

Ticker: HPCL IN Equity Periodicity: Annuals Currency: INR Note: Years shown on the report are Fiscal Years Company: Hindustan Petroleum Corp Ltd
 Filing: Most Recent Consolidation Basis: Consolidated Data

Overview

	Restated:2016 A	Restated:2017 A	Restated:2018 A	Restated:2019 A	Restated:2020 A	Restated:2021 A	Restated:2022 A	Original:2023 A	Restated:2024 A	Original:2025 A
For the period ending	2016-3-31	2017-3-31	2018-3-31	2019-3-31	2020-3-31	2021-3-31	2022-3-31	2023-3-31	2024-3-31	2025-3-31
ESG Financial										
Materiality Scores										
ESG Disclosure Scores										
Environmental										
Air Quality										
Nitrogen Oxide Emissions	2.08	2.01	3.90	2.65	3.84	4.09	2.61	1.73	2.01	1.61
VOC Emissions								0.02	0.02	0.02
Particulate Emissions		0.37	0.90	0.42	0.38	0.36	0.32	0.37	0.35	0.43
Sulphur Dioxide / Sulphur Oxide Emissions	5.48	5.90	3.13	4.52	4.01	3.87	3.49	4.96	4.15	4.33
Climate Change										
Emissions Reduction Initiatives	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Transition Plan Claim	n/a	n/a	n/a	n/a	n/a	n/a	No	No	No	n/a
Climate Change Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Climate Change Opportunities	No	No	No	No	No	No	No	No	No	n/a
Discussed										
Risks of Climate Change Discussed	No	No	No	No	No	No	No	No	Yes	n/a
CO2 Scope 1							330.04	4,266.79	4,659.12	5,466.19
GHG Scope 1	3,406.00	3,434.00	3,426.00	3,457.00	3,655.00	3,854.20	3,341.91	4,304.20	4,717.52	5,513.04
GHG Scope 2	600.00	640.00	680.00	700.00	700.00	670.00	631.19	776.48	1,059.35	1,199.25
Location-Based										
GHG Scope 3	525.00	803.00	967.60	958.45	1,047.42	1,360.00	116,301.00	129,501.00	137,374.00	143,923.00
Scope of Disclosure	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00		
Energy										
Energy Efficiency	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy										
Total Energy Consumption	13,861.10	14,052.80	14,425.00	14,547.20	14,084.40	14,642.50	12,221.70	15,467.20	17,604.20	19,531.00
Renewable Energy Use									32.35	82.55
Electricity Used	736.11	780.56	825.00	852.78	841.67	850.00	806.11	1,122.97	1,511.33	1,709.66
Energy Per Unit of Production									0.38	0.39
Materials & Waste										
Waste Reduction	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy										
Hazardous Waste						18.43	11.78	3.53	29.86	29.89
Total Waste						44.88	30.61	20.39	48.19	45.31
Waste Recycled								12.80	12.04	9.34
Waste Sent to Landfills									3.07	3.04
Supply Chain										
Environmental Supply Chain Management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Water										
Water Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total Water	105,984.00	113,586.00	112,663.00	106,462.00	101,724.00	101,532.00	162,831.00	138,754.00	91,547.10	56,497.30
Withdrawal										
Total Water						3,444.00	146,932.00	126,914.00	74,259.70	36,673.50
Discharged										
Water Consumption							15,898.90	11,839.70	17,287.40	19,823.80
Ecological & Biodiversity Impacts										
Biodiversity Policy	Yes	No	No	No	No	No	Yes	Yes	Yes	Yes
Adopts TNFD Recommendations	n/a	n/a	n/a	n/a	n/a	No	No	No	No	n/a
Zero Deforestation Policy	n/a	n/a	n/a	n/a	n/a	No	No	No	No	n/a
Board Level Oversight of Biodiversity	n/a	n/a	n/a	n/a	n/a	No	No	No	No	n/a
Executive Level Oversight of Biodiversity	n/a	n/a	n/a	n/a	n/a	No	No	No	No	n/a
Social Community & Customers										
Human Rights Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy Against Child Labor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Quality Assurance and Recall Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Consumer Data Protection Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Community Spending	717.60	1,081.10	1,568.70	1,598.10	1,822.40	1,299.70	1,619.40	1,548.50	642.20	
Number of Customer Complaints							210,730.00	3,778.00	4,767.00	5,533.00
Diversity										
Equal Opportunity Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gender Pay Gap Breakout	No	No	No	No	No	No	No	Yes	Yes	Yes
Pct Women in Senior Management					2.53	2.27	3.06	2.60	2.33	
Pct Women in Middle and or Other Management	9.77	10.41	11.34	11.64	12.27	12.47	12.76	16.09	16.10	
Pct Women in Workforce	8.32	8.82	9.29	9.46	9.48	9.70	10.17	10.38	10.39	
Pct Disabled in Workforce		1.15	1.60	1.67	1.60	1.60	1.70	1.14		
80%+ Workforce Gender Pay Gap Waterfall								21.32	16.11	17.75

Ethics & Compliance

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Business Ethics Policy	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	n/a
Anti-Bribery Ethics Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Political Donations								0.00		
Health & Safety										
Health and Safety Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Fatalities - Employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
Fatalities - Contractors	2.00	0.00	2.00	2.00	1.00	1.00	1.00	4.00	4.00	0.00
Fatalities - Total	2.00	0.00	2.00	2.00	1.00	1.00	1.00	4.00	4.00	2.00
Lost Time Incident Rate - Employees							0.02	0.04	0.00	0.00
Lost Time Incident Rate - Contractors							0.01	0.02	0.02	0.01
Lost Time Incident Rate - Workforce							0.01	0.02	0.01	0.00
Total Recordable Incident Rate - Employees	0.09	0.11							0.01	0.00
Total Recordable Incident Rate - Contractors	0.34	0.26					0.04	0.03	0.02	0.01
Total Recordable Incident Rate - Workforce							0.04	0.01	0.02	0.01
Human Capital										
Training Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a
Fair Remuneration Policy	No	No	No	No	No	No	No	No	No	n/a
Number of Employees - CSR	10,538.00	10,422.00	10,352.00	10,239.00	9,696.00	9,448.00	9,065.00	8,651.00	8,313.00	8,198.00
Number of Contractors	25,072.00	34,944.00	24,029.00	31,298.00	42,397.00	44,728.00	39,275.00	38,848.00	38,301.00	36,974.00
Employee Turnover Pct	6.05	5.87	6.93	3.62	6.17	6.02	7.70	8.86	14.59	
Pct Employees Unionized	96.05	97.00	97.97	94.00	94.37	94.00	92.00	84.00	86.00	
Employee Training Cost								297.64	552.30	
Total Hours Spent by Firm - Employee Training								89,128.00	475,520.00	
Company Discloses Employee Engagement Score	n/a	n/a	n/a	n/a	No	No	No	No	No	n/a
Supply Chain										
Social Supply Chain Management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a
Governance										
Audit Risk & Oversight										

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Size of Audit Committee	3.00	3.00	3.00	5.00	3.00	4.00	3.00	3.00	3.00	4.00	
Number of Independent Directors on Audit Committee	1.00	2.00	2.00	4.00	2.00	1.00	3.00	3.00	3.00	2.00	
Audit Committee Meetings	9.00	8.00	9.00	10.00	8.00	8.00	8.00	8.00	6.00	8.00	
Audit Committee Meeting Attendance Percentage	92.85	93.75	97.00	94.00	100.00	100.00	92.00	100.00	100.00	100.00	
Board Composition											
Company Conducts Board Evaluations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Board Size	8.00	11.00	13.00	12.00	10.00	8.00	12.00	12.00	12.00	11.00	
Number of Executives / Company Managers	5.00	5.00	6.00	6.00	6.00	5.00	5.00	5.00	5.00	5.00	
Number of Non Executive Directors on Board	3.00	6.00	8.00	6.00	5.00	4.00	7.00	6.00	6.00	3.00	
Number of Board Meetings for the Year	8.00	10.00	13.00	13.00	10.00	11.00	12.00	12.00	12.00	13.00	
Board Meeting Attendance Pct	95.31	93.18	91.60	91.07	91.20	99.00	98.11	97.61	96.79	97.81	
Compensation											
Company Has Executive Share Ownership Guidelines	No	No	No	No	No	No	No	No	No	No	
Director Share Ownership Guidelines	No	No	No	No	No	No	No	No	No	No	
Size of Compensation Committee	1.00	3.00	3.00	3.00	2.00	3.00	3.00	3.00	4.00	2.00	
Num of Independent Directors on Compensation Cmte	1.00	3.00	3.00	3.00	1.00	1.00	3.00	3.00	4.00	1.00	
Number of Compensation Committee Meetings	1.00	1.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	4.00	
Compensation Committee Meeting Attendance %	100.00	100.00	83.33	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
Diversity											
Number of Female Executives	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Number of Women on Board	2.00	1.00	1.00	1.00	0.00	0.00	1.00	2.00	2.00	1.00	
Independence											
Number of Independent Directors	1.00	4.00	6.00	6.00	3.00	1.00	6.00	6.00	6.00	3.00	

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Nominations & Governance Oversight										
Size of Nomination Committee	1.00	3.00	3.00	3.00	2.00	3.00	3.00	3.00	4.00	2.00
Num of Independent Directors on Nomination Cmte	1.00	3.00	3.00	3.00	1.00	1.00	3.00	3.00	4.00	1.00
Number of Nomination Committee Meetings	1.00	1.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	4.00
Nomination Committee Meeting Attendance Percentage	100.00	100.00	83.33	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Sustainability Governance										
Verification Type	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee CSR Training	No	No	No	No	No	No	No	No	No	n/a
Tenure Board Duration (Years)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

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