



ऑयल इंडिया लिमिटेड

(भारत सरकार का उद्यम)

Oil India Limited

(A Government of India Enterprise)

Conquering Newer Horizons

**Global Compact: Communication On Progress
(COP) , 2021**



ऑयल इंडिया लिमिटेड
(भारत सरकार का उपक्रम) पंजीकृत कार्यालय : दुलियावान, असम
Oil India Limited

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Dated: 06.02.2014

Letter of Recommitment & Pledging continued support to Global
Compact Programme of United Nations

Oil India Limited (OIL) has been a signatory to the principles of UN Global Compact since 2006. OIL is committed to continue rendering support to the Global Compact Programme of the United Nations and will endeavour to abide by the ten principles of the programme. These principles are also a part of OIL's Vision statements. The Company continues to pledge support to the programme through its operations, policies and services. Communications of Progress (COP) against the above shall be duly uploaded on the UNGC website every year.

(S.K. Srivastava)
Chairman & Managing Director

Commitment to Global Compact: Communication on progress at Oil India Limited, 2020-21

Oil India Limited (OIL) is 2nd largest integrated National upstream oil and gas Company in India as measured by total proved plus probable reserves and production, with presence across the entire E&P value chain. A *Navaratna* Company under the Ministry of Petroleum and Natural Gas, Government of India.

Profile:

OIL is engaged in the business of Exploration, Production and Transportation of crude oil and natural gas and production of LPG. With a glorious legacy of hydrocarbon exploration spanning over five decades and with the Core Purpose of becoming “*The fastest growing Energy Company with Global presence providing value to stakeholders*” OIL has carved a niche as a premier national oil Company in the upstream sector with presence throughout E&P value chain, a share of over 8.8% of the country’s total crude oil and natural gas production. The Authorized share capital of the Company is Rs. 2000 Crores. The Issued, Subscribed and Paid share capital of the Company is Rs. 1084.41 Crores. At present, the Government of India, the Promoter of the Company is holding 56.66 % of the total Issued & Paid-up Capital of the Company. The balance 43.87% of the Equity capital is held by Public and others including Corporate Bodies, Mutual Funds, Banks, FIIs and Individuals etc. OIL’s overseas E & P portfolio is spread over 09 countries covering Libya, Gabon, Nigeria, Venezuela, USA, Mozambique, Bangladesh, Russia and Israel. The portfolio includes 5 (five) producing assets spread across Russia, USA & Venezuela, 2 (two) discovered and development assets in Mozambique and Nigeria and 5 (five) exploratory assets in Libya, Gabon, Bangladesh and Israel. In addition to the above, OIL has 10% PI in 741 Km long Multiproduct pipeline construction and operation project in Sudan which was completed in 2005.

Oil India Limited (OIL) is committed to the principles of Global Compact and *United Nations Sustainable Development Goals (SDG’s)*. The policies followed by OIL support and respect these principles which also form a part of the Company’s vision statement, thereby integrating them into its short term and long term goals and objectives including to:

- Inculcate high standards of business ethics
- Involve participation and support innovation for employee growth and satisfaction
- Care for the community, ecology and environment.
- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
- Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

During the year 2019-20, OIL carried out its policies re-affirming commitment to the following 10 (ten) principles of the Global Compact in the areas of human rights, labor standards, environment and anti-corruption:

1. Support and respect the protection of internationally proclaimed human rights

OIL has always subscribed to the protection of internationally proclaimed Human Rights. It ensures that its employees and communities living in and around its operational areas are not adversely affected by its operations and that there is no danger to life or damage to the environment in any way. It deploys technology which is safe, efficient and employee friendly. Its work and maintenance programmes ensure safety and security of its employees and people living in and around its operational areas. The Company organizes safety training courses and health check-ups round the year to ensure a fit and healthy staff.

Apart of regular internal inspections, Officials from State & Central Pollution Control Board, MOE&F (Ministry of Environment & Forest), DGMS (Director General Mines Safety) authorities, OISD (Oil Industry Safety Directorate) External Safety Audit team members (under MOP&NG) inspect OIL's installations from time to time.

Institution / Govt. Agency	No. of Audits/ Inspections during 2016	No. of Audits/ Inspections during 2017	No. of Audits/ Inspections during 2018	No. of Audits/ Inspections during 2019	No. of Audits/ Inspections during 2020
State Pollution	3 Inspections	9 Inspections	8 Inspections	8 Inspections	12 Inspections
MOEF	2 Inspections	2 Inspections	1 Inspection	1 Inspection	0
DGMS	71 Inspections	33 Inspections	05 Inspections	39 Inspections	35 inspections
OISD	5 Audits	2 Audits	1 Audits	5 Audits	21 Inspections

2. Ensure that the organization is not complicit in human rights abuses

We at OIL believe that employees are not to be subjected to forced or compulsory labour which is also a fundamental provision of the principle of human rights. The same is also in accordance with UN Universal Declaration of Human Rights and is subject to ILO Core Conventions 29 & 105. We prohibit the deployment of forced labour across our entire operations. For the current reporting period we did not have a single operation or any significant suppliers exposed to the risk of forced or compulsory labour.

3. Upholding the freedom of association and effective recognition of the right to collective Bargaining

Collective bargaining is the protection of the right of workers to organize collectively in organizations of their own choice. We uphold and support the freedom of association of our employees by recognizing and encouraging the right to collective bargaining. The employees' union engages with the management through well-defined structured and informal mechanisms.

We also keep a close eye on the operations in which the freedom of association might be at risk. For reporting period we have not been able to identify a single such instance and it speaks volumes about the efficiency of our control system. We have organized discussion sessions with the officers' association for understanding their basic needs and developing plan of action for acting on those requirements. We ensure all-round participation in the events of workers union.

4. Organization supports the elimination of all forms of forced and compulsory labour

OIL believes in voluntary labour and right to work. As per directives of the Government of India, the Company ensures payment of minimum wages to labour. The Company also abides by the strict statutory guidelines laid down by the Mines Safety Directorate, the Industrial Act and other statutory regulations of the Government of India. We prohibit the deployment of forced labour across our entire operations. For the current reporting period we did not have a single operation or any significant suppliers exposed to the risk of forced or compulsory labour.

5. . The organization supports effective abolition of child labour

OIL ensures that every single one of its installations is routinely monitored to ensure that no child labour is employed at any of them. We strongly condemn the use of child labour and the nature of our operations that require years of training and experience to carry out are a natural barrier to prevent child labour. We also perform a rigorous process of due diligence before employing suppliers to ensure that there is no incidence of child labour in their operations among other ills.

6. Organization promotes elimination of discrimination in respect of employment

The Company is an equal opportunity employer. There is no discrimination for employment or career progression on the basis of caste, gender, colour or religion. Government guidelines are strictly followed for employment of scheduled castes/scheduled tribes and physically challenged persons.

7. The organization adopts a precautionary approach to Environmental Challenges

OIL is well aware of the myriad impacts that its operations have on the Environment. Our business operations by their very nature are prone to negative environmental impacts. We take this fact very seriously and have therefore made a commitment to ourselves and our stakeholders to ensure that we mitigate our environmental impacts to the greatest extent possible. OIL follows the preventive approach to manage its environmental challenges. We also put a lot of emphasis on control of environmental pollution and conservation of energy and have always adopted a proactive approach to the conservation of the environment. This endeavor of the Company is reflected in the vision of the Company which clearly mentions OIL's commitment to Safety, Health & Environment.

Following are the existing environmental standards/rules acts enforceable under mandatory regulations and strictly followed by the organization:

- ✓ Tolerance Limits prescribed by State Pollution Control Board, Assam and Central Pollution Control Board for effluent discharge.
- ✓ Environmental Protection Act, 1986 & Rules.
- ✓ Water Act & Rules.
- ✓ Air Act & Rules.
- ✓ The Batteries (Management & Handling) Rules, 2001.
- ✓ The Municipal Solid Waste (Management & Handling) Rules, 2000.
- ✓ The Bio-Medical Waste (Management & Handling) Rules, 1998.
- ✓ Noise Pollution (Regulation or control) Rules.
- ✓ Public Liability Insurance Act & Rules, 1991.
- ✓ The Ozone Depleting substances (Regulation & control) Rules, 2000.
- ✓ Hazardous Waste (management, handling, & trans boundary movement) rules, 2008

8. The organization initiates promotion of greater environmental responsibility

OIL has adopted key environmental management practices, pollution control measures and environmental management systems as crucial mitigation measures. Several Environmental Impact Assessment (EIA) studies have been carried out for all its upcoming projects. The social issues and societal impacts are assessed & measured and mitigation measures are implemented as per the recommendations of the EIA studies.

STEPS TAKEN BY OIL FOR ECOLOGICAL RESTORATION IN AND AROUND ITS OPERATIONAL AREAS (01.04.2019 to 31.03.2020)

I Biodiversity Conservation

a) Mass Plantation

As part of OIL's commitment towards National Determined Contributions (NDC) , an ambitious project for reducing our Green House Gas (GHG) emission levels has been undertaken by OIL in association with NEIST, Jorhat. The project had a three pronged approach i.e. to restore abandoned well sites of OIL, Plantation of trees and sequestrate Carbon Dioxide.

More than 50,000 trees and shrubs were planted in a scientific manner and reclamation of 30-35 hectors of 07 Nos. of abandoned well sites in Assam. The project was successfully completed during the month of August 2019.

Break up of the plantation done in the abandoned wells sites are as follows :

S.N.	Location	Total No. of tree planted
1	Dighaliyagaon	4500
2	Makalbari	8000
3	Dighalipathar	8000
4	Phillobari	10000
5	Talap-4	16000
6	Ajarguri	10000
7	Amguri	8000
	Total	64,500

For the maintenance and upbringing of the planted tree and to develop as natural jungles a contract has been awarded to CSIR-NEIST On 31.01.2020 for a period of three years. During this period, CSIR-NESIT will provide the amount of carbon sequestration through scientific calculations.



Glimpse of restored abandoned well site at Loc. Phillobari, Assam

b) *Restoration of ecosystem of Maguri-Motapung Beel wetland*

On 14.09.2018, a leakage from Baghjan-Duliajan COD line reached to the mouth of Maguri Motapung Beel through an adjacent water stream. Considering the sensitivity of the issue, the proximity to Maguri Motapung Beel and for protection of surrounding eco-system, OIL took the challenge to remediate the difficult terrains of Maguri wetland through Bioremediation process on fast track basis.

OIL could restore the biodiversity of the affected areas of wet land within a remarkable time period of 6 months post award of contract. Phytoremediation job was carried by planting native grass species. The sample results indicated encouraging results which were within the prescribed limit of regulatory bodies.

c) Induction of Technology to reduce gas flaring

OIL continues to invest in reducing air emission levels through adoption of cleaner technologies and investment in state-of-the-art pollution control equipment like facilities of low pressure booster compressor/jet compressors to reduce flaring of very low pressure natural gas which has resulted in energy saving and economically viable to the company. Presently low pressure (LP) gas is collected and monetised through OIL's own gas compression facilities as well as hired gas Compression services on Built, Own and Operate (BOO) basis in 8 installations.

Using the above mentioned contracts , a total amount of 102.05 MMSCM of Natural gas were monetized during the Last FY-2019-20 :-



d) Restoration of Well sites

In continuation of the prevailing practice and with the intent to preserve ecology and the working towards the Vision of Oil India Limited to inspire sustainable development in all its engineering practices. In 2019, OIL successfully carried out restoration jobs e.g. erection of barbed wire fence around the effluent pits cleaning of plinths etc. subsequent to the completion of the drilling operations at 24 Drilling locations.

II. Environmental Studies

Subsidence study:

A subsidence study has to be carried out by OIL in association with National Remote Sensing Center (NRSC)/ISRO, Hyderabad for monitoring of land subsidence due to hydrocarbon extraction in Assam and Arunachal Pradesh.

The study does not reveal and delineate any subsidence in the area

III. Monitoring of Operational areas on Environmental Parameters

a) Ambient air quality/Noise/Illumination monitoring

During the year 2019 – 2020 Ambient Air Quality and other environmental related monitoring details in almost all the OIL's locations/installations using outsourcing the service of monitoring are as under :

- Ambient Air Quality Monitoring Measurements (19 test parameters) : 1356 Nos
- Stack Gas Emission Measurements : 406 Nos
- Noise Level Measurements : 177 Nos
- Illumination Level Measurements : 126 Nos

The concentrations of the priority pollutants on the monitored areas are well within NAAQ standards/CPCB's prescribed limits.

b) Water

Testing of wide variety of water samples from OIL's operational areas are carried out such as Drinking Water, Pollution water, Formation water, RO water for dialysis unit etc which are analysed and reported as per Specifications fixed by State Pollution Control Board, Central Pollution Control Board, BIS and other statutory bodies. The in house laboratory also undertakes the additional responsibility of collecting quarterly water samples from designated locations to monitor the quality of various ground water pollution level. During the year under review, a total of 3304 Nos. of various water samples were tested in the laboratory which is an increase of 4% in comparison to previous year.

FY	Monitoring Tube Well	Pollution Water	Drinking Water	ETP water (detailed)	Formation water	Injection/Boiler	Misc.
2019-20	1031	486	793	38	452	89	415
2018-19	1011	441	782	0	443	59	436
2017-18	1043	635	650	0	524	109	331

c) Analysis of Drill Cuttings and Waste Management

Analysis of drill cuttings, drilling mud and drilling wastes are carried out on regular basis at M/s NEIST, Jorhat as per the components under Schedule 2

of Hazardous Waste Management Rules-1989 through a 03 (Three) years contract.

IV Process waste Management

a) Sludge Processing Plant

Oily Sludge generated at various installations are collected, transferred and processed at the Sludge Processing Plant near Dikom Well#15 which is managed by M/s Balmer Lawrie & Co. Ltd.. About 20% of Crude Oil is recovered from the process and the same is pumped to Dikom OCS as Recovered Crude Oil. The details & achievements of Oily Sludge Processing Plant are as follows:

Sludge Processed from 01.04.2019 to 31.03.2020	5901 KL
Total Crude Oil Recovered	707 KL
Avg. Percentage of Crude Oil Recovery	12 %

In order to comply with the PCB guidelines and to avert the risk of potential hazard from pits containing non-recoverable oily sludge and other statutory requirements, Bioremediation contracts were found to be effective for restoration/ reclamation of the affected sites. Such contract was also found to be useful in handling the emergency situations such as spillage of oil on land and water bodies. Further, upon termination of the running contracts, a short term (1 year) tender for bioremediation of 6000 cubic metre of oily sludge scattered in different production was floated on 06.01.2020. Technical Scrutiny is in progress.

b) Drilling Fluid Management

Disposal of used drilling fluid after completion of drilling operation in each location is a major environmental concern for the Oil Industry. Hence, mud volume at drilling sites is maintained just sufficient to carry out the operations with safety margin thus reducing the discharge volume and use of source water. The left over mud volume of drilling wells were disposed to designated pits regularly with the use of bowsers thus minimizing pollution. Recycling and Re-use of drilling fluids also contributed significantly towards environment

protection. A total 32340 bbls of drilling fluid was disposed at the designated pit and another 12960 bbls was recycled and reused during FY 2019-20.

Drill cuttings are stored in landfills, Recycling of drilling effluent pit water in drilling operations to contain all effluents within the well site premises and reuse of water.

In order to prevent migration of drilling effluent to outside surrounding, OIL puts up HDPE (High Density Poly Ethylene - Used as effluent pit lining) for Hazardous oil/waste/effluent disposal.

c) *Effluent Treatment Plants (ETP)*

ETPs are provided at drilling locations to recycle drilling fluid., One Mini Effluent Treatment Plant (ETP) is also put up at Central Workshop Shop for the treatment of contaminated water.

OIL's endeavor to harness Non-conventional Energy sources:

- We, at OIL have installed **13.6 MW & 54 MW** Wind Power plants in Jaisalmer district, Rajasthan, which are supplying power to Rajasthan Rajya Vidyut Utpadan Nigam Ltd (RRVUNL).
- The other major Wind Energy project of OIL is of **54 MW**, which is a split project between the states of Gujarat and Madhya Pradesh (16 MW Wind Farm at Patan in Gujarat and 38 MW Wind Farm at Chandgarh in Madhya Pradesh).
- We also installed mega Solar Power Plants of capacity **9 MW and 5 MW** in Ramgarh, Jaisalmer, Rajasthan.
- In 2017-18, OIL undertook its fourth Wind energy Power Project of 52.5 MW capacity, which was again a split project with 14.7 MW completed in 2016-17 and remaining 37.8 MW completed in 2017-18.
- The total installed capacity of OIL's Wind Energy and Solar Energy projects stands at **188.10 MW**. OIL generated revenue of **Rs. 120.82** Crore in FY 2017-18 from Renewable Sources.



Other initiatives:

- ✓ OIL has Installed **Solar Power Plants of various ratings – 100 KW** at Joypur OCS **100 KW** at Tanot Village Complex, Jaisalmer, **30 KW** at Corporate Office, **20 KW** at Jagi Road Repeater Stations in Pipeline- We have plans to install more such solar plants at various locations including Gujrat & Madhya Pradesh.
- ✓ Replacement of conventional Generator Sets with a **30 KVA Solar Generator** Set in FHQ for night illumination purpose at Work-over locations has been carried out and is proposed for more locations
- ✓ OIL has carried out installation of **Solar Lighting Systems, Solar Lanterns & Solar Photo-Voltaic cells** at- Tanot-GGS , Baghwala (Rajasthan), Security Camp at Well-279. It is also used for MART Communication system at Fields Head Quarters of OIL, and in OIL's pipeline systems. Its use is proposed for more similar locations.

In addition to having a sound Environment Policy, the Company also has a robust Sustainable Development Policy. The Sustainable Development Policy of OIL outlines its commitment towards reducing its carbon footprint. The Company calculates the carbon footprint and greenhouse gas (GHG) emission level of various operational units. To reduce GHG emissions, a Low Carbon Strategy is evolved as part of which OIL has identified opportunities for reducing GHG emissions through technology, process improvement levers and a strategic implementation plan.

This strategy is then extended in initiating projects such as the proposed 5.0 MW Kumchai Power Plant (KPP), which was inaugurated in November, 2013. The proposed site of power plant is in the Changlang District of Arunachal Pradesh and is about 450 Kms from Itanagar. The power plant is to be fed with the associated gas production (presently approximately of 30,000 SCMD) for running this KPP. It is proposed that the existing 11 KV line would be converted to 33 KV line for evacuation of power. The project will lead to a reduction in GHG emissions because of a reduction in the flaring of gas. It will also lead to the utilisation of high calorific value gas, which is presently flared as a substitute for higher carbon intensive fuels. Finally it is set to have the beneficial impact towards conservation of depleting non-renewable natural resources and thus the promotion of sustainable economic growth via the

implementation of an environment friendly technology. Presently the Project is under Environmental Clearance State.



OIL aims at reduction of Gas Flaring through initiatives such as the one mentioned above

The Company has also planned a project on mass tree plantation in degraded forest landscapes in and around its operational areas, which is set to provide a solution to combat Climate Change through sequestration of GHGs through the plantation of trees with high carbon absorption potential. As such, OIL carries out compensatory & obligatory tree plantation in its operational areas.



The Company has taken many other proactive measures on the front of environmental management and Sustainable Development, including initiation of projects on conservation of endangered biodiversity in and around its operational areas in India. The company has adopted Rhino calves after the devastating floods during the last monsoon in the Kaziranga Tiger Reserve and is providing support for their rearing and reintroduction in the wild. The company has also in the past provided financial support for procurement of Solar lanterns for the forest guard posts in the Kaziranga Tiger Reserve.

Secondly, the Company has also provided support for wetland conservation through eco-tourism in its operational areas in Assam, by aiding the Sasoni Merbeel Eco-tourism project. The company has provided for a Solar Power Plant, Pedal Boats, Eco-friendly vehicles, bio-digester plant, etc. for making this eco-friendly tourism project a success in this remote part of the country.



A view of the wetland, Sasoni Merbeel, in Dibrugarh district, Assam

9. Organization should encourage development and diffusion of environment friendly technologies

In the above context, the following Environment Mitigation Measures have been adopted in OIL:

- OIL was conferred with QHSE Certificate (Valid from 14.08.2018 to 13.08.2021) by M/s. DNV GL. This QHSE Certificate also covers the requirement of OHSAS 18001:2007 (Health & Safety Management), ISO 14001:2015 (Environmental Management), ISO 9001:2015 (Quality Management), Global Reporting Initiative 2006 (Sustainability Reporting), PAS 55:2008 (Asset Management), OSHA 1910.119 (Process Safety Management), Seveso II Directive – 96/82/EC (Process Safety Management) & ISO 31000:2009 (Risk Management).
- Pilot project of using Bio **Diesel fuel in Diesel Engines**, is an initiative of OIL towards implementation of Bio-fuel policy of Govt. of India.
- OIL in collaboration with TERI has taken up bioremediation project for treating the hazardous waste.
- In collaboration with Institute of Advanced studies in Science & Technology, Guwahati OIL had taken up a Pilot Project on Phytoremediation, where selected species of plants were planted in oil contaminated plot of land size (30m X 20m) near Jorajan OCS. These plants degraded the hydrocarbon and heavy metal content of the contaminated area was restored to its normalcy – considering the success, OIL is planning to take out more such projects in other areas.
- OIL has undertaken various environmental projects such as bioremediation, GHG emission & carbon footprint mapping, E-Waste management, Integrated Waste Management etc in all spheres of OIL .
- Proper enclosures around the flare pits are provided, which helps in combating the effect of heat & light on the crops/environment
- Flare pits are properly designed with multi burner facilities with arrangement of abundant supply of air for proper combustion
- 95% of the Produced Formation Water is Recycled to Subsurface for the purpose of maintaining formation pressure

- Water oil clarification plants are installed wherever necessary to restrict the oil content less than 10 ppm
- Solid waste and biomedical waste are disposed as per Municipal Solid Waste Rules & Bio-medical Waste Rules .
- OIL has disposed of 38 tonnes of E waste through Certified Recyclers from different spheres of its activities.
- Hazardous wastes are treated as per “The Hazardous Wastes (Management, Handling and Trans boundary Movement) Rules, 2008, and sent to TSDF facilities (Treatment, Storage and Disposal Facilities), for which OIL has taken Membership
- Oily sludge is recycled through registered recyclers.
- OIL has installed a sludge treatment and recovery plant.
- Lining of drill site waste pits with High Density Poly Ethylene Sheets(HDPE) is carried out
- All Oil Collecting Stations, Gas Collecting Stations and LPG plant are connected with Flare Systems and Closed Blow Down Vessels & safety release flare systems for arresting hydrocarbon emissions
- Floating Roof Tanks are used for Crude Oil Storage Tanks of the Pipeline Department, in order to minimize emission of hydrocarbons
- Noise attenuators/barriers are provided at the source
- Acoustic enclosures are provided around gen sets to reduce noise pollution.
- Personnel Protective Equipments (PPE) like ear muff/plugs are provided to personnel working in noise prone areas.
- Environmental protection measures are safe guarded by monitoring the Environmental parameters with the process of their continual improvement
- Oil India Limited has established a state-of-the-art research facility in its Fields Headquarters in Duliajan, for application of Biotechnology in E&P thrust areas. The Centre, by the name of, “Jaivalaya”, was inaugurated and inducted into the service of the Company.
- New installations are equipped with nonluminous flare system.

In addition, a number of OIL’s facilities are certified by ISO and other certifier agencies. The detailed list is given below.

OIL Installations Certified with [ISO-9001:2008, ISO-14001:2004, OHSAS-18001:2007 & ISO/IEC 17025 :2005]: The following installations/ departments of the Company are ISO/OHSAS/IEC certified

- ✓ **Pipeline Deptt:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)
- ✓ **LPG Plant:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)
- ✓ **Fire Service Deptt:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)
- ✓ **Power House:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)

- ✓ **Water Treatment Plant:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)
- ✓ **Transport Maintenance Workshop:** (ISO 9001:2008, ISO14001:2004, OHSAS 18001:2007)
- ✓ **Medical Deptt. :** (ISO 9001:2008, OHSAS 18001:2007)
- ✓ **Well Logging Workshop:** (ISO 9001:2008)
- ✓ **Central Workshop:** (ISO 9001:2008)
- ✓ **Chemical Deptt.:** (ISO 9001:2008)
- ✓ **ER Deptt.:** (ISO 9001:2008)
- ✓ **L&D Deptt:** (ISO 9001:2008)
- ✓ **Kolkata Office:** (ISO 9001:2008)
- ✓ **R&D Centre of OIL:** ISO/IEC 17025 :2005 (NABL Accreditation)
- ✓

OHSAS-18001: Occupational Health & Safety Management System

ISO-9001: Quality Management System

ISO: 14001: Environment Management System

ISO/IEC 17025: Competency of Testing and Calibration Laboratories

(NABL: National Accreditation Board for Testing and Calibration Laboratories)

10. Organization should work against corruption in all its forms, including extortion and bribery

Oil India Limited is a signatory to Integrity pact with Transparency international for following strict & transparent policies. OIL endeavors to work against corruption in all its forms through well-defined Whistle Blower Policy. The policy provides all the employees with free access to the Management in case they observe unethical and improper practices or any other wrongful conduct in the Company and to prohibit managerial personnel from taking any adverse personal action against those employees.

Oil India Limited has also adopted a Conduct Discipline & Appeal Rules and any unethical behaviour is construed as misconduct. An employee violating these codes is subjected to investigation and appropriate action. Vigilance cell of the Company looks into any such misdoings for investigations.

Care for the Community: OIL as a Responsible Corporate Citizen

The CSR vision statement is embedded as one of the core vision statements of the Company which mandates OIL to operate in a legal, ethical and economic environment, committed towards the society, to contribute to sustainable socio-economic development in its areas of operations for the community, employees and their families, shareholders, customers, suppliers and other stakeholders in ways that enhance the value for both the business and society. Every single one of our spheres of operations carries out some form of CSR.

The Vision statement reads as under:

OIL'S CSR Vision Statement –

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

CSR Policy

The broad objectives of OIL's CSR policy are as under:

- a) To provide a basis for decision making and execution of CSR initiatives as per the provisions of the Companies Act, 2013.
- b) To help OIL remain focused on its CSR Vision.
- c) To bring about tangible socio-economic development in operational areas of OIL.
- d) To improve community well-being through discretionary business practices and contributions of corporate resources.

The CSR policy of the company approved by the board is available on the company's website: www.oil-india.com

The core philosophy on corporate social responsibility in Oil India Limited (OIL) is the firm conviction that islands of prosperity cannot survive in a sea of poverty. This is a typical scenario in the oil and gas Exploration and Production industry in developing countries, where companies operate in populated remote rural locations. As mandated by guidelines of Department of Public Enterprise (DPE) on CSR for CPSEs, UN Sustainable Development Goals (UNSDG's) as well as the provisions under the Company's Act 2013, OIL's CSR projects and initiatives are carried out in different thrust areas such as Healthcare and Sanitation, Education, Sustainable Livelihood generation, Women Empowerment, Agri-Rural development, Skill Enhancement & development, Rural Sports, Environment & Sustainability, Augmentation of Rural infrastructure etc. in its operational areas in Assam, Arunachal Pradesh, Mizoram, Rajasthan and Andhra Pradesh.

Contribution towards Developmental activities in Aspirational Districts

Hon'ble Prime Minister had launched the 'Transformation of Aspirational Districts' programme in January 2018, in this regard Department of Public Enterprises (DPE) vide DPE's OM No. CSR-08/0002/2018-Dir (CSR) dated 10.12.2018 issued directive to CPSE's for undertaking CSR activities under the common theme of Education and Healthcare & Nutrition with preference to aspirational districts. OIL was allotted 03 districts namely Dhubi and Goalpara in Assam and Namsai in Arunachal Pradesh. OIL has undertaken long term projects under key thrust areas of Education, Healthcare & Nutrition, Sanitation, and Sports for the larger benefit of people residing in the aspirational districts

Major CSR projects of Oil India Limited under Key Thrust Areas:

HEALTHCARE AND SANITATION

Project Sparsha- The Mobile Dispensary Services:

Started in 1980s, OIL has been implementing mobile dispensary services in OIL operational areas in Assam and Arunachal Pradesh in the North East, through its in-house team of doctors and paramedics, to cater to the primary healthcare needs of poor and needy, free of cost. This has been supplemented with Project OIL Sparsha since the late nineties, under which health camps are conducted in the remote rural areas where access to primary healthcare is a challenge.

- OIL Sparsha is one of the most significant & foremost CSR projects of the Company
- The Implementing partner is Piramal Swasthya, a pan- India NGO, who executes the project through MoU with OIL.
- Covers OIL's operational areas of Dibrugarh, Tinsukia & Charaideo districts of Assam and Mio, Manabhum & Changlang districts of Arunachal Pradesh
- From FY 2010-11 to FY 2019-20, 10,177 camps were organized to benefit 13,33,336 people
- In FY 2019-20, 826 camps were organized benefitting 39,775 people in remote rural locations.



Mobile Dispensary services under Project Sparsha, being provided to local people of OIL operational areas of Assam and Arunachal Pradesh

- Project Arogya: Reduction of Infant Mortality Rate (IMR) & Maternal Mortality Rate (MMR):** is an initiative with an umbrella focus on reduction of Maternal Mortality Rate (MMR) and Infant Mortality Rate (IMR) in and around OIL's operational areas of Tinsukia & Dibrugarh districts in the state of Assam. The Program aims at caring for the new born, as well as addressing maternal and adolescent health issues at various stages of life. OIL provides pre-natal & post-natal check-up facilities sensitizing women on maternal, child health and benefits of institutional delivery, tracking and counselling of pregnant women, immunization of babies and pregnant women, training in and awareness on community health for better hygiene, sanitation and family planning .
 In 2019-20: 1815 ANC/PNC women & 1530 children were tracked,
 - 8089 children immunized,
 - 6615 home-visits conducted benefiting 2687 women,
 - 55 health camps organized benefiting 6305 women & children.



- Cleanliness and Sanitation under Swachh Bharat Abhiyan**

OIL has rendered complete commitment to Hon'ble Prime Minister's Flagship programme "**Swachh Bharat Abhiyan**," undertaking various projects and activities in all spheres of the company. Most notable among all being the development & maintenance of Kamakhya temple, Guwahati under Swachh Iconic Place initiative and construction of 1500 individual household latrine (IHHL) with an aim to achieve 100% Open Defecation Free (ODF) status of Dibrugarh District under Swachh Bharat Mission (Gramin). Further, continuing with "**Swachh Bharat- Swachh Vidyalaya Abhiyan** " initiatives, the Company has provided financial assistance towards maintenance of 1471 school toilets constructed during the year 2014-15 . OIL has also initiated (phase-wise) development and beautification of Tinsukia Town in Assam. Various other events such as Walkathon, Cleanliness & plantation drive of office premises, market areas & public places and awareness programs were also carried out on cleanliness and hygiene (amongst school students) under Swachha Bharat Pakhwada in all spheres of the company . OIL employees also carried out Cleanliness campaigns through '*Shramdaan*.'

Initiatives undertaken by OIL under Swachh Bharat Abhiyan are as follows:

- Construction of 1471 school toilets in the 7 (seven) districts of Assam, namely, Dibrugarh, Tinsukia, Jorhat, Sivasagar, Barpeta, Bongaigaon and Dhubri. The Company has also provided financial assistance towards maintenance of 1471 school toilets constructed earlier
- Construction of 1500 Nos. of individual household laterine (IHHL) in Dibrugarh District in Assam and 1200 Nos. in East Godavari District in Andhra Pradesh with an aim to achieve 100% Open Defecation Free (ODF) status under Swachh Bharat Mission (Gramin).
- Construction of approx. 100 school toilets especially for girls' and provision for clean drinking water facilities in aspirational districts of Dhubri, Goalpara in Assam and Namsai district in Arunachal Pradesh.
- Installation of 20 nos. of RO/UV drinking water plants in villages of East Godavari District, in the operational area of the Issuer's KG Basin project.
- Construction of 2 nos. of separate toilet for men & women in Ranau and Ramgarh villages of Jaisalmer district in the OIL's operational area of Rajasthan, which did not have such facilities
- Cleaning and maintenance of Bondajan water body within the periphery and campus of the Issuer's Pipeline Headquarters, at Narangi, Guwahati, Assam
- Providing garbage bins & garbage disposal trucks to Guwahati Municipal Corporation for garbage collection and cleanliness in different locations of Guwahati city - 1000 nos. of garbage bins & 2 nos. of garbage disposal trucks.
- Undertaking Project Anubhav, a program for training and sensitisation of the company's sanitation workers.
- Providing financial assistance for development of digital applications (both mobile & web based) for implementation of Swachh Bharat Abhiyan objectives in the city of Varanasi, etc.
- The company's employees have been regularly participating in cleanliness drives (Shramdaan) and walkathons in and around its offices and operational sites, to spread awareness regarding the campaign across its various spheres of operations and particularly in and around its Fields Headquarters in Duliajan, Assam.





- **Education**

Oil India Ltd.'s commitment to socio-economic development in its areas of operations encompasses education as one of the most important areas indispensable for the overall development of an individual and well-being of the society at large.

- **Project OIL Super 30:** The project is a meaningful CSR initiative under the key thrust area of Education, which provides 11 month free residential coaching on IIT entrance examination for admission to IITs and other engineering colleges to students from marginalized section of society, in Assam, Arunachal Pradesh and Rajasthan. The Company has 6 (Six) OIL Super 30 centres at Guwahati, Jorhat Dibrugarh and Nogaon in Assam, Jodhpur in Rajasthan and Itanagar in Arunachal Pradesh, with annual intake of 30 students per centre. The success rate of the project is over 95% with OIL Super 30 students getting admission to IITs as well as in many other prestigious institutions/universities in the country.

During the FY 2019-20, 140 students were enrolled in the project, However due to COVID 19, the entrance exams for IIT's are postponed.

While, out of 20 students preparing for Medical Entrance Examinations 17 qualified in National Eligibility cum Entrance Test (NEET) 2019 with very high rankings.



- **Project 'Dikhya'**: OIL has taken up the project for promoting computer literacy and adult literacy in the selected areas of OIL's operational districts under the aegis of Project 'Dikhya' since 2012. The program has so far benefitted 33,879 students via custom designed and fabricated mobile education buses/ vans equipped with laptops and colourful furniture making them children friendly and delightful teaching spaces.

In FY 2019-20, a total of 6,895 students of 30 schools were benefited. Since inception till FY 2019-20, the project has benefitted around 40,774 students of Classes VI to VIII from 30 rural schools through mobile computer lab (bus). Value added sessions on creative studies, environmental science, cleanliness, and behavioural science too are taught along with the computer classes.

- The program has so far benefitted 40,774 students via custom designed and fabricated mobile education buses/ vans equipped with laptops and colourful furniture making them children friendly and delightful teaching spaces.
- Life skill education is imparted in selected schools of OIL operational areas of Tinsukia, Dibrugarh & Charaideo districts. While continuing to impart it to the girl students, from FY 2019-20, life skill lessons were also imparted to the boys making it more inclusive while incorporating newer methodologies like role-play, gender awareness, etc. In FY 2019-20, 10,613 students were impacted under the program covering 75 schools.
- A new initiative Read To Me™ (RTM): Tech-enabled English Solution has been implemented amongst the students of 30 schools from FY 2019-20. The goal of Read To Me is to demonstrate that reading & comprehension technology when integrated with curriculum can make a material difference in literacy that can be scaled quickly and efficiently. In FY 2019-20, the new initiative of RTM under the broader umbrella of OIL Dikhya had benefitted 6,895 students of classes VI, VII & VIII.



- OIL Shikshya Ratna Puraskar:** Oil India Limited introduced “OIL Shikshya Ratna Puraskar” in 2013-14 for recognizing the all-round contribution of the teaching fraternity from provincialized schools and colleges of Assam. The awards consist of cash incentive of Rupees one lakh and a citation is given to each awardee. During the FY 2018-19, 06 teachers were awarded the OIL Shikshya Ratna Puraskar. Since, 2013, 34 teachers had received the OIL Shikshya Ratna Puraskar.
- OIL Awards and Merit Scholarships:** Every year, OIL rewards meritorious students from operational areas passing class X & XII with OIL Awards and OIL Merit Scholarships for encouraging the students to perform better. Since inception, OIL has awarded scholarships to more than 25,000 students.



- Project Sakshyam for the differently abled:** Every year as a special gesture under the OIL Merit Scholarship Scheme, OIL provides scholarship in the form of monetary support to students with disabilities and special needs, studying in two special schools of Mrinaljyoti Rehabilitation Centre and Moran Blind School. The two schools visibly located in the OIL’s operational areas of Upper Assam in Duliajan and Moran respectively cater to students not only from Upper Assam but also from far flung areas of North East. The Project was initiated with the prime objective of catering to the needs of the two schools whether in terms of infrastructure development, running costs or any special project which will act as a support base for enabling the students as productive and independent citizens of the mainstream.



SUSTAINABLE LIVELIHOOD GENERATION AND RURAL DEVELOPMENT

- **Project Rupantar** : A flagship CSR project of OIL, launched in 2003, towards generating alternate and sustainable sources of livelihood for unemployed youth of its operational areas. The project, implemented by State Institute of Rural Development (SIRD), Assam, focuses on strengthening the rural economy by creation and training of Self Help Groups (SHG)/ Joint Liability Group (JLG) of youth, on various economic activities in the agro-based industry, providing opportunities for self-employment and rural entrepreneurship. In FY 2019-20, a total of 325 JLGs were formed consisting of around 1,425 families who were involved in self-employment ventures enabling them to generate additional income to support their respective households.
 - Since 2003, with infrastructural and other support from OIL, SIRD has formed around 8500 Self Help Groups (SHGs)/Joint Liability Groups (JLGs). **However, since 2008, OIL has exclusively formed 3,531 SHGs/JLGs covering 23,865 families to which the company has extended 50% subsidy, other financial and material inputs.**
 - Oil India Limited extended financial support to 350 Joint Liability Groups with a total project cost of Rs 6.68 Crore (Rupees Six Crore and Sixty Eight lakhs) at a disbursement function held at Duliajan on 7th June, 2019. Implemented by project partner, State Institute of Panchayat and Rural Development (SIPRD), Assam, around 1425 families are extended support in FY 2019-20.
 - Since 2004, SIRD is also successfully implementing short term computer education, in FY 2019-20 a total of 700 students were trained in courses such as Tally, C++, Linux etc.



- Project OIL ‘Jeevika’:** Launched in 2016-17 fiscal and implemented by India Institute of Entrepreneurship (IIE), Guwahati, Project OIL *Jeevika* is a community cluster based sustainable livelihood promotion project is currently implemented in OIL’s operational villages of Arunachal Pradesh aiming to benefitting 400 households. The project aims at imparting skill development and upgradation training to the targeted beneficiaries on beekeeping & honey processing, mustard buckwheat and local pulses processing for generating alternate source of income and formation of self-sustainable livelihood clusters. FY 2019-20, OIL Jeevika started the 2nd phase of implementation, wherein the primary focus is on implementation of hard interventions like equipping the clusters with a Common Facility cum Business Centre (CFBIC), introduction of upgraded modern machineries and other services so as to boost the production of raw materials and processing of the same. Subsidiary focus has been also on training the beneficiaries for production of various value-added products and by-products.

Training on Value Added & Diversified Products & Distribution of Seeds for enhanced production are among the various new initiatives taken under the project.



- Agriculture Project under Oil India Rural Development Society:** The primary objective of Agriculture Project is to introduce modern methods of cultivation to generate large scale production and thus provide an opportunity to the unemployed youth to adopt agriculture as a means of earning livelihood and thereby attain economic empowerment. While doing so, maximum emphasis is given in extending in-field training by experts from Agriculture Department, Government of Assam & Assam Agriculture University for proper and adequate use of technology. To boost the encouragement of the farmers, the Oil India Rural Development Society (OIRDS) introduces high yielding paddy seeds specially collected from Regional Agriculture Research Centre, Titabor and organic manure to revitalize the paddy fields. Till date, OIRDS has adopted more than 115 villages, covering more than 15,500 farm families under its Agriculture Project. During 2018-19, 13 nos. of new villages (total cultivable land of 2400 bighas) were adopted for *Kharif* and 13 Villages were adopted under Rabi cultivation (total cultivable land of 1,220 bighas) of paddy cultivation from OIL's operational areas in Dibrugarh and Tinsukia districts, Assam



A glimpse of the Agriculture Project of OIRDS

Capacity Buiding and Empowerment of Women

- Handicraft Training & Production Centre (HTPC):** OIL's Handicraft Training and Production Centre, located at Duliajan, Assam has been imparting nine-month stipendiary training in Weaving, Cutting & Tailoring, Embroidery & Knitting to young girls from OIL operational areas. The students are selected through written test and viva-voce. During 2019-20, a total of 42 Nos. of rural women were imparted such training. In the current year a total of 42 nos. of women are undergoing similar training in the training centre. Post training assistance are also provided to the trainees. Since 1984, more than 900 women have been trained.



Trainees at the HTPC centre, practising the art of weaving

- General Nursing Midwifery (GNM) training:** The nursing school in OIL Hospital Duliajan conducts 3 years General Nursing Midwifery (GNM) training course, which is recognized by the Directorate of Medical Education, Government of Assam. Stipend is paid to the students in addition to limited hostel accommodation, uniform and protective clothing. Started in 1991, the school has provided training to more than 300 candidates, who have also been employed in different health institutions across the state.



SKILL Development

- Project Swabalamban on Skill Building:** Launched in 2013, This project is in line with the National Skill Development Mission of Government of India under which placement linked skill training is provided to unemployed youth / women of OIL operational areas. Since 2013-14 to 2019-20, Project OIL Swabalamban had trained 18,117 and placed 14,220 candidates from various parts of Assam with maximum number of candidates from OIL's operational areas of Upper Assam.



Candidates of Project Swabalamban undergoing training in various vocations

- Contribution towards Skill Development Institute, Guwahati:** Oil India limited (OIL) has set up SDI Guwahati to cater the skilling need of youth of North East region in order to enhance their employability in hydrocarbon as well as other sectors. The Centre was dedicated to the nation on the 8th of December, 2017 by Shri Sarbananda Sonowal, Hon'ble Chief Minister of Assam and Shri Dharmendra Pradhan, Hon'ble Union Minister for Petroleum & Natural Gas and Skill Development in presence of host of other dignitaries. Skill Development Institute, Guwahati is implementing Thirteen (13) placement linked Skill Training Courses i.e. (1) Industrial Electrician (Oil & Gas) (2) Industrial Welder (Oil & Gas) (3) Food & Beverages Service-Steward (4) Certificate course in Machine Operation (5) Certificate Course in CNC Turning (6) Certificate Course in CNC Milling (7) Certificate Course in Fitter & Rigger (8) Emergency Medical Technician (9) General Duty Assistant (10) Sewing Machine Operators (11) Automotive Service Technician (12) Coffee Barista (13) Indo-Japan Technical Intern Training Program (TITP)



- Promotion of Sports**

Promotion of Sports as a CSR initiative apart from providing a platform and motivating the budding talent from the rural parts of OIL's operational areas, plays the role of uniting the communities, mobilizing, inspiring and instilling responsible behavior among the children and youth. OIL's contribution and collaboration with the social groups, district administration and sports bodies, has helped in making rural sports as one of the most popular sports event in

the rural areas creating social advantage, over the years.



Young children participating in the OIL Rural Sports initiative

Preservation of Environment and Biodiversity

- **Project OIL Urja:** Started in 2016-17, to create a safer environment and enable reduction of carbon emissions through the use of renewable energy and prevention of indoor air pollution for communities of OIL's operational areas. In FY 2017-18 under the project, fuel efficient cook stoves with chimneys were constructed and installed in 3000 rural households in 6 nos. of tea gardens in OIL's operational areas of upper Assam. Unemployed youth were imparted training on technology of construction of fuel efficient chullahs with chimneys so that installation service and minor repairs / breakages could be done at doorstep. Further, solar solutions in alignment with the Ministry of New & Renewable Energy, Govt. of India (MNRE) clean cooking & lighting solutions under Happy Home package will be provided targeting 400 households in a span of 2 years.
- **Free LPG connection to rural households under Pradhan Mantri Ujjwala Yojana (PMUY) :** OIL has been providing financial support towards PMUY launched by Hon'ble Prime Minister, on free LPG connections to BPL households, which aim to safeguard the health of women and children, by providing them with a clean cooking fuel-LPG.
- **Adoption of orphaned rhino calves in Kaziranga:** Under this project OIL has adopted 3 (three) rhino calves in 2016-17, which were severely affected by devastating floods in Assam. The project is in association with Wildlife Trust of India (WTI) under its Centre for Wildlife Rehabilitation and Conservation located near Kaziranga.

Protection of White Winged Duck-Asarcornis scutulata

- Research Project for Preservation of White Winged Duck Asarcornis scutulata- the State Bird of Assam in Digboi and surrounding areas"



Promotion of Art, Culture and Heritage:

- Renovation & Preservation of Berry White Medical School in Dibrugarh:**
 Currently known as Assam Medical College, “Berry White Medical School” was established by Dr. John Berry White, in the year 1900. The first medical school in North-eastern India. However, despite its glorious past, the building of Dr. John Berry White Medical School is in a dilapidated condition and required urgent restoration. Taking the onus OIL alongwith District Commissioner (Dibrugarh) and INTACH, New Delhi entered into a tripartite partnership to achieve the objective of preserving, restoring and renovating the cherished heritage of John Berry White Medical School



Rural development Projects

- OIL has been developing rural infrastructure in and around its operational areas for the people and communities residing in these areas to bring about all round development of the region. Over the years the company has built over 1500 kilometres of roads to facilitate and improve basic communication. Further the company constructed many public stages, auditoriums, libraries, lecture Halls, Computer Centres, roadside waiting sheds, upgraded & developed rural hospitals, rural schools & educational institute of higher development in various OIL operational areas of North East India.
- In the FY 2019-20 around 290 Kms of rural roads and 42 Nos. of Culvert has been sanctioned wherein the construction work is under progress. In addition, the construction of 15 Nos. of iron bridges was sanctioned and construction of the same is also under progress



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