



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

DARPAN

2015-16 SUSTAINABILITY REPORT



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Chapter 1

Company Profile



**CRUDE OIL
TANK#14**

CAPACITY: 1225 KLS
LICENCE No. P-12(3)/200/AS1311

M/S OIL INDIA LTD.

PL/04/032

E/R(C) O.2 2

TESTED-31-12-2005

THICKNESS CHECKED

ON - 06-08-2015

DUE-06-08-2020

**SAFE FILLING HIEGHT
930 Cm**

About This Report

We at Oil India Limited (OIL) are proud to present you our fourth sustainability report for FY 2015-16. The report discloses our achievements, challenges and initiatives on economic, environmental and social growth. The troughs in global oil and gas prices in 2015 made it a challenging year for the industry. Despite this, we were able to balance the imperatives of growth.

The objective of this sustainability report is to provide our stakeholders with insight on how we conduct our activities by disclosing our management approach and the performance indicators on socio-economic and environmental aspects. This report meets the requirement of the GRI G4 guidelines 'In-accordance'- Core option and the Oil and Gas (O&G) sector supplement. The report covers sustainability performance from 1st April 2015 to 31st March 2016 of our Indian (Assam, Arunachal Pradesh, Rajasthan, Kakinada and Mizoram) and overseas operations. The limitations with respect to data coverage is highlighted in relevant section of the report.

Our focus has always been to improvise on our KPIs and streamline our organizational and operational processes to meet the global sustainability standards. With this, we are confident of overcoming all the impediments to emerge as a leading sustainability driven organization in India and globally.

If you have any queries and comments regarding this report, kindly contact:

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Message from OIL's Leadership





Chairman & Managing Director

I am delighted to present to you our fourth sustainability report for FY 2015-16. As the second largest National upstream Oil & Gas company in India, we are committed to contribute our share towards providing energy solutions to the nation. To fulfill this aspiration, every OIL Indian thrives to operate with a sense of utmost responsibility, learning from leading practices globally and staying connected with all our stakeholders.

G4-1

As an upstream E&P company, the nature of business we are in, remains to be unpredictable due to crude oil prices volatility. However, our response has always been positive towards tackling challenging situations.

We are aware of the socio-economic and environmental impacts of our activities and our environmental approach mainly focuses on conservation of energy in our operations apart from other initiatives. We have taken up renewable energy generation and efficiency improvement projects that have resulted in enhancement & overall sustainability of our operations along with cost savings.

We have presence in some of the remote areas of the country and our social initiatives focus in diverse areas of education, healthcare, skill & capacity building, livelihood generation, conservation of biodiversity, infrastructure development etc. We are committed towards inclusive growth, ensuring that while OIL progresses, the nearby communities also get benefited.

The theme of our sustainability report is 'Darpan'. In our view, sustainability is about balancing the triple bottom line by creating value and communicating our performance to all our stakeholders in an open and transparent manner. We make sincere efforts to achieve the same by upholding high standards of ethics. I am confident that by doing so, we will not only ensure sustainability of our business but a brighter and sustainable tomorrow.

Utpal Bora
Chairman & Managing Director



Board of Director's Message



Sustainability at Oil India Limited comprises of numerous steps that help redefine the future of our business and that of the nation. This has helped bridge gap between our environmental, social and economic performance.

Although the relationship between economic growth, human well-being and environment has a long and complex history, it has taken an exponential growth in recent decades. The inclination towards reporting environmental and social performance along with economic performance is rapidly taking pace among the organizations. As the world today faces many long term challenges like resource scarcity, rapid urbanization and climate change, it is crucial to effectively utilize the natural resources to ensure business sustainability and investment outcomes. To keep up with this pace, we have taken steps and have incorporated sustainability matrix along with traditional metrics, such as financial profitability and efficiency.

This report highlights our efforts to adopt new approach and demonstrate our ability to sustain for years to come. We strive to deliver sound financial performance each year, which will help in strengthening and materializing India's economic growth. Through our innovative work, we have built a culture of excellence that inspires our people, and ensures holistic progress for all our stakeholders.

Ms. Rupshikha Saikia Borah
Director (Finance)



Mankind is an amazing creation of the *Supernatural Power* which has bestowed us with *Mother Nature*, plentiful of resources, both living and non-living to relish our existence. Judicious use of these resources is imperative as gratuitous exploitation will lead to extinction and deprive the future generations to cherish the beauty of life.

India is a country, abundant with natural resources - flora & fauna and minerals as well. Although harnessing these resources is the crux to the economic and social development of the county, which is cruising at a brisk pace, it is equally imperative to preserve them and maintain an ecological balance for sustaining growth of the nation for ages to come.

Oil India Limited is involved in the strategic initiative of exploring and exploiting hydrocarbon resources to fuel the development and growth of the country. It has always been an endeavour of the company to carry out its activities in an environment friendly manner, true to our *vision of commitment to safety, health and environment*, thus trying to curb the ecological imbalance to the extent possible. Oil India Limited as an entity has also forayed into harnessing renewable energy by setting up Solar Power Plants and Wind Farms to fulfill the objective of caring for Mother Nature.

Oil India reaffirms its commitment to follow the path of growth with sustainability.

With the wish of making Sustainable Development the guiding light.....

Sudhakar Mahapatra
Director (Exploration & Development)



Sustainability involves balancing the triple bottom line which includes economic, environmental and social risks along with opportunities. Organizations with strong culture of sustainability can operate for long term and strive to support a healthy environment and improve lives of their own people and communities around them.

Human Resource Management is an integrated approach focusing on organization's faith to work with people. We work towards building positive employee-organization relationship through nurturing initiatives, innovations and aspirations with best practices & commitment and provide professional working environment. Employees are central to growth & success of any organization and we have always been proactive in taking up initiatives for continuous overall development of our employees. This year we implemented our initiative 'UDAAN' (Ushering Development and Achieving New Horizons), a growth and reorganization journey that outline and delineate the future prospects. Through UDAAN, we would like to identify growth plan for the company over next 15 years. This will commence by first defining overall growth aspiration, followed by identifying the initiatives to achieve these aspirations and implement these initiatives. We are also strengthening our CSR initiatives to develop local communities around our operational areas and thereby contributing in building the nation.

This report once again marks our perseverance to contribute to a secure and sustainable future and I would like to thank all our stakeholders for their support in making this a meaningful journey towards a promising tomorrow.

Biswajit Roy
Director (Human Resources & Business Development)



In today's world, sustainability has become a major driver in integrating company's operations with innovation and technology. Our core business comprises of exploration, production and transportation of hydrocarbon and we will continue to carry our business with technological excellence, process efficiency and in a responsible manner.

We believe innovation has been a driving force in bringing excellence to our operations and conducting our business sustainably. Our technological advancements in R&D has resulted in Improved Oil Recovery (IOR) and Enhanced Oil Recovery (EOR) and enhanced our production performance. We also collaborated with ISM Dhanbad to produce plant based natural surfactant for the use in EOR.

For over 30 years R&D has played a vital role in our operational improvement and we continue to promote such tradition. We are making progress in exploring shale gas and conducted evaluation for various shale samples in upper Assam and Rajasthan basin. In pursuit of moving towards an innovative future, we have helped in finding new ventures in alternative energy, especially focusing on renewable energy like solar and wind and commissioned 135.6 MW of renewable energy projects in different parts of the country.

Through our various environmental commitments and social stewardship programs, we wish to bring along the technological stewardship in our course of doing business. I invite your suggestions and feedback which will help us in making our journey meaningful.

Pramod Kumar Sharma
Director (Operations)



It is my pleasure to present my views in FY 2015-16 sustainability report. We at OIL, has served this country for more than five decades now and has overcome the difficult times with our optimistic approach. Today world is witnessing high turmoil in crude oil prices which are affecting the E&P companies across the globe. Being in the same sector this has affected our business and has added pressure on our bottom lines. In spite of this, we continue to operate responsibly in areas of our operation without affecting the community and environment.

We have responded the challenges in a constructive way and are trying to increase the production from our matured oil fields and check on our overhead expenses. With our focused efforts we are able to achieve balance between our fundamental business mission to explore and produce more and more quantity of oil and gas.

We initiated the project UDAAN to prepare for the uncertain times ahead. The project aims to reorganize our style of functioning to ensure all our productive assets and human resources perform optimally. Restructuring and organizational changes always bring challenges and requires patience and understanding from each employee. Despite all the obstacles we are already leaving our footprints on the path of success and want to congratulate for the accomplishment achieved so far.

We always believe in constructive feedback that help us focusing on key areas of concern.

J K Borgohain
Resident Chief Executive, Duliajan



A Snapshot of Sustainability Performance FY 2015-16

36,83,413 KL

Total Volume of
Water recycled
and reused

62,13,962 GJ

Total Energy
Conservation

135.6 MW

Total Renewable
Energy Generation



INR 922.1 million

CSR Expenditure

Over 2,00,000

Direct beneficiaries
from our CSR
activities

Zero

Areas impacted
from operations

Zero

Cases of
Anti-corruption





INR 1,11,407.7 million

Economic Value
Generated

INR 8,3728 million

Economic Value
Distributed



32.1812 million KL

Crude Oil
Estimated proved
Reserves

22,363 million Cubic Meter

Natural Gas proved
reserves



7,532

Total Number
of Permanent Employees

57,024

Total Training
Hours (Executives)

71,704

Total Training
Hours (Employees)

Our Key Initiatives



PROJECT UDAAN

Initiated in FY 2015-16, Udaan is our 15 year growth and reorganization initiative. This project has been undertaken to outline the future prospect by first defining the aspiration goals, followed by identifying the initiatives for each goal and finally implementing the initiatives. Under this we have defined six aspiration goals for sustainable and responsible growth of the company. Across the six strategic goals we have identified 30 initiatives and implementing these initiatives will need special focus on execution, building capabilities and organizational and operational change. So far we have launched 15 initiatives which have benefitted us in different ways.



Energy Meters

We are in the process of installing electronic energy meters as an energy conservation initiative. These meters measure, monitor and control the electrical energy consumed by the occupants at OIL Township in Duliajan. The phase wise implementation of the meters are monitored by Audit & Ethics department at Corporate level. Depending on the type of building, meters are set to permissible limits of electrical load and trips automatically if energy is consumed more than allotted amount.



Renewable Energy

In order to further strengthen our footprint in area of renewable energy we have established a new grid interactive solar photovoltaic power plant of 9MWp generation capacity at Raghwa, Rajasthan at a cost of INR 51.03 crore. It is built over an area of 22.5 hectares having 250 Wp solar photovoltaic modules.



Flare Reduction Initiative

We have commissioned 37 km natural gas pipeline from Baghjan to Madhuban. This has resulted in utilization of non-renewable natural resources to the tune of 32.80 MMSCM and helped in reducing the gas flared and related greenhouse gas emissions by feeding into gas distribution network.



Recycling of Drilling fluid:

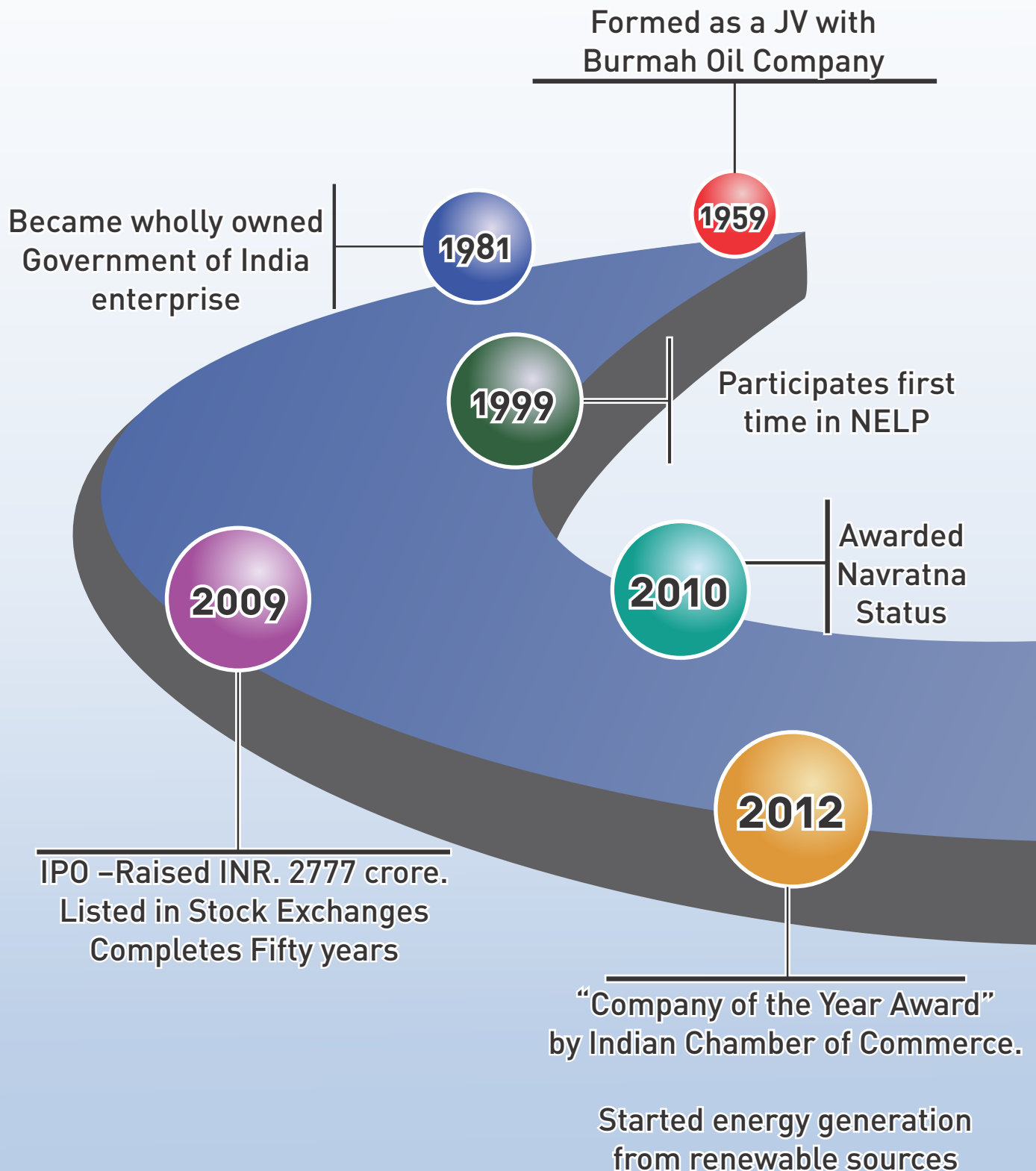
Our initiative to recycle drilling/ work over fluid by judicious use of bowzers has helped us to reduce the operational cost and the quantity of chemicals consumed. We have achieved a cost reduction of 20.75% in work over operations and 20% in drilling operations as compared to FY 2014-15.



Oily Sludge Recovery

We have installed an oily sludge treatment facility to address the issue of accumulating oil sludge from our various installations considering its health, safety & environmental impact. The facility has set up an oily sludge processing plant near Dikom Well for processing 5,000 cubic meters of oily sludge. Around 1,000 KL of oil was recovered by processing 5,000 KL of oily sludge, thereby reducing safety and pollution hazards that will lead to a cleaner and greener environment.

Our Milestones



and Track Record

Acquisition of participatory share in LLC
“TYNGD”, a company organized under
Russian Federation

'Baa2' Credit Rating
by Moody's and
BBB-by Fitch

Signing of MoU and agreements
with Rosneft for stakes
in oil assets in Russia

2013

2015

2016

2014

Acquisition in Rovuma Offshore Block in
Mozambique and License
61 Block in Russia.
Raised offshore FCB of
US\$ 1 billion











Company Profile

G4-5

OIL is a public sector oil and gas company under the Ministry of Petroleum and Natural Gas of the Government of India with field headquarter in Duliajan, Assam and corporate office in NOIDA, Uttar Pradesh. Our business includes exploration, development, production and transportation of the crude oil and natural gas from conventional fields in India and overseas along with production of LPG. The areas of operations are based on the relevance to the business and have proven production and accumulation of hydrocarbons.



Ownership and Legal Nature

-  OIL is the 2nd largest Public Sector E&P Company.
-  It became a public sector undertaking in 1981.
-  GOI owns 67.64% and Central Public Sector Enterprises (IOCL, BPCL & HPCL) own 8.9%.
-  2 Government nominees on the Board.
-  Status accords complete autonomy to the Company in its operations except.
-  M&A or equity investment in a single JV / Wholly owned subsidiary.
-  Domestic: Up to Rs.1,000 crore or 15% of net worth.
-  International: Up to Rs.3,000 crore or 25% of net worth.

The table below illustrates the list of key share holders.

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

Brands, Products and Services

01 EXPLORATION

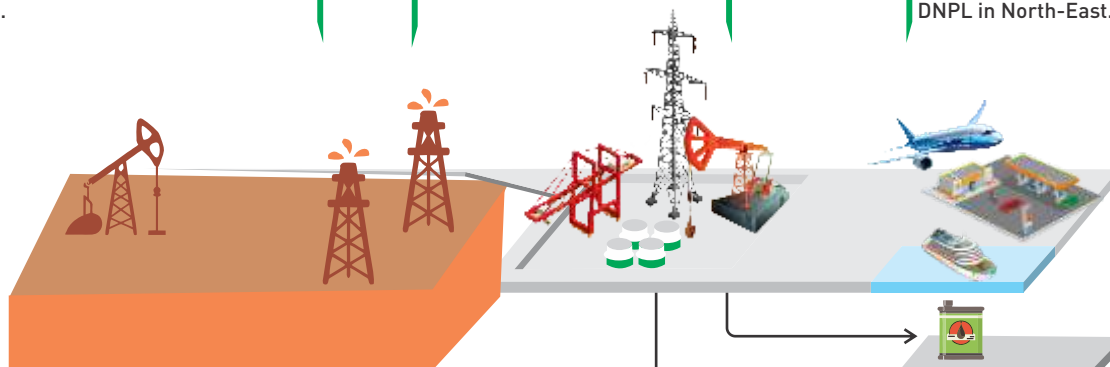
Domestic: 47 E&P blocks (including 1 CBM block)
International: Presence in US, Mozambique, Bangladesh, Gabon, Libya, Nigeria, Yemen, Venezuela, Russia and Myanmar.
Discoveries: 35 discoveries during last 4 years.

02 PRODUCTION

Crude oil: 41 installations, 1,602 km pipelines.
Natural gas: 29 installations, 730km pipelines.
 Advanced Recovery techniques to maximize production.

03 TRANSPORTATION

Crude Oil : 1,157 km pipeline; Over 44 mmbbls capacity
Multi-product : 660 km pipeline; 1.70 MMT capacity.
Overseas pipeline : 10% stake in 741 km pipeline (Sudan)
Natural Gas : 23% stake in 192km DNPL in North-East.



04 DOWNSTREAM

Refining and marketing petroleum products

- 26% equity stake in NRL
 - 5% equity stake in IOCL
- Gas cracker project**
- 10% equity stake in BCPL

05 NON CONVENTIONAL ENERGY

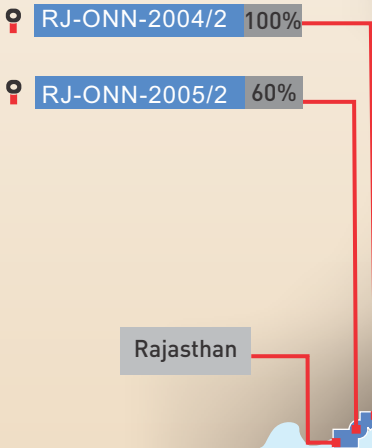
- **Wind Energy :** Capacity: 121.6 MW
- **Solar Power :** Capacity: 14 MW
- **Shale Oil / Gas:** 20% stake in Niobrara Liquid Shale asset, USA.

Domestic Assets

G4-6

G4-8

Blocks	Operated	Non Operated	Total	Area (SQKM)
NELP	10	7	17	33,370
Pre-NELPJV	-	2	2	121
PEL (Nom)	5	-	5	1,230
PML (Nom)	22	-	22	5,004
CBM	-	1	1	113
Total	37	10	47	39,838



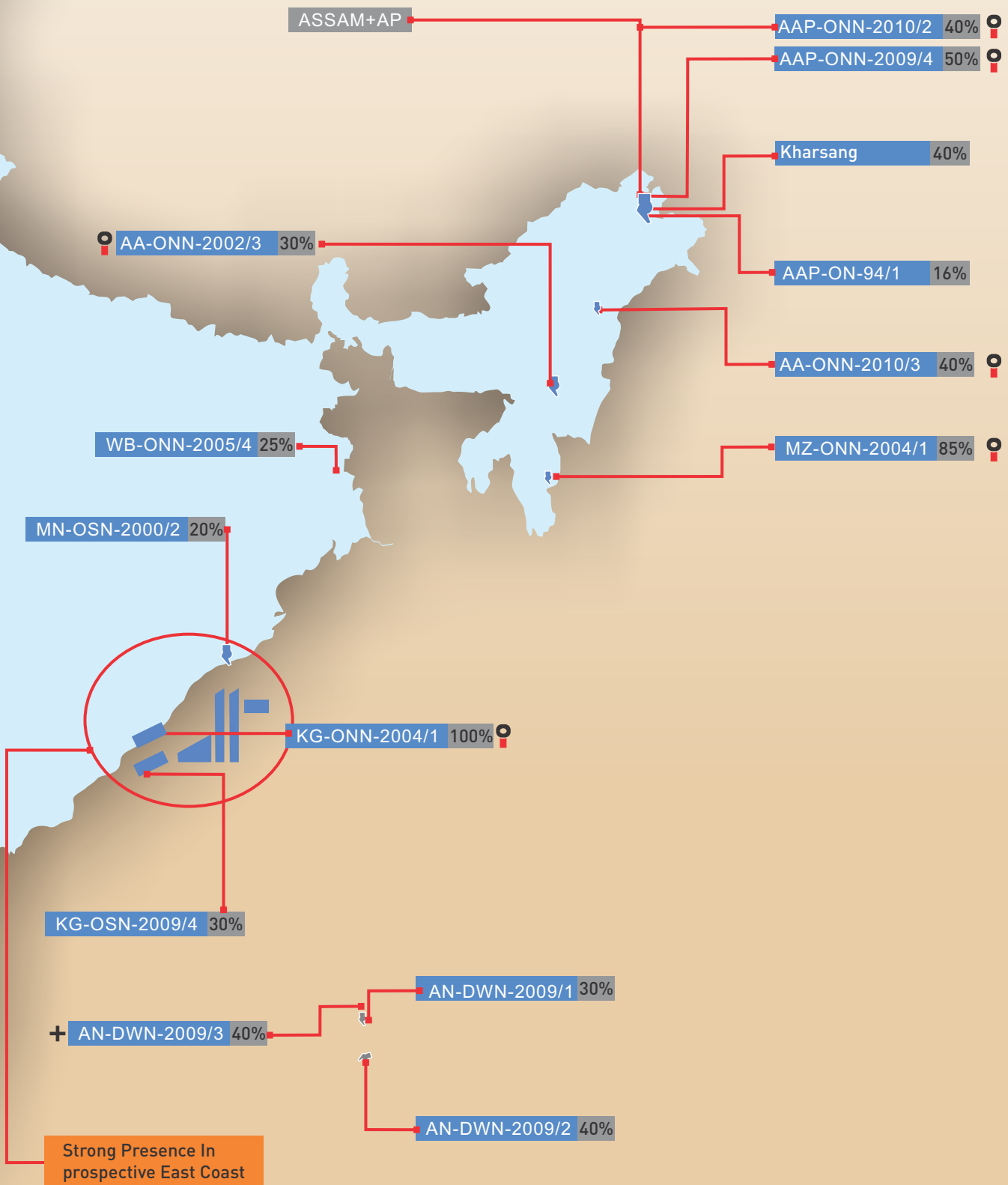
GK-OSN-2010/1 30%

MB-OSN-2010/2 50%

- NELP
- PML/PEL - Nomination
- JV
- Oil India as Operator
- Joint Operator

CY-OSN-2009/2 50%

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



International Asset Overview

US Colorado Julesburg Basin	20%	60 sq.km
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Nigeria OML 205	17.5% (Suntera)	1,295sq.km
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Venezuela Carabobo 1 North Carabobo 1 Central	3.5%	203sq.km 180sq.km
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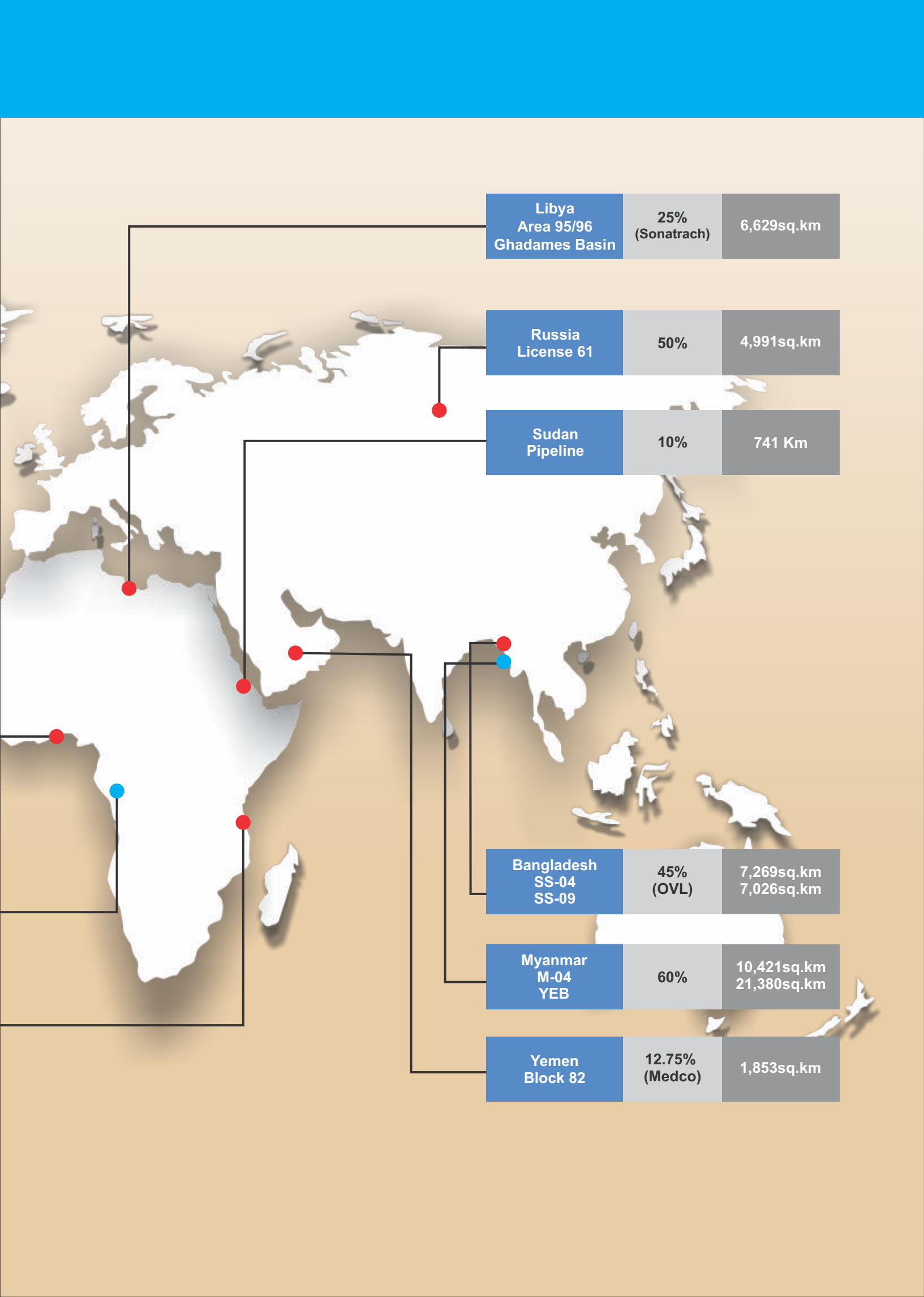
Gabon Shakti	50%	3,761sq.km
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Mozambique Rovuma Area-1	4% (Anadarko)	9,653sq.km
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Total No of Blocks: 13
Total Area: 74,721 sq.km

- Operator
- Non Operator
- Area(Sq.Km)
- OIL's Participating Interest (%)





Overseas Acquisitions

Subsidiary Name	Percentage Share	Incorporation Year
Oil India Sweden AB	100%	2009
Oil India Cyprus Ltd.	76% 24% - Oil India Sweden AB	2011
Oil India (USA)	100%	2012
Oil India International Ltd.	100%	2013
Oil India International BV	100%	2014
Oil India International Pte. Ltd.	100%	2016

Shareholding by OIL

Company Name	Percentage Share
Numaligarh Refinery Limited	26%
Brahmaputra Cracker and Polymer Limited (BCPL)	10%
Suntera Nigeria 205 Ltd.	25%
DNP Ltd.	23%
IndOil Netherlands BV	50%
Beas Rovuma Energy Mozambique Ltd. (BREML)	40%
World Ace Investments Ltd.	50%
Vankor India Pte. Ltd.	33.5%
Taas India Pte. Ltd.	33.5%



Focus points of Overseas Strategy and Acquisition

- Our overseas E & P portfolio comprises of 16 blocks and are spread over 10 countries covering Libya, Gabon, Nigeria, Yemen, Venezuela, USA, Mozambique, Myanmar, Bangladesh and Russia.
- We also have 10% PI in a product pipeline in Sudan.
- In Gabon, Block SHAKTHI, we have discovered the third well, Lassa-1, which produced oil with gas. This is the first discovery made by us in an overseas venture as an operator.
- We have completed the acquisition of 50% shareholding in WorldAce Investments Limited (WorldAce), a Cyprus based wholly owned subsidiary of PetroNeft Resources Limited (PTR)
- Acquisition of 4% stake in Natural Gas asset in Rovuma 1 Offshore Block in Mozambique
- Acquisition of 50% stake in producing property in License 1 Block in Russia
- International Credit Ratings: 'Baa2' by Moody's and BBB- by Fitch
- Operatorship in on-shore blocks
- Joint operator / active non-operator in off-shore blocks

Available resources for OIL

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

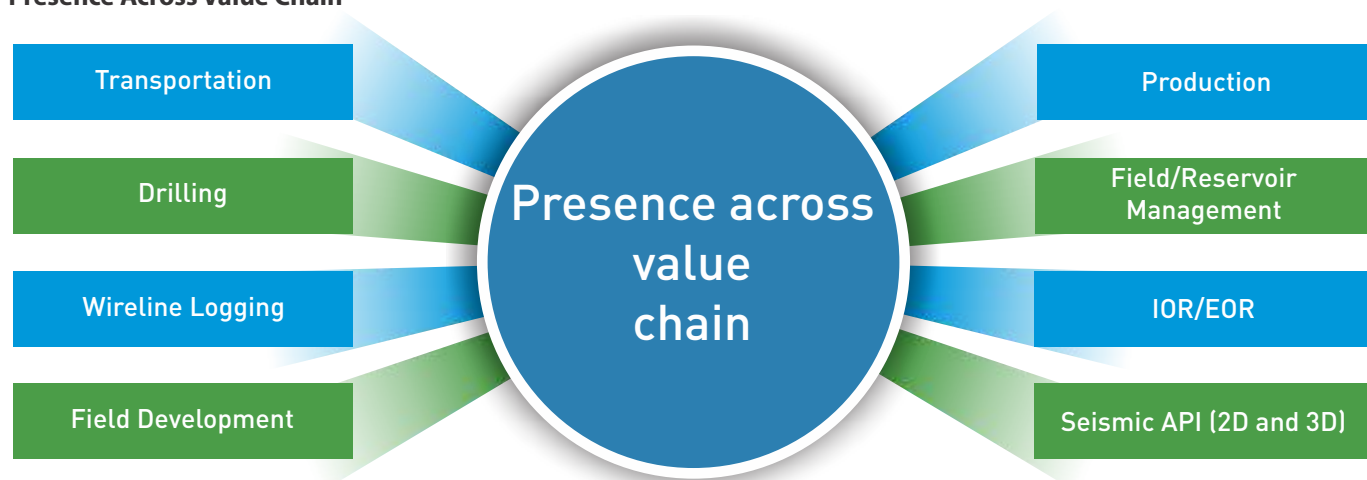
Infrastructure to support E&P activities

- One 2D and two 3D Seismic crew
- 10 Logging Units
- 19 Work-over Rigs
- 19 Drilling Rigs

Production and Storage activities

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

Presence Across Value Chain



G4-12

Downstream Operations

We intend to continue an active strategy of vertical integration into downstream sectors. Our aim is to achieve diversification of revenue sources and improving profitability by extending operations into higher-margin segments of the product value chain.



Corporate Governance

Corporate Governance is fundamental to our culture and openness. It is about our sound governance practices and is elemental in shaping our business strategy. Our relationship with all our stakeholders have crossed 57 years on 18th February 2016. Throughout this eventful journey, we have accomplished sound business practices and good corporate governance to create long term benefit to all our stakeholders. A key element of our governance approach is to regularly monitor and review our performance internally which has helped us to measure our performance and promote continuous improvement. To achieve sustainable growth, we have an organized governance structure which translates organization's strategic vision into enduring value for our employees and stakeholders. We comply with the various laws and regulations relevant in our areas of operation.



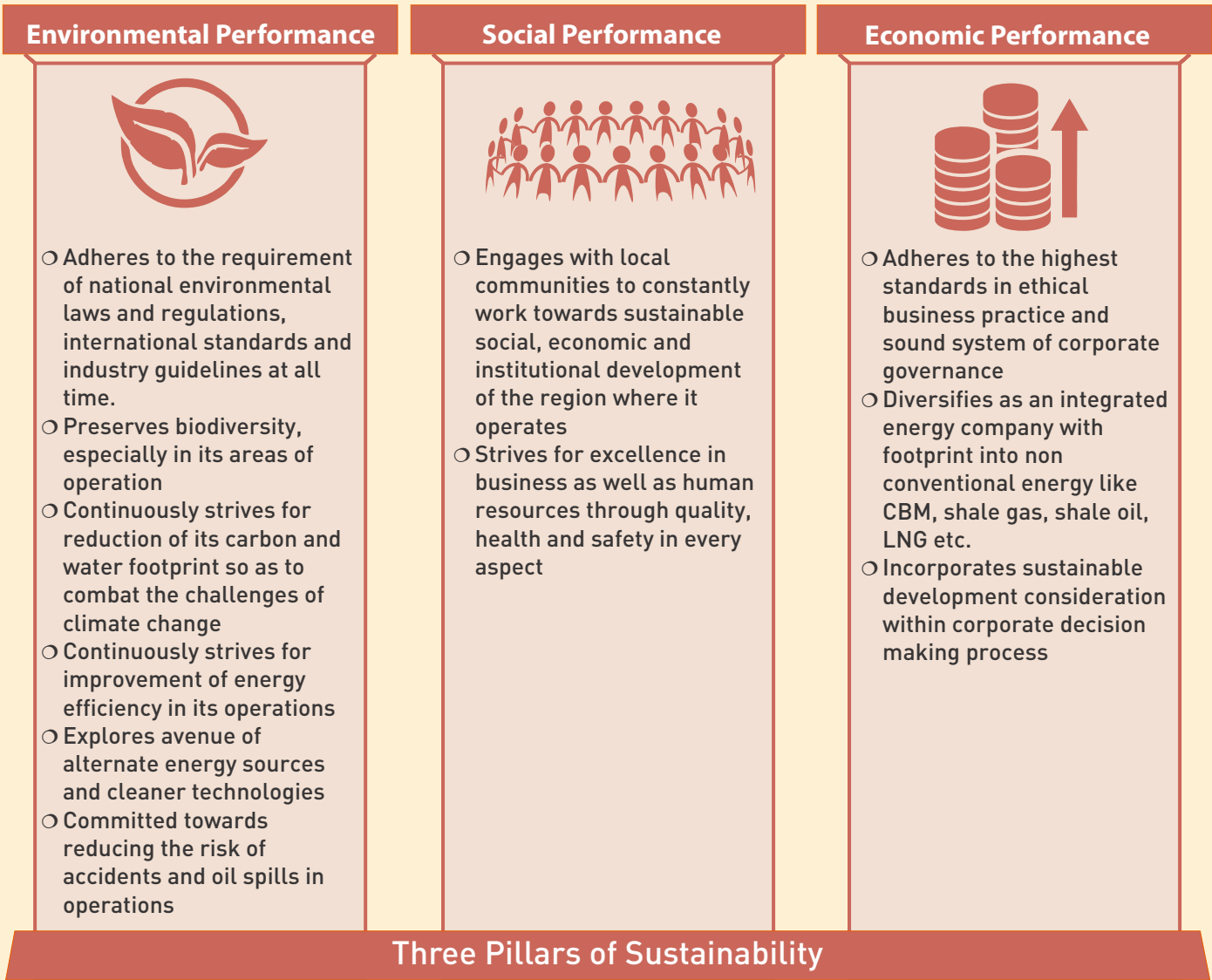
Oil India Limited's Vision

“The fastest growing energy company with a global presence providing value to the stakeholders”

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

Sustainable Development Policy of OIL

We aim to grow in a sustainable manner and are deeply committed towards inclusive growth of all our stakeholders. We have established structured approach and robust internal processes to enable continued improvement and leadership on key sustainability issues. The following guiding principles and focus areas help us to continuously promote and implement initiatives and project that brings sustainable development.





Our Philosophy

Corporate Governance for us is commitment to values and ethical conduct of business. This covers accountability, transparency, effectiveness and responsibility which is practiced between various stakeholders. We define our commitment to high ethical standards based on value and principle for our work at OIL. Transparency and Accountability are the two tower of strengths for us in driving our corporate governance.

Transparency provides us confidence in our accountability and conduct. Since transparency means defining our policies and actions to those to whom we are responsible.

Accountability supports transparency by which an individual or organization becomes obligated to account its activities, finance and other entrusted properties, so as to accept responsibilities for themselves and to disclose result in transparent manner.

Thus by maintaining our transparency and accountability, we are able to apply our company's excellent performance to increase our trust among all our stakeholders and increase company's value.

Structure of the Board of Directors

G4-34 The board of the company comprises of 5 Functional Executive Directors including the Chairman & Managing Director and 6 Non-Executive Directors (NEDs). Out of 6 NEDs, 5 are Independent Directors (IDs) and 1 as Government Nominee from Ministry of Petroleum & Natural Gas (Administrative Ministry). Our board of directors maintain a high sense of responsibility towards our shareholders, customers, employees, suppliers and the communities in which we operate. The Board mainly focuses on addressing the pressing and imminent concerns of the organization, develop the business strategies and seek opportunities to overcome the discussed concerns. They have considerable professional experience and expertise in areas like business, industry, finance, audit, law and public enterprise.

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

On the basis of Clause 49 of the Listing Agreement and Guidelines on Corporate Governance of CPSEs by Department of Public Enterprise, Government of India, we structure the Board of the Company. In accordance with the above, where the Chairman of the Board is an Executive Director, at least half of the Board should comprise of Independent Director. As on 31st March 2016, Board of OIL consists of 5 Functional Directors and 1 Nominee from Government of India.



During the year, the board met 10 times on May 29, 2015, June 30, 2015, August 12, 2015, August 26, 2015, September 25, 2015, November 09, 2015, December 22, 2015, January 12, 2016, February 2, 2016 and February 12, 2016.

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

The composition of board including Directors, Independent Director and Government Nominees till 31st March 2016 are as follows:

Name	Designation	Tenure	Share Held
Whole Time Director			
Upendra Prasad Singh (IAS)	Chairman & Managing Director	01.07.15 – until further orders	NIL
Ms. Rupshikha Saikia Borah	Director (Finance)	01.10.13 – 30.09.18	5000
Sudhakar Mahapatra	Director (E&D)	04.08.14 – 31.03.17	NIL
Biswajit Roy	Director (HR & BD)	08.05.15 – 07.05.20	NIL
Pramod Kumar Sharma	Director (Operations)	01.06.15 – 31.05.20	2250
Government Nominee Director			
Sunjay Sudhir	JS (IC), MOP&NG	07.01.16 – Present	NIL
Independent Director			
Anup Mukerji	Independent	16.09.12 – 02.09.15	NIL
Prof. Bhaskar Ramamurthi	Independent	16.09.12 – 02.09.15	NIL
Prof. Gautam Barua	Independent	16.09.12 – 02.09.15	NIL
Prof. Shekhar Chaudhuri	Independent	16.09.12 – 02.09.15	NIL
Suresh Chand Gupta	Independent	16.09.12 – 02.09.15	NIL

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

At their induction to OIL, we apprise them of our operation, performance, business etc. through detailed presentations. We keep our Board informed on a regular basis and thus our board is kept apprised with all the statutory provisions/ guidelines issued by the government bodies and departments. Our senior executives/ professionals/ consultants provide detailed information about risk assessment, business related risk etc. at board/ committee meetings. Board members are also nominated by the company for suitable programmes/ seminars from time to time. The evaluation of performance of EDs is carried out through a laid down procedure by DPE. However, in case of NEDs, appropriate guidelines/procedures are being prepared by DPE.

Our NEDs are eminent personalities having vast knowledge and experience in the field of business, education, commerce and administration.



Board Committees

The Board has constituted several subcommittees, such as the Audit Committee, Stakeholders Relationship Committee, Nomination & Remuneration Committee, Human Resource Management Committee, Business Development Committee, Health, Safety and Environment (HSE) Committee, Corporate Social Responsibility (CSR) and Sustainable Development (SD) Committee and Risk Management Committee (RMC). Majority of the members of the Committees are Executive Directors or Non- Executive Directors. Shri. S.R Krishnan, Company Secretary, acts as Secretary to all Committees of Board.

Audit Committee

The audit committee is formed of Independent Directors which is formed as per Company's Act, 2013, Clause 49 of the Listing Agreement and DPE guidelines on Corporate Governance.

Their roles and responsibilities are to review financial reports of the company, assess adequacy of internal control and risk management as well as regulatory compliance etc. Although the terms, roles and power of the audit committee are specified by Board which align with Company's Act 2013, Listing Agreement and DPE Guidelines. During the year the Audit Committee met 7 times on April 06, 2015, May 29, 2015, August 12, 2015, August 26, 2015, November 09, 2015, January 25, 2016 and February 12, 2016. The Director (Finance) and Director (Operations) are permanent invitees to Audit Committee meetings. Statutory auditors and internal auditors also attend the meeting to clarify the concerns and questions of the audit committee.

Stakeholders Relationship Committee (SRC)

We have formulated a Stakeholders Relationship Committee which looks after redressing the grievance of security holders of the Company inter-alia including transfer of security, non-receipt of balance sheet, non-receipt of dividend etc. The Committee also oversees and reviews performance of the Registrar and Share Transfer Agents and recommends measures for overall improvement in the quality of investor services. The committee also recommends measures of overall improvement in the quality of investor services and reviews performance of registrar and share transfer agents. The committee received 198 numbers of complaints during FY 2015-16 and all the complaints have been duly redressed by the company.

Nomination & Remuneration Committee

Perks and Allowances and Performance Related Payment (PRP) etc. which are payable to Board level and below Board level executives within the framework of DPE guidelines are decided and recommended by the Remuneration Committee.

The pay of the Directors are decided by the Government of India. The Perquisites/PRP being paid to the employees of the company are extendable to the Executive Directors as per DPE guidelines. Only sitting fees paid to Independent Directors which is decided by the Board within the limit set by the Government of India. The Government Nominated Directors do not receive any commercial benefits including sitting fees from the company. No stock options have been issued by us to the Directors/ Employees. There were two meetings of the Nomination & Remuneration Committee held on May 29, 2015 and January 25, 2016.

Human Resource Management (HRM) Committee

HRM committee is a blend of Directors and Independent Directors and considers all issues related to Human Resource Planning & Management, HR Policies & Initiatives and Promotions to level of E- 91. During the year, there was one meeting of Human Resource Management Committee on August 11, 2015.



Business Development Committee (BDC)

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

Health, Safety & Environment (HSE) Committee

HSE is on our priority since we understand that keeping our people and environment safe will ensure long-term viability of our operations and sustainability. HSE Committee is constituted to assist the Board for evolving, monitoring and reviewing appropriate systems to deal with HSE issues and ensuring compliance to statutory provision.

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

CSR and SD Committee comprises of 5 Directors, 3 Independent Directors and 1 Government Nominee Director. The Chairman of the committee is an Independent Director. This committee functions as a built-in, through self-regulatory mechanism through which they review and monitors company's CSR and sustainability practices and ensures its active compliance with the spirit of law and ethical standards. In the year FY 2015-16 the committee met once on May 29, 2015.

The terms of reference of the CSR Committee includes:

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

Risk Management Committee

The Board is primarily responsible for the risk management of the company as per the Company's Act, 2013, Revised Clause 49 of the Listing Agreement and Section 134 & 177. Risk Management Committee is being formed to assist the Board and has the following responsibilities which should be conducted in coordination with the Board and other Board committee.

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





G4-56

G4-57

Code of Conduct for Members of the Board and Senior Management & Code on Insider Trading

Our commitment to high ethical standards, corporate responsibility and professional integrity is reflected in our Code of Conduct. All our Board Members and senior management personnel of the Company abide by OIL's 'Code of Conduct'. A copy of code of conduct has been placed on company's website 'www.oil-india.com'.

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



Disclosures

Related Party Transactions

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

Compliances

We obey and respect all applicable laws and regulations and are compliant with such rules and regulations of regulatory authorities on capital market. No penalty or strictures have been imposed on the Company by any Statutory Authorities on any matter related to Capital Market during the last three years. All returns/reports were filed within stipulated time with stock exchange(s)/other authorities.

Whistle Blower Policy

We also have Whistle blower policy which is further supplemented with an appropriate mechanism to report any concern pertaining to non-adherence to the said Code. The policy does not deny any personnel to access the audit committee. We endeavour to work against corruption and thus the company has put in place the system to avoid and minimize such unethical practices. The policy provides all the employees to report 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. If desired, anonymity is maintained for such reports.

Memberships of Associations

We are members of the following Associations

Name of the Organization	Abbreviation
All India Organization of Employee	AIOE
All India Management Association	AIMA
Petroleum Federation of India	PETROFED
Standing Conference of Public Enterprises	SCOPE
Federation of Indian Chamber of Commerce and Industry	FICCI
Petroleum Sports Promotion Board	PSPB
Confederation of Indian Industry	CII
The Associated Chambers of Commerce & Industry of India	ASSOCHAM





Stakeholder Engagement and Materiality Analysis

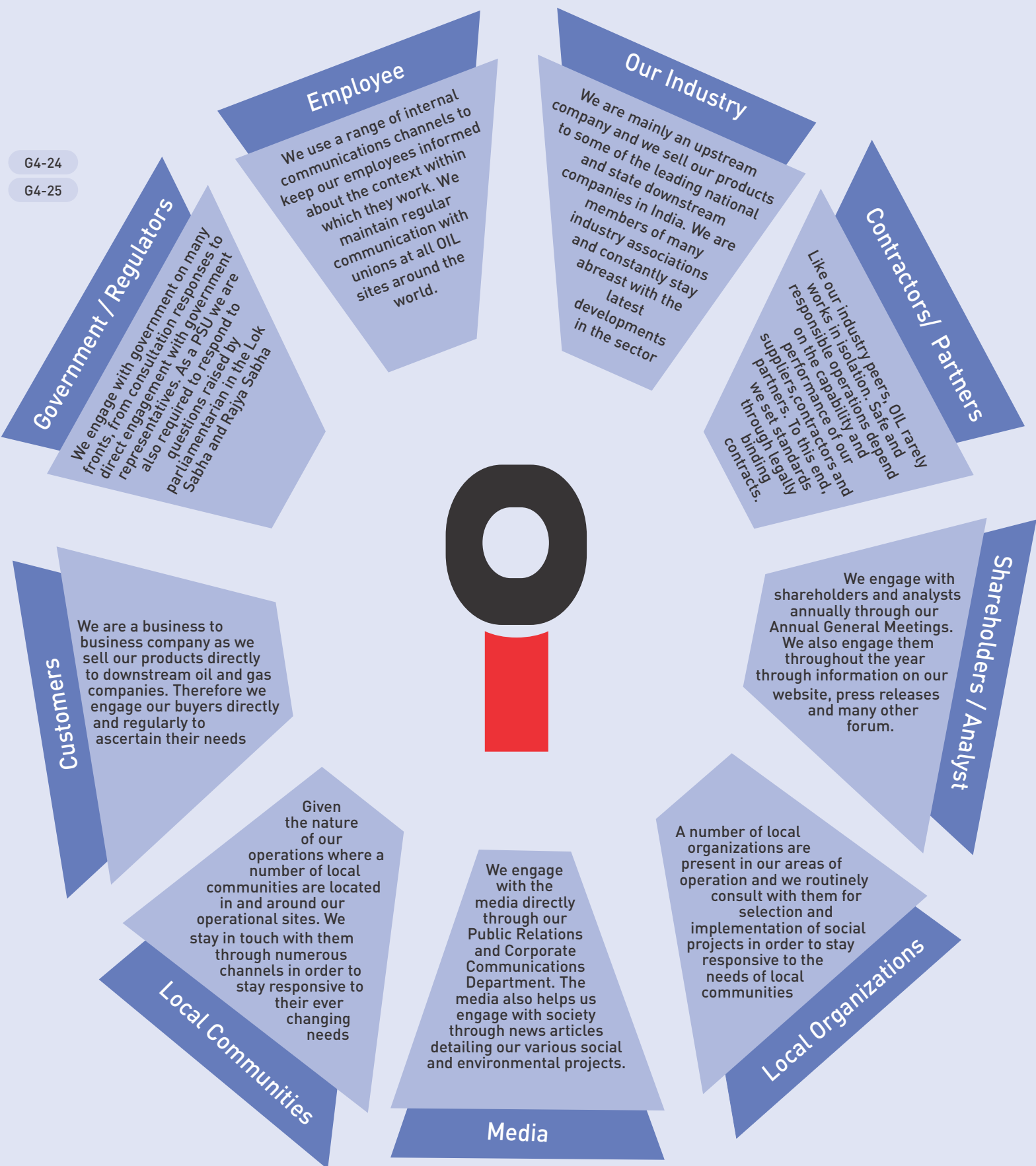
We regard that all the stakeholders are important for our continued business growth. We engage with our stakeholders regularly and have a constructive dialogue with them. The input and feedback we receive from all our stakeholder groups throughout the year has helped us make informed changes in our approach to reporting.

During the stakeholder interactions, we communicate our efforts, endeavors and targets, and seek their suggestions. However, this year we have not conducted a separate stakeholder consultation process. The management consider that responses from the consultation exercise which included members from the local communities, OIL's senior management, officers and workforce received during FY 2013-14 would still remain relevant for this reporting year as well.

The primary audience for this report are employees, shareholders and analysts, governments and regulators, business partners, local organizations, the local communities and industry associations. However, we would encourage all the stakeholders to peruse this report and provide their valuable feedback in our effort to improve our performance furthermore in the coming years.



Below is a snapshot of our engagement with different stakeholders during the reporting period.



G4-24

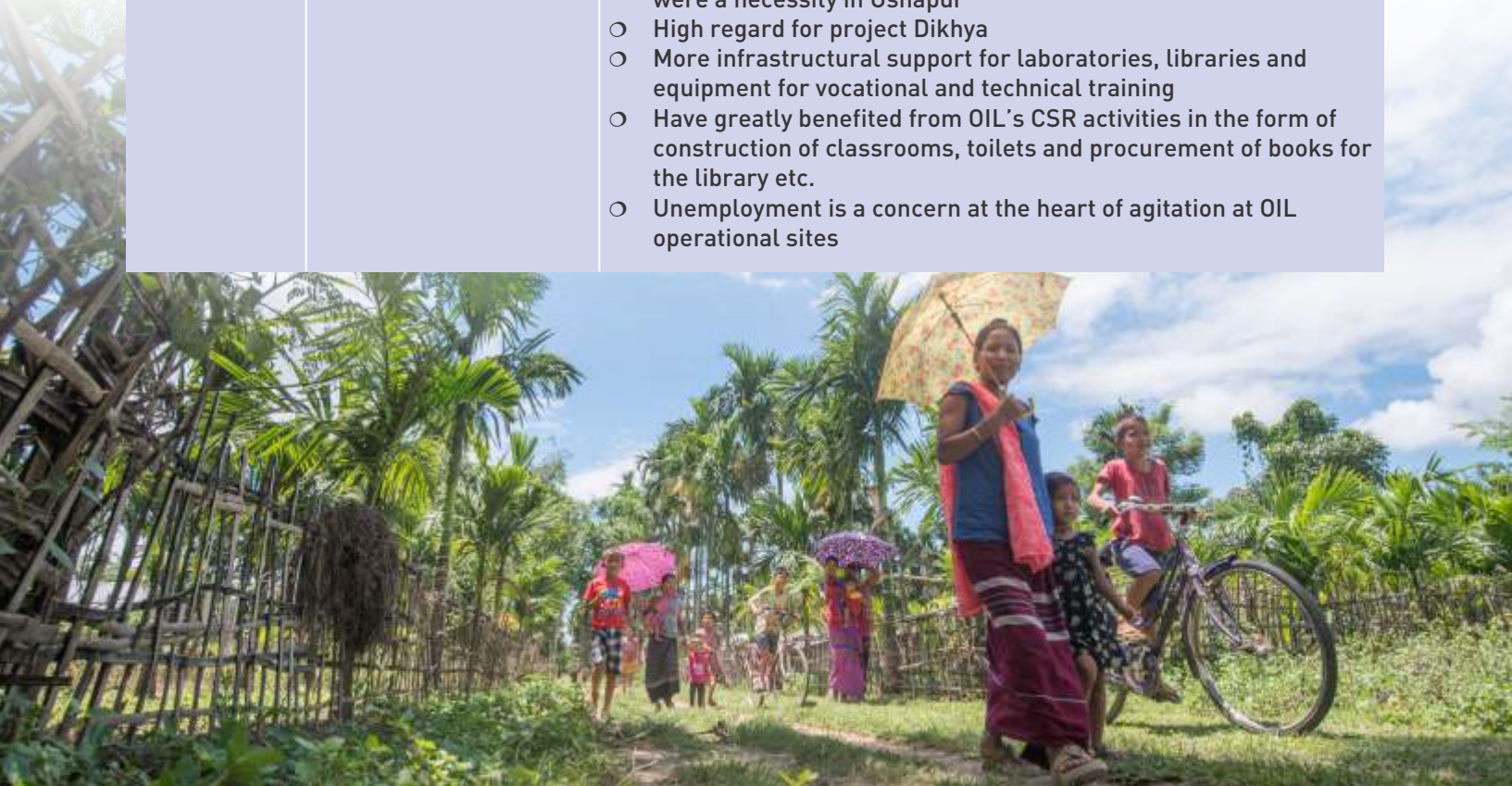
G4-25

Stakeholder Engagement Framework

Stakeholder Group	Mode of Engagement	Key Concerns
Executives	Interview Meeting and Discussion	<ul style="list-style-type: none"> ○ Human resource activities should be leadership centric where 70% of the employees are field workers. ○ There is absence of kinship between employees. ○ Class conflict is prevalent. ○ Many training sessions and workshops have been organized for the entire gamut of the employee hierarchy and the attendance has improved significantly. ○ Concern about data collection techniques ○ Installation and rectification of energy and water meters ○ Suggest to Identify core external stakeholder groups and target implementation of CSR work towards them ○ Misuse of resources is common at operational sites and residential colonies as well ○ Chemicals and Gas leakages are a potential hazard and should be well taken care of ○ OIL should create a separate department that only looks after Sustainable Development projects ○ Requirement of more manpower ○ An integrated approach to measure and collect data is required. ○ Suggest to L&D to arrange training programmes for the same
Employees	Meeting and Discussion	<ul style="list-style-type: none"> ○ OIL’s social contribution has been effective but has not been as highly regarded as it should be ○ There is a huge communication gap with local communities that has to be bridged ○ Due to this locations near the operational areas are highly effected and many times, these issues are overlooked ○ Deforestation has been an major issue for a long time ○ Unemployment in the region is the major cause of the frequent strikes. Socio-economic gap creates the tension between the Company and the community ○ Safety measures and Compensation schemes need to improve
Communities	Interview	<ul style="list-style-type: none"> ○ Have benefited a lot from OIL. Construction of roads and schools were a necessity in Ushapur ○ High regard for project Dikhya ○ More infrastructural support for laboratories, libraries and equipment for vocational and technical training ○ Have greatly benefited from OIL’s CSR activities in the form of construction of classrooms, toilets and procurement of books for the library etc. ○ Unemployment is a concern at the heart of agitation at OIL operational sites

G4-26

G4-27

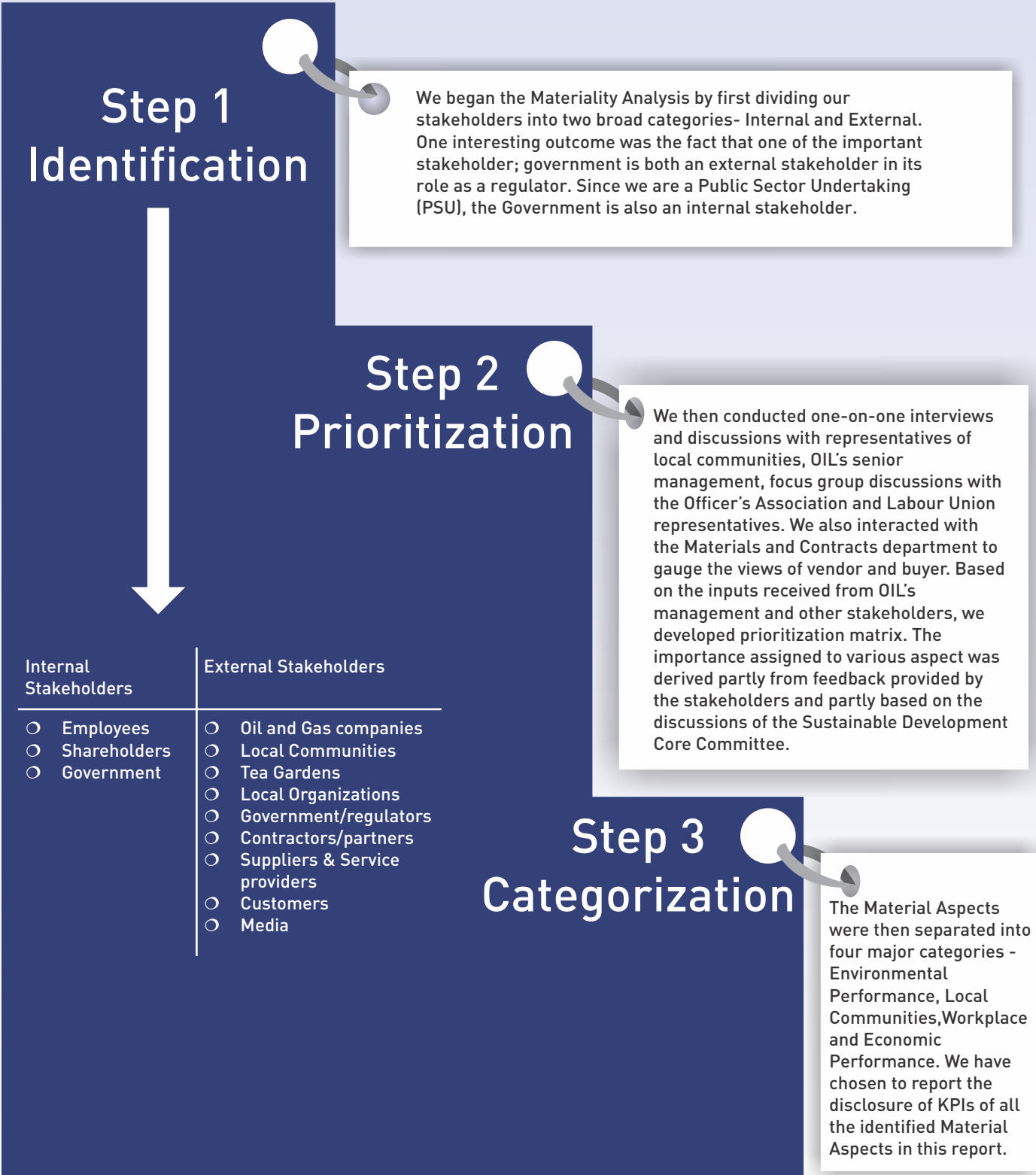


Materiality Analysis

Material issues are those that have the greatest potential to impact our responsible business strategy and are the most relevant to our stakeholders. Understanding and prioritizing these issues has always helped us to carry out systematic review of current and future business risks and opportunities based on the feedback from engaging internal and external stakeholders to strengthen our strategy.

The Materiality Analysis was carried out as per the framework laid out by the GRI G4 guidelines and issues defined as material in this report are specific to our operations. We will continue to use this framework for all the future reporting ventures.

Materiality Determination Process

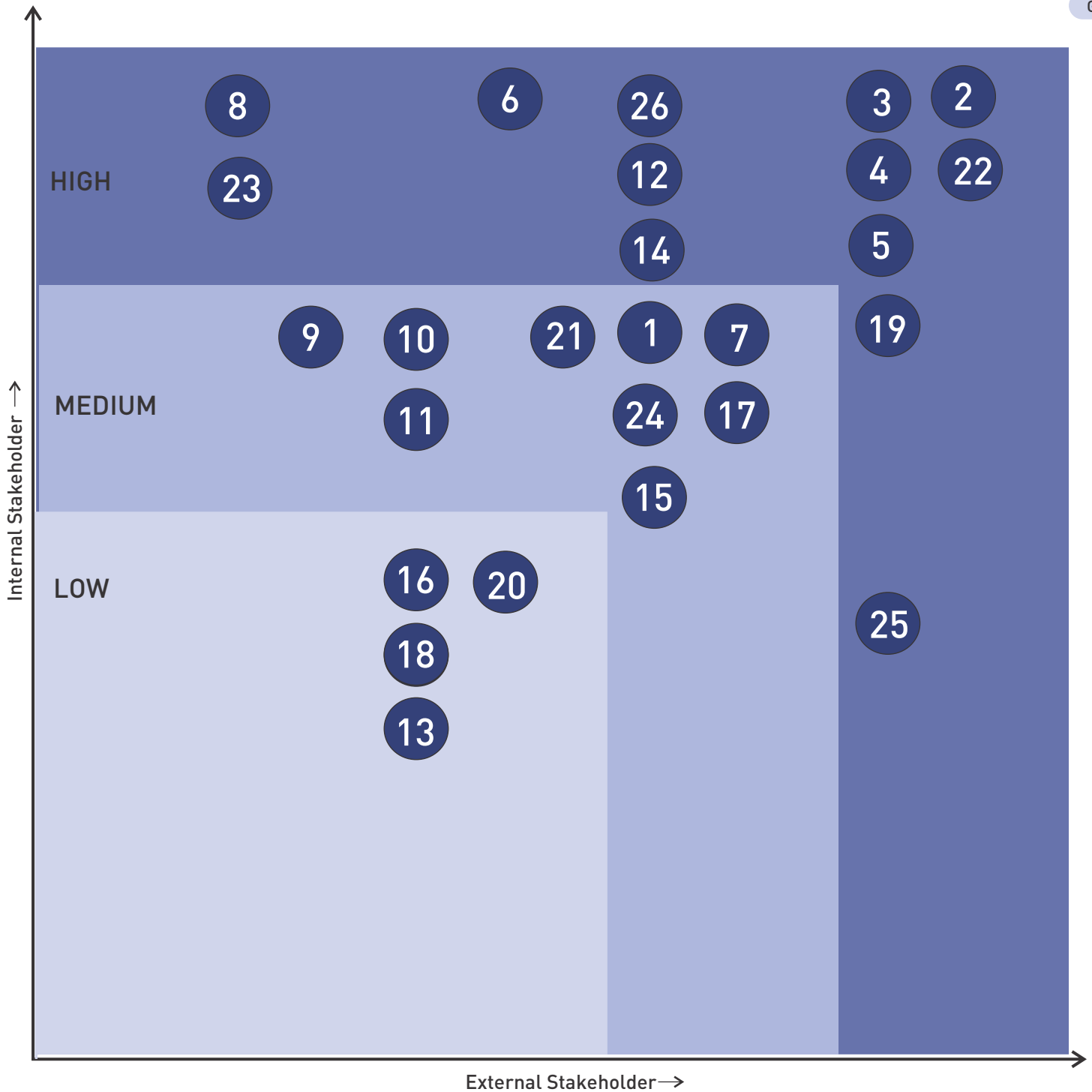


Materiality Matrix

G4-19

G4-20

G4-21



Material Issues

1. Energy 2. Water 3. Biodiversity 4. Emission 5. Effluents / Waste 6. Environmental Grievance Mechanisms 7. Compliance 8. Fossil Fuel Substitution 9. Employment 10. OHS 11. Training and Education 12. Diversity and Equal Opportunity 13. Equal Remuneration 14. Labour Grievance Mechanisms 15. Freedom of Association and Collective Bargaining 16. Child Labour 17. Indigenous Rights 18. Forced or Compulsory Labour 19. Local Communities 20. Anti Corruption 21. Grievance Mechanisms 22. Emergency Preparedness 23. Economic Performance 24. Market Presence 25. Indirect Economic Impact 26. Reserves







Economic Performance

EC DMA

We believe that a responsible company has a duty to drive economic growth in its areas of operations. It is imperative for the company to maintain a healthy rate of increment in its productivity and profitability year on year. In view to this, we have made continued efforts to sustain the economic productivity throughout our operations.

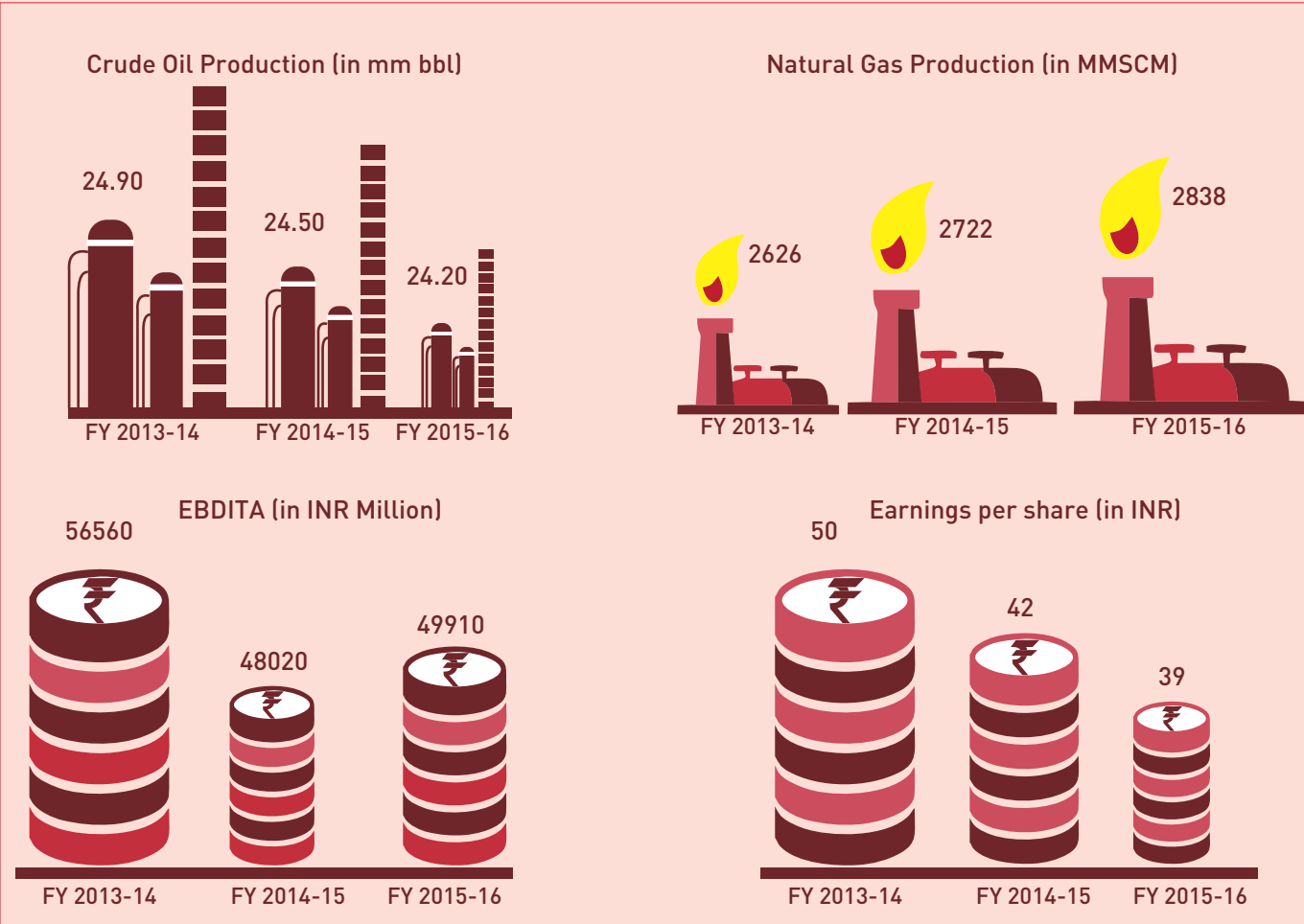


Economic Performance

G4-EC1

G4-9

The financial decisions of India's flagship oil & gas exploration and production company remains guided broadly by the government's policies and regulations. During the year, we have earned total revenue of INR 1,11,407.7 million against INR 1,10,198.6 million in FY 2014-15 and thus experienced an overall increase of 1.10% in the total revenue. The Crude Oil production was 3.247 MMT against production of 3.440 MMT in FY 2014-15. The Profit before Tax (PBT) earned in the reporting year was INR 3,46,34.4 million against PBT of INR 3,72,87.0 million in the FY 2014-15. After deduction of the taxes, Profit after Tax (PAT) was INR 2,33,01.1 million in FY 2015-16 against PAT of INR 2,51,02.0 million in FY 2014-15, showing a decrease of INR 1,800.9 million over the previous year. The profitability of the company was affected mainly on account of impairments of investments in overseas projects resulting from fall in crude prices and depleting oil fields.



Economic Value Distributed (INR million)			
	FY 2013-14	FY 2014-15	FY 2015-16
Operating Costs	2,8790	2,9657	3,2623
Employee Benefits and Wages	1,4732	1,5875	1,3818
Payments to providers of capital	1,3612	1,5430	1,3079
Payments to Government (India)	3,1486	2,6274	2,3286
Community Investments	729	1333	922.1
Total	8,9349	8,8569	8,3728
Economic Value Retained (INR million)	22806	2,1630	2,7680



OIL INDIA LIMITED

Indirect Economic Impacts

G4-EC7
G4-EC8

Our existence has provided a boost to the local economy. As an Oil and Gas company we have geographically dispersed operation with our sites spread across the length and breadth of India focusing on states in North-East India. We have hired majority of our supervised workers from communities in and around our operational areas. This has resulted in significant indirect economic impacts in the nearby areas.

Being a PSU and having operations across the country, we procure materials, and supply to the various locations on a competitive basis. We do not have any preference for any locally based suppliers and follows the basic principle of technically acceptable goods & services while adhering to principles of quality and cost efficiency.

We have always ¹invested in the infrastructure development of our operational areas as an organizational practice. In FY 2015-16 we have invested a total of 794.105 million in infrastructure development.

Estimated Proved Reserves and Production

G4-OG1

We have strong oil and gas reserves base for the domestic assets including JVs as furnished below:

	1P	2P	3P
Oil + Condensate (MMT)	28.3828	80.7443	109.8106
Balance Recoverable Gas (BCM) *	28.3828	119.4555	157.5142
O+OEG (MMTOE)	89.7208	184.0209	244.6779

*Of these, based on projected volume of gas under various sales contracts, 1 P, 2P and 3P Gas Reserves are 22.3630, 42.3140 and 62.3590 BCM respectively.

¹ The figures are only for Assam and related to infrastructure development









EN-DMA

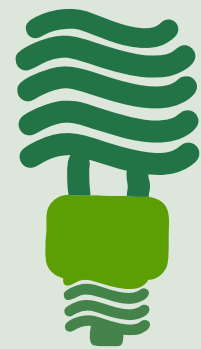
Environmental Performance

G4-14

We are determined to unearth the hydrocarbons responsibly by deploying the latest and sophisticated technology. Our aim is to maintain strong environmental performance and reduce environmental impacts from our operations by strategically reviewing key environmental issues such as energy usage, water use, greenhouse gas emission, impact on biodiversity etc.

Energy

The direct and indirect sources of energy² used in our operations are Natural Gas, Diesel, Crude Oil and Electricity sourced from the grid respectively. Our stringent standards have helped us in reducing our energy consumption. Through our continuous efforts in improving the energy efficiency of our operations, we have maintained a balance between energy source and energy consumption. This has resulted in uninterrupted energy supply, control pricing and also in reducing the GHG emissions.



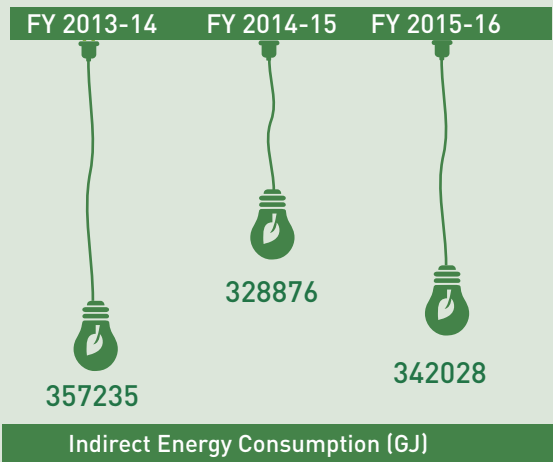
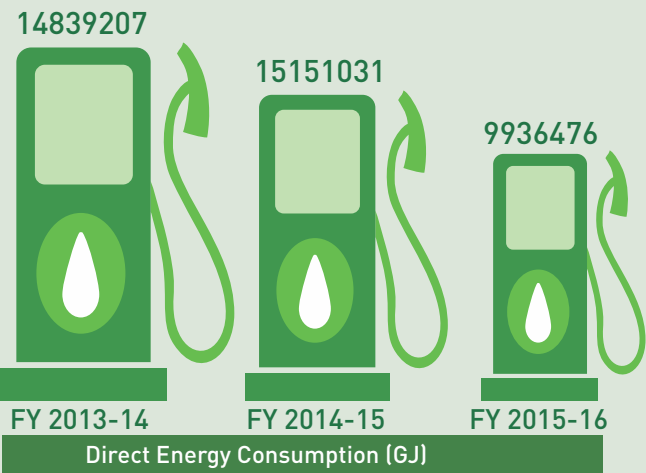
G4-EN3

The table below is a reference table that contain definitions and units.

Unit	Definition
KL	Kilo Litre
MMSCM	Million Metric Standard Cubic Meter
Kwh	Kilo Watt hour
MW	Mega Watt
CUM	Cubic Metre
mg/L	Milligrams per Litre

Total fuel consumption for FY 2015-16 is represented as follows:

Primary Energy Source	Consumption in GJ
Direct Energy Consumption	
Diesel	3,21,097
Petrol	415
Natural Gas	92,86,456
Crude Oil	3,28,508
Total Energy Consumption	99,36,476
Indirect Energy Consumption	
Electricity Purchased (Non- Renewable Sources)	3,42,028



² Only for permanent installations within India

Renewable Energy

We have identified the areas to achieve enhanced energy efficiency and have made continuous investments in renewable energy. This year we have invested INR 8624.7 million in renewable energy. We have already implemented various renewable energy initiatives of approximately 135.6 MW comprising of 121.6 MW of wind energy projects and 14 MW of solar energy projects. These initiatives are functioning at commercial level and the energy produced is consumed by us and transferred to the grid also. Our venture in renewable energy is illustrated in the table below showing area wise installations along with capacity and energy generated.

Renewable Energy Installation	Generation (kWh)
100 KWp Solar Power Plant at Tanot Village Complex, Rajasthan	56916
100 KWp Solar Power Plant at Joypur OCS, Duliajan	9900
5 MWp Solar Power Plant at Ramgarh, Rajasthan	8756971
9 MWp Solar Power Plant at Ramgarh, Rajasthan	1485157
13.6 MW Wind Farm at Ludravaa, Rajasthan	17407433
54 MW Wind Farm at Dangari, Rajasthan	64588056
16 MW Wind Farm at Patan, Gujarat	34580000
38 MW Wind Farm at Chandgarh, Madhya Pradesh	7135000
30 KWp Solar Power Plant at Corporate office, NOIDA	34000
20 KWp Solar Power Plant at Repeater Station, Jagiroad, Assam	20926
20 KWp Solar Power Plant at Repeater Station, Kishanganj, Bihar	14139
Solar Photo-Voltaic cells for MART Communication.	1122
Total	19,83,04620

Energy Conservation

G4-EN6

We are committed to reduce the overall energy consumption across our operations. In FY 2015-16 we have conserved 6,21,3962 GJ through our various initiatives taken across our operation. Since the energy consumption reduction has a direct effect in reducing environmental impact and greenhouse emissions these conservation initiatives have helped us in reducing our emissions.

Form of Energy	Equivalent KWh
HSD	
By use of 3 Nos. Solar Gen Set instead of Diesel Gen Set for area illumination at Work-Over Locations.	2,43,000
Using gas pressure to load Tank Trucks at FGGS Deohal in place of EMD pumps.	2,12,400
By using non-fired NPU in Well activation jobs resulted in saving of about 6.5 KL HSD.	5,85,00
Total	5,13,900
Natural Gas	
By Commissioning 16" Distribution line from FGS-Baghajn to CGGS-Madhuban conserved natural gas which is generally flared.	37,814,2492
Boosting of LP flare gas to OIL's gas distribution network by commissioning of BOO (Build-Own-Operate) compression services in fields.	80,759,5098
Utilization of stabilizer gas as housing fuel, which is otherwise flare	25,250,700
Total	121,098,8290
Condensate	
Condensate recovered in the fields from gas wells (Assam & AP)	50,21,780
Condensate recovered from LPG Plant, Duliajan (1 KL = 0.71Ton)	30,947,9112
Condensate recovered in the fields from gas wells of Rajasthan Project	15,34,744
Total	316,035,636
Electricity	
By replacing 51 nos. 2x40W Tube Light Fittings with 70W light fittings, 1300 nos T8 Tube light by New T5 Tube light and installing 35 Nos. 25W LED luminaire in case of conventional light fittings for helipad footpath lighting in Duliajan.	5,42,00
Installation of new Distilled water Plant which utilizes waste steam from the existing natural gas heating system (steam jackets) in case of electrical heater in Moran Power Station	3,500
Replacement of existing lamps with energy efficient lamps, CFL etc. in Pipelines Head Quarters and Pumps Stations.	1,28,005
By installing/ replacing conventional lighting system with new CFL/ LED/ T5 in installations & office building of Rajasthan project.	52,140
Replacement of conventional tube lights by LED lights at 4MGD WTP & Pontoon leads to saving of 20332 kWh of energy.	20,332
Total	2,58,177



Emissions

The implications and adverse effects of Greenhouse Gases (GHG) emissions and other air emissions can now be evidently seen in the form global warming, rise in sea level, melting of glaciers etc. We are aware of the environmental impacts due to our operations that can lead to release of greenhouse gases emissions and are determined to act responsibly to reduce the same.

Direct and Indirect GHG Emissions (Scope 1 and Scope 2)

G4-EN15

G4-EN16

Our main GHG emissions are from operation due to consumption of crude oil, natural gas, diesel, petrol and grid electricity. We believe in transparency on disclosing GHG emissions to show our commitment towards responsible business and this year we chose to report our direct and indirect GHG emissions. Our direct GHG emissions (Scope 1) for FY 2015-16 are 5,68,872 tCO₂e while our indirect GHG emissions (Scope 2) are 77,906 tCO₂e³.

OIL's adaptation and mitigation measures in response to Intended Nationally Determined Contributions

As per the directives of MoPNG and MoEF&CC, we have to declare our future Adaption and Mitigation action, on reduction of GHG emissions by year 2030 as a part of preparation of Intended Nationally Determined Contributions (INDCs) for India. Mitigation measures refers to efforts to reduce GHG by using new technologies and renewable energies, making older equipment more energy efficient, or changing management practices or consumer behavior. Adaptation to climate change refers to reducing vulnerabilities and building resilience to the impacts of climate change for the company and the community. Though certain preliminary information was submitted to MoEF&CC along with certain Emission Reduction and Climate Change Adaption measures which will bring down the carbon emission in a sequential manner over a period of 15 years from 2015 to 2030. The Emission reduction (ER) measures are aligned with India's INDC pledge to improve emissions intensity of its GDP by 33-35% by 2030 below 2005 levels. Our draft report on adaptation and mitigation measures in response to INDC shall be put to the Board of Directors and after obtaining there due approval, the said ER and CCA measures shall be implemented in a phased manner.

NO_x, SO_x and other Emissions

Oil and Gas production results in other air emission like NO_x and SO_x. Our operations results in stack emissions comprising of particulate matter, oxides of nitrogen and sulphur.

Air Emissions	Unit	Permissible Limit	Value
Oxides of Nitrogen	µm/m3	160	31.88
Oxides of Sulphur	µm/m3	80	27.07
Particulate Matter	µm/m3	500	76.67

G4-EN21

³Emissions are estimated based on reported energy consumption



Water Management

Global availability for freshwater is depleting at a rapid pace and the requirement of freshwater is increasing exponentially. Water is an essential natural resource used for various activities related to our operations. We prioritize the efficient use of water through water reuse and recycling.

We use freshwater for drilling, hydraulic fracturing, upstream production and biofuel operations. We strive to use minimal amount of freshwater by reusing the water in our production. To achieve this, we have also taken several initiatives to keep a strict vigil on our water consumption. Water meters are being installed at every appropriate water inlet and outlet to effectively monitor our consumption.

G4-EN8

G4-EN10

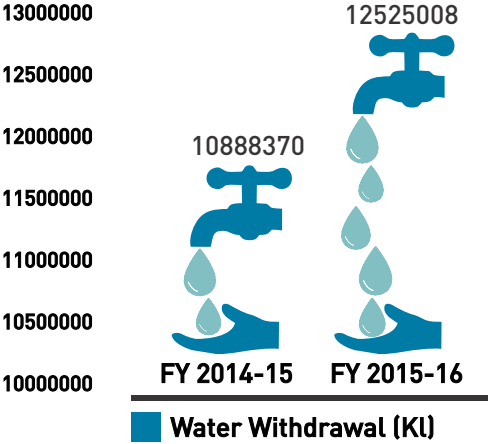
Total Volume of Water Withdrawal from Source

Our primary water sources are surface water and ground water. In FY 2015-16, total amount of water withdrawn was 12,525,008 KL from our Duliajan, Manubham and Moran operations. The water withdrawn was 15% more than FY 2014-15. Of the total water withdrawn, 64% was surface water and the remaining 36 % was groundwater. The table shows our water withdrawal from different sources for FY 2015-16 at different locations of our operations.

We believe that conservation of water and minimization of water use through water recycling and reuse is a key factor in achieving sustainable development. In FY 2015-16 we have reused 3,683,413 KL of water which was 29.4% of the total water consumption.

Water Withdrawal

Source	Duliajan (KL)	Manubhum (KL)	Moran (KL)	Overall Withdrawal (KL)
Surface Water	7993440	40260	0	8,033,700
Groundwater	3252027	0	1239281	4,491,308



Effluents and Waste Management



Effective waste management is an important aspect for every organization. Our operations result in various types of waste like oil sludge, drill mud, drill cutting and waste oil. We ensure that the waste is handled, stored and disposed in compliance with regulations set by the government. In FY 2015-16, we disposed 14,543 numbers of solid hazardous waste and 45.4 KL of liquid hazardous waste from our drilling and work over rig operations. We have also disposed 2,663 MT of solid non-hazardous waste from our machinery operation. Our focus has always been on adopting sound waste management practices by efficient recycling and disposal methods.

G4-EN22

G4-EN23

Waste Disposal

Type of waste	Unit	Source	Method of Disposal	Amount of Waste Disposed
Hazardous Waste				
Solid Waste				
Batteries	Numbers	Drilling and Work-over rig	Returned to Materials Department	1,519
Oil filters	Numbers	Drilling and Work-over rig	Waste pit	647
Non refillable empty Containers (bitumen, admixtures, chemical and oil drums etc. which are disposed)	Numbers	Empty Lube Oil Drums and Chemical Containers	Empty Chemical Drums are used for refilling and also sent to materials department for disposal through registered vendors	12,377
Liquid				
Lube oil	KL	Drilling and Work-over rig	Mixed with crude oil at OCS	45.4
Non hazardous				
Steel Scrap	MT	Machinery	Sold to authorized vendor	1,875
Used spares	MT	Machinery	Sold to authorized vendor	758
Used tyres	MT	Machinery	Sold to authorized vendor	30

E-Waste Management

Electronic Waste or E-waste that consists of electrical and electronic equipment needs to be disposed in safe and proper way. Due to its hazardous nature, if discarded in an improper manner may lead to health and environmental hazards. We disposed our e-waste in an environmental friendly way and awarded contract to a third party to provide end to end solutions for collecting and recycling the e-waste. They collect our e-waste from six location viz. FHQ Duilijan, Pipelines, Kolkata Office, Corporate Office Noida, Rajasthan Project and BEP after every six months and transport them to e-waste management facility in Roorkee, Uttarakhand. During the reporting year, more than 38 tonnes of E-waste have been collected and disposed/ recycled as per regulatory requirement.

Oil Spills

Zero or minimizing spills is one of the top priorities for OIL. We take adequate measures to prevent spills and improve our ability to measure spills. We make diligent efforts, to achieve zero spills, but this year we recorded total of 990.4 KL oil spill in our production installation.

G4-EN24

Spills Management

There is spillage of crude oil on the surface due to our operational activities like back-washing of wells, pigging of crude oil line, leaking of crude oil line etc. and also due to miscreant activities. The spillage become hazardous to environment by contaminating surface and ground water. They also degrade the quality of top soil. We have outsourced to pick up such spilled crude from fields. The present contract is for a period of two years. In FY 2015-16 2321 KL spilled oil has been picked up and been used or disposed in an environmentally safe manner.

Bio remediation Treatment

Bio-remediation is a treatment by the application of "Oilzapper" on oil spill sites, oil contaminated soil, oil soaked soil/ oily sludge, ETP oily sludge, oil soaked/ SOBMs (synthetic oil based mud) soaked drill cuttings, tank bottom oily sludge, oil-contaminated water to restore the site to conform with statutory norms. It is carried out by both "In-situ" & Ex-situ" process.

The process by which treatment is being carried out at the same place where sludge is presently lying is known as In-situ bio-remediation. The process by which sludge is lifted to a central location and treatment is carried out is known as ex-situ bio-remediation.

We took an initiative to apply this technique at the production installation. In FY 2015-16 we were able to bio-remediate 9000 cubic meter oily sludge through in-situ technique and 8500 cubic meter through ex-situ technique. We have set a target to treat a total of 30,000 cubic meter oily sludge through this technique over next two years.



Flaring and Venting

G4-0G6

Flaring is the gas produced when oil is extracted to the surface. This can also be produced by uncontrolled burning of natural gas in an oil & gas reservoir. Although the flaring gas from the extraction of oil is a waste, it is still a valuable resource. This also contributes to climate change through emissions and thus needs to be controlled. Since the infrastructure available to reuse this valuable energy sources are not available, these gases pose a significant safety risk to the community and contribute extensively to GHGs and pollutants. At OIL, we are committed to minimize flaring in our process although it is very challenging to reduce flaring and venting to zero. In FY 2015-16, we are disclosing our volume of gas flared from or Arunachal Pradesh and Assam operations.

Type	Volume MMSCM	Operational Region
Vented Hydrocarbon	NIL	-
Flared Hydrocarbon	124.207	Assam and Arunachal Pradesh

Volume and Disposal of Produced Water

G4-0G5

Our operations produces significant volumes of formation or produced water. Produced water has substantial adverse effect on environment since they contain process chemical and contaminants that are naturally occurring in oil and gas reservoirs. These reservoirs also contain hydrocarbons, salts and heavy metals.

This water is treated and then released back into process for further usage. In FY 2015-16 our operations produced 3,070,449.240 KL of water from Arunachal Pradesh and Assam region and 100% of water was re-injected in the process.



G4-0G7

Drilling Waste

Extraction of hydrocarbon produces huge amount of drilling wastes that contain chemical additives and hydrocarbon products. These waste products can adversely affect vegetation, flora, fauna and water bodies if released in uncontrolled manner. In FY 2015-16 we produced 640 KL of drilling waste. We at OIL, take additional safeguard to dispose drilling waste. So far we have disposed off 256 KL of drilling waste in compliance with environmental regulations set by MoEF and pollution control board.



Biodiversity

We have our operations in diverse environmental regions near biodiversity hotspots. Thus some of them are located in biodiversity rich zones, especially our sites in Assam and Arunachal Pradesh. At OIL, we understand the importance of natural and cultural resources and their benefit to communities. As a responsible producer we take proactive and forward looking steps for the management of biodiversity in protected and sensitive areas.

G4-OG4

Biodiversity Conservation

Moving forward on the footprints of our belief we have launched a conservation program to protect the habitat of Endangered Hoolock Gibbon, this specie is also listed in IUCN Red List and is found in few sites in and around our operational areas. The project is a step towards our long term commitment for the steadfast protection of the rich rainforests in and around our operational areas in Assam and Arunachal Pradesh, which in turn ensures the future conservation of the Hoolock Gibbon and many such endangered species in their natural habitats. We plan to further expand our program to the site that may be affected by our operations in critical habitats.

Awareness campaigns were carried out in many villages situated on the fringes of the Hoolock Gibbon habitats. These included many villages in the Dibrugarh, Tinsukia, Golaghat and Jorhat districts of Assam. The followings are the main focus areas:

- Dibrugarh district: Joypur, Upper Dihing, Dirak and fringe areas of DihingPatkai Wildlife sanctuary
- Tinsukia district: Barekuri area, fringes of Dibrusaikhowa National Park, Dhola area
- Golaghat district: Fringe areas of Nambor Doigrong wildlife Sanctuary.
- Jorhat district: Fringes of Hologapar Gibbon Wildlife sanctuary.

We are committed towards preservation of the biodiversity in the areas we operate. We have conducted and assess the risk impact from our operations on surrounding biodiversity. We have carried out Environmental Impact Assessment (EIA) to assess, identify and monitor sites where biodiversity risk are prevalent. We have conducted assessment at Jairampur PEL Block, Changlang District, Arunachal Pradesh, Teok Block, District - Jorhat, Assam and Khajorijan Block, Dibrugarh/Tinsukia District, Assam.

Biodiversity Action Plan Methodology of OIL

During the year 2015-16, we carried out two EIA studies in its upcoming fields in Assam and Arunachal Pradesh. For each of our operational sites post 2011, we have assessed the biodiversity risk and have environmental management plans in compliance to the environmental regulations, which includes forest, wildlife and biodiversity conservation. However, we have not assessed and monitored the biodiversity risk across all the operational areas.

The EIA reports are prepared based on baseline data collected over a span of 3-4 month in each operational block. The study includes baseline environmental conditions and EIA is carried out on parameters like Physiography and Topography, Soils quality, Water Resources and Water Quality, Climatology and Meteorology, Ambient Air Quality, Noise, Land Use etc. Based on the results, Environment Management Plan and environment monitoring programme is made. Additionally, risk assessment is carried out and disaster management plan is made.

We have also identified our operations which are adjacent to protected area and areas with high biodiversity value. Our operations have negligible impact or have no adverse effect on any species due to exploration and production of hydrocarbon.

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

We are committed to maintain the integrity and stability of our natural habitat, environment and resources. We work on habitat restoration and ensure integrity of natural habitats and environment in and around our operations.

Habitat protected and/or restored	Size (hectare)	Has the restoration measure been approved by independent external expert?	Was the restoration part of regulatory or legal compliance?	Status
Tengakhat & Chabua area - Loc. TAD	2.5	Yes, MoEF and PCBA officials	Yes. Environment Clearance, MoEF and Consent order from PCBA	Restored
Dikom & Kathaloni area - Loc DIBJ	2.5	Yes, MoEF and PCBA officials	Yes. Environment Clearance, MoEF and Consent order from PCBA	Restored
Deohal area - Loc HXE/HVN/HVX, HXD/HVJ, HXF/HXG	2.5	Yes, MoEF and PCBA officials	Yes. Environment Clearance, MoEF and Consent order from PCBA	Restored
Panchuti area - Loc NLI	2.5	Yes, MoEF and PCBA officials	Yes. Environment Clearance, MoEF and Consent order from PCBA	Restored

Methodology for Restoration

We have defined guidelines in compliance with the statutory requirement and protection of environment on Restoration of well plinth. Accordingly, all the well plinths are required to be restored after completion of drilling following the guideline.

The following methodology is carried out under Well Restoration guidelines after completion of each drilling well.

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

Compliance

G4-EN29

Environmental Compliance

We adhere to all the regulations and guidelines related to our operation and are compliant to all relevant environmental regulations implemented by MoEF and Pollution Control Board. Along with this we are compliant with any special requirement for operating in sensitive areas.

In FY 2015-16, no form of non-monetary sanction or penalty was levied against the company for any non-compliance with laws and regulations regarding the environmental matters.

Environmental Grievance Redressal

G4-EN34

We have always adhered to our values of being ethical and transparent and we provide a robust environmental grievance mechanism that can be easily accessible by our community. We believe that effective communication can help in avoiding and alleviating the grievances and therefore our Safety, Environmental, Public Relations and Corporate Communications are always open to receive complaints and ensure that communities are able to express their views in different ways. The concerned departments address these complaints diligently and swiftly so that there is no pending grievance. However, we have not formulated a separate mechanism for social and environmental grievances as the issues are tangled in our areas of operations.

In FY 2015-16, we received 106 numbers of environmental grievances which were addressed through a single mechanism. Our Safety & Environment and Public Relation & Corporate Communications Department were tasked to receive the complaints and remedying the environmental and social grievances received. The major areas of grievances include noise disturbance, effluent leakage, crude oil leakage and gas broaching.

Category	Number
Grievances about environmental impacts filed through formal grievance mechanisms	106
Grievances Addressed	89
Grievances Resolved	89
Grievances Pending	17

SAVE HOOLOCK GIBBONS



NATURE'S BECKON



ઓઈલ ઇન્ડિયા લિમિટેડ
ESTD 1958 (INC 1967)

Oil India Limited
A subsidiary of ONGC Ltd.

A background image of a classroom filled with students in blue and white uniforms. Some students are looking at a laptop on a desk in the foreground, while others are looking towards the camera. The image is slightly faded to allow text to be overlaid.

SO DMA

Social Performance

We consider our people as the most valuable asset who are elemental in our continued success and to achieve our overarching aspirations. Our talent and tenacity has enabled us to achieve our business vision and therefore we consider the well-being and development of our employees as topmost priority. We strive to create a nurturing and progressive environment which is conducive for all.

Our People

Our human resources management system includes different methods and tools to ensure recruitment, assessment, development, growth and rejuvenation of workforce. We strive to create a fair and rewarding environment for our employees by engaging them through various programmes and provide them with a platform to express their ideas thereby demonstrating a transparent culture in the organization.

Our employees express their views and raise grievances through a structured mechanism. We judiciously try to resolve the grievances leading to an increased job satisfaction.

Total Employees

Employee Category	As on April 1, 2015	As on March 31, 2016
Senior Management	171	176
Middle Management	247	264
Junior Management	1014	1017
Non-Management	6294	6075
Others (Contractual, Trainee etc.)	89 + 50 ET	135 + 15 ET
Total	7815 + 50 ET	7667 + 15 ET

Number of Employees Age Wise

Employee Category	Executive	Workmen
0-30	190 + 15 ET	342
30-50	800	2075
> 50	467	3658
Total	1457 + 15 ET	6075

Total

New Joinee Gender Wise

Employee Category	Male	Female
Executive	9 + 10 ET	3 + 2 ET
Workmen	169	3
Total	178 + 10 ET	6 + 2 ET

New Joinees Age Wise

Age Category	Male	Female
0-30	84 + 10 ET	4 + 1 ET
30-50	94	2 + 1 ET
>50	0	0
Total	178 + 10 ET	6 + 2 ET

Workforce Management

Our commitment to our employees starts with a strong set of human resource policies. We focus on all aspects of human resource development such as employee engagement and well-being through training, career development, performance management, mentoring and succession planning. In the year FY 2015-16, we had a total of 7,532 permanent employees and 135⁴ contractual employees.

⁴The figures are only for Duliajan, Moran, Digboi and Arunachal Pradesh

Employee Engagement and Development

G4-EC3

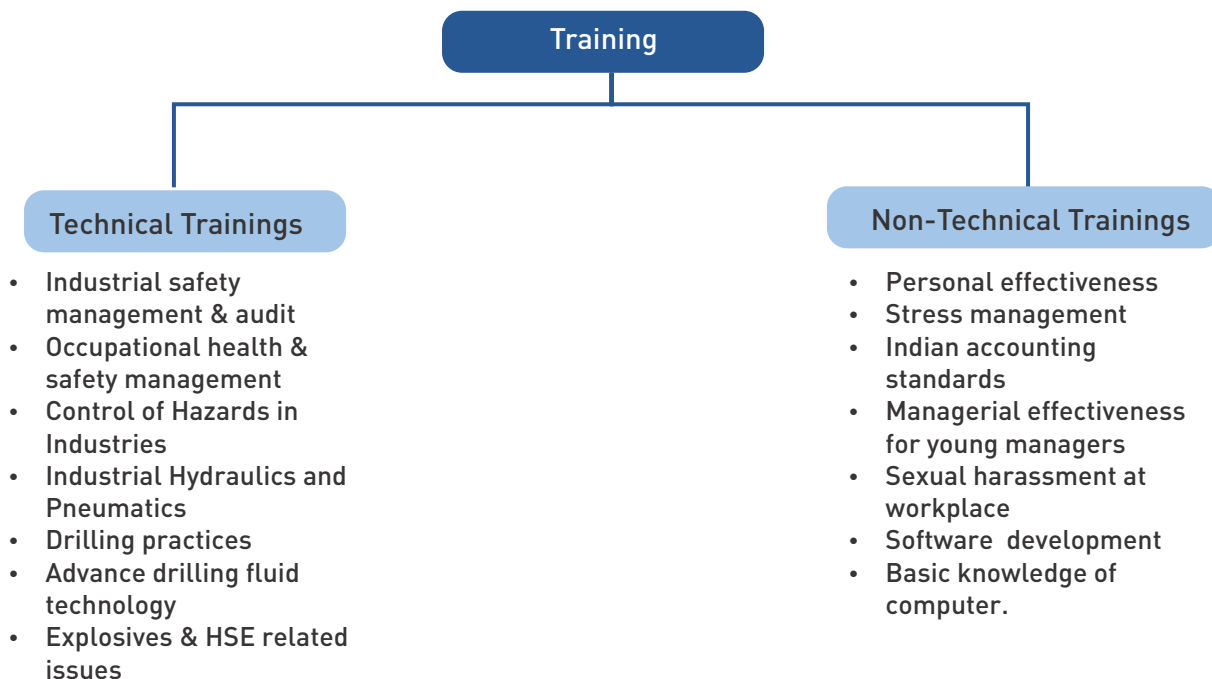
G4-LA2

At OIL, we believe in nurturing quality talent and caring for the well-being of employees which is an integral part of our work culture. A conducive work environment helps our employees to improve on their own performance year after year. We endeavor to provide the best facilities to our employees and also have developed a gamut of employee-centric policies.

A constant feedback on performance and career development enables our workforce to perform with greater efficiency. The structure of the feedback varies among locations, job categories and workforce agreements. Of our total employee population, all eligible employees underwent a formal performance review process.

Training and Education

We firmly believe that better skills, expertise and experience of our employees drives our business forward and hence, we consider training as an important aspect for their overall development. Our learning and development department implements various skill enhancement programmes. We analyze our training needs across the business regularly, to identify priorities and ensure that learning plans support our business strategy. We impart internal and external trainings to our employees for overall professional development. Through our concerted efforts, we have trained 7,532 executives and work persons and 652 contractual employees through our various training programs during FY 2015-16.



G4-LA9

Total Hours of Training		
	Males	Females
Executives	51536	5488
Employees	69784	1920
Contractor	16944	

Employee Benefits

We recognize that our employees are our biggest asset and we strive to become their employer of choice. We offer professional and personal growth to our fulltime employees by providing a range of benefits like gratuity, parental leave, leave encashment, pension, post retirement and medical benefits. The estimated value of benefits plan liabilities are met by general resources of the company.



Employee Benefits (in INR millions)	FY 2014-15	FY 2015-16
Leave encashment	1,835.8	1,809.1
Post-retirement medical benefits	1,159	1,231.9
Long service award	307.7	301

Diversity and Equal Opportunity



We recognize the importance of cultural diversity at the workplace as it introduces fresh perspective and enables our people to integrate better in society. We are an equal opportunity employer with remuneration ratio 1:1 for males and females and consider merit as the only parameter for recruitment and growth providing our workforce with productive ground for our workforce to grow and excel. We embrace diversity in race, nationality, religion, marital status, gender, age, ethnic origin, physical ability and sexual orientation. There was no incidents of discrimination on the grounds of race, color, gender, religion, political opinion, nationality, extraction or social origin reported in the reporting period.

G4-LA13

Name of Site	Entry level wage for Men FY 2015-16	Entry level wage for Women FY 2015-16
WORKERS		
Grade I (Duliajan)	In the pay scale of 9,300 – 1,700	In the pay scale of 9,300 – 1,700
Grade V	In the pay scale of 13,500 – 28,000	In the pay scale of 13,500 – 28,000
Grade VII	In the pay scale of 16,000 – 34,000	In the pay scale of 16,000 – 34,000
Grade VIII	In the pay scale of 17,000 – 38,000	In the pay scale of 17,000 – 38,000
EXECUTIVES		
Across Oil India Limited	In the pay scale of 29,000 – 55,500	In the pay scale of 29,000 – 55,500

G4-EC5

G4-EC6

Human Rights

HR DMA

G4-HR4

G4-HR5

G4-HR6

Respecting human rights form the foundation of our business approach. We ensure the right to collective bargaining, prohibition of child labor and forced or compulsory labor, protection of indigenous rights in our operation. Our rigorous process of due diligence before employing suppliers helps us to ensure that there are no human rights violations at our supplier end. There have been no cases of discrimination and human right breaches in the reporting period.



Project UDAAN

We have embarked upon a growth and reorganization journey - 'UDAAN' to outline and delineate the future prospects. Our various initiatives such as organization health Index (OHI) survey and workshops were aligned together to develop and envisage actions to accomplish the future growth aspirations of the company.

We have undertaken an initiative UDAAN – Ushering Development and Achieving New Horizons which will help us to identify the growth plan for the company over the next 15 years. It involved an overall growth aspirations and identification of initiatives that will help to achieve these growth aspirations, and finally implementation of initiatives. It will also aid to identify changes in organization, policies, processes, etc. required to achieve this growth aspiration.

Our Aspiration's from Growth Plan

“By 2030, we will be a global E&P player, while maintaining our strong presence in North-East with significantly higher production, reserves and cash flows. It will be known globally for its capabilities to extract value from mature assets with operations at scale in at least 1-2 international geographies and attracting and retaining best talent.”

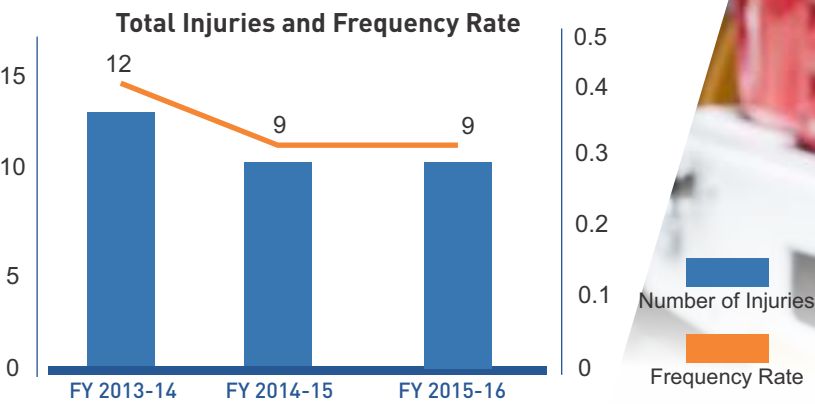
Our Path	Our Future Steps	Our Progress
In order to achieve our goals, we have followed a rigorous process that involved discussions with over 1000 employees through 50+ working sessions, 15+ strategy workshops, OHI survey, etc. We carried out the assessment of company's strengths, global oil and gas trends, growth journey of similar sized E&P companies, and discussions and perspectives shared by global experts. Also, diagnostics were conducted across 6 of our core operational areas – Exploration, Drilling, Production, BD, Project Management and Pipeline operations to identify improvement opportunities that can help us achieve these aspirations.	<p>To achieve our growth aspirations, we have identified 6 strategic goals:</p> <ul style="list-style-type: none"> Reimagine MPA development to maximize potential from North East Step up exploration and development activities in selected Indian basins Build international presence at scale in one or two geographic clusters Pursue selective, profitable diversification in the energy value chain Achieve top 10 status in global mature asset exploitation Restructure organization and core people processes <p>Across these 6 strategic goals, we have identified a total of 30 initiatives. We are continuously striving to implement these initiatives through our focused efforts, developing capabilities in critical areas and multiple changes organization and operations.</p>	<p>As a part of UDAAN, We have implemented 15 initiatives were launched. Some noted progress has been:</p> <ul style="list-style-type: none"> Workflow handbooks rolled-out across six areas to standardize our operations in line with best practices (Exploration, Drilling, Production, Project Management, Business Development and Pipeline Operations) Decision on changes to be made in organization structure and other HR processes such as PMS, promotion policy, KPIs, etc. 35-40% improvement in ILM time on pilot rigs under drilling initiative through better coordination among involved departments New Business development process finalized and piloted to identify international assets

Occupational Health and Safety

At OIL, we ensure that all our employees and contract staff have all the possible equipments, resources and training required to work safely. We strive to create a safe operating culture and our actions depend upon the safety of our people and communities around us. Our aim has been to achieve minimum or zero incidents and accidents from our operations. We make an effort to be proactive to review and analyze hazards and formulating risk and mitigation approach to prevent accidents from our operations.

Safety Dashboard		FY 2015-16
Employee Type	Number of Injuries	
Male	9	
Female	0	
Employee Band	Number of Injuries	
Permanent Employees	7	
Supervised Employees	0	
Independent Contractors	2	

G4-LA6



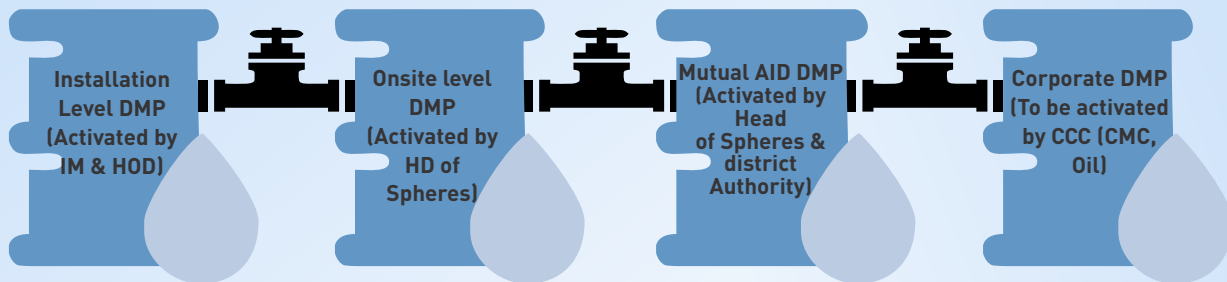
Emergency Preparedness

OG DMA

Due to large scale and presence at various locations we must be prepared of any possible emergency, which could be from our operations or arising out of natural disasters. We are committed to establish measures that help in protecting our employees and nearby communities. With our disaster management plan we make sure that we are prepared and have necessary resources to deal with major accidents and disasters.



OIL's Disaster Management Plan



Disaster Management Plan at installation level is a plan made for an emergency or an incident which can be effectively and safely managed and contained within the site, location or installation by the available resources in the installation. It does not have any impact outside the site or location or installation.

This plan would serve as a basic document for Disaster Management Plan at onsite level (Level II)



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

This plan would serve as a basic document for Disaster Management Plan Mutual Aid (Level III)



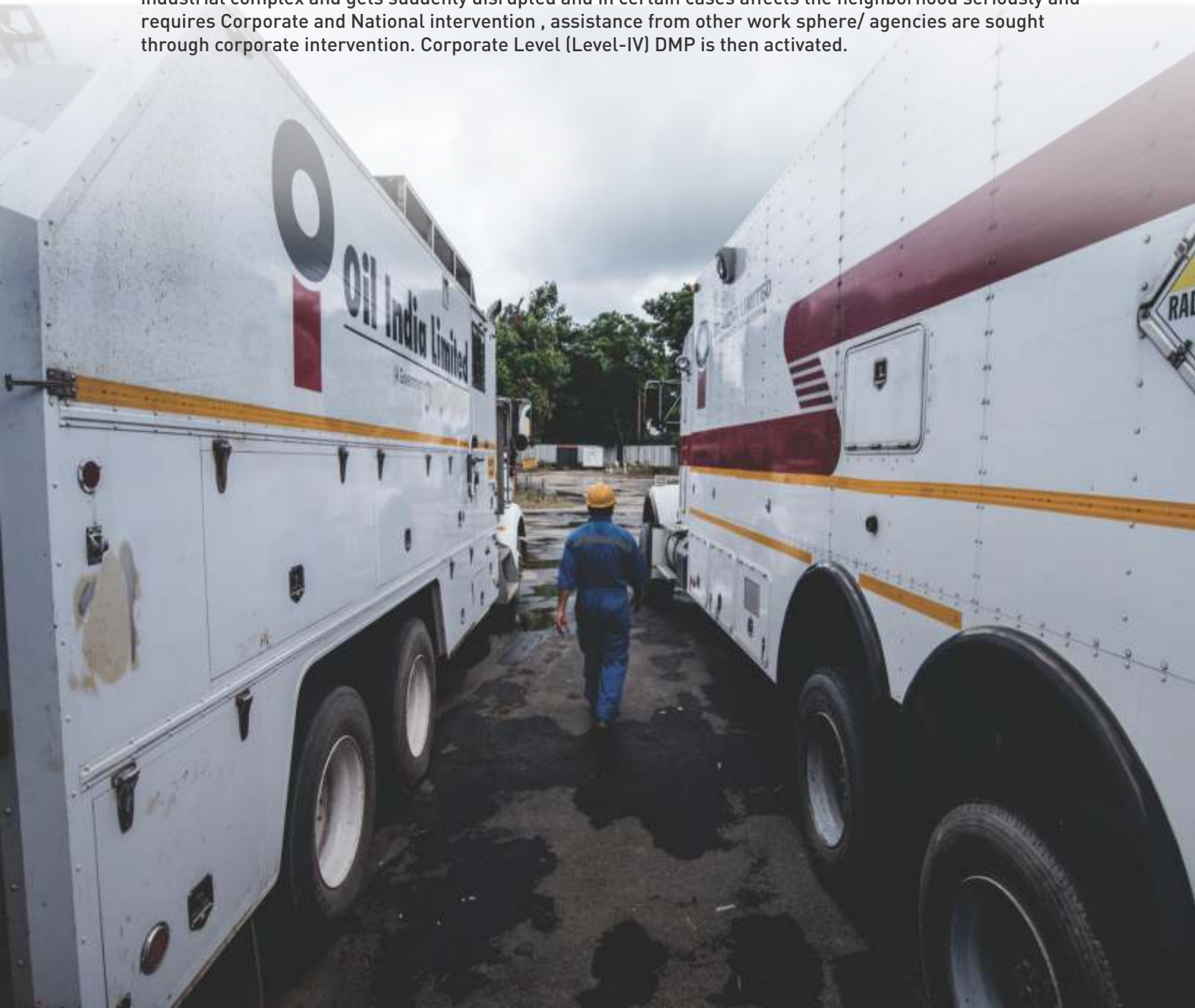
Disaster Management Plan (Mutual Aid – Onsite & Offsite) is a plan made for an emergency or incident which cannot be effectively and safely managed by available resources at Company's FHQ/PHQ/Project level and additional support is warranted from the neighboring industries and district administrative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



Activation of Disaster Management at various levels:

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

- ◆ In case, the emergency cannot be contained at installation level and requires mobilization of additional resources, the installation manager shall immediately inform the sectional Head and Head of the department as per the line of command in the installation level DMP. The concerned sectional in-charge or Head of Department will inform Head of FHQ/PHQ/Project Head as well as Head of Safety and Environment Department/Safety Officer of the sphere. Simultaneously, on receipt of information, the concerned S&E representative will also inform the Head of sphere (FHQ/PHQ/Project Head) respectively.
- ◆ In case the emergency requires mobilization of resources from the sphere (FHQ/PHQ/Project, etc.), the Onsite level (Level II) DMP is activated by the Chief Coordinator. Respective Head of the sphere (FHQ/PHQ/Project) will be the Chief Coordinator (CC) and will exercise control through the Coordinator. Alternate Chief Coordinator for the emergency will also be designated for the said Plan and will be the next senior most officers in the line of command.
- ◆ In case the emergency is likely to affect the population, property and environment inside and outside the installation and requires mobilization of resources beyond OIL capabilities, the Level III DMP (Mutual Aid – Onsite & Offsite) will be activated initially by the Head of Sphere till such time District Authority takes over as the Chief Coordinator (CC) and accordingly all cleared signals will be cleared by District Authority. However, the mutual aid scheme is under the purview of the District Authority.
- ◆ When the emergency is of such magnitude that it is gradually affecting the normal pattern of life within the industrial complex and gets suddenly disrupted and in certain cases affects the neighborhood seriously and requires Corporate and National intervention , assistance from other work sphere/ agencies are sought through corporate intervention. Corporate Level (Level-IV) DMP is then activated.



Corporate Social Responsibility



CSR Vision: “OIL is a Responsible Corporate Citizen deeply committed to socio-economic development in its areas of operation.”

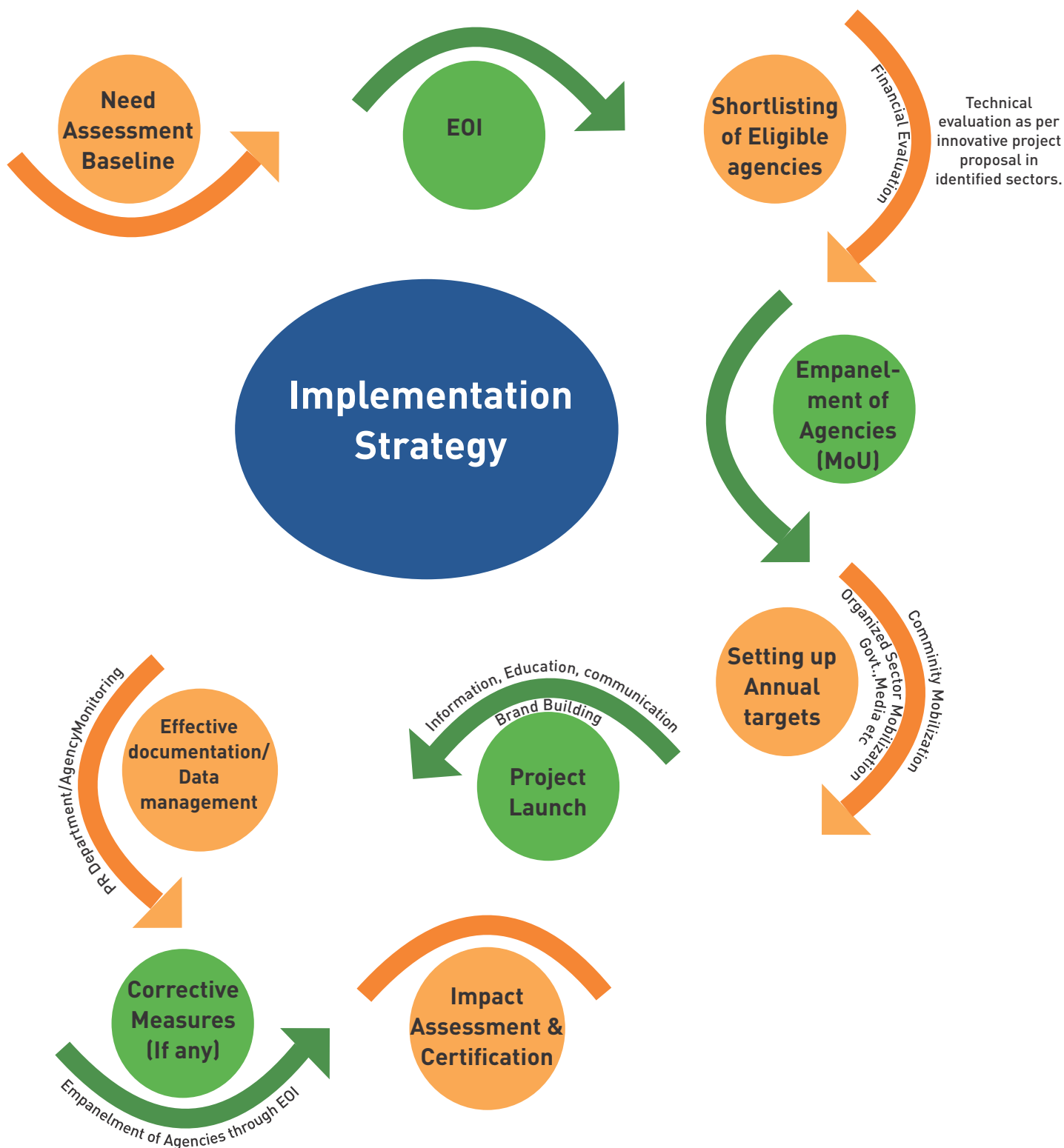
With over five decades of our operation and working in remotest areas of India, we at OIL have a strong belief that our operations have major impact on societies and communities. We work at sites located near tea gardens, small towns and villages and feel a substantial responsibility towards the communities and societies we operate in. As a PSU we have a very distinct and specific responsibility to the people, for which we engage with local communities and understand their concerns and develop relationship based on trust and respect. Our operations have majorly positive impact with marginal negative impact on the society and the community.

We believe that the way an organization manages its measure of corporate social responsibility reflects its ethics and integrity. Our every action involves local community of our sphere of operation. At forefront of our social responsibility comes the safety of our communities. We screen for socio economic impact of our operations and ensures that there is no adverse impact in regards to safety of our community. We also conduct impact assessment during project planning to understand possible negative impact of the project and avoid or mitigate the negative impact. We try to align our CSR activities with national development agenda and our activities are focused on areas of healthcare, sustainable livelihoods, education, capacity building etc.

Our CSR Policy

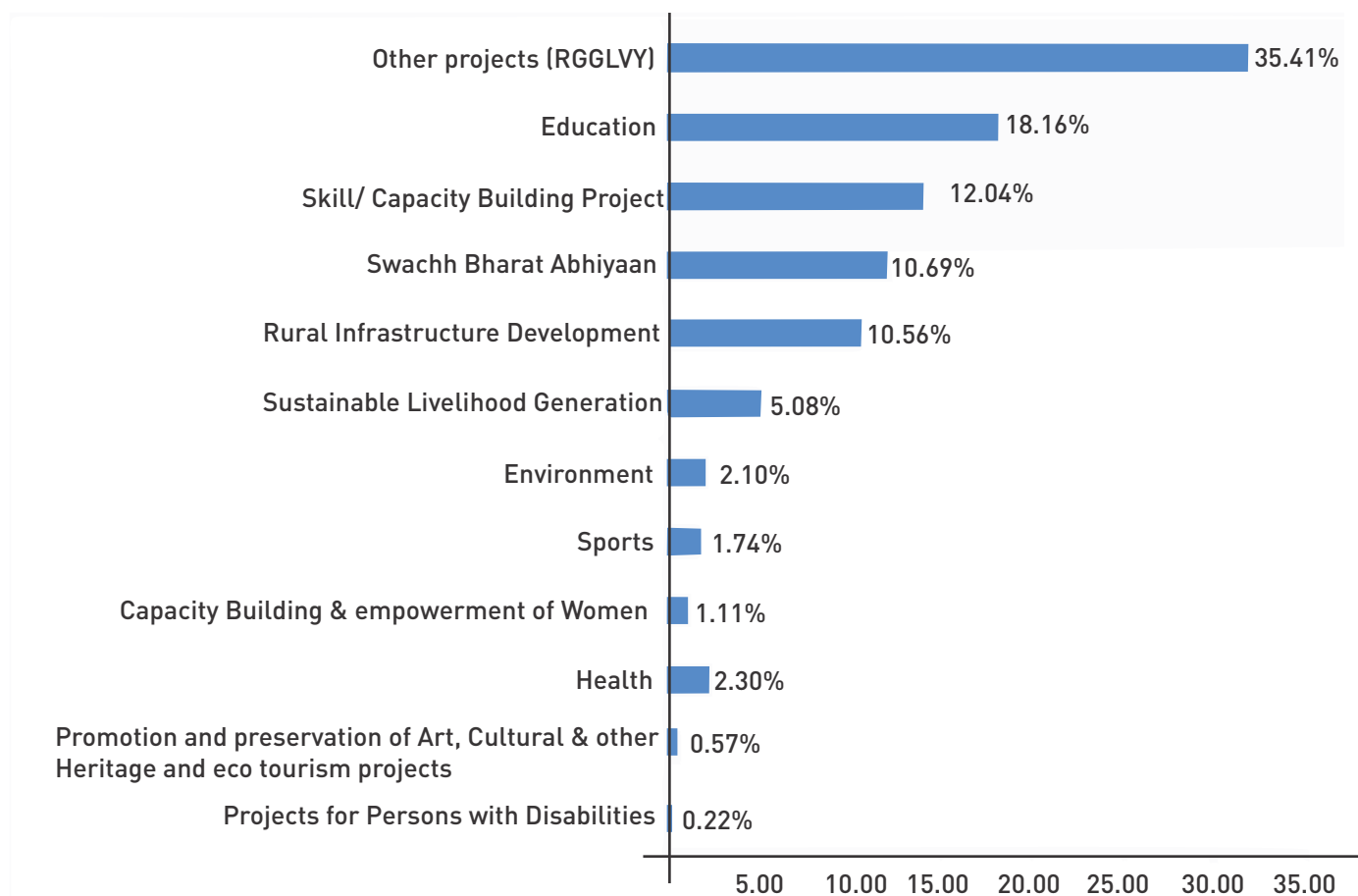
We work through our project implementing partners and District Administration to implement our CSR programmes which serve as a catalyst to achieve our objective of sustainable and inclusive development. Any CSR initiative to address a social cause, supported by Oil India Limited is screened through a process of need assessment survey, baseline survey and based on request from local community of our operational areas.

Implementation Strategy



The Government of India mandated Corporate Social Responsibility spend, a 2% of net profit earned during the preceding three years, on certain identified activities through the Companies Act 2013. Before the inception of this mandate, we have been actively involved in community programmes which focus on the stability and prosperity of the communities and improve the quality of life of people where we operate. The expenditure incurred for FY 2015-16 under Section 135 of the Companies Act, 2013 applicable for CSR activities amounted to INR 922.1 million. We have received many laurels for our continuous dedication towards our society and touching the thousands of lives through major CSR projects.

CSR Expenditure for the year 2015-16



Project Rupantar

Unemployment is the drawback a country can face which results in major social unrest. Therefore to achieve sustainable livelihood, we in collaboration with Government of Assam and State Institute of Rural Development, Assam under the Ministry of Panchayati Raj & Rural Development initiated Project Rupantar in 2003. The major objective of the initiative is to aspire youth to take up Entrepreneurship Development Programmes (EDP) and exploring self-employment opportunities in primary, secondary and tertiary sector. The project strengthens the rural economy and support the beneficiaries by helping the self-help groups for development of agro-based industries, diversification in handloom products with special focus on Eri and Muga (world famous golden silk of Assam), poultry farming, pig breeding, duck rearing, fishery, sericulture, organic farming, etc. along with a Computer Centre thereby help the unemployed youths to find alternate employment providing a scope for entrepreneurship. The marketing outlet 'AASTHA' at Duliajan has been satisfactorily providing the requisite support to the marketing needs of the SHGs of our operational areas.



Since its inception, we have developed 8500 self-help groups. The groups were involved in self-employment ventures in order to economically support households. The beneficiaries of the Project are mainly unemployed rural people, especially the farmers, women & youth with focus on Tea Garden areas. In FY 2015-16, we have supported this project by developing 500 self-help groups which is assisting 3750 families.

Under project 'Rupantar' various computer courses starting from 02 months basic courses to three years advance diploma courses are offered. The courses include, Basic course (02 months), DTP (02 months), Web Page Designing (02 months), Tally (03 months), C Language (03 months), C++ (03 months), Java (03 months), Linux (02 months), Visual Basic (03 months), Visual Basic Script (01 month). The courses are recognized by State Institute of Rural Development, Apex Centre for Research and Development, under Department of Panchayat and Rural Development, Government of Assam. In FY 2015-16 we educated 956 people with various computer education programs.

Project OIL Dikhya



Since 2012, till date over 2700 adults have been edified under the program. In FY 2015-16, 1500 adults were given education across 30 areas.

Education is the foundation stone for personal and community development. Considering the importance of education we have initiated Project OIL Dikhya in 2012 that focuses on computer education to the adults and students of rural schools. Before implementing the project, a baseline survey and need assessment study was carried out by a specialized agency who had provided a list of areas in which the interventions could be made. Since 2012, it has become one of the most visible initiative and has been implemented in 30 schools in the district of Dibrugarh, Tinsukia and newly formed district Charaideo. Under this initiative we have launched mobile education vans/ buses that has benefitted 12,265 students.

In FY 2015-16, computer education was being imparted in 30 schools benefitting 7104 students of classes VI, VII & VIII. Value added sessions on creative studies, environmental science, cleanliness, and behavioral science too were taught along with the computer classes. We also promoted girl's education under this initiative and 6000 girl students were covered under the programme covering 60 schools in areas of Tinsukia, Dibrugarh & parts of Charaideo districts. Under this programme, two level of life skill programs namely, Level I: based on sports and Level II: life anchor were delivered. Since 2012-13, 5200 school children from classes V-VIII have been provided computer education through mobile computer labs (buses). We also conducted various value added, life skill and teaching training programme which have benefited more than 10,000 students and 100 schools.

Under the project, adult literacy classes are held in the districts of Dibrugarh, Tinsukia and Sivasagar in Assam. The project is implemented through State Institute of Rural Development (SIRD), Assam. The course content has been developed as per the Sarva Siksha Mission of the Government.



Project OIL Swabalamban

In recent years we tried to focus our CSR activities on developing avenues for sustainable employment through skill development and capacity building of unemployed youth. We observed that there are huge opportunities to train local youth in areas like service sector, construction industry, health sector, housekeeping & hospitality, beauty & wellness, etc. Keeping in view the aforementioned, in 2013, we initiated Project OIL Swabalamban along with Indian Institute of Entrepreneurship (IIE), Construction Industry Development Council (CIDC) and IL&FS Education and Technology Services (IETS) for capacity building and placement linked skill training of youths from our operational areas.

Since 2013, over 6062 number of candidates were trained in varied sectors and 4591 nos. of candidates were placed in many industries across the country from districts of Tinsukia, Dibrugarh and newly formed Charaideo district. In FY 2015-16, we have trained 2,650 candidates in the areas of Electrical Maintenance, Plumbing, Land Surveyor, Housekeeping, Hospitality, Patient care assistance etc. Out of 2650, 2024 have been placed across India in various organizations.



Project OIL Sakshyam

We have ventured into the noblest areas of welfare under CSR by extending need based support to the communities of physically challenged. Over the year we have supported them through our OIL Merit Scholarship Scheme, under which we provided scholarship to disabled students which resulted into a morale booster venture for these students. We visualized that in long term sustainable growth and empowerment of this special community something special needs to be done. With this view we launched Project Sakshyam referring to sustainable empowerment. The project was launched in two special schools which are Mrinaljyoti Rehabilitation Centre, Duliajan and Moran Blind School, Moran. This has helped them in infrastructure development, running costs or any special project which will act as a support base for enabling the students as productive and independent citizen of the mainstream. In last two years, we have provided students from both schools with annual scholarship. We have also constructed shelter homes for girls and developed infrastructure which have benefitted several special kids.

Project SPARSHA



Healthcare facility is one of the basic amenity that should be made available to each individual of the nation. We operate in areas where healthcare facilities are hard to reach and an innovative intervention was needed to meet the needs of the community. We therefore launched Project SPARSHA which bought healthcare facilities to the community. Under this project we started mobile dispensary services that cover areas of Dibrugarh, Tinsukia, Sibsagar and parts of newly formed Charaideo district of Assam and Manabum and Miao district of Arunachal Pradesh respectively. This effort caters to the primary health care needs of the people in our operational areas.

Since inception we benefitted more than 6,00,000 people through our medical camps at various places. In FY 2015-16, Project Sparsha has conducted a total of around 1375 of camps screening 1,83,928 patients in various interior villages of Dibrugarh and Tinsukia where accessibility of primary healthcare is a challenge.

Project Arogya

Project 'Arogya', is an initiative with an umbrella focus on reduction of Infant Mortality Rate (IMR) and Maternal Mortality Rate (MMR) in and around our operational areas in the state of Assam and Arunachal Pradesh. The Program aims at caring for the new born, as well as addressing maternal and adolescent health issues at various stages of life. Since the beginning, the program has been spreading awareness on pre-natal and post-natal healthcare, sanitation, hygiene and cleanliness, which has led to reduced maternal and child mortality and better health for women and children across the targeted villages of our operational areas, in the last few years.

The project was launched in 2012-13 and till now we have covered more than 4000 of beneficiaries which includes pregnant women, children and other people. During FY 2015-16, we counseled 510 pregnant women and around 2270 women were sensitized on maternal and child health. We also adopted two schools with around 900 students from class VII to XII and sensitized them on issues like hygiene and sanitation along with 997 other people.

OIL Awards and Merit Scholarships

Every year OIL rewards meritorious students of our operational areas passing class X & XII with OIL Awards and OIL Merit Scholarships which go a long way in encouraging the students to perform better. Till date around 10,000 students have been benefited through merit scholarships (inclusive of students from BPL families). We awarded 4108 meritorious students in FY 2015-16.



OIL Super 30

OIL India Super 30 which started in July 2010, is an 11 months completely residential coaching program for IIT-JEE & other engineering entrance examinations, for the meritorious students from backward sections of the society. Presently there are 5 OIL Super 30 centres at Guwahati, Jorhat and Dibrugarh in Assam and Jodhpur in Rajasthan and Itanagar in Arunachal Pradesh. In FY 2015-16, 151 students were benefitted across five centres adding to total 511 benefitted students since the inception of the initiative. Students have been admitted in various engineering institutes like IIT, ISRO, NIT, State Engineering colleges, Medical institutes and leading Engineering Colleges.



Handicraft Training and Production Centre (HTPC)

Our Handicraft Training and Production Centre (HTPC), located at Duliajan, Assam has been imparting nine-month stipendiary training in Weaving, Cutting & Tailoring, Embroidery & Knitting to young girls from our operational areas. The students are selected through written test and viva-voce. During 2014-15, a total of 42 numbers of girls were imparted such training.

In the current year a total of 37 number of girls are undergone similar training in the training center. Post training assistance is also provided to the trainees. Since 1984, more than 900 women have been trained.



Agriculture Project under Oil India Rural Development Society (OIRDS)



The primary objective of Agriculture Project is to introduce modern methods of cultivation to generate large scale production and thus provide an opportunity to the unemployed youth to adopt agriculture as a means of earning livelihood and thereby attain economic empowerment. While doing so, maximum emphasis is given in extending in-field training by experts from Agriculture Department, Government of Assam & Assam Agriculture University for proper and adequate use of technology. To boost the encouragement of the farmers, the OIRDS introduces high yielding paddy seeds specially collected from Regional Agriculture Research Centre, Titabor and organic manure to revitalize the paddy fields. Since its inception, OIRDS has adopted more than 106 villages, covering more than 15030 farm families under its Agriculture Project. We still continue to benefit farmers and benefited around 2700 farm families in FY 2015-16.

Sports Project

Promotion of Sports as a CSR initiative apart from providing a platform and motivating the budding talent from the rural parts of our operational area, plays the role of uniting the communities, mobilizing, inspiring and instilling responsible behavior among the children and youth. Our contribution and collaboration with the social groups, district administration and sports bodies, has helped in making rural sports as one of the most popular sports event in the rural areas creating social advantage, over the years. Initiated in 2001, apart from rural sports in FY 2015-16, we have provided financial assistance to several schools and sports organizations for development of playground benefitting larger number of youth.



Project Anubhav

We have constructed Toilet under Swachh Bharat Abhiyan at Moitripur LP School, Diyun, Arunachal Pradesh, Digboi Unnayan Samity and at our township of locations for public use. Additionally, we have taken up a toilet utilization assessment survey of the already constructed toilets in various schools. Also, we have taken up initiatives to implement a waste to energy project, in Assam.

Infrastructure Development

In the last two years, we have constructed around 400 km of rural roads, around 100 number of boundary wall cum fencing in rural schools, around 60 number of classroom in schools, around 50 community stage cum auditoriums, around 20 waiting sheds and developed around 20 playgrounds in various villages of our operational areas of Tinsukia, Dibrugarh, parts of Newly formed Charaideo districts in Upper Assam and in parts of Arunachal Pradesh.

Project OIL Sikshaya Ratna Puraskar

In FY 2013-14, we introduced “OIL Sikshaya Ratna Puraskar” for recognizing the all round contribution of the teaching fraternity from provincialized schools and colleges under Dibrugarh University within the districts of Tinsukia and Dibrugarh. Under this initiative we provide cash incentives to teachers for teaching excellence. Since inception we have provided incentives of INR 17,00,000 to 17 teachers. In FY 2015-16 we have rewarded 6 teachers with an overall cash reward of INR 6,00,000.



Smokeless Village Campaign

We distributed free of cost LPG connections to 131 households in FY 2015-16 through rural distributorship of IOCL at Innao village under Diyun Circle, Changlang District, Arunachal Pradesh.



The other 4 (four) villages which will be converted to Smokeless Villages within shortest possible time from the offices of Pipe Line Head Quarters and Rajasthan Project, OIL are Tetulguri village and Amdanga village near Kaziranga National Park, Nagaon District, Assam; Beldanga village near Jaldapara Wildlife Sanctuary, Madarihat, Alipurduar, West Bengal and Tanot village in Thar Desert, Jaisalmer, Rajasthan.

Under this initiative we have conducted various activities like mass awareness campaign to educate and encourage villages to stop use of Biomass and encourage use of LPG which is cleaner fuel of energy, guidance on use and handling of LPG kit (Burner, Regulator & Gas Cylinder etc.) and awareness on safety measures



Local Communities

G4-S02

We are aware of the impacts that our operations have on the nearby communities. We have analyzed the impacts of our operation before establishing any new project or during expansion of existing project. We conducted environmental impact assessment of our operations and the results have shown no negative impact on local community. To address potential negative impact from our operations, we have adequate assessment studies/ baseline studies and equipment in place. In FY 2015-16 none of our operations showed any potential or actual negative impact on local communities.

Anti-Corruption

G4-S04

We are committed to respect human rights that form the foundation towards sustainability and have set principles and guidelines that follow all government mandated requirements. We have zero tolerance policy towards such activities and take severe actions against all violations. Our organization is guided by a robust anti-corruption mechanism to collect data on incidents and continue to strengthen our system to deal with them immediately and effectively. Time to time various anti-corruption awareness programs are conducted in various spheres of the company. Several anti-corruption training programs such as Keep in Touch and "Catch them Young" (for young executives) having internal as well as external faculties taking the sessions, help in building the foundation for executives (especially newly joined executives) on this subject.



Awards and Accolades

- ⊙ Credit Rating Agencies, Moody's and Fitch, reaffirmed Oil India Limited's Credit Ratings. While Moody's Investor Service rated Oil India Limited as Baa2 (Stable), Fitch rated the Company as BBB(Stable}
- ⊙ Ranking of #222 in the Platts Top 250 Global Energy Company Rankings for 2015 and ranking of 68th in the Asia Companies, declared at the (13th) Annual Platts Top 250 Global Energy Company Rankings, 2015
- ⊙ The International Federation of Training and Development Organizations (IFTDO) Global HRD award, 2016, on the topic "Customized Soft Skill Training for Work persons"
- ⊙ The "Frost & Sullivan's Green Manufacturing Excellence Award 2015 - Certificate of Merit - Believers Category"
- ⊙ The Oil Industry Safety Award for "Best Near Miss Incidents Reporting, Production Operation Onshore/ Offshore" for the year 2013-14
- ⊙ The 2nd Pt. Madan Mohan Malaviya Silver Award for Best CSR Practices in Education, 2015, by CSR Times.
- ⊙ Shri Gnana Kumaraswamy Batta, Senior Geophysicist with Oil India Limited, won the Petrofed Innovator of the year (Special Commendation in the Individual category) at the PETROFED Awards 2013-14
- ⊙ 3rd Prize under Best Enterprise Award in Public Sector at the 26th National Convention of the Forum of Women in Public Sector (WIPS)
- ⊙ The 'Best Company in CSR & Sustainability' Award at the INDIA TODAY PS Us Awards, 2015.
- ⊙ The following awards instituted by "World CSR Congress" at the Sustainability & Leadership Summit & Awards ceremony:
 - 50 Most Sustainable Companies of India Award
 - Best Performing Navratna PSU Award
 - Best CSR Practices Award
 - Sustainable Community Leadership Award.
- ⊙ The 5th Annual Greentech CSR Award 2015 in Gold category, in Petroleum Exploration sector
- ⊙ The 15th Annual Greentech Environment Award, 2014, in Gold category in Petroleum Exploration sector.
- ⊙ The 16th Annual Greentech Environment Award, 2015, in Gold category in Petroleum Exploration sector
- ⊙ The Golden Peacock National Training Award, 2015 15. The 5th Annual Greentech HR Award, 2015 on Training Excellence.
- ⊙ The 3rd Global Training & Development Leadership Award for best development programme in public sector for workers, in the category of Best Employer 2015-16, by World HRD Congress.
- ⊙ The 7th best employer of the year at 10th Employer Branding award and an award for managing health at work, both by Employer Branding Institute, India.
- ⊙ The "Dainik Bhaskar- India Pride Award 2015-16, for Excellence in Oil & Gas", in the Central Public Sector Undertaking category by the Dainik Bhaskar newspaper group



“Dainik Bhaskar- India Pride Award (2015-16) for Excellence in Oil & Gas”, in the Central Public Sector Undertaking category

Oil Industry Safety Award for “Best Near Miss Incidents Reporting, Production Operation- Onshore/Offshore”



The 2nd Pt. Madan Mohan Malaviya Silver Award for Best CSR Practices in Education, 2015



13th annual Platts Top 250 Global Energy Company Rankings for 2015

16th Annual Greentech Environment Award 2015



'Best Company in CSR & Sustainability' Award at the India Today PSUs Awards, 2015

Abbreviations

List of Abbreviations	
OIL	Oil India Limited
KPIs	Key Performance Indicators
E&P	Exploration and Production
UDAAN	Ushering Development and Achieving New Horizon
CSR	Corporate Social Responsibility
IOR	Improved Oil Recovery
EOR	Enhanced Oil Recovery
R&D	Research & Development
CBM	Coal Bed Methane
LNG	Liquefied Natural Gas
NED	Non-Executive Director
ID	Independent Director
CPSE	Central Public Sector Enterprise
ED	Executive Director
DPE	Department of Public Enterprise
HR	Human Resource
HSE	Health Safety & Environment
SD	Sustainable Development
SEBI	Security & Exchange Board of India
L&D	Learning & Development
PSU	Public Sector Unit
GHG	Greenhouse Gas
MoEFCC	Ministry of Environment, Forest and Climate Change
MoPNG	Ministry of Petroleum and Natural Gas
IUCN	International Union for Conservation of Nature and Natural Resources
EIA	Environment Impact Assessment
HDPE	High Density Poly Ethylene
ET	Executive Trainee
OHI	Organization Health Index
FHQ	Field Headquater
PHQ	Pipeline Headqauter
DMP	Disaster Management Plan

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G4-EN20	Emissions of ozone-depleting Substances (ODS)	We have phased out Ozone Depleting Substances (ODS) from our operations. At present we are using eco-friendly chemicals like Freon – 34 replacing Ozone like Halon and Freon – 12.	
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G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Percentage Representation : 50-75% Committee Name:- Pit level Safety Meeting Departmental Safety Meeting Field Level Safety Meeting Apex level Safety Meeting Tripartite Meeting Bipartite Meeting	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities	Occupational Health and Safety	64
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	No incidents of occupational health diseases	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Health & Safety topics are covered as per regulatory requirements	

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G4-LA9	Average hours of training per year per employee by gender, and by employee category	Training and Education	61
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Training of retirement planning for executives and workmen who are retiring in the particular financial year is conducted to help them in planning their post retirement life in an effective way	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	All eligible employee undergoes formal performance review process	
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Board of Directors : 10 Males, 1 Female Audit Committee: 3 Males Stakeholder Committee: 3 Males, 1 Female Remuneration Committee: 2 Males, 1 Female Human Resource Committee: 4 Males, 1 Female Business Development Committee: 4 Males, 1 Female HSE Committee: 4 Males, 1 Female CSR & SD Committee: 4 Males, 1 Female Risk Management Committee: 4	
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G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Diversity and Equal Opportunity	62
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G4 – OG10	Number and description of significant disputes with local communities and indigenous people	In FY15-16, we did not have any significant disputes with local communities and indigenous people	

G4 – OG11	Number of sites that have been decommissioned and sites that are in process of being decommissioned	In FY15-16, we have not sites that were decommissioned	
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G4-S04	Communication and training on anti-corruption policies and procedures	Anti-Corruption	76
G4-S05	Confirmed incidents of corruption and actions taken	None	
MATERIAL ASPECT: GRIEVANCE MECHANISM FOR IMPACTS ON SOCIETY			
G4-S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	There have not been any grievances about impacts on society.	

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