

CONCEPTUALISED AND DESIGNED BY CORPORATE COMMUNICATIONS, CAIRN OIL & GAS

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VEDANTA LIMITED

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CIN: L13209MH1965PLC291394

FOLLOW US:

30 YEARS OF ENERGISING INDIA
1994 - 2024

vedanta
transforming for good

CAIRN



EXCELLENCE THROUGH INNOVATION & TECHNOLOGY

DELIVERING CONSISTENT GROWTH & VALUE TO STAKEHOLDERS



C O N T E N T S

04 Our Vision Our Mission

05 Our Portfolio

06 Asset Portfolio

08 Rajasthan Block

10 Technology

> 60,000 sq km
Largest private acreage holder

26,000 + lives
Impacted through Nand Ghars in FY24

1,27,549 boepd
Average gross operated production in FY24

1,61,53,227 lives
Touched through our community initiatives in FY24

INR 16,789 crore
Total contribution to state and national exchequer till FY24

Cairn Oil & Gas, Vedanta Limited, is the largest private oil and gas exploration and production company in India, with 128 kboepd of average operated production volume in FY24. As on March 31, 2024 the company's reserves and resources has grown to 1.4 billion barrels of oil equivalent (bboe). Cairn has been operating for three decades in India playing an active role in developing the country's oil and gas resources for the nation's self-reliance in the energy sector. We combine a world-class asset portfolio with proven expertise across exploration, development, and production to create significant value for all stakeholders.



12 Journey of Growth

14 India Potential

16 Transforming for Good

18 Corporate Social

67,339 people
Offered agriculture assistance and animal husbandry

3,111 sq km
Spread of Rajasthan field

50+
Number of discoveries made to date

650% increase
in Barmer's per capita income since coming of Cairn



OUR VISION

To be the 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 stakeholders and encourage an open dialogue that ensures mutual respect.

ENTREPRENEURSHIP: Our people are the 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 to improve our costs and quality of production in each of our businesses through a culture of best practice benchmarking.

INTEGRITY: We place 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.



Ravva Offshore Platform

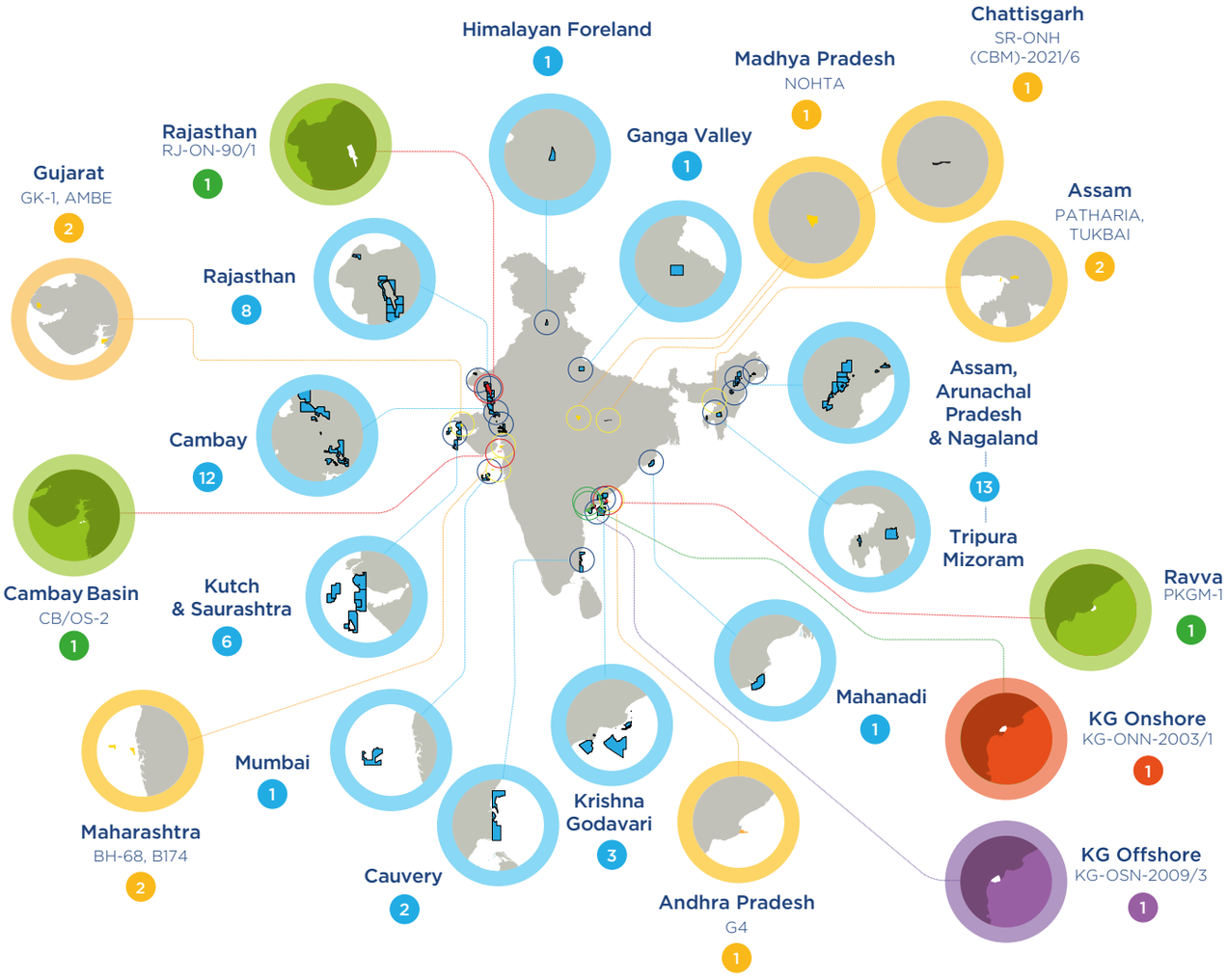
OUR PORTFOLIO

- Largest private oil and gas E&P company in India.
- Production from operated assets constitute a quarter of India's crude oil production.
- Opened four frontier basins.
- Exploration portfolio that holds over 5 billion boe of prospective 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 over 60,000 sq km. Three Producing assets: Rajasthan and Cambay on the West coast and Ravva on the East coast.



ASSET PORTFOLIO

62 blocks with a total acreage of >60,000 sq km



Largest private oil & gas acreage holder in the country ***62 blocks | > 60,000 sq. km.***

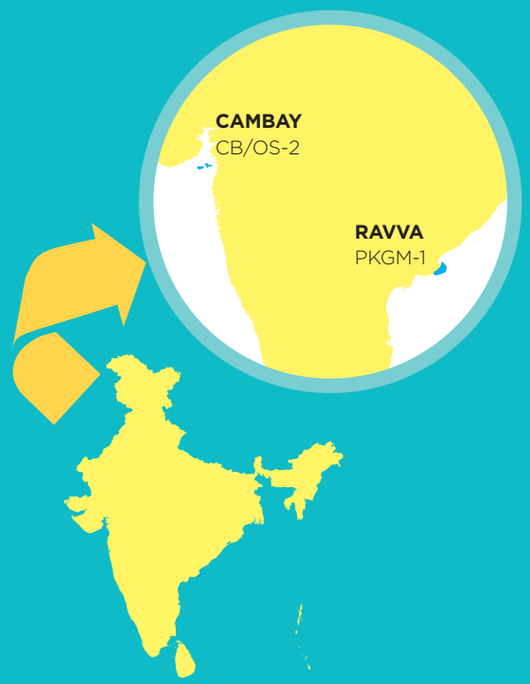
OALP & DSF Blocks	DSF III & CBM Blocks	Producing Operated Blocks	Producing Non-operated Block	PSC Exploration Block
48	9	3	1	1

*Block boundaries are for graphical representation only.

ASSET HIGHLIGHTS

RAVVA (PKGM-1) ANDHRA PRADESH

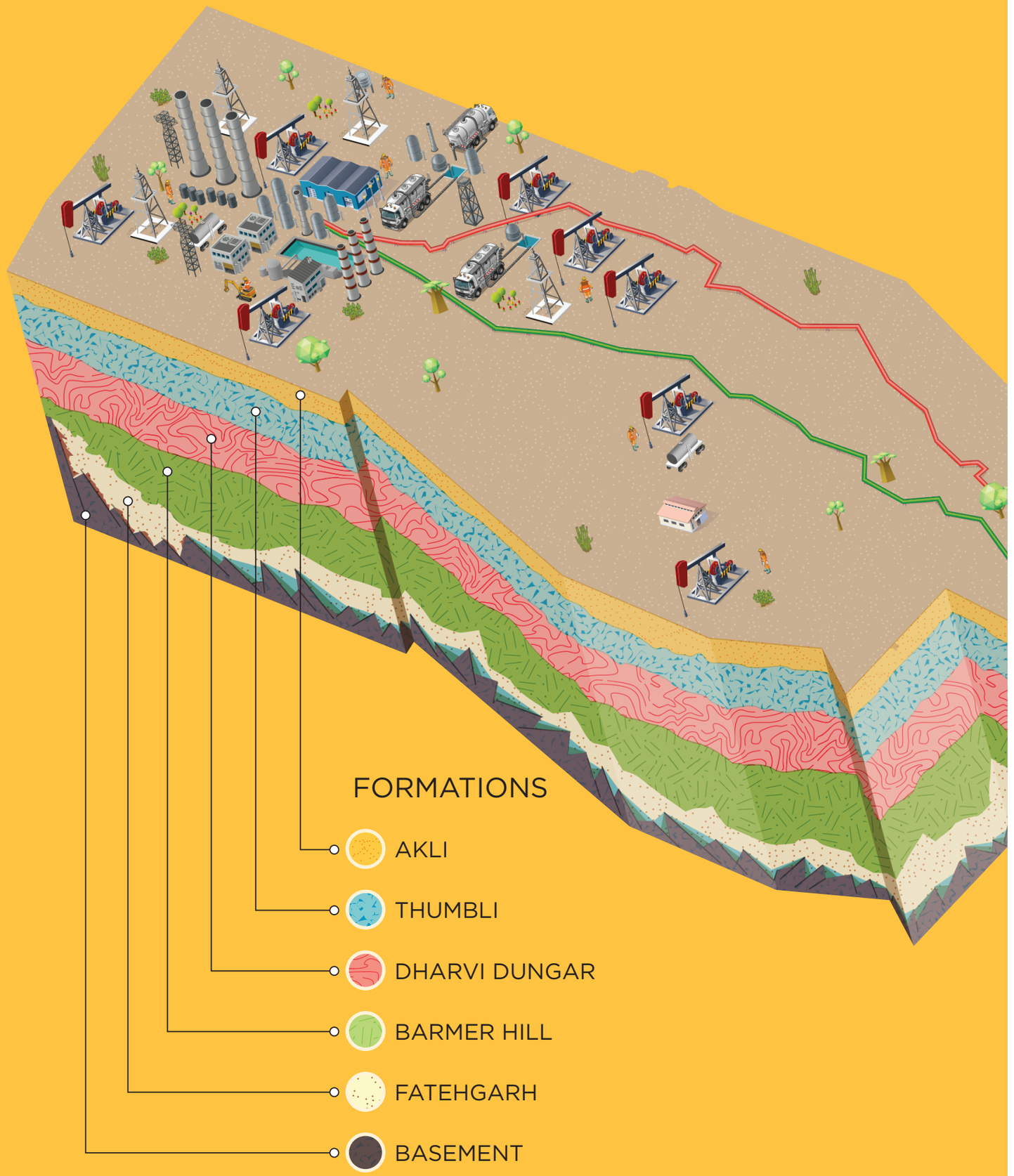
- Located in the shallow offshore area of Krishna Godavari Basin.
- Since its inception in 1994, Ravva has produced ~314 mmbbls of crude and 388 billion cubic feet of gas.
- Field direct operating cost is one of the lowest amongst Cairn Oil & Gas peers.



CAMBAY (CB/OS-2) GUJARAT

- Located in the offshore area of the Cambay block.
- Since its inception in 2002, Cambay has produced ~53 mmbbls of crude and 261 billion cubic feet of gas.
- 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.

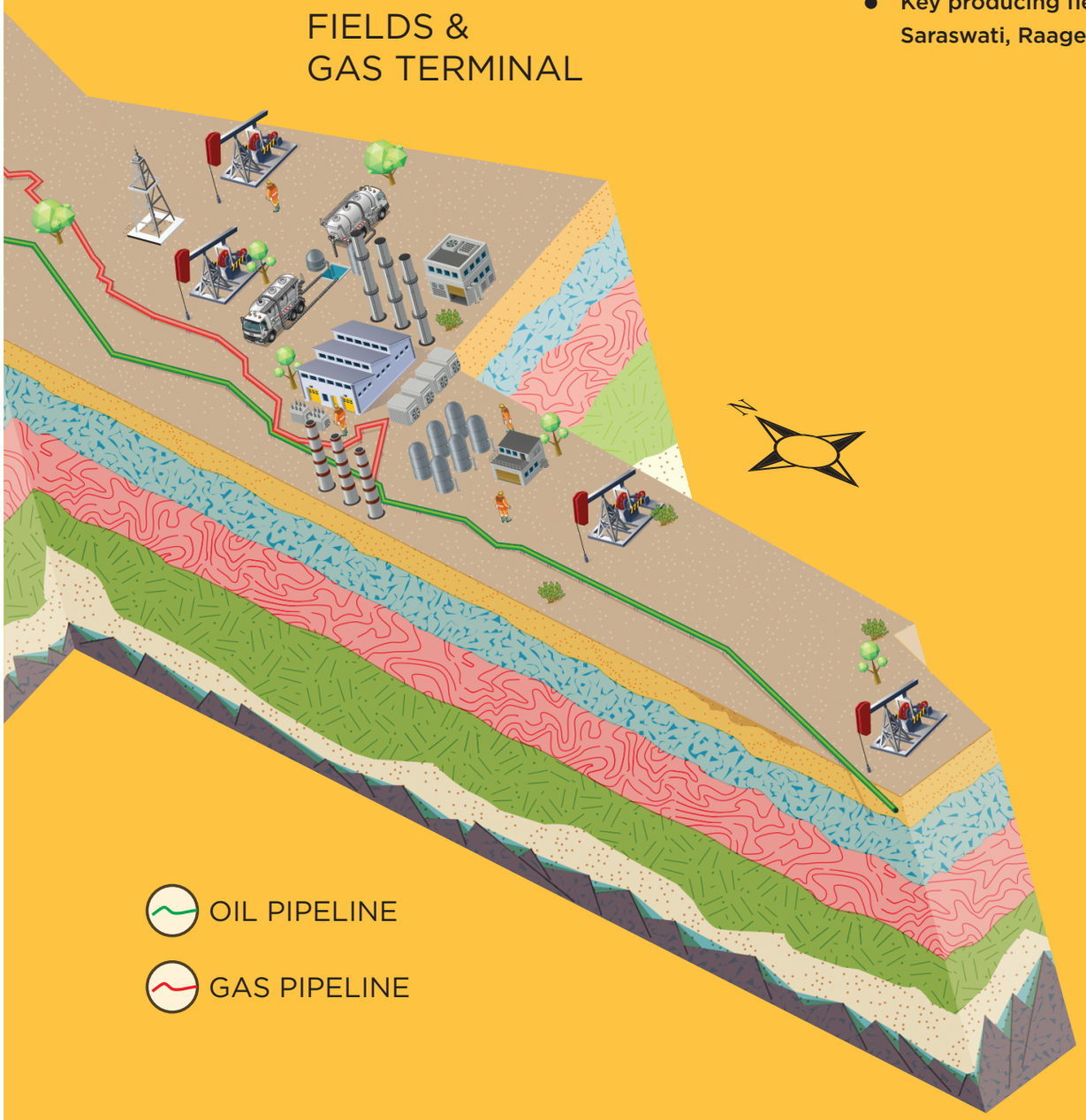
MBA FIELDS & MANGALA PROCESSING TERMINAL



RAJASTHAN BLOCK (RJ-ON-90/1)

- **Spread over 3,111 sq km West of Barmer in Rajasthan.**
- **Key producing fields – Mangala, Bhagyam, Aishwariya, Saraswati, Raageshwari; Total 38 discoveries till date.**

RAAGESHWARI FIELDS & GAS TERMINAL



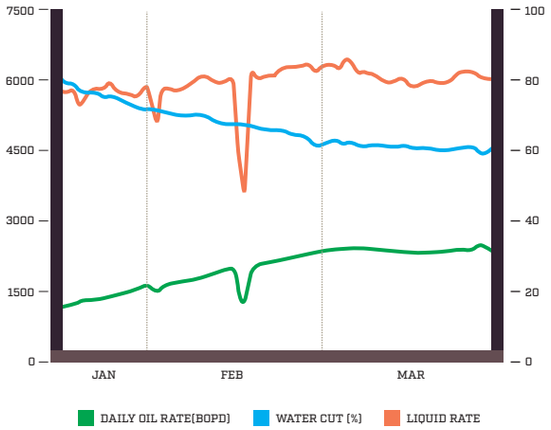
LEVERAGING TECHNOLOGY TO UNLOCK

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 characterisation.
- 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 centralised polymer mixing facility with a capacity of 80,000 blpd 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 Bhagyam and Aishwariya fields. Improved oil production was observed in the initial phase.

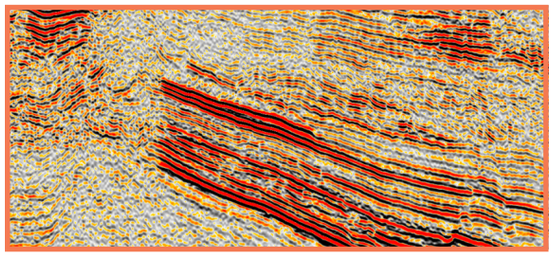
THE POTENTIAL OF RAJASTHAN BLOCK

3D SEISMIC

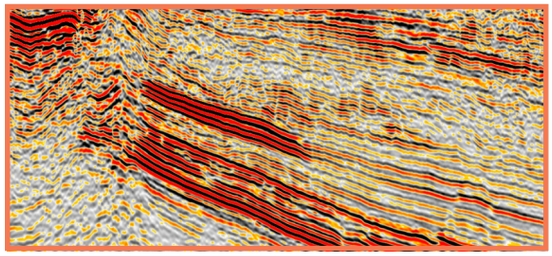
3D Seismic is a powerful method of geophysics used for hydrocarbon exploration and field development. It provides detailed information about the subsurface structures, fault distribution, exploration prospect identifying and de-risking and reservoir prediction to build high-resolution geological models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

1994

PSC signed between Government of India (GoI) and a consortium of ONGC, Videocon Petroleum Limited, Ravva Oil and Command Petroleum

1998

PSC signed between GoI and CB/OS-2 Joint Venture (JV) comprising Cairn Energy India Pvt Ltd, ONGC and Tata Petrodyne Limited

2000

JUNE

First success in Lakshmi Field, Cambay Basin (CB/OS-2) – gas discoveries in Babaguru and oil in Tarkeshwar levels

2004

Struck gold with Mangala in Rajasthan – touted to be the biggest global onshore discovery of the year and the largest for India in 25 years

Began construction of Mangala Processing Terminal (MPT)

2007

Commenced construction of 670-km long Mangala pipeline – the world's longest continuously heated and insulated pipeline – to transport crude from fields in Rajasthan to refineries in Gujarat

2008

First gas was supplied to support the commissioning of above the ground installations of the crude oil pipeline system

Nagayalanka (Raghavapuram) Discovery

2009

Production of first oil from Mangala – inaugurated by Hon'ble Prime Minister Dr Manmohan Singh

2010

10 million barrels

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

Vedanta Resources acquired a 58.5% stake in Cairn India

Saraswati field commenced production

2011

Cairn Oil & Gas is the largest private oil and gas exploration and production company in India

150,000 boepd
(barrels of oil equivalent per day)

Bhagyam field and marginal oilfield Raageshwari commenced production

2012

First gas sale from Rajasthan

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

2013

Completed six years of operations in Rajasthan

2014

Crossed production milestone of 300 million barrels. 20 years of operations in India

200 million barrels of production from Rajasthan

2015

Cumulative oil production crossed 300 million barrels. Additionally, 38 discoveries in Rajasthan Increased HIIP (Hydrocarbons Initially-In-place) by ~1.4 billion boe

2016

15th Anniversary of CB/OS-2 – transformed from gas field to oil field

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

2017

OALP II & III Success – won 10 priority blocks, taking the total to 51 Blocks
Crossed cumulative oil production of 500 million barrels

Completed 10 years since first oil through Mangala pipeline and discovery of oil from offshore KG Basin

2018

Awarded 41 new exploration blocks in Open Acreage Licensing Policy (OALP) bidding round 1; additionally, more than a million lives touched through CSR interventions across assets

2019

2020

Began production of tight oil from NA #01 facility in Aishwariya Barmer Hill

Completed 8 years of production from Aishwariya field

2021

Raageshwari Deep Gas development accomplished 10 years of safe operations

Durga oil discovery in the RJ-ONHP-2017/1 block located in Barmer basin

Won 8 DSF blocks and 1 CBM block

2022

2023

Commencement of gas flow from Hazarigaon field in North-East India

Jaya FDP submitted for gas production


DRINKING CUPS
SPEAKERS
TRANSPARENT TAPE
GUITAR STRINGS
CANDLES
FOOTBALL
PARACHUTES
BALLOONS
TOILET SEATS
MOPS
DYES
WHEELS
TIRES
FLOOR WAX
UMBRELLAS
INK
DEODORANT
CURTAINS
FERTLIZERS
PUTTY
DETERGENT
EPOXY
NAIL POLISH
DRESSES
SUN GLASSES
YARN
SOLVENTS
COLD CREAM
HAIR COLORING
COMBS
LIPSTICK
MAKE UP
HAND LOTION
SOAP
FOOD ADDITIVES
TOOTHPASTE
PERFUMES
SHAMPOO
PURSES
TENNIS RACKETS
BEARING GREASE
CAULKING
CAR BODIES
UPHOLSTERY
SWEATERS
BALLPOINT PENS
BOATS
HELMET
PAINT
INSECT REPELLENT
CAR BATTERY CASES
ROLLER SKATES
JET FUEL
DIESEL FUEL
GASOLINE
MOTOR OIL



OIL &
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TRANSFORMING FOR GOOD

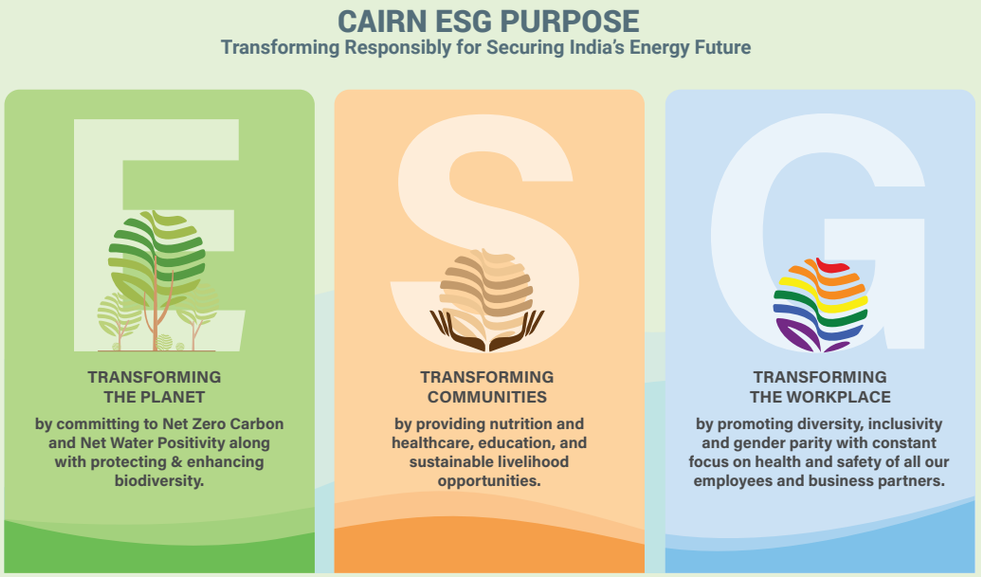
Cairn Oil & Gas recognises Environment Social Governance (ESG) as an important pillar to drive our decisions to further strengthen our sustainable value proposition to the business. We are committed on our pursuit towards becoming an **'ESG Leader'** across the industry in alignment with our vision of contributing 50% of domestic oil and gas production. Our endeavors meet the highest international standards in Health, Safety, Environmental & Sustainability performance. We have consistently demonstrated world-class standards of governance, safety, sustainability and social responsibility aligned 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 maintaining the highest level of integrity, transparency, ethics through responsible governance'.

CARING FOR OUR PEOPLE & PLANET

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



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

RECOGNISING OUR COMMITMENT

Our effort towards becoming a 'ESG Leader' has been recognised by several reputed institutions.

SUSTAINABILITY AWARDS

- Frost & Sullivan Sustainability 4.0 Awards 2023: Sustainable Corporate of the Year Award - Manufacturing Sector - Rajasthan Asset; Leaders Award - Coastal (Ravva); Leaders Award.
- Royal Society for Prevention of Accidents (RoSPA) Gold Award for Health & Safety Management 2023 – RJ North.
- British Safety Council International Safety Award UK – RJ North.
- CSR Health Impact Award 2023 for Jeevan Amrit Project and Health Interventions.
- Brandon Hall Human Capital Awards in 4 different categories – Leadership Coaching (Gold).
- Blended Learning (Gold), Talent Management (Silver), Performance Management (Silver).
- HR Association of India – Diversity Award for Outstanding Diversity, Equity and Inclusion Efforts .
- FICCI 10th Safety Systems Excellence Award 2023 – RJ North Platinum (First Prize).
- 37th DGMS Mines Safety Week – RJ North under eight categories.
- CII Award for Best Practices in Waste Management 2023 - RJ North.

OCCUPATIONAL HEALTH

- Launched Driving Simulator Program, one of its kind in the oil and gas industry.
- Started Mine Vocational Training in Rajasthan.
- Telemedicine, Audiometry and Spirometry set-up at Occupational Health Centre, in RJ North.
- Air Medevac on-call arrangement.

TECHNOLOGY ON WORKPLACE SAFETY

- VR based training modules for occupational hazard training.
- AI based Safety Monitoring & Surveillance.
- Enablon digital tool for Incident Management, Observation reporting, Audit & Inspection, Data Management – Safety & Training MIS, MoC, Risk Management and action tracker.
- Installation of Static Discharge Dissipater near petroleum storage tanks.

ENGAGEMENT, COMPETENCY ENHANCEMENT & EMERGENCY RESPONSE

- Visible Felt Leadership for senior management and business partners.
- HSE workshop with business partners management team.
- Emergency Preparedness: Off-site mock drills, Odd hour mock drills & MARG meetings.
- Memorandum of Understanding (MoU) with ONGC Crisis Management team for well control emergencies.
- External 5 days "Advanced Fire Fighting and Emergency Response (AFFER)" Training at ONGC IPSHEM institute Goa.
- External expert trainings and Internal expert sessions.



A SYSTEMIC APPROACH

Our ESG commitments are driven internally through 12CoPs committees spread over 200+ 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.
- Robust and tested emergency / crisis management plan.
- A concerted effort on embedding safety culture focusing on the front-line workers and contract staff.

HEALTH AND SAFETY

- Structure consisting of 09 sub-committees for key focus areas.
- Gap assessment for Process Safety Management.
- Critical Risk Management System in-place for fatal risks in operations.
- Digital interventions such as AI based safety surveillance systems, Occupational health portal, Digital tanker inspection system among others.

CARBON & ENERGY MANAGEMENT (DECARBONISATION)

- Signed PDA for 25 MW renewable energy sourcing.
- Commissioning of gas evacuation through cascading from KW-02 to reduce the flared gas volume. GHG reduction potential of ~6,000 tCO_2e/annum.
- Commissioning of one motor driven power fluid pump at MPT to replace the steam driven pump. GHG reduction potential of ~78,000 tCO_2e/annum.
- Installation of solar rooftop panels in Rajasthan, Gujarat and Midstream operations; collective annual GHG reduction potential of ~835 tonnes of CO_2e.
- Induction of 17 Electrical Vehicles (EV) in Rajasthan and Ravva operations.

WATER STEWARDSHIP

- Cairn is a Water Positive Company with NPWI (Net Water Positive Impact) index of 1.15. All our sites are also individually declared as water positive assets.





- Reject from augmentation RO & RO stage - 1 is recycled through feed in RO plant: ~ 120,000 KL.
- Reuse of boiler blow-down water for injection water at MPT - 48,000 KL/ annum.
- Commissioned produced water reinjection at Raag Oil to increase PW recycling rate. ~ 0.17 million KL/annum to be recycled.

BIODIVERSITY & AFFORESTATION

- Memorandum of Understanding signed with state forest department of Rajasthan, Gujarat and Andhra Pradesh to plant 0.98 million trees over ~ 920 hectares of area.
- Biodiversity Assessment based on IBAT and STAR Matrix with objective to draw No Net Loss or Net Positive Impact completed.
- Developed a drinking water facility for Wild Animals at Dhorimana Hilly Forest Area, Barmer.
- Plantation of 2 lakh trees in 400 Ha of degraded forest land for carbon sinks development.
- Developed 458 acres of mangrove forests in the East and West coasts of Andhra Pradesh and Gujarat.

WASTE MANAGEMENT

- Hydrocarbon recovery by skimming and processing of slop oil from well pads: ~ 44,500 bbls recovered in FY 2024.
- All operating assets are certified as Single Use Plastic Free premises.
- Suvali site has been certified for Zero Waste to Landfill (ZWL).

CERTIFICATIONS

- Rajasthan and Coastal operations are certified - ISO 45001:2018 (occupational health and safety management systems) & ISO 14001:2015 (environmental management systems); Coastal operations certified with ISO 50001:2018 (energy management).
- Environment Laboratory at Mangala Processing Terminal is NABL accredited in compliance to ISO 17025: 2017 (testing and calibration laboratories) with 162 Env parameters.

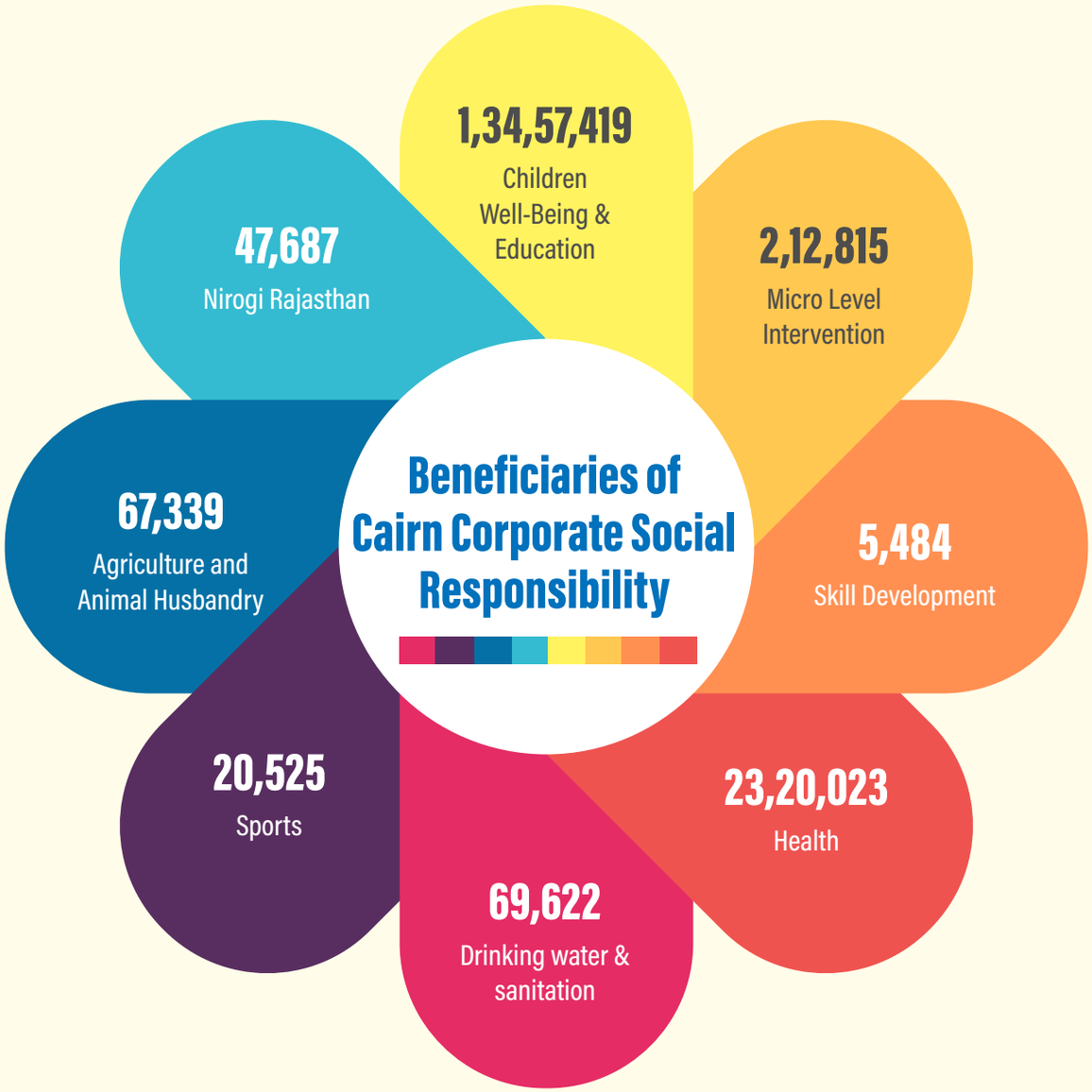






CREATING SHARED VALUE THROUGH INCLUSIVE GROWTH

We are committed to empowering the local communities in our area of operations and supporting them in their journey towards a sustainable and inclusive future.



NIROGI RAJASTHAN



In view of the increased suicide cases in the Barmer district in last five years it was proposed to implement a six-month long mass awareness program. It engaged women, adolescent girls, youth, health workers, key stakeholders, and the community. To engage such a large crowd of all age group multi-pronged approach including morale boosting and career counselling sessions, nukkad natak, health camps and others were conducted.

HIGHLIGHTS

- Multi-engagement activities held to engage stakeholders and community members across all age groups.
- Nirogi Rajasthan Mela: First ever lock level organised in Kawas, Barmer which was attended by ~3000 community members, with 80% being women and children.
- Run4Mann: To promote and sensitise community on the importance of mental well-being, the project concluded by organising a 5 km Run4Mann in Barmer which was well attended by more than 2000 community members. The runner echoed the project's objectives and cause of the campaign.



NAND GHARS

Flagship initiative of the Vedanta Group, committed to the Chairman's vision of eradicating child malnutrition, providing education and healthcare to children, and advancing the skill set of adolescent girls.

HIGHLIGHTS



- 125 Nand Ghar units built and operational in Barmer District, Rajasthan, benefitting 3,000+ children and 2000+ women. It contributes to their health, nutrition, and holistic development.
- Provide regular education on menstrual health hygiene, soft skills and many such topics for holistic development. More than 1200 adolescent girls have been reached in FY24.





PROJECT BHAROSA

The intervention aims to create awareness on gender equality and addressing the major challenges like domestic violence, gender disparity at work, home, cybercrime, addiction and suicide in the communities.



HIGHLIGHTS

- The six-month long project concluded with 500+ events to raise awareness on social issues.
- The project conducted with multiple events in Rajasthan, Gujarat and Assam including the Thar Mela, Suvali Kite festival, Women's Day celebrations and many more, engaging 2,00,000 community members.

PROJECT HARIT DHARA

Project Harit Dhara was aimed at offering sustainable menstrual hygiene solutions to communities.



HIGHLIGHTS

- Quarterly menstrual hygiene kits were distributed to promote use of reusable cloth.
- Provide sustainable, affordable and acceptable alternatives to sanitary napkins by introducing free-of-cost menstrual cups for women.
- Collaborated with Self-Help Groups (SHGs) for cloth sanitary napkin production.
- Training 30 women from SHGs to produce sanitary napkins for the younger girls.
- Engaged with 2000+ women & adolescent girls through 30+ community meetings in six months.
- Moving to the next step of promoting safe and sustainable menstrual hygiene practices. A small-scale enterprise to provide sustainable cloth pads was setup by 30 women to generate sustainable income.

MISSION SURAKSHA CHAKRA

In partnership with the District Administration of Barmer the initiative fights against the malnutrition and anemia cases amongst adolescent girls and children through financial assistance, guidance, planning and manpower support.

HIGHLIGHTS



- Cairn facilitated the provision of nutritious supplements to 542 severely malnourished kids below six years to improve their growth and nutritional in-take.
- Through the project distributed 2,81,840 nutritious supplements.
- Noticed a remarkable reduction in malnourishment cases in three months. 166 people have moved from SAM (Severely Malnourished) to MAM (Moderately Malnourished) and 155 people have completely recovered.
- Extended one-time support in the form of 1,50,000 Haemoglobin strips to ease the detection of anaemic cases, obtain fast results, and better outreach.

FOR US ‘RESOURCES’ IS BEYOND THE OBVIOUS

From a modest beginning in 1994, today Cairn stands tall amongst its global peers. An invaluable link in this chain of growth that holds us together are ‘our people’. As an organisation, we have been committed to institutionalising best-in-class people practices and providing our people with the necessary tools, resources, and environment to enrich themselves.

TALENT DEVELOPMENT – BUILDING FUTURE LEADERS TODAY!

Cairn Oil & Gas prioritises talent development as a key to organisational success. We have crafted a suite of programs designed to hone the skills of its workforce like Barrels Of Learning per Day (BOLD) for campus hires, Step Up for young technical talent, Cairn Accelerator Program for Emerging Leaders (CAP-el) I for new or upcoming managers, Cairn Leadership Initiative for Managerial & Business Excellence (CLIMB-e) for managers to be groomed as leaders, RISER for technical talent, executive coaching for senior leadership, Individual Development and Action Plan (IDAP) and mentoring program.

Through these multifaceted talent development initiatives, Cairn fosters a culture of continuous improvement ensuring employees are equipped to meet the challenges of today and seize the opportunities of tomorrow.

NURTURING EXCELLENCE

We offer robust compensation and performance-based rewards. We celebrate achievements and recognise our employees through the Chairman Awards and CEO Awards and acknowledge loyalty with our Long Service Awards. All employees receive constant feedback boosting morale and productivity.

Through the approaches and employee programs, we value our workforce, and the recognition framework reflects the organisation’s commitment to attract, retain and inspire the best talent in the industry.





INCLUSIVITY AND DIVERSITY

We believe inclusivity to be an imperative driver of innovation and business success. Through our commitment to gender diversity and inclusive culture for all in all roles, we celebrate their contribution to the orgnisation and ensure creating an accessible environment for them to flourish, leading to greater innovation and business excellence.

Our approach to gender diversity is in line with the **United Nations Development** Programme and the **Sustainable Development Goals (SDGs),** which promotes equal rights for all genders, opposes discriminatory practices, and challenges stereotypes and roles that contributes to inequality and exclusion.

Our initiatives aim to educate and sensitise employees about the same through training and awareness programs to promote equitable practices.

EMPLOYEE WELLBEING

At Cairn, employee wellbeing extends beyond the traditional scope encompassing a comprehensive approach ensuring high quality of work-life. The organisation has crafted efficient physical health and safety initiatives, management of mental and emotional wellbeing through workshops and regular monitoring, providing suitable employee support and engagement through forums and two-way communication creating a community of care to foster an inclusive environment for all employees. All programs recognise and aim to treat employees as their primary asset by investing in their holistic health and happiness boosting overall productivity and morale.





ENRICHING EMPLOYEE EXPERIENCE WITH PROGRESSIVE HR POLICIES

At Cairn Oil & Gas, policies meet essential needs and add value, enhancing the overall employee experience. With policies such as Bring Your Own Device (BYOD) reimbursement policy, location allowance and special benefits, infrastructure development in Barmer, alliances for employee allowances, family and health benefits, professional development and education benefits, work life balance and flexible working arrangements among many others. Through employee-centric HR policies and benefits we create an environment that attracts top talent and fosters loyalty among its workforces. The company's commitment to provide comprehensive benefits and a supportive work environment is a testament to its status in the industry.



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

