

Embrace Enact Evolve

Enabling Sustainable Energy Transformation

In the wake of the rising global temperature and growing demand for social inclusivity, economies and businesses worldwide are demonstrating a shared acknowledgment of the crucial need for sustainable transformations. Consequently, there is a shift in focus towards translating these aspirations into concrete actions. A future built on actions taken today for sustainable outcomes of a greener and inclusive tomorrow.

Considering the dire need for transformation, responsible nations have pledged to achieve their sustainable goals of becoming Net Zero economies, providing equal opportunities, and promoting enhanced livelihoods for all. As one of the fastest emerging economies and home to almost 17% of the world's population, India is poised to play a crucial role in addressing climate change and fostering global inclusivity. With India advancing its transformation journey in becoming a low-carbon economy in alignment with its Net Zero goal by 2070 becoming energy-sufficient is a strategic priority. The oil and gas sector is being viewed as a catalytical force in this ongoing transformation.

As the nation's largest independent private oil and gas exploration and production company, contributing to a quarter of India's domestic crude oil production, Cairn Oil & Gas has embraced the responsibility to act as a pivotal force. We are enabling India to achieve energy sufficiency. Our ambitious vision to contribute to 50% of India's oil and gas production reflects our steadfast commitment.

Being a responsible organisation, we have integrated sustainability at the core of our business strategy. In our endeavor to secure India's energy future, we aim to achieve the holistic objectives of securing the planet and the people, thus, transforming energy responsibly.

Our sustainability vision for enabling responsible energy transformation is deeply rooted in three core principles to **Embrace, Enact, and Evolve**. These principles not only hold true today but will endure as we evolve and guide us to be resilient and excel in the future.

Embrace

We understand that groundbreaking sustainable transformations are seeded in **embracing the responsibility to change for the better**. To ensure a greener and more equitable future for our coming generations, we have embraced our responsibility to enable energy transformation in a sustainable manner as enunciated in our **sustainability vision**. We have also established a **sustainability governance architecture** to oversee our efforts to transform the planet, communities, and the workplace. Additionally, we are continuously striving to provide transparent **disclosures of our sustainability performance** to our stakeholders.

Enact

Staying true to one's vision entails setting strategic goals and, most importantly, proactive pursuit to achieve these goals. To ensure a positive impact of our operations across the three pillars of environment, social, and governance (ESG) as outlined in our purpose, we have defined clear **ESG targets** and are proactively engaged in their realisation. Our endeavors encompass becoming **Net Zero Carbon, sustaining Net Water Positive impact, attaining No Net Loss to biodiversity, promoting sustainable livelihoods, encouraging gender parity, diversity, and inclusivity, and seamless integration of global best governance practices**.

Evolve

To ensure continuous shared value creation for all stakeholders, we recognise the imperative to evolve in the rapidly changing energy and sustainability landscape. At Cairn, our pursuit of doing better every day and meeting India's future energy needs responsibly is embodied in our **ongoing enhancement of our operational capacity, widening sustainability horizons, and technological innovations**.





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Approach to Reporting

Cairn Oil & Gas, a division of Vedanta Limited headquartered in Mumbai, is the largest private oil and gas exploration and production company in India accounting for more than a quarter of India's domestic crude oil production. We are currently producing from our assets in Rajasthan, Andhra Pradesh, Gujarat, and Assam. As advocates of sustainability, we are steadfast in our commitment to secure India's energy future by enabling sustainable transformations. We uphold the highest standards of integrity and transparency in this regard. Our Sustainability Report for FY 2022-23 offers an in-depth insight into our sustainability strategy, our impact on the planet, people, and communities, our governance framework, and our sustainability vision for the future.

Scope and Reporting Period

This report covers the period from April 1, 2022, to March 31, 2023, and offers essential insights into Cairn's sustainability commitments and the progress made so far. It provides a comprehensive overview of Cairn's operations on standalone basis across all assets in Rajasthan, Andhra Pradesh, and Gujarat.

Standards, Principles, and Objectives

In preparing this report, we have adhered to the following standards and frameworks:

- The 'Core' option of the Global Reporting Initiative (GRI)
- United Nations Global Compact principles (UNGC)
- United Nations Sustainable Development Goals (UN SDGs)
- International Petroleum Industry Environmental Conservation Association (IPIECA)
- International Association of Oil & Gas Producers (IOGP)

Materiality Approach

Our stakeholders include individuals and organisations with a vested interest in or an influence on our strategic endeavors. We actively engage with various stakeholder groups to address their concerns and challenges. The information included in this report is deemed material by our stakeholders and aids us in identifying, addressing, and resolving issues that impact our ability to create value in the short, medium, and long term.

Assurance

To ensure the quality and integrity of the information presented in this report we have implemented a rigorous assurance process. This process leverages both our internal expertise and external assurance. Please refer to page no. [154](#) for the assurance statement.





Key Performance Highlights FY 2022-23

56%
Reduction in potential gas flaring intensity in the last three years

~1,10,000 tonnes of CO₂e
Reduction in Absolute GHG Emission in the last three years

14,615 GJ
Energy conserved in FY 2022-23

1.12 NPWI Index
Sustained Net Water Positive Impact

>99%
of water requirement is met through saline water
Entire operational water requirements at RJ and Ravva assets met through saline aquifers only (No impact on fresh water sources)

0.82 million kL
of water conserved in the last four years

>76%
Water recycling rate

>96%
Produced water recycling rate

93%
of hazardous waste diverted for gainful utilisation*
*Beneficial utilisation either through co-processing for AFR (alternate fuel or raw material) or recycling/reprocessing

40.9 million
Lives touched through our CSR interventions in FY 2022-23

INR 16.2 cr
CSR Spend in FY 2022-23

18%
Gender Diversity

10%
Women in Leadership Positions

100%
Return to Work ratio of female and male employees

75%
Reduction in our total recordable injury rate in the last three years

90%
Reduction in lost time injury rate in the last three years

0.24
TRIFR in FY 2022-23

0.03
LTIFR in FY 2022-23

Environmental

Operational

Social

Economic

1,42,615 BOEPD
Average Gross Operated Production

25%
Contribution to India's Total Crude Oil Production

~61,000 sq km
Acreage across 62 blocks in India

74 wells drilled and 63 wells hooked up
Across all assets in FY 2022-23

INR 15,038 cr
Net Revenue

INR 7,782 cr
EBIDTA

INR 22,545 cr
Contribution to the state and national exchequer

~approximate



CORPORATE OVERVIEW

About Cairn

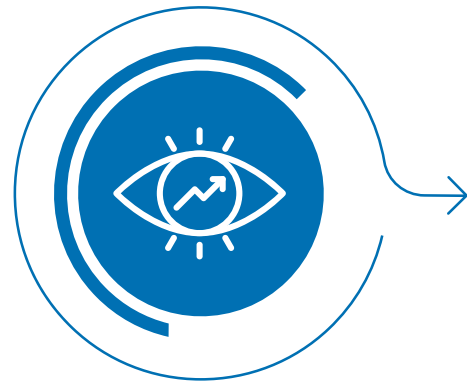
Fueling India's Energy Ambitions since 1994

What started as a humble dream to enhance India's energy resources in Ravva, Andhra Pradesh has today emerged as the largest private oil and gas exploration and production Company in India contributing to a quarter of India's domestic crude oil production. The operational journey of Cairn is a remarkable success story that extends over three decades, and our forward-looking strategic vision underpinned by sustainability holds the promise of even greater accomplishments. We are committed to producing 50 % of India's overall oil and gas production and contributing significantly towards the country's energy Aatmanirbharta.

We are proud to not only have a successful operational history but also to have garnered recognition for our exemplary sustainability initiatives. For our commitment to sustainability, we have been conferred the Confederation of Indian Industry (CII) 'Sustainable Plus Platinum' label and ranked among the Top 10 most Sustainable Companies in India.

We have recently reiterated that we are a separate entity with no connection to Cairn Energy PLC, the Scottish oil and gas exploration company. The brand name 'Cairn' is now exclusively owned by Vedanta Limited, and all others will discontinue the use of the brand name 'Cairn'.



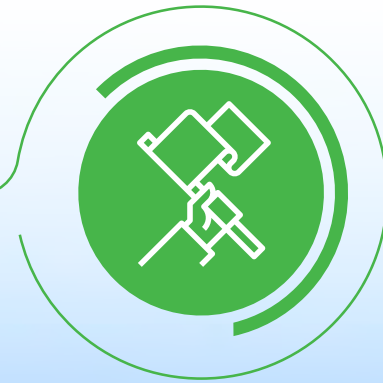


Our Vision

To be a best-in-class Exploration and Production (E&P) Company with a vision to produce 50 % of India's oil and gas production through a balanced portfolio delivering value through superior business performance and partnerships.

Our Values

Our values guide our actions in everything we undertake. From our commitment to sustainability to our dedication to integrity and excellence, these core principles are the bedrock of our organisation. They inspire us to consistently make responsible decisions, create positive impacts, and uphold the highest standards of ethics and quality.



Our Values



Trust



Entrepreneurship



Innovation



Excellence



Integrity



Respect

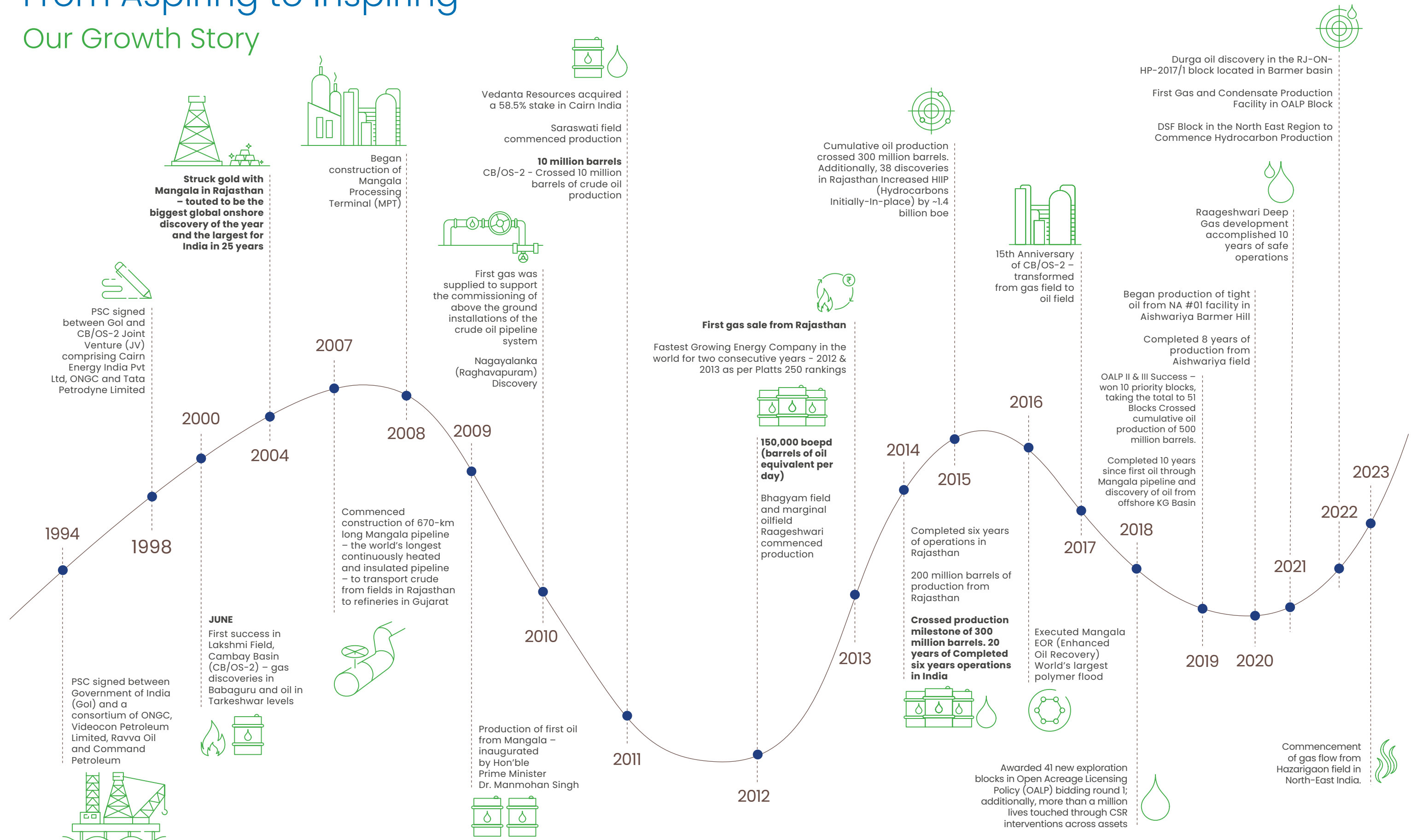


Care





From Aspiring to Inspiring Our Growth Story



Leadership Insights

Message from Chairman, Vedanta



“Growth must be intertwined with consciousness about the environment, society, and transparency. It must be embedded in nation building.”

Dear Valued Stakeholders,

In the 21st century, business is about working with a larger purpose. Growth must be intertwined with consciousness about the environment, society, and transparency. It must be embedded in nation building. That is what defines a successful company. And, at Cairn Oil & Gas, that is what we strive for.

Global oil markets are greatly influenced by what happens in geopolitics. Globally, we are passing through a period of challenges and uncertainty. In India, however, the country's growth story is on a solid footing and energy demand, both for conventional and renewable sectors will grow exponentially. Of course, there are forces that are driving the transformation of this sector whether climate change, energy transition, circular economy, or digitalisation. As a forward-looking company committed to constant innovation, we are cognisant of these forces, and they are very much a part of our strategy.

The Vedanta Group is India's largest diversified natural resources company and is a key player in import substituting the country's demand for energy and resources. Our rising ESG ratings stand testimony to our organisation-wide initiatives to enhance positive impact on the environment, our people, and the communities. We are proud to have witnessed improvement in our ESG ratings such as the Dow Jones Sustainability Index (“DJSI”), Sustainalytics, MSCI, CDP (Water), while retaining our CDP rating in climate performance.

This report provides detailed insights into our comprehensive approach, initiatives, and performance across environmental, social, and economic dimensions.

India is strategically progressing towards energy self-sufficiency. To reduce its current import dependency of around 87% for its domestic needs, the government is actively implementing policies to boost domestic oil and gas production.

Cairn Oil & Gas, the largest private player, currently contributes 25% to India's crude oil production, with a vision to achieve 50%. As a responsible organisation, we acknowledge the carbon-intensive aspects inherent to oil and gas production, processing, and transportation. For an emerging economy like India, it is imperative to address the fact that the demand for oil and gas will continue to increase in absolute numbers for at least the next two decades. However, we have pledged to pace up our decarbonisation journey, and aspire to achieve Net Zero Carbon within this decade. We are also adhering to the objectives outlined in Nationally Determined Contributions (NDCs) and the 2015 Paris Agreement.

Our workforce is at the heart of our operations, and we are dedicated to safeguarding their well-being and fostering their growth. Recognising our responsibility to empower women and create an inclusive workplace, **we have achieved 18% gender diversity in our pursuit towards diversity, equity, and inclusivity.**

Our focus shall persistently remain on the well-being of our people, prosperity of local communities, and preservation of the environment.

I extend my sincerest appreciation and gratitude to our esteemed stakeholders for their support. We will navigate the future with a clear commitment to responsible practices and sustainable growth.

Regards,

Anil Agarwal

Chairman, Vedanta Ltd.

Message from Deputy CEO, Cairn Oil & Gas



“For us, sustainable transformations commence with embracing the responsibility to foster conscientious change and remain pertinent in our capacity to adapt and evolve.”

Dear Stakeholders,

I hope this message finds you all in good health.

In our committed journey of creating transparency and mutual trust among our stakeholder community, I am delighted to share with you the 2023 Sustainability Report for Cairn Oil & Gas. As dedicated stewards of sustainability and India's largest private sector oil and gas Company, we have embraced the responsibility of advancing the nation's energy self-sufficiency and carbon neutrality journey. This report outlines our strategic approach to enacting sustainable energy transformation, goals, progress, and the adaptive prowess to evolve with future energy aspirations.

Paving the Path to Energy Independence, Responsibly

India is the third largest consumer of fuel in the world, importing approximately 87% of its oil requirements. The impending rise in energy demand, driven by a growing population and per-capita consumption, underscores the need for energy self-sufficiency. This imperative has emerged as a key strategic priority for the government as it is fully consistent with the nation's Net Zero ambitions. An enhanced and diverse energy portfolio will propel both energy independence and transition towards more efficient and sustainable energy resources in the long term.

At Cairn, we understand the vital significance of securing India's energy future. We have an ambitious vision to contribute to nearly half of India's total crude oil production.

With our production capacity of 143 thousand barrels of oil equivalent per day (KBOEPD) in FY23, we are already contributing to one-fourth of the nation's overall crude oil production. Building on these achievements and inspired by the belief in a better and more sustainable future, we are dedicated to progress on our path towards responsible energy transformation.

Building Resilience in Energy Transformation

At the core of our unwavering dedication to energy transformation, aligned with Vedanta's mission of 'Transforming for Good', lies a steadfast commitment to three core ethos: **Embrace, Enact, and Evolve**. These principles reflect our firm belief that sustainable transformations commence with embracing the responsibility to foster conscientious change and remain pertinent in our capacity to adapt and evolve.

These principles have been translated into tangible actions across our commitments to transforming the planet, communities, and workforce. This has been achieved through the establishment of ESG goals and the implementation of strategic ESG initiatives, promoting environmental protection and socio-economic development. Thus, ensuring a resilient pursuit of responsible energy transformation.

Transformations for a Greener Planet

As we leave no stone unturned to meet the energy aspiration of today, we also embrace our responsibility to sustain resources for future generations. Recognising the intrinsic environmental challenges in the Exploration and Production (E&P) industry, we are dedicated to environmental protection and restoration.

Our Pledge to Net Zero

Embracing a low-carbon approach signifies a transformative shift in current practices within the oil and gas industry. At Cairn, we have undertaken key strategic initiatives to fulfill our commitment to becoming a Net Zero Carbon organisation within this decade. We are transitioning to cleaner ways of powering operations, exemplified by our recent power delivery agreement to source 25 MW of renewable energy. We have successfully reduced our potential gas flaring intensity by an impressive 56% in the last three years. In FY23, our conscientious efforts resulted in conserving 14,615 GJ through energy efficiency initiatives and also securing 4,341 GJ from renewables by efficiently harnessing solar power.

To further reduce our carbon footprint, we are at the forefront of implementing advanced carbon management practices, utilising cutting-edge technologies to capture and repurpose carbon emissions. Simultaneously, we are pioneering the conversion of waste into energy. This commitment is reinforced by our ongoing tree plantation initiatives across the regions of our operations, aligning with our pledge to plant 2 million trees by 2030. This not only offsets carbon emissions but also supports the local biodiversity of the region, ensuring No Net Loss to biodiversity.

Sustaining Net Water Positive Impact

Water is one of the most essential resources on the planet. Cairn is proud to have emerged as an industry leader in sustaining the Net Water Positive impact, with a Net Positive Water Impact (NPWI) index of 1.12. Our achievement is underscored by the deliberate implementation of strategic water conservation measures and innovative reuse and recycling techniques across facilities, community areas, and operational sites.

Our commitment to water conservation is further reflected in our impressive water recycling rate of 76% and produced water recycling rate of 96%. Over the period of the last four years, we have successfully conserved a whopping 0.82 million kL through various water conservation initiatives.

Protecting and Enhancing Biodiversity

We strive to foster a harmonious coexistence between our projects and the rich biodiversity surrounding them. Embracing the ethos of 'No Net Loss' and aspiring for a 'Net Positive Impact,' we have conducted biodiversity assessments of all our assets. We have entered into Memorandum of Understanding (MoU) with the State Forest departments of Rajasthan, Gujarat, and Andhra Pradesh for large-scale plantations to develop carbon sinks. Concurrently, the plantations serve as a habitat for ecologically sensitive species. Additionally, we have undertaken distinct initiatives to proliferate native and ecologically sensitive species. This includes the ambitious revival of Khejari (Propopis Cinnerai) and Commiphora Wightii (guggal) in the Thar Ecosystem with 15,000 plants and 1,500 plants respectively by 2025, and the reclamation of mangroves in selected offshore areas. Our dedication extends to the protection of endangered species like fishing cats, smooth-coated otters, in Krishna Godavari basins etc.



Transformations for an Empowered Community

To foster a more inclusive and equitable world we are committed to catalysing positive community development in our operational areas and beyond. Our CSR interventions, promote diverse aspects of human development, including Women Empowerment, Child Education, Skill Development, Health, Drinking Water, Sanitation, and Agriculture. Through our multifaceted approach to community empowerment, we have touched the lives of 40.9 million people in FY23.

Recognising the paramount importance of healthcare in societal development through our healthcare initiatives we have transformed 2.14 million lives in FY23. Further demonstrating our commitment to accessible quality healthcare, our fleet of Mobile Health Vans tirelessly serve 249 villages in Rajasthan and Gujarat, ensuring that the positive impact reaches every corner of the country.

Through our CSR initiatives, we aim to empower individuals to become change agents for their communities by catalysing positive ripple effects. The transformative impact is evident across our CSR initiatives with beneficiaries extending their unparalleled support to other community initiatives.

Transformations for a Safe and Inclusive Workplace

At Cairn, we recognise the vital role of our employees in driving organisational growth and fulfilling our sustainability vision. We foster a work culture that prioritises safety, fairness, and growth. We strive to create an environment that welcomes and embraces individuals from diverse backgrounds, recognising that our unique qualities drive innovation. Consequently, we achieved a positive improvement in the female-to-male ratio of 18%.

We prioritise the health and safety of our employees and workers across our operations. Through a rigorous occupational health and safety framework and implementation of HSEQ practices, we have reported a 75% reduction in our total recordable injury rate in the last three years.

Expanding our Strategic Vision for a Sustainable Future

As we navigate ahead, our strategic vision involves a multifaceted approach to secure sustainable growth in the oil and gas sector. Recognising the pivotal role of our industry in the elevation of India's economic progress, our commitment to increasing production from existing blocks through strategic investments and partnerships reflects our dedication to operational excellence. Simultaneously, we embrace responsible and sustainable business growth by continuing to prosper on our ESG commitments and initiatives.

In this endeavor, we seek support from our business partners, employees, and stakeholders. We also take this opportunity to express our sincere gratitude to them for their invaluable contributions in advancing our initiatives.

Regards,
Dr. Steve Moore
Deputy CEO, Cairn Oil & Gas,
Vedanta Ltd.

Sustainability at Cairn

An Overview

Fulfilling Sustainable Energy Goals

Embracing the responsibility to enact sustainable energy transformation and evolving to secure India's future energy aspirations.

At Cairn, as we progress on our ambitious vision of taking India to 'Energy Aatmanirbharta' we are diligently striving to enhance our oil and gas production capacities to contribute 50% of the nation's total production. To drive energy transformation, we have integrated sustainability at the heart of our business strategy. For us growth and sustainability are mutually reinforcing and a sustainable approach to business isn't just an option, it's the only way to do business. Therefore, as we work towards enabling energy transformation, we are equally committed to ensuring that these transformations occur sustainably.

The strategic pursuit of this purpose is guided by the three core principles of **Embrace, Enact, and Evolve**. Inspired

by the core ethos we have embraced our responsibility to deepen our positive impact on the planet and the people. In line with this, we are taking responsible actions such as committing to achieve carbon neutrality, maintaining a net positive impact on water resources, supporting sustainable livelihoods, fostering community development, promoting diversity, equity, inclusion across workplace, prioritising health and safety and seamlessly integrating global best governance practices.

Thus, we are also enabling our alignment with Vedanta's vision of 'Transforming for Good'.

To ensure consistent value creation for stakeholders we are committed to taking ongoing measures to cater to their evolving expectations while enabling responsible energy transformation in the future.

ESG Purpose

Transforming Responsibly for Securing India's Energy Future

Pillars

Transforming the Planet



by committing to Net Zero Carbon and Net Water Positivity along with protecting & enhancing biodiversity.

Transforming Communities



by providing nutrition and healthcare, education, and sustainable livelihood opportunities.

Transforming the Workplace



by promoting diversity, inclusivity, and gender parity with constant focus on health and safety of all our employees and business partners.

Commitments

- ▶ Achieving Net Zero Carbon
- ▶ Sustain Net Water Positive impact
- ▶ Planting 2 million trees by 2030
- ▶ Protecting and enhancing biodiversity

- ▶ Positively impact 1 million people by 2030 through sustainable livelihood opportunities
- ▶ Educating ~9 million students by 2030 through digital education programs
- ▶ Uplifting 20 million women and children through Education, Nutrition, Healthcare and Welfare

- ▶ Prioritising safety and health of all employees and business partners
- ▶ Promote gender parity, diversity and inclusivity
- ▶ Adhere to global business standards of corporate governance

Embracing the Responsibility to Transform

Transforming the Planet



Embracing the Responsibility to Transform

Transforming the Planet



Enacting Sustainable Transformations through

ESG Commitments

01 Achieving **Net Zero Carbon**

Key Focus Areas

- i. Undertaking renewable energy projects
- ii. Reduction of flare gas through utilisation or process optimisation
- iii. Building energy efficiency
- iv. Carbon Capture, Utilisation, and/or Storage (CCUS or CCS)
- v. Waste to Energy recovery
- vi. Carbon offsetting through nature based solutions
- vii. Transitioning to electric vehicles
- viii. Using innovative/new technologies
- ix. Supporting communities to adapt to the impacts of climate change

Evolving to Secure the Future

- i. Renewable energy sourcing of 25 MW by 2025 and 45 MW by 2030
- ii. Installing solar PV's on AGI's of pipeline operations by 2025
- iii. Installing solar rooftop & solar lighting systems
- iv. Utilisation of gas from satellite fields & stranded fields through bottling & transportation
- v. Deploying energy-efficient equipment, fittings and technologies
- vi. Carbon Capture, utilisation & storage from Aish-ABH fields
- vii. Waste to Energy recovery (refused derived fuels) projects
- viii. Carbon sink development projects
- ix. Construction of biogas plants & solar electrification at the community level
- x. Adopting alternate cleaner fuels like biofuels, synthetic hydrocarbon, hydrogen etc.
- xi. Supporting farmers to adopt climate-resilient farming practices

Enacting Sustainable Transformations through

ESG Commitments

02 Sustain **Net Water Positive** impact

Key Focus Areas

- i. Reduction in freshwater withdrawal rates
- ii. Water sourcing from saline aquifers & alternate sources
- iii. Maximising water reuse-recycle rates
- iv. Rainwater harvesting structures development in facility areas
- v. Community water shed programs

ESG Commitments

03 Planting **2 million trees** by 2030

Key Focus Areas

- i. Developing carbon sink through large scale plantation
- ii. Plantation of indigenous and native species to support local biodiversity
- iii. Afforestation/Agro-forestry models involving community farmers to provide livelihood opportunities
- iv. Protecting habitat and restoring ecosystem

Evolving to Secure the Future

- i. Maximising water reuse and recycling to >80% by 2025
- ii. Increasing produced water recycling to >97% by 2025
- iii. Development of 300+ structures in Barmer district community area by 2025 for harvesting of 3 MM KL of rainwater
- i. Mass plantation on degraded forest areas of Thar desert, Barmer
- ii. Development & reclamation of mangroves forest in coastal areas
- iii. Habitat restoration programs through indigenous species plantation and proliferation

Embracing the Responsibility to Transform

Transforming the Planet



Embracing the Responsibility to Transform

Transforming Communities



Enacting Sustainable Transformations through

ESG Commitments

04 Protect and enhance biodiversity throughout the project lifecycle

Key Focus Areas

- i. Biodiversity assessment and projects to achieve "No Net Loss" to biodiversity and strive for "Net Positive Impact"
- ii. Proliferation of native and ecologically sensitive species
- iii. Protection of endangered species
- iv. Supporting wildlife -Dedicated drinking water facilities in forest areas
- v. Awareness & Capacity Building sessions
 - Documentation of local biodiversity to cherish
 - Organising nature walks
 - Supporting traditional/indigenous practices

Evolving to Secure the Future

- i. Afforestation, social forestry and agro-forestry across locations (incl. offsets)
- ii. Drinking water facilities in forest areas for wild animals
- iii. Revival of Khejari in the Thar Ecosystem with 15,000 plants by 2025
- iv. Proliferating globally endangered Commiphora Wightii (Guggal) in RJON block, Barmer, with 1,500 plants by 2025
- v. Conservation of marine & coastal biodiversity in KG basin along with district administration for forest department
- vi. Conservation of endangered species - the fishing cat, smooth coated otter etc. in KG basin

Enacting Sustainable Transformations through

ESG Commitments

05 Positively impact 1 million people by 2030 through sustainable livelihood opportunities

Key Focus Areas

- i. Sustainable livelihood programmes
- ii. Farm and non-farm livelihood opportunities (agri, dairy, livestock etc.)
- iii. Skill development & youth training
- iv. Sports & culture

06 Educating ~9 million students by 2030 through digital education programmes

Key Focus Areas

- i. E-kaksha project (Digital Education Programs)
- ii. Smart classes & digital education
- iii. Project Ujjwal
- iv. Information and communication technology lab

Evolving to Secure the Future

- i. Enhance farmer's income by 2025
 - ii. Capacity building of farmers in collaboration with Govt Agriculture Institutes.
 - iii. Support more para-athletes and sportsperson
-
- i. 151 ICT (Information & Communication Technology) labs in Barmer district school by 2025
 - ii. Expanding the smart classes & digital education programs to OALP block regions in addition to existing operational areas



Embracing the Responsibility to Transform

Transforming Communities



Embracing the Responsibility to Transform

Transforming the Workplace



Enacting Sustainable Transformations through

ESG Commitments

07 Uplifting **20 million women and children** through **Education, Nutrition, Healthcare, and Welfare**

Key Focus Areas

- i. Nutrition & healthcare
- ii. Safe drinking water (Jeevan Amrit & Borewell)
- iii. Wellness & fitness outreach
- iv. Empowering women project
- v. Early childhood care and education
- vi. Nand Ghar & anganwadi

Evolving to Secure the Future

- i. Dedicated project on mental health and emotional well-being
- ii. Sustainable Menstrual Hygiene program for rural women, targeted to reach 5000 females by 2025
- iii. Launch Project Bharosa, for awareness on gender sensitivity, stereotypes, cybercrimes and domestic violence. Aims to reach ~2 lakh community members by 2025
- iv. Women Empowerment program for women of Assam in association with ASRLM. Intent to engage 3000 rural women

Enacting Sustainable Transformations through

ESG Commitments

08 Prioritising **safety and health** of all employees and business partners

Key Focus Areas

- i. To be in top quartile in HSE performance amongst E&P industries (IOGP)
 - Safety Culture Transformation
 - Strengthening Process Safety Management
 - Strengthening Occupational Health Management and upgrading medical facilities

09 Promote **gender parity, diversity, and inclusivity**

Key Focus Areas

- i. Promoting diversified workforce
- ii. Fostering learning & development culture
- iii. Leadership development programs
- iv. Policies to support diverse talent groups to enable inclusivity

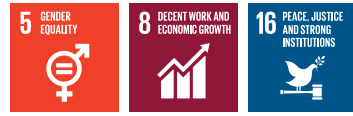
Evolving to Secure the Future

- i. Incorporate dynamic safety management practices to establish a rigorous safety management system.
 - Artificial intelligence-based safety surveillance
 - Virtual reality (VR) based training modules
 - Adoption of industry best practices & digitalisation
 - Robust process safety management
 - Industrial hygiene practices implementation
 - Synergy with business partners for safety accountability
- ii. 30% gender diversity in overall workforce by 2030
- iii. 40% women in top management by 2030
- iv. 50% women in decision making bodies by 2030
- v. Inclusion of differently abled and LGBTQ+ community
- vi. Together We Excel- Embracing work-life balance



Embracing the Responsibility to Transform

Transforming the Workplace



Operational Excellence

Three Decades of Exemplary Excellence

Since our inception in 1994 we have strived for excellence through continuous innovation and enhancement in our capacities. We thrive on the combined strength of our **world-class asset portfolio, state-of-the-art technology,** our expertise in exploration, development, and production

and proactive **integration of sustainability** across our operations. This synergy consistently allows us to deliver substantial value to all our stakeholders and inspire our competitors.

Enacting Sustainable Transformations through

Evolving to Secure the Future

ESG Commitments

10 Adhere to **global business standards of corporate governance**

Key Focus Areas

- i. ESG governance structure
- ii. Transparency and performance disclosures
- iii. Risk management & controls
- iv. Ethical work practices
- v. Women representation in decision making bodies
- vi. Business investment decision considering ESG impacts e.g., ICP

- i. Adapt continuously to keep pace with evolving regulations and stakeholders' expectations
- ii. Align & adapt global best practices of good corporate governance

Operated Production **1,42,615 BOEPD*** in FY 2022 - 23

Conferred the Confederation of Indian Industry (CII) **"Sustainable Plus Platinum"** label and ranks among the **top 10 most sustainable companies** in India

74 wells drilled and 63 wells hooked up during FY 2022-23 across all assets

Blocks in India **62**

Established R&R Base **1,156 MMBOE*** Gross proved, and probable reserves and resources

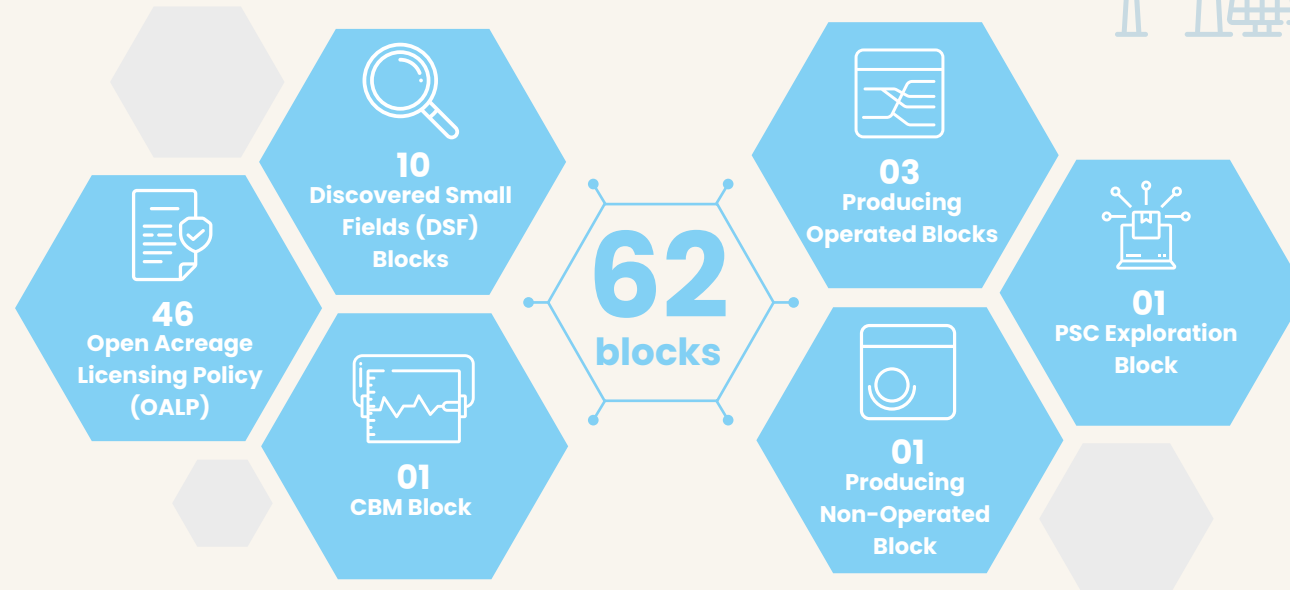
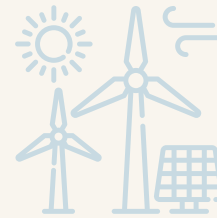
Discoveries Made **50+**

*BOEPD- Barrels of oil equivalent per day

*MMBOE-Million barrel of oil equivalent

Harnessing the Power of a World-class Asset Portfolio

Currently producing from assets in **Assam, Rajasthan, Gujarat, and Andhra Pradesh**, we hold interest in **62 blocks** in India, including:



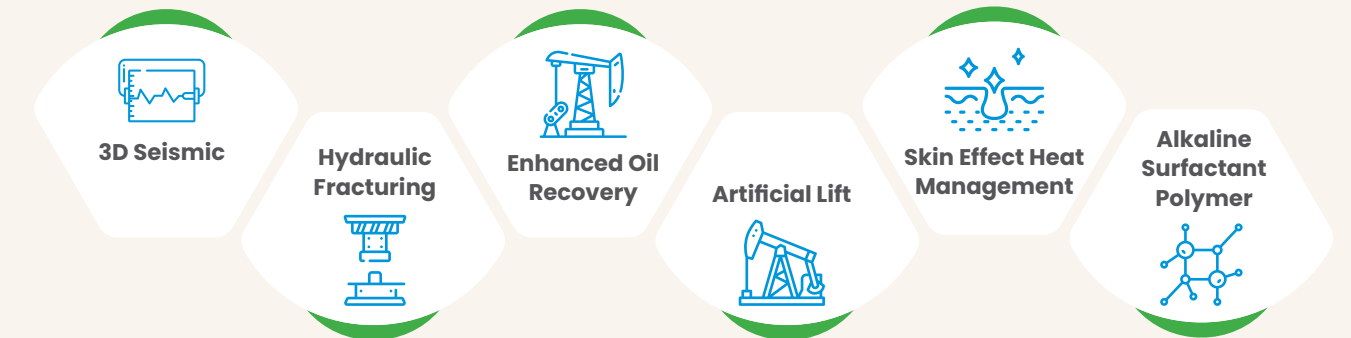
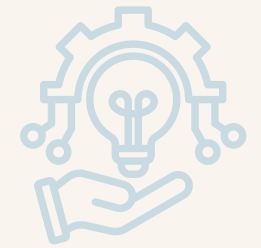
In our operations of 29 years, we have opened 4 frontier basins and made **50+ groundbreaking discoveries**: 38 in Rajasthan alone. In 2004, we made the largest onshore discovery in more than two decades in Mangala, Rajasthan.

Visit this [page](#) to learn more

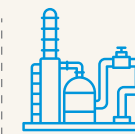
Leveraging State-of-the-Art Technology

We are continuously investing in **state-of-the-art technologies** and innovative ideas that will help us unveil and develop new resources, enhance efficiency, and make our operations cost optimal.

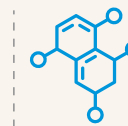
Our exemplary suite of high-end technologies, include:



The technologies utilised at Cairn not only facilitate the discovery of new oil and gas resources but also enhance the recovery of resources from existing operating fields. As pioneers in integrating technology across our operations, we have achieved several global milestones to date:



World's largest Enhanced Oil Recovery (EOR) polymer flood project



World's largest Alkaline Surfactant Polymer (ASP) project



World's longest continuously heated and insulated oil pipeline (705 km)

Visit this [page](#) to learn more

Unmatched Expertise in Exploration, Development, and Production

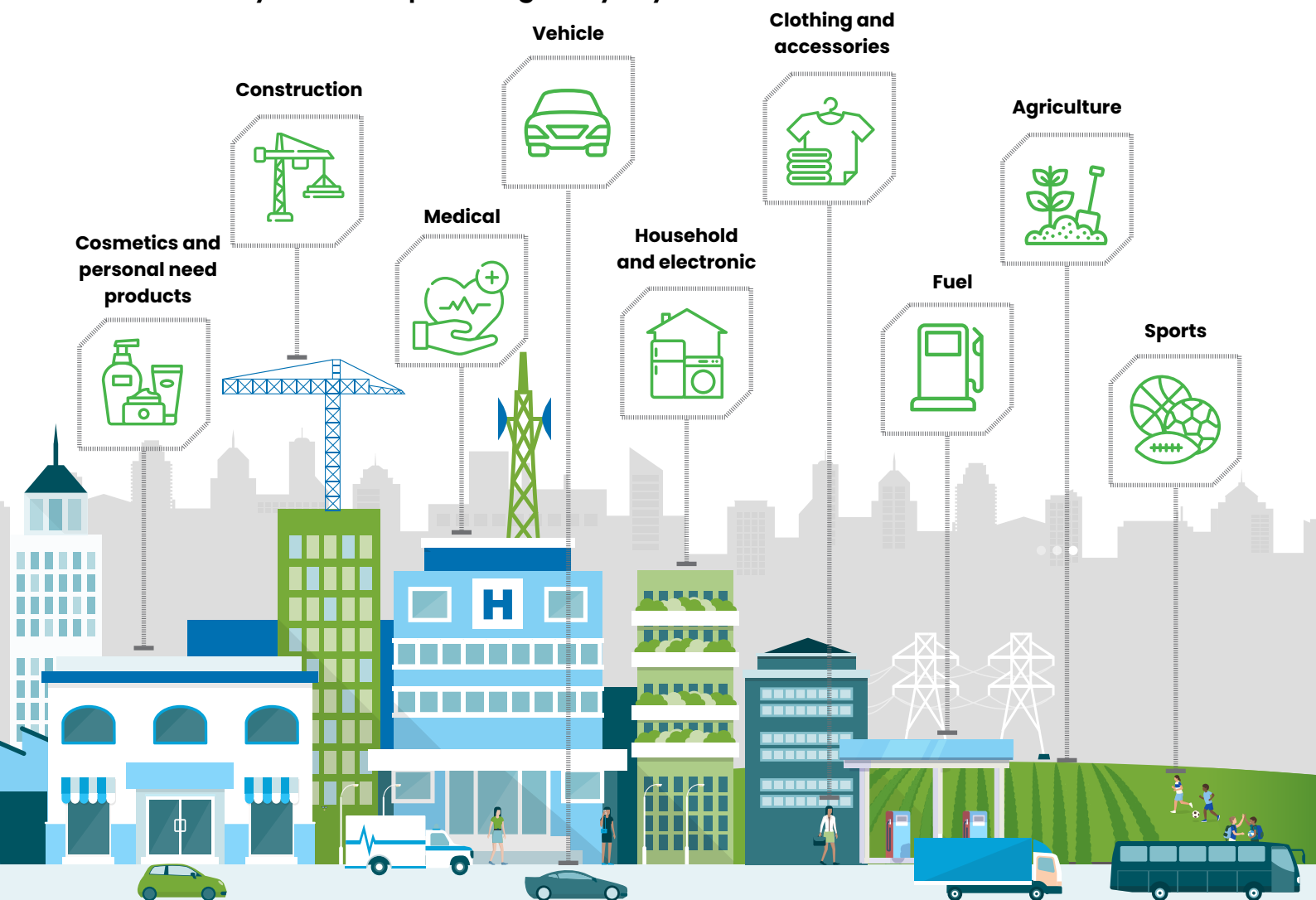
Cairn is at the forefront of exploration and production, and our strategy is rooted in a diversified portfolio of high-reward prospects spanning the entire risk spectrum. We place a strong emphasis on investing in state-of-the-art geological and geophysical technologies to increase the likelihood of successful exploration and to capitalise on our hydrocarbon resources.





Application of Oil & Gas

Crude is Everywhere, Empowering Everyday Life



Car battery cases, vehicle body, tool boxes, wheels, tyres, car seats, bumpers, window seals, etc.

Hair coloring, soaps, cold cream, lipstick, perfumes and deodorant, nail polish, shampoo, toothpaste, make-up, etc.

Paint, floor wax, putty, traffic cones and barrier tapes, asphalt, tarapaulin, water pipes, roofing shingles, plywood adhesive, paint rollers, epoxy, caulk, etc.

Petroleum jelly, antiseptics, antihistamine & aspirin, heart valve and pacemakers, hand sanitiser and scrubs, anaesthetics, medical examination equipment, cast and crutches, artificial limbs and hips, hearing aids, eye glasses and contact lenses, bandages, glycerine, vitamin capsules, etc.

Fertilisers, fungicides, pesticides, herbicides, insecticides, tractor body and other agriculture equipments, irrigation piping, fishing lures, etc.

Clothing made out of polyethylene terephthalate (pet), flameretardant clothing, yarn, artificial fiber, rubber boots, shoe soles and polish, sunglasses, briefcase and carrier bags, luggage bags and handbags, synthetic leather, jewellery and ornaments, etc.

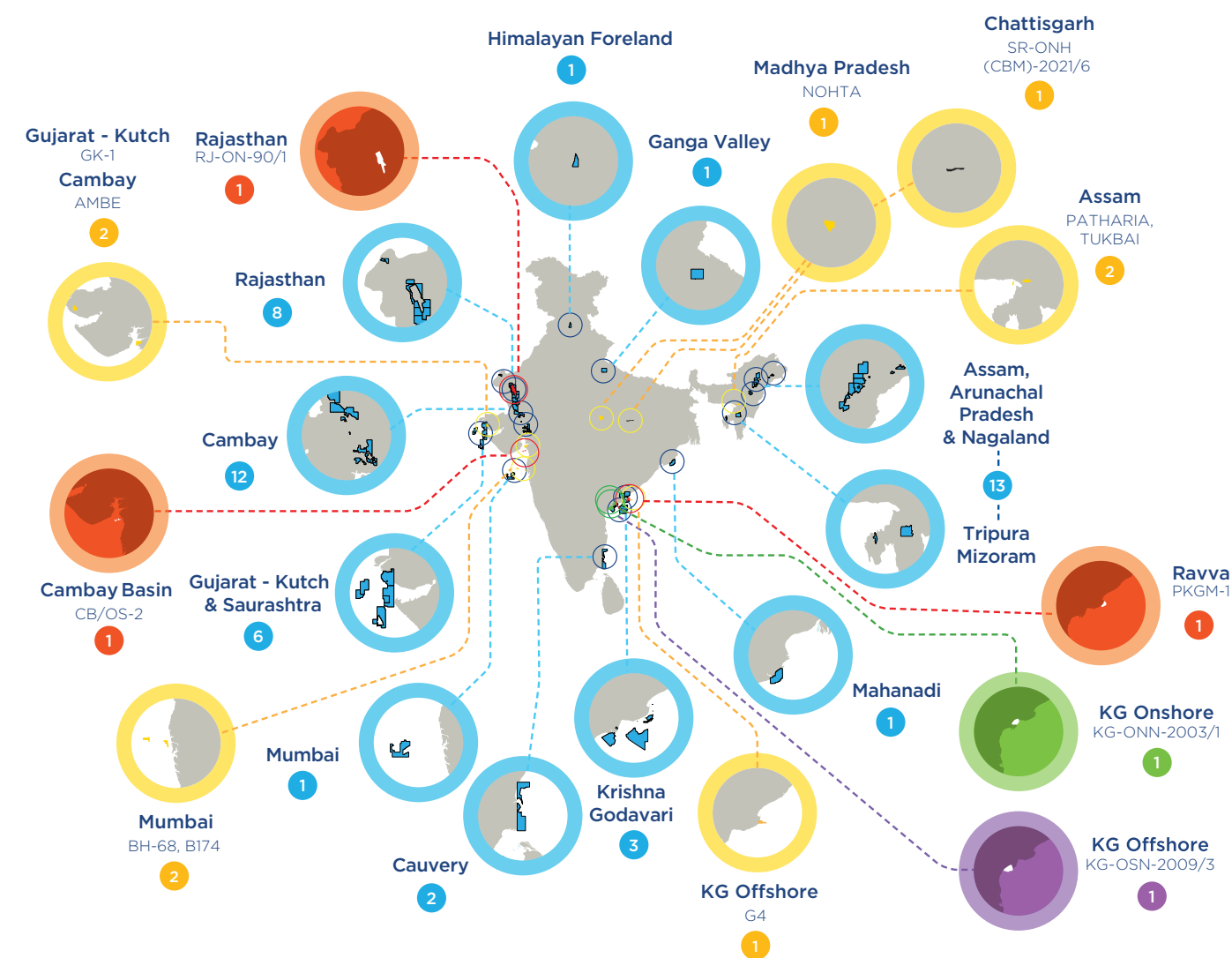
Tennis racket and balls, basketballs, footballs, surfboards and skis, cleats and shoes, bicycles, parachutes, roller-skate wheels, golf bags and golf balls, helmets, lifesaving jackets, etc.

Diesel fuel, jet fuels, gasoline, motor oils, gear oils, propane, furnace oil, kerosene, compressed natural gas (CNG), liquified petroleum gas (LPG), lubricants, grease and waxes, naphtha, etc.

Paints and dyes, heating oils, window frames, plastic surfaces and sheets, umbrellas, artificial fibres, lamps and candles, toys, guitar strings, balloons, ink and crayons, mops, detergents, utensils, cable coating, toilet seats, refrigerator linings, tv and computers, parasols, upholstery, headsets and speakers, camera and mobiles, trash bags, etc.

Asset Portfolio

Exploring to Expand India's Energy Resource Base



India's largest private acreage holder ~61000 sq.km.

Producing Operated Blocks 3	Producing Non-operated Blocks 1	PSC Exploration Block 1	OALP & DSF II Blocks 48	DSF III & CBM Blocks 9
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TOTAL BLOCKS 62

*Block boundaries are for graphical representation only.

~approximate

Inspired by India's commitment to reduce energy imports by 50% by 2030 and in line with the vision of the company, we have established a rich and diversified asset portfolio. With our robust asset base expanding across a total acreage of 61,000 sq km and 62 blocks, we are expanding the horizons of energy security across the length and breadth of the country. We are set to invest 15% of the \$40 billion that India will pump into the upstream oil and gas sector over the next five years.

Producing Blocks

Rajasthan Block (RJ-ON-90/1), Barmer, Rajasthan



3,111 sq km

Acreage



Total Production Volume till 31st March 2023

Crude Oil - **678 MMBOE**

Natural Gas - **191 BCF**



Signed **10-year** extension up to **2030** for the Rajasthan block Production Sharing Contract (PSC)



Daily Gross Operated Production, FY 2022-23

1,19,888 BOEPD

Extending across 3,111 square kilometers in the western region of Barmer, Rajasthan, the block stands as a prominent contributor to oil and gas reserves. This block includes several key producing fields including Mangala, Bhagyam, Aishwariya, Saraswati and Raageshwari, with a total of 38 discoveries till date. The processed crude oil from RJON 90/1 block is transported to refineries through world's largest and continuously heated and insulated pipeline to the Gujarat travelling across ~705 Kms.

Cambay (CB/OS-2), Suvali, Gujarat



82 acres

Onshore Processing Facility



Total Production Volume till 31st March 2023

Crude Oil - **50 million barrels**

Natural Gas - **256 BCF**



Daily Gross Operated Production, FY 2022-23

10,777 BOEPD



1.85 million

LTI free man-hours till the end of FY 2022-23

Located in the offshore area of the Cambay block in Gujarat, the Cambay (CB/OS-2) field has played a pivotal role in India's energy landscape since its establishment in 2002. Over the years, Cambay has been a prolific producer. The application of advanced geophysical tools and techniques has been instrumental in transforming the block from a predominantly gas field into a lucrative oil-producing asset. Beyond its own production, Cambay exemplifies optimal asset utilisation by providing infrastructure for the tolling and processing of ONGC's gas from its North Tapti field. Additionally, the Cambay field has set a commendable safety record demonstrating the field's commitment to safe and efficient operations.



Ravva (PKGM-1) Andhra Pradesh



225 acres

Onshore Processing Facility



Total Production Volume till 31st March 2023

Crude Oil - **311 million barrels**

Natural Gas - **385 BCF**



Daily Gross Operated Production FY 2022-23

11,802 BOEPD



3.38 million

LTI free man-hours till the end of FY 2022-23

The Ravva field situated in the shallow offshore area of the Krishna Godavari Basin has been a significant contributor to India's energy resources since it began operations in 1994. To enhance its production capacities Ravva is leveraging advanced technology to unlock new reserves. The field has pioneered many of India's operational firsts, including the use of time lapse (4D) seismic technology and Ocean Bottom Cable (OBC) seismic survey. In addition to its high productivity the field's direct operating costs are among the lowest compared to peers within Cairn Oil & Gas. Moreover, the field has an exceptional commitment to safety.

Open Acreage Licensing Policy (OALP)



~50,000 sq km

Acreage



Daily Gross Operated Production, FY 2022-23

147 BOEPD

Under the Open Acreage Licensing Policy (OALP), revenue-sharing contracts have been signed for 51 blocks located primarily in established basins, including some optimally close to existing infrastructure, of which 5 onshore blocks in the KG region have been relinquished. Production commenced from Jaya discovery in Cambay region in third quarter of fiscal year 2023. This is the first of its kind production facility wherein sales through CNG cascade system are being done by an E&P operator from an exploration well site. Drilling preparations are ongoing in the Offshore.

West-Coast to drill a moderate risk-high reward prospect (risked resource potential of 42 mmboe) within the Kutch-Saurashtra basin during the first quarter of fiscal year 2024. We intend to continue the exploration across Rajasthan, Cambay, and North-east in FY 2024 to unlock the full potential of the OALP blocks.

Production and Revenue Details

Daily Gross Operated Production (BOEPD)

Particulars	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Rajasthan	144,260	132,599	137,723	119,888
Ravva	14,232	19,177	14,166	11,802
Cambay	14,479	10,329	8,923	10,777
OALP	0	0	39	147
Average Daily Gross Operated Production	172,971	162,104	160,851	142,615

Daily Working Interest Production (BOEPD)

Particulars	FY 2020-21	FY 2021-22	FY 2022-23
Rajasthan	92,819	96,406	83,922
Ravva	4,315	3,187	2,655
Cambay	4,131	3,569	4,311
KG- ONN 2003/1	441	535	450
OALP	0	39	147
Average Daily Working Interest Production	101,706	103,737	91,485

Oil and Gas Production (MMBOE)

Particulars	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Gross operated production	63.3	59.2	58.7	52.1
Net production – working interest	40.4	37.1	37.9	33.4

Revenue (In Crores)

Particulars	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Net Revenue	12,661	7,531	12,430	15,038
Gross Revenue	25,555	18,475	32,903	38,817

Oil Reserve – Volume and Type of Estimated Proved and Probable Reserve and Production

Particulars	Proved & Probable Reserve		Proved & Probable Reserves (Developed)	
	Oil (mmstb)	Gas (bscf)	Oil (mmstb)	Gas (bscf)
Reserves as of 31st March 2020	304	301	164	143
Additions/revision during the year	(11)	(14)	30	51
Production during the year	(32)	(28)	(32)	(28)
Reserves as of 1st April 2021	261	259	162	166
Additions/revision during the year	(19)	(34)	5	(9)
Production during the year	(32)	(36)	(32)	(36)
Reserves as of 31st March 2022	210	189	135	121
Additions/revision during the year	(15)	(3)	14	18
Production during the year	(28)	(34)	(28)	(34)
Reserves as of 31st March 2023	167	152	121	105





Our Visionary Board

Guiding our endeavors is a diverse and visionary board, steering our growth and ensuring our alignment with our sustainability vision.



Anil Agarwal
Non-Executive Chairman

Mr. Anil Agarwal is the Non-Executive Chairman of Vedanta Limited and founder of Vedanta Group. Since March 2005, he has been the Executive Chairman of Vedanta Resources. With his four decades of entrepreneurial experience, he has helped to shape the strategic vision of the Company and contribute to the larger purpose of uplifting communities.



Mr. Navin Agarwal
Executive Vice Chairman

Mr. Navin Agarwal has been associated with the Vedanta Group since its inception and has four decades of strategic executive experience. Under his stewardship, Vedanta Limited has achieved a leadership position in all the major sectors in which it operates. A graduate of commerce from Sydenham College, Mumbai, he has completed the President Management Program at Harvard University.



Mr. Arun Misra
Executive Director

Mr. Arun Misra has been appointed as an Executive Director w.e.f August 01, 2023. Arun Misra is also the CEO of Vedanta's Zinc Business and has also been leading Hindustan Zinc Limited ("HZ"), a subsidiary of the Company. He has also been overseeing the operations and growth of Vedanta Zinc International which have their mines and concentrator in South Africa. After graduating with a bachelor's degree in electrical engineering from IIT, Kharagpur, Mr. Misra took a Diploma in Mining and Beneficiation from the University of New South Wales Sydney, and another Diploma in General Management from CEDEP, France. He started his career with Tata Steel as Maintenance Head (Electrical), West Bokaro Coal Washery in July 1988. He brings with him a formidable 35 years of rich and diverse experience in Tata Steel, where he headed various strategic positions.



Ms. Priya Agarwal Hebbar
Non-Executive & Non-Independent Director

Ms. Priya Agarwal Hebbar is a Non-Executive Director at Vedanta Limited and the Chairperson of Hindustan Zinc Limited. She is also the Director of the Anil Agarwal Foundation. She holds a Bachelor's degree in Psychology and Business Management from the University of Warwick in the UK. Priya anchors the ESG, Investor Relations, Corporate Communications, Human Resources, Digital and Social Impact for Vedanta Limited.



Mr. Upendra Kumar Sinha
Non-Executive & Independent Director

Mr. Upendra Kumar Sinha served as the Chairman of the Securities and Exchange Board of India (SEBI) from February 2011 to March 2017. He was instrumental in bringing about key capital market reforms. Under his leadership, SEBI introduced significant regulatory amendments to various Acts and enhanced corporate governance and disclosure norms. Prior to his role in SEBI, he was the Chairman & MD of UTI Asset Management Company Pvt. Ltd. He has also worked for the Department of Economic Affairs under the Ministry of Finance, Government of India.



Mr. Dindayal Jalan
Non-Executive & Independent Director

Mr. Dindayal Jalan is a Chartered Accountant and has over 40 years of extensive experience in managing business and finance in large metal and mining companies. He is currently an entrepreneur and an Independent Director on the Boards of some prominent companies. In his previous role, before superannuation in 2016, he was the Group CFO of London-listed Vedanta Resources Plc., and an Executive Director and CFO of Vedanta Limited.



Mr. Akhilesh Joshi
Non-Executive & Independent Director

Mr. Akhilesh Joshi was appointed to the Board with effect from 1 July 2021. He completed his Bachelor's in Mining from MBM Engineering College, Jodhpur. He holds a Diploma in Economic Evaluation of Mining Projects from the Paris School of Mines. Mr. Joshi has over 44 years of professional experience in mining and has an exemplary track record of nurturing one of the world's largest integrated zinc, lead and silver-producing organisation. His emphasis on a high-performance culture brings out the best in employees, propelling meticulous execution and delivering extraordinary results.



Ms. Padmini Sekhsaria
Non-Executive & Independent Director

Ms. Padmini Sekhsaria is a Principal at the Narotam Sekhsaria Family Office, where she leads several investment and philanthropic activities. She oversees businesses in technology, education, FMCG, agriculture, construction materials, commodities, and financial services, that directly employ over 3,600 employees. Her experience in youth education, health and vocational skilling spans over 20 years.

Executive Committee of Cairn Oil & Gas



Dr. Steve Moore
Deputy Chief Executive Officer

Dr. Steve Moore joined Cairn Oil & Gas, Vedanta Ltd., in March 2023 and was appointed Deputy Chief Executive Officer in August 2023.

Education:
Ph.D. in Chemical Engineering from the University of Newcastle upon Tyne, UK.

Experience
35 Years



Andrew McIntosh
Chief Commercial Officer

Mr. Andrew McIntosh joined Cairn Oil & Gas, Vedanta Ltd. in December 2023 as Chief Commercial Officer.

Education:
Bachelor of Science in Quantity Surveying from Robert Gordon University Aberdeen, United Kingdom.

Experience
25 Years



Hitesh Vaid
Chief Financial Officer

Mr. Hitesh Vaid joined Cairn Oil & Gas, Vedanta Ltd. in August 2007 and was appointed as the Chief Financial Officer in February 2022.

Education:
CA from ICAI

Experience
18.3 Years



Praveen Palakeezhil
President - Policy & Advocacy

Mr. Praveen Palakeezhil joined Cairn Oil & Gas, Vedanta Ltd. as the President - Business Development & Policy in April 2022.

Education:
B.Tech from IIT Bombay

Experience
24 Years



Rakesh Agiwal
Chief Policy and Regulatory Officer

Mr. Rakesh Agiwal joined Cairn Oil & Gas, Vedanta Ltd. in September 2004 and was appointed as the Chief Commercial Officer in April 2021.

Education:
CA

Experience
26.2 Years



Rana Kar
Chief Marketing Officer

Mr. Rana Kar joined Cairn Oil & Gas, Vedanta Ltd., as Chief Marketing Officer in 2021.

Education:
PGDM from IIM, Calcutta

Experience
25 Years



We believe in sustaining a culture of physical and emotional well-being of our people. Cairn employees at our onshore operations in Barmer, Rajasthan.

Our endeavor is to safeguard the surroundings by leveraging technology and innovation towards a sustainable business and eco-system. Ravva offshore platform, Andhra Pradesh.





SUSTAINABILITY STRATEGY



Our Sustainability Framework and Governance Structure

Vedanta Sustainability Framework (VSF)

We are guided by the Vedanta Sustainability Framework (VSF) in our endeavor to make sustainability an inherent aspect of our business operations. The framework is designed to address key environmental, social, and governance (ESG) issues and to drive positive impacts

across the value chain in line with global standards of international bodies like the International Council on Mining and Metals (ICMM), International Finance Corporation (IFC), Organisation for Economic Co-operation and Development (OECD), United Nations Global Compact (UNGC) and SDGs.

Nine Sustainability Policies



92 Standards & Guidance Notes

- Covering all policy subject areas
- Aligned with ICMM, IFC Performance Standards, Global Reporting Initiative (GRI)

Robust Monitoring

- Annual VSAP audit conducted at all Vedanta locations to check compliance with VSF
- Monitored by ExCo



Sustainability Governance

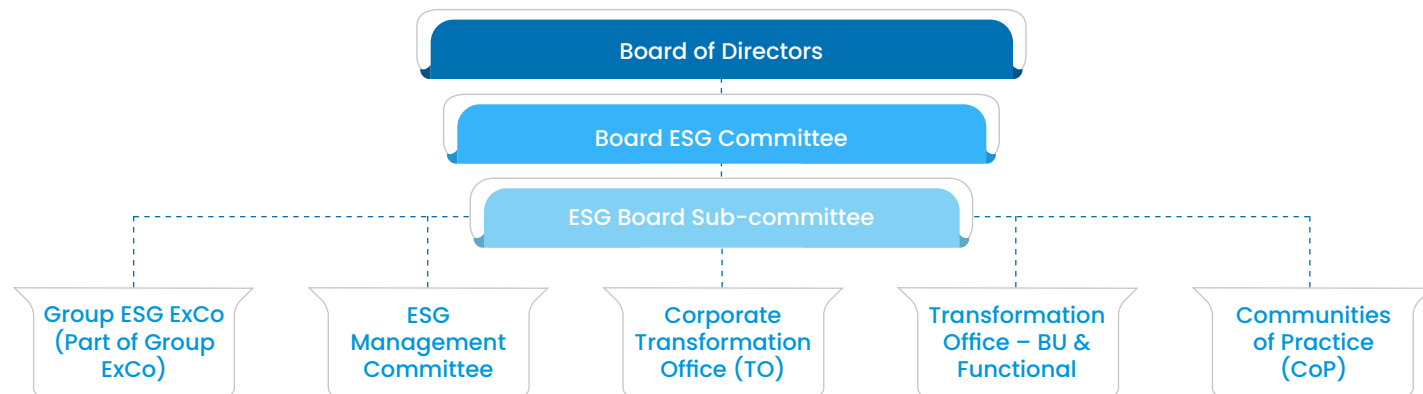
Elevating Sustainable Excellence through Structured Governance

In our incessant pursuit of sustainable excellence, one that not only ensures enduring financial viability but also safeguards the interest of all the stakeholders, we have established a robust ESG governance structure. This strategically formulated governance architecture plays a pivotal role in ensuring that Cairn upholds the highest standards of responsible business practices. The Board of Directors maintains direct oversight of the overall ESG performance of the group and ensures group-wide implementation of the sustainability strategy. The board is dedicated to setting the tone at the top by demonstrating

a strong commitment to ESG goals and targets and protecting the interests of various stakeholders. The Board ESG Committee and our group sustainability and ESG function hold the primary responsibility for formulating, implementing, and overseeing initiatives under Vedanta's 'Transforming for Good' agenda. The effective implementation of these initiatives is ensured through stringent review and monitoring across all the business divisions including Cairn.

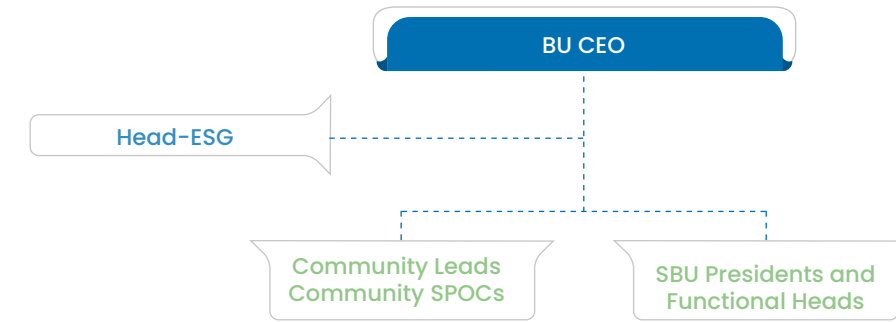
A Robust ESG Governance Architecture

ESG Governance at Vedanta

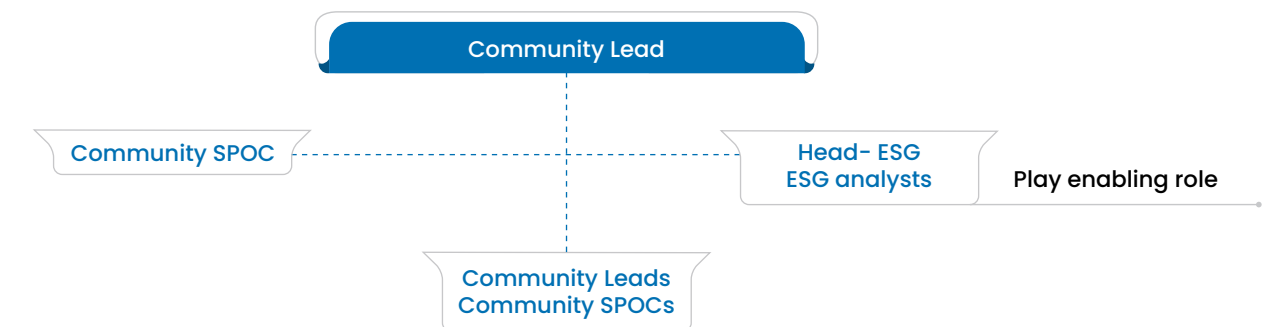


ESG Governance Structure at Cairn

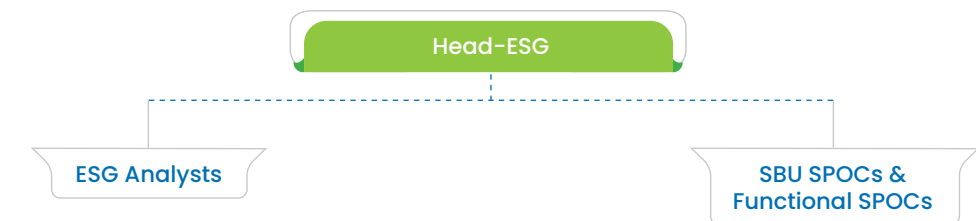
BU ESG Transformation Office



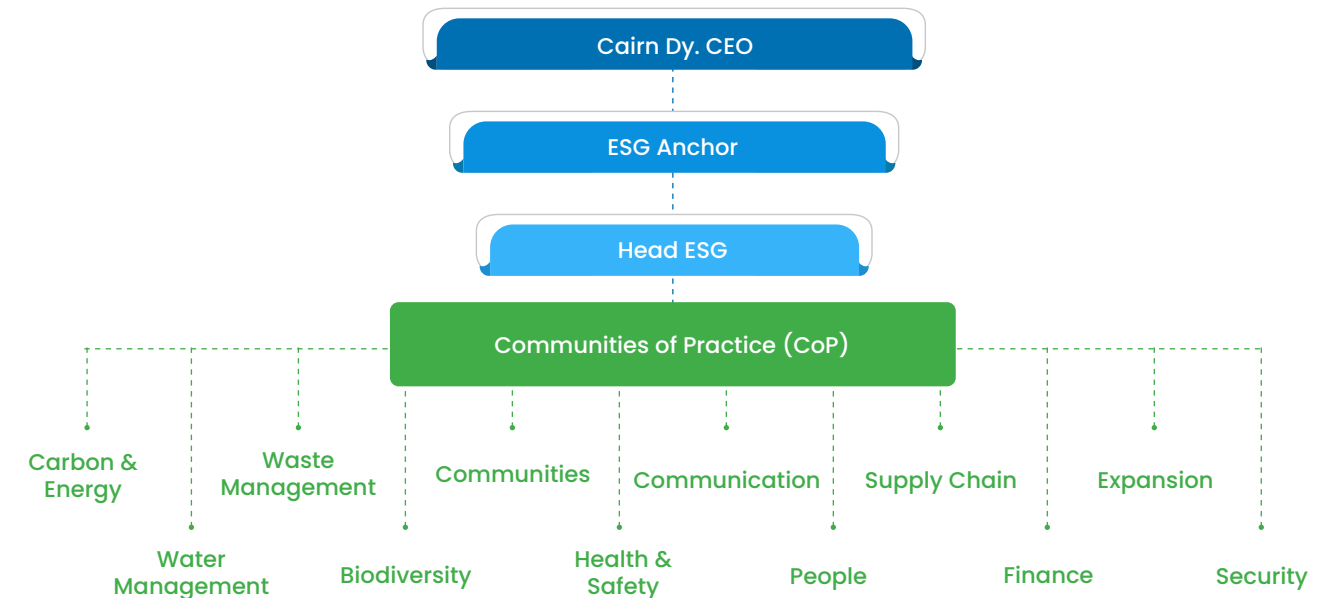
Communities of Practice



ESG Core Team



Cairn ESG MIP



Dedicated ESG Forums and Core ESG Team

Ensuring Responsible Actions

To ensure regular management and monitoring across all levels and business units, the group has instituted dedicated ESG Forums and ESG theme communities at

each business unit and sub-business units. At Cairn, the Core ESG Team plays a crucial role in bringing the groups' sustainability vision to life.

ESG Forums and Core ESG Team	Roles and Responsibilities
Group ESG ExCo (Part of Group ExCo)	Provides overall ESG Progress to the ExCo Monthly Forum
ESG ManCom (Group Level)	Keeps an oversight on the overall programme update and key decisions Fortnightly Meeting
Corporate Transformation Office (Group Level)	Anchors and catalyses implementation of high impact ESG projects and updates Group CEO on the same Monthly Meeting
Transformation Office – BU(Business Unit) and Functional	Executes organisation-wide implementation of ESG projects and monitors progress Cairn ESG Transformation Office: <ul style="list-style-type: none"> Oversees overall progress on ESG commitments Reviews progress against ESG KPIs Tracks progress of high impact (A-class) projects Reviews performance of ESG committees - initiative wise progress De-bottlenecking Provides guidance for new opportunities Quarterly Meeting
ESG Core Team	Comprising of dedicated and passionate individuals, the ESG Core Team enables synergy between the Cairn ESG transformation Office and the COPs. The team actively tracks SBU-wise performance against Key Performing Indicators, performs 'de-bottlenecking' and is inspired by global best ESG initiatives adopted by peers to drive sustainable transformations.
Communities of Practice (CoP)	Drives agenda on the ground level within communities. 12 CoPs and 250+ community members designated across all BUs/SBUs The 12 COP's: <ul style="list-style-type: none"> Carbon and Energy Management Water and Effluent Management Biodiversity Management Waste Management People (HR) Communities Communications Health and Safety Supply Chain Expansion (Projects) Finance Security Management

Stakeholder Engagement and Materiality Assessment

Materiality Assessment for Enduring Stakeholder Relationships

Stakeholder Engagement

Cairn is dedicated to meaningful stakeholder relationships. We prioritise transparent communication and active listening. By staying attuned to stakeholder concerns we proactively identify issues and opportunities hereby anticipating challenges ahead of time. Open dialogues form the cornerstone of our enduring stakeholder connections and building strong connections.

Our standards for social responsibility performance ensure effective interaction with relevant stakeholders worldwide. These standards also incorporate robust mechanisms to address grievances, resolve potential conflicts, implement tailored strategies to support vulnerable communities, such as indigenous populations.



Modes of Engagement with the Key Stakeholders

Local Communities



Strong relationships with our communities is critical for our social license to operate

- Community connect programme "Samman Se Samvad Tak"
- Community group meetings
- Village council meetings
- Community needs/social impact assessment
- Public hearings
- Grievance mechanisms
- Cultural events
- Engaging with communities via various community initiatives
- Dedicated communication channel Secretary.cf@Cairnindia.com

Employees



Employees are crucial to our growth, as they are at the centre of all our operations. Their experience, expertise, and teamwork, are imperative for our organisation to achieve its goals and vision

- CEO's town hall meetings
- SBU President's townhall
- Feedback sessions
- Performance management systems
- Various plant-level meetings
- V-connect mentor programme
- Wellness committee
- Employee grievance
- HR helpdesk
- Dedicated communication channel Secretary.cf@Cairnindia.com

Business Partners



Business partners are crucial to delivering growth, development, and performance excellence with respect to operations, safety, and ESG.

- Monthly business partners meet
- Monthly safety council
- HSE performance review meeting
- Focused group discussions
- Communication channels
- Regular meetings and site interaction

Shareholders, Investors, and Lenders



They play a crucial role in our growth and development plans. Along with providing financial capital, they play a significant role in promoting robust corporate governance

- Regular updates
- Investor meetings
- Site visits
- Annual General Meeting and conferences
- Quarterly result calls
- Dedicated contact channel – Vedantaltd.ir@vedanta.co.in and sustainability@vedanta.co.in

Civil Society



Collaboration and partnerships are necessary to support and promote sustainable business practices. Our partnership with civil societies contribute to our efforts towards creating shared value

- Partnerships with, and membership of international organisations
- Working relationships with organisations on specific projects
- Engagement with international, national, and local NGOs
- Conferences and workshops
- Dedicated contact channel corporate.communication@Cairnindia.com

Value-chain Partners, Suppliers, and Customers



Maintaining a positive relationship with our collaborators provides us with the opportunity to raise growth capital

- Customer satisfaction surveys
- Vendor meets Suppliers/Customers meet
- In-person visits for customers, and suppliers' and vendors' meetings
- Dedicated communication channel reach.pscm@Cairnindia.com

Regulatory Stakeholders



They are significant in ensuring compliance, adhering to regulations, and carrying out uninterrupted operations

- Participation in government consultation programmes
- Engagement with national, state, and regional government bodies at business and operational level



Materiality Assessment

We undertook a comprehensive materiality analysis to address the increasing emphasis from global investors, regulators, and other crucial stakeholders on decarbonisation, while ensuring a socially just and economically viable transition. To proactively manage potential Environmental, Social, and Governance (ESG) risks and stay ahead of industry trends, we collaborated with an independent agency to conduct a thorough assessment of material issues. This process involved engaging a diverse range of internal and external stakeholders to gain valuable insights.

Our materiality assessment serves as a strategic tool, enabling us to identify key issues that are significant to both internal and external stakeholders. By understanding these issues, we can develop effective risk management strategies and capitalise on emerging opportunities.

Emphasising open communication and active listening, we value the input of our stakeholders, which assists us in anticipating market scenarios that may impact our ability to create sustainable value over the short, medium, or long term.

Throughout the assessment, we conducted extensive interactions with relevant stakeholders, collecting their perspectives to identify ESG issues relevant to our organisation. This involved collaborative brainstorming sessions with various business functions and consultations with subject matter experts to map out potentially relevant material topics. The resulting materiality matrix, reflecting the identified priorities, undergoes thorough review and ratification by the Cairn Management Committee and leadership team to ensure alignment with our strategic objectives and commitment to sustainability.

Stakeholders Consulted to Identify our Critical Material Topics



Standards referred



Approach to Materiality Assessment



Identifying Material Topics

We used a four-step approach to identify material topics. An initial list of 126 topics were narrowed down to create and to collect qualitative and quantitative inputs of 28 material ESG topics.

Industry material topics

Material topics recommended by six industry specific standards were identified.

Peer review

Topics considered material by 11 peer companies were reviewed.

MECE list

The consolidated list was reviewed to identify the Mutually Exclusive and Cumulative Exhaustive (MECE) set of 28 material topics to be considered as a base for survey and interview questionnaires.

Consolidated list

A consolidated list of key topics identified from standards and peers was prepared.



Gathering Stakeholder Inputs

We finalised and prioritised our internal and external stakeholders based on influence, impact, and dependency. This was followed by developing stakeholder specific data collection tools, such as interview guides and survey questionnaires, to collect qualitative and quantitative inputs.



Preparation of Materiality Matrix

The data collected from stakeholders was analysed to prepare the materiality matrix. For qualitative inputs, we identified common themes from stakeholder inputs and mapped their aspirations. For quantitative inputs, we normalised responses to a common scale for prioritising ESG topics. The weight that each stakeholder had in the analysis was assessed differently depending on the criticality of the stakeholder.

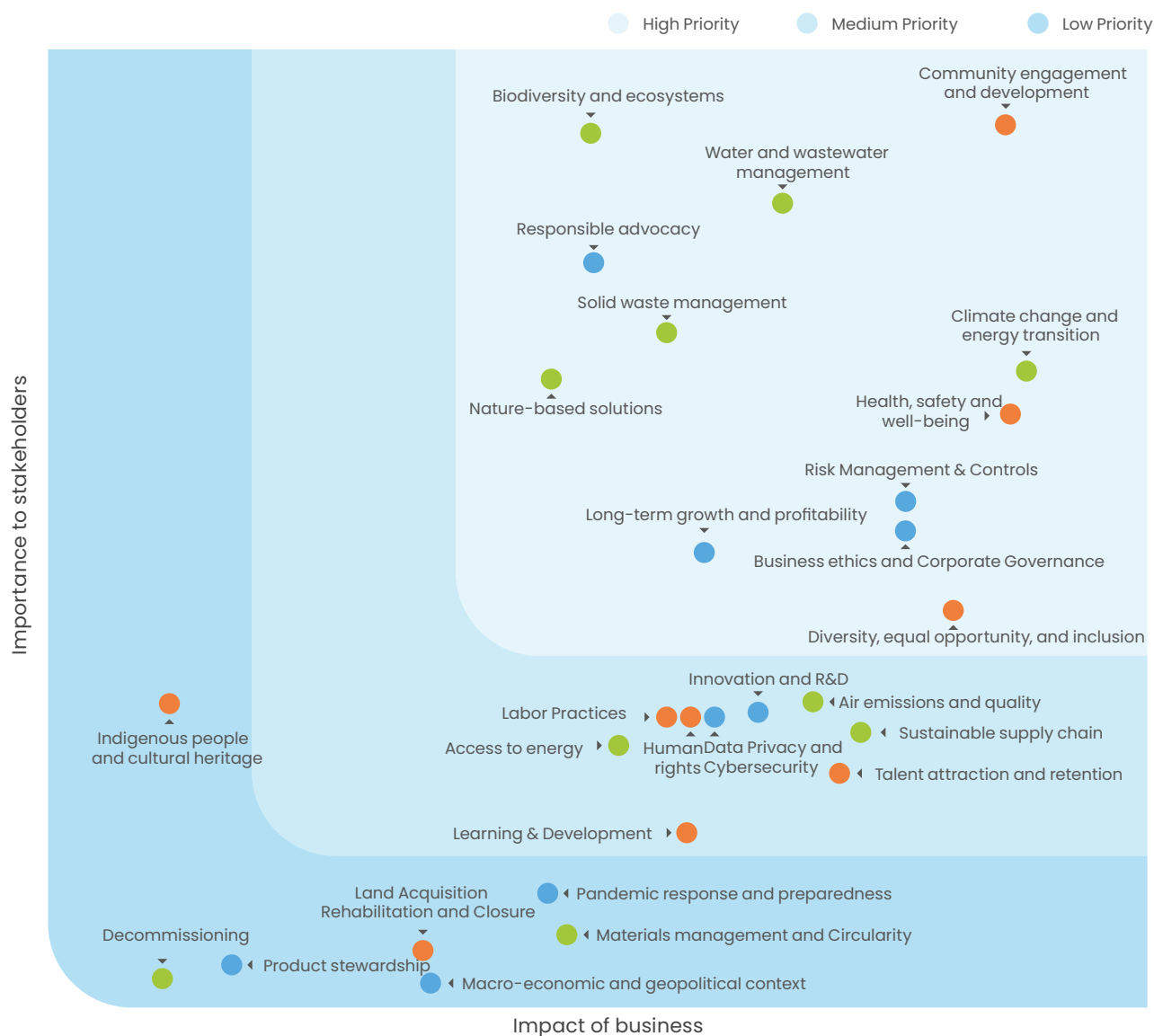


Finalisation of the Materiality Matrix

We organised a workshop with our senior management to receive feedback and finalise the materiality matrix.



Through a quantification of stakeholder inputs 12 high priority material topics were identified for Cairn



High Priority Material Topics

ENVIRONMENT

- ▶ Climate change & energy transition
- ▶ Nature-based solutions
- ▶ Water and wastewater management
- ▶ Solid waste management
- ▶ Biodiversity & ecosystems



SOCIAL

- ▶ Community engagement & development
- ▶ Health, safety & well being
- ▶ Diversity, equal opportunity, and inclusion



GOVERNANCE

- ▶ Business ethics & corporate governance
- ▶ Risk management & controls
- ▶ LT growth and profitability
- ▶ Responsible advocacy



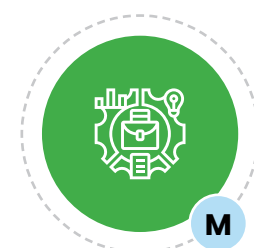
MANAGEMENT APPROACH

- H** High Priority
- M** Medium Priority
- L** Low Priority



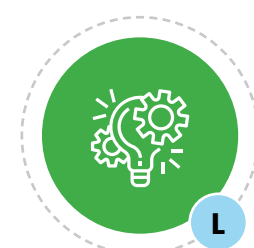
Lead & Shape

- These topics can significantly impact our business performance.
- We look at setting industry benchmarks in these topics.
- We are actively involved in policy advocacy on these topics to ensure that a strategic, balanced and forward-looking approach is adopted in these areas.



Align & Amplify

- We align with industry best practices on these topics.
- We closely monitor these topics to reshape strategy, if any of them transition into "high priority" category in the future.



Manage & Comply

- Whilst these topics are low priority, they are still relevant to our business, and therefore we continue to manage and monitor them.
- We ensure regulatory compliance for these topic.



Transformation of a barren land to mangrove forest providing a nesting ground for several endemic and migratory birds, marine mammals, and reptiles at our Ravva block in Surasaiyanam, Andhra Pradesh.



TRANSFORMING THE PLANET



By embracing a vision that transcends conventional energy paradigms, enacting progressive policies and evolving in response to new challenges and opportunities, we endeavor to transform our planet into a more sustainable and habitable home for the future generations. Our relentless pursuit of excellence leads us to harness the Earth's resources efficiently and conscientiously, ensuring that we power progress without compromising the planet.

We recognise that our industry plays a significant role in shaping up the planet's environmental landscape, and it is our responsibility to be at the forefront of positive change. We are adopting strategies to reduce our impact on the environment that will not only mitigate environmental risks but also place us in a successful position in an ever-changing economic landscape. We understand that it is a long-term process and our commitment is rooted in our core values and reflects our responsibility towards the planet and the future generations.

We have set a target of achieving Net Zero Carbon which requires consistent and multifaceted efforts across our operations to meet evolving challenges and opportunities and are aligned with the Government of India's Nationally Determined Contributions (NDCs) and Vedanta's Group level commitments.

01

Embracing the responsibility to address topics material for environmental transformation

Material issues covered:

- Carbon & Energy
- Emissions
- Water
- Waste Management
- Biodiversity

02

Enacting responsible environmental transformations in line with our commitments

- Achieving **Net Zero Carbon**
- Sustaining **Net Water Positive** impact
- **Planting 2 million trees** by 2030
- **Protecting and enhancing biodiversity**



Sectional Insights



Carbon & Energy

Targets

Initiatives

Renewable energy sourcing of 25 MW by FY 2025 and 45 MW by FY 2030

We have signed a power delivery agreement for sourcing of 25 MW round the clock renewable energy, starting delivery from FY 2025.
For further increasing the renewable energy fraction, we are exploring the market for sourcing of additional renewable energy as per our decarbonisation plan.

Utilisation of flared gas

The potential gas flaring intensity has decreased by 56% over the previous three years as a result of multiple flare gas reduction initiatives.
We are continuously working on multiple ways to minimise the flare gas emissions from our operations. For example-

- Flare gas recovery using gas compression package and pipelines.
- Flare gas recovery through process optimisation, installation of ejectors or other devices for gas recovery.
- Gas evacuation from satellite fields through Gas cascading/bottling of gas.
- Installation of gas-based generators- Gas turbine generators (GTGs), Gas engines generators (GEGs) etc.
- Exploring suitable CCUS or combustion technologies for utilisation of non-potential flare gas from Aishwarya field (gas with high CO₂ content).
- Conducting periodic LDAR (Leak Detection and Repair) studies to control fugitive emissions.
- Installation of vapour recovery units.
- Adoption of other suitable technologies for flare minimisation.
- Adherence to all regulatory compliances.

We have initiated the process of evacuating associated gas from KW-02 satellite field in Rajasthan through bottling via CNG players which is anticipated to start in FY 2024.

Electrification and Energy Efficiency

In order to optimise the fuel gas consumption and energy requirements of our operations, we are aggressively working on electrification of our equipment and adopting energy efficient solutions.
We have optimised our gas turbine operations in Ravva to conserve natural gas and have also planned for conversion of our steam driven pumps to electric motor driven pumps in Mangala Processing Terminal by FY 2024 for optimising the fuel gas consumption and realise the energy saving.
We have taken multiple energy conservation projects e.g. installation of permanent magnetic motor in place of induction motors, installation of variable frequency drives, replacement of conventional lighting fixtures to energy efficient-LEDs.



Emissions

Targets

Initiatives

Transition of LMV fleet to EV's

We are committed to transition to EVs for LMV fleet in phased manner. We have placed the contract for onboarding EVs through our logistic partners in Rajasthan and Ravva.
Our business partners have also been encouraged to move for electrical mobility solutions.
We have partnered with BluSmart Mobility to encourage our employees & their families to opt for electric taxis in Delhi NCR region. We have deployed electrically operated golf carts for internal plant commute in RJ operations.

Setting up CCUS (Carbon Capture utilisation & Storage) and Waste to Energy projects

We are currently screening and evaluating suitable technologies for CCUS and Waste to Energy.

Carbon offset through Nature Based Solutions

For development of carbon sink, we have committed for plantation of 2 million trees by FY 2030.
We have signed a MoU in FY 2023 with district forest departments of RJ, GJ and AP for plantation of 0.75 Million trees.
For remaining plantation, we are exploring various modalities and are also in discussions with state forest departments for allocation of land parcels.



Water

Targets

Initiatives

Minimising water reuse and recycling to >80% by 2025

Our current reuse and recycling rate is 76% achieved through various water savings projects implemented.

Increasing produced water recycling to >97% by 2025

Our produced water recycling rate is 96% which is ahead of the IOGP Global benchmark of 67%.
The produced water recycling rate at RJ Oil asset is >99% and increased produced water recycling at Ravva in FY 23 has led to achieve overall 96% Produced water recycling rate.

Developing 300+ structures by 2025 in phased manner in Barmer district to enable harvesting of 3 mn kL of rainwater annually

In FY 2023 itself, we have constructed an additional 56 structures contributing ~0.27 million kL of rainwater annually.
Till FY 2023, total 29 Nadis (Community Ponds) have been desilted - 848 Khadins (Earthen farm bunds) and around 80 rooftop rainwater harvesting systems constructed in Barmer community area, thereby creating a total rainwater harvesting potential of ~2 million kL per annum.



Waste Management

Targets

Striving towards Zero Waste to landfill in a phased manner

Initiatives

Waste is channelised for beneficial usage to cement industries for Co-processing as an AFR (alternate fuel and raw material) and to registered recyclers.

Approximately 114,500 MT of Hazardous waste is diverted to Cement Industries for Co-processing as an alternate fuel & raw material till FY 2022-23 from our Rajasthan operations.

For Hydrocarbon recovery by inhouse processing of skimmed oil ~28,100 bbls in FY 2023.

All the operating assets of Cairn are certified as "Single use Plastic free".



Biodiversity

Planting 2 million trees by 2030 for carbon offsetting and biodiversity conservation

We have signed 3 MoUs with District Forest Departments of Rajasthan, Gujarat and Andhra Pradesh for mass scale tree plantation and mangrove forest development.

1. Plantation of 0.35 million trees over 700 hectares in Barmer district, RJ.
2. Development of Mangroves cover in 60 hectaress (~0.1 million Mangroves) in the coast of Surat, Gujarat.
3. Plantation of 0.3 Million Mangroves in Ravva operations, in Andhra Pradesh.

Reclamation of mangroves in offshore areas

We have signed a MoU with DFO, Gujarat for development of 60-hectares mangroves forest in Sural Coastal area.

We have signed a MoU with AP district administration for plantation of 0.3 million mangroves near our operations in Ravva as a part of Biodiversity conservation and marine and costal biodiversity conservation plan.

Further, for another 130 hectares of mangroves belt development in the coastal area of surat, we are in in discussion with Forest Department of Gujarat.

Conservation of endangered species (Fishing Cat) in Godavari delta region

We have collaborated with Wildlife Institute of India and Forest department of Andhra Pradesh to study the habitat requirement for recolonisation of fishing cat.

Revival of Khejari (Prosopis cineraria) in the Thar Ecosystem with 15,000 plants by 2025

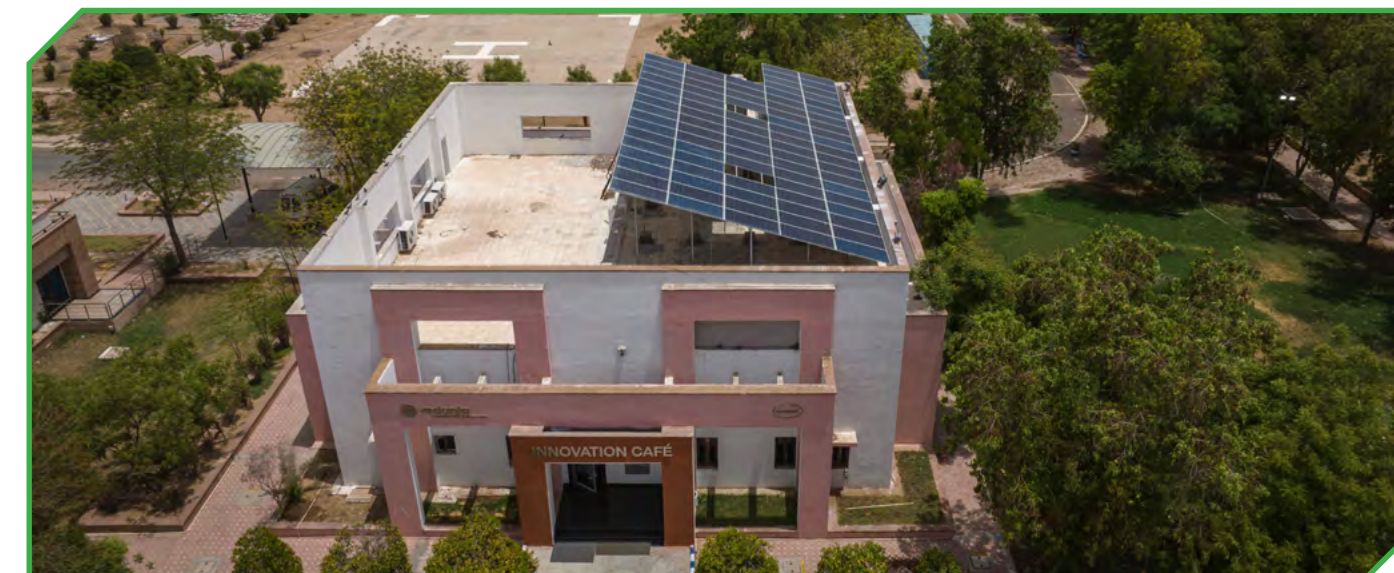
Revived Khejari in Thar Ecosystem through Agro forestry and distributed 3000 saplings of Thar Shobha Khejari to community farmers in FY 2023.

We have planned for plantation and distribution of 5,000-6,000 saplings of Khejari each year.

Protecting and enhancing biodiversity

We have developed another drinking water facility for wild animals in Dhorimanna Hilly Forest area, Barmer in addition to a facility developed in 2017 at Gangali forest area, Barmer.

Energy and Emissions Management



Climate change is posing an existential threat to our planet resulting into a range of severe and potentially irreversible consequences for the planet, including rising global temperatures, frequent and severe weather events, melting ice caps, sea-level rise, and disruptions to ecosystems. Recognising this threat posed by climate change is a driving force behind our Company's commitment to adopting more sustainable and responsible practices while transitioning to cleaner energy sources and actively working to reduce emissions.

We believe that the key to a sustainable future lies in our ability to transform, innovate, and adopt climate-conscious energy and emissions management practices including management of flaring and fugitive emissions. We are developing advanced technologies to capture carbon emissions generated from our operations. This includes direct air capture, post-combustion capture, and other cutting-edge methods to trap carbon dioxide before it enters the atmosphere. In addition to capturing carbon, we are exploring innovative ways to utilise captured carbon for valuable purposes.

Energy Consumption

Our Steady Move towards Renewable Energy

We have implemented robust energy-efficient technologies and practices across our operations and facilities. By optimising our energy use, we have successfully reduced waste and improved the overall energy efficiency of our processes. We are consistently seeking innovative solutions to further optimise our energy consumption. We are closely monitoring the energy used across all the operational activities to gain a comprehensive oversight of our consumption patterns.

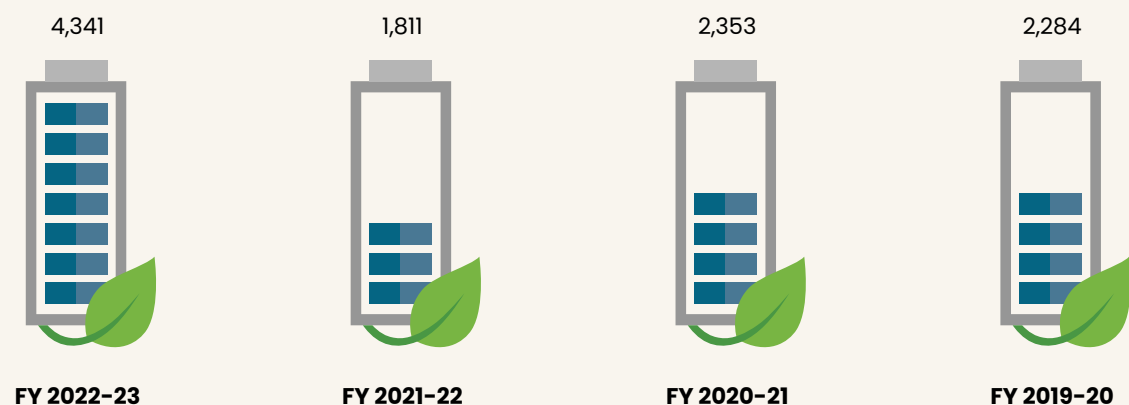
We are actively increasing the integration of renewable energy sources into our operations that includes solar

and wind energy generation thus reducing our reliance on fossil fuels. Our ongoing research and development initiatives focus on integrating state of art technologies that promote sustainable energy practices and reduce our environmental impact. In line with our commitment to sustainability and responsible resource management, we have embarked on a substantial array of energy savings projects spanning across various aspects of our operations. Below is a comprehensive overview of how energy is utilised throughout our operational activities.

Particulars	Unit of measurement	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Energy consumption within the organisation (Diesel, LPG, and Gas Energy)	GJ	1,98,15,309	2,25,78,186	1,98,40,711	1,93,62,613
Energy consumption outside the organisation (Grid electricity)	GJ	17,47,545	11,58,127	6,24,841	5,92,627
Energy intensity	GJ/MT of HC produced	2.65	2.61	2.24	2.05

Energy consumption inside the organisation (Source wise break up) in GJ		FY 2022-23
From Non-renewable sources	Gas energy consumed	1,87,80,562
	Diesel Energy	10,25,267
	LPG	5,139
From Renewable sources		4,341
Total		1,98,15,309

Renewable Energy Consumption (in GJ)



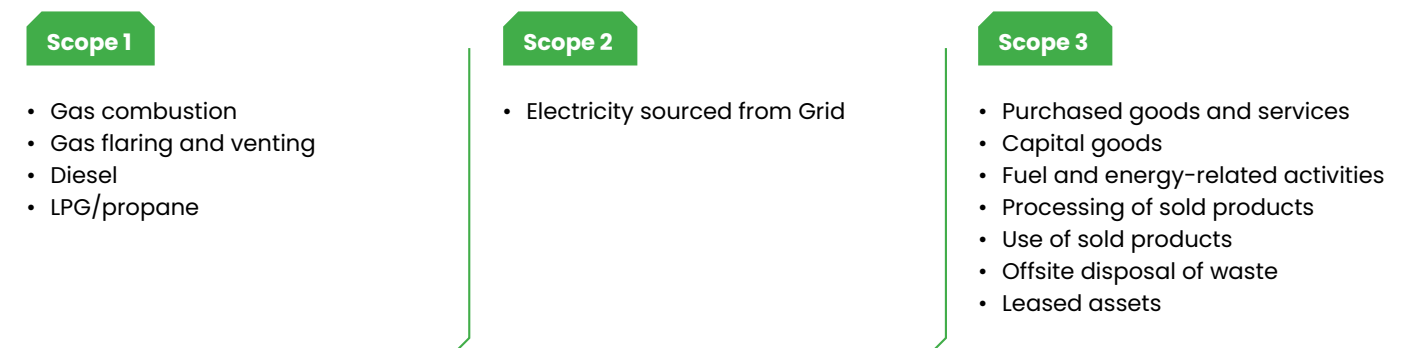
Total Energy Consumption (in GJ)



GHG Emissions

We are evaluating the environmental effect of our upstream production, downstream processing, transportation, and different emission sources. In response, we are adopting sustainable measures wherever necessary. The extraction of oil and gas is an energy-intensive process. The primary fuel powering our operations is associated natural gas produced along with our extracted oil. Other fuels we use to power our operations are grid electricity, non-associated natural gas, diesel, and renewable energy. With the fields getting mature, we are experiencing rising GHG emissions as a natural phenomenon of Oil & gas fields. For producing the same amount of hydrocarbon, we are required to handle larger quantities of well fluid which is leading to higher energy consumption and GHG emissions. However, as we endeavor to align our operations, understanding and reporting the sources of emissions has helped us in identifying new technological approaches that we can adopt to reduce them. In contrast to the previous year, when we only reported on three categories of scope 3, this year we started reporting on all of the applicable categories.

Sources of Emissions

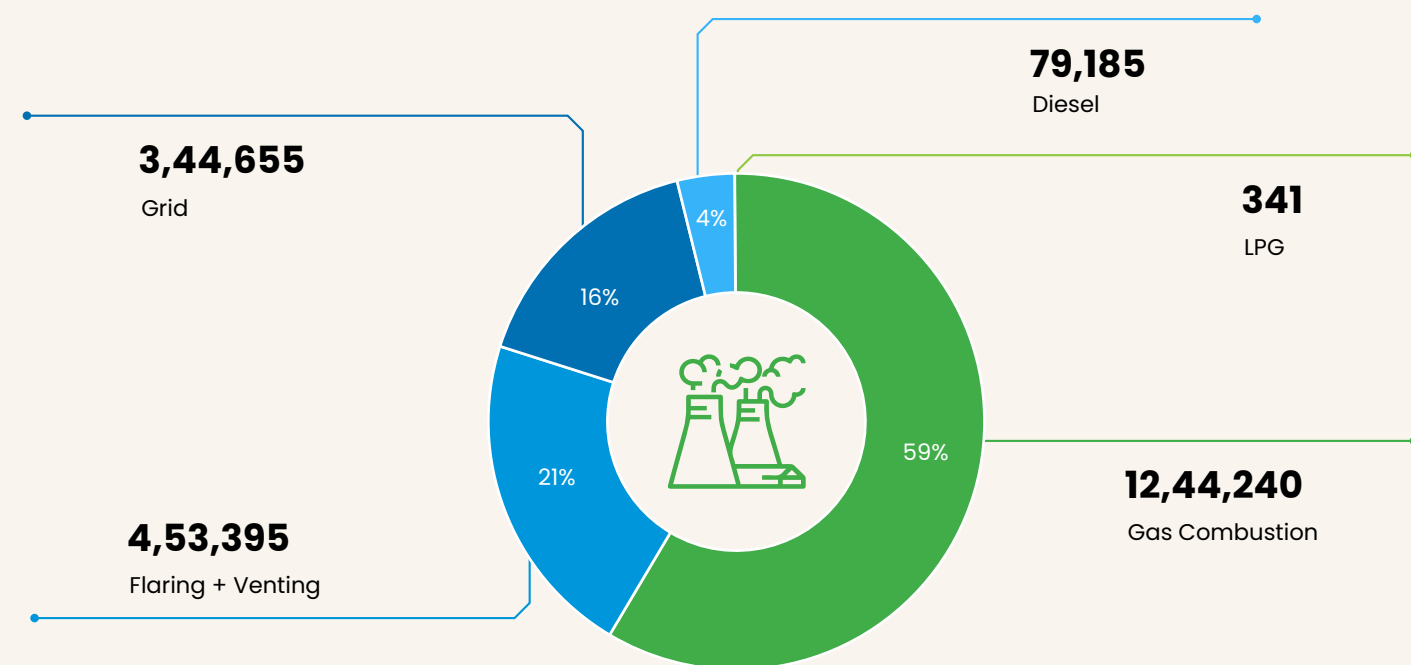


The table below showcases Scope 1 and Scope 2 emissions with further breakdown of sources along with emission intensity

Particulars	Unit of measurement	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Direct (Scope 1) GHG emissions	Tonnes of CO ₂ e	17,77,161	20,75,801	19,70,766	18,41,600
Indirect (Scope 2) GHG emissions	Tonnes of CO ₂ e	3,44,655	2,54,145	1,42,325	1,34,987
GHG emissions intensity (Scope 1 & 2)	Tonnes of CO ₂ e/MT of HC produced	0.261	0.256	0.232	0.203
GHG emission intensity (Scope 1 & 2)	Tonnes of CO ₂ e/Gross revenue in Million	5.47	7.08	11.44	7.73

GHG emission (tonnes of CO ₂ e)	Gas combustion	Flaring-Venting	Grid Electricity	Diesel	LPG/Propane	Total GHG Emissions
FY 2022-23	12,44,240	4,53,395	3,44,655	79,185	341	21,21,816
FY 2021-22	14,84,068	5,46,757	2,54,145	44,618	358	23,29,946
FY 2020-21	13,77,382	5,49,715	1,42,325	43,021	647	21,13,091
FY 2019-20	13,26,766	4,42,126	1,34,987	72,199	510	19,76,587

Our reporting comes with a correction factor of +5% on scope-1 emission to capture any uncertainty or unaccounted nonsignificant direct GHG emission. Additionally, we also account for emissions for the hydrocarbons that we process for other oil and gas industries at Ravva and Suvali.

GHG Emission Profile for FY 2022-23 (Tonnes of CO₂e)


The below table highlights our Scope 3 emissions along with sources of emissions from different operational activities

Categories in (Tonnes of CO ₂ e)	FY 2022-23	FY 2021-22
Use of sold products	2,16,84,256	2,49,49,853
Processing of sold products	14,98,990	18,22,720
Fuel and Energy	63,437	26,191
Electricity consumption- Leased office	848	1,078
Offsite disposal of Waste	949	2,547
Total	2,32,48,480	2,68,02,389

Flaring and Venting

Flaring and venting is an important aspect and common practices for oil and gas installations. Flaring some gas is inevitable to avoid the escape of unburned hydrocarbons into the atmosphere and ensure safety and environmental protection, while these are also significant contributors to environmental emissions. Our production facilities, by design, have incorporated technologies and processes to minimise our energy footprint, including the impact of flaring and venting.

These processes not only release greenhouse gases but also contribute to air pollution, impacting local air quality and its crucial to minimise these practices wherever possible as it results in the wastage of valuable energy resource, economic losses, and negative environmental impacts. However, at times, we face certain constraints such as stranded/ satellite fields operation, lack of gas utilisation infrastructure and well services operations or sometimes upsets in reservoir behaviour.

Below tables outline the GHG emissions due to Flaring and Venting processes

Particulars	Flaring (mmscm)	GHG emission flaring (tonnes of CO ₂ e)	Venting (mmscm)	GHG emission venting (tonnes of CO ₂ e)
FY 2022-23	197.31	4,41,032	0.696	12,363
FY 2021-22	230.22	5,33,964	0.723	12,793
FY 2020-21	222.31	5,36,174	0.760	13,540
FY 2019-20	174.73	4,28,952	0.744	13,174

Particulars	Unit of measurement	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
GHG emission: Potential gas flaring	Tonnes of CO ₂ e/annum	90,421	1,57,723	2,51,417	2,66,743
GHG emission: Non-potential gas flaring (Natural gas with high CO₂ content around 85%)	Tonnes of CO ₂ e/annum	3,50,611	3,76,240	2,84,758	1,62,210

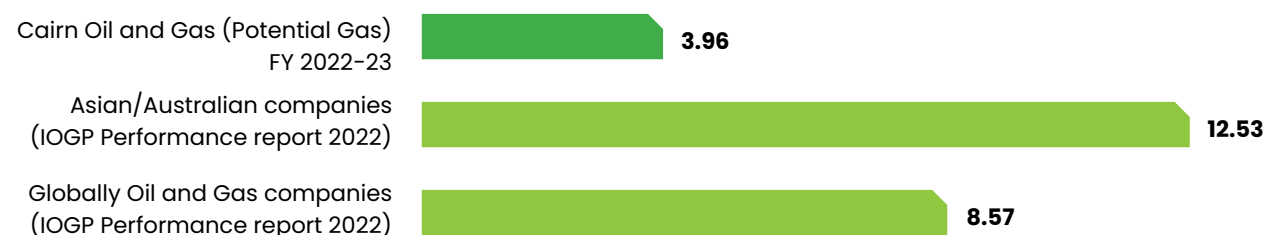
Due to the high gas-to-oil ratio of the Aish & ABH field, we are observing higher flaring volumes of non-potential gas from this reservoir.

Aishwariya & Aishwariya Barmer hill (ABH), which is one of our fields in the RJON 90/1 block, produces non-potential associated gas (natural gas with CO₂ content of around 85%). The high CO₂ content makes the gas non-utilisable for power generation. But by passing this through thermal oxidisers, we ensure that no unburnt hydrocarbon is released into the atmosphere. Further, possibilities for utilisation of this non-potential gas through carbon capture utilisation and storage (CCUS), for power generation and alternate use are also being explored globally.

Gas Flaring	Unit of measurement	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Potential gas flaring	Tonnes of gas	26,839	43,951	70,505	77,971
Hydrocarbon production (excluding Aish-ABH field)	Tonnes of HC produced	67,73,201	76,81,203	79,17,812	86,37,950
Potential flare gas intensity	Tonnes of gas flared/1000 tonnes of HC production	3.96	5.72	8.90	9.03



Flaring Intensity (Potential Gas)



For details on measures adopted to keep flare emissions under control, please refer to sectional highlights of Transforming the Planet in this report.

Major Flare Gas Reduction Initiatives implemented in FY 2022-23

RJ Gas: Reduction in RDG flare by tuning the control valve of condensate flash drum (CFD) & stabiliser column and recycle gas compressor optimisation along with installation of ejector.

RJ Oil: Installation of 3*1.1 MW Gas Engine Generators at MWP -01 & 12 Local separation facility.

Annual GHG reduction potential of **17,854 tonnes of CO₂e**

Annual GHG reduction potential of **7,650 tonnes of CO₂e/annum**

Key Decarbonisation Initiatives implemented in FY 2022-23

Rajasthan Operations

- Signed PDA for 25 MW renewable energy with Serentica Renewable 3 India Private Limited: Annual GHG reduction potential of ~131,000 tonnes of CO₂e/annum.
- Installed 3x1.1 MW Gas Engine Generators at Mangala Well pad 01 and 12 Local separation facility: Annual GHG reduction potential of 7,650 tonnes of CO₂e/annum.
- Reduced RDG flare by process interventions e.g., optimisation of recycle gas compressors and installation of ejector: Annual GHG reduction potential of 17,850 tonnes of CO₂e/annum.
- Installed 20 KWP of solar rooftop in RJ Gas terminal and base camp: Annual GHG reduction potential of ~275 tonnes of CO₂e/annum.
- Revamped 100 KWP solar plant at Sara WP - 01: Annual GHG reduction potential of 130 tonnes of CO₂e/annum.
- Installed Solar PV on further 10 AGIs (Above Ground Installations) buildings of pipeline operations: Annual GHG reduction potential of ~190 tonnes of CO₂e/annum.
- Installed 130 KWP solar rooftop at Radhanpur Terminal: Annual GHG reduction potential of ~165 tonnes of CO₂e/annum.
- Installed ~200 Solar lights at Mangala Processing Terminal and associated well pads for renewable power generation ~41,500 units/annum.
- Conversion of induction motor to Permanent Magnetic Motor ("PMM") has resulted in energy savings of ~10,000 GJ and GHG reduction of 1,976 tonnes of CO₂e in FY 2022-23.
- Replacement of conventional lights by energy efficient lighting: ~6 lakh units energy saved in FY 2022-23 resulted in GHG reduction of ~420 tonnes of CO₂e.
- Introduced 5 new Electric Golf carts at RJ Gas for internal commuting.

Cambay (Suvali) Operations

- Commissioned 10 KWP Solar Plant at Cambay asset. Total energy saving will be 12,000 kWh/year.
- Total 7 AC units equipped with energy saving devices in phased manner. Total energy saving achieved was 15,987 kWh/year.

Ravva

- Installed Variable Frequency Drive in ETP Blower at Ravva for energy conservation approximately 4.2 lakh KWH/annum. Annual GHG reduction is 180 tonnes of CO₂e/annum.

Emission Reduction and Energy Savings Realised in FY 2022-23

Plant	Project Details	Energy savings in GJ	GHG Reduction in tonnes of CO ₂ e
RJ Oil (Including Midstream operations)	Replacement of conventional lights by LED	1,642	324
	Replacement of R-22 based HVACs to inverter based HVACs with ODS free & less GWP refrigerants.	597	118
	Conversion of induction motor to Permanent Magnetic Motor (13 motors)	10,018	1,971
	Installation of Solar lights in MPT & WP Periphery		14
	Installation of Solar lights in SRP Reject Wellpad		10
	Solar at Radhanpur Terminal and RDT LQ (130 KWp)		63
	Solar rooftop at 10 AGIs (AGI09 to AGI17 + AGI13A) of 15 KW each		114
	Solar rooftop at OB (530 KWp)		396
	Installation of 3*1.1 MW GEG at MWP-01&12		2,646
	Solar rooftop at 16 AGIs of 15 KW each		0.1
RJ Gas	Replacement of conventional lights by LED	301	59
	Replacement of R-22 based HVACs to inverter based HVACs with ODS free & less GWP refrigerants	245	49
	P-202 B Motor from 37KW to 15KW with VFD (96 MWH /Annum)	306	60
	Flare gas reduction during drilling campaign		1,458
	Solar rooftop at RGT & RGT LQ (200 KWp) and RDG project office (20KWp)		51
	Reducing the RDG flare by tuning the control valve of CFD and stabiliser column and installation of ejectors to recover flash gas from recycle gas compressor suction header at RDG		17,854
	Revamping of 100 KW solar plant at Sara WP-01		10
Suvali	Replacement of conventional lights by LED	40	8
	Installation of AC energy saver units	69	15
	Installation of Solar Rooftop of 10 KWp		9
Ravva	Installation of VFD at ETP Blower	1,288	154
	Replacement of conventional lights by LED	110	13
Total		14,615	25,395

Air and Stack Emissions

The management of air and stack emissions is of paramount importance to us. These emissions, which include a range of pollutants, can have long term effects on environmental and public health. As per the approved monitoring plan by pollution control boards, we monitor environmental data. We also provide periodic reports on our development to the state pollution control board, CPCB and MoEF&CC.

Particulars (in MT)	FY 2022-23	FY 2021-22
SOx	55	137
NOx	1,495	722
VOC	0	0.08
PM	256	42

In the above table, our NOx emissions show a rising trend as we started recording and reporting data for Midstream pipeline operations as well as compared to last year where we reported only for our 4 plants (RJ Oil, RJ Gas, Cambay (Suvali) and Ravva).



Mitigation Measures

Utilising cleaner fuel: We have designed our facilities to use the associated natural gas for captive power generation and steam generation to meet energy requirements. Natural gas is a cleaner fuel, compared to other fossil fuels, and has negligible emissions (PM, Sox & NOx), thereby minimising the adverse impact on the environment. To reduce flaring at satellite well pads, we have replaced diesel engines with Gas Engine Generators (GEGs) for meeting the local power requirement. We have also made changes in our milling operations to avoid gas flaring during well-services.



Installing vapour recovery system: We have installed six vapour recovery units at MPT for the recovery of low-pressure gas from tanks and other vessels, to avoid flaring and fugitive emissions. The recovered gas is processed and used as fuel in boilers.



Adequate stack height and CEMS: We have maintained adequate stack height for boilers to ensure proper dispersion of air pollutants. A Continuous Emission Monitoring System (CEMS) is also installed at boilers to monitor the emission parameters.



Routine inspection and maintenance of EDGs: We have in place a robust SAP-based preventive maintenance programme and all the EDGs are being maintained regularly as per OEM specifications.



Fugitive emission control: We have built the facilities using 'Fire and Gas Detection and Protection Philosophy' following the American Petroleum Institute (API), National Fire Protection Association and Oil Industry Safety Directorate (OISD) standards. All the pop-ups from the PSVs are routed and there are no fugitive emissions and/or cold venting of gases.



LDAR (Leak Detection and Repair) or fugitive emission studies are conducted periodically through optimal imaging or infrared scanning across all assets, to assess and address fugitive losses. Studies have confirmed that Cairn assets have minimal fugitive losses (VOCs) and are well below the limits specified as per Environment Protection Act 1986.

These measures demonstrate our stringent preventive maintenance of equipment/joints, among other things, that prevents process leaks. The preventive maintenance, critical function test and Annual Maintenance Contract (AMC) activities are carried out through a SAP system-driven 'preventive module', prepared based on OEM's recommendation and risk-based inspection approach.

Emissions of Ozone Depleting Substances

Particulars (in Kgs)	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
ODS Emission (R-11 equivalent)	31	29.67	24.64	14.45

For reduction of ODS emissions and associated GHG emissions, we have planned for phasing out of R-22 refrigerant based HVACs. In FY 2022-23, approx. 100 HVACs units have been replaced with inverted based HVACs with ODS free and less GWP (Global Warming Potential) refrigerants.

Water Stewardship



Water is an essential resource, and as an oil and gas company, we are committed to prudent water management. Our operational requirements are water intensive, however we are aware of the significance of water to both our communities and ecosystems. We are striving to strike a balance between our operating requirements and the protection of water resources for the benefit of current and future generations. This section outlines our strategies and accomplishments in sustainable water management.

We are a Net Water Positive Company with a Net Positive Water Impact (NPWI) Index of **1.12** for FY 2022-23 and as per the water impact assessment.

Our water recycling rate is **76%**.
0.82 Million kL of water conserved in the last 4 years .

More than **99%** of our operational water requirement is met through saline water sources.

The overall produced water recycling rate is **96%** and for onshore (RJ oil), it is **99.9%**.

Net Water Positive Impact Index



The tables below outline our water withdrawal, water consumption, and water discharge from various sources over the last 4 years

Water Withdrawal

Particulars (in kL)	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Groundwater	1,00,07,554	1,16,05,301	1,06,19,818	1,09,87,439
Surface water (River)- PHED	14,724	46,468	49,878	26,006
Water tankers (third party supply)	1,41,015	1,11,259	79,858	1,01,068
Produced water generated	3,71,09,961	4,07,75,601	4,05,64,902	3,74,51,655
Total water withdrawal	4,72,73,254	5,25,38,629	5,13,14,456	4,85,66,168

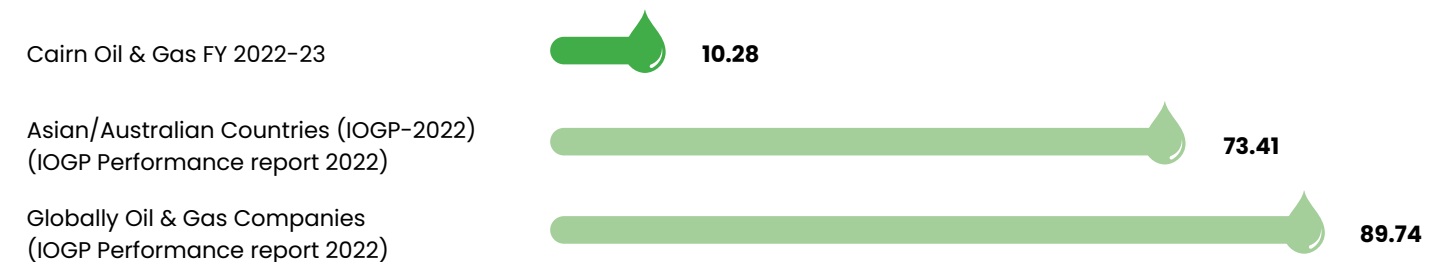
Water Consumption

Particulars (in kL)	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Mineral water purchased	10,650	10,153	8,246	7,960
Water consumption (Total water withdrawal + mineral water purchased + fresh water)	4,72,83,905	5,25,48,782	5,13,22,702	4,85,74,128

Fresh Water Consumption (Water with TDS <2500 ppm)

Particulars (in kL)	FY 2022-23	FY 2021-22
Fresh water consumption (kL)	83,591	88,040
Fresh water consumption intensity (kL/1000 tonnes of HC produced)	10.28	9.67

Fresh Water Intensity (kL/1000 tonnes of HC Produced)





Water Discharge

Particulars (in kL)	FY 2022-23	Mode of discharge
RJ Oil (MBA operations)*	6,18,614	Deep Dump well
RJ Gas*	3,00,144	Deep Dump well
Midstream *	1,787	Marine disposal after treatment
Cambay (Suvali)	4,82,583	Marine disposal after treatment
Ravva	5,61,107	Marine disposal after treatment
Total	19,64,235	

*Sites in water stress areas as per Central Ground Water Authority

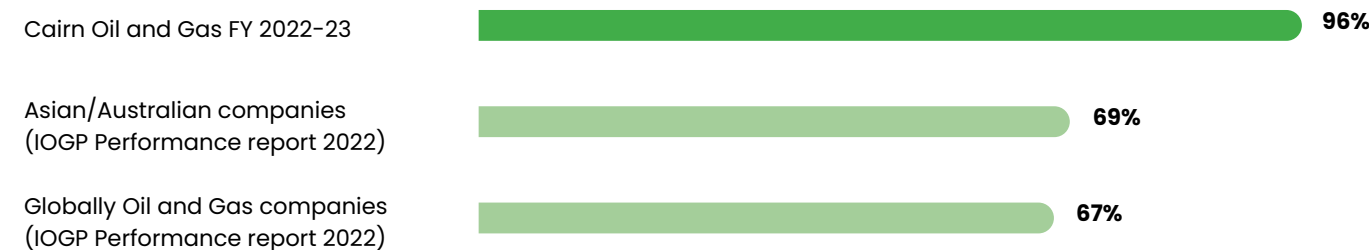
In FY 2022-23, we have conserved approximately 1,96,000 kL of water through increased produced water recycling at Ravva and recycling of RO Reject from Augmentation RO & RO stage-1 at MPT and rainwater harvesting at Suvali.

Volume and Disposal of Formation or Produced Water

Particulars (in kL)	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Produced water generated	3,71,09,961	407,75,601	405,64,902	374,51,655
Produced water reinjected back into the reservoir	3,55,76,265	3,91,96,551	3,92,67,769	3,57,93,387
Produced water recycling rate	96%	96%	96.8%	95.6%

Benchmarking with IOGP 2022 Environment Performance Indicators data.

Overall Produced Water Reinjection



Produced Water Reinjection (Onshore)



Water Withdrawal from Water Stressed Areas

As per the Central Ground Water Authority three of our plants namely RJ Oil (MBA Operations), RJ Gas (Raageshwari terminal) and few sections of Midstream operations (pipeline) which fall in the Barmer district of

Rajasthan which is categorised as over exploited. We are adopting sustainable water management practices to reduce environmental and social impacts while ensuring operational continuity in these areas.

Particulars (in kL)	Water withdrawal	Water consumption	Wastewater reused- recycled	Produced water reinjected
RJ Oil (MBA operations)	89,07,428 (Sourced from Saline Water Aquifer namely Thumbli)	89,14,392	3,26,848* (excluding produced water reinjected)	3,35,97,680
RJ Gas	2,48,234 (Sourced from Saline Water Aquifer- Jagadia)	2,50,637	18,410	
Midstream	73,623	74,072	8,394	
Total	92,29,285	92,39,101	3,53,652	3,35,97,680

Although, entire operational water requirement of Rajasthan block (RJ Oil and RJ Gas) is met through saline water aquifers only, we are not impacting any freshwater aquifers which will remain available for community and ecological services. Additionally, we continuously monitor the water

sources closely every year to map out the adverse changes that could have occurred due to our current water abstraction practices. In Rajasthan, we estimate that our operations will impact less than 0.2% of the saline aquifer over the lifetime of our operations.

Overall Water Reuse-recycling Rate



RJ Oil (MBA operations)

Particulars (kL)	FY 2022-23
Groundwater (from Saline Water aquifer)	88,24,629
Water tankers (third party supply)	82,799

RJ Gas

Particulars (kL)	FY 2022-23
Groundwater (from saline water aquifer)	2,46,490
Water tankers (PHED supply)	1,743

Midstream

Particulars (kL)	FY 2022-23
Groundwater	57,226
Water tankers (third party supply)	16,397



Summarised below are some of our key water conservation endeavors

- 1,33,274 kL of water is conserved as a result of Augmentation RO (DM plant) and Wipro Pass-II reject recovery by taking into feed into Pass-I RO.
- Installed rainwater harvesting pit of ~72,000 kL storage capacity at Mangala processing terminal.
- Installed rainwater harvesting pond at Suvali that led to 15,793 kL of water harvesting.
- Increased produced water recycling of 46,463 kL at Ravva.
- Retrieved rainwater in deep saline aquifer and collected rainwater in lined pit of ~58,000 kL capacity at NR-1, RJ.
- Renovated ~1,500 traditional rainwater harvesting structures in the Barmer area and developed 56 new rainwater harvesting structures in the Barmer community areas leading to water savings of 1,97,520 kL.
- Installed six community-based desalination plants in saline groundwater zone.
- Constructed 4 rainwater harvesting structures of 6000 kL capacity each in Bhagyam field.
- In FY 2022-23 itself, we have constructed additional 56 structures contributing ~0.27 million kL of rainwater annually, accounting for a total of 2 Million kL of rainwater harvesting potential in Barmer community area.

Waste Management

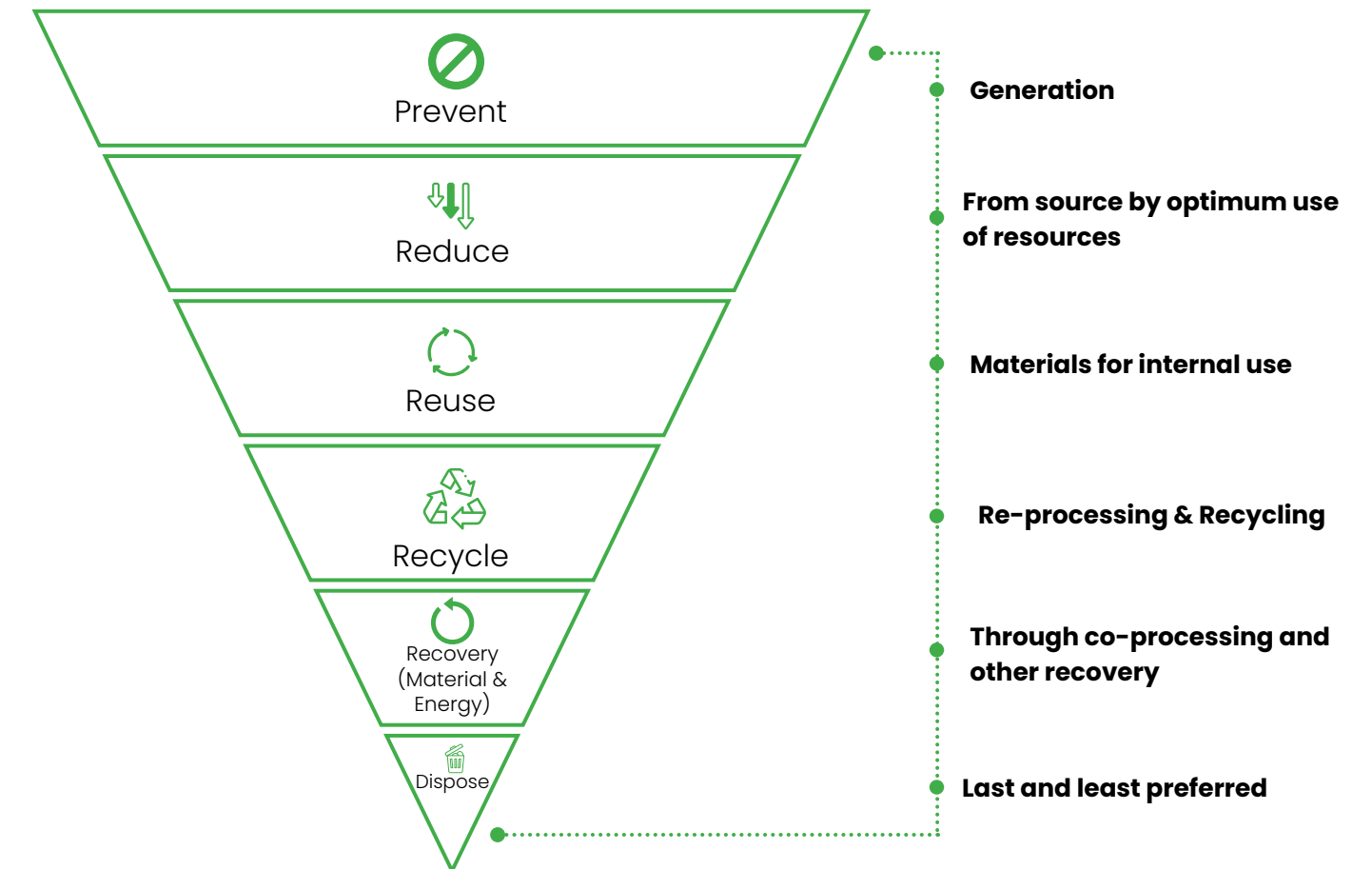


We have a **'Zero Waste, Zero Discharge' philosophy.**

Our waste management practices are designed to meet and exceed the standards to protect the environment and surrounding communities. We employ advanced technologies and practices to monitor and minimise waste generation including optimising production processes, reducing materials usage, and embracing the principles of the circular economy. We will continue to invest in innovative technology to maintain our waste management practices at the forefront of our efforts to build a more sustainable future. For proper treatment, storage, disposal, complying with regulations and mitigating the risk of accidental spills, leaks, contamination, health and environmental incidents we segregate waste into hazardous and non-hazardous waste. We place a great deal of emphasis on waste management as it redefines our relationship with the environment and the communities we serve. Through effective waste management practices, we ensure that we leave the delicate balance of nature undisturbed and secure a healthier world for generations to come.

Life Cycle Approach

Cradle to Grave approach





Raw Material consumption	Planning phase	Design Phase	Operational Phase – End of life disposal
<ul style="list-style-type: none"> Use of associated gas Use of off spec chemical for neutralisation 	<ul style="list-style-type: none"> Use of low sulfur diesel Replacing DG sets with GEG's in satellite fields 	<ul style="list-style-type: none"> Use of high efficiency boilers Usage of acoustic enclosures, exhaust muffler and proper stack height for DG sets Usage of Vapor Recovery units for vapour recovery, compression and utilisation of gases Produced water treatment system generates water that is reinjected into the reservoir, reducing the resource (water) consumption Usage of low ODP refrigerants (i.e. R-32, R 134a, R407C, R410a etc. in place of R22) Use of energy efficient lightings and other equipments 	<ul style="list-style-type: none"> End-of-life disposal of hazardous waste, including synthetic oil base mud cuttings, and waste containing oil—oily rags/oily sludge, is carried out through co-processing in cement industries. Besides energy and material recovery, it eliminates emissions due to incinerator operations, reduces landfill burden, uses off-spec polymers as coagulants by other ETP plants. Inhouse reuse and reprocessing of used oil and skimmed oil/waste oil leading to prevention of waste generation Recovery of Synthetic Oil from Drill cuttings: Synthetic Oil based drill cuttings are being treated through vertical cutting dryer (VCD) to reduce the oil content from 15 to <5% and recover the mud which is re-used again in drilling. Through VCD operations Hazardous waste (Drill cuttings) volume is reduced by approx. 10%. Reusing scrap material for other purposes Single Use plastic items are prohibited in Cairn premises

Our Key Initiatives in Waste Management for FY 2022–23

Captive Solid Waste Management Facility at the Mangala Processing Terminal

- The facility consists of a double-layer hazardous waste landfill, non-hazardous waste landfill, incinerator, and hazardous waste storage sheds.
- The sites use color-coded dustbins which are used for the onsite waste segregation.
- Seven observatory wells around the MPT landfill are constructed to monitor the sites regularly and ensure soil and groundwater are not contaminated.
- Landfill capping is done with HDPE liner during the rainy season to avoid rainwater ingress.
- The leachate from landfill is collected and disposed through a solar evaporation pond.
- The evaporation residue is then collected and disposed into the landfill.

Co processing of Hazardous Waste

- Till FY 2022–23, we have sent ~1,14,500 MT (Drilling Waste – 1,05,000 MT and Incinerable Waste 9,100 MT) of hazardous waste to the cement industry for co-processing, reducing landfill burden, minimising GHG emissions via incineration and replacing conventional fuel and raw material requirements at the cement plant.

Other Waste Management Initiatives

- All our operating locations have been certified as "Single Use Plastic free" premises by CII.
- In FY 2022–23, Hydrocarbon of 28,000, bbl has been recovered by processing skimmed oil.
- 100% of Used Oil is re-processed back into the system.
- 100% of WBM (Water-Based Mud) is utilised for sub-grade activities and backfilling of low-lying areas.
- Off-spec polymer waste is routed to CETP (Common Effluent Treatment Plant), Balotra, for gainful utilisation as a flocculant.
- Vertical Cutting Dryer (VCD) treats Synthetic Oil-Based drill cuttings to reduce the oil content from 15% to <4% and recover mud for reuse in drilling. Our VCD operations have led to a 10% reduction in the volume of drill cuttings which is a hazardous waste.

Our Approach in Phasing out Single Use Plastics



We are committed to minimise the environmental impacts due to our operations to support ecology and promote good health & well-being for the people. Our leadership has shown us guiding path to drive this positive change and inspired the team to follow suit. In accordance with the Plastic Waste Management (Amendment) Rules, 2021 from Ministry of Environment, Forest, and Climate Change (MoEF&CC), and our purpose statement "Transforming for Good", we have launched an initiative to prohibit use of single use plastics (SUPs) in our premises and to promote a plastic-free lifestyle for the benefit of both the environment and human health.

With continued efforts & support from all our employees and business partners the below operating assets of Cairn are certified as SUP (Single Use Plastic Free) premises by CII.

- RJ Oil-MBA including Jodhpur Office
- RJ Gas
- Ravva
- Suvali
- Midstream operations

We have gone beyond regulatory requirements and have put extra efforts to make our sites Single use plastic free by banning PET bottles, plastic liners, cling films, plastic flex banners etc. Some of our best practices for achieving the same are as follows :-

- Organising webinar on "Harmful effects of Plastics"; "Plastic pollution & it's impact" and "Adopt Plastic Free Lifestyle for our employees.
- Conducting awareness sessions and campaigns under the theme "SAY NO TO PLASTICS" for employees and business partners through mailers and toolbox talk.
- Rolling out multiple communications and obtaining undertakings from business partners and vendors for restricting supply & usage of SUPs in our premises.
- Displaying communication at all prominent locations and entry gates of plants on prohibition of SUPs in our premises.
- Providing regular training sessions for security staff to identify and restrict SUPs' entry inside premises.
- Distributing reusable water bottles as an alternative to PET bottles to all our employees.
- Distributing jute bags to employees and business partners at various engagement events.
- Replacing plastic cutlery with ceramic, steel and glass at every possible place (office space, meeting rooms, and accommodation facility including canteen).
- Using recyclable cloth banners instead of plastic flex.
- Prohibiting SUP items usage like plastic wrappers, plastic flags, plastic lining, decorative items etc.
- Using stainless-steel containers, aluminium/paper foil, paper straws, and bagasse containers for food packaging.



The tables below show details of information of our Company's Waste Generated, Waste Directed and Waste Diverted to disposal for a period of 4 years.

Hazardous Waste

Particulars (MT)	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Waste generated	37,462	25,777	24,729	47,700
Waste diverted from disposal (gainful utilisation)	31,367	20,642	21,628	43,240
Waste diverted from disposal (for energy recovery)	3,467	3,376	2,973	4,256
Waste directed to disposal (landfill and incinerator)	2,525	1,666	57	124

Our hazardous waste shows a rising trend due to continuous drilling campaigns leading to generation of more drilling waste. This year onwards we have also started reporting on non-hazardous waste generated, diverted for reuse and directed to disposal.

Hazardous Waste Disposal Routes

Co-processing at cement/incineration	Co processing at cement kiln/landfill	Incineration/deep burial/ recycled	Reprocessed	Registered recyclers*
Oil-soaked cotton waste, oil rags, oil-soaked filter media, oily filters	Synthetic Oil-Based Mud (SOBM) Drill Cuttings	Biomedical waste	Used oil	Empty barrels/ Discarded chemical containers/liners
Oily sludge	ETP sludge and ATF sludge		Waste Oil	E-waste
				Lead-acid batteries

Hazardous waste in MT	Generated	Directed to disposal (Including waste directed to co-processing for Energy recovery)	Diverted from Disposal
E -waste	3,234.54		3,232.89
Lead Acid batteries	132.12		70.11
Battery	6.91		9.22
Bio medical	5.32	5.51	
Discarded chemical containers	204.53		204.72
Oil-soaked cotton waste	48.26	46.19	
Oily filters	3.70	3.95	
Oil-soaked filter media	34.62	34.62	
Sludge containing oil from well pads	200.17	200.17	
Oily sludge and residue containing oil	1838.33	1,838.33	
Contaminated soil	46.27	46.27	
ETP Sludge	1,226.93	1,160.81	37.89
Used oil	95.38		83.879
Drilling cuttings (Synthetic Oil Based Mud)	25,410.74	1,802.93	23,607.81
Drilling Mud (Synthetic Oil Based Mud)	4,973.74	853.36	4,120.38
Paint peelings	0.2	0.10	
Total	37,462	5,992	31,367

Non-Hazardous Waste

Particulars (MT)	FY 2022-23
Waste generated	16,125
Waste diverted from disposal (gainful utilisation)	14,830
Waste directed to disposal (landfill and incinerator)	85

Non-Hazardous Waste Disposal Routes

Reused	Converted	Authorised Recyclers*	Recycled/ Disposed	Disposal
Water-Based Mud (WBM) Drill Cuttings	Canteen waste (organic)	Off spec polymer	Insulation waste (PUF/ Mineral wool)	Garbage
Water-Based Mud (WBM) Drill Cuttings	Horticulture waste	Metal scrap, electrical cables, plastic scrap, rubber scrap, glass		
		Paper, wooden scrap, ceramic waste		
Wooden waste				
Ceramic waste				

Non-hazardous waste in MT	Generated	Directed to disposal	Diverted from disposal
Drilling Cutting and Mud (Water Based Mud)	9,961.53		9,961.53
Polymer waste (off-spec polymer)	248.54		248.54
Canteen Waste (Organic)	225.49		225.49
Metal scrap	5,119.31		3,908.15
Electrical cables	185.88		91.83
Paper & Carton	14.80		14.71
Plastic scrap	34.84		23.54
Rubber scrap	4.78		15.68
Glass	3.38		0.37
Wooden scrap	237.61		322.24
Aluminum	3.63		17.54
Construction	12.30	12.30	
Garbage	72.81	72.81	
Total	16,125	85	14,830

*All the third party recyclers are authorised recyclers from state pollution control board



Biodiversity Conservation

Crafting a sustainable future for preserving biodiversity



We are taking strides towards No Net Loss to biodiversity due to our operations and further strive to make Net Positive Impact to local biodiversity.

Our operations have a significant impact on the biodiversity, thus we see our commitment to biodiversity protection as an opportunity to positively influence both the environment and society. In order to maintain the delicate balance of our planet's ecosystems, we are aware of the significance of biodiversity protection. None of our operational sites are owned, leased, managed in, or adjacent to protected areas. We strictly abide by all national, regional, and municipal environmental laws and regulations pertaining to the preservation of biodiversity, which include carrying out comprehensive environmental impact assessments (EIAs) and obtaining all required licenses before commencing any activities. We have conducted IBAT screening and comprehensive biodiversity impact assessment with the principle of No Net Loss by adopting IUCN STAR Matrix tool for Ravva, Suvalli and Barmer to identify sensitive species within the core and buffer area that may be impacted as a result of our operations. Further the impacts are classified as habitat related impacts and species impacts. **All our assets fall under low biodiversity risk category and no significant impact was assessed from biodiversity study reports.**

Documentation of Biodiversity for Awareness

Coffee Table Book - Publication of coffee table book & Video 'Ravva Wildlife - Photo Journey of a Nurtured Ecosystem' and 'Know your Flora - A Glimpse of Thar Ecosystem' by documenting the local biodiversity around operational assets.





Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by extinction risk

Operational Site	Critically endangered	Endangered	Vulnerable	Near threatened	Near threatened
RJON Block	Shrub <ul style="list-style-type: none"> Commiphora wightii (Arn.) Bhandari-Gugal Birds <ul style="list-style-type: none"> Great Indian Bustard (Ardeotis nigriceps) 	Birds <ul style="list-style-type: none"> Egyptian Vulture (Neophron percnopterus), Steppe Eagle (Aquila nipalensis) Tree <ul style="list-style-type: none"> Desert Teak (Tecomella undulata) 	Birds <ul style="list-style-type: none"> Tawny Eagle (Aquila rapax) Greater Spotted Eagle (Clanga clanga) River Tern (Sterna aurantia) Reptile <ul style="list-style-type: none"> Indian Spiny Tailed Lizard 		Trees <ul style="list-style-type: none"> Vachellia nilotica Tecomella undulata Flacourtia indica Capparis decidua Neem Shrubs <ul style="list-style-type: none"> Vachellia jacquemontii Calotropis procera Capparis decidua Herbs <ul style="list-style-type: none"> Leptadenia pyrotechnic Isabgol (Plantago ovata)
Suvali		Birds <ul style="list-style-type: none"> Steppe Eagle (Aquila nipalensis) Indian Ocean Humpback Dolphin (Sousa plumbea) 	Birds <ul style="list-style-type: none"> Greater Spotted Eagle Indian Spotted Eagle River Tern Sarus Crane Migratory Birds particularly Waders associated with intertidal mudflat and mangroves. 		
Ravva	<ul style="list-style-type: none"> Green Saw fish Large tooth Saw Fish 	<ul style="list-style-type: none"> Green Sea Turtle Narrow Saw Fish Whale Shark Indian Skimmer 	<ul style="list-style-type: none"> Smooth Coated otter Fishing Cat Olive Ridley Sea Turtle Leatherback Sea Turtle 		<ul style="list-style-type: none"> 26 Migratory Birds (Wade)
Barmer Gujrat Pipeline and Terminals	Birds <ul style="list-style-type: none"> Whitebeaked Vulture Red-headed vulture Long-billed vulture 	Mammal <ul style="list-style-type: none"> Wild Ass 	Bird <ul style="list-style-type: none"> Common Peafowl Mammal <ul style="list-style-type: none"> Chinkara Grey Wolf Jungle cat Jackal Reptile <ul style="list-style-type: none"> Python molurus Indian star tortoise Indian soft-shell turtle 	Reptile <ul style="list-style-type: none"> Monitor Lizard 	Mammal <ul style="list-style-type: none"> Desert Fox Reptile <ul style="list-style-type: none"> Indian flapshell turtle

Source: Biodiversity Study report by ERM India Private Limited for all assets and Biodiversity Study report by Maharaja Ganga Singh University Bikaner for pipeline operations

Outlined below are some of our core initiatives aimed at biodiversity preservation

Plantation

Developed 1,644 acres of greenbelt across our operational areas including 279 acres of mangroves along the coasts of the Bay of Bengal and the Arabian Sea with our sustained efforts.

Carried out social forestry projects in association with local forest authorities and communities to increase the green cover.

Partnered with Forest, RSPCB, Defense Institutes (BSF, ARMY & AIRFORCE) to promote afforestation outside the forest area in Barmer district.

Mass Plantation to develop Carbon Sink & Habitat Restoration

Signed 3 MoUs in FY 2022-23 for plantation of 0.75 million trees including mangroves around our operational sites.

- Signed a MoU with District forest department, Rajasthan State Forest Department for plantation of 0.35 million trees over 700 ha of degraded forest land within Barmer district.
- Signed a MoU with Forest department, Government of Andhra Pradesh for 360 ha (0.3 Mn) Mangroves plantation.
- Signed a MoU with District Forest department, Government of Gujarat to develop 60 hectares of Mangroves in the coast of Surat, Suvali.

Revival of Khejari (Prosopis cineraria) in the Thar Ecosystem with 15,000 plants by 2025. Planting and distributing 3,000 saplings of Thar Shobha Khejari to community farmers each year as part of Van Mahotsav campaigns.

Proliferating globally endangered guggul (Commiphora Wightii) in RJON block, Barmer, with 1,500 plants by 2025: Approx. 150 saplings of guggul have been developed and planted in FY 2022-23. Further, Guggul saplings are being prepared in MPT Nursery for plantation of 500 saplings each year.

Wildlife

Developed a self sustained drinking water facility with solar operated submersible water pump for wild animals at Reserve Forest Gangali and Dhorimanna Hilly Forest to ensure water availability throughout the year.

Undertook a project to study the habitat requirement for recolonisation of fishing cat in collaboration with the Forest department.

Installed 33kV transmission line associated with the project with insulating switches, jumpers, circuit breakers, cross-arms and jumpers at pole with PVC insulation to prevent electrocution of large birds by touching two energised part or conductor and pole during perch along with individual bird diverters that comply with the technical specifications of 'Central Electricity Authority of India'.

Avifauna protection: Installed MVCC over OHL network, MVLC were provided at all poles (~2500 Poles) and straight cross arm were replaced with bird friendly V-Cross arm. Installation of 120 bird caps and 1422 spikes on double poles to deter bird from using poles as perching site across 140 KM OHL network in RJON Block.

Installed reflective signages to protect wildlife from night trespassing.

Facilitated District Forest Office, Barmer for Rescue Vehicle with required tools and tackles, for the handling and safe transportation of injured wild animal and and give them necessary medical aid and medical treatment.

Undertook a project to study the habitat requirement for recolonisation of fishing cat in collaboration with the Forest department in KG basin, Andhra Pradesh.



Case Study – Dhorimanna Drinking Water Facility for Wild Animals

The Dhorimanna Hilly forest's pristine wilderness area is a home to diverse wildlife species. However, the arid climate of the region poses challenges for wildlife survival, as access to water sources becomes limited due to prolonged droughts. We recognised the urgent need to provide supplementary watering points to support the resident animal populations. In consultation with District Forest Department a borewell was fitted with solar operated submersible water pump to ensure availability of water for wild animals throughout the year. The District Forest Department is also developing a nursery by using this borewell water for sampling preparation for development of afforestation in surrounding areas. This project demonstrates the power of collective effort in preserving the biodiversity of our planet and stands as a testament to the importance of safeguarding our natural world.



Case Study – Revival of Khejari, the Kalpavriksha of Thar Desert

We have started the project, "Revival of Khejari in Thar Ecosystem through Agro- Forestry" initiative as part of Cairn ESG commitment to No Net Loss of Biodiversity due to operations and to protect indigenous and ecologically sensitive floral species of the region. Khejari is important from an ecological and economic standpoint, but because of overgrazing and cultivation, it has been on a declining trend. To combat this, Cairn has provided farmers with 3000 saplings of Thar Shobha variety of Khejari in 2022 as part of this year's Van Mahotasav campaign. Khejari improves agricultural productivity, and its pods are extremely high in fiber, minerals and proteins and is used to cure a wide range of illnesses including dysentery, bronchitis, asthma etc. This initiative will not only help to improve the fertility and condition of the soil, but it will also help the farmers elevate their livelihood.



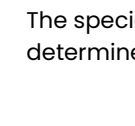
Biodiversity Risk Assessment

We recognise that protecting biodiversity is not just an ethical choice; it is a strategic one. By preserving the ecosystems and species that are essential to our planet's well-being, we are safeguarding our industry's future. By prioritising biodiversity risk assessment, we are

taking an important step toward preserving the planet's natural heritage and ensuring the sustainability of our operations. Biodiversity risk assessment is a proactive and comprehensive tool that allows us to evaluate the potential impacts of our operations on biodiversity.



Review of the following online sources: Integrated Biodiversity Assessment Tool (IBAT), Online databases, popular and scientific articles published, zoological Survey of India (ZSI), Species lists identified from nearby legally protected areas, internationally recognised biodiversity areas and district-level forest working plans.



The species of conservation importance are filtered through **a qualitative screening process** to determine the likelihood of species being found.



STAR algorithms combine data on species, the threats they face and their risk of extinction, to produce two complementary global data layers for **threat abatement (START) and restoration (STARR)** to identify areas where actions to abate threats or undertake restoration can help reduce species extinction risk and contribute to conservation goals.



A thorough review of the BMP and other associated documents allowed us to assess the threats addressed by each of the proposed actions in the BMP and their potential to address those threats.



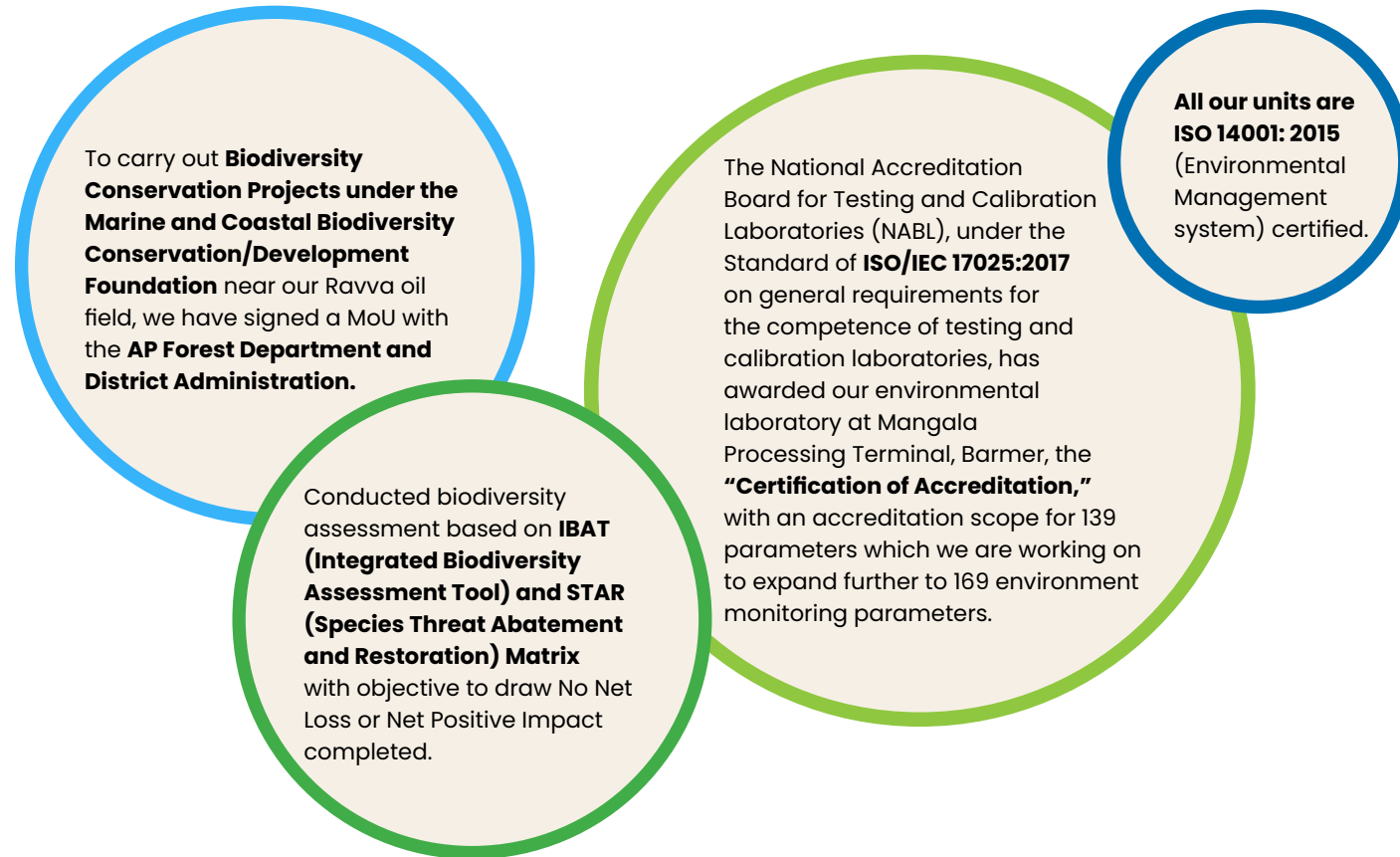
We will also further look at complying with **IFC PS6**, to understand ecological sensitivities in the context of each site. This will include an assessment of threatened, migratory/congregator and restricted range species, threatened or unique ecosystems and other habitats vital for the maintenance of species life histories such as breeding, roosting or foraging or species or species dispersal corridors.



Environmental Compliances

To conduct operations responsibly, protect the environment, maintain legal credibility, cultivate stakeholder confidence, and successfully manage environmental risks we adhere to all the applicable and mandated environmental regulations.

We have not received any show causes or closure notices in FY 2022-23 for any of our plants.



Spill Management

Oil spills can have severe environmental, human health, legal, financial and reputational consequences. It can significantly impact on aquatic and marine ecosystems which not only affects their insulating and water repelling abilities but also their reproduction process and overall immune system. Restoration including reintroduction of species, erosion control and modification of operating practices is a complex and time-consuming process and hence we impart regular spill response training to the employees and conduct mock drills to handle and prevent such situations. As a responsible oil and gas company we are cognisant of actions to be taken in the event of an oil spill and have oil spill contingency plan (OSCP) in place as per:

- 01 NOSDCP of Indian Coast Guard
- 02 Oil Industry Safety Directorate (OISD) Ministry of Petroleum
- 03 International Maritime Organisation (IMO)
- 04 International Petroleum Industry Environmental Conservation

Through scheduled maintenance, quarterly inspections, and operational testing by OEM, we make sure that Oil Spill Response (OSR) equipment, which comprises of mechanical containment, recovery, and cleaning equipment, exhibits the highest level of operating readiness. Our approach to oil spill management is as follows.



The tiered approach is a structured strategy that categorises planning and response requirements into three tiers as below.

Tiers	Range	Assistance	Our arrangements
I	Up to 700 MT	Operational spillages dealt with using the resources immediately available at Cairn	We have necessary equipment's to manage the spillage
II	700 -1000 MT	Medium sized spillages requiring district and/or regional assistance	We have in place signed a MoU with neighboring industries
III	More than 10,000 MT	Large spillages requiring national assistance and/or implementation of the NOSDC	We have tie-ups with International Oil Spill Response Agencies





Empowering children through our education and healthcare initiatives at an Angadwadi centre in Surat, Gujarat.

TRANSFORMING COMMUNITIES



We are dedicated to envisioning and actively working towards a more equitable and inclusive world where empowered communities can thrive. To excel in our commitment to uplift the underserved and the underprivileged we aim to accelerate community development by enabling socio-economic progress in the regions where we operate.

In adherence to the United Nations Sustainable Development Goals (SDGs), we are actively implementing Corporate Social Responsibility (CSR) programs aimed at promoting enhanced and sustainable livelihood. Our multi-faceted approach to community development involves partnering with government bodies, collaborating with stakeholders, and fostering community ownership. Through our comprehensive CSR initiatives and sustained commitment to community development, we have been able to touch the lives of **40.9 million** people in FY 2022-23.

01

Embracing the responsibility to address topics material for community development

- Community engagement & development
- Health, safety & well-being
- Indigenous people & cultural heritage

02

Enacting responsible community transformations in line with our commitments

- Positively impacting **1 million people by 2030** through sustainable livelihood
- Educating **~9 million students by 2030** through digital programmes
- Uplifting **20 million women and children** by investing in education, nutrition, healthcare, and welfare





Sectional Insights



Positively impact 1 million people by 2030 through Sustainable livelihood opportunities

Thematic Areas

Initiatives

Agriculture and Animal Husbandry

Enabling local farmers to achieve enhanced livelihood by providing **livelihood support** and creation of **value-chain interventions**. **Transformed 56,805 lives in FY 2022-23 through CSR Interventions – Barmer Unnati and Maru Sagar.**

Skill Development

Empowering rural Indian youth by creating employment opportunities. **1,524 lives transformed through CSR initiatives in FY 2022-23.**

Sports and Culture

Initiated projects and initiatives that promote the health, well-being, and fitness of the people.

Project Divyang: Supporting 12 national para-athletes in terms of providing them with athletic grants, sports kit and best in class training and nutrition facilities.



Educating ~9 million students by 2030 through digital education programs

Thematic Areas

Initiatives

E-Kaksha (Digital Education Programme) Smart Class development Project Ujjwal

Ensuring children welfare by providing quality and affordable education and expanding community access to state and national government education programs. **38,328,623 lives transformed in FY 2022-23 through CSR interventions – Project Ujjwal, E-Kaksha, and ICT labs.**



Uplifting 20 million women and children through Education, Nutrition, Healthcare and welfare

Thematic Areas

Initiatives

Health Care and Nutrition

Promoting good health and ensuring access to quality healthcare. **2,141,751 Lives Transformed in FY 2022-23 through CSR interventions: Supporting District Hospital, Barmer, Mobile Health Vans (MHVs), Support to Primary Health Centre, Ravva, Nirogi Rajasthan, Mission Suraksha Chakra, and Rabies Awareness & Vaccination Drive**

Drinking Water & Sanitation

Ensuring that our communities have access to clean drinking water. **134,182 Lives Transformed in FY 2022-23 through CSR Interventions: Jeevan Amrit Project and Borewell Project**

IEC and Microlevel Interventions

Our micro-level interventions exemplify our dedication to addressing specific, immediate needs within the communities where we operate. **175,272 Lives Transformed through CSR interventions in FY 2022-23.**

Nand Ghar and Anganwadi

Vedanta's flagship project to enhance the efficacy of government's Integrated Child Development Service (ICDS) program. We are fostering a network of 125 Nand Ghar supporting early child care, education and women well-being.

Our CSR Vision

Inspiring us to lead with purpose

Our CSR Vision lays emphasis on investing in the betterment of the entire community with a special focus on women and children through strategic partnerships and collaboration. In our endless pursuit to conduct business in a socially responsible, ethical, and environmentally friendly manner,

we are guided by the group CSR policy. To create shared value, improve the overall well-being and quality of life of the local communities, we have undertaken CSR projects under the following key thematic areas:



Agriculture and Animal Husbandry

56,805 Lives Transformed



Our CSR philosophy goes beyond the conventional boundaries of engagement. Working with communities we support and enable local farmers to achieve enhanced livelihood. Our goal is to equip these farmers to optimise existing opportunities and foster the creation of new ones.

Barmer Unnati

This initiative intends to create value-chain interventions and livelihood models for rural communities to raise their income. The Barmer Unnati project is widespread across 65 villages and promotes initiatives such as rainwater harvesting, natural resource management, setting up wadis, uptake better farming practices etc. amongst local farmers. To promote sustainability, this financial year major

This is achieved through the provision of financial aid, enhanced access to better resources, training in resource management, and technology utilisation, etc.

emphasis was placed on conducting training, capacity building, and the exposure of the farmers. More than 35 training sessions and 4 exposure visits were carried out benefiting more than 900 farmers. In addition, a special initiative was carried out to train 250 women farmers on sustainable agriculture practices.

Key Initiatives taken in FY 2022-23:

100 new wadis set up, 56 community rainwater harvesting structures completed, 250 forestry plants planted across Barmer.	5 SHGs group have been set up in Barmer cluster, onboarding 66 women.	Set up 2 bio-gas plants and 5 Hi-Tech nursery demonstrations.	15,250 Lives transformed
			3,743 Farmers directly benefitted

Maru Sagar

Aimed at providing comprehensive livelihood support to the local dairy farmers, the program is helping the farmers across 62 villages to operate in a self-sustaining manner. Milk cooperatives across these villages have generated a cumulative revenue of INR 17.04 crores since inception. Key initiatives under this program include increased production

through resource optimisation, mitigation of regional problems such as adulteration of milk, involvement of middlemen, lack of bargaining power, etc. and enabling women to engage with self-help groups and financial institutions for training and financial assistance respectively.

Key Initiatives taken in FY 2022-23:

Supported more than 1,000 farmers to produce good quality green fodder and in turn enhance milk productivity.	39 co-operatives received a bonus of INR 75 lakh with a 6.9% rate of interest from Banas Dairy (a subsidiary of GCMMF procuring milk from our cooperatives).	Over 30,000 cattle treated through regular lumpy skin disease awareness & treatment camps.	10,980 Farmers directly benefitted via cooperatives, SHG groups and one stop solution shops this year
			41,555 Lives touched

Case Study – Fostering Change that Endures

Our CSR intervention beautifully illustrates the ripple effect created when we extend our help to others. One such story is of Mr. Chhogaram Choudhary of Muli Dhani Village, Jalore. The beneficiary has been a long-term beneficiary of Maru Sagar Project. Consequent to his continuous association with our animal husbandry and dairy development project, he is now a secretary for one of our successful dairy co-operatives, earning close to INR 36,000/month from operations recognising the transformative power of assistance, he has shown his unparalleled support for upliftment of women in the community through the Naklang women self-help group. This group is currently working towards producing "Kachi Ghani mustard oil".





Children Well-being and Education


3,83,73,638 Lives Transformed

In a world where education is the key to empowerment and a brighter future, we are dedicated to ensuring that education is widely accessible to all. To empower women and ensure children welfare, our CSR focus extends to providing quality and affordable education, expanding community access to state and national government

Nand Ghar

A flagship initiative of Vedanta, this project was initiated to enhance the efficacy of the government's Integrated Child Development Services (ICDS) program. Through our strategic partnership with the Ministry of Women and Child Development, we are fostering a network of 125 Nand Ghar Units in Barmer District, Rajasthan. Progressing on our aspiration to eradicate child malnutrition, and providing education and healthcare to children, the newest component of the program includes advancing the skill set of associated adolescent girls. We organised a 5-day vocational training program, benefiting approximately 550 adolescent girls.

Key Initiatives taken in FY 2022-23:

Organised 122 Health Camps and 4 Mega Health camps.	Distributed 1,500 Hygiene Kits to 1,092 adolescent girls to promote good hygiene practices.
25 Nutri-Gardens have been revived, and presently 163 malnourished children are being catered to.	 32,988 Beneficiaries impacted




education programs and welfare schemes, promoting digital education, and improving basic school infrastructure and academic facilities. Through these initiatives, we are incessant in our ESG commitment to digitally **educate 9 million people by 2030.**

Project Ujjwal

Contributing to our efforts to enlighten and empower the youth of tomorrow, our educational intervention program, Project Ujjwal, caters to the multi-dimensional aspects of education. The program encompasses multiple initiatives, including enhancing the school infrastructure, providing capacity-building training, conducting behavioral change sessions, and introducing smart classes to boost student retention. Furthermore, the program's scope was extended to promote digital education through an e-connect program called 'Ghar Betha Gyan Ganga' amidst COVID-19. Through our continued efforts, in FY 2022-23 we have extended the intervention to 5 more government schools in Gujarat, covering a total of 38 government schools.




Key Initiatives taken in FY 2022-23:

The scope of capacity-building sessions was broadened to include a wide range of topics such as Menstrual Health Management (MHM) and Cardiopulmonary Resuscitation (CPR) demonstrations etc. to ensure holistic learning.	Cursive Writing Training program initiated in 200 schools of the Viramgam block, benefiting 9,500 students.	 24,745 Students directly benefited
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E-Kaksha

What began as a digital education initiative in October 2020 with the purpose of educating students in Rajasthan from the 6th to the 12th grade has transformed into a remarkable digital education


endeavor, enriching the lives of children nationwide. Our digital educational library of 11,424 educational videos has garnered a total of 15.83 Cr. views on YouTube, educating children across India.

 15.83 Crore Views on YouTube 9.2 lakh+ subscribers
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Community Help Desk Project

The project intends to improve the overall community access to a wide range of state and national government schemes across Gujarat through the setting up of helpdesk centers. We take great pride in having

further expanded this network to five additional locations. Consequently, we now have a total of 11 helpdesk centers, strategically positioned to support Cairn's operational areas.

 10,046 Beneficiaries impacted through CHD services



Skill Development

1,524 Lives Transformed

Skill development is a significant component in promoting economic growth. To fulfill the aspirations of rural Indian youth, we have initiated distinct CSR projects driven by the purpose of upskilling the local community and creating employment opportunities. We have established two training centers offering vocational programs focused on enhancing employment prospects and generating sustainable livelihood.

At Cairn Enterprise Centre (CEC), Barmer, and Cairn Centre of Excellence (CCoE), Jodhpur, we provide a diverse range of skill-based courses on areas including basic computers, mobile handset engineering, basic electrician work, and more. In addition to classroom learning, we place great importance on practical, real-world experience. To facilitate this, we organise exposure visits for trainees in their respective fields, allowing them to gain on-the-job exposure and insights from experienced professionals in their chosen trades. This exposure provides our trainees with a competitive edge, to secure employment in campus placement drives.

Key Initiatives taken in FY 2022-23:

Launched the first of its kind, an **all-girls batch on 'beautician technicians'** to empower women in rural communities. A total of 30 women from the Baiytu region have been enrolled.

Campus placements drive extended to students of Barmer ITI, ensuring equal opportunities for quality placement.

254 students enrolled across 5 trades including basic computers, mobile handset engineer, basic electrician and more.



Case Study – An Empowering Journey of Self-Sufficiency in New India

Anita's story inspires women in new India to become self-sustaining. Anita participated in the first of its kind, a 30-day beautician training program held under our Skill Development Initiative. Her experience was marked by an initial adjustment period to the structured classroom environment, but she found herself fully engaged through the hands-on practical learning sessions. Also, constant motivation by the trainer and Cairn Team encouraged her to pursue this beautician course as a job and not just a passionate hobby. Today, Anita's story serves as a testament to her determination and our program's success. She has leveraged her training to establish her own home salon, generating a steady monthly income of INR 4000.



Health Care

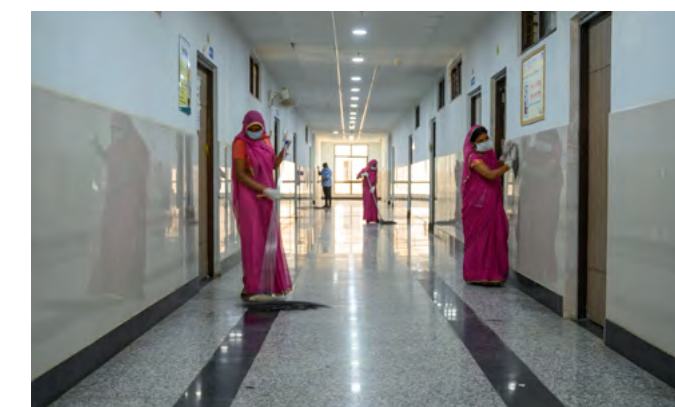
21,41,751 Lives Transformed

Promoting good health and ensuring access to quality healthcare is a fundamental pillar of community development. Aligning ourselves with the vision of investing in the betterment of the community, we are committed to promoting health through innovative and effective

Supporting District Hospital, Barmer

To ensure local communities have access to enhanced medical facilities, we have offered our support to ensure first-class hygiene standards and put in place the best medical practices in District Hospital, Barmer. As a part of our CSR interventions, we initiated two support programs. Under **'Green Barmer and 'Clean Barmer'** initiatives, Cairn offers cleanliness support to the hospital thus ensuring that the highest level of hygiene standards is maintained. To improve the medical facilities at the hospital, we have rendered our continuous support through the provision of new medical equipment and the deployment of specialist doctors at the District Hospital and CHC Baiytu. By deploying specialist doctors in the District Hospital, a **community saving of INR 2.57 crores** have been generated in FY 2022-23.

solutions, underpinned by continuous endeavor. Our three-tiered approach to health intervention seeks to give our local populations access to preventive and curative healthcare facilities.



Key Initiatives taken in FY 2022-23:

Medical equipment worth ~ INR 4.5 Crores has been handed over to Government Hospital, Barmer on behalf of AAF (Anil Agarwal Foundation). These include vital equipment such as ECG machines, BiPaP machines, defibrillators along with oxygen cylinders, nebulisers, wheelchairs, and other small appliances.



45,400

Community members Benefited through the services provided by specialist doctors



Approx. 8.9 lakh people

visited the hospital and availed the cleanliness support

Case Study – Saving Lives, Rekindling Hope

To ensure the protection of one's well-being, it is utterly crucial to have access to quality medical facilities. To make quality healthcare a reality for the communities in Barmer, we have provided our incessant support to the District Hospital. In our relentless approach to achieving the highest quality of medical facilities by providing medical equipment, emergency services, specialists doctors, and cleaning staff to the hospital, we have been able to save lives and rekindle hope amongst the community members.

Recently, the life of an 82-year-old cancer patient, Ms. Magi Devi, was saved by a Cairn deployed ENT Specialist, Dr. Kapil Jain. Ms. Magi Devi was diagnosed with throat cancer which had spread to her mouth and neck. A crucial 2-hour surgery was performed by Dr. Jain, saving her life. The community members demonstrated their gratitude and gratefulness to have received timely and quality medical support.



Mobile Health Vans (MHVs)

In our effort to bring quality healthcare to every corner of the country, our fleet of Mobile Health Vans covers 249 villages in Rajasthan and Gujarat. The purpose is to ensure that primary, curative, and referral services reach even the most remote corners.

Key Initiatives taken in FY 2022-23:

Specialised doctor services (gynaecologist, paediatrician, dermatologist, etc.) through Mega Health Camps, reaching out to **7,355 people**.

Generated a community saving of **INR 1.14 crores** by providing free primary health care facilities to the last mile possible.



More than 1,00,000

Community members positively impacted with seven MHVs



Support to Primary Health Centre, Ravva

Through our strategic collaboration with the Department of Health and Medical Office in the East Godavari District, we have constructed a Primary Health Centre (PHC) in Surasaniyanam village. Supported by 11 medical professionals, the centre provides various health services such as OPDs, IPs, diagnostic tests, etc. In FY 2022-23 the staff conducted **35,493 OPDs and IPDs** with support from Cairn, along with **24,622 diagnostic tests**.

Key Initiatives taken in FY 2022-23:

Multiple health camps conducted at S. Yanam PHC. Doctors from the departments of Orthopaedics, Dental, and Neurology examined the patients and provided free medicines. 350+ patients benefited.

To prioritise women's health, nutrition kits were distributed to 600 pregnant women at S. Yanam Primary Health Centre.



60,115

Community members benefitted



Nirogi Rajasthan

Recognising the importance of mental well-being in overall community development, we have implemented a significant CSR initiative 'Nirogi Rajasthan' in the Barmer, starting November 2022. The district has unfortunately witnessed a concerning trend, with over 47 suicide deaths reported in the last 5 years. For an area as sparsely populated as Barmer, the statistics are quite alarming. In response to this sensitive issue, we organised a six-month long mass awareness program engaging women,

adolescent girls, youth, health workers, key stakeholders, and the community at large. Our approach was multifaceted, including morale-boosting sessions, career counseling, street plays (nukkad natak), health camps, and other strategies to engage individuals of all age groups. Through this program, we aim to not only raise awareness about mental well-being but foster a supportive environment that encourages open dialogue and community development.

Key Initiatives taken in FY 2022-23:

1. Foundation Activities

To ensure a successful implementation of the program, we organised training sessions for our NGO partners, led by thematic experts. The training sessions were organised to guarantee the accurate and relevant dissemination of information within the community. Additionally, the following activities were conducted during the year:

- ▶ 88 Nukkad Natak performances
- ▶ 167 Motivation & Career Counselling Sessions
- ▶ 50 Counselling Sessions undertaken by ANMs
- ▶ 50 Health Camps in Nand Ghar

3. Mobilising Youth and Community

To help the community members indulge in physical activities ultimately resulting in improved mental health, we organised various youth and community mobilisation activities. This included high-intensity activities such as Zumba sessions. We recorded an impressive footfall, surpassing 2,000 participants.



47,687

Lives impacted

2. Nirogi RJ Mela

In our endeavor to extend the reach of the awareness campaign, we organised the first-ever block-level mela in Kawas, Barmer. The event was a cohesion of fun activities and awareness activities, witnessing participation from over 3,000 locals, of which 80% were women and children. To facilitate informative and referral services, we installed 12 Info-Desks/Stalls.

Mission Suraksha Chakra

Women and child development being one of our key thematic areas under CSR initiatives, we have joined hands with the District Administration of Barmer as information and knowledge partners of Mission Suraksha Chakra. The CSR intervention aims to combat malnutrition and anemia cases amongst adolescent girls and children. Over three months, our comprehensive approach has led to a remarkable reduction in malnourishment cases, with 166 transitioning from severely malnourished to moderately malnourished, and 155 achieving full recovery. Our support goes beyond financial assistance and includes providing guidance, planning, and manpower. Cairn has also donated 1,50,000 Hemoglobin strips to ensure swift and efficient anemia detection, benefiting a broader outreach. In addition, Cairn has launched a Nutrition Booklet to promote health education, which was presented during the Nirogi Rajasthan Mela on January 12, 2022.



2,81,840

Nutritious supplements distributed, impacting 542 beneficiaries

Rabies Awareness and Vaccination Drive

Under The Animal Care Organisation (TACO) initiative a Rabies Awareness and Vaccination Drive was organised on account of World Rabies Day on September 28, 2022, at Barmer and Ravva. The Vaccination Drive provided care to both stray and pet dogs, resulting in nearly 55 dogs receiving vaccinations. This initiative was conducted in collaboration with the Department of Animal Husbandry in Barmer, which ensured access to vaccines, expert medical professionals, and livestock assistance. To make the process more efficient, six dedicated dog catchers were also involved. In Ravva, the drive was organised at S. Yanam High School, bringing together community members, students, government veterinary department officials, and village elders to collectively work towards preventing rabies.



Improving Infrastructure under Healthcare services



Building robust infrastructure serves as the bedrock of thriving communities. Through strategic investments and partnerships, we aim to strengthen the foundation of the communities in Barmer. Our focus is on creating a sustainable, inclusive, and resilient infrastructure that paves the way for a brighter future, improved quality of life, and leaves a lasting positive impact.

To strengthen the infrastructure within the Barmer community, we have driven several key initiatives such as green belt development to protect the environment, setting up of Community Health Centers to support basic healthcare, and revamping important landmarks. We have also laid out the groundwork to eventually build a general ward that is expected to support **35,000+ community members** in Barmer and surrounding communities.

Drinking Water & Sanitation



1,34,182 Lives Transformed

Water is the most essential resource sustaining human existence. We, therefore, place the utmost focus on ensuring that our communities have access to clean drinking water. For granting door-to-door access to clean drinking water we launched the Jeevan Amrit project and borewell project.

Jeevan Amrit Project

In Rajasthan's Barmer district, the shortage of water has long been a serious problem. Through our CSR intervention, we implemented a tailored strategy to establish RO units to solve this persistent issue. Through the establishment of **124 RO plants** distributed over 11 blocks and the installation of 4 additional borewells, making it 14 community borewells, we have provided clean drinking water to **1,34,182 beneficiaries**. This was accomplished in collaboration with the Public Health Engineering Department (PHED) government department.

guarantee that they are self-sustaining. This financial year the CSR team witnessed success in bringing the community on board to pay a minimum cost against the purchase of water. Consequently, the team has generated net **savings of INR 25 lakh which would be used for RO plants maintenance in the future**, through continued mobilisation of the community. More than **1.20 lakh beneficiaries** availed the facility of safe and hygienic drinking water from these installed RO plants.

Key Initiatives taken in FY 2022-23:

Total 106 RO plants have been revived & functionalised out of the 124 community plants.

In addition to this, we have put a lot of effort into raising awareness, forming village water committees, and developing a business strategy for these RO units to

Case Study – From RO Operator to Health Advocate and Entrepreneur

Raimal Ram Ji, employed as an RO operator in Chohtan, had been enduring severe joint pain, attributed to the consumption of water with high Total Dissolved Solids (TDS). His life took a positive turn during a community mobilisation session when he was enlightened about the advantages of RO water. Eager to improve his health, he switched to drinking RO water. The results were remarkable, as his health began to improve noticeably.

Impressed and grateful for this life-changing service, Raimal Ji reached out to the implementing agency to express his heartfelt appreciation. To his surprise, he was offered the opportunity to take on the responsibility of managing the village's RO plant. For Raimal Ji, this RO plant has proven to be a double blessing. It not only transformed his health but has also become a source of income, turning him into a successful health advocate and entrepreneur in the process



Borewell Project

In phase 1 of this project, conducted in FY 2021-22, we established 10 community borewells and cow troughs in regions with acute water shortages. To progress to Phase 2, we signed a MoU with PHED in FY 2021-22 for five additional borewells. Phase 2 saw the establishment of four new borewells in Bandra, Nimbalkot, Kau ka Kheda, and Dholatpura gram panchayat in collaboration with PHED. These borewells are expected to provide water access to **800 families**.



24,800 Community members Benefitted from all 14 borewells



IEC and Microlevel Interventions

1,75,272 Lives Transformed



Our CSR strategy is focused on developing a number of avenues for ongoing interaction with communities via the execution of initiatives that address their needs. Our projects are better able to reflect their needs and viewpoints because of these ongoing interactions.

Our CSR commitments are rooted in the belief that local, community-based actions can create ripple effects of positive change. Our micro-level interventions exemplify our

dedication to addressing specific, immediate needs within the communities where we operate. These interventions have been executed across Suvali, OALP blocks of Gujarat, Assam, and Ravva, benefitting more than **1.69 lakh individuals**. Among these interventions are campaigns to raise public awareness about health, improvements to local infrastructure, programs to support farming and related activities, drinking water and so on.

Key Initiatives taken in FY 2022-23:

Micro-Level Interventions in Gujarat

- ▶ Organised Integrated Pest Management Awareness Program for the farmers of Suvali to encourage organic farming.
- ▶ Distributed nutritional kits to **123** tuberculosis patients on World TB Day i.e., March 24, 2023, in the Viramgam block.
- ▶ Conducted 10 Community Jansamvads, attended by 275 community members at exploration sites of Jambusar.
- ▶ Established a library room for the NR Patel Higher Secondary School.

Micro-Level Interventions in Rajasthan

- ▶ For the benefit of children and the general community, 2 RO filter units were installed in schools in Bandra and Chotu Gram Panchayat on a 75:25 collaboration model, where 75% of the expense was borne by the school administration.
- ▶ Completed renovation and beautification work at GUPS school on OALP site, Khardi Baeri.

Micro-Level Interventions in Assam

- ▶ Distributed 1,020 school bags across 25 schools in the Margherita, Hazarigaon, Jorhat, Kharang, Girujan-Tinsukia, Hazarigaon, and Sarupathar sub divisional administrations of the Golaghat district.
- ▶ Sponsored a cricket tournament organised by the Naharbari Youth Association in Borpathar to promote co-curricular activities among the youth. A total of 16 teams participated.

Passion to Serve

The successful implementation of our CSR programs and the significant impact on communities are attributed to the unwavering support and active engagement of our employees. At the heart of our commitment to corporate social responsibility is our unique program, 'Passion to Serve,' designed to empower our workforce for continuous and meaningful participation in CSR initiatives.

The following statistics speak volumes about our employees' collective efforts and dedication:

511
Volunteers

40,590
Community members touched

1,213
Manhours spent on CSR activities



Sports and Culture

12 Beneficiaries



We have a history of supporting aspiring athletes on their journey to achievement, marked by strong desire and the dedication to succeed. We have initiated projects and initiatives that promotes the health, well-being and fitness of the people.

Project Divyang

This project aims to forge a link between sports and a sense of social responsibility, helping to create an equitable community where everyone has respect and equal opportunity. Under this, we have supported **12 Para-athletes** by providing them with sports kits, nutrition assistance, and athletics grants. These supported para-athletes gave a great performance at various national and international

level competitions. With the support, three of our para-athletes won two gold medals and one silver in the discus and javelin throw sports at the 21st National Para-Athletic Championships in 2023. Extending their support towards Chairman's vision of 'Run for Zero Hunger', 3 of our para-athletes participated in the 10 km run category in Vedanta Pink City Half Marathon.



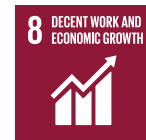
Pursuit of excellence is a major underlying factor across all functions at Cairn. Cairn employees at an offshore facility in Surasaiyanam, Andhra Pradesh.



TRANSFORMING THE WORKPLACE



At Cairn, we are committed towards promoting diversity and inclusion. In alignment to the SDGs, we are establishing long-term value for our stakeholders such as employees, workers, suppliers etc. We believe that employees play an integral part in the overall growth, innovation and development of the organisation. Through providing a safe, supportive, fair and open work culture for the people, we provide equal opportunities to build their skills, take up new responsibilities and achieve both professional and personal excellence. We are continuously working towards fostering an environment that welcomes and embraces people from diverse backgrounds.



Embracing the responsibility to address topics material for workplace transformation



Health, safety & well-being



Talent attraction and retention



Diversity, equal opportunity, and inclusion



Learning & Development



Labor Practices

Enacting responsible workplace transformations in line with our commitments



Prioritising the safety and health of all employees and business partners



Promoting gender parity, diversity, and inclusivity



Adhering to global business standards of corporate governance



Sectional Insights

ESG Commitments	Targets	Initiatives
Prioritising the safety and health of all employees and business partners	<ul style="list-style-type: none"> Safety Culture transformation Strengthening Process Safety Management Strengthening OH Management & upgrading medical facilities 	<p>In line with the commitment to fostering a 'Zero Harm' work culture, we:</p> <ul style="list-style-type: none"> abide by all the applicable national and international standards in safety ensure a robust hierarchy of safety risk controls have established stringent safety management framework maintained an LTIFR of 0.03 and TRIFR of 0.24 as against the IOGP 2022 average of 0.28 and 0.9 respectively
Promoting gender parity, diversity, and inclusivity	<ul style="list-style-type: none"> 30% gender diversity in overall workforce by 2030 40% women in top management by 2030 Specially-abled & LGBTQ+ community Policies to support diverse talent groups to enable inclusivity 	<p>Started an initiative to onboard diverse leaders across technical, operations, and enabling functions in line with our goal of achieving gender diversity throughout the group. We have 10% women in leadership position in FY 2022-23</p>
Adhering to global business standards of corporate governance		<p>We shall continue to establish transparent policies, maintain ethical conduct, ensure board independence, and prioritise stakeholder interests for sustained success.</p>



Health and Safety

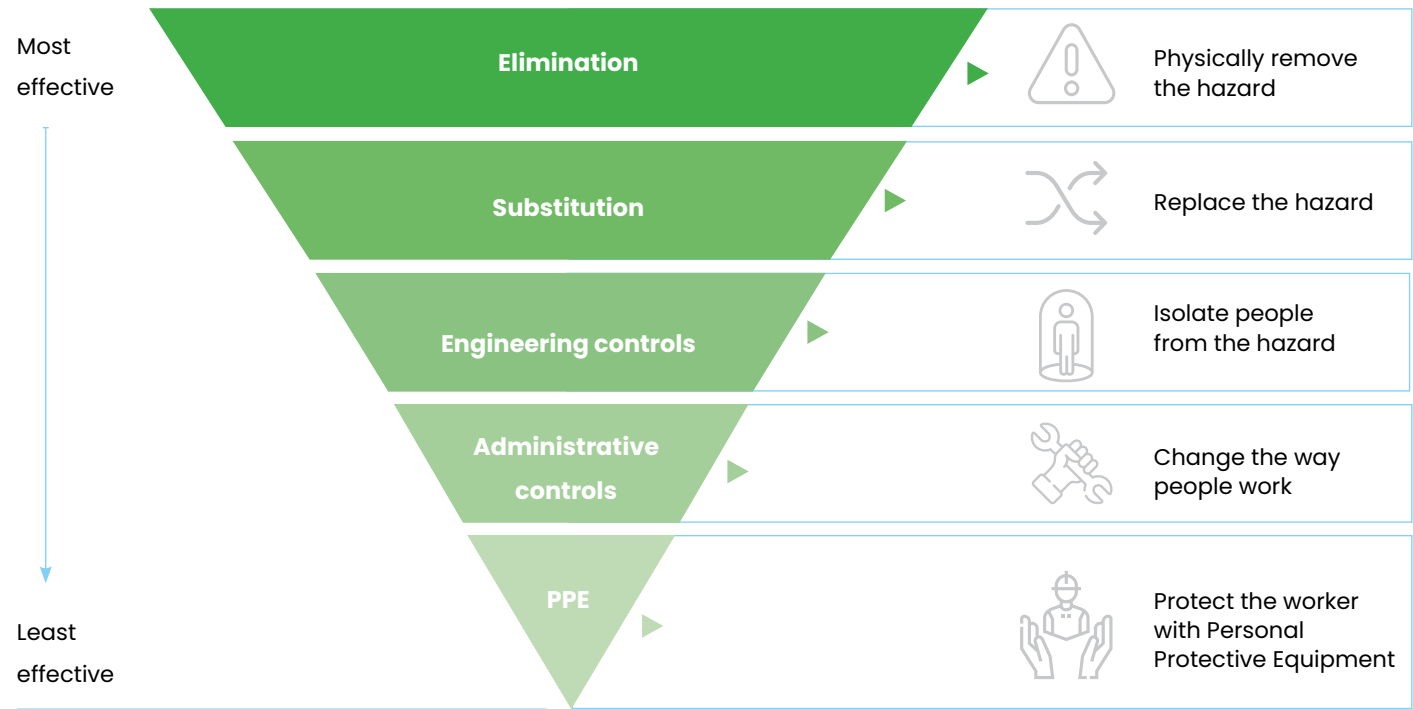


We shoulder the highest responsibility of maintaining the top-tier standards of Health and Safety (H&S) for all our employees, workers, and business partners. By integrating best practices in health and safety into our operations, we aim to foster a secure work environment that accelerates organisational and people growth. We also uphold transparency through a rigorous reporting process, ensuring unwavering adherence to the highest health and safety standards.

At Cairn, we aim to foster human resource development by putting our people first. This includes creating a healthy work environment, minimising H&S risks, implementing new initiatives for the welfare of the people, and more. These practices not only ensure employee well-being but also have a direct or indirect impact on the performance of the people and the business. As one of the largest private oil and gas operators that live by the operational philosophy of 'Zero Harm', we abide by all the applicable national and international standards in safety. We ensure an efficient and effective implementation of our HSE management framework.

To safeguard our employees against unforeseen occurrences and injuries, we have implemented a robust hierarchy of risk control. The framework meticulously identifies and minimises the safety risks to As Low As Reasonably Practicable (ALARP). These robust controls are adopted throughout all the stages of the project PHSER (Project Health, Safety and Environment Review) process to strengthen the safety culture and mitigate hazards to the maximum extent possible.

Hierarchy of safety risk controls

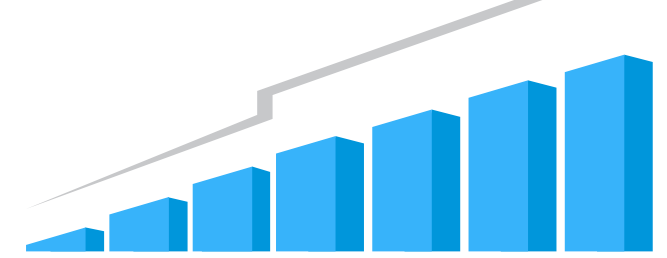


Leading and Lagging Indicators

Safety indicators serve as preventive signs that depict the probable future outcomes of potential injury, aiding us in better preparation to prevent future risks. In alignment with the operational philosophy of 'Zero Harm', we ensure to continuously enhance our health and safety initiatives and keep pace with the evolving standards and regulations. To promote system efficiency, enhance the safety performance and fix hazards, we rely on lagging and leading indicators. Both indicators supplement one another with improvement in safety standards being the end goal.

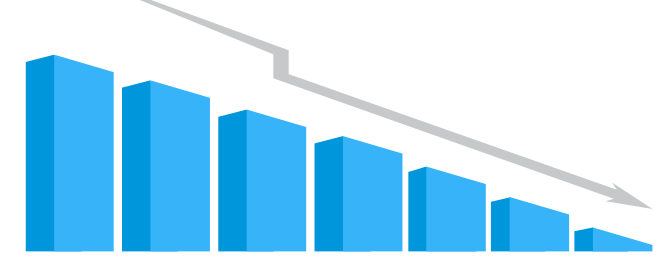
While lagging indicators are crucial to identify the areas of improvement, leading indicators propel us forward by showcasing proactive measures and highlighting what is already being done.

Leading Indicators



- Visible Felt Leadership
- Employee Perception Surveys
- Safety Trainings
- Safety Observation Reporting
- Near Miss Reporting

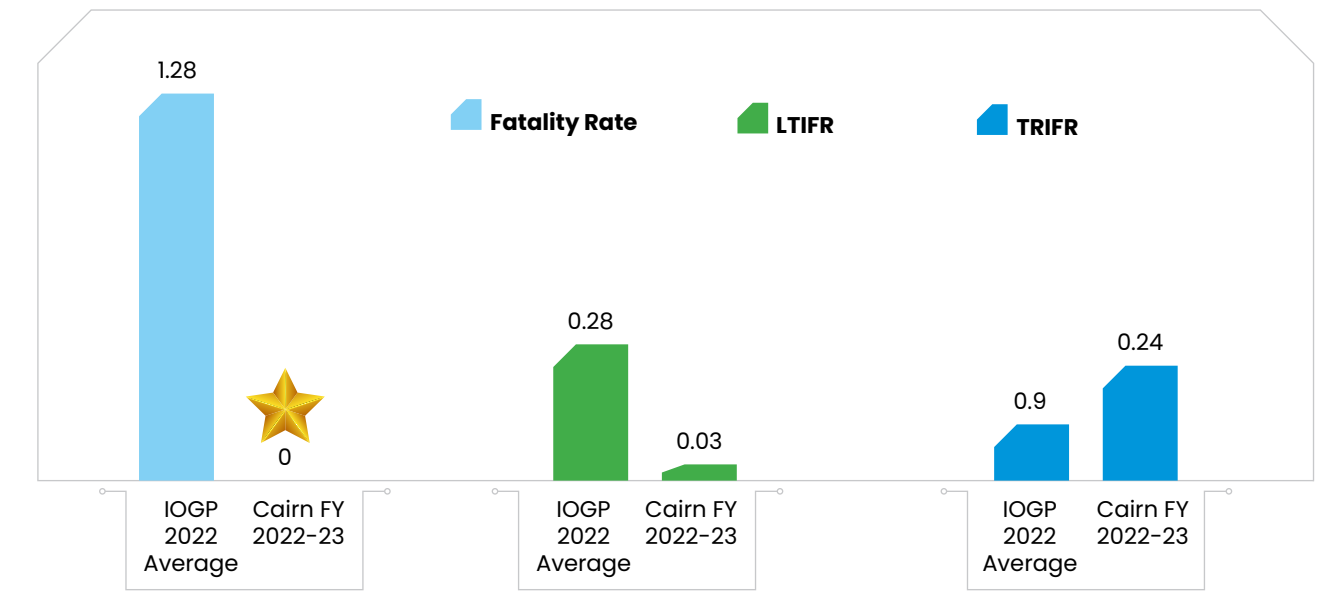
Lagging Indicators



- Fatality
- Lost Time Injury Frequency rate (LTIFR)
- Total Recordable Injury Frequency Rate (TRIFR)
- High Potential Incidents
- Process Safety Event Tier-1 & Tier-2

With careful and strategic integration of such measures, we are constantly trying to strike the perfect balance between growth and the environment without compromising the health of our stakeholders. Last year, as we progressed on our journey toward strengthening our health and safety management framework, we engaged in several other initiatives such as interacting with the global leaders on safety, conducting baseline study on safety management evaluation, etc.

We have also committed to Year-on-Year target to reduce the thresholds of the lagging indicators. Our continuous efforts are reflected in our FY 2022-23 safety performance. We successfully maintained an **LTIFR of 0.03 and TRIFR of 0.24 as against the IOGP 2022 average of 0.28 and 0.9 respectively**. Also, **ZERO CASES** of fatality and no cases of ill-health were reported during the reporting period.



Lost Time Injury Frequency Rate (LTIFR)

Particulars	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Permanent employees	0	0	1.3	1.2
Contractor employees	0.03	0.22	0.09	0.26
Overall	0.03	0.2	0.16	0.3

Total Recordable Injury Frequency Rate (TRIFR)

Particulars	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Permanent employees	0	0	1.3	1.95
Contractor employees	0.26	0.41	0.51	0.93
Overall	0.24	0.38	0.54	0.96



FY 2022-23	Employees	Contractor employees
Total injuries	0	9
Total recordable injury frequency rate (TRIFR) (Per million man-hours)	0	0.26
Lost time injury frequency rate (LTIFR) (Per million man-hours)	0	0.03
Work-related fatalities	0	0

Over the past four years, Cairn has achieved a substantial reduction in LTIFR by an impressive 90% and TRIFR by 75%

Fatality	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Permanent employees	0	0	0	0
Contractor employees	0	0	1	1

KPIs	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Fatality	0	0	1	1
LTIs	1	7	6	15
LTIFR	0.03	0.2	0.16	0.30
TRIs	9	13	20	48
TRIFR	0.24	0.38	0.54	0.96

HSE Management System

Being a responsible employer, we are committed to ensuring 100% safety and upholding the highest standards. All our operational facilities are ISO 45001 certified. To ensure compliance and regulatory governance requirements, a digital platform "N-Force" has been implemented. Through this "N-Force" application, all regulatory obligations are monitored. An executor is assigned for the efficient implementation once the regulatory frameworks have been recorded in the application. Following the implementation, it is handed over to the in-line manager for approval. In case of any non-compliance tracked by the legal department, it gets presented to the management. Additionally, tracking systems are monitored effectively through internal and external audits by an external agency.

Our efforts on strengthening the Occupational, health and safety (OH&S) management systems are recognised by prominent institutions and bodies. We have integrated OH&S management system in our overall governance model that includes safety councils, committees and sub-committees, safety contractors, business partners.



Safety Governance



Safety Councils:

We have 4 safety councils- Apex Cairn Safety Council and respective BU safety councils led by CEO and BU directors, respectively. These councils convene to discuss challenges and future directions in dedicated sessions.



Sub-committees:

These committees are formed to focus on specific areas such as incident management, safety observation, contractor safety management, Occupational Health and Industrial Hygiene, HSE and Technical Training, Drilling Rig Safety, Process Safety Management and Risk Management. There are a total of 8 sub-committees led by the BU director. Each sub-committee has a different motive and focus area, employing innovative ways to monitor performance continuously.

Mine Safety Committee : Led by Mines manager along with Installation manager, Safety Officer, and Business partner's staff, this committee meets monthly with the objective to have collaborative communication between Cairn management and Business partner's staff and to address the challenges by the Cairn management.

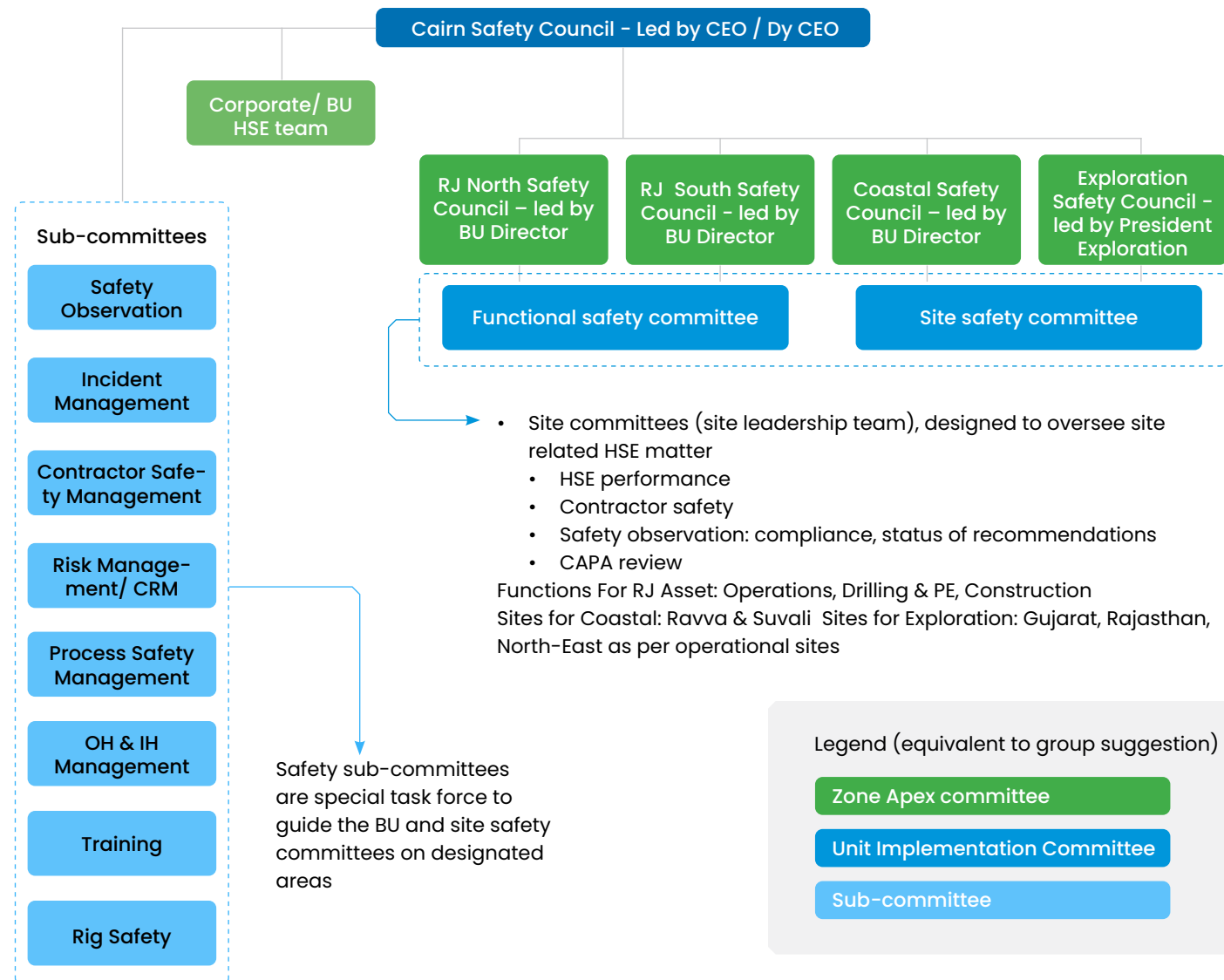
Contractor Safety Committee : This committee meets to discuss the HSE performance, compliance and initiatives to be implemented along with the way forward. This is also carried out monthly and led by respective project heads along with Business Partner's management.





Apart from the safety councils and sub-committees, quarterly HSE workshops are held with the business partners which is chaired by the CEO along with senior management, frontline leaderships, Business partner's top management. During these workshops, the management discusses the serious challenges faced by the organisation, recent market conditions and updated regulatory compliance along with the strategies to allay these concerns.

Cairn Safety Governance Structure



Road safety

In continuation of our effort towards "Journey towards excelling in road safety", we cultivate a duty towards all our stakeholders including business partners. Like the other Cairn emphasis areas, road safety is regarded as being equally crucial. Guided by the standards, policies, and principles it is paramount to promote safety at work and on the road. Last year, we took various measures to ensure effective road safety management through vehicle assurance inspection, training, counseling, educating the local community and many more.

Objectives of road safety

- To prevent road accidents/fatality by imparting defensive driving training to all professional drivers associated with our contractors.
- To provide regular road safety training to employees and contract workforce.
- We have been moving beyond boundaries and spreading road safety awareness at schools, among college students, at the local community of Barmer, and in surrounding areas of our operations.



Cairn is committed to enhancing OHS performance. For effective communication, we have implemented a Health, Safety, Environment & Sustainability Policy globally that outlines its commitment to effective management of health, safety and environment. The policy forms a part of Vedanta's sustainability framework and applies to each business unit. Detailed policy can be accessed [here](#).

Behavior Based - Safety Programme

The primary focus on Cairn is to achieve "Zero harm". We integrate safety programs throughout the business operations to prevent accidents and hazards. Launched in 2010, the Cairn Observation Program (COP) tool was implemented across all operations to focus on safety across the workforce. The tool helps us to draw our attention towards risky and unsafe behaviors. Through its observations, we get a chance to mitigate these behaviors and understand the areas of improvements.



Artificial Intelligence (AI) based Safety Monitoring & Surveillance

One of the best industry practices 'AI Safety Monitoring' was implemented by us. This was brought into practice in April 2022 with the motive to prioritise the safety and health of the workforce. We observed multiple challenges such as remote operating locations, widespread geographical area, dangerous working spaces, exposure to heavy machinery and many more. With the idea of dealing with these challenges and ensuring 24*7 safety surveillance, AI based monitoring was implemented.

KPI Improvement Areas

- Human Error reduction
- Time saving for safety personnel & real time alerts
- 100% traceability of safety critical activities & area
- Daily Observation tracking, Vertical wise categorisation, follow up for closure of all observations & rigorous follow up for High-risk Category 4 & 5 observations

98 AI based cameras have been installed across Cairn Assets in FY 2022-23



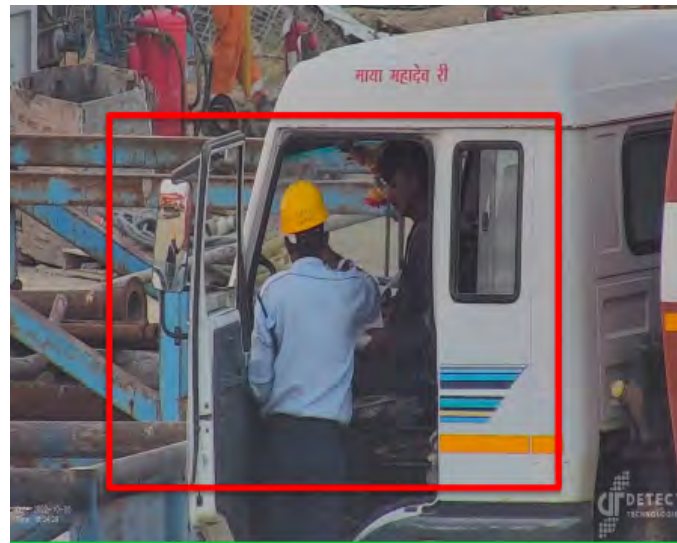
RJ Oil



RJ Gas



Coastal



Observation: Unsafe Act: Workers found horseplaying



Observation: HC: Unsafe Act: Person found sitting on pipe

With this safety monitoring and surveillance various factors were brought into notice such as near miss reporting, unsafe acts and conditions etc. These all challenges helped us in integrating the tool and developing a management plan to put in place additional safety measures to meet the targets and avoid the unforeseen circumstances. By the use of this system, we foresee a vision of effective tracking, analysis and developing management plans for reducing observations. We aim for 90+additional cameras in the coming years to enhance monitoring and prevent incidents and injury.

Occupational Health and Well-being Services

Aligning ourselves with our purpose and H&S philosophy, we are committed to providing the best industry practices for the betterment of the people around us. As a responsible employer, we enhance safety all over business units by regular capacity building sessions and inheriting numerous measures.

These key measures involve:

- **Safety Training:** During the onboarding process, mandatory health and safety training is given to all the employees and workers. Job specific training courses are conducted at regular intervals as and when required for e.g., Mines Vocational training center was established at RJ Oil, Barmer.
- **World Health Seminar:** This year as a part of a special initiative we set up a health camp for our people at our premises. This camp was carried out during the month of September from 21st to 28th, 2023. During this period the medical center was available across all the operational sites with qualified doctors along with 24/7 advanced

ambulance services available. One of our medical camps is set in Rajasthan with facilities such as Trauma center, Burn Ward, Pathology Lab, Audiometry Test, supply of centralised oxygen set up etc. These facilities were made available for immediate patient stabilisation.

- 100% of employees covered for pre and periodic medical checkups of employees including their spouses and contract employees. Frequency for these check-ups is once a year for >40 years and twice a year <40 years old.
- Tied up with Apollo Health services for special medical consultations for services such as tele medicines, air ambulance and diagnostics labs.
- Conducted weekly seminars and wellness programs with internal and external subject matter experts (SMEs) on various issues such as eye care, no tobacco, blood donation, HIV/AIDS awareness, nutrition week.
- Participated in industrial hygiene surveys by external experts triennially.



Human Capital

Our dedication to people begins with our valued employees. They not only manage our day-to-day operations but also catalyse our innovation agenda, guiding the direction of our sustainability priorities and programs. Our unwavering commitment extends to fostering the well-being of everyone along our value chain. We prioritise empowering access to equal opportunities, offering continual learning and development avenues, and championing initiatives that enhance employee engagement. This commitment underscores our acknowledgment of the diverse contributions that collectively shape our success.



Workforce Snapshot

Particulars	FY 2022-23		FY 2021-22		FY 2020-21	
	Male	Female	Male	Female	Male	Female
Full time employees	1,109	245	1,125	226	1,170	235
Contractor employees*	7,829	124	5,380	92	5,252	93
Retainers	95	9	121	7	142	8
Total	9,033	378	6,626	325	6,564	336

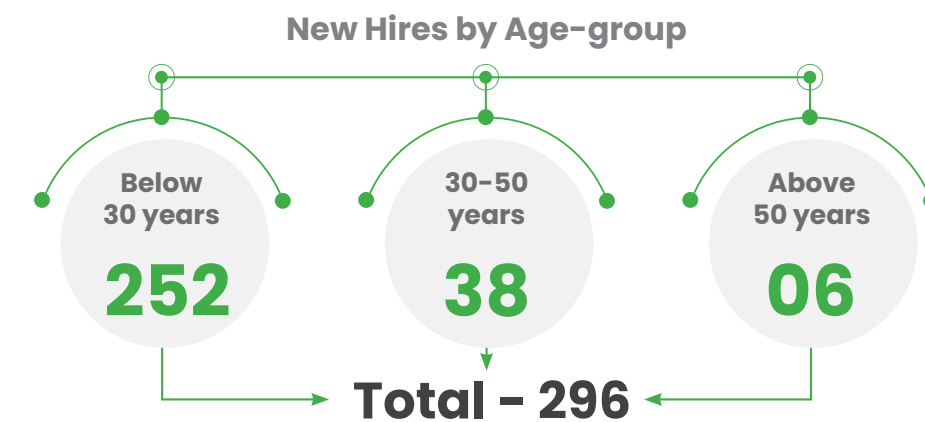
*This includes permanent + temporary/ one time contractor employees for FY 2022-23

Total Workforce by Gender in FY 2022-23

Particulars	Male	Female
Managerial positions	435	50
Below Managerial positions	674	195

Total Workforce by Age group in FY 2022-23

Particulars	Below 30 years	30-50 years	Above 50 years
Managerial positions	8	369	108
Below Managerial positions	567	279	23



New Hires (FY 2022-23)

Joining Information	Gender	Region	Age	FY 2022-23
New Hires Joined	Male	Local (RJ, GJ, AP, Assam & Haryana)	< 30 Yrs	43
			30 - 50 Yrs	8
			> 50 Yrs	0
	Female	Non Local	< 30 Yrs	128
			30 - 50 Yrs	26
			> 50 Yrs	6
New Hires Joined	Male	Local (RJ, GJ, AP, Assam & Haryana)	< 30 Yrs	30
			30 - 50 Yrs	0
			> 50 Yrs	0
	Female	Non Local	< 30 Yrs	51
			30 - 50 Yrs	4
			> 50 Yrs	0

*Local is defined as states where Cairn has operations and corporate office.

For details on Board Diversity, please refer to [Vedanta's Integrated Annual Report page no 241](#)

Senior management at significant locations of operation that are hired from the local community

17

Number of senior management in locations of operation hired from the local community

167

Full time employees of Senior Management

10.18%

Percentage of senior management at significant locations of operation that are hired from the local community

Driving Growth through Learning

At the core of our company's success lies the indispensable foundation of exceptionally qualified and skilled individuals. The right people with the right skills are crucial to our growth. We consistently provide internal training, which helps in creating a learning culture and improve the skills of our trainees. By giving our employees the chance to advance their knowledge and abilities, we seek to promote excellence. Our company offers a wide range of programmes for learning and growth that enable

employees to advance their technical, operational, and leadership abilities. In this way we contribute to our long-term growth, ensure employees development and growth.

These programmes are conducted by distinct internal and external specialists who train employees in a classroom setting and also impart practical learnings. Our training programme offers a thorough learning experience while identifying each employee's competencies.

Average Hours of Training Per Year Per Employee (FTE+Retainers)

Particulars	FY 2022-23	FY 2021-22	FY 2020-21
Male	46.02	27.19	34.16
Female	70.14	44.81	33.96

Total hours of training per year (FTE+Retainers)

Particulars	FY 2022-23	FY 2021-22	FY 2020-21
Executive	7,341	5,799	3,450
Managerial positions	3,159	1,783	1,098
Senior management	283	113	130

All employees are required to complete a virtual training curriculum that covers the code of conduct. The programs provide crucial insights on ethical business conduct through topics such as anti-corruption, anti-bribery and other ethical practices. Periodically, every employee participates in these trainings with 100% coverage.


Minimum and Entry Level Wage – Employees

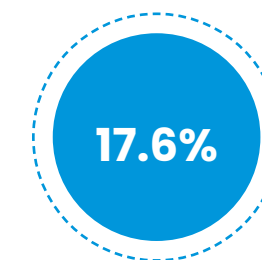
FY 2022-23	Local minimum wage (₹/day)	Entry level wage (₹/day)
Male	788	1,917
Female	788	1,917

Minimum and Entry Level Wage – Contractor Employees

FY 2022-23	Local minimum wage (₹/day)	Entry level wage (₹/day)
Male	477	477
Female	477	477

Attrition and Turnover Rate FY 2022-23


Total Attrition %



Total Employee Turnover %

Employee Engagement

Engaged employees demonstrate active participation, exhibit enthusiasm, and are committed to their work and their workplace, thereby driving the success of a business. That's why we have always made investments in employee engagement and conduct an array of employee engagement activities throughout the year.

During the year, some of the new employee engagement initiatives implemented include:


External surveys

Great Place To Work – The GPTW survey is a thorough evaluation of our employees opinions and experiences working for the company. It assists us in identifying our workplace culture's strengths and areas in need of development, as well as our management approach and overall satisfaction of employees. Many topics are included in the survey, such as work-life balance, leadership, trust, and teamwork.

Kincentric – Measuring employee engagement and its effect on business performance is the main goal of the Kincentric survey. We learn about our employees' motivation, emotional attachment to the firm, and general well-being by conducting this survey on a regular basis. With the use of this survey, we can monitor shifts in employee engagement and evaluate the success of our efforts to enhance the work environment.

WE Matter – The purpose of the WE Matter survey is to evaluate the work-life balance, health, and well-being of employees. It enables us to comprehend the mental and physical well-being of our staff members and identify areas in which we can offer resources and help to improve their quality of life. We are able to tailor our well-being programmes and efforts to the unique needs and concerns of our employees by using the results of this survey.



Better Together – An Internal survey

One important instrument for measuring and understanding employee perceptions of important HR efforts within the company is the “Better Together” internal survey. By allowing employees to actively participate in the development of HR policies and procedures, this survey seeks to promote a culture of cooperation and continual improvement. Talent development, diversity and inclusion, employee perks, and overall satisfaction with HR services are just a few of the areas it addresses.



Leader & You Sessions

The goal of these sessions is to facilitate one-on-one or small-group conversations between leaders and employees members, including recent campus hires. They give employees a valuable opportunity to interact with leaders face-to-face, ask for advice, and express their opinions.



HR Connect Club

The HR Connect Club is a community or platform for the organisation’s HR professionals. It provides a space for networking and knowledge-sharing among HR leaders, HR employees, and campus hires interested in HR jobs.



Connects with targeted audience

- Campus Hires: With an emphasis on behavioural and technical skills, the “Building Future Leaders Today” programme offers recent graduates a comprehensive learning experience.
- BOLD Delegates: For employees with 1-4 years of experience, BOLD provides specialised technical training and mentorship.
- Early Career Talent and Step-Up Program Participants: Through coaching and behavioural training, the Cairn Accelerator Programme (CAP-el) prepares aspiring leaders.
- Diverse Talent: Cairn supports women leaders by promoting diversity and inclusion through initiatives like GIL and LIFE.



Training on Prevention of Sexual Harassment

Every quarter, we hold required training on “Prevention of Sexual Harassment” in an effort to foster a welcoming and safe work environment for our employees.



Gender Intelligence Workshops

Workshops on Gender Intelligence Leadership (GIL) are intended to promote gender diversity and an inclusive work environment. These workshops seek to eliminate unconscious biases, improve teamwork, and raise understanding of gender inequalities in leadership for both male and female participants. By offering GIL training, we hope to enable employees to value other viewpoints and create a fair and welcoming workplace. The curriculum gives leaders the information and abilities they need to foster a more respectful and balanced work environment.



Conscious Inclusion Programs

Programmes for Conscious Inclusion aim to promote thoughtful behaviour and increase awareness in order to foster an inclusive workplace. With an emphasis on identifying and reducing unconscious biases, stereotypes, and microaggressions, these programmes make sure that every employee, regardless of background, gender, or identity, feels appreciated and respected. These programmes seek to promote an inclusive workplace culture in which employees actively assist one another and work well together.

Dorf Ketal, Mundra: A Cairn Learning Expedition (CLE) visit



The employees were given the chance to expand their horizons through the Cairn Learning Expedition (CLE), which allowed them to visit the Dorf Ketal production facility in Mundra, Gujarat, in December 2022, for a very influential and educational session. The purpose of the visit was to improve our employees learning and assist them apply the best practices from leading comparator to Cairn

Employee engagement surveys

We closely watch our employees' opinions and consult them on a regular basis. We closely monitor the results and have identified key areas of strength through the survey - supportive work environment, professional growth, beneficial perks and team culture.

Performance Management System

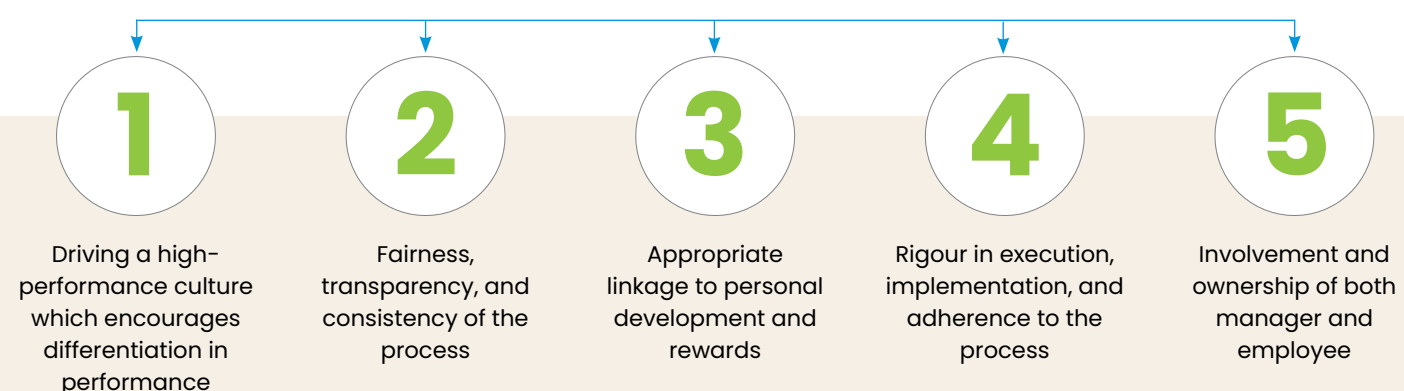
We are dedicated to creating a culture of high performance by rewarding and recognising our employees and motivating them to go above and beyond their expectations of responsibility. Through an aggressive performance bonus and stock options plan, in addition to a competitive assured salary and best-in-class benefits, our compensation model creates the groundwork for reward and recognition.

Leadership Compass is our annual 360-degree feedback process and is one of our flagship leadership development initiatives. Through this process, employees receive detailed, constructive feedback from all their stakeholders, including managers, peers and subordinates. We make sure that our performance management system is uniform and transparent.

The following are the main areas of emphasis for our organisation's Performance Management System:

1. Setting goals that are outcome-focused and in line with company ambitions (Project Lakshya).
2. Regular assessments of all employees at the quarterly, half-yearly, and annual levels to guarantee breakthrough performance.
3. Round-the-year development via consistent feedback and personalised action plans for development.
4. Using differentiated rewards to promote a culture of high performance.

Our Guiding Principles

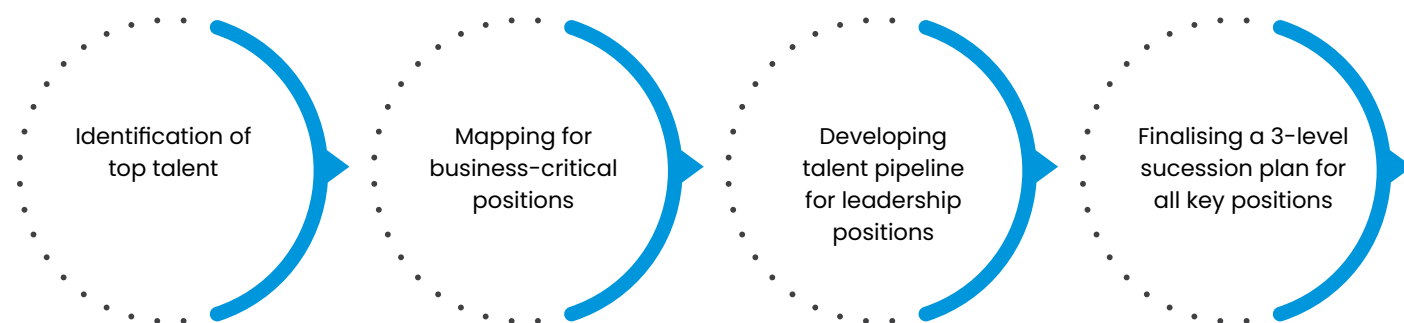


Succession planning

We've put in place a strong succession planning procedure with the following main goals:

1. Robust Management in Place (MIP): Appropriate people in appropriate roles.
2. Develop exceptional potential for upcoming leadership positions.
3. Establish a strong succession plan for all important roles in the leadership pipeline.

Our succession planning framework



Promoting Diversity and Inclusivity

Our company must be an inclusive and diverse workplace where everyone feels they belong regardless of their personal characteristics or social identities. Our greatest strength is our people, and we support the opportunity for every individual to excel. We continue to foster an inclusive environment and make no distinction when recruiting based on age, religion or beliefs, marital status, gender, financial status, political or trade union affiliation, language, health status, sexual orientation, social, cultural or ethnic origin or any disabilities.

10%

Women in Leadership Position in FY 2022-23

25%

Women on the Management Committee (ManCo) as on March 31, 2023

We have set ourselves a target to achieve

50%

gender diversity by 2050

Our **2030** goals are

50%

Women in decision making roles by 2030

40%

Women in leadership roles by 2030

30%

Women in overall workforce by 2030





Our end-to-end gender diversity chapter is part of a comprehensive D&I journey that is outlined in an organised Diversity and Inclusion (D&I) roadmap. We have started an initiative to onboard diverse leaders across technical, operations, and enabling functions in line with our goal of achieving gender diversity throughout the Group. It will support our efforts to increase the number of female executives in company and Sub company Unit (SBU) ExCo. Our goal with this project is to fill leadership roles with

female professionals from a range of business verticals and locations.

We value equality between men and women and believe this should be reflected in rewards. Our company procedures dictate that the salaries be based on a functional level and not assigned individually, ensuring that there is no material wage gap between women and men.

Ratio of Basic Salary and Remuneration of Women to Men

Particulars	FY 2022-23	FY 2021-22	FY 2020-21
Basic Salary	0.80	0.87	0.82
Total Remuneration	0.79	0.89	0.80

Our work-life integration policies are among the best in the industry and were developed following in-depth consultations with those who matter. We have best-in-class pay policies and follow best practices for maternity, paternity and adoption-related leave since we are a responsible firm. We also provide choices for parental leave and a career break (sabbatical) to meet the needs of each one of our employees. There are policies in place for expecting and returning mothers that cover benefits like work from home, medical reimbursement, payment for childcare/daycare, etc.

100%

Return to Work ratio of female employees

100%

Return to Work ratio of male employees

86%

Retention rate of female employees

54%

Retention rate of male employees



Parental Leave Distribution

FY 2022-23	Male	Female
Total number of employees that were entitled to parental leave	35	6
Total number of employees that took parental leave	35	6
Total number of employees that returned to work in the reporting period after parental leave ended	35	3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	19	6

We are constantly improving our policies to incorporate a variety of benefits for the health and welfare of our employees, such as group medical insurance, flexible scheduling, sabbatical, fitness, and wellness programmes.

Employee Grievance Mechanism

Employee complaints and concerns are handled by our employee grievance mechanism system in a respectful, organised, and timely manner. We collaborate with all our stakeholders to ensure appropriate solutions that meet the needs of the company. We also make sure that employee identities are kept private unless permission is granted. The employee who feels wronged can file a grievance by contacting a common grievance redressal ID. The employee could subsequently give more facts about the grievance's nature and any earlier steps taken towards resolving it.

surrounding communities are fostered by this group-wide human rights policy. Our regular checks ensure that our employees are aware of the policies and procedures we have implemented to guarantee ethical business conduct and to comply with all legislation on labor rights and human rights. Additionally, we conduct evaluations and risk assessments to detect human rights, forced labour, child labour and other ethical concerns.

Particulars	FY 2022-23	FY 2021-22	FY 2020-21
Security Personnel Trained (%)	100	88.24	100

Protection of Human Rights

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. We commit to manage and respect human rights throughout our operations in alignment with the internationally recognised human rights contained in the following standards and conventions:

1. United Nations Declaration on Human Rights
2. UN Guiding Principles of Business and Human Rights (the 'Ruggie Principles')
3. Universal Declaration of Human Rights (UDHR)
4. International Covenant on Civil and Political Rights (ICCPR)
5. International Covenant on Economic, Social, and Cultural Rights (ICESCR)
6. International Bill of Rights
7. International Labour Organisation

We continually improve our human rights management systems and procedures by comparing our performance to that of our global peers and best practices. Child or forced labour is prohibited across the supply chain as per our human rights policy. Fair working conditions, equal opportunity, and respect for the cultural legacy of the

Employee Recognition

At Cairn, we seek to strengthen the high-performance culture by rewarding and recognising each employee's accomplishments, no matter how big or small. We offer many R&R programmes that are in line with this, such as the Chairman Awards, CEO Awards, SPARK Awards, BOLD Awards, and ESG Awards. Every award has its own set of selection criteria that are based on a variety of variables, including the influence on business, costs, innovation, production enhancement, and environmental, social, and governance issues. These accolades serve as proof of our dedication to rewarding exceptional work from employees who help the company meet its goals.

Safeguarding the interest of our people
ensuring zero harm, zero waste and zero
discharge at our operations.



RESPONSIBLE BUSINESS



CORPORATE GOVERNANCE

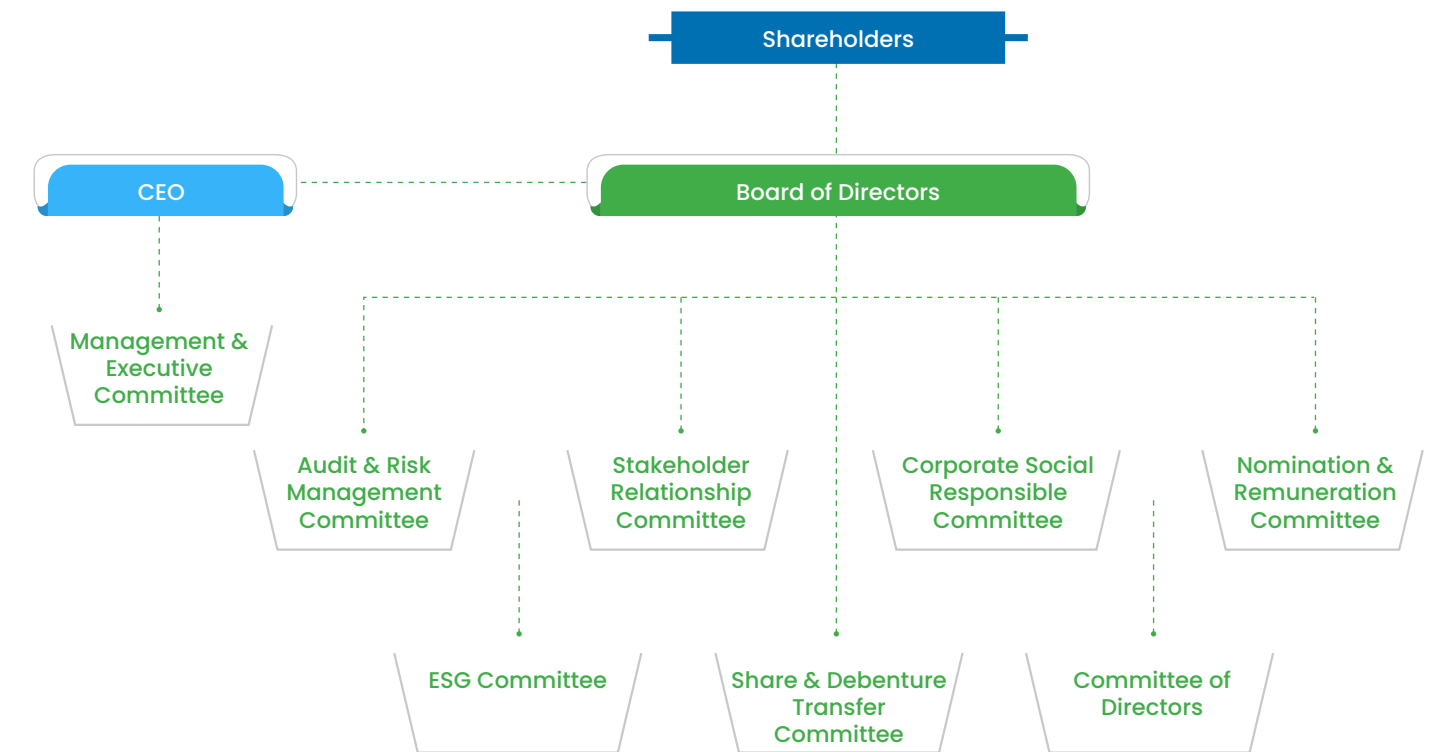
Effective leadership and the creation of long-term value hinge on the establishment of robust governance standards. Our commitment is grounded in the integration of the utmost ethical standards, transparency, accountability, and superior governance mechanisms. These principles are instrumental in fostering enduring relationships with our stakeholders. To ensure the sustainability of these relationships and navigate evolving challenges, including those arising from climate change, we have implemented a comprehensive set of policies and management systems.

These governance measures are further strengthened by our foundational principles, business standards, and overarching norms, which are not only acknowledged but consistently adhered to across the entire organisation. This steadfast adherence to governance best practices underscores our dedication to upholding the highest standards and reinforces our commitment to ethical conduct and responsible business practices throughout the entire Group.

Our Governance Framework

All our operational facilities have EMS (Environmental Management System) certification ISO 14001:2015 and OHS (Occupational health and safety) management system

certification ISO 45001:2018. The Board, Board Committees, the Group Management Committee (ManCom), and the Group Executive Committee (ExCo) comprise the Group's Corporate Governance framework.



**Executive Committee**

The Committee meets monthly and oversees the execution of the Board's strategic initiatives, allocation of resources in accordance with given authority, and reviews the Group's operational and financial performance.

**Group Management Committee**

This Committee comprises of the Chief Financial Officer, Chief Executive Officer, Chief Human Resource Officer Head, and Chief Commercial Officer and has been formed and in effect since April 1, 2020. The Committee is collectively responsible for all critical decisions made under the Chairman's and Board's leadership. The Board of Directors empowers this Committee to spearhead all major initiatives.

**ESG Committee**

The ESG Committee, together with our Group Sustainability and ESG function is responsible for activating, mainstreaming and monitoring initiatives under the 'Transforming for Good' agenda. We have also established dedicated forums for regular management oversight at all levels and ESG-themed communities at each BU and SBU to own projects and drive their timely implementation.

**Audit and Risk management Committee**

The function of this committee is to review the risk management process and is aided by other committee to check the progress against the planned actions. They also review sustainability related risks and govern the cybersecurity framework. Key business decisions are discussed at the periodic meetings of the Executive Committee. The overall internal control environment and risk management programs including financial risk management is reviewed by the Audit Committee on behalf of the Board.

**Stakeholder Relationship Committee**

This committee cohesively supports the Company and its Board in maintaining strong and long-lasting relations with its stakeholders at large. It ensures and oversees the prompt resolution of the grievances of security holders, enhancing shareholder experience, monitoring of shareholding movements etc.

**Corporate Social Responsibility Committee**

This committee is responsible for overseeing and managing the organisation's CSR initiatives. The aim of this committee is to integrate responsible business practices into our overall strategy, promote sustainability, and contribute positively to the communities in which we operate.

**Nomination and Remuneration Committee**

This committee is responsible for identification and selection for appointment as a director. The criteria for nominating a candidate for directorship has been provided for in the Nomination & Remuneration Policy ("NRC Policy") of the Company which can be accessed at www.vedantalimited.com. The committee also supports the Board to lay down the evaluation criteria for the performance of the Chairman, Vice-Chairman, CEO, the Board, Board Committees, and Executive/Non-Executive/Independent Directors through peer evaluation, excluding the director being evaluated. It also lays down policies that sets out the guiding principles for the compensation to be paid to the Directors, KMP and SMP; and undertakes effective implementation of Board familiarisation, diversity, evaluation and succession planning for cohesive leadership management.

**Share and Debenture transfer Committee**

This committee is primarily entrusted with the responsibilities of allotment of shares, debentures, or any other securities; and review and approval of transfer, transmission, deletion and transposition of shares, debentures, or any other securities.

**Committee of Directors**

In order to support the Board, the Committee of Directors examines, approves, and considers all suggestions pertaining to borrowing, investments, finance, banking, and treasury along with facilitating seamless flow of procedures and routine requirements.

For more details on listed committees, please check our [Vedanta Integrated Annual Report](#)

The Board of Directors oversees the Company's strategic goals. The Board provides the necessary guidance and morale to the management in meeting the commitments made to various stakeholders while adhering to ethical business behaviour that helps foster progress that is sustainable.

The Board is assisted in carrying out its duties by –

- Established committees
- Risk management structure
- Vedanta Sustainability Framework
- Process for Assuring Sustainability (VSAP-Vedanta Sustainability Assurance Process)
- Code of Business Conduct & Ethics
- Group policies and practices

Risk Management

Operating on a global scale exposes our operations to a diverse array of hazards, making robust corporate governance and effective risk management imperative for the successful and sustainable execution of our approach. This is facilitated through our multi-layered risk management system.

We employ a well-crafted methodology to identify risks at the individual business level, covering both existing operations and ongoing projects. Business-level review meetings, conducted at least quarterly, serve as formal platforms for discussing risk management. Each business division within the Group has developed its own risk matrix, subject to review by the Business Management Committee. Furthermore, business divisions maintain their own risk registers, where risks, changes in their nature, and major risk assessments since the last evaluation are thoroughly examined. These reviews include discussions on control measures and decisions on further actions. Periodic reassessment of control measures ensures their ongoing effectiveness and relevance.

Chaired by the CEOs of respective businesses and attended by CXOs, senior management, and functional heads, these meetings are instrumental in ensuring a comprehensive approach to risk management. Risk Officers at both business and Group levels play a vital role in fostering risk awareness among senior management and cultivating a risk management culture within the businesses. The Company's risk mitigation plans are integrated into the Key Result Areas (KRAs) and Key Performance Indicators (KPIs) of process owners. The governance of the risk management framework falls under the purview of the leadership teams within the businesses.

Facilitating the risk management process, the Audit & Risk Management Committee assists the Board by identifying and assessing changes in risk exposure, reviewing control measures, and approving remedial actions as needed. This committee is further supported by the Group Risk Management Committee (GRMC), which aids in evaluating the design and operational effectiveness of the risk mitigation program and control system.

Business Ethics

We place a high priority on ethical business practices, the prevention of corruption, and the unauthorised disclosure of inside information in our risk management strategy. These core values, coupled with our commitment to human rights, serve as fundamental operating principles. Notably, there were no reported cases of corruption, bribery, anti-competitive behavior, anti-trust, and monopoly practices to the Board Committee during the fiscal year under review.

Our primary focus is to cultivate a positive feedback culture where employees feel empowered to express concerns. To facilitate this, we have established a Whistle-blower mechanism that allows employees to report anomalies or discrepancies anonymously. Supported by our Whistle-blower Policy, this vigil method ensures necessary protections against victimisation and grants the complainant immediate access to the Chairperson of the Audit Committee. The policy underscores our commitment to a 'no-retribution' stance and the preservation of confidentiality.

The implementation and monitoring of our Code of Conduct and Business Ethics are entrusted to the Management & Assurance Services (MAS) team. This team, through independent third party audits, oversees that businesses, departments, employees, and business partners align with the Company's ethical business conduct requirements. To continually align with global best practices and incorporate lessons learned from policy implementation, the Company Secretary, in collaboration with the MAS team, reviews and benchmarks the Code of Business Conduct & Ethics. Additionally, our company adheres to UKBA and FCRA regulations.

Code of Business Ethics

The code consists of general guidelines for conducting the Company's business with best-in-class standards of business ethics. This Code necessitates a higher standard than required by commercial practice or applicable laws, rules, or regulations. The implementation of CBCE is supported by additional policies and guidelines:

- The Whistle Blower Policy
- The Insider Trading Prohibition Policy
- Anti-trust Guidance Notes
- The Supplier Code of Conduct

The Code of Business Conduct & Ethics (COBCE) covers aspects of anti-bribery, confidentiality, conflict of interest, anti-trust, insider trading, environment health and safety, and whistle-blower policy and ways to prevent and mitigate such incidents. For more details, please refer to Code of Business Conduct & Ethics (COBCE).

Breaches of Code of Conduct

We take stringent action in order to resolve the identified cases across all our BUs. These preventive measures include strict measures taken against errant vendors, vendor workers, and employees. Corrective measures include judicial questioning, penalties, rotation, warnings, and dismissal from the company.

Particulars	Total number of Cases	Open Cases
Employee Misconduct	0	0
Business Integrity Breach	2	0
Workplace Harassment & Discrimination	0	0
HSE Breach	0	0
Data & Privacy Breach (including customers)	0	0
Financial Misconduct	0	0
Employee related	0	0
Business partner employee related	0	0
Total	2	0



Approach to Tax

As a part of our culture and operational philosophy, we have a zero-tolerance policy for non-compliance and are dedicated to abiding by all applicable laws and regulations. The following ideas serve as the foundation for our tax strategy.

- Uphold the highest standards of integrity for tax reporting and compliance
- Ensure transparency in tax reports
- Establish and uphold honest, open, transparent, and cooperative relationships with all of our stakeholders, including tax authorities, governmental organisations, and trade groups
- Assist industry chambers in the creation of tax laws whenever feasible
- Claim of tax exemptions and incentives in compliance with applicable tax laws
- Our employees are trained and are provided with the right opportunities alongside our world-class tax team to grow and advance in the right direction

In order to provide guidance to its several business units, Vedanta has established an internal "Tax Council" that serves as the broader governing body for the tax function.

Supply Chain Sustainability at Cairn

Nurturing Ethical Partnerships

Dedicated to creating a sustainable future, we operate in close partnership with our value chain partners. To promote sustainability, transparency, and ethical business practices across our value chain, we have in place a 'Supplier and Business Partner Sustainability Management Policy'. The policy serves as a guiding compass in our interactions with vendors and suppliers. Rooted in the principles of human rights, the policy ensures that all suppliers adhere to a comprehensive code of conduct, adhere to applicable laws, and cultivate sustainable values within their operations. The significance of conducting business with a mindful approach to mitigating our impact on the planet, society, and communities is not only underscored during the onboarding process but is consistently reiterated throughout our entire business relationship.

Vedanta's Supplier Code of Conduct embodies Vedanta's commitment to internationally recognised standards, including the Core Conventions of the International Labour Organisation, United Nations' Universal Declaration of Human Rights as well as prevalent industry standards, and all other relevant and applicable statutory requirements concerning environment protection, minimum wages, child labour, anti-bribery, Anti-corruption, health and safety, sustainability, **whichever requirements impose the highest standards of conduct.**

At Vedanta, we are committed to ethical practices and responsible business. The code is annually revisited and meticulously updated. The Supplier Code of Conduct stands as a testament to our unwavering dedication to fostering positive change. All suppliers are required to confirm their compliance with the Vedanta Supplier Code of Conduct at the RFP/Bid Submission Stage. This confirmation includes adherence to labor and human rights standards. Any potential supplier found to be non-compliant with the Vedanta Code of Conduct is deemed commercially unacceptable. These values are not mere suggestions; they are mandates, intricately woven into the fabric of our relationship with suppliers. Compliance with these principles is not just encouraged—it is an indispensable condition for engaging in business with Vedanta.

The process used to incorporate human rights assessment in supplier decision –

- All suppliers have to confirm compliance to Vedanta Supplier Code of Conduct
- MSA Self Declaration is sought from vendors prior to onboarding.

- Annual compliance to MSA is sought for all commitments greater than 1Cr.
- 3rd Party vendor due diligence is conducted at the time of vendor onboarding, which includes due diligence on sustainability risks.

A total of 126 due diligence reports have been commissioned vide M/s A&M and have been delivered in FY 2022-23.

Cairn as Vedanta's business unit has embarked on a journey to not only uphold these values but to elevate them through proactive measures. Initiating a robust monitoring system for the sustainability performance of our vendors, Cairn seeks to delve into the intricacies of sustainability risks within its supply chain. The ultimate goal is clear—to cultivate a supply chain that is not just efficient but profoundly sustainable. In essence, our commitment is to have shared future where responsible practices pave the way for enduring success. We believe in the power of collaboration, where suppliers and Vedanta alike contribute to a world that thrives on ethical foundations and sustainable endeavors.

In acknowledgment of the inherent risks linked to human rights and HSE issues within our operations, we stipulate that vendors must certify their adherence to the Modern Slavery Act during the onboarding process. Additionally, we actively seek annual declarations from vendors with active contracts, ensuring a continuous commitment to these critical aspects.



Supplier Assessment (FY 2022-23)

Total Tier I suppliers	269
Total new Tier I suppliers	28
Total Tier I suppliers assessed on environment criteria	119*
Suppliers identified as having significant actual and potential negative environmental impacts	2
Total new Tier I suppliers assessed on environment criteria	100%
Total Tier I suppliers assessed on social criteria	100%
Suppliers identified as having significant actual and potential negative social impacts	100%

* based on risk categorisation

To sensitise our partners to the latest ESG trends in the industry, we conduct various capacity building workshops and transformative sessions. During capacity-building sessions, the company places its ESG commitments, ongoing initiatives, and future goals at the forefront to lead and inspire sustainable practices. The senior management fosters transparent communication by engaging in face-to-face meetings with key business partners. This creates a valuable platform for them to voice their concerns and actively contribute to our shared sustainability efforts. In addition, Regular mailers & alerts are shared with suppliers on HSE incidents, Compliance to Vedanta Supplier Code of Conduct and Vedanta Code of Business Conduct & Ethics.

We emphasise a robust grievance mechanism, allowing suppliers to voice concerns and report any violation of Vedanta's Code of Conduct. Complaints can be lodged through sgl.whistleblower@vedanta.co.in or www.vedanta.ethicspoint.com, reinforcing our commitment to transparency, accountability, and continuous improvement in our journey toward a sustainable and responsible supply chain.

Procurement Spent in FY 2022-23

Particulars	In INR Million	% Spent
Total procurement budget spent	86,358	100
Total procurement budget spent on suppliers belonging to same country	67,843	78.56
Total procurement budget spent on suppliers belonging to same state	64,201	74.34
Percentage of total procurement budget spent on suppliers belonging to same district	42,799	49.56

Technology and Digitalisation

The industry-wide integration of technology and digitalisation and the resultant benefits of the transformative shift are evident across businesses including the energy sector. At Cairn, our pursuit of holistic growth is also supported by a robust IT & Digital infrastructure. Through constant monitoring of all Key Performance Indicators (KPIs) and parameters, the infrastructure facilitates an optimal and efficient utilisation of time and resources.

The integration of technology across our ecosystem has far-reaching implications. It has not only yielded

operational benefits but enhanced employee satisfaction, heightened customer loyalty, and ensured establishment of a robust supply chain. Above all, it has enabled us to significantly amplify our impact on sustainability. As pioneers of digital technology, we have adopted a multi-dimensional approach to leverage technological advancements across our operations:

Digital engagement execution

These are domain specific tailored technological initiatives that can be measured through relevant Key Performance Indicators (KPIs) and data trends and analysis

Area of Execution	Outcome Efficiency	Technological Initiatives
Volume	Optimal recovery of resources	<ul style="list-style-type: none"> Model predictive control for artificial lifts & gas plant Digital twin for production optimisation Data driven reservoir management Smart well surveillance
Operating Expenditure	Cost Reduction	<ul style="list-style-type: none"> Predictive analytics of surface critical equipment, Asset Performance Management Model predictive control for artificial lift and polymer facility Powerplant Digitalisation Drone-based overhead lines inspection
Ways of working	Improvement in productivity and reduction in the decision cycle	<ul style="list-style-type: none"> Integrated Petro-Technical cloud Paperless office Digitalisation of logbooks Finance RPA implementations
ESG HSE	Increasing the compliance for health, safety, and environment metrics.	<ul style="list-style-type: none"> Safety Execution of projects such as Augmented Reality / Virtual Reality based HSE training, AI based Video Analytics for safety and security violations, and Unified HSE platform Reduction in carbon footprint through initiatives such as Solar installations monitoring, energy optimisation of HVAC (Heating Ventilation & Air conditioning) units etc.



1 Digital Culture and Organisation

To foster a digital-first culture, we rely on the combined strength of our Strategic Business Units (SBUs) to excel in their dedicated digital roles. Digital roles to each SBU are assigned as a part of our ACT UP programme. These roles help in planning, executing, and delivering digital programmes.

2 Digital start-up Ecosystem

We have introduced 'Vedanta Spark', a global corporate innovation and ventures programme, to partner up with and support the growth of digital tech start-ups. Under this programme, more than 1700 start-ups have registered and over 80 were engaged across Vedanta. Of these, 10+ start-up based projects were implemented in Cairn in FY'23.

3 Advanced Analytics Emphasis

Cairn places a significant emphasis on advanced analytics, exemplified by projects like Disha Analytics dashboards & ML based predictive analytics. The ongoing engagement with focus on improving the analytics capability within the organisation through AI-ML Factory is set to implement use cases across all Cairn business units mitigating key business challenges.



AWARDS AND RECOGNITIONS



Environment

- Awarded as Sustainable Corporate of the Year – 1st Runner Up at the Sustainability 4.0 Awards 2022
- Awarded for Excellence in Water Management 2022 by CII (Confederation of Indian Industry)
- “Noteworthy Water Efficient Unit” by CII National Award-2022
- RJ Gas bags Gold and Silver Price in QCFI Convention for Energy Efficiency projects
- Gold category award at Grow Care India Environment Management Award 2022



CSR

- E-Kaksha Project awarded ‘FICCI Smart Urban Innovation Award’ for Best practices in CSR
- Awarded the ‘Best CSR Impact Award’ at CSR Summit & Awards 2022 for extraordinary social performance in health interventions
- Jeevan Amrit project awarded “Gold Award” at 12th Exceed Awards by the Ministry of Environment and Climate Change
- Awarded ‘India Sustainability Award’ by CSR India
- Recognised by District Collector, Ravva for ‘Best CSR Activities’
- Awarded with State Level Bhamasha Award for our Contribution towards improving quality education in Barmer RJ by Department of Education, RJ



Operational Excellence

- Cairn recognised at FIPI Oil & Gas Awards 2022-Company of the year
- Recognised at CIO100 Awards & Symposium 2022
- Recognised at Innovation in technology competition organised by the Aditya Birla Group
- Greentech Quality and Innovation Award, 2022
- Gold award at 11th Chapter Convention on Quality Concept- Jaipur
- Quantic India’s Technology Excellence Awards 2022- Energy Industry Innovation of the Year
- Par Excellence Trophy for Continual Business Excellence in the category of workplace management
- Gold Award for Lean Concept at the 47th International Convention on Quality Circle(ICQCC- 2022)
- RJ Gas plant awarded Gold and Silver Price in QCFI Convention by (QCFI)



HR

- Cairn recognised at DivHERsity Awards for Most Innovative Practices towards Women Development Program
- Cairn recognised at ET Great Manager Awards
- Recognised at ET HR World Future skills for our People Practices
- ET recognised Cairn as Future Ready organisation
- Recognised as a Great Place To Work for three years in a row
- Recognised as top one hundred best companies to work for women by Avtar
- SHRM HR Excellence Award for Excellence in Developing Leaders of Tomorrow
- Recognised among top 50 companies in the list of Top 100 Managers in India by ET
- Recognised as “Fast runners in Gender Equity” at Global DEI Summit 5.0 by Times of India/Ask Insights
- People first HR Excellence Awards 2022 for Leading Practices in Technology Deployment in HR and Best HR Team
- Recognised at ETHR Future Skills Award 2022 for ‘Best Learning Culture in an Organisation’ and ‘Best First-time Manager Program’
- Par Excellence Award by Quality Circle Forum of India for Continual Business Excellence in Workplace Management
- The Economic Times HCA acknowledged Cairn for our excellence in Change Management and Creating a Culture of Continuous Learning and Excellence



Health & Safety

- Won 23 awards at the 36th Mines Safety Week organised under the aegis of DGMS, Ajmer Region, and hosted by Oil India Limited (OIL) and Oil Natural Gas Corporation (ONGC)
- Special Jury Award at “FICCI Road Safety Awards 2021”
- Platinum Award in Occupational Health & Safety 2022 by Grow Care India
- Golden Peacock Occupational Health & Safety Award 2022
- Awarded CII AP Industrial Safety Excellence Awards 2022 by Confederation of Indian Industry
- Green International EHS Awards by Greentech Foundation Limited
- Awarded International Safety Award 2023 by British Safety Council, UK
- Acknowledged by the Greentech Foundation for our phenomenal efforts in Health & Safety
- Mangala Processing Terminal (MPT) awarded first Prize in the Publicity, Propaganda & Housekeeping category at the 35th Directorate General of Mines Safety (DGMS) National Safety Week
- Mangala Processing Terminal (MPT) awarded third Prize in the Azadi Ka Amrit Mahotsav Category at the 35th Directorate General of Mines Safety (DGMS) National Safety Week
- Aishwariya Oil & Gas Mine won second prize in Production and Installation and third prize in overall performance category respectively at the 35th Directorate General of Mines Safety (DGMS) National Safety Week
- Bhagyam Oil & Gas Mine won the ‘First Prize’ in Azadi ka Amrit Mahotsav category at the 35th Directorate General of Mines Safety (DGMS) National Safety Week



Partnerships and Associations

Industry Associations

IOGP

Federation of Indian Petroleum Industries (FIMI)

Confederation of Indian Industry (CII)

FICCI

ASSOCHAM

SPE (Society of Petroleum Engineers)

Thinktanks & Subject-Matter Expert Organisations

Quality Circle Forum of India

National Safety Council

UN Global Compact

UN Women's Empowerment Principles

IUCN – Leaders for Nature

British Safety Council

Indian Green Building Council

TERI

Academic Institutions

IIT - Madras

IIM - Mumbai

ISB - Hyderabad

IISC - Bengaluru

BITS-Pilani

NGOs and Civil Society Organisations

Wockhardt Foundation

Chetana Foundation

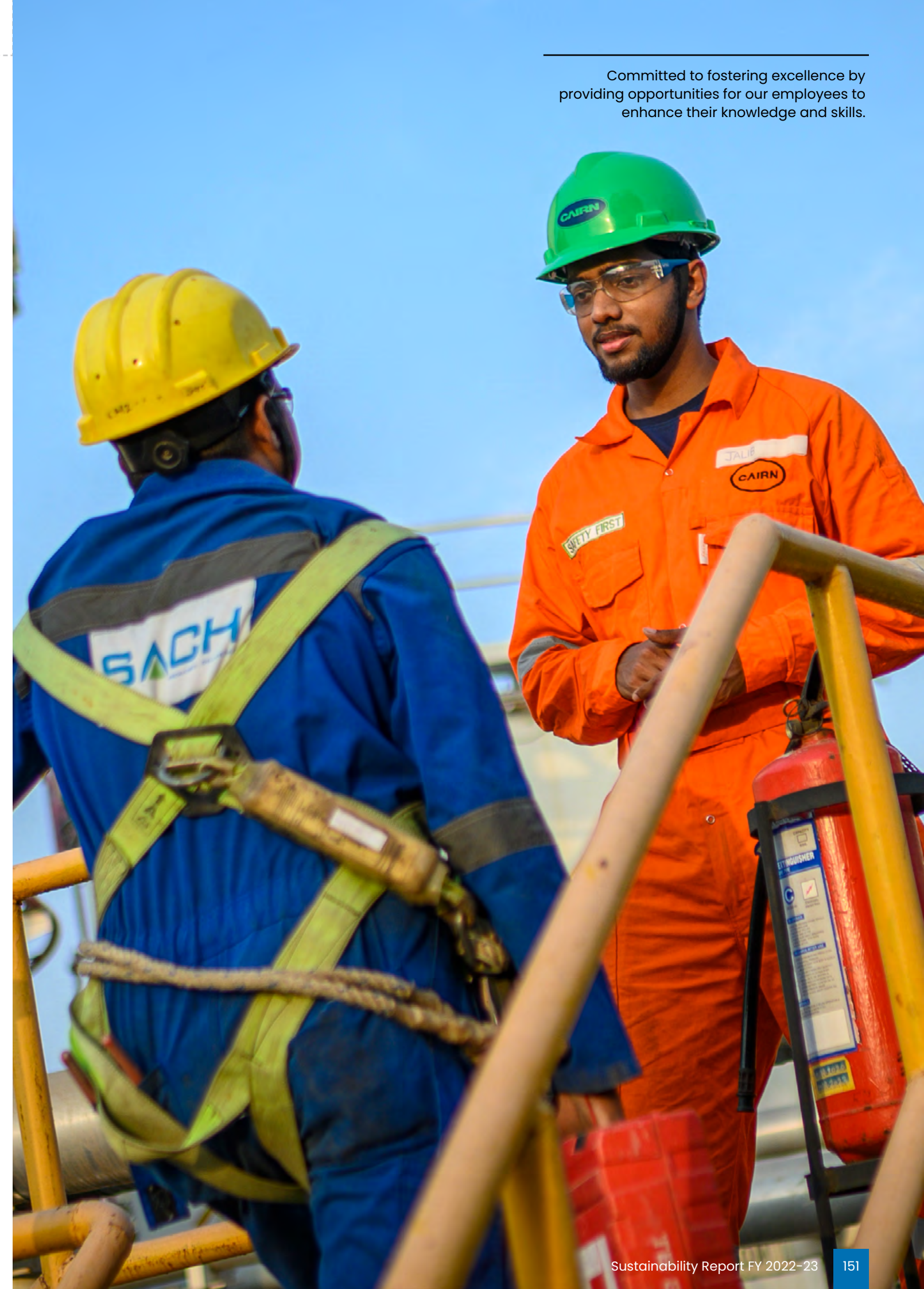
Dhara Sansthan

Govt Bodies/Institutes

Forest Departments

Wildlife Institutes of India

Committed to fostering excellence by providing opportunities for our employees to enhance their knowledge and skills.





Our social responsibility programmes are aligned with the needs of our communities, facilitating social-economic upliftment.



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Independent Practitioner's Assurance Statement

The Management and Board of Directors

Cairn Oil & Gas
ASF Center Tower A,
362-363, Jwala Mill Road, Phase IV, Udyog Vihar
Sector 18, Gurugram, Haryana 122016

Scope

We have been engaged by Cairn Oil & Gas (hereafter "Cairn Oil and Gas") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on following sustainability performance KPIs (the "Subject Matter"), as contained in Cairn Oil & Gas's Sustainability Report FY2022-23 for the period 1st April 2022 to 31st March 2023.

General Disclosures		
S No	GRI Indicators	KPIs
1	GRI 2-1 to GRI 2-8	Organisational Profile
2	GRI 2-9 to GRI 2-21	Governance
3	GRI 2-22 to GRI 2-29	Strategy
4	GRI 2-29 to GRI 2-30	Stakeholder Engagement

Topic specific Disclosures		
S No	GRI Indicators	KPIs
1	GRI 3-1 to GRI 3-3	Material Topics
2	GRI 202-1, GRI 202-2	Market Presence
3	GRI 205-1 to GRI 205-3	Anti-corruption
4	GRI 302-1 to GRI 302-4	Energy
5	GRI 303-1 to GRI 303-5, GRI 11.6.5	Water
6	GRI 304-1 to GRI 304-4	Biodiversity
7	GRI 305-1 to GRI 305-7	Emissions
8	GRI 306-1 to GRI 306-5, GRI 11.5.4 to GRI 11.5.6,	Waste
9	GRI 308-1	Supplier Environmental Assessment
10	GRI 401-1 to GRI 401-3	Employment
11	GRI 402-1	Labour/Management Relations
12	GRI 403-1 to GRI 403-3, GRI 403-5, GRI 403-9	Occupational health and safety

13	GRI 404-1 to GRI 404-3	Training and Education
14	GRI 405-1, GRI 405-2	Diversity and Equal Opportunity
15	GRI 11.8.3	Process safety events
16	GRI 11.7.4	List operational sites that have been closed and are in the process of being closed.
17	GRI 406-1	Non-Discrimination
18	GRI 410-1	Security Practices
19	GRI 411-1	Rights of Indigenous People
20	GRI 412-2	Human Rights Assessment
21	GRI 413-1	Local communities
22	GRI 414-1	Supplier Social Assessment

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Cairn Oil & Gas

In reporting the sustainability performance KPIs for FY2022-23, Cairn Oil & Gas applied the Global Reporting Initiative (GRI) Standards. These standards were specifically designed for sustainability performance KPIs for FY2022-23; As a result, the subject matter information may not be suitable for another purpose.

Cairn Oil & Gas's responsibilities

Cairn Oil & Gas's management is responsible for selecting the Criteria, and for presenting sustainability performance KPIs FY2022-23 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Cairn Oil & Gas on 27th Feb 2023. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability Report FY2022-23 and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the company's material sustainability aspects contained in the report;
- Checking consistency of data / information within the report;
- Testing on a sample basis, (physical and virtual), underlying source information to check the accuracy of the data for the following sites, through physical and virtual consultations with the site team and corporate sustainability team;

S. No.	Sites	Geography	Mode
1	RJ Oil asset (MBA Fields and Mangala Processing Terminal)	Rajasthan	Physical and Virtual
2	RJ Gas asset (Raageshwari Gas Terminal and Associated Well Pads & South Satellite Fields)	Rajasthan	Physical and Virtual
3	CB/OS 2 Block - Cambay, Suvali	Gujarat	Virtual
4	PKGM-1 Block, Ravva	Andhra Pradesh	Physical and Virtual
5	Midstream (Pipeline Operations)	Rajasthan and Gujarat	Virtual
6	Corporate Office	Gurgaon	Virtual

- Executing an audit trail of claims and data streams, on a sample test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

- Conducting interview of select representatives of Company's management to understand the current processes in place for collecting, collating and reporting the subject matter as per GRI Standards, and the progress made during the reporting period;
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- Undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified
- Identifying and testing assumptions supporting calculations
- Checking the Company's plans, policies, and practices, pertaining to their social, environment and sustainable development, to be able to make comments on the completeness of the reporting.

We also performed such other procedures as we considered necessary in the circumstances.

The assurance scope excludes:

- Data and information outside the defined reporting period-1st April 2022 to 31st March 2023
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the subject matter as of 28th December 2023, for the year ended 31 March 2023, for the period of 1st April 2022 to 31st March 2023, in order for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of Cairn Oil & Gas and is not intended to be and should not be used by anyone other than Cairn Oil & Gas.

Saunali Saha

28 December 2023
Kolkata, India



GRI Index

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	Oil & Gas Sector Standards
Category GRI 2: General Disclosures	2-1 Organizational details	Approach to Reporting	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			8	
	2-2 Entities included in the organization's sustainability reporting	Approach to Reporting				8	
	2-3 Reporting period, frequency and contact point	Approach to Reporting				8	
	2-4 Restatements of information	There is a change in the data reported under Scope 3 Emissions under the "Processing of Sold Products" Category. Crude Oil had not been added in FY 22. We have correctly restated the information in FY 23					
	2-5 External assurance	Assurance statement				154-157	

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	Oil & Gas Sector Standards
	2-6 Activities, value chain and other business relationships	Responsible Business - Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	
	2-7 Employees	Transforming the Workplace - Human Capital				126	
	2-8 Workers who are not employees	Not Applicable	We have only permanent and business partner employees				
	2-9 Governance structure and composition	Responsible Business - Our Governance Framework				139-141	
	2-10 Nomination and selection of the highest governance body	Responsible Business - Our Governance framework				141	
	2-11 Chair of the highest governance body	Our Visionary Board and Our Governance framework				42-44 139-141	
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Visionary Board, Sustainability Governance and Our Governance framework				42-44 50-51 139-141	



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	2-13 Delegation of responsibility for managing impacts	Our Visionary Board, Sustainability Governance and Our Governance framework				42-44 50-51 139-141	
	2-14 Role of the highest governance body in sustainability reporting	Our Visionary Board, Sustainability Governance and Our Governance framework				42-44 50-51 139-141	
	2-15 Conflicts of interest	Responsible Business - Code of Business Ethics				142	
	2-16 Communication of critical concerns	Responsible Business - Business Ethics and Breaches of code of conduct				142-143	
	2-17 Collective knowledge of the highest governance body	Our Visionary Board				42-44	
	2-18 Evaluation of the performance of the highest governance body	Responsible Business - Our Governance framework				140-141	
	2-19 Remuneration policies	Responsible Business - Our Governance framework				140-141	

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	2-20 Process to determine remuneration	Responsible Business - Our Governance framework				140-141	
	2-21 Annual total compensation ratio	Refer to Vedanta's Integrated Annual Report 2022-23 Page 313					
	2-22 Statement on sustainable development strategy	Leadership Insights				18-22	
	2-23 Policy commitments	Responsible Business - Business Ethics				142-143	
	2-24 Embedding policy commitments	Responsible Business - Business Ethics				142-143	
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, Employee Grievance Mechanism, Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				53-55 135 144-145	



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	2-26 Mechanisms for seeking advice and raising concerns	Responsible Business - Business Ethics				142	
	2-27 Compliance with laws and regulations	Refer to Vedanta's Integrated Annual Report 2022-23 Pages 302-303					
	2-28 Membership associations	Partnerships and Associations				150	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment				53-59	
	2-30 Collective bargaining agreements	Not Applicable	Refer to 2-8 indicator				

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment				57-59	
	3-2 List of material topics	Materiality Assessment				57	
	3-3 Management of material topics	Materiality Assessment				57-59	
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment					11.2.1 11.14.1
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Refer to Vedanta's Integrated Annual Report 2022-23 Pages 39,43 and 145					11.14.2
	201- 2 Financial implications and other risks and opportunities due to climate change	Refer to Vedanta's TCFD report 2022-23					11.2.2
	201-3 Defined benefit plan obligations and other retirement plans	Refer to Vedanta's Integrated Annual Report 2022-23 Pages 412-413, 479, 530-539,557-558					



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	201-4 Financial assistance received from government	We have not received any financial assistance from government. Please refer to Vedanta's Sustainability Report Page 137					11.21.3
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace - Human Capital				126-135	11.11.1 11.14.1
GRI 202 : Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Refer to Vedanta's Integrated Report 2022-23 Page 313					
	202-2 Proportion of senior management hired from the local community	Transforming the workplace - Human Capital				128	11.11.2 11.14.3
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment					11.14.1

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 203 : Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Please refer to Vedanta's Sustainability report page 49-51 and 127					11.14.4
	203-2 Significant indirect economic impacts	Please refer to Vedanta's Sustainability report page 49-51					11.14.5
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business - Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	11.14.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Business - Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				145	11.14.6
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace - Protecting human rights and Driving growth through learning Responsible Business -Business Ethics				128-132, 135	11.20.1



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 205: Anti-corruption 2016 GRI	205-1 Operations assessed for risks related to corruption	Transforming the workplace - Business Ethics				142	11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	Transforming the workplace - Driving growth through learning				128	11.20.3
	205-3 Confirmed incidents of corruption and actions taken	Responsible Business - Business Ethics				142	11.20.4
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business -Business Ethics				142-143	11.19.1
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Business -Business Ethics				142-143	11.19.2
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business- Approach to tax				143	11.21.1
GRI : Tax	207-1 Approach to tax	Responsible Business- Approach to tax				143	11.21.4

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	207-2 Tax governance, control, and risk management	Responsible Business- Approach to tax				143	11.21.5
	207-3 Stakeholder engagement and management of concerns related to tax	Responsible Business- Approach to tax				143	11.21.6
	207-4 Country by country reporting	Not Applicable			We have operations only in India		11.21.71
G-4	OG-1						
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the planet - Energy and Emissions Management				67-75	11.1.1
GRI : 302 Energy	302-1 Energy consumption within the organization	Transforming the planet - Energy and Emissions Management				68	11.1.2
	302-2 Energy consumption outside of the organization	Transforming the planet - Energy and Emissions Management				68	11.1.3



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	302-3 Energy Intensity	Transforming the planet - Energy and Emissions Management				68	11.1.4
	302-4 Reduction of energy consumption	Transforming the planet - Energy and Emissions Management				72-73	
	302-5 Reductions energy requirements of products and services	Not Applicable	Our product is crude oil and natural gas				
G-4	OG-2 Amount invested in Renewable Energy	FY 2021-22 :- 21.62 Million INR FY 2022-23 :- 64.08 Million INR					
G-4	OG-3 Renewable Energy					64,67-68	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the planet - Water Stewardship				76-80	11.6.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Transforming the planet - Water Stewardship				76-80	11.6.2
	303-2 Management of water discharge-related impacts	Transforming the planet - Water Stewardship				78	11.6.3

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	303-3 Water withdrawal	Transforming the planet - Water Stewardship				77-80	11.6.4
	303-4 Water discharge	Transforming the planet - Water Stewardship				77-80	11.6.5
	303-5 Water consumption	Transforming the planet - Water Stewardship				77-80	11.6.6
G-4	OG-5 Volume and disposal of formation or produced water					78-79	
	% of Produced Water reinjected/ recycled						
	Additional Disclosure - Overall water reuse/ recycling rate					76,79	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the planet - Biodiversity Conservation				87-92	11.4.1



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Transforming the planet - Biodiversity Conservation				87	11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	Transforming the planet - Biodiversity Conservation				87-91	11.4.3
	304-3 Habitats protected or restored	Transforming the planet - Biodiversity Conservation				87-91	11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Transforming the planet - Biodiversity Conservation				88	11.4.5

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
G-4	OG-4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored					
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the planet - Energy and Emissions Management				67-75	11.1.1 11.2.1 11.3.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Transforming the planet - Energy and Emissions Management				69	11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	Transforming the planet - Energy and Emissions Management				69	11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	Transforming the planet - Energy and Emissions Management				69-70	11.1.7
	305-4 GHG emissions intensity	Transforming the planet - Energy and Emissions Management				69	11.1.8



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	305-5 Reduction of GHG emissions	Transforming the planet - Energy and Emissions Management				72-73	11.2.3
	305-6 Emissions of ozone-depleting substances (ODS)	Transforming the planet - Energy and Emissions Management				75	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Transforming the planet - Energy and Emissions Management				74	11.3.3
G-4	OG-6 Volume of flared and vented hydrocarbon					71-72	
G-4	OG-8 Benzene, lead and sulphur content in fuels	Not Applicable					
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the planet - Waste management				81-85	11.5.1

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Transforming the planet - Waste management				81-85	11.5.2
	306-2 Management of significant waste-related impacts	Transforming the planet - Waste management				81-85	11.5.3
	306-3 Waste generated	Transforming the planet - Waste management				84-85	11.5.4
	306-4 Waste diverted from disposal	Transforming the planet - Waste management				84-85	11.5.5
	306-5 Waste directed to disposal	Transforming the planet - Waste management				84-85	11.5.6
G-4	OG-7 Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal					81-82 84-85	
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Responsible Business Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				145	
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Business Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace – Human Capital, Parental Leave Distribution				126-135	11.10.1 11.11.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Transforming the workplace – Human Capital				127, 129	11.10.2
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Transforming the workplace – Promoting Diversity and Inclusion				134-135	11.10.3
	401-3 Parental leave	Transforming the workplace – Parental Leave Distribution				135	11.10.4 11.11.3

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace – Health and Safety				117-125	11.9.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Transforming the workplace – Health and Safety				117-125	11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	Transforming the workplace – Health and Safety				117-125	11.9.3
	403-3 Occupational health services	Transforming the workplace – Health and Safety				117-125	11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Transforming the workplace – Health and Safety				117-125	11.9.5
	403-5 Worker training on occupational health and safety	Transforming the workplace – Health and Safety				118-125	11.9.6
	403-6 Promotion of worker health	Transforming the workplace – Health and Safety				117-125	11.9.7



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Transforming the workplace - Health and Safety				117-125	11.9.8
	403-8 Workers covered by an occupational health and safety management system	Transforming the workplace - Health and Safety				117-125	11.9.9
	403-9 Work-related injuries	Transforming the workplace - Health and Safety				118-120	11.9.10
	403-10 Work-related ill health	Transforming the workplace - Health and Safety				118-120	11.9.11
G-4	OG-13 Number of process safety events, by business activity	Transforming the workplace - Health and Safety				118-120	

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace - Safety Governance, Driving growth through learning and Performance management system				122-132	11.7.1 11.10.1 11.11.1
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Transforming the workplace - Driving growth through learning				128	11.10.6 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Transforming the workplace - Safety Governance and Driving growth through learning	(b) not reported			122-125 128-131	11.7.3 11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Transforming the workplace - Performance management system				132	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace - Human Capital and Promoting diversity and inclusivity				126-135	11.11.1



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Transforming the workplace – Human Capital and Promoting diversity and inclusivity				126-135	11.11.5
	405-2 Ratio of basic salary and remuneration of women to men	Transforming the workplace – Promoting diversity and inclusivity				134	11.11.6
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business – Breaches on code of conduct				142-143	11.11.1
GRI 406: Non Discrimination	406-1 Incidents of discrimination and corrective actions taken	Responsible Business – Breaches on code of conduct				143	11.11.7
GRI 3: Material Topics 2021	3-3 Management of material topics						11.13.1
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Applicable	Please refer to indicator 2-30				11.13.2

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace – Protection of Human Rights				135	
GRI 408: Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labor	Transforming the workplace – Protection of Human Rights				135	
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace – Protection of Human Rights				135	11.12.1
GRI 409: Forced	409-1 Forced or Compulsory Labour	Transforming the workplace – Protection of Human Rights				135	11.12.2
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming the workplace – Protection of human rights				135	11.18.1
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Transforming the workplace – Protection of human rights				135	11.18.2
GRI 3: Material Topics 2021	3-3 Management of material topics						11.17.1



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 411: Rights of Indigenous People	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable	None of our operating mines for the oil & gas business are operating in or adjacent to indigenous people territory in the reporting year				11.17.2
G-4	OG -9 Operations where indigenous communities are present or affected by activities and where specific engagement strategies are in place.	Not Applicable	Not Applicable as none of our operating mines for the oil & gas business are operating in or adjacent to indigenous people territory				11.17.3
	OG -10 Number and description of significant disputes with local communities and indigenous people	Not Applicable	None. There were no significant disputes with local communities in the reporting period				
GRI 3: Material Topics 2021	3-3 Management of material topics	Transforming Communities				97-111	11.15.1

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Transforming Communities				97-111	11.15.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Not reported	We have not observed or received any complaints from the local people in Rajasthan, Gujarat, or Andhra Pradesh, where our operations are located				11.15.3
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	11.10.1 11.12.1
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	11.10.8 11.12.3
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Sustainability at Cairn: Nurturing Ethical Partnerships				144-145	11.10.9



Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021: Marketing and Labeling	3-3 Management of material topics						11.22.1
GRI 415 : Public Policy	415-1 Political contributions	Refer to Vedanta's Integrated Annual Report 2022-23 Report Page 422					11.22.2
G-4	OG-11 Numbers of sites that have been decommissioned and sites those are in the process of being decommissioned	No site has been decommissioned or are in the process of decommissioning					
GRI 3: Material Topics 2021: Marketing and Labeling	3-3 Management of material topics						11.3.1
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Not Applicable	We are an exploration and production (upstream oil and gas company) and our products includes crude oil and natural gas which is further processed by refineries.				11.3.3
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable	Please refer to indicator 416-1				

Statement of use		CAIRN Oil and Gas has reported in accordance with the GRI Standards for the period [1st April 2022 to 31st March 2023]					
GRI 1 used		GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)		Oil and Gas Sector					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION				Oil & Gas Sector Standards
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	PAGE NUMBER	
GRI 3: Material Topics 2021: Marketing and Labeling	3-3 Management of material topics						
GRI 417 : Marketing and Labeling	417-1 Requirements for product and service information and labeling	Not Applicable					
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable					
	417-3 Incidents of non-compliance concerning marketing communications	Not Applicable					
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Business – Breaches on code of conduct					142-143
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Business – Breaches on code of conduct					143



List of Abbreviations

AC	Air Conditioner	GRI	Global Reporting Initiative	LTIFR	Lost Time Injury Frequency Rate	SOx	Sulfur Oxides
AFR	Alternate Fuel or Raw Material	GWP	Global Warming Potential	MBA	Mangala, Bhagyam and Aishwariya	STAR	Species Threat Abatement and Restoration
AGI	Above Ground Installations	HC	Hydrocarbon	MMBOE	Million Barrel of Oil Equivalent	TRIFR	Total Recordable Injury Frequency Rate
AP	Andhra Pradesh	HDPE	High-Density Polyethylene	MoEF&CC	Ministry of Environment, Forest and Climate Change	UNSDG	United Nations Sustainable Development Goals
BCF	Billion Cubic Feet	HR	Human Rights or Human Resources	MOU	Memorandum of Understanding	VCD	Vertical Cutting Dryer
BMP	Biodiversity Management Plan	HSEQ	Health, Safety Environment & Quality	MPT	Mangala Processing Terminal	VFD	Variable Frequency Drive
BOEPD	Barrels of Oil Equivalent per day	HVAC	Heating Ventilation & Air conditioning	MT	Metric Tonnes	VOC	Volatile Organic Compounds
CDP	Carbon Disclosure Project	IBAT	Integrated Biodiversity Assessment Tool	MVCC	Medium Voltage Covered Conductors	WBM	Water Based Mud
CEMS	Continuous Emission Monitoring System	ICT	Information and Communication Technology	MW	Mega Watt	WP	Well Pad
CEO	Chief Executive Officer	IEC	Information, Education and Communication	NABL	National Accreditation Board for Testing and Calibration Laboratories		
CFC	Chlorofluorocarbons	IFC PS6	The International Finance Corporation's (IFC's) Performance Standard 6	NOSDCP	National Oil Spill Disaster Contingency Plan		
CFD	Condensate Flash Drum	INR	Indian Rupees	NOx	Nitrous Oxides		
CFO	Chief Financial Officer	IOGP	International Association for Oil & Gas Producers	NPWI	Net Positive Water Impact		
CII	Confederation of Indian Industry	ISO	International Organisation for Standardisation	OALP	Open Acreage Licensing Policy		
CNG	Compressed Natural Gas	IT	Information Technology	ODP	Ozone Depleting Potential		
CO₂	Carbon Dioxide	ITI	Industrial Training Institutes	ODS	Ozone Depleting Substance		
CPCB	Central Pollution Control Board	IUCN	International Union for Conservation of Nature	OEM	Original Equipment Manufacture		
CSR	Corporate Social Responsibility	KG	Kilo Grams	OHL	Overhead Lines		
DFO	District Forest Officer	KL	Kilo Litres	PET	Polyethylene Terephthalate		
DG	Diesel Generators	KWH	Kilo Watt Hour	PHED	Public Health Engineering Department		
ESG	Environment, Social and Governance	KWP	Kilo Watt Peak Power	PLC	Public Limited Company		
ETP	Effluent Treatment Plan	LED	Light Emitting Diode	PM	Particulate Matter		
EV	Electric Vehicle	LGBTQ	Lesbian, gay, bisexual, transgender and queer/questioning	PUF	Poly Urethane Foam		
FICCI	Federation of Indian Chambers of Commerce & Industry	LMV	Light Motor Vehicle	RDT	Randhanpur Terminal		
FTE	Full Time Employee	LPG	Liquefied Petroleum Gas	RGC	Recirculation Gas Compressor		
FY	Financial Year	LQ	Living Quarters	RGT	Raageshwari Gas Terminal		
GHG	Green House Gases	LTI	Loss Time Incidents	RO	Reverse Osmosis		
GIL	Gender Intelligence Leadership			SBU	Sub Business Units		
GJ	Giga Joules						



Performance Table

EMISSIONS

SCOPE EMISSIONS (tonnes of CO₂eq)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Direct (Scope 1) Emissions	17,77,161	20,75,801	19,70,766	18,41,600
Indirect (Scope 2) GHG Emissions	3,44,655	2,54,145	1,42,325	1,34,987
GHG Emissions Intensity Scope 1&2 (tonnes of CO ₂ e/MT of HC produced)	0.261	0.256	0.232	0.203
GHG emission intensity (tonnes of CO ₂ e/ Gross Revenue in Mn)	5.47	7.08	11.44	7.73

SCOPE 3 EMISSIONS (tonnes of CO₂eq)

Categories in (Tonnes of CO ₂ e)	FY 2022-23	FY 2021-22
Use of sold products	2,16,84,256	2,49,49,853
Processing of sold products	14,98,990	18,22,720
Fuel and Energy	63,437	26,191
Electricity consumption- Leased office	848	1,078
Offsite disposal of Waste	949	2,547
Total	2,32,48,480	2,68,02,389

GHG EMISSIONS (tonnes of CO₂eq)

Indicators	Gas Combustion	Flaring - Venting	Grid Electricity	Diesel	LPG/Propane	Total GHG Emission
FY 2022 - 23	12,44,240	4,53,395	3,44,655	79,185	341	21,21,816
FY 2021 - 22	14,84,068	5,46,757	2,54,145	44,618	358	23,29,946
FY 2020 - 21	13,77,382	5,49,715	1,42,325	43,021	647	21,13,091
FY 2019 - 20	13,26,766	4,42,126	1,34,897	72,199	510	19,76,587

STACK EMISSIONS (MT/annum)

Indicators	FY 2022- 23	FY 2021-22
SOx	55	137
NOx	1,495	722
PM	256	42
VOC	-	0.08

ODS (Ozone Depleting substances)

Particular (in Kgs)	FY 2022- 23	FY 2021-22	FY 2020-21	FY 2019-20	Remarks
ODS Emission (R-11 equivalent)	31	29.67	24.64	14.45	R-22 Refrigerant actual consumption multiplied with R-22 ODS potential (CFC-11 equivalent) 0.055 FY 2023: 559 Kgs FY 2022: 539 Kgs FY 2021: 448 Kgs FY 2020: 263 Kgs

ENERGY

ENERGY CONSUMPTION (GJ)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Energy consumption within the organisation	1,98,15,309	2,25,78,186	1,98,40,711	1,93,62,613
Energy consumption outside the organisation	17,47,545	11,58,127	6,24,841	5,92,627
Energy intensity (GJ/MT)	2.65	2.61	2.24	2.05

RENEWABLE ENERGY CONSUMPTION (GJ)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Renewable energy consumption	4,341	1,811	2,353	2,284

FLARING AND VENTING

Indicators	Flaring (mmscm)	Venting (mmscm)
FY 2022 - 23	197.31	0.696
FY 2021 - 22	230.22	0.723
FY 2020 - 21	222.31	0.760
FY 2019 - 20	174.73	0.744

**GAS FLARING**

Indicators	Unit of measurement	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Potential gas flaring	Tonnes of gas	26,839	43,951	70,505	77,971
Hydrocarbon production (excluding Aish-ABH field)	Tonnes of HC produced	67,73,201	76,81,203	79,17,812	86,37,950
Potential flare gas intensity	Tonnes of gas flared/ thousand tonnes of HC production	3.96	5.72	8.90	9.03

WATER**FRESH WATER INTENSITY (kL/1000 tonnes of HC produced)**

Indicators	FY 2022-23
Fresh water Absolute (consumption) (kL)	83,591
Fresh water consumption intensity (kL/1000 tonnes of HC produced)	10.28

WATER WITHDRAWAL (kL)

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Ground water	1,00,07,554	1,16,05,301	1,06,19,818	1,09,87,439
Surface water (River)- PHED	14,724	46,468	49,878	26,006
Water tankers (third party supply)	1,41,015	1,11,259	79,858	1,01,068
Produced water generated	3,71,09,961	4,07,75,601	4,05,64,902	3,74,51,655
Total water withdrawal (A)	4,72,73,254	5,25,38,629	5,13,14,456	4,85,66,168

WATER CONSUMPTION (kL)

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Mineral water purchased	10,650	10,153	8,246	7,960
Total water consumption (B) (Withdrawal (A)+ mineral water purchased)	4,72,83,905	5,25,48,782	5,13,22,702	4,85,74,128

VOLUME AND DISPOSAL OF FORMATION OR PRODUCED WATER (kL)

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Produced water generated	3,71,09,961	4,07,75,601	4,05,64,902	3,74,51,655
Produced water recycling rate	96%	96%	96.8%	95.6%

OVERALL WATER REUSE-RECYCLING RATE

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Reuse-recycling rate	76%	75%	77%	75%

WASTE**HAZARDOUS WASTE**

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Waste generated	37,462	25,777	24,729	47,700
Waste diverted from disposal (Gainful utilisation)	31,367	20,642	21,628	43,240
Waste directed to co-processing for energy recovery	3,467	3,376	2,973	4,256
Waste directed to disposal (landfill/Incinerator)	2,525	1,666	57	124

AMOUNT OF DRILLING WASTE (MT)

Indicators	FY 2022-23	FY 2021-22	FY 2020-21	FY 2019-20
Synthetic oil-based mud and SOBM drill cuttings	30,385	21,860	21,628	43,240
Water based mud and WBM drill cuttings	9,962	2,255	1,575	20,267



WORKFORCE

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Man-Hours (in million)	38	34.34	36.79	49.97

LOST TIME INJURY FREQUENCY RATE (LTIFR)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Permanent employees	0	0	1.3	1.2
Contractor employees	0.03	0.22	0.09	0.26
Overall	0.03	0.2	0.16	0.30

TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Permanent employees	0	0	1.3	1.95
Contractor employees	0.26	0.41	0.51	0.93
Overall	0.24	0.38	0.54	0.96

FATALITIES AND WORK-RELATED INJURIES

Indicators (Fatalities)	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Permanent employees	0	0	0	0
Contractor employees	0	0	1	1

Indicators (FY 2022-23)	Employees	Contractor Employees
Total injuries	0	9
Work related fatalities	0	0

NUMBER OF PROCESS SAFETY EVENTS, BY BUSINESS ACTIVITY (per million man hours)

Indicators	FY 2022 - 23	FY 2021 - 22	FY 2020 - 21	FY 2019 - 20
Tier 1	0	1	2	2
Tier 2	1	2	5	5
Total	1	3	7	7

WORKFORCE SNAPSHOT

Indicators	FY 2022 - 23		FY 2021 - 22		FY 2020 - 21		FY 2019 - 20	
	Male	Female	Male	Female	Male	Female	Male	Female
Full time employees	1,109	245	1,125	226	1,170	235	1,264	259
Contractor employees	7,829	124	5,380	92	5,252	93	6,845	86
Retainers	95	9	121	7	142	8	281	13
Total	9,033	378	6,626	325	6,564	336	8,386	358

WOMEN IN WORKFORCE (FTE)

Indicators	FY 2022 - 23
Total women workforce	18%
Women in management committee (ManCom)	25%
Women in senior management	11%

NEW HIRES

Indicators	FY 2022 - 23
Male	211
Female	85
Total	296

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE (FTE including retainers)

Indicators	FY 2022 - 23	FY 2021 - 22
Male	46.02	27.19
Female	70.14	44.81

**ATTRITION AND TURNOVER RATE BY GENDER AND AGE GROUP**

Attrition % (FY 2022-23)	Gender	Age Group		Attrition %	Employee Turnover % (FY 2022-23)
		< 30 Yrs	30 - 50 Yrs		
Attrition % (FY 2022-23)	Male	< 30 Yrs	30.42%	13.37%	Employee Turnover % (FY 2022-23)
		30 - 50 Yrs	5.91%		
		> 50 Yrs	0.00%		
	Female	< 30 Yrs	24.57%	19.29%	
		30 - 50 Yrs	6.76%		
		> 50 Yrs	20.00%		
	Total	< 30 Yrs	28.65%	14.4%	
		30 - 50 Yrs	5.99%		
		> 50 Yrs	0.68%		
Employee Turnover % (FY 2022-23)	Male	< 30 Yrs	36.41	16.61%	
		30 - 50 Yrs	7.73		
		> 50 Yrs	2.10		
	Female	< 30 Yrs	29.14	22.4%	
		30 - 50 Yrs	6.76		
		> 50 Yrs	20		
	Total	< 30 Yrs	34.20%	17.6%	
		30 - 50 Yrs	7.63%		
		> 50 Yrs	2.70%		

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

Indicators	FY 2022 - 23	FY 2021 - 22
Basic salary	0.80	0.87
Remuneration	0.79	0.89

PARENTAL LEAVE DISTRIBUTION

Indicators	FY 2022-23	
	Male	Female
Total number of employees that took parental leave	35	6
Return to Work Rate	100%	100%

RETURN TO WORK RATIO

Indicators	FY 2022 - 23	FY 2021 - 22
Return to work ratio	100%	98%
Return to work ratio of female employees	100%	88%
Return to work ratio of male employees	100%	100%

MINIMUM AND ENTRY LEVEL WAGE

Indicators (FY 2022-23)	Local minimum wage (₹/day)	Entry level wage (₹/day)
Male	788	1,917
Female	788	1,917

Enabling Sustainable Energy Transformation

Ensuring energy self-sufficiency for India

Educating children to secure their future

Empowering women through education, nutrition, healthcare, and welfare initiatives

Maintaining Net Water Positive Impact

No Net Loss to biodiversity and net positive impact on Ecosystem

Value Creation for all stakeholders through engagement and issues material to them

Building a sustainable and inclusive value chain

Advocating for diversity, equity, inclusivity

Optimising production and resource efficiency while expanding operational footprint

Restoring the ecosystem by planting 2 million trees

Creating sustainable livelihood opportunities

Leveraging learning and development opportunities to upskill our people

Achieving Net Zero Carbon

Transforming responsibly, underpinned by sustainability strategy and governance structure

Vitalising health, safety and well-being of our employees, business partners and communities

Committing to contributing 50% of the India's oil and gas production

Ethical and responsible conduct by adhering to global governance practices

Embracing evolving technologies for operational excellence



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