step towards waste management and reduction through the installation of a drilling cutting treatment unit. This innovative initiative aims to address the challenges associated with the generation and disposal of drilling waste, while demonstrating a proactive approach to environmental protection. One of the primary problems faced was the generation of a significant amount of wastewater and the wastage of drilling fluid, which posed handling and disposal issues. Additionally, the requirement of land for waste collection pits further compounded the challenges. To mitigate these issues, OIL has introduced a Vertical Cutting Dryer (VCD) system for the treatment of drill



cuttings. This system utilizes centrifugal force to separate the drill cuttings from the drill fluid, eliminating the generation of wastewater and allowing for the recovery and recycling of the drill fluid back into the drilling operations.

- b. Oil India Limited has introduced a set up a treatment plant to recover valuable hydrocarbon from oily waste such as tank bottom sludge and spilled crude oil. This initiative eliminates the need to dispose of oily waste in landfills or incinerators, which can be harmful to the environment. The overall recovery from the plant is 40% to 45%, and in 2022, the plant recovered 1400 KL of crude oil. This represents a significant reduction in the environmental impact of oily waste, and it also provides a valuable source of revenue for the plant.
- c. In our pursuit of Zero Liquid Discharge (ZLD) in our operations, we have installed and commissioned the Produced Water Re-Injection (PWRI) facilities in a project mode with strategic capital investments. Over recent few years, we have proactively installed new high-capacity centralized ETPs, including modular ones for remote locations. These ETPs are equipped with advanced technologies, effectively treating produced water to meet acceptable standards for underground disposal in designated water disposal wells. Our treatment process adheres strictly to the stringent quality standards outlined by the Minimum National Standards (MINAS), ensuring that the treated effluent remains well within permissible limits. This approach safeguards the environment and minimizes our ecological footprint, contributing to responsible water management and conservation efforts. To further enhance responsible water management, OIL has established a desalination pilot plant in STF-Madhuban. This plant treats highly saline (Total Dissolved Solid) water, making it suitable for reuse in our operations. This initiative aligns with our zero liquid discharge philosophy, and we plan to upscale the unit and replicate the same in other locations to optimize water usage and reduce environmental footprint. Our commitment to sustainable water management and actions towards ZLD exemplifies our dedication to environmental stewardship and resource conservation.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.

OIL is associated with top 5 major trade and industry association in India.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)	Remarks (if any)
1	Confederation on Indian Industries (CII)	National	
2	Federation of Indian Chambers of Commerce (FICCI)	National	
3	Federation of Indian Petroleum Industry (FIPI)	National	
4	All India Organization of Employers, an allied body of FICCI	National	
5	Standing Conference of Public Enterprises (SCOPE)	National	

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

OIL has implemented its CSR initiatives through identified implementing agencies fulfilling criteria as prescribed under the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021. The main objective of OIL's CSR Policy is to provide a robust framework for carrying out the CSR initiatives in alignment with Schedule VII of Companies Act, 2013.

In FY 2022-23, OIL had engaged an external specialized agency M/s Environmental Technical Services Pvt. Ltd. (ETS) to carry out "Evaluation and Impact assessment of OIL CSR projects from FY 2017-18 to FY 2021-22". The said evaluation and impact assessment was carried out on the SROI framework (Social Return on Investment). Social Return on Investment (SROI) has been considered as one of the critical tools to assess the impact of social projects.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

There is no such project where R&R is applicable.

3. Describe the mechanisms to receive and redress grievances of the community.

Oil India Limited has a grievance redressal mechanism in place to address complaints from stakeholders in the community. Stakeholders can approach the nearest OIL installation to file a complaint, which will then be forwarded to the grievance cell for resolution. The grievance cell will contact the complainant onsite and take necessary action to resolve the complaint to the satisfaction of the complainant. If the complainant is still dissatisfied, the grievance cell may seek the help of the District Administration or a third party to reach a mutually beneficial solution.

In some cases, stakeholders may also approach other designated departments in the Company with their grievances. Depending on the nature of the grievance, the matter may be further taken up with OIL management for resolution.

The grievance redressal mechanism at OIL is designed to ensure that complaints from stakeholders are addressed promptly and effectively. The mechanism is also designed to be transparent and impartial, so that stakeholders can be confident that their complaints will be heard and taken seriously.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY2022-23	FY2021-22
Directly sourced from MSMEs/ small producers	50.52% (1357.73 crore) * *Excluding Hi-tech Items	INR 299.26 crore
Sourced directly from within the district and neighboring districts	22.23% (1272.93 crore)	0.57%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

No negative impact was identified by OIL in the Social Impact Assessments (SIA) study carried out in FY 2022-23.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount Spent (in INR)
1	Assam	Dhubri & Goalpara	₹49,50,523
2	Arunachal Pradesh	Namsai	₹26,90,100

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes. OIL has adopted purchase preference policy as mandated under Public Procurement Policy for Schedules Caste, Scheduled Tribe and Women Entrepreneurs and incorporated suitable provisions in tenders to encourage/promote participation of such groups in public procurement.

(b) From which marginalized /vulnerable groups do you procure?

MSEs owned by SC/ST and Women Entrepreneurs as per Public Procurement Policy.

(c) What percentage of total procurement (by value) does it constitute?

- MSEs owned by SC-ST: 0.72% (19.265 crore) *
- MSEs owned by women: 1.42% (38.087 crore) *

* Excluding Hi-Tech items

4. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects			% of beneficiaries from vulnerable and marginalized groups
	OIL carries out its CSR initiatives in a wide range of areas specified under Schedule VII of the Companies Act, 2013. Our interventions are focused on several key thrust areas such as Healthcare, Education, Sustainable Livelihood, Skill Development, Capacity Building and Empowerment of Women, Drinking Water & Sanitation under Swachh Bharat Abhiyan, Promotion of Rural Sports, Environment Sustainability, Augmentation of Rural Infrastructure, Transformation of Aspirational districts, etc.	1	Healthcare	197379	All CSR projects are targeted towards socio-economic development of marginalized communities like SC/ ST communities, OBC communities, economically backward groups, and economically backward women.
		2	Education	7698	
		3	Skill Development	984	
		4	Sports	2692	
		5	Sustainable Livelihood	33006	
		6	Development of Social Assets	100	

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Oil India Limited has a built-in-mechanism for stakeholder's grievance redressal in its Crude Oil Sales Agreement and Gas Supply Agreement. OIL sells crude oil to refineries and natural gas to gas utility companies. OIL sells LPG both in packed and bulk to Indian Oil Corporation Limited. OIL collects feedback based on certain parameters related to qualitative and quantitative activities and based on that identifies the areas of improvement.

For example, OIL checks the quality of the crude oil daily at the point of sale. OIL also regularly checks the integrity of its pipeline through standard pipeline inspection methods, existing SCADA & LDS system. In case of natural gas, supply to consumers is being monitored daily basis and supply the committed quantity, quality as well as pressure of gas as per terms and conditions of agreement. Moreover, Joint reconciliation of gas with customers is being carried out every month and recorded. Any discrepancy/complaints/ suggestions if any, is also being discussed in the monthly meeting.

OIL is committed to providing its customers with a high-quality product and a reliable delivery service.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	Turnover with respect to:	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable	Not Applicable
Safe and responsible usage	Crude oil & gas are extracted and processed according to the safety norms of the Government	94%
Recycling and/or safe disposal	Not Applicable	Not Applicable

3. Number of consumer complaints in respect of the following:

	FY2022-23			FY2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Crude oil and natural gas pricing formula is approved by the Government of India and sales are made at an arm's length			Crude oil and natural gas pricing formula is approved by the Government of India and sales are made at an arm's length		
Other						

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Oil India Limited has an information security management system (ISMS) in place that is certified to the ISO 27001 standard. This means that OIL has implemented a set of controls that are designed to protect its information assets, including data privacy. The risk assessment exercise that is carried out as part of the ISO 27001 certification process helps to identify and assess the risks to data privacy. These risks can then be mitigated through the implementation of appropriate controls. OIL's Data Centre at Duliagan and DR Site at Noida are both ISO 27001:2013 certified. This means that these data centers have implemented the controls required by the ISO 27001 standard to protect data privacy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / service

Establishment of a Cybersecurity Operations Centre (CSOC) is underway. Another initiative is ongoing for engagement of a cybersecurity consultant to evaluate OIL's existing ICT and OT systems, identify and analyze cybersecurity risks, redesign systems for risk mitigation, develop policies and procedures, determine a dedicated organizational unit for cybersecurity, and create a comprehensive IT, OT, and cybersecurity governance structure for the Company.

Additionally, security controls pertaining to user access & identity management, network & data centre architecture were reviewed & improved based on recommendations of reputed international security agency.

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

OIL is primarily involved in business to business (B2B) operations & transactions. All the information regarding the Company's products could be accessed through the official website of Oil India Limited.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable. The major products of the Company are Crude Oil and Natural Gas which are sold to OMCs.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The product sale agreements of the Company have suitable provisions to address variance in product sale, if any. Moreover, Assets / Plants disseminate information within reasonable time frame in case of any disruption or discontinuation of the products and services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil.

b. Percentage of data breaches involving personally identifiable information of customer

Not Applicable





ऑयल इंडिया लिमिटेड
(भारत सरकार का उद्यम)
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