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Cairn Oil & Gas

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EXCELLENCE THROUGH INNOVATION & TECHNOLOGY

CAIRN OIL & GAS CORPORATE BROCHURE

DELIVERING CONSISTENT GROWTH & VALUE TO STAKEHOLDERS

Cairn Oil & Gas, 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 161 kboepd of average operated production volume in FY2022. The company's target reserve and resource base is 7.7 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.





RAVVA FIELD ENERGIZING INDIA SINCE 1994

OUR VISION

To be a best-in-class E&P company with a vision to produce 50 % of India's oil and gas production through 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 that 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 utilisation of natural resources, improved efficiencies, and recoveries of by-products.

EXCELLENCE: Our primary focus is on delivering the 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 businesses through a culture of best practice benchmarking.

INTEGRITY: We place the utmost importance on engaging ethically and transparently with all our stakeholders, taking accountability for 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 approach 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 ~25 per cent of India's crude oil production.
- Opened four frontier basins.
- 7.7 billion BOE target reserves and resources.
- Built the world's longest continuously heated and insulated pipeline (705 km).
- In 2004, discovered the Mangala field in Rajasthan; when discovered it was the largest onshore oil discovery in India in more than two decades.
- Portfolio of 62 blocks in India with a total acreage of ~63,851 sq km. Three producing assets: Rajasthan and Cambay on the West coast, Ravva on the East coast, and Krishna Godavari Basin.



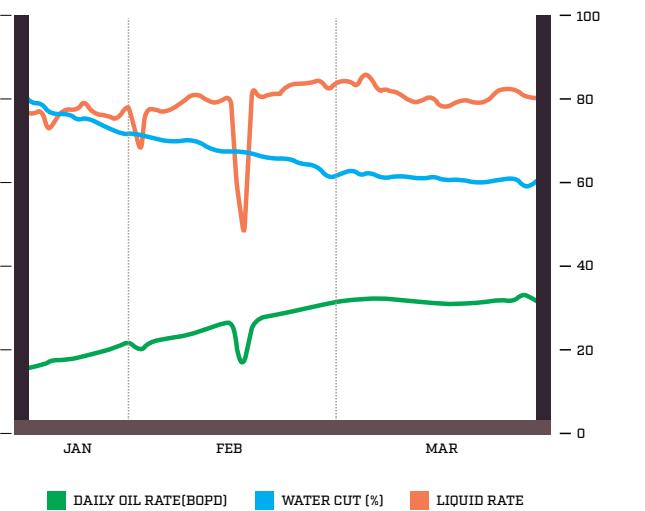
LEVERAGING THE TECHNOLOGY TO UNLOCK

THE POTENTIAL OF RAJASTHAN BLOCK

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 Raageshwari Deep Gas field (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 fibre assisted frac technology to increase fracture conductivity and reduce cost per frac by ~50%.
- Operational excellence: multiple wells in Barmer Hill formations are 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.



POLYMER ENHANCED OIL RECOVERY (EOR)

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

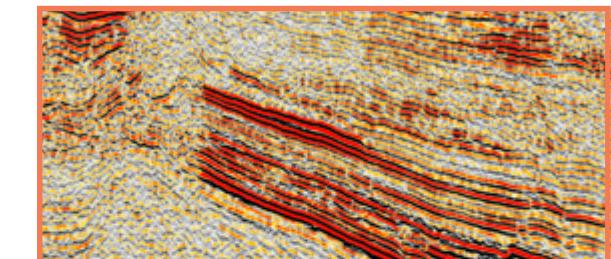
- Successful full-field peak polymer injection (520 kbpd) achieved in the Mangala field; all five formations of Mangala being targeted.
- World's largest centralized polymer mixing facility with a capacity of 80,000 bpd of 15,000 ppm mother solution operational at the site.
- Water cut decrease observed in multiple wells pointing to excellent reservoir response.
- Mangala field has produced over 34% of its initial oil in place within 12 years of the start of production due to aggressive EOR strategy.
- The polymer EOR method expanded to Bhagyan and Aishwariya fields. Improved oil production was observed in the initial phase.

3D SEISMIC

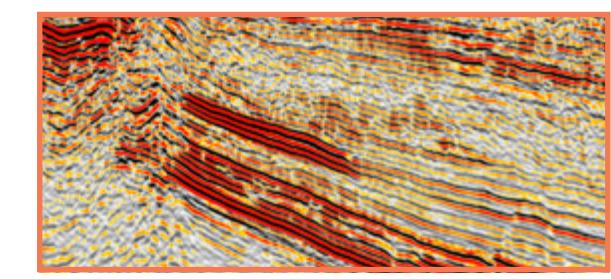
3D seismic is a powerful method of geophysics used for hydrocarbon exploration and field development. It provides detailed information about the subsurface structures, fault distribution, exploration prospect identifying and de-risking and reservoir prediction to build high-resolution geological models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

- Implemented an innovative workflow of merging two existing seismic vintages with different orientations for generating high-quality seismic images in the Mangala field.
- State-of-the-art Local Angle Domain seismic imaging technology for better definition of main bounding and intra-field faults for reducing drilling risk in attic oil development of Bhagyan 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 the Aishwariya field.
- Mega merge seismic PSTM and PSDM processing to combine all individual 3D surveys into a single seamless seismic volume for identifying and de-risking new exploration prospects in the Rajasthan block.

BEFORE (VINTAGE 2011)



AFTER (VINTAGE 2015)

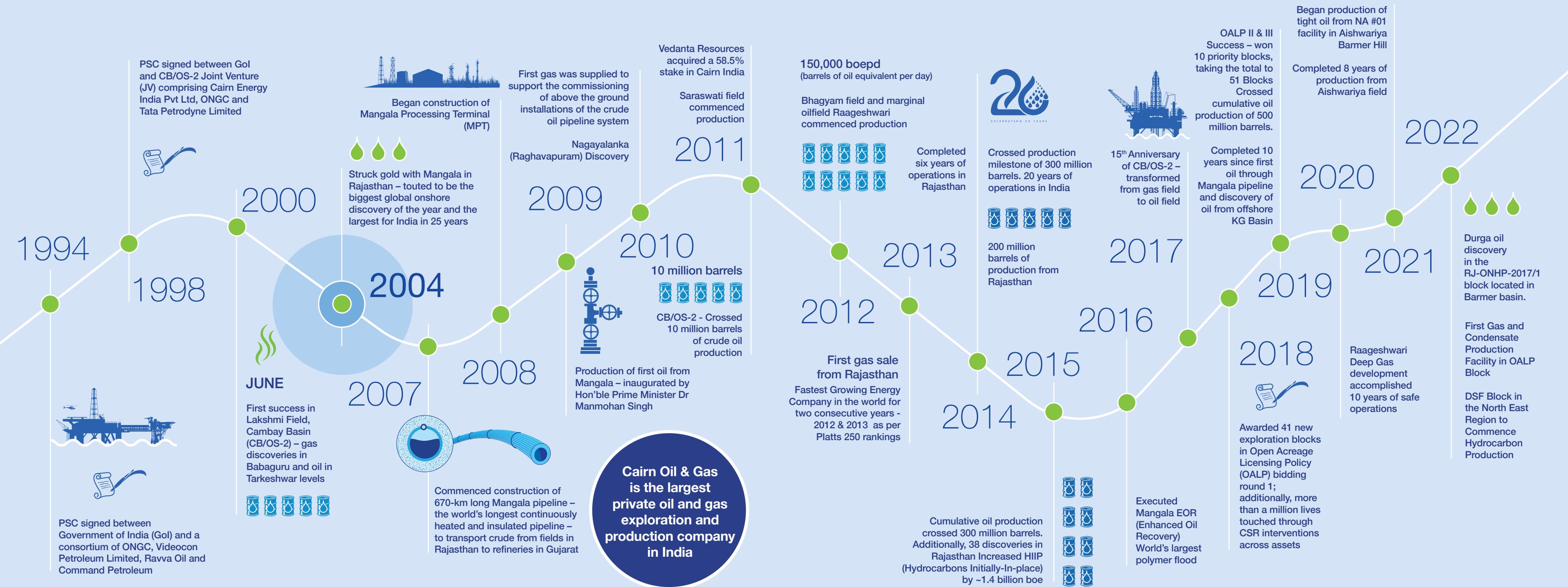


INNOVATION IN CONCEPT OPTIMISATION



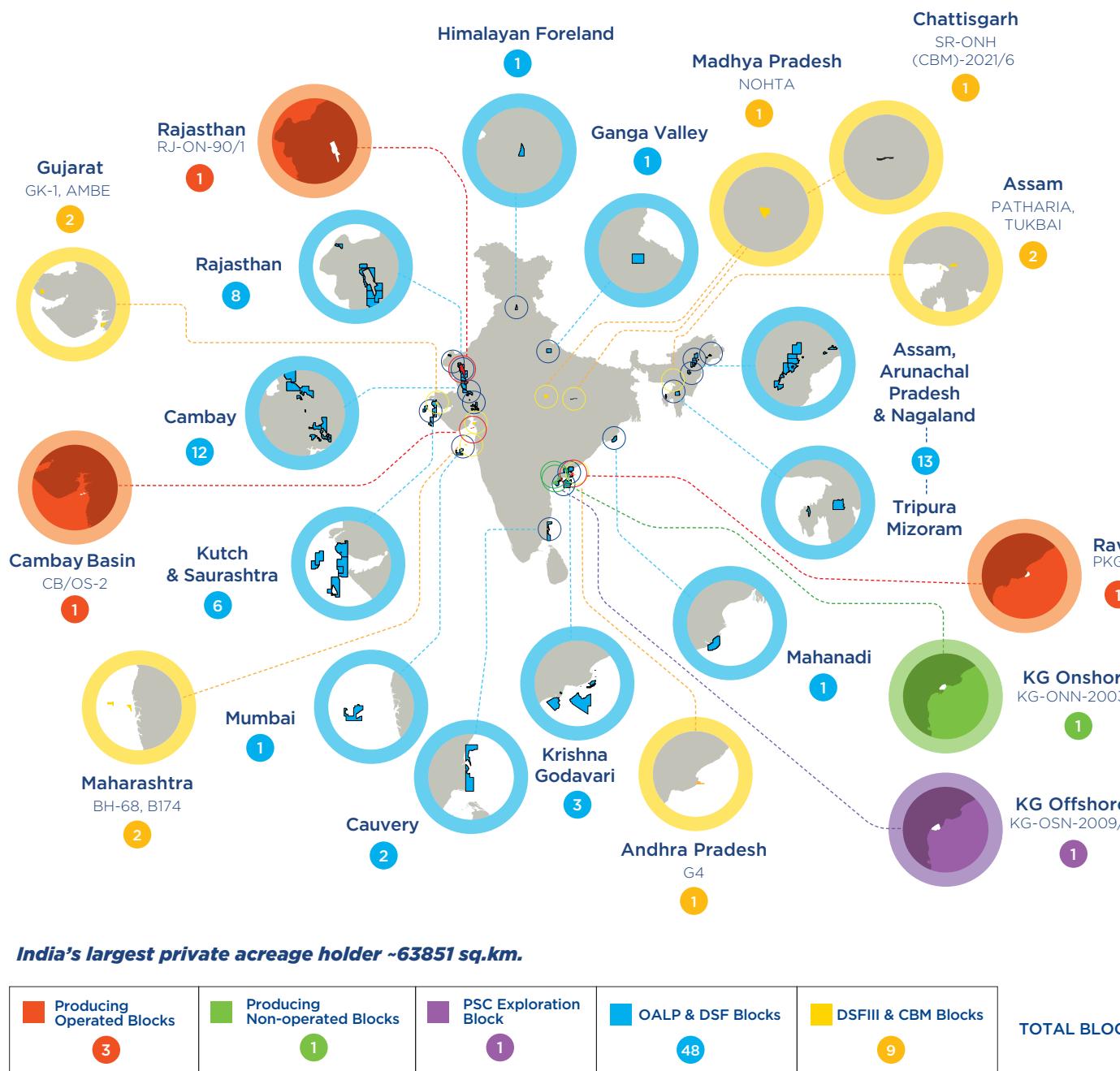
- Reduction of field installation time and cost by using 'Spool-able Reinforced Thermoplastic Pipe' instead of DSS lines.
- Skid based modular polymer mother solution preparation unit instead of the conventional plant to reduce execution time and onsite construction and provide flexibility for relocation.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

JOURNEY OF GROWTH



ASSET PORTFOLIO

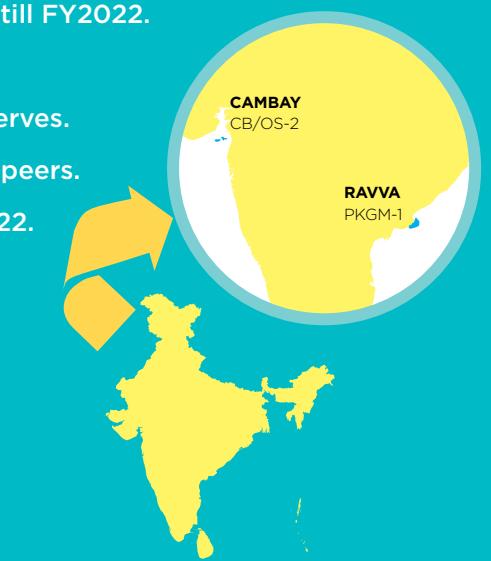
62 blocks with a total acreage of ~63,851 sq km



ASSET HIGHLIGHTS

RAVVA (PKGM-1) ANDHRA PRADESH

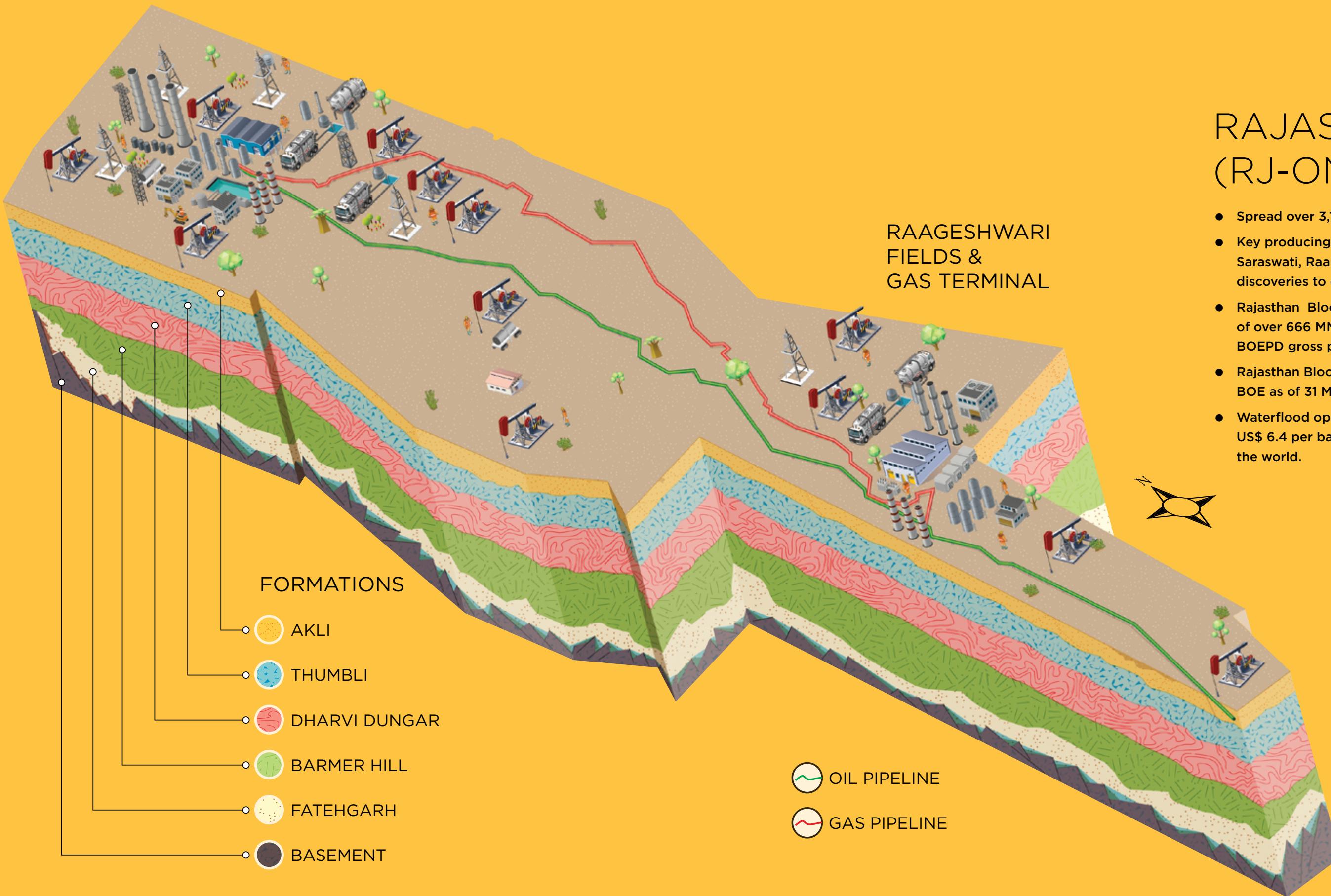
- Located in the shallow offshore area of Krishna Godavari Basin.
- Since its inception in 1994, Ravva has produced approximately 307 mmbbls of crude and 380 billion cubic feet of gas, representing close to 53 per cent recovery till FY2022.
- Block current production: 14,662 BOPD (Q1FY22 Average)
- Example of 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 the end of FY2022.



CAMBAY (CB/OS-2) GUJARAT

- Located in the offshore area of the Cambay block.
- Since its inception in 2002, Cambay has produced approximately 47 mmbbls of crude and 250 billion cubic feet of gas.
- Block current production: 8,923 BOEPD (FY22 Average).
- The application of advanced geophysical tools transformed the block from a predominantly gas field to an oil field.
- Example of optimal asset utilisation, with its infrastructure being used for the tolling and processing of ONGC's gas from its North Tapti field.
- Cambay field has clocked 7.5 million LTI free man-hours till the end of FY2022.

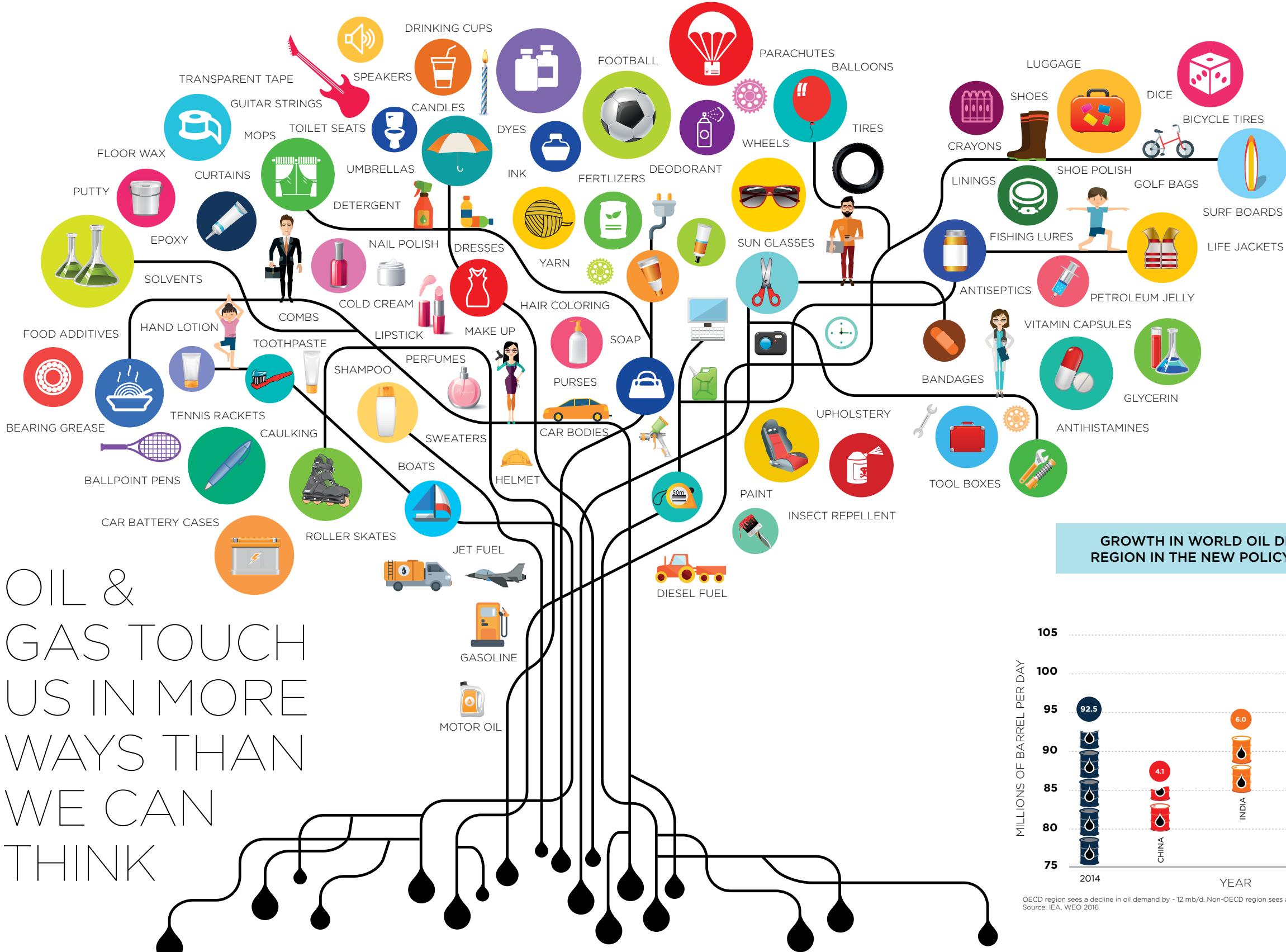
MBA FIELDS & MANGALA PROCESSING TERMINAL



RAJASTHAN BLOCK (RJ-ON-90/1)

- Spread over 3,111 km² West of Barmer in Rajasthan.
- Key producing fields - Mangala, Bhagyam, Aishwariya, Saraswati, Raageshwari; there are a total of 38 discoveries to date.
- Rajasthan Block achieved cumulative total production of over 666 MMBOE till the end of FY2022. 1,37,723 BOEPD gross production in FY2022.
- Rajasthan Block - Estimated Gross HIIP of 5.9 billion BOE as of 31 March 2022.
- Waterflood operating expenditure was about US\$ 6.4 per barrel, which remains one of the lowest in the world.

OIL &
GAS TOUCH
US IN MORE
WAYS THAN
WE CAN
THINK



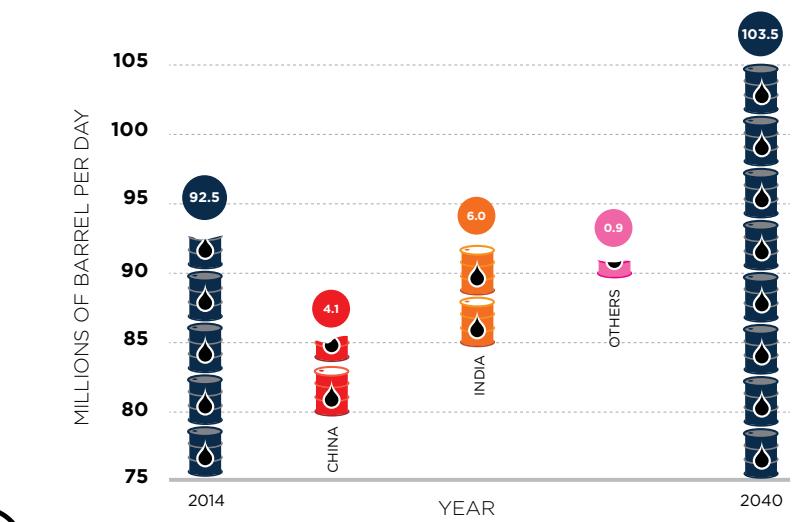
WORLD VIEW AND INDIA POTENTIAL

India is the largest source of future oil demand growth.

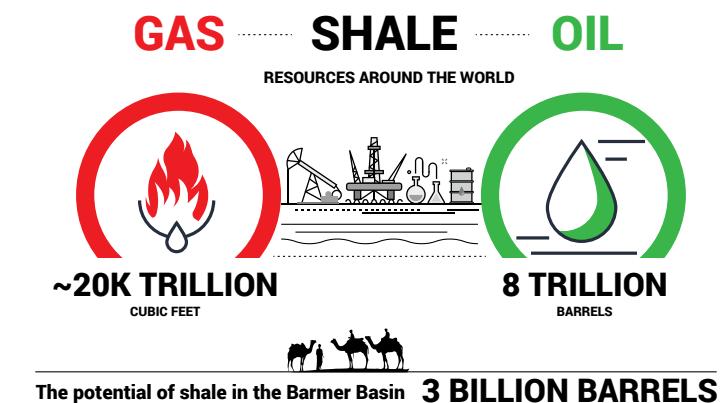
Oil consumption in India increases by 6 mb/d.

In 2040, India's import bill for oil and gas would be \$460 billion compared with \$65 billion in 2015.

GROWTH IN WORLD OIL DEMAND BY REGION IN THE NEW POLICY SCENARIO



SHALE RESOURCES AROUND THE WORLD



TRANSFORMING FOR GOOD

Cairn Oil & Gas, Vedanta Ltd. recognises Environment Social Governance (ESG) as an important pillar to drive our decisions to further strengthen our sustainable value proposition to the business. We are committed on our pursuit towards becoming an 'ESG Leader' across the industry in alignment with our vision of contributing 50% of domestic oil and gas production.

Cairn Oil & Gas, Vedanta Limited, endeavours to meet the highest international standards in Health, Safety, Environmental & Sustainability performance. We have consistently demonstrated world-class standard of governance, safety, sustainability and social responsibility in line with our operational philosophy of Zero Harm, Zero Discharge & Zero Waste. As we continue to grow, we are committed to the triple bottom line of People, Planet and Prosperity to create a sustainable future with Zero Harm environment for our communities.

Our ESG philosophy is 'Behaving responsibly towards the environment, people, society and maintain highest level of integrity, transparency, ethics through responsible governance'.

CARING FOR OUR PEOPLE & PLANET

Environmental Social & Governance (ESG) is a transformed way of doing business, and to drive this transformational journey, Cairn has formulated key ESG Commitments with a renewed purpose - ***Transforming Responsibly for Securing India's Energy Future*** along with its pillars of ***Transforming Communities***, ***Transforming the Planet*** and ***Transforming our Workplace***, which compliments Vedanta's vision of '***Transforming for Good***'.

These commitments are driven internally through a dedicated ESG team to drive a cultural



	Achieving net zero carbon by 2050. Sustain net water positive impact. Planting 2 million trees by 2030. Protect and enhance biodiversity throughout the project lifecycle.
	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.
	Prioritizing safety and health of all employees. Promote gender parity, diversity and inclusivity. Adhere to global business standards of corporate governance.

transformation and leverage on business decisions to serve the larger purpose and create value for all in alignment with United Nation (UN) Sustainable Development Goals (SDGs) and also contributing significantly towards India's Intended Nationally Determined Contributions (INDCs) commitment.

RECOGNISING OUR COMMITMENT
Our effort towards becoming an 'ESG Leader' has been recognised by several reputed institutions.

SUSTAINABILITY

• Cairn Oil & Gas, Vedanta Ltd. bagged two awards in the 2020 edition of Sustainability 4.0 Awards, jointly organised by Frost & Sullivan and TERI. *Leaders Award under Mega Large Business, Process Sector in its first attempt by scoring 912 out of 1,200 and ranked among Sustainability Front Runners Companies.*

1st Runner up of Jury Special Mention Award for 'Recycling of Produced Water for Injection Purpose' at Rajasthan Block.

- Cairn Oil & Gas, Vedanta Ltd. received Leaders Award- Sustainability 4.0 Awards 2021, jointly organised by Frost & Sullivan and TERI under Mega Large Business, Process Sector and ranked among Sustainability Front Runners Companies.
- Cairn Wins India Sustainability Award for Social Performance in Barmer.

OCCUPATIONAL HEALTH

- Conducted surveys and assessment at several sites across SBUs across Cairn for valuable inputs on workplace safety in partnership with DSS+ as part of Cairn Sustainable Safety Performance (CSUSP).
- Conducted survey on 'Personal Protective Equipment (PPE) for Women'.
- Installed Acrophobia test structure as part of WAH Training.
- Online training modules developed for all Fatal Risk Control Standards, training, and assessment launched through Microsoft Teams and 24*7 live modules for employees.
- Launched Driving Simulator Program, one

of its kind in the oil and gas industry.

- Started Mine Vocational Training (MVT) in Rajasthan by M/s Ask EHS.
- Organised Certified Lifting Supervisor and Riggers Training by DNV GL in Rajasthan.
- Organised Certified Authorised Gas Tester Training by Ask EHS.
- Launched Cairn HSE Performance Dashboard through Smart Analytical. The dashboard will provide a facility to track performance concerning targets.



A SYSTEMIC APPROACH

Our ESG commitments are driven internally through 09 committees spread over 90+ projects across our operations. People safety, community well-being, and asset integrity underpin our ESG commitments and HSE performance.

Robust governance, compliance, and management systems along with mature processes such as monitoring, active industry engagement, and use of technology.

- Structured approach on asset integrity, quality, and process safety management.
- Emphasis on mapping the risks and controls involved, integrating with our business processes.
- Active leadership engagement with accountability.
- Robust and tested emergency / crisis management plan.
- A concerted effort on embedding safety culture focusing on the front-line workers and contract staff.

ACHIEVEMENTS

- Rajasthan Road Safety team completed nine years of operations without any fatal road accident. The team has trained more than 12,000 drivers since November 28, 2011.
- Bhogat Marine team completed 100th Safe Marine Operations.
- Ravva achieved 12 million LTI free hours in more than six years.
- Radhanpur Terminal completed 10 years of operation without any LTI since its inception.
- Successfully managed flood situation in

- Bhogat Terminal with a quick turnaround of operational activities.
- Midstream Pipeline Operations crossed 25 million LTI free hours.

CARBON & ENERGY MANAGEMENT (DECARBONIZATION)

- Commissioning of pipeline from Raag Oil to Raageshwari Gas Terminal for transportation of gas to terminal instead of flaring: approximately 0.8 mmscf/d gas with annual GHG reduction of 32,500 tons of CO₂e/annum.
- By optimization of bridge plant and diversion of condensate from bridge plant to Raageshwari Deep Gas plant (RDG): approximately 1 mmscf/d gas flaring avoided which has resulted into GHG reduction of 27,750 tons of CO₂e /annum.
- Optimization of turbine operations at Ravva resulted into fuel gas saving of 0.94 mmscm and GHG reduction of 2268 tons of CO₂e /annum.
- Energy conservation by replacement of conventional lights to energy efficient lightings: approximately 4.9 lacs units energy saved in FY22 resulted in GHG reduction of -385 tons of CO₂e.

- Installation of solar roof top of 530 KWP at Operation Base Camp of OB, MPT resulting in GHG reduction of 790 tons of CO₂e /annum.
- Solar rooftop on 10 AGIs (above ground installations) of pipeline operations: GHG reduction of 208 tons of CO₂e/annum. Further, plan is to install solar rooftop on all 36 AGIs by FY 2025 & achieve total GHG reduction of ~770 tons of CO₂e /annum.
- Installation of solar lightings at well pads and plant periphery in RJ Oil, MBA operations.

- Introduced 5 new electric golf carts at RJ Gas for internal commuting with RGT and RDG terminal.

WATER STEWARDSHIP

- Cairn has been declared as Net Water Positive Company with NPWI index of 1.12. Four of our sites namely RJ Oil (MBA Ops), RJ Gas, Midstream & Ravva are also declared Net Water Positive Sites.
- Commissioning of ETP phase-III for treatment of reject stream of produced water filter backwash to increase produced water recycling rate leading to reduced water abstraction demand from Thumblı reservoir.
- Recycling of DM & RO reject by taking into feed for RO Pass-1: approximately 1.6 lacs KL/annum wastewater recycling.
- Produced water recycling rate at Cairn is >96% and at RJ Oil it is 99.9% which is higher than the IOGP benchmarks.

- Mass Plantation: Plantation of indigenous species, supporting local biodiversity: approximately 10,000 saplings & 20,000 seedballs in FY 2021-22.

- Released a booklet and video on Ravva's Mangroves Development: A success story of nurtured ecosystem hosting 150+ birds species including 45+ migratory birds.
- Published Know Your Flora- A Glimpse of Thar Ecosystem. This book is compilation of all 152 floral varieties of RJ-ON Block.

WASTE MANAGEMENT

- Hydrocarbon recovery by skimming and

processing of slop oil from well pads: Approximately 17000 bbls has been recovered in FY 2022.

CERTIFICATIONS

- All our operational sites are certified as per ISO 14001 and ISO 45001 standards.
- Our Environment Laboratory at Mangala Processing Terminal, RJ-ON 90/1 Block, Barmer is NABL accredited in compliance to ISO 17025: 2017 with 139 Env parameters.
- 'Conforming to 5S' certifications for our Ravva Onshore Terminal.



CREATING SHARED VALUE THROUGH INCLUSIVE GROWTH FY 21-22

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 are aimed at increasing the incomes of the farming community through productivity enhancement.

PROJECT HIGHLIGHTS

- Developed ~130 Wadi (horticulture farms), 800 Khadin (traditional rainwater harvesting structures), 28 Nadi (community ponds), and planted over 1,02,000 saplings including silvopasture .
- More than 18,00,000 cubic meters of water harvesting capacity.
- 56 dairy cooperatives registered with ~5,683 dairy producers.
- 28 women Self Help Groups (SHGs) formed for dairy women; total SHG members increased to 329 women.



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. Close to 6,170 students benefited from the facilities provided to these schools, to date.
- In addition to our drinking water initiative providing safe drinking water in schools, ~91 rooftop water harvesting structures have been constructed to collect ~5,000 cubic meters of rainwater every year.
- Ghar Bethe Gyan Ganga, an initiative under the Smart Class and Sanitation Program, covering 33 schools of Gujarat has touched the lives of 2,000 students during the lockdown.
- Ujjwal Education Project initiated across 33 schools of Barmer has impacted the learning and development of approximately 8,590 students.

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 Jal Raths (water vans) across three states.
- A sustainable model with community ownership.
- 124 RO plants installed and commissioned as of date, benefiting close to 1,06,651 community members.
- Ten bore-wells were commissioned, serving to more than 30 villages and benefitting over 18,000 families.



HEALTH

Villages in our operational areas 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

- Seven mobile health vans have been able to effectively provide affordable, accessible, reliable, and quality preventive healthcare services across 241 villages in Rajasthan and Gujarat.
- Medical services at the doorstep of the rural community covering 1,96,528 community members.
- Health awareness camps benefitting close to 20,000 people.
- A total of 39,361 community members benefited through the services provided by Cairn supported three specialist doctors (a gynecologist, a surgeon, and ENT) in the district hospital.
- Support to Primary Health Center (PHC) S'Yanam – supported by 11 medical professionals, 14,292 patients availed treatment from the S.Yanam PHC in the FY 2020-21.



CHILDREN'S WELL BEING - 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 ~17,695 children and women across 38 villages.
- Observed an improvement of 85 per cent in malnourished children at Nand Ghars.
- Developing 4,000 Nand Ghars across India along with 20,000 women start-ups, and 8,000 toilets, affecting 1,40,000 children, and 80,000 mothers.



SANITATION

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

PROJECT HIGHLIGHTS

- Constructed 20,500 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 22,997 students.
- Supported the government's effort to make Barmer an open defecation free district.

SPORTS AND CULTURE

PROJECT DIVYANG

Regular coaching, sports training, and nutritional support for 10 para-athletes from Rajasthan.

CAIRN PINK CITY HALF MARATHON

- A week-long awareness drive launched virtually on 13th December, 2020 by Mr Ashok Gehlot Hon'ble Chief Minister Government of Rajasthan, with the theme of "Mask Hi Vaccine Hai".
- The 5th edition of Cairn Pink City Virtual Half Marathon was one of the record-breaking events which have witnessed the registration of more than 40,000 participants from across 23 countries.
- The marathon was centred around the theme 'Mask Hi Vaccine Hain' and bagged an entry in the UK World book of records for the largest virtual marathon.



COMMUNITY INFRASTRUCTURE DEVELOPMENT

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 Parlor Public Park, Collectorate Circle, Green belt development along Border Security Force (BSF) Road, improvement of Mallinath Circle, development of Slope Garden, renovation of under flyover public park, have increased community footfall in these places.
- Regular maintenance work to ensure 95 per cent plant survival across the green area development. Plantation of more than 2,000 saplings around five project locations, with 95% survival.
- More than 2,15,000 people have been benefitted during this year.

SKILL DEVELOPMENT

CAIRN ENTERPRISE CENTRE

- State-of-the-art training centre 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 IndoPak border villages.
- 629 students trained at CEC Barmer and CEC Sanchore.
- 80 per cent placement rate with an average salary of INR 8-10K.



PROJECT SANJEEVANI (A COVID-19 RELIEF INITIATIVE)

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

PROJECT HIGHLIGHTS

- Face masks distributed: 10,000 masks prepared in collaboration with five SHG groups 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 Mobile Health Vans (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 school teachers and principals actively involved in sharing the video on COVID-19 prepared by Cairn through social media platforms.
- Cleanliness and Sanitisation drive in District Hospital, Barmer in partnership with the health department, regular awareness drives have been carried out in the district government medical facility, Barmer.
- Quarantine facility with 120 beds at Cairn Centre of Excellence, Jodhpur.
- 2,500 litres of sanitiser was handed over to the district administration and health department.

CSR AWARDS

- 3rd CSR Health Impact Award 2019 presented by the Government of Rajasthan for Rural Health.
- Zee Business National CSR Leadership Award 2019 presented by World CSR Congress for livelihoods and health.
- 2nd Golden Fulcrum Award for Information, Education, and Communication presented by Praxis for awareness
- ET NOW WORLD CSR AWARD 2020 presented by ET Now for livelihood and technology.
- 3rd Rajasthan CSR Award presented by Ministry of Industries, Government of Rajasthan for Livelihoods, Water Sanitation and Hygiene programs.
- Best CSR Award presented by Suvali,



District Administration for health programs.

- FICCI CSR Award presented by FICCI for Water, Sanitation, and Hygiene.
- CSR Health Impact Award presented by India Health and Wellness council) for Sanitation Health Award presented by the Government of Gujarat.
- Health ET Brand Equity Kalaido Award 2020 presented by Economic Times for conducting awareness drives.
- 25 Impactful CSR Leader Award 2019 presented by India CSR Award to Ms Harmeet Sehra - Head CSR, Cairn Oil & Gas.

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 organisation, we have been committed to institutionalising best-in-class people practices and providing our people, the necessary tools, resources, and environment to enrich themselves.

TALENT MANAGEMENT

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 that focuses on three critical domains - technical know-how, business and commercial knowledge, managerial and leadership skills.



NURTURING TALENT & DEVELOPING CAPABILITIES

We believe in growing our timber. We have globally benchmarked organisation development interventions aimed at identifying high potential talent and grooming them towards leadership positions. The Leadership ACT UP (Accelerated Competency Tracking & Up-Gradation Program) program and the Young Leader Program are two comprehensive talent identification programs through which potential leaders are determined. The CLIMB(e) (Cairn Leadership Initiative for Managerial & Business Excellence) and CAP(el) (Cairn Accelerated Program for Emerging Leaders) 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 that must be championed by employees themselves. The organisation ensures that a plethora of learning opportunities are 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 15000 courses which can be accessed anytime, anywhere.

To ensure we have a qualified pool of technical leaders, our talent management process begins right from 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 organisation as well different functions and units within the organisation. 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.

RECOGNISING EXCELLENCE

Our compensation and benefits are competitive with the industry as we constantly evaluate the market and internal parity of the salaries to be offered for various skill sets. We encourage a culture of recognition and appreciation through the CAFÉ (Cairn Award For Excellence) Awards, which recognises excellence and celebrates the 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 organisation.



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

ENGAGEMENT & CONNECT

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 three 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 recognised and acclaimed Toastmasters Methodology to improve public speaking and leadership skills.



DIVERSITY AND INCLUSION

We are committed to our cause of promoting diversity and inclusion within the organisation and in larger communities who we partner with. A conscious effort is made to attract applicants from diverse backgrounds to achieve and maintain workforce diversity across levels and functions. The Gender Intelligence and Leadership (GIL) 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 fulfil the needs of our diverse employees. We extended the maternity leave to six 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 Cairn's efforts in terms of engaging with Government authorities to bring about larger changes in rules and regulations pertaining to work hours impacting women.



Transformation of swampy land to a nurtured ecosystem through mangroves forest is a testimony of our biodiversity efforts.

*Mangroves at our Ravva block,
S'Yanam, Andhra Pradesh*