

Company Name Oil & Natural Gas Corporation
Industry Extractives
Overall Score (*) 17.3 out of 100

Theme Score	Out of	For Theme
1.5	10	A. Governance and Policies
0.7	25	B. Embedding Respect and Human Rights Due Diligence
2.1	15	C. Remedies and Grievance Mechanisms
1.3	20	D. Performance: Company Human Rights Practices
8.8	20	E. Performance: Responses to Serious Allegations
3.1	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note that Occidental Petroleum and Anadarko Petroleum merged as the assessment process was taking place and as such most of the assessment is based on pre-merger reporting by Occidental Petroleum.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Company is committed to conducting its business operations and strategies with the ten universally accepted principles in the area of Human rights, Child Labour, Anti-corruption and Environment. The Company also embraces and supports these ten principles, particularly that on Human rights. [Annual Report 2018-2019, 2019: ongcindia.com] Met: UNGC principles 1 & 2: The Company states that "ONGC Group is also fully committed to the principles of United Nations Global Compact (UNGC) on human rights". [Annual Report 2018-2019, 2019: ongcindia.com] Score 2 <ul style="list-style-type: none"> Not met: UNGPs Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: ILO Core: The Company is committed to prohibit child Labour, discrimination and forced labour. However the Company fails to publish a policy with commitment to respect and support the rights to collective bargaining and freedom of association. [Sustainability Report FT 2018, 2019: ongcindia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: UNGC principles 3-6: The Company states that "ONGC Group is also fully committed to the principles of United Nations Global Compact (UNGC) on human rights". [Sustainability Report FT 2018, 2019: ongcindia.com] • Not met: Explicitly list All four ILO apply to EX BPs Score 2 <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core • Not met: Respect H&S of workers: The Company pursues its business activities in a safe and sustainable manner. All work practices, procedures and production endeavours comply with the highest Health, Safety and Environment standards as per the Industry norms, Government and relevant statutory bodies. All the products of the Company conform strictly to the respective product-making-procedures, laws, statutes and standards governing their production. However, there is no explicit reference to respecting the health and safety of workers to award this score. [Annual Report 2016-17, 2017: ongcindia.com & Sustainability Report FT 2018, 2019: ongcindia.com] • Not met: H&S applies to EX BPs
A.1.3.EX	Commitment to respect human rights particularly relevant to the industry (EX)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Based on UN Instruments • Not met: Voluntary Principles (VPs) participant • Not met: Uses only ICoCA members • Not met: Respecting indigenous rights • Not met: ILO 169 • Not met: UN Declaration on the Rights of Indigenous People (UNDRIP) • Not met: Expects BPs to respect these rights Score 2 <ul style="list-style-type: none"> • Not met: FPIC commitment • Not met: Voluntary Guidelines on Tenure Rights • Not met: IFC performance standards • Not met: Zero tolerance for land grabs • Not met: Respecting the right to water • Not met: Expects BPs to commit to all these rights
A.1.4	Commitment to engage with stakeholders	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: The Company conducts regular engagements both formal (solely for the purpose of sustainability reporting) and informal (business as usual process). These engagements enable ONGC group to develop mutually beneficial relationship with stakeholders. The Company also outlines in its Sustainability report the specific stakeholders groups it engages with and the mode of engagement. [Sustainability Report FY 2015, 2015: ongcindia.com] • Not met: Regular stakeholder engagement Score 2 <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Commits to remedy Score 2 <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with EX BPs to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) Score 2 <ul style="list-style-type: none"> • Not met: Expects EX BPs to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: CEO or Board approves policy: All policies are approved either by the Board or by designated competent authorities as authorised by Board. [Annual Report 2018-2019, 2019: ongcindia.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Not met: Board level responsibility for HRs: All policies are approved either by the Board or by designated competent authorities as authorised by Board. It then goes on to say that each policy incorporates safeguards to ensure that its functioning is overseen by a Competent Authority/Commitment. There is no further information to clarify who is responsible of human rights within the Company. [Annual Report 2018-2019, 2019: ongcindia.com] Score 2 <ul style="list-style-type: none"> Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Board/Committee review of salient HRs Not met: Examples or trends re HR discussion Score 2 <ul style="list-style-type: none"> Not met: Both examples and process
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Incentives for at least one board member Not met: At least one key EX RH risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to ILO core conventions Not met: Senior responsibility for HR Score 2 <ul style="list-style-type: none"> Not met: Day-to-day responsibility Not met: Day-to-day responsibility for EX BRs
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Senior manager incentives for human rights Not met: At least one key EX HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: HR risks is integrated as part of enterprise risk system Score 2 <ul style="list-style-type: none"> Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to ILO core conventions Not met: Communicates its policy to all workers in own operations Score 2 <ul style="list-style-type: none"> Not met: Commits to all 4 ILO core conventions Not met: Communication of policy commitments to stakeholder: The Company's policies and operational frameworks are available on the Company's website as well as its intranet. The Company goes on to describe engagement routes for various stakeholders such as customers, employees, contract workers and communities around areas of operation. The Company engages with the communities in and around areas of operation through CSR projects. The Company CSR Projects website details a number of these projects. However, it is not clear if the Company communicates its policy commitments to all the stakeholder. [Annual Report 2018-2019, 2019: ongcindia.com & CSR Projects, 29/05/2018: ongcindia.com] Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to all 4 ILO core conventions for suppliers Not met: Communicating policy to EX contractors and joint ventures Not met: Including to EX BPs (removed) Score 2 <ul style="list-style-type: none"> Not met: How HR commitments made binding/contractual

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Including on EX BPs
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Met: Trains all workers on HR policy commitments: The Company states that security personnel receive human rights training. There is information to suggest that managers receive this training also. [Sustainability Report FT 2018, 2019: ongcindia.com & Sustainability Report Financial Year 2016, 2016: ongcindia.com] • Met: Trains relevant EX managers including security personnel: The Company states that "We continue to engage with all supplier segment and focus on conducting training on Health and Safety, Compliance and Anti-Corruption, the protection of Human Rights and Anti-Harassment. [Sustainability Report FT 2018, 2019: ongcindia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Monitoring implementation of HR policy commitments • Not met: Monitoring EX BP's <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of EX supply chain monitored
B.1.7	Engaging business relationships	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR affects selection EXs business partners • Not met: HR affects on-going EX business partner relationships <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with EX business partners to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Stakeholder process or systems: The Company's Sustainability report discloses the basis for identifying its stakeholders. [Sustainability Report FT 2018, 2019: ongcindia.com] • Not met: Frequency and triggers for engagement [Sustainability Report FT 2018, 2019: ongcindia.com] • Not met: Engagement includes EX business partners workers [Sustainability Report FT 2018, 2019: ongcindia.com] • Not met: Engagement includes EX business partners communities <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations • Not met: identifying risks in EX business partners <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances • Not met: Explains use of HRIAs or ESIA (inc HR)
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Action Plans to mitigate risks Not met: Including amongst EX BPs Not met: Example of Actions decided Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: System to check if Actions are effective Not met: Lessons learnt from checking effectiveness Score 2 <ul style="list-style-type: none"> Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Comms plan re identifying risks Not met: Comms plan re assessing risks Not met: Comms plan re action plans for risks Not met: Comms plan re reviewing action plans Not met: Including EX business partners Score 2 <ul style="list-style-type: none"> Not met: Responding to affected stakeholders concerns Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Channel accessible to all workers: The Company has a four-tier Grievance Management system in place to address employee grievances related to policy/policies. The channel of grievance is 'Reporting Authority of the employee, Sectional In-charge, Key Executive, Appeals Committee.' The Company also has a 'grievance redressal system' for external stakeholders, and the matter will be escalated up to the Board. [Annual Report 2018-2019, 2019: ongcindia.com & Public Grievance Portal: grievance.ongc.co.in] Score 2 <ul style="list-style-type: none"> Not met: Number grievances filed, addressed or resolved Not met: Channel is available in all appropriate languages Not met: Expect EX BPs to have equivalent grievance system Not met: Opens own system to EX BPs workers
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Grievance mechanism for community: The Company has a four-tier Grievance Management system in place to address employee grievances related to policy/policies. The channel of grievance is 'Reporting Authority of the employee, Sectional In-charge, Key Executive, Appeals Committee.' The Company also has a 'grievance redressal system' for external stakeholders, and the matter will be escalated up to the Board. [Annual Report 2018-2019, 2019: ongcindia.com & Public Grievance Portal: grievance.ongc.co.in] Score 2 <ul style="list-style-type: none"> Not met: Describes accessibility and local languages Not met: Expects EX BPs to have community grievance systems Not met: EX BPs communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Engages users to create or assess system Not met: Description of how they do this Score 2 <ul style="list-style-type: none"> Not met: Engages with users on system performance Not met: Provides user engagement example on performance Not met: EX BPs consult users in creation or assessment

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Response timescales: The Company describes grievance channels for employees and external stakeholders to escalate matters/issues. Although the Company has introduced an E-Grievance handling mechanism for quick redressal of grievances of various stakeholders there is no further information relating to grievance response timescales. [Annual Report 2018-2019, 2019: ongcindia.com] Not met: How complainants will be informed Score 2 <ul style="list-style-type: none"> Met: Escalation to senior/independent level: The Company states that external stakeholders grievance matters can be escalated to the Board. Regarding internal grievances, the Company states it takes "the final decision in totality on the grievance of the employee with inputs from Director (HR), if required." [Annual Report 2018-2019, 2019: ongcindia.com]
C.5	Commitment to non-retaliation over complaints or concerns made	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Public statement prohibiting retaliation Not met: Practical measures to prevent retaliation Score 2 <ul style="list-style-type: none"> Not met: Has not retaliated in practice Not met: Expects EX BPs to prohibit retaliation
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Won't impede state based mechanisms Not met: Complainants not asked to waive rights Score 2 <ul style="list-style-type: none"> Not met: Will work with state based or non judicial mechanisms Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Describes how remedy has been provided Not met: Says how it would remedy key sector risks Score 2 <ul style="list-style-type: none"> Not met: Changes introduced to stop repetition Not met: Approach to learning from incident to prevent future impacts Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Living wage target timeframe or achieved: The Company ensures compliance with various labour protection Acts such as Payment of Wages Act 1936 and Minimum Wages Act 1948. However, there is no mention of a target timeframe to pay all workers the living wage. Not met: Describes how living wage determined Score 2 <ul style="list-style-type: none"> Not met: Pays living wages Not met: Reviews living wages definition with unions
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Member of EITI: The Company is not a member of Extractive Industry Transparency Initiative (EITI). [EITI Members Registry, 2018: eiti.org] Not met: Reports of taxes and revenues beyond legal minimums Score 2 <ul style="list-style-type: none"> Not met: Reports taxes and revenue by country Not met: Steps taken re non EITI countries Not met: Disclosures contract terms where not a requirement

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation • Not met: Discloses % covered by collective bargaining Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
D.3.4	Health and safety: Fatalities, lost days, injury rates (in own extractive operations, which includes JVs)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Injury Rate disclosures: The Company discloses recordable incident rates for the past three years. [Sustainability Report FT 2018, 2019: ongcindia.com] • Met: Lost days or near miss disclosures: The Company discloses its rates for lost days for the past three years. [Sustainability Report FT 2018, 2019: ongcindia.com] • Met: Fatalities disclosures: The Company discloses the number of fatalities for the past three years. [Sustainability Report FT 2018, 2019: ongcindia.com] Score 2 <ul style="list-style-type: none"> • Not met: Set targets for H&S performance • Not met: Met targets or explains why not
D.3.5	Indigenous peoples rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Process to identify indigenous rights holders • Not met: How engages with communities in assessment Score 2 <ul style="list-style-type: none"> • Not met: Commits to FPIC (or ICMM) • Not met: Gives recent example FPIC or dropping deal
D.3.6	Land rights (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Approach to identification of land tenure rights holders • Not met: Describes approach to doing so if no recent deals Score 2 <ul style="list-style-type: none"> • Not met: How valuation and compensation works • Not met: Steps to meet IFC PS 5 in state deals • Not met: Describes approach if no recent deals
D.3.7	Security (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: How implements security (inc VPs or ICOC) • Not met: Example of respecting HRs in security • Not met: Ensures Business Partners follow security approach Score 2 <ul style="list-style-type: none"> • Not met: Assesses and involves communities • Not met: Working with local community
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Action to prevent water and sanitation risks Score 2 <ul style="list-style-type: none"> • Not met: Water targets considering local factors • Not met: Reports progress in meeting targets and shows trends in progress made

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Headline: Pawan Hans helicopter carrying five ONGC employees involved in fatal crash in India • Area: H&S • Story: Helicopter carrying five ONGC workers and two pilots crashed while heading out to an oil rig at Mumbai High, resulting in the deaths of the seven individuals. The helicopter (VT PWA), took off at 10.14 am from Juhu airport and was expected to land at a platform around 11am however, it lost contact around 10.30am. Helicopter and speedboats were mobilized to conduct a search and seven bodies were recovered from the site. An investigation was launched by the Company and the Aircraft Accident Investigation Bureau (AAIB), however, the cause of the accident still remains uncertain. The Company stated it will give support to the affected individuals. • Sources: [The Times of India, 13/01/18: timesofindia.indiatimes.com][Oil and Natural Gas Corporation website, 14/01/18: ongcindia.com][Oil and Natural Gas Corporation website, 16/01/18: ongcindia.com][Offshore Engineer, 15/01/18: oedigital.com]
E(1).1	The Company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response available: The Company stated on its website that "Oil and Natural Gas Corporation (ONGC) is set to institute a high-level independent investigation into the ill-fated Chopper crash on Saturday, which led to the demise of six passengers on-board and one still missing. Mr. Shashi Shanker, CMD ONGC, while expressing his grief at this irreparable loss, said no compensation can substitute such tragic loss. We are trying to provide all supports to help the families to tide over this colossal crisis." <p>Score 2</p> <ul style="list-style-type: none"> • Met: Response goes into detail: The Company states on its website that " Bodies of ONGC Officials Mr. P N Srinivasan, Mr. R Saravanan, Mr. Jose Antony, Mr. Pankaj Garg and one of the pilots Capt. R Ohatkar, have been identified. The identification process for the sixth body is still on. During the Search and Rescue (SAR) Operations on January 14, 2018 the VDR of the chopper has been recovered. Search operation is on for the remaining debris of the production chopper VT – PWA. ONGC and Coast Guard vessels: CG-268, CG-241, CG-314, Suriya-3, and CG-769, Samudra Sevak, HAL Anant, TAG-20, TAG 17, TAG-15, OSVs LJ Johnson and BS Negi and Ocean Crewser-III have been relentlessly combing the area. The search operation is being steered by the ONGC top Management led by Shashi Shanker, CMD ONGC. Mr. Shanker, who has been camping in Mumbai to oversee the search operations as well as ensuring all supports for the bereaved families, has stated that a high level independent investigation will be immediately instituted to ascertain the reasons. The recovered bodies of ONGC Executives, after necessary procedures, have been handed over to the family members and two families have taken the bodies to their native places for last rites as desired by the family members. ONGC is extending all possible help to the bereaved families in this hour of grief and crisis. "
E(1).2	The Company has appropriate policies in place	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Company policies address the general issues raised: The Company presents its commitment to Health and Safety in its H&E policy. [Health and Safety, 29/05/2018: ongcindia.com] • Not met: Policies apply to the type of business relationships involved: It is not clear if the policy goes down to the Company's business relationships. [Health and Safety, 29/05/2018: ongcindia.com & Sustainability Report FT 2017, 2018: ongcindia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Policies address the specific rights in question: The Company discloses injury rates and lost days on its Sustainability Report. [Sustainability Report FT 2017, 2018: ongcindia.com]
E(1).3	The Company has taken appropriate action	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Engages with affected stakeholders: The Company states on its website that "Mr. Shashi Shanker, CMD ONGC, while expressing his grief at this irreparable loss, said no compensation can substitute such tragic loss. We are trying to provide all supports to help the families to tide over this colossal crisis." • Met: Provides remedies to affected stakeholders: The Company states on its website that "Mr. Shashi Shanker, CMD ONGC, while expressing his grief at this

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>irreparable loss, said no compensation can substitute such tragic loss. We are trying to provide all supports to help the families to tide over this colossal crisis."</p> <ul style="list-style-type: none"> • Met: Has reviewed management systems to prevent recurrence: The Company states on its website that "Laying stress on safety issues, CMD already had discussions with CMD of Pawan Hans, to work out various modalities ensuring accident-free future operations. Mr. Shanker also pointed out that "all permissible steps will be taken to restore safety and confidence of offshore-going personnel". He also noted that stern action will be taken if any lapses are found on safety front. Stressing on the importance of Air-logistics, he said that "we will go beyond DGCA compliance procedures for the aircrafts and that a critical review of safety-adequacy of each and every aspect of the helicopter fleet and its operation will be carried out to bring about necessary changes". <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims: There is no evidence that remedies provided were satisfactory to the affected stakeholders. • Met: Has improved systems and engaged affected stakeholders
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Headline: Explosion on-board ONGC's Sagar Bhushan Drillship docked at Cochin Shipyard kills five and injures seven • Area: H&S • Story: A drillship owned by Oil & Natural Gas Corporation exploded and killed five people whilst undergoing maintenance work at a shipyard. A blast has been reported at 9.15 am on the 13th of February 2018 at Cochin Shipyard where the drillship Sagar Bhushan had been docked since 7 December 2017. The drillship was undergoing mandatory repairs at the time of the accident. Later, the shipyard confirmed that five people had been killed and seven injured as a result of the explosion. There is no public report regarding the Company's response towards this incident and it is not clear if the Company compensated the victims of the incident and their families. • Sources: [The Indian Express, 14/02/18: indianexpress.com] <p>[BBC News, 13/02/18: bbc.co.uk][Oil & Natural Gas Corporation Limited, 13/02/18: ongcindia.com][Manoramaonline, 15/02/18: english.manoramaonline.com]</p>
E(2).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response available: The Company stated on its website that "A blast has been reported in ONGC drillship Sagar Bhushan at 9.15 am today at Cochin Shipyard where it has been dry docking since 7 December 2017. The drillship was undergoing mandatory Special Survey (Hull & Machinery) repairs in Cochin Shipyard as per class requirement. The cause of the incident is being ascertained." <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Response goes into detail
E(2).2	The Company has appropriate policies in place	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Company policies address the general issues raised: The Company presents its commitment to Health and Safety in its H&S policy. [Health and Safety, 29/05/2018: ongcindia.com] • Not met: Policies apply to the type of business relationships involved: It is not clear if the commitment goes down to its business relationships. [Health and Safety, 29/05/2018: ongcindia.com & Sustainability Report FT 2017, 2018: ongcindia.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Policies address the specific rights in question: The Company discloses injury rates and lost days on its Sustainability Report. [Sustainability Report FT 2017, 2018: ongcindia.com]
E(2).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages with affected stakeholders: There is no evidence regarding the Company's engagement with affected stakeholders. • Not met: Provides remedies to affected stakeholders: There is no evidence of the Company providing remedy to affected stakeholders. • Not met: Has reviewed management systems to prevent recurrence <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remedies are satisfactory to the victims • Not met: Has improved systems and engaged affected stakeholders: There is no evidence of the Company improving its systems followed by the accident.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.05 out of 4	Out of a total of 38 indicators assessed under sections A-D of the benchmark, Oil & Natural Gas Corporation made data public that met one or more elements of the methodology in 10 cases, leading to a disclosure score of 1.05 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Met: Company reports on GRI: The Company Sustainability Report FY16 was prepared in accordance with core GRI G4. [Sustainability Report Financial Year 2016, 2016: ongcindia.com] • Not met: Company reports on SASB • Not met: Company reports on UNGPRF
F.3	Key, High Quality Disclosures	0 out of 4	Oil & Natural Gas Corporation met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.3.1 : Living wage (in own extractive operations, which includes JVs) • Not met: Score 2 for D.3.4 : Health and safety: Fatalities, lost days, injury rates (in own extractive operations, which includes JVs)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.