

ONGC/CS/SE/2024-25

07.08.2024

National Stock Exchange of India Ltd.

Listing Department

Exchange Plaza

Bandra-Kurla Complex, Bandra (E)

Mumbai – 400 051

BSE Limited

Corporate Relationship Department

Phiroze Jeejeebhoy Towers

Dalal Street, Fort

Mumbai – 400 001

Symbol-**ONGC**; Series – **EQ**

BSE Security Code No.- **500312**

NCD : **959844, 959881**

Subject: Business Responsibility and Sustainability Report for FY'24

Ref: 31st Annual General Meeting

Madam/Sir,

In terms of Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, Business Responsibility and Sustainability Report of the Company for the FY'24 forming part of Annual Report, is enclosed.

This is for your information and record, please.

Thanking You,

Yours faithfully

For Oil and Natural Gas Corporation Ltd.

Rajni Kant

Company Secretary & Compliance Officer

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1993GOI054155
2	Name of the Listed Entity	Oil and Natural Gas Corporation Ltd.
3	Year of Incorporation	1993
4	Registered Office Address	Plot No. 5A-5B, Nelson Mandela Road, Deendayal Urja Bhawan, Vasant Kunj, New Delhi-110070, India
5	Corporate Address	
6	E-mail	secretariat@ongc.co.in
7	Telephone	011-26752318
8	Website	http://www.ongcindia.com/
9	Financial Year for Reporting	FY'24
10	Name of the Stock Exchange(s)	NSE Ltd. & BSE Ltd.
11	Paid-up Capital	₹ 62,901.39 million
12	Contact Person for Queries	Shri Deepak Tandon, ED-Chief CM&SG
13	Reporting Boundary	ONGC Standalone
14	Name of Assurance Provider	Bureau Veritas
15	Type of Assurance Obtained	Reasonable

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	Crude Oil Production= 19.471 MMT	46.40%
2.		Natural Gas Production= 19.974 BCM	47.60%
3.		VAP Production= 2.519MMT	6.00%

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 Production	06101/06102	66.38%
2.	Natural Gas Production	06201/06202	24.15%
3.	Liquid Petroleum Gas	19201	3.59%

Note: For Sl. No. 1: NIC Code 06101 is for Offshore and 06102 is for Onshore

For Sl. No. 2: NIC Code 06201 is for Offshore and 06202 is for Onshore



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	17	19	36
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Location	Number
National (Number of states)	11
International (Number of countries)	Nil

b. What is the contribution of exports as a percentage of the total turnover of the entity?

4.33%

c. A brief on types of customers

Company's significant revenues are derived from sales to Oil Marketing Companies (OMCs). ONGC is a producer of crude oil. Supplies crude oil to Refineries engaged in refining of crude Oil and marketing of Petroleum products in India. A list of major customers/refiners are IOCL, BPCL, HPCL, MRPL. Natural Gas is predominantly supplied to GAIL.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
		No. (A)	No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	15,753	14,278	90.64%	1,475	9.36%
2	Other than Permanent (E)	51	47	92.16%	4	7.84%
3	Total employees (D + E)	15,804	14,325	90.64%	1,479	9.36%
WORKERS						
4	Permanent (F)	10,094	9,526	94.37%	568	5.63%
5	Other than Permanent (G)	454	448	98.68%	6	1.32%
6	Total employees (F + G)	10,548	9,974	94.56%	574	5.44%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
		No. (A)	No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	308	267	86.69%	41	13.31%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D + E)	308	267	86.69%	41	13.31%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	213	184	86.38%	29	13.62%
5	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6	Total employees (F + G)	213	184	86.38%	29	13.62%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	12	2	16.67%
Key Management Personnel	7	1	14.29%

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.6%	1.2%	0.6%	0.4%	0.8%	0.5%	0.4%	1.1%	0.5%
Permanent Workers	0.3%	0.4%	0.3%	0.1%	0.5%	0.1%	0.2%	0.2%	0.2%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23A. Names of holding / subsidiary / associate companies / joint ventures

Refer to Note 4 of Consolidated Financial Statement

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

1. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2. Turnover (₹) FY 2023-24	1,384,021.31 million
3. Net worth (₹) as on 31.03.2024	3,059,765.12 million



VII. Transparency and Disclosures Compliances

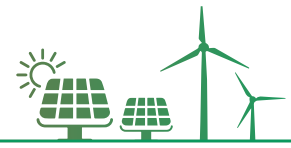
25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://grievance ONGC.co.in	Public Opening: 31 Received: 230	Closed: 208 Pending: 53	Nil	Public Opening: 16 Received: 119	Closed: 104 Pending: 31	Nil
Investors (Shareholders)	Yes https://ONGCIndia.com/web/eng/investors/investor-contact	Details provided at Para No. 3.4 of Corporate Governance Report			Details provided at Para No. 3.4 of Corporate Governance Report		
Employees and Workers	Yes https://grievance ONGC.co.in	Employees Opening: 8 Received: 24	Closed: 21 Pending: 11	Nil	Employees Opening: 16 Received: 21	Closed: 29 Pending: 8	Nil
Customers	Yes https://grievance ONGC.co.in	Customers Opening: 4 Received: 22	Closed: 25 Pending: 1	Nil	Customers Opening: 0 Received: 45	Closed: 41 Pending: 4	Nil
Value Chain Partners	Yes https://grievance ONGC.co.in	Vendor Opening: 5 Received: 65	Closed: 6 Pending: 64	Nil	Vendor Opening: 38 Received: 13	Closed: 46 Pending: 5	Nil
Other (ex-employees)	Yes https://grievance ONGC.co.in	Ex-employees Opening: 14 Received: 47	Closed: 39 Pending: 22	Nil	Ex-employees Opening: 42 Received: 25	Closed: 53 Pending: 14	Nil



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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and Energy Transition	Risk	Climate change represents a critical strategic challenge for the oil and gas industry, necessitating global collaboration to reduce greenhouse gas emissions and transition to renewable energy sources. Governments and investors are escalating their demands for companies to implement strong adaptation and mitigation strategies. Climate-related risks have the potential to significantly affect company assets, disrupt supply chains, impair economic performance, and influence consumer demand.	<ol style="list-style-type: none"> 1. Preparing a strategy for renewable energy transition and achieving Net Zero status for Scope-1 and Scope-2 emissions by 2038. 2. Investing in R&D for innovation and technology. 3. Collaborating with global and domestic experts . 4. Developing a decarbonization strategy. 	Negative
2	Energy and Emission Management	Opportunity	The oil and gas industry faces strategic challenges, such as increasing pressure to decarbonize its value chain to retain its social license to operate. Energy and Emission Management is essential for ONGC to comply with regulations, reduce environmental impact, improve operational efficiency, and stay competitive in the market. This approach mitigates climate-related risks, helps maintain the company's social license, and addresses the rising demand for sustainable products, ensuring long-term sustainability and stakeholder trust.	<ol style="list-style-type: none"> 1. Implementing comprehensive measures and advanced technology for energy and emission management. 2. Reducing flaring by installing gas compressors. 3. Installing energy-efficient LEDs. 4. Regular maintenance and technology upgrades. 5. SOPs to prevent pipeline leakages. 	Positive
3	Waste Management	Risk	Waste management is a major issue for ONGC. Adopting a circular economy presents a sustainable solution for the company. To comply with statutory requirements, ONGC needs to continually innovate its processes, enhancing resource reuse and optimizing circular practices throughout the entire supply chain.	<ol style="list-style-type: none"> 1. Complying with statutory requirements for hazardous and non-hazardous waste. 2. Developing an e-waste and hazardous waste management plan. 3. Ensuring e-waste is handled through collection centers or designated service providers. 	Negative
4	Low Carbon and Sustainable Products	Opportunity	ONGC is actively developing a comprehensive climate change strategy and a roadmap to transition into a low-carbon entity. By prioritizing sustainability, ONGC aims to substantially lower its carbon footprint and support global efforts to address climate change.	<ol style="list-style-type: none"> 1. Prioritizing sustainable products in the supply chain. 2. Emphasis on Carbon Management in operations. 	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)
5	Water Management	Risk	Water management is a top priority for ONGC. As a responsible company, ONGC monitors and controls its water usage across its operations to ensure social equity and environmental sustainability.	<ol style="list-style-type: none"> Investment in sustainable water management practices. Recycling of water across all the operations, wherever feasible. Treatment and disposal of produced water from operations, produced water is re-used and recycled, wherever feasible. 	Negative
6	Air Quality	Risk	Reducing GHG emissions for improving air quality is essential for regulatory compliance and managing environmental impact. Implementing effective emission control measures protects public health, preserves natural ecosystems, and enhances operational efficiency and environmental sustainability.	<ol style="list-style-type: none"> Monitoring air quality around operational sites. Monitoring fugitive emissions and VOC emissions. Reducing flaring by means of technology intervention like flare gas recovery units. Using cleaner fuel for power requirements. 	Negative
7	Biodiversity and Ecosystem Conservation	Risk	Biodiversity loss and ecosystem degradation can negatively affect the company's reputation and its compliance with conservation regulations. Proactively addressing biodiversity conservation fosters trust and showcases ONGC's dedication to environmental stewardship.	<ol style="list-style-type: none"> ONGC submits its conservation plan to the State Wildlife Division, along with designated funds before applying EC to MOEF&CC wherever applicable. The Company conducts Environmental Impact Assessment (EIA) studies prior to initiating operations, and sets aside funds for biodiversity conservation as part of its Environment Management Plan, which includes mitigation measures. ONGC has been consistently making conscious endeavors to uphold the appropriate conservation of flora and fauna throughout its operations. Environment conservation is one of the thrust areas of the Company, which includes ecosystem restoration. 	Negative
8	Human Rights	Risk	Considering ONGC's footprint and extensive network of suppliers across its operational facilities, it is vital to address human rights issues such as ensuring fair wages, safe working conditions, non-discrimination, and the right to collective bargaining for all employees. Adhering to human rights standards is essential to prevent conflicts, maintain operational continuity, and uphold the company's social license to operate.	<ol style="list-style-type: none"> Implementing a human rights policy and grievance mechanisms. Including human rights clauses in contracts. 	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)
9	Workforce Competency and Engagement	Opportunity	Employees are ONGC's most valuable asset, making it essential for the company to invest in their ongoing development. Investing in employee development can enable ONGC to enhance organizational performance and employee satisfaction.	1. Providing regular training programs for building competency of employee as per the emerging business standard.	Positive
10	Health, Safety, and Security	Risk	ONGC encounters numerous HSE (Health, Safety, and Environmental) risks due to the geographical locations and technical complexities of its operations. The primary HSE risks for ONGC include threats to life and property from accidents or incidents in operational areas and breaches of safety standards or environmental regulations. These risks impact the company's reputation, financial stability, and the health and safety of its employees, contractors, and nearby communities.	ONGC has a comprehensive Risk management system in place to manage these risks and ensure compliance with regulatory requirements. The mitigating actions are: 1. ONGC has launched the Project Parivartan initiative which is related to improvement in safety culture resulting in employee engagement and better risk management practices. 2. ONGC provides HSE training to all employees. 3. All workplaces across its operation plants are ISO 9001 (Quality Management System), ISO 14001 (Environment Management System) and ISO 45001 (Occupational Health and Safety) certified. 4. ONGC conducts audits regularly to verify the effectiveness of the HSE Management System. 5. ONGC follows safe industry standards and comply with regulation of Petroleum and Natural Gas Regulatory Board (PNGRB). 6. Periodic Medical Examination (PME) is mandatory for all employees.	Negative
11	Disaster Management	Risk	Disaster management is vital for ONGC to ensure the safety of its operational areas, employees, and surrounding communities, while also protecting the environment. It mitigates financial risks, maintains regulatory compliance, and preserves the company's reputation by effectively responding to emergencies and preventing incidents.	1. Developing disaster and emergency response plans. 2. Conducting regular mock drills. 3. Developing oil spill response.	Negative
12	Community Engagement	Opportunity	The company carries out CSR projects through a dedicated team that evaluates the needs of communities near its operational areas. Their approach includes public consultations, addressing grievances through RTI, written consent, and providing compensation.	Ensuring socio-economic development through CSR activities.	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)
13	Innovation and Technology Up-gradation	Opportunity	In the oil and gas sector, innovation and technological progress are vital, impacting both the financial results of companies and the broader national economy. For ONGC, innovation is embedded in its culture and mission. Key challenges for the company involve securing and maintaining skilled talent, building strategic alliances, and creating effective metrics to track the success of its innovation efforts.	ONGC has a strong focus on innovation and has invested in research and development activities to develop cutting-edge technologies and processes to improve its operations and reduce costs. 1. ONGC Energy Centre (OEC) has collaborative agreements with major universities and research institutes and other external agencies. 2. ONGC always tries to ensure that its technology is cost effective and compliant with all regulations.	Positive
14	Business Ethics and Transparency	Opportunity	ONGC has consistently prioritized ethics and integrity as its fundamental values, fostering strong stakeholder confidence and reputation.	1. ONGC guarantees fairness, accountability, responsibility, and transparency through its robust corporate governance practices. The company has established effective mechanisms, including an Online Grievance Management System and a Whistle-blower Policy/Vigil Mechanism. 2. Compliance with labor laws, health and safety regulations, non-discrimination, freedom of association, collective bargaining, human rights, contract management, and the prevention of sexual harassment (POSH) is mandatory.	Positive
15	Compliance with Legal and Regulatory Environment	Risk	Adapting to changes in the regulatory environment, licensing processes, and timelines poses challenges for businesses, especially with regard to maintaining compliance and avoiding legal violations. To ensure that ONGC meets the necessary standards and stays within regulatory boundaries, the company aligns its performance objectives with the compliance requirements suitably.	By implementing measures, ONGC mitigates compliance risks and operates in a more ethical and responsible manner. 1. ONGC has a robust compliance management system that includes policies, procedures, and guidelines. 2. ONGC's commitment to ethical and responsible business practices enhances the company's reputation and attracts new customers and investors. 3. ONGC focuses on meeting the requirements of compliance. 4. ONGC conducts third-party audits to assess the company's compliance with stipulated laws and regulations.	Negative
16	Crisis and Risk Management	Risk	Crisis and risk management involves identifying, evaluating, and handling threats to ONGC's capital and earnings. These risks arise from diverse sources such as financial uncertainties, geopolitical situations, legal liabilities, technological challenges, strategic management mistakes, accidents, and natural disasters.	The Company has a robust Risk Management system. The effective risk framework and Risky portfolio are periodically monitored by the Risk Management Committee, Audit Committee, and the Board. Any new risks that may impact the company's ability to create value over the long run are also identified and addressed.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	A	B	C	D	E	F	G	H	I
		A: https://ongcindia.com/documents/77751/1767719/3006_316_wb30052019.pdf/f57e9f93-0ede-8e52-007c-ffdaccb117b0 B: https://ongcindia.com/documents/77751/2660534/corpenvpolicy151222.pdf C: https://ongcindia.com/documents/77751/1767704/2204_hsepolicy040222.pdf/c521020b-6de8-4aa6-a047-a1f976b8d4ea D: https://ongcindia.com/documents/77751/1767704/2204_hsepolicy040222.pdf/c521020b-6de8-4aa6-a047-a1f976b8d4ea E: https://ongcindia.com/web/eng/career/recruitment-policy/hr-policy F: https://ongcindia.com/documents/77751/2660534/corpenvpolicy151222.pdf G: https://ongcindia.com/documents/77751/1767719/4994_248_Amcobm.pdf/9c5b3c75-de33-855a-5cd5-40ae9a8cf18b H: https://ongcindia.com/documents/77751/1767719/3583_321_56_2017.pdf/c0286794-3226-147b-7962-c2e3edef548b I: https://ongcindia.com/web/eng/privacy-policy/privacy-policy#:~:text=Except%20as%20set%20out%20in.if%20we%20believe%20that%20such								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 50001, ISO 9001, ISO 14001, ISO 27001, ISO 45001, ISO 37001								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	ONGC commits to comply with the provision in Companies Act, 2013 (or SEBI (LODR) regulations in case of listed entities) and Transparency		Focused on achieving zero incident related to safety	Procurement and timely payment to Micro Small and Medium Enterprises (25% of Procurement of goods and services through MSEs (including 4% from SC/ST MSEs and 3% from Women MSEs)	ONGC is a public sector enterprise and has targets of zero non-compliance	Net Zero Target by 2038. All installations of ONGC are ISO 14001 certified			



S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>ONGC has established several objectives aligned with the NGRBC principles, the Government of India's targets, and the UN Sustainable Development Goals (UN-SDGs). The company has aligned efforts to various national targets / schemes in the areas of energy, community development and environment sustainability. ONGC remains steadfast in its commitment to contribute towards achieving zero operational emissions (Scope-1 and Scope-2) by 2038. ONGC is also a signatory of Zero Routine Flaring initiative of World Bank. Further, ONGC is also signatory of Oil and Gas Decarbonization Charter (OGDC) at COP 28. By signing OGDC, ONGC has committed to initiate steps to achieve Net-Zero operations by 2038 at the latest and ending routine flaring by 2030, near-zero upstream methane emissions. The company's consistent efforts are disclosed at section C of the BRSR report and also in the Integrated annual Report.</p>								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Director (Exploration) Statement: ONGC demonstrates a steadfast commitment to Environmental, Social, and Governance (ESG) principles. The company's ESG strategy is deeply integrated into its operations, focusing on minimizing environmental impact, promoting social well-being, and upholding the highest standards of corporate governance. ONGC continuously strives to enhance its practices for ensuring transparency, accountability, and ethical conduct across all activities. By actively engaging with its stakeholders, ONGC aims to create shared value and contribute to sustainable development.</p> <p>ONGC is continuously enhancing its operations to align with its commitment to achieve Net Zero status by 2038. In the energy sector, ONGC positioned itself at the forefront of clean energy solutions in India by championing hydrogen production and utilization. The company is actively working in the field of renewable energy and has set a target of generating 10 GW of renewable energy by 2030. The company plans to invest approximately ₹ 10 billion on green ammonia and green hydrogen projects by 2035. ONGC has also announced the incorporation of a wholly owned subsidiary, ONGC Green Limited which will focus on green energy and the gas business. ONGC has already signed an MOU with Rajasthan Government for undertaking a 5 GW renewable energy generation project in Rajasthan. ONGC has also undertaken steps for production of green ammonia plant with production capacity of 1 million tonne per annum in Mangalore.</p> <p>The Company has invested into Research and Development and therefore is collaborating with several reputed institutions viz. IIT Mumbai, TERI, University of Calgary, Canada, University of Texas at Austin on projects regarding development of new technologies and green energy products in line with its Net Zero targets. Through its commitment to innovation, ONGC remains at the forefront of achieving growth in a sustainable manner through research and development, setting benchmarks for sustainability in the industry. ONGC also strives to provide its support at contributing to the nation's journey towards a sustainable future.</p> <p>A roadmap has been firmed up, considering the projected Scope 1 and Scope 2 emissions for ONGC until FY 2038. The approach aligns with global efforts to combat climate change and positions ONGC as a responsible and committed player in the energy sector. The roadmap incorporates a series of De-carbonization levers such as Renewable Energy, Zero Routine Flaring, Carbon Capture Utilisation and Storage, Compressed Biogas, Green Hydrogen, EVs and BESS strategically spread across short, medium, and long-term horizons. These levers are designed to address various aspects of ONGC's operations, ensuring a comprehensive and phased approach to emission reduction.</p> <p>At COP 28, ONGC signed the Oil and Gas Decarbonization Charter (OGDC) and it has made a commitment to initiate necessary steps to achieve net-zero operations and end routine flaring by 2030, and near-zero upstream methane emissions. In this regard, ONGC has adopted top down approach to detect Methane concentration in atmosphere above its area of operation using TROPOMI (Tropospheric Monitoring Instrument) Satellite data through its remote sensing division of Keshava Deva Malaviya Institute of Petroleum Exploration (KDMIPE). Further ONGC signed a Cooperation Agreement with TotalEnergies to carry out methane emissions detection and measurement campaigns using TotalEnergies' pioneer AUSEA (Airborne Ultralight Spectrometer for Environmental Applications) technology. ONGC with TotalEnergies is planning to conduct Drone Surveys using TotalEnergies Patented technology AUSEA to detect particular area in an installation where methane emissions are occurring. Based on the hotspot identified through Remote Sensing and Arial surveys, ground surveys are to be conducted to detect specific leaks in pipeline and other instruments which are the source of fugitive methane emissions.</p> <p>Emission mitigation is a business as usual case in ONGC. Different types of projects have been taken up across the organization for emission reduction. Projects for Reduction in Gas Flaring, Renewable Energy, Dynamic Gas Blending in diesel engines, Installation of Gas Compressors, Energy Efficient Lighting Systems, Energy Efficient Motors, Micro Turbines, Replacement of Natural Gas with Pneumatic Air for instrumentation purposes, etc. are to name a few. From Nov-2023 onwards, Emission monitoring is being done on a daily basis by CM&SG and hotspots are being identified. Advisory are being sent to work-centres by Chief-CM&SG to curb the emission.</p> <p>The Company is also prioritizing Carbon Capture, Utilization, and Storage (CCUS) as a major lever for decarbonization. By exploring partnerships and initiatives related to CO₂ storage and enhanced oil production from mature fields, ONGC aligns its operations with sustainable practices and strengthens its competitive edge. The proposed CCUS project at Gandhar has the potential of 10% oil gain and cumulative sequestration capacity of 5 to 6 million ton of CO₂ by the year 2040. ONGC has been conducting regular virtual meetings with CCUS experts across the globe regarding various technological aspects in order to firm up a methodology relate to CCUS. Also, a Lab has been set-up in KDMIPE to undertake R&D work of CCUS. The Lab is also working on gas adsorption studies in coal, which can also act as an excellent trap for CO₂ as it permits higher storage than its pore volume capacity.</p> <p>Integral to ONGC's commitment is the greening of entire supply chain. Collective efforts of all stakeholders, including the valued suppliers, are indispensable in achieving sustainability objectives. ONGC in launching an initiative with Top Fifty vendors to assist them in voluntarily disclose their emissions.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Arun Kumar Singh - Chairman & Chief Executive Officer (CEO)								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	ONGC has a dedicated Carbon Management & Sustainability Group, which is headed by Director (Exploration).								

10. Details of Review of NGRBCs by the Company:

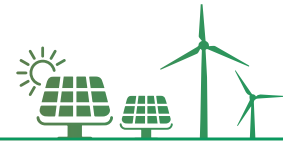
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Periodically								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									





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 trainings and awareness programmes held	Topic/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	10	All Technical and Managerial	100%
Key Managerial Personnel and Employees other than BoD and KMPs	773	All Technical and Managerial	80.16%
Workers	621	Technical	54.51%

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

Yes, ONGC has an anti-bribery policy. The policy covers the whole organization, the employees, stakeholders and business associates. It highlights compliance with laws and regulations, establishment of management systems explaining the consequences of being non-compliant as well as for setting, reviewing and achieving compay's objectives. ONGC is also

committed to continual improvement of its governance of Ethics, Transparency and Accountability while being in tuned with Department of Public Enterprises (DPE), SEBI and other applicable guidelines of the Govt. of India.

Weblink for the policy- https://ongcindia.com/documents/77751/1767719/3006_316_wb30052019.pdf/f57e9f93-0ede-8e52-007c-ffdacdb117b0

The Company has following policies or guidelines which aid Ethics, Transparency and Accountability in conduct of its operations:

- a. Code of Conducts for Directors and Senior Management Personnel;
- b. Book of Delegated Powers;
- c. Manuals, such as, Integrated Materials Management Manual, Finance Manual, CSR Manual, etc.
- d. Risk Policy containing risk framework and register containing identified risk areas and its mitigation plans, managed and monitored by an independent Enterprise Risk Management Cell (ERM)

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	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

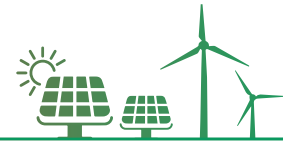
	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Revenue from Operations) in the following format

	FY 2023-24	FY 2022-23
Number of days of accounts payables	17	15



9. Open-ness of business

Provide details of concentration of purchases 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	FY 2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales	Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	Number of dealers /distributors to whom sales are made	Not Applicable	Not Applicable
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	7.37%	2.30%
	Sales (Sales to related parties / Total Sales)	32.93%	27.88%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.024%	0.088%
	Investments (Investments in related parties / Total Investments made)	62.33%	77.33%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Business Partners Meet with MSME Vendors, Ankleshwar Asset attended by more than 30 MSME	ONGC conducted vendors meet and awareness sessions for its value chain partner covering the following topics <ul style="list-style-type: none"> • Anti-Corruption and Anti-Bribery • Vigilance • Enhancing Transparency • Improving Ease of business • Procurement Policy Initiatives • Resolution of GeM related queries 	Regular meets with Value Chain Partners held in ONGC. However, currently the company doesn't keep count of the partners assessed but intends to start doing so eventually
Corporate Business Partners Meet at Mumbai was attended by a large no. of business partners		
Gas Consumers Meet 2023 at Mehsana Asset		
Vendor Meet-2023 at Delhi		

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. the Company has a Code of Conduct in place for the Board of Directors and Senior Management (link <https://ongcindia.com/web/eng/investors/policies>), - which also provide for conflict, which may arise during its business activities.

The Company has Related Party Policy, which provides for approval mechanism to avoid influence of conflict of interest in business dealings.

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 (₹ in million)	FY 2022-23 (₹ in million)	Details of improvements in environmental and social impacts
R&D	6171.64 (100%)	5,424.25 (100%)	The major area of focus for R&D is on the green technology such as Carbon Capture Utilization and Storage, Process improvement, Water management etc
Capex	374,942	302,084	ONGCs capital expenditure is in line with the government of India's vision of energy security for the nations, with the focus on the energy efficiency, resource optimization amongst others.

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

No

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

Not Applicable

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

S. No	Type of product	Applicable to you (Y/N)	Processes in place to safely reclaim your products for reusing/ recycling and disposing at end of life (please provide a brief right-up of the process in place)
a	Plastics (including packaging)	No	Product recycling is not practiced in this sector. The product portfolio consists mainly of crude oil, natural gas and value-added products (LPG, Naphtha, C ₂ -C ₃ , kerosene oil, SKO etc).
b	E-waste		
c	Hazardous waste		
d	other waste-if any		

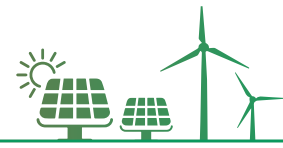
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

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.

Extended Producer Responsibility (EPR) is applicable to ONGC as an Importer of Goods with Plastic Packaging. The organization has been granted approval for registration of ONGC as Importer of Goods with Plastic Packaging by Central Pollution Control Board.

To address the waste collection, an internal waste management plan has been circulated among the various work-centers with following steps:

- Minimize generation of Plastic Waste – Plastic packaging coming with the imported goods can be minimized by incorporating clause in the tender document to either eliminate plastic packaging in imported good or use compostable plastic packaging to the extent possible.
- Segregated Storage - Plastic packaging coming with imported goods need to be stored separately and not to be mixed with other waste streams.



- Record of Plastic Waste Generated – Category-wise record of plastic packaging coming with the imported goods need to be maintained.
- Safe Disposal - Plastic packaging coming with imported goods are needed to be handed over to the Plastic Waste Processors (PWP) registered with CPCB. List of registered PWP available on CPCB website on following link https://eprplastic.cpcb.gov.in/#/plastic/home/main_dashboard.
- EPR Certificates- Category wise certificate to meet the EPR targets can either be obtained from registered PWP handed over plastic packaging with imported goods or through purchase of EPR credit certificate from PWP registered with CPCB. Record of certificates need to be maintained for fulfilment of EPR targets while filling annual returns.

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?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
06101/ 06102	Crude oil	66.38%	Cradle to Gate	Yes	No
06201/06102	Natural Gas	24.15%	Cradle to Gate	Yes	No
19201	LPG	3.59%	Cradle to Gate	Yes	No
19209	Naphtha	3.32%	Cradle to Gate	Yes	No
19209	C ₂ -C ₃	1.36%	Cradle to Gate	Yes	No

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

The Life Cycle assessment was performed for six products for the following 4 impact categories: Climate change, Acidification, Fresh water eutrophication and marine eutrophication.

Climate change evaluates the amount of GHG release, Acidification evaluates the potential contribution of a product toward acid rain, Marine Eutrophication evaluates product's potential to contribute to 'Nitrogen' enrichment into marine bodies, which lead to growth of algae and other aquatic plants, and Freshwater Eutrophication evaluates product's potential to contribute to 'Phosphorus' enrichment into marine bodies, which lead to growth of algae and other aquatic plants.

During the study, all the parameters were found to be within the industry benchmark thus, no significant issues were identified for the selected products pertaining to the identified above impact categories.

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).

Product recycling is not practiced in this sector. The product portfolio consists mainly of crude oil, natural gas and value-added products (LPG, Naphtha, C₂-C₃, kerosene oil, SKO etc.).

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:

Product recycling is not practiced in this sector. The product portfolio consists mainly of crude oil, natural gas and value-added products (LPG, Naphtha, C₂-C₃, kerosene oil, SKO etc.).

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable					
E-waste						
Hazardous waste						
Other waste						

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

Product recycling is not practiced in this sector. The product portfolio consists mainly of crude oil, natural gas and value-added products (LPG, Naphtha, C₂-C₃, kerosene oil, SKO etc.).

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 employees:

Category	% of employees 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	14,278	14,278	100%	14,278	100%	NA	NA	14,278	100%	14,278	100%
Female	1,475	1,475	100%	1,475	100%	1,475	100%	NA	NA	1,475	100%
Total	15,753	15,753	100%	15,753	100%	1,475	9.36%	14,278	90.64%	15,753	100%
Other than Permanent employees											
Male	47	47	100%	47	100%	NA	NA	NA	NA	NA	NA
Female	4	4	100%	4	100%	4	100%	NA	NA	NA	NA
Total	51	51	100%	51	100%	4	7.84%	NA	NA	NA	NA





b. Details of measures for the well-being of workers:

Category	% of workers 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 workers											
Male	9,526	9,526	100%	9,526	100%	NA	NA	9,526	100%	9,526	100%
Female	568	568	100%	568	100%	568	100%	NA	NA	568	100%
Total	10,094	10,094	100%	10,094	100%	568	5.63%	9,526	94.37%	10,094	100%
Other than Permanent workers											
Male	448	448	100%	448	100%	NA	NA	NA	NA	NA	NA
Female	6	6	100%	6	100%	6	100%	NA	NA	NA	NA
Total	454	454	100%	454	100%	6	1.32%	NA	NA	NA	NA

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	1.81%	1.42%

2. Details of retirement benefits

Benefits	FY 2023-24			FY 2022-23		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	NA	NA	NA	NA	NA	NA

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.

All areas considered safe for the differently abled are accessible through appropriate infrastructure as per regulations.

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.

The Company has introduced several policies and facilities aimed at supporting People With Disabilities (PWD). To encourage their participation, various programs focused their empowerment and development have been organized throughout the Company. Weblink for the policy is <https://ongcindia.com/documents/77751/2660534/policy310723.pdf/eda414a7-dc4f-8704-07bc-9ebd25d409f7>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No
	(If Yes, then give details of the mechanism in brief)
Permanent Workers	In ONGC, there are two structured platforms for submitting grievances i.e. ONGC Grievance Management System (GMS), 2012 and Public Grievance Redressed Portal. Besides these two structured platforms, employees also raise grievances through emails, SAP mails, physical applications/ VIP references, through National commissions, PMO PG portal etc. ONGC Grievance Management System (GMS), 2012 provides three-tier channel for grievance redressal with provision for appeal to Appeals Committee which has Chairman and Vice Chairman who are independent and external professionals. The Public grievance management portal available at www.ongcindia.com caters to all stakeholders of ONGC (both internal stakeholders and external stakeholders). All grievances registered are regularly forwarded to concerned Key Executives for submitting draft reply in the portal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in Association(s) or Unions recognized by the listed entity:

Category	FY 2023-24			FY 2022-23		
	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						
Male	14,278	14,215	99.56%	14,306	14,133	98.79%
Female	1,475	1,468	99.53%	1,424	1,278	89.75%
Total	15,753	15,683	99.56%	15,730	15,411	97.97%
Total Permanent Workers						
Male	9,526	9,526	100%	9,655	9,655	100%
Female	568	568	100%	608	608	100%
Total	10,094	10,094	100%	10,263	10,263	100%



8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total	On Health and Safety Measures		On Skill upgradation		Total	On Health and Safety Measures		On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	14,278	3,083	21.59%	8,302	58.15%	14,306	6,110	42.71%	12,133	84.81%
Female	1,475	284	19.25%	960	65.08%	1,424	152	10.67%	1,424	100%
Total	15,753	3,367	21.37%	9,262	58.80%	15,730	6,262	39.81%	13,584	86.36%
Workers										
Male	9,526	3,581	37.59%	1,759	18.47%	9,655	2,799	28.99%	2,305	23.87%
Female	568	73	12.85%	89	15.67%	608	234	38.49%	168	27.63%
Total	10094	3,654	36.20%	1,848	18.31%	10,263	3,033	29.55%	2,473	24.10%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	14,278	14,278	100%	14,306	14,306	100%
Female	1,475	1,475	100%	1,424	1,424	100%
Total	15,753	15,753	100%	15,730	15,730	100%
Workers						
Male	9,526	14,278	100%	9,655	9,655	100%
Female	568	1,475	100%	608	608	100%
Total	10,094	15,753	100%	10,263	10,263	100%

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

No

Coverage: 100%



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

Safety studies like Hazard Identification (HAZID), Hazard Operability (HAZOP), Quantitative Risk Assessment (QRA) and Safety Integrity Level (SIL) are conducted at inception stage of all E&P projects. All jobs are carried out after conducting Job Safety Analysis (JSA). Toolbox Talk (TBT) is carried out before start of work in every shift. Along with everything, Internal Safety Audits (ISAs) are also conducted to assess and check the efficacy of safety measures. Oil Industry Safety Directorate (OISD), Directorate General of Mines Safety (DGMS) and Directorate of Industrial Safety and Health (DISH) conduct regularly Audits/ Inspections to check the compliances of respective rules/ regulations. The hazards associated with each operational activity are captured in Installation specific risk register in accordance with guidelines of ISO 17776: 2000. The. Based on the associated risk, site specific safe working practices/plans are developed and implemented.

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

Yes
 No

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

Yes
 No

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.34	0.29
	Workers	0.15	0.30
Total recordable work-related injuries	Employees	0.21	0.60
	Workers	0.39	0.58
No. of fatalities	Employees	0	4
	Workers	0	2
Near Misses	Employees	12593	14439
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	0
	Workers	0	0

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

The company has implemented a robust Health, Safety, and Environmental (HSE) Management System based on ISO 9001, ISO 45001, and ISO 14001 standards. This includes a structured framework for Asset Integrity Management to ensure timely maintenance of all equipment. An effective incident reporting system mandates the reporting of any health and safety incidents, with investigations conducted to address gaps and prevent future occurrences. Major and fatal accidents are independently investigated by multidisciplinary teams. Comprehensive training, sensitization, and awareness programs are provided for all personnel, including mandatory safety training for all employees and secondary workforce. These trainings cover essential operations like Survival at Sea, Helicopter Underwater Egress Training, firefighting, and first aid. Additional certifications such as National Examination Board in Occupational Safety and Health (NEBOSH) and disaster management courses are also offered. To further enhance safety, the company is adopting newer technologies, increasing automation, and integrating advanced IT solutions and AI into existing processes.



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

	FY 2023-24			FY 2022-23		
	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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

A strong incident reporting and action taken mechanism is in place in ONGC, which covers aspects like incident reporting, incident investigation, recommendation implementation and continuous improvement. The incident reporting system has been further strengthened by revising the accident/ incident reporting guidelines. Major attributes of the incident reporting system include:

- Mandatory reporting of any major/ fatal/ minor accident, within a stipulated timeline to higher management as well as concerned regulatory authorities.
- SAP system is being used to capture any accident or any near miss/ unsafe act/ unsafe condition.
- All the incidents are enquired into for the root causes, corrective/ preventive measures and finding lapses, if any.
- All Major/ Fatal accidents are to be independently enquired at corporate level.
- Findings from these incidents are acted upon for firming up required measures to further strengthen the safety.
- Advisories are also being issued at corporate level bringing about various aspects of safety, as observed during incidents and audits analysis.

Most incidents are caused by non-adherence to standard procedures. To enhance safety performance, ONGC has engaged an expert consultant to evaluate and improve the organization's safety culture. The consultant's recommendations have been integrated into strategic goals to ensure plans and actions are aligned and resources are utilized effectively.

Leadership Indicator

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

Yes, both employees and workers are under Composite Social Security Scheme which is contributory in nature, beneficiaries are entitled to avail compensation in the event of death.

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

ONGC has drafted a 'Model Tender and Agreement' document that includes provisions for ensuring compliance with various statutory requirements under the Contract Labour (R&A) Act, 1970, as well as other relevant laws. Contractors are educated on these requirements through special workshops held regularly at both the work-center and headquarters levels to ensure legal compliance.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	1	Nil	Nil	Nil
Workers	1	Nil	Nil	Nil

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, All employees undergoing retirement are given training on Planning for Superannuation.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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.

As no assessment was carried out during the year, therefore no corrective action was taken.

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.

The process of identifying key stakeholders involves four main steps: listing all potential stakeholders, determining their impact on ONGC's operations and business, understanding their needs and purposes in relation to ONGC's operations and business, and prioritizing and identifying the key stakeholders. ONGC has identified several major internal and external stakeholders, including the Government of India and state governments where ONGC operates, statutory bodies and regulators, shareholders and investors, employees, suppliers and value chain partners, joint venture and subsidiary companies, local communities in operational areas, and business associations like CII and FICCI.





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 (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Employee Web Portals Corporate emails MySpace Grievance Portal Welfare Association such as WDF, RWAs, EWCs Regular bilateral meeting with employee union and associations 	Need Basis	<ul style="list-style-type: none"> Health & Safety Human Rights Welfare measures
Customers	No	<ul style="list-style-type: none"> Engagement meets Structured engagement through Crude Oil Sales Agreement (COSA) and Gas Sale Agreement (GSA) Regular/periodic meetings with B2B partners and external stakeholder meets 	Monthly Industry Meeting- IWG and OCCM Monthly Industry Meeting- ILP, FMDP and IPR	<ul style="list-style-type: none"> Financial Performance Customer Feedback Risk Management ESG Performance Supply and distribution plans Quality and Pricing of Products
Shareholders	No	<ul style="list-style-type: none"> Filing to Stock exchange Investor and Analyst meets Annual General Meeting Investor Conferences Corporate website Press releases/press conference Email communications 	Filings to stock exchanges are made mainly to meet compliance requirements, however, information is commonly accessible. Annual General Meeting is held every year. Investors' meet/ concall is arranged on financial results and also on requests. Corporate website are updated very frequently and Press Releases are published.	<ul style="list-style-type: none"> Financial performance Risk Management Corporate governance and anti-corruption ESG performance
Investors (other than shareholders)	No	<ul style="list-style-type: none"> Investor and Analyst meets Investor Conferences Corporate website Press releases/press conference 	Mentioned as above for Shareholders	<ul style="list-style-type: none"> Financial performance Risk Management Corporate governance and anti-corruption ESG performance
Community	Yes	<ul style="list-style-type: none"> Participating in Collaborative activities with NGOs Roundtable Conference with Residents Inviting local communities to ONGC events 	Need Basis	<ul style="list-style-type: none"> Social Concern of communities in the operational areas Expenditure on CSR for infrastructure development and community upliftment Need assessment

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 feedback from such consultations is provided to the Board.

ONGC places great importance on regular interactions with stakeholders to build strong, lasting partnerships, foster mutual trust, and for value creation. To ensure all relevant stakeholders are included in decision-making, the company has a structured

process to identify both internal and external stakeholders who are affected by its operations in the short, medium, and long term. ONGC maintains regular communication with these groups and integrates sustainability into its business practices through various mechanisms. These include Customer Grievance Mechanisms, Feedback Surveys from customers and employees, Annual General Meetings (AGMs), Investor & Analyst meetings, Marketing and Vendor Meets, and ESG Engagements. Feedback of these consultations are shared with functional (s) directors concerned, ensuring that key issues and insights from stakeholder discussions are considered in decision-making.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is utilized by ONGC to support the identification and management of environmental and social topics. Inputs received from stakeholders on these topics are incorporated into the policies and activities of the company through various mechanisms such as public consultations, stakeholder engagement forums, and collaborative partnerships. ONGC values the perspectives and concerns raised by stakeholders and strives to integrate them into decision-making processes, ensuring a more inclusive and sustainable approach to environmental and social management. E.g. ONGC has started undertaking methane leak detection surveys through Satellite/handheld Optical Gas imaging IR Camera for reducing fugitive methane emissions based on the recommendation of external stakeholders.

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

ONGC's CSR policy focuses on projects and programs within India, aiming to benefit marginalized, disadvantaged, poor, and deprived sections of the community and the environment. The goal is to positively impact the lives of those at the bottom of the demographic pyramid. While ONGC has been involved in various welfare activities since its inception, it has now adopted a more structured approach. The company has undertaken numerous projects related to infrastructure development, education, and healthcare in remote areas predominantly inhabited by disadvantaged groups.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers 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. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent Employees	15,753	15,753	100%	15,730	15,730	100%
Other than Permanent Employees	51	Nil	Nil	53	Nil	Nil
Total Employees	15,804	15,753	99.68%	15,783	15,730	99.66%
Workers						
Permanent Workers	10,094	10,094	100%	10,263	10,263	100%
Other than Permanent Workers	454	Nil	Nil	472	Nil	Nil
Total Workers	10,548	10,094	95.70%	10,735	10,263	95.60%



2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	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)
Employee										
Permanent	15,753	Nil	Nil	15,753	100%	15,730	Nil	Nil	15,730	100%
Male	14,278	Nil	Nil	14,278	100%	14,306	Nil	Nil	14,306	100%
Female	1,475	Nil	Nil	1,475	100%	1,424	Nil	Nil	1,424	100%
Other than Permanent	51	Nil	Nil	51	100%	53	Nil	Nil	53	100%
Male	47	Nil	Nil	47	100%	49	Nil	Nil	49	100%
Female	4	Nil	Nil	4	100%	4	Nil	Nil	4	100%
Workers										
Permanent	10,094	Nil	Nil	10,094	100%	10,263	Nil	Nil	10,263	100%
Male	9526	Nil	Nil	9526	100%	9,655	Nil	Nil	9,655	100%
Female	568	Nil	Nil	568	100%	608	Nil	Nil	608	100%
Other than Permanent	454	Nil	Nil	454	100%	472	Nil	Nil	472	100%
Male	448	Nil	Nil	448	100%	466	Nil	Nil	466	100%
Female	6	Nil	Nil	6	100%	6	Nil	Nil	6	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages during FY2023-24:

	Male		Female	
	Number as on 31.03.2024	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	7,949,178	1	8,578,349
Key Managerial Personnel	1	7,459,846	Nil	Nil
Employees other than BoD and KMP	22,477	3,063,699	1,930	3,025,587
Workers	1,122	2,606,207	89	2,296,948

*All Boards of Directors are KMPs

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.29%	7.07%

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, adequate systems and processes have been established throughout the ONGC Group, to minimize human rights violations, both in operations and within the supply chain. ONGC also encourages business partners, including suppliers and contractors, to provide effective grievance mechanisms for addressing human rights violations and concerns. Additionally, ONGC has an independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the Government of India.

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

ONGC has established robust systems and mechanisms, such as the Grievance Management System, Safety Committees, Internal Complaints Committee, and Whistle-blower Policy for resolving issues raised under the Human Rights policy. ONGC has well-established mechanisms and practices like the Online Grievance Management System and Whistle Blower Policy/Vigil Mechanism, ensuring strict compliance with laws, rules, and regulations related to labour rights, health and safety, non-discrimination, freedom of association and collective bargaining, human rights disciplinary practices, contract management, and Prevention of Sexual Harassment (POSH). The company also has an independent Chief Vigilance Officer who reports to the Central Vigilance Commission of the Government of India. There is a dedicated mechanism in ONGC for POSH.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	6	3	2 complaints upheld and 1 complaint closed by the ICC	6	2	Not Applicable
Discrimination at workplace	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Child Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Forced Labour/Involuntary Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Wages	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other human rights related issues	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	6
Complaints on POSH as a % of female employees / worker	0.29%	0.29%
Complaints on POSH upheld	2	4

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

The competent Authority may grant leave up to a maximum of 90 days to an aggrieved female employee on the recommendation of the Internal Complaint Committee or the Local Committee, as the case may be, during the pendency of Inquiry under Sexual



Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The leave so granted to the aggrieved woman under this rule shall not be debited against the leave account.

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

Yes, ONGC's commitment to human rights extends to its suppliers and contractors.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100% (Compliance of different statutory provisions pertaining to Working Conditions and Social Security)

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

Not applicable

Leadership Indicators

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

ONGC has introduced an E-Grievance handling mechanism for swift redressal of grievances and complaints, which can be assessed with the link <https://grievance.ongc.co.in/>

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

The Company conducts human rights due diligence as required by the relevant rules and regulations. Our Human Rights policy applies to both ONGC and ONGC Videsh (collectively referred to as "Company"). It further serves as a guideline for independent contractors and business partners associated with the Company, encouraging them to uphold and adopt the principles outlined in this policy.

Policy covers the following aspects:

- Equal Opportunity, Non-Discrimination, Diversity, and Inclusion
- Prevention of Harassment
- Freedom of Association
- Labour Standards
- Safe and Healthy Workplace
- Prohibition of Child Labour and Forced Labour
- Right to Privacy
- Anti-Corruption
- Local Community/Stakeholder Engagement
- Right to Development

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?

In all areas deemed safe for differently abled individuals, except in locations with hazardous operations, accessibility has been ensured by incorporating appropriate infrastructure in accordance with applicable regulations.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	ONGC takes written undertaking from all its vendors and suppliers regarding compliance to all statutory and human rights law such as No-Child Labour, Fair Wages, No force labour etc. in addition to the above all the project having value more than ₹ 1 Crore, has an Integrity Pact wherein the buyer as well as supplier are bound to follow a set of codes in the interest of integrity, fairness and transparency in the procurement process of the given tender and in general. Suppliers are also bound to follow a standard set of conditions (including human rights related conditions) in every contract as per the laid down general and special conditions of the contract.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Labour	
Wages	
Other human rights related issues	

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

The Company ensures fair pay, which is at least the minimum wage or the appropriate prevailing wages, whichever is higher, to comply with all legal requirements on wages. Compliance is ensured with all applicable regulations related to human rights such as the Payment of Wages Act, 1936; Minimum Wages Act, 1948; Equal Remuneration Act, 1976; Industrial Dispute Act, 1947; ESI Act, 1948; Employees Provident fund and Miscellaneous Act, 1952; The Contract Labour (Regulation and Abolition) Act (CLRA), 1970; Child Labour (Prohibition and Regulation) Act, 1986.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)-GJ	317,306	350,733
Total fuel consumption (B)-GJ	Nil	Nil
Energy consumption through other sources (C)-GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)-GJ	317,306	350,733
From non-renewable sources		
Total electricity consumption (D)-GJ	2,019,005	1,076,013
Total fuel consumption (E)-GJ	124,805,703	132,541,670
Energy consumption through other sources (F)-GJ	Nil	Nil



Parameter	FY 2023-24	FY 2022-23
Total energy consumed from non-renewable sources (D+E+F)-GJ	126,824,708	133,617,683
Total energy consumed (A+B+C+D+E+F)-GJ	127,142,014	133,968,416
Energy intensity per rupee of turnover (GJ/₹ million)	85.22	82.12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	82.78	78.62
Energy intensity in terms of physical output (GJ/MT O+OEG)	3.22	3.33

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Bureau Veritas

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.

Yes

No

Given the nature of business, this indicator is not applicable.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,115,581	7,940,772
(ii) Groundwater	5,095,941	4,349,644
(iii) Third party water	310,085	5,647,082
(iv) Seawater / desalinated water	331,965	196,522
(v) Others	12,518,892	523,349
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	23,372,464	18,657,369
Total volume of water consumption (in kilolitres)	18,031,808	18,657,369
Water intensity per rupee of turnover (KL/ ₹ million)	12.09	11.44
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	11.74	10.95
Water intensity in terms of physical output (KL/MT O+OEG)	0.46	0.46

Note: The difference in water withdrawal and water consumption is reported as water discharged in the table below.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Bureau Veritas

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	517,653	84,244
- No treatment	Nil	Nil
- With treatment – Tertiary level	517,653	84,244
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	Nil
(iii) To Seawater	4,823,002	17,247,779
- No treatment	Nil	Nil
- With treatment – Tertiary level	4,823,002	17,247,779
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	Nil
(v) Others	Nil	16,598,837
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	16,598,837
Total water discharged (in kilolitres)	5,340,655	33,930,860

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas

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

Yes

No

Yes, ONGC's Deendayal Urja Bhawan (DUB) in New Delhi has adopted a comprehensive approach to water conservation to ensure that all wastewater is treated and recycled within the facility, thereby aiming to achieve zero liquid waste discharge. The approach involves advanced treatment stages including primary and secondary clarifiers, extended aeration, and tertiary treatment methods such as pressure sand filtration, softening, activated carbon filtration, and chlorination. The treated water is then repurposed for air conditioning cooling towers and irrigation, significantly reducing the building's water consumption and dependency on external water sources. The building is having the Platinum Rating under US Green Building Council's "Leadership in Energy and Environmental Design" (LEED) Green Building Rating System (USGBC's LEED).

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

Parameter	Unit	FY 2023-24*	FY 2022-23*
NOx	mg/m3	34.7	15.8
SOx	mg/m3	14.6	26.5
Particulate matter (PM)	mg/m3	1	1.3

* Ambient air quality monitoring as per NAAQ standard is undertaken as stipulated in EC conditions of the project of the concerned work centres is submitted six monthly to the concerned Integrated Regional Office, MoEFCC by the work-centre. Uran, Hazira and C₂-C₃ plant are having online continuous air quality monitoring system in place and monitored data is being uploaded to CPCB and SPCB servers. Data reported is for Uran, Hazira and C₂-C₃ plant



Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas

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

Parameter	Unit	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)	MTCO ₂ equivalent	8,961,199	8,545,142
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)	MTCO ₂ equivalent	402,000	351,444
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue)	MTCO ₂ equivalent/ million ₹	6.28	5.45
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 adjusted for PPP)	MTCO ₂ equivalent/ million ₹	6.57	5.47
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e/MTO+OEG	0.24	0.21

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas

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

S.no	Name and brief description of the project	Emission Saved (% saved or units saved) *if available	Any other parameter (in case emission is not available)	Baseline year
1.	Solar power installation at Cambay and EOA Kakinada	7,268 tCO ₂ e	Contributes 3MW to the overall solar energy production. Renewable energy produced: 2.82 MU	FY 2023-24
2	5,049 LED lights installed during FY 2023-24 from EESL	197,701 tCO ₂ e	Energy saved : 76.7 MU	FY 2023-24
3	Flare Gas Recovery at Uran Plant	38,588 tCO ₂ e	Flare gas quantity saved is 17.54 MMSCM in FY 2023-24	FY 2022-23
4	Process Optimization at Uran Plant	151,030 tCO ₂ e	Gas saved is 68.65 MMSCM.	FY 2022-23

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in MT)	138,401.77	110,849.70
Plastic waste (A)	3,441.08	Nil
E-waste (B)	83.73	97.70
Bio-medical waste (C)	1.29	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	4.94	Nil

Parameter	FY 2023-24	FY 2022-23
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Spent Oil, bio-remediated waste, chemical-sludge (G)	119,823.00	93,151.00
Other Non-hazardous waste generated (H)- Metal Drums, Drill cuttings and Wooden Pellets	15,047.73	17,601.00
Total (A+B + C + D + E + F + G + H) in MT	138,401.77	110,849.70
Waste intensity per rupee of turnover (Total waste generated / Revenue)	0.093	0.068
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.097	0.068
Waste intensity in terms of physical output (MT/MTOE)	0.0035	0.0027
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste (in MT)		
(i) Recycled	228.20	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	11,887.25	5,544.55
Total	12,115.45	5,544.55
For each category of waste generated, total waste disposed by nature of disposal method		
Category of waste (in MT)		
(i) Incineration	1.29	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	119,065.00	Nil
Total	119,066.29	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas

- 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**

Waste water management in onshore operations: Produced water has been one of ONGC's focus areas for sustainable water use. Effluent treatment plants have been installed in work centers to treat effluent generated during processing of oil and gas to meet statutory requirements for discharge of treated effluent at surface/ subsurface. ONGC operates more than 42 Effluent Treatment Plants (ETPs) with designed capacity of handling more than 1,04,000 m³/ day of effluent from onshore production installations/plants. The water is disposed in underground reservoirs, through specially prepared effluent disposal wells, after treating them to disposable levels. With certain additional treatment, this water is further treated and reused for technical uses. Treated water is also used for the various purposes during drilling at drill sites and also used for gardening purpose, floor cleaning and other utilities.

Waste water management in offshore operations: Produced Water Conditioners (PWCs) have been installed for treatment of offshore produced water. The various parameters of the discharged effluent after treatment are maintained well within the prescribed limits.



Hazardous waste management: Oily sludge generated out of E&P operations is classified as a hazardous waste, as per Hazardous and Other Waste (Management and Trans-boundary Movement) Rules, 2016. ONGC uses bioremediation, employing oil-eating bacteria to convert hazardous waste into non-toxic substances, ensuring environmentally safe disposal). Other hazardous wastes, such as spent oil and chemical containers, are disposed of through CPCB/SPCB authorized recyclers.

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:

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	Jorhat Asset, Assam	Drilling and Production of Crude oil and Natural Gas	Yes
2	Assam & Assam Arakan Basin, Jorhat	Exploration of Crude oil and Natural Gas	Yes
3	Tripura Asset	Drilling and Production of Crude oil and Natural Gas	Yes
4	Eastern Offshore Asset	Drilling and Production of Crude oil and Natural Gas	Yes
5	KG Basin	Drilling and Production of Crude oil and Natural Gas	Yes
6	Frontier Basins, Dehradun	Exploration of Crude oil and Natural Gas	Yes
7	Exploratory Asset, Silchar	Exploration, Drilling and Production of Crude oil and Natural Gas	Yes
8	Assam Asset	Drilling and Production of Crude oil and Natural Gas	Yes
9	Tripura forward Base	Exploration of Crude oil and Natural Gas	Yes
10	CBM Asset Bokaro	Drilling and Production of Coal Bed Methane.	Yes
11	Ahmedabad Asset	Drilling and Production of Crude oil and Natural Gas	Yes
12	Ankleshwar Asset	Drilling and Production of Crude oil and Natural Gas	Yes
13	Cauvery Asset	Drilling and Production of Crude oil and Natural Gas	Yes

E&P projects falling in Forest/Eco-Sensitive/Coastal Regulatory Zone/Protected Area would require Forest Clearance/Wildlife Clearance/CRZ clearance as per applicability.



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
Onshore Development & Production from 5 wells (viz. BMDH, GODA, GODB, GODD and RO#15A) falling in forest area of 3 PML blocks in South Tripura, Sephajibala and West Tripura districts	EIA Notification, 2006	2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FTR%2FIND2%2F437553%2F2023&proposal=6978413
Onshore Development and Production of oil and gas from 28 wells and establishment of kasomarigaon EPS and GGS at SUAB drill site in forest area in 6 PML Blocks, Golaghat district, Assam	EIA Notification, 2006	2006	Yes	Yes	https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=44484&proposal_no=IA/AS/IND2/423980/2023&typep=EC

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:

Yes, ONGC is compliant with the applicable environmental laws, regulations, and guidelines in India.

S. No.	Specify the law/regulation/ guidelines which were 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	Corrective action taken, if any
1	Environment (Protection) Act 1986 and Hazardous and Other Waste (Management and Transboundary Movement) Rules 2016	Ankleshwar: Violation of provisions related to hazardous waste management	Penalty of ₹ 5,000,000 was deposited on 09/06/2023	Compliance report submitted with request to waive off environmental damage compensation. Resolved
2	Consent to Operate	Assam: Undertaking drilling activities without obtaining prior mandatory consent from the Assam State Pollution Control Board	Partial payment of Environment Compensation Fee of ₹ 200,000/- has been remitted to the Pollution Control Board, Assam on 09/02/2024	An appeal for exemption from paying the full remaining amount have been made to Assam State Pollution Control Board
3	Oil Spill	Uran: Show cause notice issued by Maharashtra Pollution Control Board	Performance Bank Guarante of ₹ 2,500,000/- was forfeited for Operation and Maintenance of Pollution Control Equipment on 06.02.2024	Resolved



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:** Gujrat, Rajasthan, Western and Eastern Offshore
- (ii) **Nature of operations:** Exploration and Production
- (iii) **Water withdrawal, consumption and discharge in the following format**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	3,002,001	6,578,312
(ii) Groundwater	2,789,847	2,679,354
(iii) Third party water	102,579	5,636,918
(iv) Seawater / desalinated water	330,813	196,520
(v) Others	12,341,426	378,908
Total volume of water withdrawal (in kilolitres)	18,566,666	15,470,012
Total volume of water consumption (in kilolitres)	13,279,618	15,470,012
Water intensity per rupee of turnover (Water consumed / turnover)	8.90	9.48
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	464,045	6,578,312
- No treatment	Nil	Nil
- With treatment – Tertiary level	464,045	6,578,312
(ii) Into Groundwater	Nil	2,679,354
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	2,679,354
(iii) Into Seawater	4,823,002	5,636,918
- No treatment	Nil	Nil
- With treatment – Tertiary level	4,823,002	6,578,312
(iv) Sent to third-parties	Nil	196,520
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	196,520
(v) Others	Nil	378,908
- No treatment	Nil	Nil
- With treatment – Tertiary level	Nil	378,908
Total water discharged (in kilolitres)	5,287,047	15,470,012

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Bureau Veritas

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

Parameter	Unit	FY 2023-24*	FY 2022-23
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)	Metric tonnes of CO ₂ equivalent	19,350,000	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ e/₹ In million	12.97	-

*The Scope-3 reported above is for 2 categories-Processing of Sold goods and Use of sold products.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Bureau Veritas

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.

At ONGC, conservation of biodiversity is an ongoing process and it is achieved through various initiatives that the group has identified and developed. ONGC has a systematic approach, which comprises of smart tools, digitalisation, and environment-friendly concepts to evaluate risks and assess their impact. The organisation’s commitment is reflected in its operational excellence, which protects the biodiversity and local habitat from harm. As per Wildlife Protection Act, 1972; for Schedule – I species found in operational area, ONGC submits a conservation plan along with earmarked funds to State Wildlife Division prior to seeking Environment Clearance from Ministry of Environment, Forests & Climate Change. Prior to the commencement of operations, Environmental Impact Assessment (EIA) studies are carried out and funds are allocated under Environment Management Plan including mitigation measures towards bio-diversity conservation.

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:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Recycling	1. Chemical Free Tiny-Bubble Technology based ETP (300 KLD). 2. ONGC operates 42 Effluent Treatment Plants (ETPs)	1. Treatment of the effluent water to meet the statutory norms without need of any chemical for treatment of the produced water 2. ETPs handling more than 104,000 m ³ /day of effluent from onshore and offshore installations and plants
2	Waste management	Solar power installation at Cambay and EOA Kakinada	Contributes 3MW to the overall solar energy production. Renewable energy produced: 2.82 MU. Emission saving of 7,268 tCO ₂ e
3	Emission Control and Energy Efficiency	5,049 LED lights installed during FY 2023-24 from EESL	Energy saved : 76.7 MU Emission saved: 197,701 tCO ₂ e
		Process Optimization at Uran Plant	Gas saved is 68.65 MMSCM Emission saved: 151,030 tCO ₂ e
		Flare Gas recovery system installation at Uran plant	Flare gas quantity 17.54 in FY 2023-24 Emission saved : 38,588 tCO ₂ e

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

ONGC has dedicated teams to control emergency scenarios related to blowout/uncontrolled flow from oil & gas wells and tackle related emergency situations, ONGC has crisis management teams at various levels- Central Crisis Management Team (CMT), four Regional CMTs (at Rajahmundry, Vadodara, Mumbai and Sivasagar) and work centre level CMTs. As per the directives of Ministry of Petroleum and Natural Gas, ONGC has planned to set up a state of the art ERC (Emergency Response Centre)



at Hazira which will cater to Fire Emergencies and other related incidents which are beyond the control of the installation and district administration. Each ERC shall cater to facilities within the range of about 300 Kms (radius).

For offshore operations, there is a multi-disciplinary Emergency Response Team (ERT) reporting to Chief Emergency Coordinator, i.e. senior most Offshore Asset Manager. The team members have expertise in respective areas of operations. ERT acts as a first and quick response team to deal with any emerging situation to effectively control and mitigate the emergency related to Offshore Operations. There is Regional Contingency Plan (RCP) for handling emergencies in offshore operations. RCP (Offshore West) is issued by the Chief of Staff, Western Naval Command who is also the Chairman of the Regional Contingency Committee (Offshore West) set-up by the Ministry of Petroleum and Natural Gas. In case of offshore emergencies, Maritime Rescue Co-ordination Centre (MRCC) is alerted and contacted by ONGC. MRCC, operating under Indian Coast Guards (ICG), coordinates the rescue operations in offshore. Further, ONGC has well defined preventive, control and mitigation measures to handle emergency situations. There is three tier system of handling the emergencies depending on the severity of events-

- Site specific ERP (Emergency Response Plan)
- Offsite & Onsite DMP (Disaster Management Plan) for onshore and RCP (Regional Contingency Plan) for offshore
- CDMP (Corporate Disaster Management plan)

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.

ONGC does not carry out any environmental assessment for its value chain however is planning to engage in the same in near future.

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

Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

The Company has association with several trade chambers and associations such as:

- i. United Nations Global Compact Network India (UNGONI)
- ii. Federation of Indian Chambers of Commerce and Industry (FICCI)
- iii. Confederation of Indian Industries (CII)
- iv. Standing Conference on Public Enterprises (SCOPE)
- v. Federation of Indian Petroleum Industry (FIPI)

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)
1	United Nations Global Compact Network India (UNGONI) International	International
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Standing Conference on Public Enterprises (SCOPE)	National
4	National Confederation of Indian Industries (CII) National	National
5	Federation of Indian Petroleum Industry (FIPI)	National

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

Name of authority	Brief of the case	Corrective action taken
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
1	Facilitation of International trade and collaboration	Through representative in various inter-governmental forums	No	As and When required	-
2	Participation in various activities viz. Vision India@2047, growth and skill development, make in India, Start-up India, promotion of in-house R&D etc	Through interaction with Administrative Ministry (MoPNG) and Government bodies like NITI Aayog and various government committees	No	As and When required	-
3	a) Atmanirbhar Bharat initiative b) MSME development and Collaborative Management	Thorough representations to various Industrial bodies viz. CII, FICCI, ASSOCHAM, SCOPE etc.	No	As and When required	-

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
Siu Ka Pha Multispecialty Hospital, Sivasagar Assam (Phase I)	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Skill Development at the Skill Development Institute (SDI), Ahmedabad	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Vocational Education to youth at Chinar 9 Jawan Club and Rehabilitation of youth at Drug De-Addiction Centre, Baramulla	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report



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
Establishment of National Cancer Institute, Nagpur	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
ONGC Super 30, Almora and Srinagar	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial assistance to Rotary Club of Mumbai West Coast Charitable Trust for providing essential medical equipment to Dr R.N. Cooper Municipal General Hospital, Mumbai	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Purchase and Supply of 12 Bandicoots	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Financial assistance for Free Education and Boarding for 35 girls from underprivileged families at Him Jyoti School, Dehradun, Uttarakhand	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Establishment of Old Age Facility – Vishranti in Palampur, Himachal Pradesh	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
VIRASAT-2022, The Cultural Festival, Dehradun – Uttarakhand	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report
Contribution for setting up of Rajiv Gandhi Institute of Petroleum Technology (RGIPT), Assam Energy Institute, Sivasagar	DLH/ONGC/CSR/Impact/2024	16.02.2024	Yes	Yes	https://ongcindia.com/web/eng/csr-annual-report

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable						

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

To enhance collaboration with stakeholders, ONGC has established a public grievance portal on its website. This portal empowers stakeholders, including community members, to register their grievances through a single window on the corporate web portal. The portal can be accessed by anyone via this link (www.ongcindia.com). Grievances can originate from various sources and differ in nature, so the redressal process may vary slightly but generally follows a standard structure.

Anyone affected by ONGC's operations can approach the nearest installation. The In-charge (I/C) issues a claim form after

review. A committee, including members from the user group (Surface/C&M/Drilling/Well Services), LAQ, and Finance, is formed to assess the damage, if any. This committee visits the site, measures the affected area, and evaluates compensation for losses like standing crops, land damage, or other damages. The committee's report is submitted to the Competent Authority, and once approved, compensation is paid to the affected person through ECS payment. If needed, the Revenue Authority may also be involved in assessing the damage and determining compensation. For other types of grievances, the general approach includes:

- Individuals who are not literate may seek help from local authorities or directly approach ONGC's local land acquisition officer for land-related complaints, or they can approach the Asset/Basin/Plant manager's office.
- Any person can lodge a complaint online at ONGC's grievance Portal at www.ongcindia.co.in.
- The complaint should mention the name and address of the complainant.
- The complaint is resolved after detailed negotiation with the complainant and ONGC.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	58%	47%
Directly from within India	Not available	Not Available

Note: Figure reported as % of total eligible purchase. However the total procurement from MSEs was 11.85% out of the total purchase.

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 ONGC to please provide –Not applicable

Location	FY 2023-24	FY 2022-23
Rural	Nil	Nil
Semi-urban	24.81 %	26.07 %
Urban	30.07 %	28.09 %
Metropolitan	45.12 %	45.84 %

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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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 ₹ million)
1	Andhra Pradesh	Visakhapatnam	0.21
2	Assam	Hailakandi	52.80



S. No.	State	Aspirational District	Amount spent (In ₹ million)
3	Assam	Udalguri	26.20
4	Bihar	Nawada	27.28
5	Bihar	Sheikhpura	3.46
6	Gujarat	Dahod	51.32
7	Gujarat	Narmada	9.09
8	Jharkhand	Bokaro	94.20
9	Jharkhand	Gumla	29.16
10	Jharkhand	Hazaribag	11.23
11	Jharkhand	Khunti	4.15
12	Jharkhand	Ramgarh	11.00
13	Maharashtra	Dharashiv	50.68
14	Odisha	Dhenkanal	2.35
15	Odisha	Nuapada	42.33
16	Rajasthan	Jaisalmer	113.64
17	Tamil Nadu	Ramanathapuram	91.31
18	Tamil Nadu	Virudhunagar	71.89
19	Tripura	Dhalai	81.95
20	Uttarakhand	Haridwar	35.37

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

Yes, ONGC complies with the Public Procurement Policy for Micro & Small Enterprises (MSEs), including those owned by SC/ST and women. Under this policy, MSEs receive a purchase preference within 15% of the lowest bid price in a tender to be eligible for the contract if they are not the lowest bidder. If they match the lowest bid price, MSEs are awarded at least 25% of the tendered quantity, with eligible women-owned MSEs receiving a minimum of 3% and SC/ST-owned MSEs receiving a minimum of 4% of the tendered quantity.

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

ONGC is procuring from SMEs with special focus on SC/ST & Women MSEs.

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

Total procurement from MSEs for the fiscal year 2023-24 was 58.6% of annual eligible procurement including 0.84% from Women MSEs and 0.50% from SC/ST MSEs. However the total procurement from MSEs was 11.85% out of the total purchase.

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
Nil				

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	No. of Persons Benefited (In million)	% of Beneficiaries from Vulnerable and Marginalized Groups
1	Projects on healthcare, hunger, poverty, malnutrition, safe drinking water etc.	8.65	64%
2	Projects on education, skill & livelihood generation	6.07	73%
3	Projects oriented towards reducing inequalities	0.13	66%
4	Projects oriented towards environment sustainability, ecological balance, flora & fauna, animal welfare, agro-forestry, conservation of natural resources etc.	11.92	70%
5	Projects on national heritage, art, culture etc.	0.31	68%
6	Measures for benefit of armed forces veterans, war widows & their dependents	0.01	58%
7	Projects on promoting sports	0.06	61%
8	Contribution to funds set up towards socio-economic development	0.07	64%
9	Projects contributing to R&D, incubators in the field of science, technology, engineering & medicine	0.004	60%
10	Projects on Rural Development	8.39	69%
11	Projects on disaster management, relief, rehabilitation & reconstruction activities	0.03	62%

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.

Crude Oil: Crude oil customers attend the monthly industry meeting, i.e., Industry Working Group (IWG) and Onshore Crude Oil Coordination Meeting (OCCM) for planning the monthly sales and distribution of Offshore and Onshore Crude Oil respectively. It is during these meetings, the customers provide their feedback and comments which are responded to by ONGC during the meeting.

Gas: ONGC regularly takes the feedback of consumers, submitted directly at Unit level. All efforts are made to provide a feasible resolution at the earliest. ONGC regularly organizes customer meets to understand consumer difficulties and providing a solution.

VAPs: ONGC regularly participates in the Industry meetings such as ILP, FMDP and IPR. This helps the company in interaction with customers and discuss in case of any issues with customers.



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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending during the year at end of year	Remarks	Received during the year	Pending during the year 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	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

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

Yes, ONGC has a well-defined and structured Information Security Policy on Cyber Security, however there is no provision for risks related to data privacy.

Weblink of the Information security policy: https://reports.ongc.co.in/group/reports_en/home/virtualcorporate/services/chief-information-security-office/isms-group

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 / services.

NIL

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

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

NIL

c. Impact, if any, of the data breaches

NIL

Leadership Indicators

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

ONGC specializes in the exploration and production of crude oil and natural gas, with these being its primary products. ONGC has initiated an e-auction process for its products, including crude oil, gas, and VAPs, conducted by the DGH-empaneled agency, M/s Mjunction. Further details about ongoing tenders can be found at <https://tenders.ongc.co.in> and <https://eps.buyjunction.in/gasbidding>.

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

Crude Oil: OISD (Oil Industry Safety Directorate) is a technical directorate under the Ministry of Petroleum and Natural Gas that formulates and coordinates the implementation of a series of self-regulatory measures aimed at enhancing consumer safety in the oil & gas industry in India. The Oil Industry Safety Directorate (OISD) educates consumers through safety campaigns, awareness programs, and the publication of guidelines and manuals along with ensuring regulatory compliance and partners with industry stakeholders to promote best practices in safety.

Natural Gas: Periodic safety drills are held sensitizing the involved personnel. Further, consumers are also sensitized to adhere to PNGRB compliances.

VAPs: MSDS (Material Safety Datasheets) are provided for each product to our buyers for safe handling of product.

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

If ONGC becomes aware of any non-compliances, the concerned services are immediately suspended. Consumers are notified of the disruption or suspension in advance via email, postal letters, or phone calls in a timely manner.

- 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.**

ONGC is engaged in B2B sales wherein bulk quantities are sold as per quality mentioned in the contracts through Pipeline, Marine Tankers & Road Tankers.

- Did your entity carry out any survey with regard to 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)**

Yes
 No





Independent Assurance Statement

To

Oil & Natural Gas Corporation Limited (ONGC).

Plot No. 5A-5B, Nelson Mandela Road, Deendayal Urja Bhawan, Vasant Kunj, New Delhi-110070, India.

Introduction and Objective of Work

BUREAU VERITAS has been engaged by Oil & Natural Gas Corporation Limited (hereinafter abbreviated as “ONGC”) to provide independent assurance of sustainability disclosures reported in the integrated report of ONGC (hereinafter abbreviated as “Report”) for the reporting period from 01 April 2023 to 31 March 2024 based on reporting criteria followed for the Integrated report. Reasonable Assurance is provided for BRSR “Core” and Limited Assurance for BRSR 9 Principles and IR prepared in accordance with the GRI framework.

Intended User

The assurance statement is made solely for “ONGC and its stakeholders” as per the governing contractual terms and conditions of the assurance engagement contract between “ONGC” 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 “ONGC” for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Reporting Criteria

The company has adopted the below criteria for preparing the report:

- The International <IR> Framework (January 2021);
- Global Reporting Initiative (GRI) Standards;
- Greenhouse Gas (GHG) Protocol;
- 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.

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. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability. Limited assurance of GRI disclosure consists primarily of inquiries and analytical procedures. The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement.

Scope and Boundary of Assurance

The scope of assurance involves evaluating the sustainability performance of non-financial disclosures (both General and Topic Specific as mentioned below) for the period from 01 April 2023 to 31 March 2024, based on BRSR, GRI Standards, and the GHG Protocol.

Reporting Boundary:

- For Integrated Reporting: ONGC and its group companies, including ONGC Videsh, MRPL, OPaL, and OTPC.
- For BRSR: Only the standalone operations of ONGC.

The Scope of Sustainability Assurance for IR and BRSR 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 in IR.
- 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. Gap assessment as per

GRI standards, highlights of findings during verification of disclosures, draft assurance statement, final signed assurance statement as per GRI standards compliance.

The reasonable assurance includes verification of the data and information on selected material BRSR Core topics reported at the following:

- ▶ Greenhouse gas (GHG) footprint
- ▶ Water footprint
- ▶ Energy footprint
- ▶ Embracing circularity - details related to waste management by the entity
- ▶ Enhancing Employee Wellbeing and Safety
- ▶ Enabling Gender Diversity in Business
- ▶ Enabling Inclusive Development
- ▶ Fairness in Engaging with Customers and Suppliers
- ▶ Openness of business

The limited assurance carried out for the parameters that have been considered by ONGC for the sustainability reporting in the Integrated which includes the following disclosure of GRI standard 2021;

GRI Index-2021	Disclosure
GRI 201	Economic Performance 2016
GRI 202	Market Presence 2016
GRI 203	Indirect Economic Impacts
GRI 204	Procurement Practices 2016
GRI 205	Anti-Corruption 2016
GRI 206	Anti-Competitive Behaviour 2016
GRI 301	Material 2016
GRI 302	Energy 2016
GRI 303	Water and Effluents 2018
GRI 304	Biodiversity 2016
GRI 305	Emissions 2016
GRI 306	Waste 2020
GRI 308	Supplier Environmental Assessment 2016
GRI 401	Employment 2016
GRI 402	Labor/Management Relations 2016
GRI 403	Occupational Health and Safety 2018
GRI 404	Training and Education 2016
GRI 405	Diversity and Equal Opportunity 2016
GRI 406	Non-Discrimination 2016
GRI 407	Freedom of Association and Collective Bargaining 2016

GRI Index-2021	Disclosure
GRI 408	Child Labor 2016
GRI 409	Forced or Compulsory Labor 2016
GRI 412	Human Rights Assessment 2016
GRI 413	Local Communities 2016
GRI 414	Supplier Social Assessment 2016
GRI 415	Public Policy 2016
GRI 416	Customer Health and Safety
GRI 417	Marketing and Labelling 2016
GRI 418	Customer Privacy 2016

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 general and topic-specific standard 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. While assessing the associated risks, internal strategy is being considered during the preparation of the report to design the assurance procedure and validate their appropriateness to the possible extent.

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

- Assessed the report preparation in accordance with Sustainability Reporting standards based on the GRI Standards and BRSR framework, including BRSR Core parameters applicable to ONGC operations.
- Evaluated the appropriateness of various assumptions used for data estimation and reviewed the report to ensure no misrepresentation of disclosures within the scope of assurance.
- Assessed adherence to the BRSR framework for Reasonable Assurance of Core parameters, including the principles of materiality, inclusivity, and responsiveness, and evaluated the systems used for data compilation and reporting.
- Verified systems and procedures for quantification, collation, and analysis of sustainability performance disclosures included in the report through site visits to



operational locations and corporate offices, including Sobhashan GGS, Nkadi GGS4, Nandasan GGS of Mehsana, Hazira Plant, and Dahej Plant. Tested data reliability on a sample basis.

- Discussed with corporate office officials to understand sustainability risks and opportunities, ONGC's strategy to address them, and assessed the month-wise data for similarity, reliability, and accuracy.
- Evaluated the stakeholder engagement process through interactions with relevant internal stakeholders and review of related documentation. Reviewed the materiality assessment process and the processes for collection, compilation, and reporting of sustainability performance disclosures at the corporate and plant levels.
- Reviewed ONGC's strategy development relative to its material issues and stakeholder concerns, including performance measurement, target setting, governance, and accountability.
- Reviewed claims and data streams to determine the accuracy of statements in the report and the reliability of specified sustainability performance – Non-Financial Disclosure Assurance. Executed an audit trail of claims and data streams to determine the accuracy of data collection, transcription, and aggregation.
- Reviewed plans, policies, and practices pertaining to Environmental, Social, and Governance aspects to assess and evaluate the adequacy and fairness of BRSR reporting. Ensured the reports provide a balanced and reasonable representation of the organization's positive and negative contributions toward sustainable development.
- Assessed the reporting procedures for GHG emissions in accordance with the GHG Protocol and evaluated the appropriateness and reliability of various assumptions and calculations adopted for data estimation.
- Reviewed the report, supporting evidence, and documented data to ensure no misrepresentation of disclosures within the scope of assurance and findings.
- Discussed data presented in the report and the associated backup data with concerned personnel at ONGC Headquarters Corporate Level and Site Level. Reviewed sustainability performance non-financial disclosures data

based on data provided for respective units, including related backup, site visits to ONGC's operations and discussions with the concerned personnel.

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 "ONGC" and statements of future commitment.
- The assurance does not extend to the activities and operations of "ONGC" 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 "ONGC".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspects or reputation.

Reasonable assurance opinion

BRSR Core: Bureau Veritas reviewed BRSR core disclosures provided by ONGC in its Report. Based on the procedures performed as above, evidences obtained and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion, BHEL'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.

Limited assurance conclusion

BRSR (Non-core) and Integrated Report "GRI standards disclosure": Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the ONGC Identified Sustainability Information in the BRSR section (which are not part of the BRSR Core) relating to

disclosures in the BRSR Report for the period from 01 April 2023 to 31 March 2024, subject to limited assurance is not prepared, in all material respects, in accordance with the SEBI's BRSR guidelines.

Management Responsibilities

ONGC 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 "ONGC". 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 limited 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.

Sd/-
Kalyan Dey
Senior Lead Assurer

Sd/-
Amit Kumar
Team Member

Date: 23 July 2024
Place: Delhi, India

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 190 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 "ONGC", 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 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.

Sd/-
Munji Rama Mohan Rao
Technical Reviewer

Date: 23 July 2024
Place: Hyderabad, India