



ऑयल इंडिया लिमिटेड
Oil India Limited

भारत सरकार के अधीन
एक महारत्न सीपीएसई
A Maharatna CPSE under
Government of India

निगमित कार्यालय /Corporate Office

ऑयल हाउस/OIL House,
प्लॉट नं. / Plot No.19, सेक्टर/Sector -16A,
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Ref. No. OIL/SEC/32-33/NSE-BSE

Dated: 22.08.2024

National Stock Exchange of India Limited Exchange Plaza, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 NSE Symbol: OIL	BSE Limited Department of Corporate Service Phiroze Jeejeebhoy Towers Dalal Street Mumbai - 400 001 BSE Security Code: 533106
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Sub : Business Responsibility and Sustainability Report of the Company for Financial Year 2023-24

Ref. : Regulation 34(2) of the SEBI (LODR) Regulations, 2015

Sir / Madam,

Pursuant to Regulation 34 (2) of the SEBI (LODR) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24 forming part of the Annual Report for FY 2023-24.

The said report has also been hosted on Company's website at www.oil-india.com.

This is for your information & records please.

Thanking you,

Yours faithfully,
For Oil India Limited

(A.K. Sahoo)
Company Secretary &
Compliance Officer

Encl: As above

The background of the entire page is a photograph of an industrial facility, likely an oil refinery or processing plant, during sunset. The sky is a mix of orange and blue, and the sun is visible on the right side, creating a silhouette effect on the industrial structures. A large, dark, cylindrical structure is prominent in the center, and various pipes and scaffolding are visible throughout the scene.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY- 2023-24

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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L11101AS1959GOI001148
2	Name of the Listed Entity	Oil India Limited
3	Year of incorporation	1959
4	Registered office address	Duliajan, Assam
5	Corporate address	Plot No. 19, Sector- 16A, Noida- 201301
6	E-mail	esg@oilindia.in
7	Telephone	+91-0374-2800427
8	Website	www.oil-india.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. and BSE Limited
11	Paid-up Capital	Rs. 1084.41 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Shiladitya Deb Designation: General Manager- ESG, FHQ, Duliajan Telephone No.: 0374-2807991 Email ID: shiladitya@oilindia.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

14	Name of assurance provider	Bureau Veritas India Pvt Ltd
15	Type of assurance obtained	Reasonable assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Exploration and Production of Hydrocarbon	Exploration and Production of Crude oil and Natural gas	97.08%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Crude Oil	061	72.86%
2	Natural Gas	062	23.45%
3	LPG	192	0.77%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	173	12	185
International	0	1	1

19. Markets served by the entity:

S. No.	Particular	Number
a	National (No. of States)	6 States (Assam, Arunachal Pradesh, Rajasthan, Madhya Pradesh, Gujarat, Odisha)
	International (No. of Countries)	Nil
		% Contribution
b	What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
	Provide description below	-

c	A brief on types of customers	Majority of our customer-base consists of Public Sector Undertakings (PSUs) in the Oil and Gas sector. Other customers include DISCOMs like Rajasthan-Jodhpur Vidyut Vitaran Nigam Limited, Gujarat-Gujarat Urja Vikas Nigam Limited & Madhya Pradesh Power Management Company Limited and private-sector entities operating in regions nearby our facilities (ex. Tea producers)
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IV. Employees

20. Details as at the end of Financial Year (FY2023-24)

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

FY 2023-24						
S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
EMPLOYEES (executives)						
1	Permanent (D)	1771	1546	87.30%	225	12.70%
2	Other than Permanent (E)	131	105	80.15%	26	19.85%
3	Total employees (D + E)	1902	1651	86.80%	251	13.20%
WORKERS (non-executives)						
4	Permanent (F)	4721	4450	94.26%	271	5.74%
5	Other than Permanent (G)	154	145	94.16%	9	5.84%
6	Total workers (F + G)	4875	4595	94.26%	280	5.74%

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

FY 2023-24						
S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED EMPLOYEES (executives)						
1	Permanent (D)	42	39	92.86%	3	7.14%
2	Other than Permanent / Contractual / Third Party (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	42	39	92.86%	3	7.14%
DIFFERENTLY ABLED WORKERS (non-executives)						

4	Permanent (F)	121	115	95.04%	6	4.96%
5	Other than Permanent / Contractual / Third Party (E)	0	0	0%	0	0%
6	Total differently abled workers (F+G)	121	115	95.04%	6	4.96%

21. Participation/Inclusion/Representation of women

Representative Stakeholder	Total (A)	No. and percentage of Females (B)	
		No. (B)	% (B / A)
Board of Directors	7*	1*	14.29%
Key Management Personnel	1	0	0%

*Position as on 31.03.2024.

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (Executives) (%)	4.45	2.72	4.23	3.94	4.32	3.99	3.05	4.44	3.22
Turnover rate for Permanent Workers (Non-executives) (%)	6.24	2.94	6.06	7.56	2.91	7.32	9.12	4.42	8.91

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Numaligarh Refinery Limited	Subsidiary	69.63%	The Company undertakes its own Business Responsibility (BR) initiatives and adheres to the

				guidelines issued by statutory bodies / Government from time to time.
2	Oil India International Pte. Ltd. (OIPL)	Subsidiary	100%	The Overseas Subsidiaries of the Company are SPVs / Investment arms for acquisition of overseas E&P Assets only.
3	Oil India International B.V (OIIBV)	Subsidiary	100%	
4	Oil India Sweden AB	Subsidiary	100%	
5	Oil India (USA) Inc.	Subsidiary	100%	On 14th January 2022, Oil India (USA) Inc., the wholly owned subsidiary of the Company closed the deal to divest its entire stake in Niobrara shale oil and gas asset in USA. After compliance of applicable US laws, Oil India (USA) Inc. has been wound up on 2nd May,2023.
6	Brahmaputra Cracker and Polymer Ltd (BCPL)	Associate	10%	The Company undertakes its own Business Responsibility (BR) initiatives and adheres to the guidelines issued by statutory bodies / Government from time to time.
7	DNP Ltd.	Joint Venture	23%	
8	Assam Petro-Chemicals Limited (APL)	Joint Venture	48.80%	The Company undertakes its own Business Responsibility (BR) initiatives and adheres to the guidelines issued by statutory bodies / Government from time to time.
9	Indradhanush Gas Grid Limited (IGGL)	Joint Venture	20%	
10	HPOIL Gas Private Ltd. (HPOIL)	Joint Venture	50%	
11	Purba Bharati Gas Private Limited (PBGPL)	Joint Venture	26%	
12	North East Gas Distribution Company Limited	Joint Venture	49%	
13	Suntera Nigeria 205 Ltd.	Joint Venture	25%	The overseas JV Companies undertake BR initiatives as per the applicable laws of 13 native country
14	Beas Rovuma Energy Mozambique Ltd. (BREML)	Joint Venture	40%	

VI. CSR details

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

(ii) Turnover (in Rs.) - Rs. 22129.79 Cr

(iii) Net worth (in Rs.) – Rs. 35449.32 Cr

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy)	FY2023-24			FY2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://www.oil-india.com/NComplaintHandling Additionally, local community can file grievance physically as illustrated under P5 Pt. 4.	129	6	-	113	4	-
Investor	Yes, TOPSUBME NU9543Main MenuEnglish Level-2 Process for Resolution of Investors Grievances.pdf (oil-india.com)	0	Nil	-	0	Nil	-
Shareholders	Yes The Company has created a designated email-id investors@oilindia.in	128	Nil	-	107	Nil	-
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-

	https://oilweb.oilindia.in/GrievanceSystem						
Customers	<u>Yes</u> https://www.oil-india.com/NComplaintHandling	Nil	Nil	-	Nil	Nil	-
Value Chain Partners (upstream & downstream)	<u>Yes</u> https://www.oil-india.com/NComplaintHandling	Nil	Nil	Nil	05	Nil	
Public Grievances received through CPGRAMS Portal	<u>Yes</u> https://pgportal.gov.in/	29	Nil	Nil	46	8	-
Other (Public)	https://www.oil-india.com/NComplaintHandling	14	Nil	Nil	7	Nil	

26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Response to climate change	Opportunity	OIL conducted a comprehensive stakeholder engagement and materiality assessment to identify key ESG issues. These	<ol style="list-style-type: none"> Oil India Limited (OIL) has set forth a visionary goal of achieving net-zero emissions by 2040. OIL is actively diversifying its energy mix by delving into renewable energy sources. The successful commissioning of wind and solar energy projects, reflects a commitment to reducing dependence on traditional fossil fuels. 	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			findings are detailed in Appendix I,	<ol style="list-style-type: none"> 3. OIL has initiated a process for incorporation of wholly owned subsidiary company to manage Alternate Energy Business of OIL. 4. OIL executed a Joint Venture Agreement (JVA) with Assam Power Generation Corporation Ltd. (APGCL) in 2024 for development of renewable power projects of total 645 MW capacity in the state of Assam. The process of formation of a JV company with APGCL is in progress. 5. OIL is strategically planning to become a zero-flare company by 2025 through upgrading & construction of installations and pipeline networks and adding compression facilities for gas field monetisation etc. 6. OIL is actively engaging with industry stakeholders, research institutions, academia, and government agencies, thereby leveraging collective expertise and collaboration for sustainable growth. 7. OIL is actively seeking to stay at the forefront of emerging energy markets. For example, OIL has commissioned India 's first pilot plant for Green Hydrogen Production in Jorhat, Assam. 	
2	Talent Management	Opportunity	-do-	<ol style="list-style-type: none"> 1. OIL provides capacity building and upgrading knowledge and skill of employees through regular training programs. . A training calendar has been made to routinely upskill the employees. 2. We have human resource committee overseeing the identification of training needs to provide necessary training to ensure the workforce is prepared for the future. 3. We have launched "Project OIL Swabalamban" to provide job training and capacity building for 	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>youth in Assam and Arunachal Pradesh</p> <p>4. Under the Ministry of Petroleum and Natural Gas, we also established skill development institute in Guwahati which provides placement-oriented skill trainings to the economically backward youths of the Northeast.</p>	
3	Indirect economic performance	Opportunity	-do-	<ol style="list-style-type: none"> OIL has implemented a holistic strategy to boost the local economy significantly by offering training and skill development to the local youth, followed by employment opportunities. Our operations meet India's energy needs, lessen the nation's reliance on imports, and concurrently deliver concrete advantages to nearby communities through area development. OIL operations have a beneficial effect on promoting entrepreneurship, especially in the civil construction and transportation sectors, thus expanding business prospects for the locals. 	Positive
4	Corporate Governance	Opportunity	do-	<ol style="list-style-type: none"> The corporate governance policies of OIL meet the stipulations of regulators including the guidelines issued by the Government of India, Ministry of Petroleum and Natural Gas, Department of Public Enterprises, Securities and Exchange Board of India etc. We are committed to deliver value inclusively and sustainably, with the support of our stakeholders. Thereby driving the company's success in present and future. To reduce our reliance on a single segment and to provide integrated products and services to the country, OIL has targeted goal to expand capabilities across entire oil and gas value chain. 	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				4. OIL recognizes the significance of sustaining our social license to operate, which we accomplish by consistently engaging with our stakeholders. Such interactions enable us to formulate strategies that are in harmony with their expectations.	
5	Emissions Management	Opportunity	do-	<ol style="list-style-type: none"> OIL has done thorough assessment of our carbon inventory and major greenhouse gas hotspots, coupled with the identification of reduction opportunities across our operational spectrum. Our activities such as establishment of renewable energy projects, emphasis on natural gas, innovative solutions like hydrogen fuel cell buses, and pilot studies such as carbon capture, utilization, and storage (CCUS) initiatives at Naharkatiya Field, Assam showcase our efforts to reduce our carbon footprint and contribute to a sustainable future. A feasibility study is under progress for identification of suitable reservoirs/aquifers along with design considerations for capture, transportation and sequestration of CO₂ in suitable reservoirs/aquifers within Jaisalmer Basin in Rajasthan. Construction of strategic field pipelines and adoption energy efficient technologies has lead to reduction in our flaring from 7.26% in FY 23 to 6.79% in FY 24. We are targeting to achieve Zero-flare milestone in 2025. 	Positive
6	Water and effluents management	Risk	do-	<ol style="list-style-type: none"> Our water conservation measures using recycled water, treated sewage water, rainwater, and process effluents. 	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<ul style="list-style-type: none"> 2. Our central Effluent Treatment Plant (ETP) has a capacity of 7200 KLD and treats process effluents. 3. We use rainwater for irrigation, cleaning, and other purposes, thereby reducing dependence to fresh water. 4. Through a pilot study at Madhuban ETP, we have managed to decrease our wastewater generation and freshwater usage by treating formation water (produced during oil and gas extraction) via Central ETPs, which is then recycled into injection wells. 	
7	Closure and rehabilitation of Oil fields	Risk	do-	<ul style="list-style-type: none"> 1. OIL has established management processes, technical protocols, and checkpoints to ensure the safe closure of oil wells. 2. Post closure of wells we consistently monitor the pressure levels to maintain their integrity. 3. Our well abandonment policy is stringent, ensuring responsible and secure procedures. 4. We install barricades around the well sites to deter unauthorized entry and protect the environment and complement it by security personnel who oversee and regulate access. 	Negative
8	Waste Management	Risk	do-	<ul style="list-style-type: none"> 1. OIL has adopted circularity initiatives such as bioremediation and recycling. We've developed an oily sludge treatment system where the sludge is treated to extract hydrocarbons, and the residual matter is treated with proprietary bioremediation bacteria. 2. Last year, 3541.99 MT metric tons of sludge were processed for bioremediation and oil recovery, while 97.98 metric tons of spent oil were recycled. 	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<ol style="list-style-type: none"> 3. Our bio-medical waste is disposed of via a double chamber incinerator, adhering to the state pollution control board's regulations. 4. Drill cuttings are cleansed and stored at the drill site in HDPE-lined pits, in accordance with the Ministry of Environment, Forest and Climate Change (MoEFCC) guidelines. 5. To reduce drilling waste and wastewater, and to recover drilling fluid, we've implemented the Drilling Cutting Treatment Unit under Project Bhuvan Mitra. This unit employs a Vertical Cutting Dryer that separates drill cuttings from drilling fluid using centrifugal force, eliminating the need for water in the cleaning process. 	
9	Occupational health and safety	Risk	do-	<ol style="list-style-type: none"> 1. OIL has implemented a comprehensive Health, Safety, and Environment (HSE) management system that adheres to all relevant regulations and ISO 14001 & 45001 management system standards. 2. Our HSE policy is based on the principle of zero tolerance for work-related injuries and illnesses. 3. We provided Mines Vocational Training (MVT), Refresher Program and firefighting training to Workers. 4. We have robust HSE management system to systematically identify, assess, and mitigate potential risks associated with our installations. Periodically, comprehensive risk assessments, including Quantitative Risk Assessments (QRA) and Hazard and Operability (HAZOP) studies, are conducted for all installations. 	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Asset integrity and critical incident management	Risk	do-	<ol style="list-style-type: none"> 1. OIL regularly assess potential workplace-related health and safety hazards and risks through risk assessment studies such as Hazard and Operability Study (HAZOP) and Quantitative risk assessment (QRA). 2. We conduct job safety analysis for significant jobs and take necessary precautions to minimize risks. 3. We conduct mock drills for critical incidents to train our workforce in effectively handling emergencies. 4. We launched an initiative called KAVACH, which aims to bring about a significant improvement in safety practices. This initiative emphasizes a renewed commitment to health, safety, environment, and social governance (HSE and ESG). 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Description		This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.								
S No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
	c. Web Link of the Policies, if available	https://www.oil-india.com/5Investor-services								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>ISO 9001:2015 Quality Management System</p> <p>ISO 45001:2018 Occupational Health and Safety Management System</p> <p>ISO 14001:2015 Environment Management System</p> <p>ISO 17025:2017 Competence of testing and calibration laboratories</p> <p>ISO 27001:2013 Information Security Management System</p> <p>ISO 50001:2018 Energy Management</p> <p>Oil has developed a comprehensive set of policies that adhere to various regulations and guidelines issued by the Government of India. we have considered industry's best practices and national/international standards while developing these policies. This approach ensures that our policies align with multiple sector-specific standards, reflecting a commitment to regulatory compliance and excellence.</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>OIL is committed to adhering to the highest standards of corporate governance, as outlined in the Companies Act, 2013, and SEBI regulations. We prioritize transparent business operations, responsible practices, and low-carbon solutions. Our focus on safety is unwavering, with a zero-incident goal. We</p>								

		actively support MSMEs and strive for operational excellence with a commitment to achieving net-zero emissions by 2040. Our business philosophy emphasizes integrity, inclusivity, and accountability, while fostering entrepreneurship and skill development. We are dedicated to safeguarding customer data through robust cybersecurity measures.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company regularly monitors its performance against key ESG parameters, details of which are available in BRSR's disclosures and Company's sustainability report. The BRSR may be read in conjunction with the company's sustainability report and is available on Company's Sustainability webpage https://www.oil-india.com/5Sustainability-at-oil

S No.	Governance, leadership, and oversight	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	<p>I am happy to present to you the latest edition of OIL's Business Responsibility and Sustainability Report (BRSR), which is prepared in accordance with SEBI guidelines. BRSR reflects our efforts and progress towards a sustainable future, marked by significant milestones and a deep sense of responsibility to our Nation and its people.</p> <p>As an early adopter of ESG reporting in India, OIL consistently endeavors to enhance its disclosures aligned with international and national standards. As a Maharatna energy company, we are tasked with ensuring nation's energy security, we are deeply committed to the highest standards of transparency, integrity & accountability, uphold corporate governance principles and maintain ethical and responsible business practices across all our operations. At OIL, sustainability is a core value, it is our guiding principle to add to the energy security of the country.</p> <p>As the energy sector shifts towards cleaner and more sustainable sources, OIL recognizes the need to adapt. We've recently adopted Vision & Strategy 2040, developed with international consultants, to guide our transformation into an Integrated Energy Player.</p> <p>Aligned with this vision and India's ambitious emission reduction target, OIL is committed to becoming a net-zero company by 2040. We are envisaging to invest ₹25,000 Cr by 2040 for development of Alternate energy through a wholly owned subsidiary company dedicated to manage Alternate Energy Business of OIL. The process has been initiated for the incorporation of wholly owned subsidiary company. This investment will drive growth in renewable energy, biofuels, compressed bio gas, green hydrogen, bio</p>

		ethanol, CCS / CCUS and Geothermal etc. To strengthen our energy portfolio further, we're exploring diversification in downstream operations. This includes investments in refining facilities, petrochemicals, LNG infrastructure, fertilizers, and critical minerals exploration. Our focus is on delivering sustainable growth and generating long-term value. We will invest in our people, technology, and infrastructure to maintain our competitive edge and seize emerging opportunities in the evolving energy landscape.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).	Dr. Ranjit Rath Chairman & Managing Director
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, pro-vide details.	The Company has a Board Committee on Corporate Social Responsibility & Sustainable Development (CSR & SD). The Company has established inter sphere ESG & SD to develop targets, review new projects' contribution to the mitigation plan, monitor corporate communication disclosures, monitor progress, and assess the allocation of resources in line with Net Zero Commitments.

Details of Review of NGRBCs by the Company:																			
10	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	Committee of the Board									Periodically								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non - compliances	Committee of the Board									Periodically								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7			P 8	P 9
		The Company, being a listed entity, is subject to numerous audits, reviews, scrutiny etc. by regulators, auditors amongst others, which inter-alia review the implementation of approved policies, etc.										

If answer to question (1) under Policy and Management Processes is “No” i.e., not all Principles are covered by a policy, reasons to be stated:										
12	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	Yes	NA	NA
	The entity does not have the financial or / human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	Yes	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA		NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact									Total persons	People attended	%age of persons in respective category covered by the awareness programmes
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9			
Board of Directors	5				√				√	√	10	6	60%
Key Managerial Personnel	1	√					√	√			1	1	100%
Employees other than BoD and KMPs	285	√	√	√	√	√	√	√	√	√	1902	1679	88.28%
Workers	129	√	√	√	√	√	√	√	√	√	4875	2763	56.68%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

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

Oil India is focused on maintaining the most elevated moral and moral norms and doesn't endure pay off or debasement in any structure. The Company, being a listed Public Sector Enterprise, leads and oversees itself with morals, straightforwardness and responsibility according to the strategies commanded by Department of Public Enterprises (DPE), Guidelines on Corporate Governance, SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and other guidelines and policies of the DPE in particular and Govt. of India in general. The Company has a Vigilance department guiding transparency, efficiency and integrity and best corporate practices in its working. The Company has a Whistle Blower Policy intended to give a channel to the representatives to report certifiable concerns and issues about unscrupulous conduct inside the organization. Further, the Executives and Employees of the Company are bound by the respective rules on conduct and discipline which inter-alia ensures any form of indulging in bribery or corruption as 'Misconduct'.

The Company endeavors to work against corruption in all its forms through well-defined Whistle Blower Policy. This approach furnishes every one of the workers with free access to the Administration in the event

that they notice unscrupulous or ill-advised rehearses or any other wrongful conduct in the Company and to preclude administrative faculty from making any unfavorable individual move against those representatives. Further, no workforce has been denied access to the Audit & Ethics Committee of the Board and no complaint under the Vigil Mechanism was received during the financial year.

Weblink of Policy: https://www.oil-india.com/Document/Financial/Whistle_Blower_Policy.pdf

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

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs		
Employees (executives)		
Workers (non-executives)		

6. Details of complaints regarding conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	0	NA	0	NA
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	NA	0	NA

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

Regulatory Action	FY 2023-24 (Current Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
Nil	NA				
Regulatory Action	FY 2022-23 (Previous Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
Nil	NA				

8. Number of days of accounts payables (Accounts payable * 365) / Cost of goods / Services procured) in the following format

(BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers) –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	23.67	24.39

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

9. Open-ness of business
(BRSR Core Attribute 9: Open-ness of business)

Provide details of concentration of purchase and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format;

Parameter	Metrics	FY 2023-24 (Current financial Year)	FY 2022-23 (Previous financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable*	
	b. Number of trading houses where purchase is made from		
	c. Purchase from top 10 trading houses as % of total purchase from trading houses		
Concentration of Sales	a. Sales to dealers / distribution as % of total sales	Not Applicable**	
	b. Number of dealers / distributions to whom sales are made		

	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / total purchases)	0.48%	0.74%
	b. Sales (Sales to related parties / total sales)	49.76%	57.19%
	c. Loans & Advances (Loans & Advances given to related parties / total loans & advances)	0.00%***	0.00%***
	d. (Investments in related parties / total investments made)	61.60%***	74.59%***

*OIL did not place any Purchase Order on any Trading House in FY2022-23 and 2023-24.

** OIL is not involved in business transactions of sales with trading houses, dealers, and related parties.

*** Based on cumulative figures

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

LEADERSHIP INDICATORS

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

Total number of awareness programmes held for VCP	Topics / principles covered under the training	Attendance of VCP	Total VCPs	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
06	1.Seminar cum workshop under AtmaNirbhar Bharat campaign-for successful implementation in OIL as per SOP issued by DPIIT for Development order. (P7)	273	1776	13.3%
	2.Vendors Meet-& Grievance Redressal Program (P4)			
	3.Vendors Meet- For interaction and awareness about OIL's procurement policies and Development order policy under Atmanirbhar Bharat Campaign (P8)			

	4.Partners Meet / Roadshow in Abu Dhabi (P4)			
	5.Procedure for submitting bid against OIL's tenders in GeM & SRM portal and awareness on Invoice to Pay Automation VIM portal-OIL Vendor Awareness Programme organized in Guwahati on 7th October 2023. (P4)			
	6.Vigilance sensitization Programme on 30.10.2023. (P1)			

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

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

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

ESSENTIAL INDICATORS

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%*	All our R&D efforts are aligned towards increasing Crude & Natural gas production which will add towards the energy security of the country, improving product efficiency, energy efficiency & lowering emissions, improving processes, green & new energy etc.
Capex	31.38%	26.93%	OIL's Capital equipment CAPEX is focused on technological advancement, energy efficiency, augmenting facilities, safety and environmental features.

**This is a restatement from last year*

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, at OIL, we are committed to maintaining responsible and sustainable practices in all our operations, including our vendor selection process. Our dedication extends to considering social, ethical, and environmental factors in our decision-making. We have established a robust and transparent tendering process that complies with relevant laws and regulations. Our tender processes are conducted online and paperless to provide equal opportunities to eligible bidders and maintain transparency. Our tender invitations include clauses addressing critical issues such as the prohibition of child labor and the welfare of contractual labor to ensure a fair and ethical execution of the process. Additionally, we have integrated environment-related screening parameters that require compliance with global and national standards as the establishment of performance criteria. We also provide weightage to ESG related elements while analysing scoring the technical bid submitted by the vendors. These considerations are rigorously evaluated on a tender-to-tender basis to promote sustainability and minimize our ecological impact. Furthermore, we actively support local vendors and contribute to the vision of Aatmanirbhar Bharat by implementing purchase preference conditions that prioritize engaging with local suppliers and small or medium-scale industries.

- b. If yes, what percentage of inputs were sourced sustainably?**

100%

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

Product	Process to safely reclaim the product
---------	---------------------------------------

a. Plastics (including packaging)	Product recycling is not practiced in this sector. The product portfolio consists mainly of crude oil, natural gas and value-added products (LPG,), which cannot be recycled.
b. E-Waste	Disposed via registered recyclers
c. Hazardous Waste	Oily Sludge Recovered through in-house sludge processing plant for reuse as crude oil and Remaining sludge undergoes bioremediation for proper disposal. Spent Oil: Sold to authorized recyclers/re-processors for further processing.
d. Other Waste	All Non-hazardous wastes are properly stored and disposed as per regulation

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

No.

The oil and gas industry being a complex and diverse sector, with a wide range of products and services. This makes it difficult to develop a single EPR system that would be effective for all segments of the industry. It is heavily regulated, with a number of existing laws and regulations governing the management of waste. These regulations often include requirements for producers to collect and recycle waste, which can make EPR redundant.

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

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

No, LCA study has not been conducted for any product or service.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the life cycle perspective / assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Life Cycle Assessment to identify list of environmental & social concerns / risks is yet to be carried out.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

The product portfolio consists majorly of crude oil and natural gas which can't be recycled.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

The product portfolio consists majorly of crude oil and natural gas which is supplied via pipeline. Hence reclamation of product and packaging is not applicable.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not Applicable

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

ESSENTIAL INDICATORS

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

Category	% of Executives covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities [#]	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees *											
Male	1,546	1,546	100%	1,546	100%	NA	NA	1546	100	1,270	82.15 %
Female	225	225	100%	225	100%	225	100%	NA	NA	194	86.22 %
Total	1,771	1,771	100%	1,771	100%	225	12.7%	1546	87.29 %	1,464	82.67 %
Other than Permanent Employees**											
Male	105	105	100%	105	100%	NA	NA	105	100%	0	0%
Female	26	26	100%	26	100%	26	100%	NA	NA	0	0%
Total	131	131	100%	131	100%	26	19.85 %	105	80.15 %	0	0%

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

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

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

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

Category	% of Non-Executives covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities [#]	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Non-Executives*											
Male	4450	4450	100%	4450	100%	NA	NA	4450	100%	4,114	92.45%

Female	271	271	100%	271	100%	271	100%	NA	NA	247	91.14%
Total	4721	4721	100%	4721	100%	271	5.74%	4450	94.26%	4,361	92.37%
Other than Permanent workers (non-executives)**											
Male	145	145	100%	145	100%	NA	NA	145	100%	0	0%
Female	9	9	100%	9	100%	9	100%	NA	NA	0	0%
Total	154	154	100%	154	100%	9	5.84%	145	94.16%	0	0%

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

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

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

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

(BRSR Core Attribute 5: Enhancing Employee Wellbeing and Safety)

Cost incurred on well-being measures as a % of total revenue of the company	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
	0.6%	0.5%

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Benefits	FY2023-24			FY2022-23		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes

ESI	NA	NA	NA	NA	NA	NA
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

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

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

OIL understands and demonstrates the value of a diverse workforce. At OIL, we are committed to providing equal employment opportunities and fostering an inclusive work environment and culture where all employees are treated with respect and dignity. This policy applies to the entire organization and aims to promote inclusiveness, striving to maintain a work environment free from harassment or discrimination against individuals with special abilities and disabilities. The policy ensures equal employment opportunities without discrimination against persons with disabilities, in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, and the company's service conditions. It has been made accessible to all employees via the company's internal web portal, allowing them to access the policy at any time, from any device, as long as they have access to the internal web portal.

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

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

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

	Yes/No (If Yes, then give details of the mechanism in brief)	Details of mechanism

Permanent Workers (non-executives)	Yes	Yes. In Oil India Limited, there exists an “Online Grievance Redressal Portal/Mechanism” for addressing the grievances of the permanent executives/ employees of the Company. The procedure for addressing the grievances is as per the laid down policy/procedure of the Company. For contract labours there exists the “Shram Suvidha Portal” for flagging off their grievances. Additionally, a platform “Sanglap” has been created to enable employees to submit their suggestions towards performance improvement of the company
Other than Permanent Workers (non-executives)	Yes	
Permanent Employees (executives)	Yes	
Other than Permanent Employees (executives)	Yes	

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

Category	FY2023-24			FY2022-23		
	Total employees / workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees (executives)	1771	1440	81.31%	1772	1413	79.74%
Male	1546	1233*	79.75%	1556	1247*	80.14%
Female	225	207*	92%	216	166*	76.85%
Total Permanent Workers (non-executives)	4721	3217	68.14%	4987	2837	56.89%
Male	4450	3077*	69.15%	4714	2734*	58%
Female	271	140*	51.66%	273	103*	37.73%

*The Employee Association numbers are as per Calendar year

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (executives)										

Male	1546	457*	29.56%	1154	76.64%	1556	406*	26.09%	948	60.93%
Female	225	65*	28.89%	159	70.67%	216	37*	17.13%	132	61.11%
Total	1771	522*	29.47%	1313	74.14%	1772	443	25.0%	1080	60.95%
Workers (non-executives)										
Male	4450	1880*	42.25%	1132	25.44%	4714	2180*	46.25%	587	12.45 %
Female	271	122*	45.02%	106	39.11%	273	99*	36.26%	41	15.02 %
Total	4721	2002*	42.41%	1238	26.22%	4987	2279	45.70%	628	12.59 %

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

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

	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees (executives)						
Male	1546	1546	100.00%	1556	1556	100.00%
Female	225	225	100.00%	216	216	100.00%
Total	1771	1771	100.00%	1772	1772	100.00%
Workers (non-executives)						
Male	4450	4450	100.00%	4714	4714	100.00%
Female	271	271	100.00%	273	273	100.00%
Total	4721	4721	100.00%	4987	4987	100.00%

10. Health and safety management system:

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

Yes. Oil India Limited prioritizes safety with a comprehensive Health, Safety, and Environment (HSE) management system covering all employees (100% coverage) and all operational facilities. The system incorporates various practices: HSE awareness programs, regular inspections and audits, clear Standard Operating Procedures (SOPs), comprehensive HSE training, and mandatory Personal Protective, Equipment (PPE). Emergency preparedness drills and a permit-to-work system ensure readiness for unforeseen situations. Regular HSE meetings foster communication, while accident reporting and analysis help prevent future incidents. OIL proactively manages its risk through hazard identification and embrace technology to enhance safety. This robust system reflects OIL's dedication to a safe and healthy work environment for its employees and minimizing environmental impact. OIL's commitment extends to employee well-being with annual health checks and 24/7 medical facilities. Their dedicated HSE policy promotes continuous improvement.

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

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

- a) Hazard Identification: HAZOP (Hazard and Operability Study), Quality Risk Assessment (QRA) studies are carried out at installations at regular intervals to identify potential hazards and Risks. Based on the study, appropriate hazard/risk control measures are put in place for bring the risk to a ALARP (As Low As Reasonably Practicable) level.
- b) Job Safety Analysis (JSA): JSA are carried out at OIL to understand the risks associated with specific job tasks and implement appropriate control measures.
- c) Incident Reporting and Investigation: Reporting and investigating incidents, near misses, and accidents are crucial for identifying root causes and underlying hazards. This information helps in implementing preventive measures to mitigate future risks.
- d) Health and Safety Committees: OIL has multi-level HSE committees meetings carried out at regular intervals. At the Apex level the meetings are chaired by CMD, OIL. These meetings enables employees and management to collaborate in identifying hazards, assessing risks, and proposing solutions.
- e) Work Permits: For non-routine tasks or high-risk activities, work permits are issued. These permits include a risk assessment and ensure that appropriate safety procedures are followed before and during the task.
- f) Training and Awareness: Regular training sessions and awareness programs are imparted for equip employees about potential hazards and risks associated with their work. This helps in fostering a safety-conscious culture and empowers employees to identify and report hazards
- g) Review of HSE Data: Review of HSE data, like incident reports, and trend analyses, helps in identifying common hazards and potential risks that needs to be addressed.
- h) Regulatory Compliance: OIL ensures compliance with relevant HSE regulations of Statutory/Regulatory bodies like Oil Industry Safety Directorate (OISD), Directorate General of Mines Safety (DGMS), Factory Inspectorates of the respective State, Petroleum and Natural Gas Regulatory Board (PNGRB), Petroleum and Explosives Safety Organization (PESO), etc. which leads to reduction of risk in process safety.

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

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

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

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

Yes

**11. Details of safety related incidents, in the following format:
(BRSR Core Attribute 5 : Enhancing Employee Wellbeing and Safety)**

Safety incident/ numbers	Categories	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (executives)	0	0
	Workers (non-executives)	0.158	0.462
Total recordable work-related injuries	Employees (executives)	0	0
	Workers (non-executives)	4	4
No. of fatalities	Employees (executives)	0	0
	Workers (non-executives)	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees (executives)	0	0
	Workers (non-executives)	3	3

** Comparatives for FY 2022-23 have been restated due to the re-computation of BRSR attributes on the basis determination of the LTIFR separately for employees and workers for the disclosures of FY 2023-24. The restatements would enable completeness and comparability of information for the current and previous years.*

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Ensuring a safe and healthy workplace is paramount at Oil India Limited (OIL). Our unwavering vision is to achieve "zero accident and no harm to Man, Machine, and Material." To realize this goal, we've implemented a robust HSE (Health, Safety, and Environment) Management System that adheres to stringent regulations and best practices.

Key Elements of Our HSE Framework:

- Comprehensive Procedures & Guidelines: Well-defined protocols set the bar for world-class HSE standards. Regular monitoring, audits, and system updates ensure compliance.

- **Continuous Improvement:** We identify and address gaps through awareness programs, technological advancements, industry collaborations, training initiatives, and regular interactions with regulators.
- **Infrastructure Integrity:** Recognizing the critical role of infrastructure, OIL allocates a substantial budget for refurbishment, ensuring a safe and efficient operational environment.

Project KAVACH: Elevating HSE Practices

To further strengthen our HSE commitment, we launched Project KAVACH (Key to Awareness, Value Creation, and Change). This comprehensive program focuses on ten strategic goals that transform our HSE management system into HSE+. These goals include:

- Strengthening HSE Management Systems
- Establishing an Integrated HSE Management Organization
- Building a Generative Safety Culture
- Benchmarking Against Industry Best Practices
- Integrating Technology for Enhanced HSE Management
- Robust Asset Integrity Management
- Implementing a Comprehensive HSE Audit Universe
- Establishing an Emergency Response Center
- Achieving Net Zero Emissions
- Conducting Occupational Health Surveys

Project KAVACH serves as a catalyst for positive change, reinforcing a robust HSE framework and fostering responsible business practices aligned with global standards.

Commitment to Continuous Improvement:

- **Revised HSE Policy & HSE Policy Guidebook:** Approved in February 2024, the revised bilingual HSE Policy emphasizes OIL's commitment to HSE excellence. This policy is duly signed by the Chairman and Managing Director (CMD).
- **Zero Tolerance Policy:** Approved in May 2023, this policy establishes clear guidelines for addressing operational and safety lapses, ultimately aiming for zero accidents.
- **Stop Work Authority (SWA):** Empowers employees to stop unsafe actions or conditions, encouraging them to speak up for safety without fear of retribution. The STOP program was approved in January 2023.
- **Guidelines for Safety Management Plan:** Released in April 2023, these guidelines provide a framework for developing comprehensive safety plans as mandated by regulations.
- **HSE Documents Management & Control Procedure:** This procedure, finalized in 2023, promotes document standardization for HSE practices across departments, ensuring compliance with regulations and best practices.

OIL is committed to maintaining a safe and healthy workplace, continually improving its HSE practices, and safeguarding its people, assets, and the environment.

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

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-

Health & Safety	0	0	-	0	0	-
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14. Assessments for the year

	FY2023-24	
	No. of plants and office assesses (by entity or statutory authorities or third parties)	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	11	100%
Working Conditions	(As per Section A-Q18)	

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

All incidents are thoroughly investigated, and improvement recommendations are aligned with the relevant regulations and guidelines provided by the OIL Mines Regulation, PNGRB ERDMP Regulations, and OISD. These recommendations are promptly put into action to safeguard the well-being of OIL's employees, workers, and the environment. To ensure the safety system's efficacy, internal and external audits are carried out by various organizations, such as the Directorate General of Mines Safety (DGMS), the Factory Inspectorate, the Petroleum Explosives and Safety Organization (PESO), the Central Electricity Authority (CEA), Petroleum and Natural Gas Regulatory Board (PNGRB), and the Oil Industry Safety Directorate (OISD). These audits are closely monitored at multiple levels to verify the implementation of recommendations and the maintenance of an effective safety system.

LEADERSHIP INDICATORS

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

Employees – Yes

Workers - Yes.

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

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

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

Total no. of affected employees/ workers

	FY2023-24	FY2022-23
Employees (executives)	0	0
Workers (non-executives)	3	3
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY2023-24	FY2022-23
Employees (executives)	Nil	Nil
Workers (non-executives)		

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

5. Details on assessment of value chain partners:

	Total No. of value chain partners	No. of value chain partners that were assessed	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessment of value chain partners was conducted in the reporting period.		
Working Conditions			

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

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

ESSENTIAL INDICATORS

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

OIL, as a Central Public Sector Undertaking, is dedicated to being accountable to all its stakeholders and enabling their participation in identifying material topics and solutions. To identify its stakeholders, OIL employs various methods such as examining the stakeholders of its peers and competitors, utilizing internal sources, and analyzing the repetitive presence of stakeholders in its communication materials.

When identifying, prioritizing, and engaging with its stakeholders, OIL considers several factors. These include the relevance of the stakeholder to OIL's operations, the impact of OIL's operations on the stakeholder, the power of the stakeholder to influence OIL, and the interest of the stakeholder in OIL.

OIL engages with its stakeholders through both direct (for e.g., interviews, meetings, focus group discussions, surveys, etc.) and indirect modes of engagement (for e.g., monitor media, social media, and other public forums).Through these mediums, we also establish feedback loops to continuously improve engagement processes and address new or evolving stakeholder concerns. We believe that effective stakeholder engagement is essential to its success and the long-term sustainability of its operations.

Given the extensive stakeholder network and interactions, achieving inclusivity can be a complex task. By utilizing its established processes, OIL has identified 11 key stakeholder groups, including the public at large. These groups are further classified into external and internal stakeholders. Internal stakeholders consist of all employees, while the key external stakeholders encompass the remaining 10 stakeholder group such as investors, community, regulatory bodies, etc.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/other s)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	Regular compliance submissions	Annual, Monthly and Need-based	Support government missions to promote sustainable development goals <ul style="list-style-type: none"> • Performance appraisal through MoUs • Discussions on major investment plans

Employees	No	Satisfaction surveys, Social Media Grievance Redressal Emails, Journals, Meetings with employee associations and unions	Annual, Quarterly, Monthly, Daily	Communication on OIL's business goals, values, and principles <ul style="list-style-type: none"> • Implementation of best practices • Facilitating learning and developing • Track key performance indicators and action plans
Suppliers	No	Supplier Meets, Industry Conclave, Access to empowered C&P committee and Vendor development programs	Annual, Quarterly, Monthly, Daily	Communicate operational decisions <ul style="list-style-type: none"> • Seek their performance data/information • Understand and address their concerns • Dispute resolution • Review of Contracts
Customers	No	Annual Customer Meet Customer Interactive Meet Customer Satisfaction Survey	Annual, Quarterly	To understand their satisfaction levels <ul style="list-style-type: none"> • To address operational concerns • To get feedback on new product development
Joint ventures and subsidiaries	No	Need-based meetings Reports and Newsletters	Need-based	Discussions on major investment plans' <ul style="list-style-type: none"> • Sharing of performance data • Facilitate decision-making on major topics
Industry partners	No	Seminars Conferences Industry Expo Interviews Reports and Newsletters	Need-based	Share performance data Inform on keys decisions and projects <ul style="list-style-type: none"> • Participating in conferences and seminars • Engage in public policy advocacy
Communities	Yes	Meetings and direct interactions, Community events, Needs analysis and Impact assessments, CSR initiatives & Corporate communication Materials	Need-based	Engaging with communities for conducting need assessment and executing community development projects <ul style="list-style-type: none"> • Understanding and addressing their concerns on critical incidents • Community Grievances Redressal
Contractors/ Implementing agencies	No	Need-based meetings & Website	Annual, Quarterly, Monthly, Daily	Communicate operational decisions <ul style="list-style-type: none"> • To align their work with company policies and mandates (Compliance)

NGOs /Civil society organizations	No	Project meetings & Annual reviews	Need-based	Executing community development projects • Understanding and addressing their concerns on critical incidents
Media	No		Monthly, Need-based	Relationship building • Promotion of latest initiatives and events • Increase brand recall value • Appraising performance highlights and lowlights • Point-of-view on major sectoral development
Investors	No		Periodical, Need-based	Servicing of Investor Queries and Information about the Performance [Ref: Report on Corporate Governance]

LEADERSHIP INDICATORS

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

Stakeholder consultations on ESG topics are usually conducted by respective spheres, department heads, and relevant company officers using various communication channels, including face-to-face meetings, surveys, and online forums. The feedback and identified areas of corporate concern are escalated to the Board level, either directly or through various Board Committees. The board integrates stakeholder feedback into the company's strategic planning and decision-making processes and implements its action plans through these committees. The committees also do performance monitoring the action plans.

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

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

Since OIL operates in remote and underdeveloped regions, engaging with external stakeholders, including the local communities, provides valuable insights into the needs of disadvantaged and vulnerable groups. In recent years, OIL has conducted baseline surveys and needs assessments in several of its operational areas to better understand community needs through structured interactions and feedback.

Before granting environmental clearance for new exploration and production (E&P) activities, the State Pollution Control Board organizes a public hearing with the local community. An action plan based on

public input is then submitted to the Ministry of Environment, Forest and Climate Change (MoEF&CC) and implemented during the project.

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

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

OIL has undertaken various initiatives as part of its Corporate Social Responsibility (CSR) to support vulnerable and marginalized stakeholder groups. The details of these CSR activities can be found in the CSR section of the Annual Report. These initiatives encompass projects in Healthcare, Education, Sustainable Livelihoods, Skill Development, Capacity Building, Empowerment of Women and Persons with Disabilities, Drinking Water & Sanitation under the Swachh Bharat Abhiyan, Promotion of Rural Sports, Development of Social Assets, Sustainable Environment, and Development of Aspirational Districts, among others. OIL has also procured goods and services from vendors belonging to the Scheduled Caste (SC) and Scheduled Tribe (ST) categories, as well as from women entrepreneurs, in line with the Public Procurement Policy of the Government of India. Additionally, OIL promotes employment opportunities for SC/ST/OBC/EWS classes, along with other vulnerable groups such as ex-servicemen and people with disabilities.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (A)	No. employees / workers covered (B)	% (B / A)
Employees (executives)						
Permanent	1771	1542	87.07%	1772	243	13.71%
Other than permanent	131	0	0%	53	0	00.00%
Total Employees	1902	1542	81.07%	1825	243	13.32%
Workers (non-executives)						
Permanent	4721	1480	31.35%	4987	2542	50.97%
Other than permanent	154	143	92.67%	116	63	54.43%
Total Workers	4875	1623	33.29%	5103	2605	51.05%

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

Category	FY2023-24				FY2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No.(C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F /D)

Employees (executives)										
Permanent	1771	0	0%	1771	100%	1772	0	0%	1772	100%
Male	1546	0	0%	1546	100%	1556	0	0%	1556	100%
Female	225	0	0%	225	100%	216	0	0%	216	100%
Other than Permanent	131	0	0%	131	100%	53	0	0%	53	100%
Male	105	0	0%	105	100%	45	0	0%	45	100%
Female	26	0	0%	26	100%	8	0	0%	8	100%
Workers (non-executives)										
Permanent	4721	0	0%	4721	100%	4987	0	0%	4987	100%
Male	4450	0	0%	4450	100%	4714	0	0%	4714	100%
Female	271	0	0%	271	100%	273	0	0%	273	100%
Other than Permanent	154	0	0%	154	100%	116	0	0%	116	100%
Male	145	0	0%	145	100%	86	0	0%	86	100%
Female	9	0	0%	9	100%	30	0	0%	30	100%

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

a. Median remuneration/ wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	9840663.00*	1	1200000.00
Key Managerial Personnel	1	7659302.00	0	0
Employees other than BoD and KMP (Executives)	1546	3640586.04**	225	2811995.07**
Workers (Non-executives)	4450	1647308.70**	271	1437397.92**

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

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

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:
(BRSR Core Attribute 6 : Enabling Gender Diversity in Business)**

	FY2023-24	FY2022-23
Gross wages paid to females as % of total wages – (B/A)	7.05%	6.64%

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Yes, OIL has a system responsible for addressing human rights related concerns / impacts. Human rights related grievances pertaining to any Sphere or installation are registered through respective Engineer-In-Charge present at sites. The issues are resolved at sites or escalated to higher level i.e. concerned Department / Sphere Head/ Company level, based on the severity of impact.

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

Appropriate systems and mechanisms with time bound process for redressal, such as Grievance Management System, Safety Committees, Internal Complaints Committee, Whistle-blower Policy etc. are in place to allow for resolution of the issues raised under Human Rights policy. There are well-established policies and practices in place such as the Online Grievance Management System, Whistle Blower Policy/ Vigil Mechanism, including strict compliance to laws, rules, and regulations, such as labour rights, health and safety, non-discrimination, freedom of association and collective bargaining, human rights disciplinary practices, contract management, and Prevention of Sexual Harassment, amongst others. OIL also has an independent Chief Vigilance Officer who reports to the Central Vigilance Commission, Govt. of India.

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

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Employees (executives)						
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labor	Nil	Nil		Nil	Nil	
Forced Labor/Involuntary Labor	Nil	Nil		Nil	Nil	

Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	
Workers (non-executives)						
Sexual Harassment	01*	Nil		02*	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labor	Nil	Nil		Nil	Nil	
Forced Labor/Involuntary Labor	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

* These cases fall under categories other than those of permanent and non-permanent employees and workers.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

(BRSR Core Attribute 6: Enabling Gender Diversity in Business)

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	01	02
Complaints on POSH as a % of female employees/workers	0.20% ¹	0.38%
Complaints on POSH upheld	Nil	Nil

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Mechanisms have been laid down as per the “Grievance Management” and “Prevention of sexual harassment (POSH)” Policies of the Company. OIL, strictly abides by Section 9,12 and 16 of the POSH Act 2013 and clauses 6.1(2), 6.2.2 (9) and 8.0 of the POSH policy w.r.t. prevention of adverse consequences to the complainant of harassment cases.

¹ * These cases fall under categories other than those of permanent and non-permanent employees and workers.

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

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

- No labor below the age of 18 will be employed for the work.
- The contractor will not pay less than the legally mandated wages to laborers engaged by them on the work.
- The contractor will pay equal wages to men and women in accordance with applicable labor laws.
- The contractor must obtain a PF code from the relevant authority under the Employees Provident Fund and Miscellaneous Provisions Act, 1952. Similarly, the contractor must obtain an ESI code under the Employees State Insurance Act, 1948.
- As the employer of the laborers/personnel engaged under the contract, the contractor shall be liable to pay gratuity as per the provisions of the Payment of Gratuity Act, 1972.
- Additionally, the contractor shall comply with various labor-related laws, including but not limited to the Code of Wages, 2019, the Minimum Wages Act, 1948, the Interstate Migrant Workmen Act, 1979 (Regulation of Employment and Conditions of Service), the Employees' Compensation Act, 1923, the Maternity Benefit Act, 1961, the Contract Labour (Regulation and Abolition) Act, 1970, the Employment of Children Act, 1938, and the Employees Pension Scheme, 1995, or any modifications/amendments thereof, or any other related law and rules made thereunder from time to time.

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

10. Assessment for the year

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

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

Not Applicable

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Yes. In Oil India Limited there is a ‘Grievance Management System’ application in the intranet portal to address grievances of the permanent executives/employees of the company. The grievance resolution process adheres to the company’s established policies and procedures.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Due diligence is conducted by the Company as per the applicable rules and regulations across all its operations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Wheelchair ramps and lifts have been installed in office premises to accommodate differently abled visitors. Furthermore, all upcoming office buildings are being designed with extra accessibility features to cater to individuals with disabilities.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues, throughout its value chain.
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:
(BRSR Core Attribute 3 : Energy footprint)

Parameter	Units	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A) (Solar)	GJ	2,653	2,128
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	2,653	2,128
From non-renewable sources			
Total electricity consumption (D) (Grid)	GJ	134,612	81,555
Total fuel consumption (E)	GJ	24,771,462	25,491,338
<i>Natural Gas</i>	GJ	14,676,569	14,717,602
<i>Diesel</i>	GJ	1,119,824	867,459
<i>Diesel (Vehicles)</i>	GJ	214,317	259,885
<i>Petrol</i>	GJ	287	-
<i>Petrol (Vehicles)</i>	GJ	11,843	6,574
<i>Natural gas Flaring</i>	GJ	8,357,892	9,143,262
<i>Crude oil</i>	GJ	390,730	496,556
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	24,906,073	25,572,893
Total energy consumed (A+B+C+D+E+F)	GJ	24,908,727	25,575,021
Revenue	INR Crore	22,130	23,260
Energy intensity per rupee of turnover (Total energy consumption / revenue in Crore rupees)	GJ/INR Crore	1,126	1,100
Energy intensity per rupee of turnover adjusted for Purchasing Power	GJ/INR Crore	272.97	272.99

(Total energy consumed / Revenue from operations adjusted for PPP ²)			
Energy intensity in terms of physical output	GJ/MMT _{oe}	3,862,416.93	4,113,723.84
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

Note – Comparatives for FY 2022-23 have been restated due to the re-computation of BRSR attributes on the basis of revised approach and methodology adopted for the disclosures of FY 2023-24. The restatements would enable completeness and comparability of information for the current and previous years.

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

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

3. Provide details of the following disclosures related to water, in the following format: (BRSR Core Attribute 2: Water footprint)

Parameter	Units	FY2023-24	FY2022-23
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	8,668,115**	8,874,666**
(ii) Groundwater	KL	7,060,035	6,391,929
(iii) Third party water	KL	366,115	287,168
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Municipal water)	KL	1,557	16,385
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)*	KL	16,095,822	15,570,147
Total volume of water consumption (in kiloliters) *	KL	16,095,822	15,570,147
Revenue	INR Crore	22,130	23,260

² The calculation used for PPP is as follows:

- PPP adjusted revenue in INR – (Revenue in INR/ PPP conversion factor) * Exchange rate (USD to INR)
- PPP Conversion factor is taken as 20.22 (for FY 2023-24) and 20.7 (for FY 2022-23) as per latest value available value taken from [PPP conversion factor, GDP \(LCU per international \\$\) | Data \(worldbank.org\)](#)
- Foreign exchange rate has been considered as the rate on the end of FY and has been taken from [Reserve Bank of India - Reference Rate Archive \(rbi.org.in\)](#)

Water intensity per rupee of turnover (Water consumed / revenue in Crore rupees)	KL/INR Crore	727	669
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/INR Crore	176.39	166.20
Water intensity in terms of physical output	KL/MMToe	2,495,863	2,504,447

*Assumption for reporting – Total water withdrawal is equivalent to total water consumption

** Out of total surface water drawn, only 9.1% is being used for industrial/ office purposes. Rest is being used by township/local community.

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

**4. Provide the following details related to water discharged:
(BRSR Core Attribute 2: Water footprint)**

Parameter	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater	0	0
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
iii) To Seawater	0	0
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
iv) Sent to third-parties	0	0
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others	0	0
- No treatment	Not Applicable	Not Applicable

- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kiloliters)	0	0

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Yes.

OIL has implemented a robust Zero Liquid Discharge (ZLD) mechanism as part of our commitment to sustainable water management. Our ZLD initiative ensures that no liquid waste from our operations is discharged outside, thereby minimizing the impact on water bodies and promoting responsible waste management.

To achieve Zero Liquid Discharge (ZLD), we have installed and commissioned Produced Water Re-Injection (PWRI) facilities through strategic capital investments. In recent years, we have proactively installed new high-capacity centralized Effluent Treatment Plants (ETPs), including modular units for remote locations. These ETPs utilize advanced technologies to effectively treat produced water, ensuring it meets the stringent quality standards of the Minimum National Standards (MINAS) for underground disposal in designated water disposal wells. This process safeguards the environment and minimizes our ecological footprint, contributing to responsible water management and conservation efforts.

Additionally, OIL has established a desalination pilot plant at STF-Madhuban, which treats highly saline water (Total Dissolved Solids) to make it suitable for reuse in our operations. This initiative aligns with our zero liquid discharge philosophy, and we plan to scale up the unit and replicate it in other locations to optimize water usage and reduce our environmental footprint. Our commitment to sustainable water management and actions towards ZLD demonstrate our dedication to environmental stewardship and resource conservation.

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

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

<i>Parameter</i>	<i>Please specify unit</i>	FY2023-24	FY2022-23
NOx	µg/m ³	22.20	22.40
SOx	µg/m ³	7.63	8.05
Particulate matter (PM₁₀)	µg/m ³	71.59	72.60
Particulate matter (PM_{2.5})	µg/m ³	37.73	37
Volatile organic compounds (VOC)	µg/m ³	<4.2	<4.2

Hazardous air pollutants (HAP)	µg/m ³	<4.2	<4.2
Others – please specify			

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

(BRSR Core Attribute 1 : Green-house gas (GHG) footprint)

<i>Parameter</i>	<i>Unit</i>	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	1,405,804.09	1,441,072.58
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	26,773	16,198
Revenue	<i>INR Crores</i>	22,130	23,260
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and scope 2 GHG emissions / Revenue from operations)	<i>Metric tonnes of CO₂ equivalent/ INR Crores</i>	64.73	62.65
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<i>Metric tonnes of CO₂ equivalent/ INR Crores</i>	15.97	15.29
Total Scope 1 and Scope 2 emission intensity in terms of physical output	<i>Metric tonnes of CO₂ equivalent/ MMT_{oe}</i>	234,400.89	222,139.37
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note – Comparatives for FY 2022-23 have been restated due to the re-computation of BRSR attributes on the basis of revised approach and methodology adopted for the disclosures of FY 2023-24. The restatements would enable completeness and comparability of information for the current and previous years.

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Oil India Limited (OIL) has taken significant measures to align its operations with these objectives and establish its own Net Zero commitments and sets its ambitious target to be a Net Zero company by 2040. The following initiatives have been undertaken by OIL:

Renewable Energy Portfolio: OIL has established a significant wind and solar power capacity exceeding 188 MW. OIL executed a Joint Venture Agreement (JVA) with Assam Power Generation Corporation Ltd. (APGCL) in 2024 for development of renewable power projects of total 645 MW capacity in the state of Assam. The process of formation of a JV company with APGCL is in progress. Additionally, collaborations with various state governments are underway to develop other renewable power projects.

Emphasis on Natural Gas: Recognizing its cleaner profile compared to coal, OIL is actively exploring new gas fields and expanding infrastructure to increase the share of natural gas in India's energy mix.

Green Hydrogen Initiatives: OIL is at the forefront of green hydrogen development, producing hydrogen and developing a hydrogen fuel cell e-bus. Feasibility studies for larger-scale green hydrogen plants are also underway.

Biofuels: OIL is promoting biofuels such as compressed biogas (CBG) and has planned to establish 25 CBG plants across the nation. OIL's material subsidiary, NRL is setting up a 50 KTPA 2G Bio-ethanol plant at Numaligarh based on locally grown bamboo as feedstock through a JV company called Assam Bio Refinery Private Limited (ABRPL) with expected commencement of production from August 2024.

City Gas Distribution: OIL prioritizes responsible energy practices by collaborating with various partners to establish city gas distribution networks across several Indian states.

Zero Routine Flaring: OIL is committed to eliminating routine gas flaring at its operations and has planned to become a Zero flare company in 2025. This includes pipeline construction projects and infrastructure development to reduce gas flaring and associated carbon emissions.

Carbon Capture, Utilization, and Storage (CCUS): OIL is exploring innovative CCUS technologies for reducing its carbon footprint and enhancing reservoir pressure for resource recovery. A feasibility study is under progress for identification of suitable reservoirs/aquifers along with design considerations for capture, transportation and sequestration of CO₂ in suitable reservoirs/aquifers within Jaisalmer Basin in Rajasthan.

Creation of Carbon Sinks: OIL's Project Vasundhara involves large-scale tree plantation initiatives to sequester carbon and restore degraded forest lands.

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

(BRSR Core Attribute 4 : Embracing circularity – details related to waste management by the entity)

<i>Parameter</i>	FY2023-24	FY2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32.83 MT	80.33 MT
E-waste (B)	12.92 MT	16.68 MT
Bio-medical waste (C)	15.52 MT	15.53 MT ³
Construction and demolition waste (D)	-	-
Battery waste (E)	52.57 MT	15.91 MT
Radioactive waste (F)	-	-

³ FY 2022-23 is revised owing to correction in data

Other Hazardous waste. Please specify, if any. (G)	3978.27 MT	5211.64 MT
Burnt Lube Oil ⁴	200.195292 MT	199.68 MT
Oily Sludge	3581.56 MT	4671.52 MT
Chemical sludge from wastewater treatment	98.44 MT	120.84 MT
Oil soaked cotton & Contaminated Jute	7.99 MT	6.19 MT
Contaminated containers	90.08 MT ⁵	213.41 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Drill cuttings & solids in Drilling & Workover Fluids	378.54 MT	445.08 MT
Metal scrap	1755.75 MT	2202.58 MT
Total (A+B+C+D+E+F+G+H)	6226.41 MT	7987.75 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR Crores)	0.28	0.34
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR Crores)	0.07	0.09
Waste intensity in terms of physical output (MT/MMT _{oe})	965.48	1284.82
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycle	-	-
(ii) Re-used (a+b)	238.94	-
Reused burnt oil (a)	14.94	
Reused containers (b)	224	
(iii) Other recovery operations – Sludge recovery plant	1148.15 MT	4197.8 MT
Total	1387.09 MT	4197.8 MT

⁴ 1 kiloliter = 0.984 metric tons

⁵ Average weight on a container considered – 8 kg

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	8.61 MT	6.42 MT
(ii) Landfilling	2672.05 MT	273.42 MT
Disposal in HDPE lined pit	486.02 MT	120.84 MT
Registered recycler	2176.81 MT	151.26 MT
Stored in concrete pit	9.22 MT	1.32 MT
(iii) Other disposal operations - Bio-remediation	2398.76 MT	4203.99 MT
Total	5079.42 MT	4483.83 MT

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

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

A. Hazardous Waste

- Oily Sludge**: Oily sludge from storage tank bottoms at various installations in FHQ, Duliajan, is collected, transferred, and processed at OIL's Sludge Processing Plant. The crude oil recovered from the process is pumped to the nearest oil collecting station as recovered crude oil. The remaining sludge is bioremediated through contracts with registered and reputable organizations. Additionally, in-situ and ex-situ bioremediation are carried out at affected sites to handle emergencies involving oil spills on land and water bodies.
- Spent Oil**: Used lubricant oil from various installations is collected and disposed of by registered recyclers for recycling or co-processing.
- Chemical sludge from wastewater treatment**: In wastewater treatment facility, the chemical sludge produced during the treatment process is typically disposed of on-site in a pit lined with high-density polyethylene (HDPE) to prevent leaching into the surrounding soil.
- Oil soaked cotton rag** : Contaminated cotton rag is incinerated or bioremediated.

B. Non-Hazardous Waste

- Drill Cuttings**: Drill cuttings, solid materials removed from the wellbore during drilling, are washed and stored in HDPE-lined pits at drill sites. Additionally, under Project Bhuvan Mitra, OIL has introduced a Vertical Cutting Dryer (VCD) system for the treatment of drill cuttings. This system uses centrifugal force to separate drill cuttings from the drill fluid, eliminating wastewater generation and allowing the recovery and recycling of drill fluid back into drilling operations.
- E-Waste**: E-waste, generated from electronic and electrical equipment such as computers, televisions, and cell phones, is disposed of through an approved recycler agency.
- Battery** : Battery waste is disposed of through registered recyclers.

4. **Bio-Medical Waste:** Bio-medical waste, generated from healthcare facilities, includes items such as needles, swabs, and bandages. OIL disposes of bio-medical waste through a double-chamber incinerator.

5. **Other Scrap:** Other scrap, generated from various sources and including items such as metal, plastic, and wood, is disposed of through a Memorandum of Understanding (MOU) with MSTC.

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

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Assam	Onshore oil & gas exploration & production	Yes
2	Bhubaneswar	Onshore oil & gas exploration & production	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Rajasthan DSF III block (RJ/ONDSF/BAKHRITIB BA/2021)	S.O.1533 dated 14 September 2006	November 2023	Yes	No	No

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Details of fines / penalties / action	Corrective action taken, if any
No cases of non-compliance with all applicable environmental law/ regulations/ guidelines in India.					

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area: Rajasthan

(ii) Nature of operations: Extraction of crude oil and production of natural gas

Parameter	Units	FY2023-24	FY2022-23
Water withdrawal by source (in kiloliters)			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	4,370	0
(iii) Third party water	KL	30,793	8,749
OIL House	KL	3,873	8,472
Baghewala Area (for Drilling and Production activities) from IGNP	KL	26,920	277
(iv) Seawater / desalinated water	KL	0	0
(v) Others (Municipal water)	KL	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) *	KL	35,163	8,749
Total volume of water consumption (in kiloliters) **	KL	35,163	8,749
Turnover	INR Crore	22130	23260
Water intensity per rupee of turnover (Water consumed /turnover)	KL/INR Crore	1.59	0.38
Water intensity (optional) – the relevant metric may be selected by the entry		-	-
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	KL	0	0
- No treatment	KL	Not applicable	Not applicable

- With treatment – please specify level of treatment	KL	Not applicable	Not applicable
(ii) Into Groundwater	KL	0	0
- No treatment	KL	Not applicable	Not applicable
- With treatment – please specify level of treatment	KL	Not applicable	Not applicable
iii) Into Seawater	KL	0	0
- No treatment	KL	Not applicable	Not applicable
- With treatment – please specify level of treatment	KL	Not applicable	Not applicable
iv) Sent to third-parties	KL	0	0
- No treatment	KL	Not applicable	Not applicable
- With treatment – please specify level of treatment	KL	Not applicable	Not applicable
(v) Others	KL	0	0
- No treatment	KL	Not applicable	Not applicable
- With treatment – please specify level of treatment	KL	Not applicable	Not applicable
Total water discharged (in kilolitres)	KL	0	0

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

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

Parameter	Unit	FY2023-24	FY2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	16,989.37	20,028.61
Turnover	<i>INR Crores</i>	22130	23260
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ equivalent/ INR Crores</i>	0.77	0.86
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Oil India Limited has implemented various measures to reduce the environmental footprint of its operations on biodiversity. These initiatives encompass conducting Environmental Impact Assessment (EIA) studies to recognize potential impacts and devise mitigation strategies. OIL has formulated an Environment Management Plan (EMP) detailing specific actions to minimize these impacts. Furthermore, OIL complies with all conditions set forth in Environmental Clearance. These concerted efforts have resulted in minimal impact on biodiversity from OIL's operations.

OIL remains dedicated to reducing its environmental impact and continually enhancing its environmental performance.

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

S. No	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Bhuvan Mitra	Under the project Bhuvan Mitra, Oil India Limited (OIL) has taken a pioneering step towards waste management and reduction through the installation of a drilling cutting treatment unit. This innovative initiative aims to address the challenges associated with the generation and disposal of drilling waste, while demonstrating a proactive approach to environmental protection. One of the primary problems faced was the generation of a significant amount of wastewater and the wastage of drilling fluid, which posed handling and disposal issues. Additionally, the requirement of land for waste collection pits further compounded the challenges.	This system utilizes centrifugal force to separate the drill cuttings from the drill fluid, eliminating the generation of wastewater and allowing for the recovery and recycling of the drill fluid back into the drilling operations.
2	Recovery of hydrocarbon from oily waste	Oil India Limited has introduced a set up a treatment plant to recover valuable hydrocarbon from oily waste such as tank bottom sludge and spilled crude oil. This initiative eliminates the need to dispose of oily waste in landfills or incinerators, which can be harmful to the environment.	The overall recovery from the plant is 40% to 45%, and in 2022, the plant recovered 1400 KL of crude oil. This represents a significant reduction in the environmental impact of oily waste, and it also provides a valuable source of revenue for the plant.
3	Installation of Central ETPs	Oil India Limited has installed two Central ETPs (Effluent Treatment Plants) with a capacity of 7200	This helps to reduce the amount

		KLD and 5000 KLD to treat formation water produced during oil and gas production activities. The formation water generated during oil and gas separation process are treated through Central ETP's to remain within permissible limits of treated effluent quality as per Minimum National Standards (MINAS) and then reinjected into injection wells.	of wastewater that needs to be disposed of, and it also reduces the amount of groundwater that needs to be consumed.
4	Gas Blending System	In order to reduce dependency on diesel and aim for lower emissions, a pilot project of Dynamic Gas Blending (DGB) system has been implemented in the powerpacks of the S#7 Drilling Rig of OIL at the MGS (Lakwa Gaon) site on March 5th, 2024. The system enables diesel engines to run on either diesel fuel alone or a combination of diesel and natural gas, thus diminishing the environmental footprint and operational expenses while maintaining the engine's performance characteristics.	Reduction in diesel consumption resulting in emission reduction

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.

1) OIL has well defined preventive, control and mitigation measures to handle emergency situations. There is four tier system of handling the emergencies depending on the severity of events

- Site specific Disaster Management Plan,
- Onsite Disaster Management Plan,
- Offsite Disaster Management Plan
- Corporate Disaster Management Plan

2) To tackle blowout/uncontrolled flow related emergency situations, OIL has a Crisis Management Teams (CMTs) at its FHQ, Duliajan

3) Mock drills are conducted at regular intervals as per periodicity defined in respective emergency response plans to test their efficacy. The lessons learnt from the drills are used for strengthening the response mechanism by taking corrective measures and the plans are updated whenever gaps are identified.

Additionally, Emergency Response and Disaster Management Plan (ERDMP), has been prepared in accordance with PNGRB (Petroleum and Natural Gas Regulatory Board) ERDMP Regulation 2010 (amended in Sep'20) for all applicable installations and certified by PNGRB accredited 3rd Party. The ERDMPs are approved by Board of Directors in line with PNGRB ERDMP Regulations. OIL's Board has nominated one of its Directors to ensure the compliance of PNGRB ERDMP Regulations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Our major upstream value chain partners (~75% of business transactions) are heavy equipment manufacturers and downstream value chain partners are refineries. Both upstream and downstream value chain partners have mature ESG-related systems and processes with respect to reporting and impact assessments.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not applicable

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

ESSENTIAL INDICATORS

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

Yes, some of the major ones are: Confederation on Indian Industries (CII) (PSE Council), Federation of Indian Chambers of Commerce (FICCI), Federation of Indian Petroleum Industry (FIPI), All India Organization of Employers (AIOE), Standing Conference of Public Enterprises (SCOPE) and Indian Federation of Green Energy.

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

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

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

Not applicable

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
No CSR project falls under the criteria as per regulatory requirement for conducting SIA.					

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

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

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

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

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

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

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers: (BRSR Core Attribute 7 : Enabling Inclusive Development)**

	FY2023-24	FY2022-23
Directly sourced from MSMEs/ small producers	53.46% (1431.35 Crore) * *Excluding Hi-tech Items	50.52% (1357.73 Crore) * *Excluding Hi-tech Items
Directly from within India	68.79% (4815.26 Crore)	73.02% (4180.25 Crore)

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost
(BRSR core attribute 7: Enabling Inclusive Development)

Location	FY2023-24	FY 2022-23
Rural	6.73%	6.84%
Semi-urban	76.93%	77.13%
Urban	9.72%	9.60%
Metropolitan	6.61%	6.42%

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):
No negative social impact has been identified.
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent (in INR)
1	Assam	Dhubri	38,61,975.00
		Goalpara	10,88,548.00
2	Arunachal Pradesh	Namsai	26,90,100.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
Yes. OIL has adopted purchase preference policy as mandated under Public Procurement Policy for Schedules Caste, Scheduled Tribe and Women Entrepreneurs and incorporated suitable provisions in tenders to encourage/promote participation of such groups in public procurement.

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

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

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

Particulars	Value (Rs.) Crores
Total procurement from MSE	1431.35
Total procurement from SC/ST	33.402
Total procurement from woman led MSE vendors	18.983
Percentage of total employment from marginalized/vulnerable groups	3.66%

* Excluding Hi-Tech items

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects			% of beneficiaries from vulnerable and marginalized groups
	OIL carries out its CSR initiatives in a wide range of areas specified under Schedule VII of the Companies Act, 2013. Our interventions are focused on several key thrust areas such as Healthcare, Education, Sustainable Livelihood, Skill Development, Capacity Building and Empowerment of Women, Drinking Water & Sanitation under Swachh Bharat Abhiyan, Promotion of Rural Sports, Environment Sustainability, Augmentation of Rural Infrastructure, Transformation of Aspirational districts, etc.	1	Healthcare	1,38,945+ community at large	All CSR projects are targeted towards socio-economic development of marginalized communities like SC/ ST communities, OBC communities, economically backward groups, and women.
2		Education	6,326 + community at large		
3		Skill Development	2,388		
4		Sports	1,861 + community at large		
5		Sustainable Livelihood	4,631		
6		Rural Development through creation of Social Assets	Community at large		
7		Environment Sustainability	Community at large		

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

ESSENTIAL INDICATORS

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

Oil India Limited (OIL) has established a built-in mechanism for stakeholder grievance redressal in its Crude Oil Sales Agreement and Gas Supply Agreement. OIL sells crude oil to refineries and natural gas to gas utility companies, and supplies LPG, both in packed and bulk form, to Indian Oil Corporation Limited. Feedback is collected based on specific qualitative and quantitative parameters, which helps identify areas for improvement.

For instance, OIL conducts daily quality checks of crude oil at the point of sale. The integrity of pipelines is regularly inspected using standard pipeline inspection methods and monitored through the existing SCADA and LDS systems. In the case of natural gas, supply to consumers is monitored daily to ensure the delivery of the committed quantity, quality, and pressure of gas as per the terms and conditions of the agreement. Additionally, a joint reconciliation of gas with customers is carried out every month and recorded. Any discrepancies, complaints, or suggestions are discussed in the monthly meetings. OIL is committed to providing its customers with high-quality products and reliable delivery services.

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

	Turnover with respect to:	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable	Not Applicable
Safe and responsible usage	Crude oil & gas are extracted and processed according to the safety norms of the Government	100%
Recycling and/or safe disposal	Not Applicable	Not Applicable

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

	FY2023-24			FY2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil

Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Crude oil pricing formula is approved by the Government of India and sales are made at an arm's length			Crude oil pricing formula is approved by the Government of India and sales are made at an arm's length		
Other						

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

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

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

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

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

We have established a Cybersecurity Operations Centre (CSOC) to monitor all the End Point Detection & Response (EDR) for all servers/desktops/ laptops connected to OIL's network. EDR solution monitors every endpoint in real time round the clock for any suspicious/malicious activities and raises necessary alert messages accordingly. This centralized approach allows security policies to be efficiently pushed to the onboarded devices from a single portal, enhancing manageability and providing greater security related control capabilities to administrators.

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

Another initiative is ongoing for the engagement of a cybersecurity consultant to evaluate OIL's existing ICT and OT systems, identify and analyze cybersecurity risks, redesign systems for risk mitigation, develop policies and procedures, determine a dedicated organizational unit for cybersecurity, and create a comprehensive IT, OT, and cybersecurity for the company.

7. Provide the following information relating to data breaches:

(BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers)

- a. Number of instances of data breaches
No reported instances of Data Breaches in FY'23-24
- b. Percentage of data breaches involving personally identifiable information of customers
Not Applicable since no instances were reported.
- c. Impact, if any, of the data breaches
Not Applicable since no instances were reported.

Independent assessment/ evaluation/assurance on the above figures has been carried out by Bureau Veritas (India) Private Limited

LEADERSHIP INDICATORS

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

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

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

Not applicable. Crude oil and natural gas, which are sold to OMCs, constitute the main products of the company.

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

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

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

Not Applicable

APPENDIX- 1

Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement (GRI 2-29)

To improve our value proposition and meet the expectations of those involved, we at OIL understand the importance of maintaining our social license to operate. This is accomplished by regularly engaging with our stakeholders to gain a better understanding of their perspectives and needs and developing strategies that align with their expectations. Our stakeholders consist of individuals and organizations who are affected by our operations and resources and therefore have a significant influence on how we conduct our business. By collaborating with our stakeholders, we can enhance our products and processes, involve them in decision-making, and establish trust.

We actively seek to understand the concerns of our stakeholders by directly consulting with them, taking into consideration potential barriers such as language, cultural differences, gender and power imbalances, and divisions within the community. Throughout the year, we interact with various stakeholders, including employees, government and regulatory bodies, suppliers, customers, industry partners, communities, non-governmental organizations (NGOs), and contractors. These stakeholders were identified through our sustainability and annual reports, as well as those of our peers and competitors, and were categorized into 12 key groups, encompassing both internal and external stakeholders.

We uphold the human rights of all stakeholders and individuals that we engage with, including their rights to privacy, freedom of expression, peaceful assembly, and protest. We take measures to protect them from any form of retaliation for raising complaints or concerns.

Table 1: Method of Stakeholder engagement

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

Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Suppliers			
No	Supplier Meets, Industry Conclave, Access to empowered C&P committee and Vendor development programs	Annual, Quarterly, Monthly, Daily	Communicate operational decisions <ul style="list-style-type: none"> • Seek their performance data/information • Understand and address their concerns • Dispute resolution • Review of Contracts
Customers			
No	Annual Customer Meet Customer Interactive Meet Customer Satisfaction Survey	Annual, Quarterly	To understand their satisfaction levels <ul style="list-style-type: none"> • To address operational concerns • To get feedback on new product development
Joint ventures and subsidiaries			
No	Need-based meetings Reports and Newsletters	Need-based	Discussions on major investment plans' <ul style="list-style-type: none"> • Sharing of performance data • Facilitate decision-making on major topics
Industry partners			
No	Seminars Conferences Industry Expo Interviews Reports and Newsletters	Need-based	Share performance data Inform on keys decisions and projects <ul style="list-style-type: none"> • Participating in conferences and seminars • Engage in public policy advocacy
Communities			
Yes	Meetings and direct interactions, Community events, Needs analysis and Impact assessments, CSR initiatives & Corporate communication Materials	Need-based	Engaging with communities for conducting need assessment and executing community development projects <ul style="list-style-type: none"> • Understanding and addressing their concerns on critical incidents • Community Grievances Redressal
Contractors/ Implementing agencies			

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

Materiality Assessment (GRI 3-1)

In FY 2022-23, we undertook a materiality assessment guided by the GRI Standards 2021. OIL acknowledges that stakeholders may have varying levels of importance for different ESG issues. As a result, OIL categorizes ESG topics as high, medium, or low based on their significance to both internal and external stakeholders. This matrix of materiality guides strategic decision-making, mitigates operational risks, and determines priority areas for intervention by OIL. We have considered the views of stakeholders (Mentioned in table 2) and subject matter experts from different business domain within our organization, to finalize the material topics and associated impacts.

We undertook the materiality assessment in 4 steps:

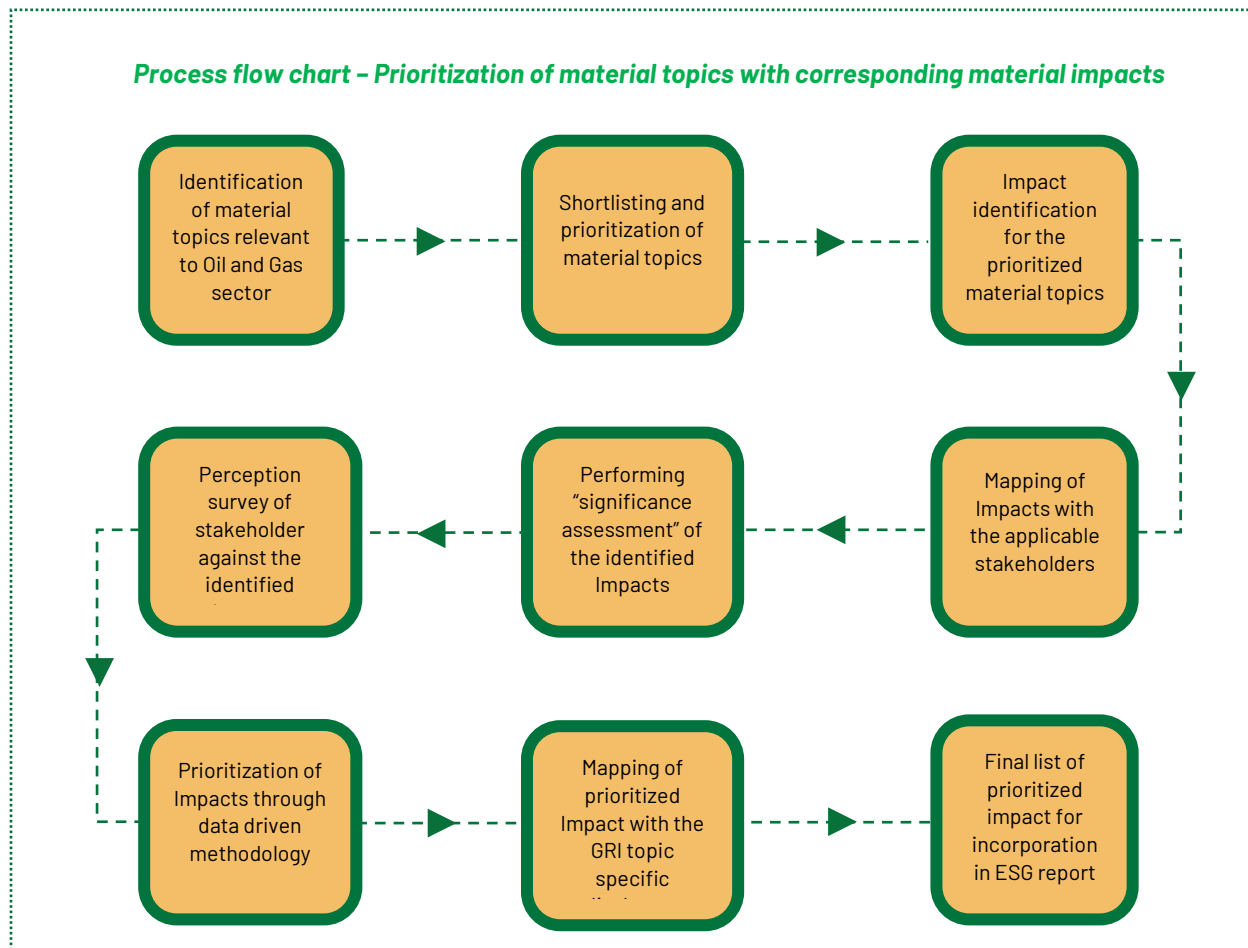
- Determining OIL's organizational context:** In this stage, a desk review was conducted to evaluate the business operations, the business relationships, and the manner in which the business interacts with its immediate environment. A sustainability context was established by examining the economic, ecological, human rights and other societal issues at local, provincial, and global levels throughout the value chain. A high-level initial overview of the activities and business relations, the sustainability framework in which these are occurring, and an outline of its stakeholders was established. This provided essential information for determining its real and potential effects. The activities, business relations, stakeholders and sustainability framework of all entities that the business controls or has an interest in, including minority interests, were also considered.
- Identify actual and potential impacts:** In this step, we took guidance from the GRI Oil & Gas Sector Standards to determine our impacts on the economy, environment, and people, including impacts on their human rights, across our activities and business relationships. Additionally, we conducted secondary research to determine the actual and

potential impacts of our business and operations. Actual impacts are those that have already occurred, and potential impacts are those that could occur but have not yet occurred. The elements of impacts considered as intended and unintended.

3. **Quantify impact:** In this step, the insights gained from the stakeholder consultation were used to identify the importance of the impacts outlined in the preceding step. Numerous actual and potential impacts were identified. The importance of the impacts was then evaluated and prioritized. Prioritization allows for action to be taken on the impacts and the material topics for reporting to be identified. Prioritization of impacts for action is pertinent where it is relevant.

The severity of the impacts is determined by their scope, scale and irremediable nature. The probability of the impact is based on the likelihood of its occurrence. The impact of the issues on human rights were also evaluated. In the event of potential adverse human rights impacts, their severity takes precedence over their likelihood.

4. **Prioritizing material topics:** In this step, we grouped our impacts under umbrella topics and prioritized them based on the quantitative analysis conducted in the previous step. Subsequently, we arrived at the list of material topics for reporting. The significance of an impact is assessed in relation to the other impacts that we have identified. Then, we arranged the impacts from most to least significant and define a cut-off point or threshold to determine which of the impacts it will focus its reporting on.



Independent Assurance Statement



ऑयल इंडिया
OIL INDIA

Assurance Statement on Oil India Limited Business Responsibility and Sustainability Report Core

For

Reporting Period:

April 01, 2023 – March 31, 2024



Bureau Veritas (India) Private Limited

4th Floor ServeSpaces Business Park D-5 & 6 Sector 3, Noida 201301

To

Oil India Limited (OIL)

Plot Number 19, Oil House, Near Film City, Sector 16A-201301.

Introduction and Objective of Work

BUREAU VERITAS has been engaged by Oil India Limited (hereinafter abbreviated as “OIL”) to conduct an independent assurance of the Business Responsibility and Sustainability Report Core (hereinafter abbreviated as “BRSR Core”), consisting of the Key Performance Indicators (KPIs) under Environment, Social and Governance (ESG) attributes, which are mentioned in Annexure I, as prescribed under the Securities and Exchange Board of India (SEBI) Circular dated 12th July, 2023.

Intended User

The assurance statement is made solely for “OIL and its stakeholders” as per the governing contractual terms and conditions of the assurance engagement contract between “OIL” and “Bureau Veritas”. To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than “OIL” for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Reporting Criteria

Reporting Framework based on BRSR Core, Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122,) dated July 12, 2023) BRSR Core KPIs.

The reported information of BRSR core based on following nine ESG attributes:

1. Green-house gas (GHG) footprint
2. Water footprint
3. Energy footprint
4. Embracing circularity - details related to waste management by the entity
5. Enhancing Employee Wellbeing and Safety
6. Enabling Gender Diversity in Business
7. Enabling Inclusive Development
8. Fairness in Engaging with Customers and Suppliers
9. Open-ness of business

Assurance Standards Used

Bureau Veritas conducted reasonable assurance of BRSR Core in accordance with the requirements of the International Federation of Accountants (IFAC), International Standard on Assurance Engagement (ISAE) 3000 (Revised) Reasonable Assurance & GHG as per ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements". Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

Scope and Boundary of Assurance

The scope of assurance involves evaluating the sustainability performance of non-financial disclosures for the period from 1st April 2023 to 31st March 2024, based on BRSR Core requirements.

Reporting Boundary: Only the standalone operations of OIL.

As part of its independent reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported.

The Scope of Assurance for BRSR Core includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected sustainability performance non-financial disclosures and the information presented as per BRSR Core requirements.
- The General and topic-specific sustainability non-financial standard disclosures are subject to limited assurance based on the extent of information available for assurance.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance.

The Methodology Adopted for Assurance

Bureau Veritas' sustainability assurance process involves specified procedures to obtain evidence regarding the accuracy and reliability of the data provided related to BRSR core disclosures. The nature, timing, and extent of procedures selected depend on the data and evidence provided, including the verification of the associated risks with the material topics of the selected sustainability non-financial disclosures and their relevance for the reporting period.

As per the scope of the assurance, sample evidence, information, and explanations that were considered necessary in relation to the assurance scope and following conclusions have been made:

- Assessed the report preparation in line with BRSR Core parameters relevant to OIL operations, ensuring no misrepresentation of disclosures within the assurance scope.
- Evaluated the appropriateness of assumptions used for data estimation and reviewed systems for data compilation and reporting, adhering to BRSR principles of materiality, inclusivity, and responsiveness.
- Verified the systems and procedures for quantification, collation, and analysis of sustainability performance disclosures through site visits and review of supporting evidence.
- Engaged with corporate office officials to understand sustainability risks, opportunities, and OIL's strategies, evaluating data for reliability and accuracy.
- Reviewed the stakeholder engagement process and materiality assessment, ensuring the accuracy of sustainability performance data at both corporate and operational levels.
- Executed an audit trail to verify the accuracy of non-financial disclosures and sustainability performance data, including GHG emissions reporting and associated calculations.
- Evaluated Environmental, Social, and Governance (ESG) practices to ensure the BRSR Core reporting provided a balanced representation of the organization's contributions to sustainable development.

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "OIL" and statements of future commitment.
- The assurance does not extend to the activities and operations of "OIL" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "OIL".

- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspects or reputation.

Our Findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR disclosure on core parameter provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.
- OIL's data and information on BRSR core disclosures for the period of 01 April 2023 to 31 March 2024 included in the Report, is, in all material respects, in accordance with the SEBI's BRSR guidelines.

Management Responsibility

OIL is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "OIL". Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide reasonable independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 195 years of history in providing independent assurance services. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with "OIL", its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Kalyan Dey
Senior Lead Assurer



Amit Kumar
Team Member

Date: 08/08/2024
Place: Delhi, India



Munji Rama Mohan Rao
Technical Reviewer

Date: 08/08/2024
Place: Hyderabad, India

