



POLICY MEMORANDUM NO: HOEC / ESG / 2023

DATE OF ISSUE:

01 - 12 - 2023

VALID TILL:

01 - 12 - 2026

PROPOSED BY:

Head HSE

Managing Director, HOEC

APPROVED BY:

ALL EMPLOYEES

DISTRIBUTION

## ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY STATEMENT

**Introduction:** Hindustan Oil Exploration Company Limited is committed to all employees and associates to improve the social, economic and environmental well-being of the community in our operational areas. We dedicate ourselves to environmental improvements that foster a sustainable future and lead to social and economic improvements in the community where we do business.

**Environmental Responsibility:** We are dedicated to minimizing our environmental impact by promoting energy efficiency, reducing waste, conserving natural resources, and adopting eco-friendly technologies. We strive to meet or exceed environmental regulations and standards in all our operations.

**Social Responsibility:** We value our employees, customers, suppliers, and the communities in which we operate. We are committed to fostering a diverse and inclusive workplace, ensuring fair labor practices, promoting employee well-being, and supporting the communities in which we live and work.

**Governance Integrity:** We uphold the highest standards of corporate governance, transparency, and accountability. Our board of directors and management team are committed to ethical conduct, integrity, and responsible decision-making. We maintain effective systems of internal controls to safeguard our stakeholders' interests.

**Reporting and Transparency:** We are committed to transparently reporting our ESG performance to stakeholders. We regularly measure, monitor, and publicly disclose relevant ESG data and progress towards our ESG goals. This ensures accountability and allows stakeholders to assess our sustainability efforts.

**Compliance and Adherence:** We will focus on complying with applicable regulations relating to protecting the environment and preventing pollution and drive continuous improvement in our environmental management systems. We are committed to adhering to global best practices and guidelines related to ESG matters.

**All employees are responsible to implement the commitments set out in this ESG Policy Statement to demonstrate continuous improvement for building a sustainable future for all.**