



Human Rights

Our belief that all human beings are born free and equal in dignity and rights is reflected in the way we conduct our business that supports and respects the protection of human rights. We provide equality by prohibiting any distinction in the enjoyment of human rights on grounds such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Touching the daily lives of people, we believe that the right to social security as well as economic, social and cultural rights are indispensable to human dignity and free development of each individual's personality. We continue to develop an awareness of human rights and work every individual in society to uphold these universal values on the basis that responsibility tolls to every individual in security. We ensure that our entire supply chain, i.e. vendors, sub-vendors, transporters, contractors, business associates, dealers, distributors, etc. provide further strength to our efforts in upholding human rights and no discriminatory practice is followed in its any form.

We support universal human rights for our employees and in communities in which we operate. Our Refineries, Terminals, Bottling Plants Aviation Fuel Stations personel, etc. are manned by security, round the clock. Apart from street on physical fitness and periodic training on security measures as per threat perceptions, we provide training inputs behavioural aspects.



Case Study: Cloudburst in Leh - IndianOil Response

On 6th August 2010, a cloudburst in Leh triggered massive destruction, caused by over 250 cm rainfall in an hour. Unprecedented floods and mudslides



swept away houses and all else that came in their way and claimed hundreds of lives. Buildings were razed, communication lines snapped and highways leading to Srinagar and Manali washed away. Much of the damage was caused because people built houses using mud bricks which keep the interior warm even in sub-zero temperatures. The once picturesque landscape had turned into a disaster zone, with tossed up vehicles lying scattered and mounds of silt and slush burying houses.

IndianOil responded to this natural calamity and extended relief to the victims by providing 50 pre-fabricated houses at a cost of ₹187.50 lakh.

UN Global Compact Principles

IndianOil is one of the founder members of the Global Compact Society (India) and staunch supporter of the UN Global Compact principles.

Gender Sensitivity Training

IndianOil undertakes various activities including gender sensitivity training that result in greater awareness of a problem's causes, its macro and micro linkages and the need for appropriate action on gender issues. A series of programmes such as workshops, talks by eminent women rights activists on gender sensitivity, prevention of sexual

harassment at workplace, etc. are organised in the Offices/ Units of IndianOil for the benefit of women employees.

Forum of Women in Public Sector

With the intention of pursuing the objectives of the Directive Principles of State Policy, a Forum of Women in Public Sector (WIPS) was formed on 12th February 1990, under the aegis of Standing Conference of Public Enterprises (SCOPE). IndianOil, being the largest employer of women employees amongst Public Sector Enterprises, pioneered in establishing WIPS in its present form and the women employees of IndianOil led WIPS in the initial stages of its formation. During the last two decades IndianOil has actively supported WIPS in organising/ sponsoring various programmes for the welfare of the women employees.

In recognition of its efforts to support its women workforce, IndianOil was conferred the 'Best Enterprise Award for Women's Development' for the year 2010.

Child Labour

The future of the nation is in the well-being of its children. So it becomes imperative for the health of a nation to protect its children from premature labour and ensure their mental, physical, educational and spiritual development.

IndianOil, as responsible corporate citizen, is committed to fight against the engagement of child labour. We ensure that no child labour is employed or permitted to work in any of our establishments. The minimum prescribed age for seeking employment in IndianOil is 18 years and we have very effective mechanisms to eliminate child labour in the jobs done. As per a special clause in the general terms and conditions of all our tenders, the bidders are required to submit a written declaration that they do not engage child labour. The clause further delineates that if any entity is found to have engaged child labour, the contract will be terminated forthwith. Our security staff and Access Control System at all locations provides support in effective implementation of child labour elimination initiatives.



