Cairn Oil & Gas, a vertical of Vedanta Limited, is one of the largest oil and gas exploration and production companies in India. We are the largest private sector producer of crude oil in India with 173,958 BOPD of average operated production in FY2020. The company’s target reserve and resource base are 71 billion BOE. Through its affiliates, Cairn Oil & Gas has been operating for more than two decades in India playing an active role in developing the country’s oil and gas resources. We combine a world-class asset portfolio with proven expertise across exploration, development and production to create significant value for all stakeholders.
OUR VISION
‘To be a best-in-class E&P company with a balanced portfolio delivering value through superior business performance and partnerships’.

OUR VALUES

TRUST: We actively foster a culture of mutual trust in our interactions with our stakeholders and encourage an open dialogue which ensures mutual respect.

ENTREPRENEURSHIP: Our people are our most important assets. We actively encourage their development and support them in pursuing their goals.

INNOVATION: We embrace a conducive environment for encouraging innovation that leads to a Zero Harm environment and exemplifying optimal utilization of natural resources, improved efficiencies and recoveries of by-products.

EXCELLENCE: Our primary focus is on delivering value of the highest standard to our stakeholders. We are constantly motivated on improving our costs and our quality of production in each of our business through a culture of best practice benchmarking.

INTEGRITY: We place utmost importance on engaging ethically and transparently with all our stakeholders, taking accountability of our actions to maintain the highest standards of professionalism and complying with international policies and procedures.

RESPECT: We lay consistent emphasis on human rights, respect the principle of free, prior, informed consent, while our engagements with stakeholders give local communities the opportunity to voice their opinions and concerns.

CARE: As we continue to grow, we are committed to the triple bottom line of People, Planet and Prosperity to create a sustainable future in a zero harm environment for our communities.

OUR PORTFOLIO

- Largest independent oil and gas E&P company in India
- Production from operated assets constitute ~24 per cent of India’s crude oil production
- Opened four frontier basins
- 71 billion BOE target reserves and resources
- Built world’s longest continuously heated and insulated pipeline (~ 670Km)
- In 2004, discovered the Mangala field in Rajasthan; largest onshore oil discovery in India in more than two decades
- Portfolio of 58 blocks in India with total acreage of ~65,000 sq km. Three producing assets: Rajasthan and Cambay in the West, Ravva in the East coast and Krishna Godavari Basin.
**3D SEISMIC**

3D seismic is a powerful method of geophysics used for hydrocarbon exploration and field development. It provides a detailed information about the subsurface structures, fault distribution and reservoir prediction to build high resolution geological models in the areas of interest.

- Cairn Oil & Gas has implemented an innovative workflow of merging two existing seismic vintages with different orientations for generating high quality seismic images in Mangala Field.
- State of the art ES360 seismic imaging technology for better definition of main bounding and intra-field faults for reducing drilling risk in attic oil development of Bhagyam field.
- Application of stochastic inversion technology to delineate thin beds of Fatehgarh reservoir and built a detailed reservoir model for reducing development drilling risks in Aishwariya field.
- Started mega merge seismic processing to combine all individual 3D surveys into a single seamless seismic volume for identifying new exploration prospects in Rajasthan block.

**POLYMER EOR**

EOR through polymer flooding is a technology used for improving oil recovery – particularly in older and declining oil reservoirs containing viscous crude oil. Addition of polymers to the water enables a better displacement of oil and improves recovery factor.

- Successful full field peak polymer injection (400 kblpd) achieved in the Mangala Field; all five formations of Mangala being targeted.
- World’s largest centralized polymer mixing facility with a capacity of 80,000 bldp of 15,000 ppm mother solution operational at the site.
- Water cut decrease observed in multiple wells pointing to excellent reservoir response.
- Mangala field has produced over 30% of its Initial Oil in place within 10 years of the start of production due to aggressive EOR strategy.

**HYDRAULIC FRACTURING**

Hydraulic fracturing is the process of providing a conducive path for hydrocarbons to flow from the reservoir to the wellbore, in low permeability reservoirs by ‘high-pressure injection of fracking fluid, primarily - water containing sand or other proppants’.

- Successfully placed the largest frac (430K lbs per stage proppants) job in India in one of the RDG wells, improved operation efficiency (Reduction in days from 4.5 to 2.2 per frac).
- Limited entry technique used to increase reservoir coverage from 60% to 85%.
- Expected ultimate recovery from the RDG field upgraded by ~25% as a result of successful application of hydro frac technology and better reservoir characterization.
- Addressable switch technology implemented for perforating multiple zones in a single E-line run; Evaluating and implementing fiber assisted frac technology to increase fracture conductivity and reduce cost per frac by ~50%.
- Operational excellence: Multiple wells in Barmer Hill formations being accessed in tandem.
- Longest onshore 6” lateral section (1380m) in India drilled in Aishwariya Barmer Hill using Periscope HD tool.
- Successful fracturing of more than 150 stages using Broadband Precision integrated completion service method.

**INNOVATION IN CONCEPT OPTIMISATION**

- Reduction of field installation time and cost by using ‘Spool-able Reinforced Thermoplastic Pipe’ instead of DDS lines.
- Skid based modular polymer mother solution preparation unit instead of conventional plant to reduce execution time and onsite construction, and provide flexibility for relocation.
- Low invasive drilling fluid system to control wellbore damage.

**LEVERAGING THE TECHNOLOGY TO UNLOCK THE POTENTIAL OF RAJASTHAN BLOCK**

#FortheFuture of our Prosperity

**For the Future**

2004

- CB/OS-2 - Crossed 10 million barrels of crude oil production

2008

- Began Construction of Mangala Processing Terminal

2009

- Raageshwari Deep Gas Development project in progress with ~39 new wells with more than 400 hydraulic fracturing stimulations. It is expected to deliver an incremental production of ~15 KBOEPD.

MBA (Mangala, Bhagyam and Aishwariya)

- Best-in-class full field ASP Implementation with expected total recovery of ~57%
- This scale of implementation has only been achieved in Daqing Oilfield, China with ~47% recovery
- ~250 new wells planned

MBA

- ~250 new wells with more than 300 hydraulic stimulations planned
- Large scale up-grading of a gas processing plant in progress

Mangala, Rajasthan

- Discovery
- Inauguration by Hon’ble Prime Minister of India

Satellite Fields

- Development of 14 fields with ~12 new wells, having more than 20 hydraulic fracturing stimulations and artificial lift installations

Growth projects

2009

- First gas was supplied to support the commissioning of above the ground installations of the crude oil pipeline system
- Nagapattinam (Demarcation) Discovery

2010

- First gas sale from Raageshwari
- Fastest Growing Energy Company in the world for two consecutive years - 2012 & 2013 as per Platts 250 rankings

2011

- 10 million barrels CB/OS-2 - Crossed 10 million barrels of crude oil production

2012

- 120,000 boepd (barrels of oil equivalent per day) Mangala field commenced production. Marginal Oil Field Raageshwari commenced production

2013

- Indian Rupee gas sale from Raageshwari
- Completed 6 years of operations in Raageshwari. Crossed production milestone of 15 million barrels, 10 years of operations in India.

2014

- Vedanta Resources acquired a 56.5% stake in Cairn India Sawai Madhopur field commenced production
- 260 million barrels oil production from Raipadhan

2015

- Cumulative oil production 350 million barrels
- 36 discoveries in Rigathon Increased HP/HT (high temperature - high pressure) by ~1.4 billion boe

2016

- Executed Mangala EOR (Enhanced Oil Recovery) World's largest polymer flood

2017

- OALP II & III Success
- Won 10 Priority Blocks making the count to 51 Blocks
- Raageshwari Deep Gas Development accomplished 10 years of safe operations

2018

- 15th Anniversary CB/OS-2 Operations 2002-2017 Transforming gas field to oil field
- OALP Success
- Awarded 41 new exploration blocks in the Open Acreage Licensing Policy (OALP) round 1
- More than a million lives touched through CSR interventions across assets
- Rajasthan block gets a ten year PSC extension
- Vedanta Resources, Cairn India Saraswati field commenced production

2019

- OALP I & III Success
- Won 10 Priority Blocks making the count to 51 Blocks
- Cumulative oil production 500 million barrels
- EG offshore discovery
- Bidset oil in March

JOURNEY OF GROWTH
ASSET PORTFOLIO
48 blocks with total acreage of ~55,000 sq. km

ASSET HIGHLIGHTS

RAVVA (PKGM-1) ANDHRA PRADESH
- Located in the shallow offshore area of Krishna Godavari Basin
- Since its inception in 1994, Ravva has produced approximately 297 mmbbls of crude and 367 billion cubic feet of gas, representing close to 50 per cent recovery till FY2020.
- Block current production: 14,232 BOPD in FY2020
- Example on how technology can play a central role in accessing new reserves
- Field direct operating cost is one of the lowest amongst Cairn Oil & Gas peers
- The field has clocked 11.6 million LTI free man-hours till end of FY2020

CAMBAY (CB/OS-2) GUJARAT
- Located in the offshore area of the Cambay block
- Since inception in 2002, Cambay has produced approximately 42 mmbbls of crude and 242 billion cubic feet of gas
- Block current production: 17,991 BOPD as of FY2019
- Application of advanced geophysical tools transformed the block from a predominantly gas field to an oil field.
- Example of optimal asset utilization, with its infrastructure being used for the tolling and processing of ONGC’s gas from its North Tapti field.
- CB field has clocked 7.5 million LTI free man-hours till end of FY2020
RAJASTHAN BLOCK (RJ-ON-90/1)

- Spread over 3,111 km West of Barmer in Rajasthan
- Key producing fields – Mangala, Bhagyam, Aishwariya, Saraswati, Raageshwari; there are a total of 38 discoveries till date
- RJ Block achieved cumulative total production of over 568 MMBOE (excluding fuel gas) till the end of FY2020. 1,44,260 BOPD gross production in FY2020.
- RJ- Estimated HIIP of 5.8 billion BOE as of 31 March 2020
- Water flood operating expenditure was about US$ 6.1 per barrel, which remains one of the lowest in the world.
India is the largest source of future oil demand growth
Oil consumption in India increases by 6 mb/d
In 2040, India’s import bill for oil & gas would be $460 billion compared with $65 billion in 2015
Caring for our People & Planet
We endeavor to meet the highest international standards of Health, Safety, and Environmental performance. We have consistently demonstrated HSE performance amongst peers and all our operational sites are certified as per ISO 14001 and OHSAS 18001 standards. Raageshwari, Radhanpur, Viramgam Terminals and CB/OS-2 asset are certified for ‘5S’ by Quality Circle Forum of India (QCFI).

Our effort towards maintaining a leading HSE culture is recognized by several reputed institutions.

Sustainability
- Cairn Oil & Gas received ‘CII ITC Sustainability Award 2018’.
- Occupational Health & Safety
  - Our CB/OS-2 asset received ‘National Safety Award for Lowest Injury Frequency Rate for Oil Mines’ in 2015 and 2016 consecutively.
  - Our Ravva asset also received ‘National Safety Award 2016’.
  - Raageshwari Gas Terminal has won ‘Sword of Honour’ from the British Safety Council for excellence in HSE Management.
  - Our Midstream Operation also received British Safety Council ‘International Safety Award with Merit’.
  - In the 7th FICCI Safety Systems Excellence Award 2018, the Bhagyam oil and gas mine received the prestigious Platinum prize in the mining sector, while the pipeline operations and CBOS-2 asset received certificates of appreciation for Good Practices in Safety Systems.
  - Ravva asset received ‘CII-Southern Region’ Award for HSE excellence with ‘Four Star Rating’.
  - CB/OS-2 asset received ‘Global Safety Awards 2019’.
  - Raageshwari gas mine of Rajasthan asset and CB/OS-2 asset received ‘Silver SKOCH Award 2018’ with ‘Order of Merit’ respectively in ‘Energy’ category and ‘Digital Initiatives in Oil & Gas’ and ‘Creating Value for Stakeholders’.

Environment
- Mangala, Bhagyam and Aishwarya Mines of Rajasthan asset won National Award for Excellence in Water Management 2018 by CII.

- 99 per cent of all the water we consume is sourced from saline, non-potable water aquifers. 75 per cent of produced water is recycled and reused.
- Assurance through periodic audits of our energy and water usage.
- Part of several international efforts driving environmental best practices: US EPA’s Global Methane Initiative and IUCN’s “Leader’s for Nature” program.
- Developed a set up for recovery of natural gas, flared during milling operation in Rajasthan. This solution provided safe and controlled operation for recovery of natural gas and condensate collected during milling operation to production system and set up a global benchmark for zero flaring during milling operation.
- Cairn Oil & Gas has also dedicated considerable resources to improve the road safety of our vehicles by fitting them with right technology – such as GPS, seatbelts, airbags and conducting training programs for all our drivers. In addition, we have also worked with local community stakeholders so that they learn how to use the roads safely, improving the overall road safety environment. In all, we have trained over 21,000 individuals through our road safety training programs.

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CREATING SHARED VALUE THROUGH INCLUSIVE GROWTH FY 19-20

We are committed to empower the local communities in our areas of operation and support them in their journey towards a sustainable and inclusive future.

AGRICULTURE AND NATURAL RESOURCE MANAGEMENT

The agriculture and natural resource management (NRM) projects aim at increasing the incomes of the farming community through productivity enhancement.

Project Highlights:
• Developed 1,214 Wadi (horticulture farms), 781 Khadin (traditional rainwater harvesting structures), 25 Nadi (community ponds), and planted over 1,00,000 saplings including silvopasture
• More than 15,00,000 cubic metre of water harvesting capacity
• 46 dairy cooperatives registered with 4,500 dairy producers
• 25 women self-help groups (SHGs) formed for dairy women; total SHG members increased to 289 women
• Touched the lives of 11,000 farmers (agriculture - NRM) and 30,352 dairy farmers

EDUCATION

Education plays a key role in everyone’s life and we at Cairn Oil & Gas, make sure that this basic need is fulfilled.

Project Highlights:
• Solar electrification project in 100 Adarsh schools in Barmer, aiming to touch the lives of ~25,000 students
• In addition to our drinking water initiative providing safe drinking water in schools, ~81 rooftop water harvesting structures have been constructed to collect ~5,000 cubic metre rain-water every year
• Ghar Baethe Gyan Ganga, an initiative under the Smart Class and Sanitation Program, covering 33 schools of Gujarat has touched the lives of 4,270 students
• Ujjawal Education Project initiated across 20 schools of Barmer has impacted the learning and development of approximately 7,600 students

HEALTH

Villages in our operational area are sparsely populated and lack optimum methods of transportation and mobility. It is our objective to take affordable health care to these far-flung villages in Barmer.

Project Highlights:
• 10 mobile health vans including six in Barmer and four in Gujarat cover 245 villages every week
• Medical services at the doorsteps of the rural community covering 2,00,000 community members
• Health awareness camps benefiting 24,000 people
• Over 45,555 OPDs held through specialist doctors in Barmer district hospital and 8,586 OPDs through two First Referral Units in Barmer
• 62 staff members deployed at District Hospital, Barmer for maintaining health and hygiene services, benefiting over 1,09,035 visitors to the hospital
• Support to Primary Health Center (PHC) S’Yanam - 20,334 OPDs, 10,917 lab tests, and support of 11 medical professionals

DRINKING WATER

Our Jeevan Amrit Project is working to address the shortage of safe drinking water and aims to provide access to treated water to communities.

Project Highlights:
• Taking safe drinking water to communities through several RO plants, solar water kiosks, and 12 bore wells (water vans) across three states
• Sustainable model with community ownership
• 124 RO plants installed and commissioned as on date, benefiting over 128,384 rural population
• Ten bore-wells commissioned, benefiting 12,000 families

SANITATION

We undertake large scale initiatives under this program to support the National Sanitation Mission.

Project Highlights:
• Constructed 23,500 household toilets across 47 Gram Panchayats, including 4,000 bathrooms in partnership with Zila Parishad, Barmer
• Improved sanitation and drinking water facilities in 61 schools with behavioural change sessions, benefitting 22,937 students
• Supported the government’s effort to make Barmer an open defecation free district

PROJECT NAND GHAR

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PROJECT NAND GHAR

Project Nand Ghar is committed to the Prime Minister’s vision of eradicating child malnutrition, providing education, healthcare to children while empowering women with skill development.

Project Highlights:
• Barmer has 49 operational Nand Ghars benefitting 42,993 children and women across 32 villages
• Observed an improvement of 85 per cent in malnourished children at Nand Ghar
• Developing 4,000 Nand Ghars across India along with 20,000 women startups, and 8,000 toilets, affecting 1,450,000 children and 83,000 mothers

CHILDREN’S WELL BEING
Project Divyang:

- Regular coaching, sports training, and nutritional support for 10 para-athletes from Rajasthan
- Cairn Pink City Half Marathon
- Close to 6,500 students and community members engaged across 20 schools and 50 villages through a six-month-long programme
- More than 10,000 members participated in the mini-marathon at Barmer and half-marathon in Jaipur
- The marathon ensured international participation, and awareness on organ donation; supported one free meal for a child through ‘Akshya Patra Foundation’ against each registration, and saw a participation of more than 100 differently-abled runners

Cairn Enterprise Centre

- State-of-the-art training center in Jodhpur with best-in-class facilities including residential accommodation and equipment from across the world
- 360° development-oriented approach with holistic training on soft skills, domain skills, English and digital literacy
- 16 types of vocational trainings offered
- Masonry helpers trained in hard to reach areas near the Indo-Pak border villages
- 700 students trained at CEC Barmer and CEC Sanchore
- 80 per cent placement rate with an average salary of INR 8-10K

Project Tamana

- Facilitating skill development trainings and physiotherapy sessions for 20 differently-abled students through NGO ‘Project Tamana’ in New Delhi
- Provisioning a bus benefitting 120 students

Cairn Oil & Gas has undertaken these infrastructure development projects to bring Barmer from the state of backwardness to mainstream in tandem with the smart city initiative.

Project Highlights:

- The improved aesthetic value of the conspicuous places in Barmer with interventions like plantation drives and improvement of Saras Park, Public Park, Collectorate Circle, green belt development along Border Security Force (BSF) Road, Improvement of Mahalnath Circle, development of Slope Garden, renovation of underflyover public park, have increased community footfall in these places.
- Regular maintenance work to ensure 95 per cent plant survival across the green area development. More than 2,300 plants are currently thriving across project locations.
- A total of 11,381 visitors from Barmer and surrounding villages benefitted.

The project covered 240 Villages; 39 Wards; 80,000 IEC materials; 50 household units.

Project highlights:

- Face Masks Distributed 10,000 masks prepared in collaboration with five SHGs at Barmer
- Launch of e-manual in collaboration with district administration and Barmer Resource Centre, capturing the key messages for preventive care.
- Release of awareness videos on COVID-19 by district administration.
- Launch of an awareness song in regional language on the radio from the state capital, Jaipur to create mass awareness.
- 10 MHVs engaged in covering remote rural areas to spread awareness and sanitisation in communities.
- A digital campaign for raising awareness on health, hygiene, and social distancing by school students.
- 2,900 youths trained at Cairn Skill Centres (CEC Barmer and Sanchore, and CCoE Jodhpur) along with 50 schoolteachers and principals actively involved in sharing the video on COVID-19 prepared by Cairn through social media platforms
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For us, ‘resources’ is beyond the obvious.

From a modest beginning in 1995, today Cairn stands tall amongst its global peers. An invaluable link in this chain of growth that holds us together is ‘our people’. As an organization, we have been committed to institutionalizing best-in-class people practices and providing our people, the necessary tools, resources and environment to enrich themselves.

We believe that learning and development is a continuous journey which must be championed by employees themselves. The organization ensures that a plethora of learning opportunities is always available to employees, beyond the boundaries of the office and regular work timings. This includes our well-equipped library, as well as access to an e-learning library with more than 15,000 courses which can be accessed anytime, anywhere.

Employee Engagement is a key pillar of our people strategy. We strongly believe that mental agility and physical fitness are closely intertwined with individual and organizational performance. The Cairn Wellness Program is a multi-pronged initiative focused on encouraging positive health habits in employees by focusing on 5 pillars of overall Wellness – Physical, Mental and Financial, Leadership Connect and Chairman Workshops are significant networking and exposure platforms, where high-potential employees get exposed to thoughts and perspectives coming from the Leadership Team at Cairn. Cairn also has its own Toastmasters Club wherein employees are encouraged to benefit from the internationally recognized and acclaimed Toastmasters Methodology to improve public speaking and leadership skills.

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We are committed to our cause of promoting diversity and inclusion within the organization and in larger communities who we partner with. A conscious effort is made to attract applicants from diverse backgrounds to achieve and maintain a workforce diversity across levels and functions. The Gender Intelligence and Leadership Program is our flagship Diversity and Inclusion program under which we run initiatives aimed towards improving diversity acceptance and management capabilities, as well as setting up robust development and networking opportunities for our women leaders.

Our policies around work-life integration are one of the best and are framed after extensive deliberations with impacted groups. As a company we have the best practices in respect of maternity, paternity and adoption related leave and compensation policies, besides options for parental leave, career break (sabbatical) to fulfill the needs of our diverse employees. We extended the maternity leave to 6 months ahead of Government Legislation. We take pride in mentioning that the Government has now allowed by way of Gazette notification, working of women in mines, during night shifts. This has been possible due to Cairns efforts in terms of engaging with Government authorities to bring about larger change in rules and regulations pertaining to work hours impacting women.

Our compensation and benefits are competitive with industry as we constantly evaluate the market and internal parity of the salaries to be offered for various skill sets. We encourage culture of recognition and appreciation through CAFE (Cairn Award for Excellence) Awards, which recognizes excellence and celebrates achievements of our employees throughout the year via various annual and on the spot recognition awards. Through performance linked rewards, recognition and initiatives, we motivate our people to go beyond the call of duty in the interest of the organization.

Cairn has established a unique brand adopting leading practices for engaging and motivating employees that inculcates a sense of newness, freshness and youthfulness in our work environment.

At Cairn, we keep our people at the forefront of our business strategy. As such we are committed to the maintenance of a structured and integrated talent development ecosystem which focuses on three critical domains – technical knowhow, people practices and providing our people, the necessary tools, resources and environment to enrich themselves.

We believe in growing our own timber. We have globally benchmarked organization development interventions aimed at identifying high-potential talent and grooming them towards leadership positions. The Leadership ActUp program and the Young Leader Program are two comprehensive talent identification programs through which potential leaders are determined. The CLIMB(s) and CAD(s) Programs are transformational learning initiatives to inculcate, develop and enhance leadership skills and competencies within our people.

We believe that learning and development is a continuous journey which must be championed by employees themselves. The organization ensures that a plethora of learning opportunities is always available to employees, beyond the boundaries of the office and regular work timings. This includes our well-equipped library, as well as access to an e-learning library with more than 15,000 courses which can be accessed anytime, anywhere.

To ensure we have a qualified pool of technical leaders, our talent management process begins well before the induction of campus graduates. BOLD (Barrels of Learning per Day), is a year-long learning journey for all our technical campus hires, intended to provide a complete picture of the organization as well different functions and units within the organization. Campus hires are also anchored through a structured Mentorship Program, wherein leaders are encouraged to coach young talent towards developing their skills. This has helped reduce “time to autonomy” for our campus graduates to 5-7 years, which is lower compared to the industry average of about 7.5 - 8 years.

Our compensation and benefits are competitive with industry as we constantly evaluate the market and internal parity of the salaries to be offered for various skill sets. We encourage culture of recognition and appreciation through CAFE (Cairn Award for Excellence) Awards, which recognizes excellence and celebrates achievements of our employees throughout the year via various annual and on the spot recognition awards. Through performance linked rewards, recognition and initiatives, we motivate our people to go beyond the call of duty in the interest of the organization.

Cairn has established a unique brand adopting leading practices for engaging and motivating employees that inculcates a sense of newness, freshness and youthfulness in our work environment.
Cairn Oil & Gas is a firm believer in India’s potential. It is playing a key role in sustaining and growing India’s production.