

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 2016-3-31	Restated:2017 A 2017-3-31	Restated:2018 A 2018-3-31	Restated:2019 A 2019-3-31	Restated:2020 A 2020-3-31	Restated:2021 A 2021-3-31	Restated:2022 A 2022-3-31	Original:2023 A 2023-3-31	Restated:2024 A 2024-3-31	Original:2025 A 2025-3-31
For the period ending										
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										
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									
Transition Plan Claim	n/a	n/a	n/a	n/a	n/a	n/a	No	No	No	n/a
Climate Change Policy	Yes									
Climate Change Opportunities Discussed	No	n/a								
Risks of Climate Change Discussed	No	Yes	n/a							
CO2 Scope 1										
GHG Scope 1	3,406.00	3,434.00	3,426.00	3,457.00	3,655.00	3,854.20	330.04	4,266.79	4,659.12	5,466.19
GHG Scope 2	600.00	640.00	680.00	700.00	700.00	670.00	3,341.91	4,304.20	4,717.52	5,513.04
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 Policy	Yes									
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										
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 Policy	Yes									
Hazardous Waste										
Total Waste					18.43	11.78	3.53	29.86	29.89	117.15
Waste Recycled					44.88	30.61	20.39	48.19	45.31	134.59
Waste Sent to Landfills							12.80	12.04	9.34	10.67
								3.07	3.04	100.58
Supply Chain										
Environmental Supply Chain Management	Yes									

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Water Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Total Water Withdrawal	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		
Total Water Discharged						3,444.00	146,932.00	126,914.00	74,259.70	36,673.50		
Water Consumption							15,898.90	11,839.70	17,287.40	19,823.80		
Ecological & Biodiversity Impacts												
Biodiversity Policy Adopts TNFD Recommendations	Yes n/a	No n/a	No n/a	No n/a	No n/a	No n/a	No No	Yes No	Yes No	Yes No	Yes n/a	
Zero Deforestation Policy	n/a	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	n/a	No	No	No	No	n/a	
Executive Level Oversight of Biodiversity	n/a	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	Yes	
Policy Against Child Labor	Yes	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	Yes	
Consumer Data Protection Policy	Yes	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	4,767.00	5,533.00	
Number of Customer Complaints							210,730.00	3,778.00				
Diversity												
Equal Opportunity Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Gender Pay Gap Breakout	No	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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For the period ending	No Yes	No Yes	No Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	Yes Yes	n/a Yes	
Business Ethics Policy												
Anti-Bribery Ethics Policy												
Political Donations								0.00				
Health & Safety												
Health and Safety Policy	Yes	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	0.00	2.00	
Fatalities - Contractors	2.00	0.00	2.00	2.00	1.00	1.00	1.00	4.00	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	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 No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	n/a n/a	
Fair Remuneration Policy												
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	No	n/a	
Supply Chain												
Social Supply Chain Management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	
Governance												
Audit Risk & Oversight												

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For the period ending													
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	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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