

Health and Safety Policy

I. Overview and Purpose of Policy

Oil and Natural Gas Corporation Limited (ONGC) is the largest oil and natural gas production company in India and strives to adhere to the highest standards of health and safety across its operations. ONGC aims to achieve the highest standards of occupational health, safety and wellbeing, aligning with national and international standards. The Company's dedication to health and safety is integral to its mission of achieving operational excellence and sustainable growth.

II. Applicability

This policy applies to ONGC employees, contractual workers, suppliers, and others with whom ONGC conducts business. In addition, this policy is applicable throughout the operational lifecycle of the projects, covering stages from exploration and planning to evaluation, operation, and closure.

III. Policy Commitment

Adhering to the Health and Safety Policy, ONGC shall:

- Implement all applicable legislation, codes, standards and other requirements for occupational health and environment, and social process safety, responsibility to ensure both compliance and sustainable development (environmental, social, and governance) principles, practices, plans, and objectives are achieved.
- Implement and integrating robust risk management frameworks into ONGC's operations to ensure occupational health, safety, and major accident threats, hazards and their risks are effectively managed to "As Low as Reasonably Practical" (ALARP).
- Undertake all actions necessary to protect equipment and the integrity of systems to avoid accidental release of hazardous substances for minimizing risks to safety and health of the Company's workforce, and external stakeholders such as the communities we operate in.
- Establish "SMART" objectives and targets to internally measure, audit and assess ONGC's occupational health and safety, process safety, environmental and social performance at all organizational levels and externally against relevant international benchmarks.
- Leverage data monitored to continuously improve the health culture at ONGC, and publicly report on disclosures pertaining to health and safety, across sustainability reports, annual reports, among others.
- Invest in people through effective recruitment, retention, competence development, and knowledge management systems such that occupational health and safety, process safety and environment or social responsibility principles and practices are suitable, adequately, and effectively implemented through excellent leadership.
- Invest in, establishing and continuously improving the Company's asset integrity management systems and programs to maximize the benefits of healthy, safe, environmentally friendly and socially responsible production, and to avoid loss of containment events.

cy

- Conduct regular audits (internal, external and/or third-party), general inspections, behavioral observations, tasks observations and perception surveys to ensure a robust occupational health and safety monitoring system in place.
- Conduct mandatory and refresher health and safety trainings with proper review from line managers, to ensure workforce is abreast with organizational health and safety commitments and compliances.

IV. Compliance and Assurance

ONGC is committed to adhering to all pertinent health and safety regulations, standards, and industry best practices. This involves operating and maintaining assets within the boundaries defined by permits, consents, and licenses.

V. Stakeholder Engagement

ONGC is committed to identifying and engaging with key internal and external stakeholders at relevant operational levels. This engagement facilitates the exchange of views on health and safety concerns and the corresponding mitigation measures.

VI. Communication and Awareness

ONGC shall ensure regular trainings and awareness workshops for all its employees and business partners on health and safety related aspects and apprise them on the Company's health and safety commitments and performance.

VII. Governance Framework

- The responsibility of implementation of this policy resides with the HSE Department at Work Centers and Assets,
- The Board-level HSE Committee, under the guidance of the Chairman, shall be responsible for Board-level oversight over the Company's health and safety performance,
- The Risk Management Committee will set up systems to report health and safety related parameters, deviations, and constraints to manage risks. Potential health and safety risks will be assessed through a risk management mechanism for necessary action,
- The policy will be reviewed annually in accordance with ONGC's health and safety commitments.



Arun Kumar Singh
Chairman & CEO, ONGC

Dated : 25th October, 2024