



Nurturing People,
Empowering
Communities

PERFORMANCE SNAPSHOT

- 8,945**
Permanent employees and workers
- 15.50%**
Increase in permanent female employees and workers from previous year
- 19,445**
Training and awareness programs conducted for BODs, KMPs, employees and workers
- 113 million**
Employee Man-hours worked without Lost Time Accidents (LTA) in refineries
- Zero**
Reportable Lost Time Injury Frequency Rate RLTIFR for employees
- 32.19%**
Procurement from MSMEs/MSEs, surpassing the mandated target of 25%
- Zero**
Pending and Upheld POSH cases
- ₹ 267.17 Cr**
Total CSR expenditure
- 25.97 Lakh**
Total CSR beneficiaries in projects closed during FY 2025-26



We believe our progress is intrinsically linked to the holistic development of our people and the communities we serve. BPCL strives to maintain an inclusive, safe and enabling workplace that respects diversity, protects human rights and supports individual development. Our community initiatives focus on education, skill development, healthcare and sustainability, with the aim of improving social equity.

MATERIAL TOPICS LINKED

- Occupational Health & Safety
- Talent Management
- Supply Chain Management
- Human Capital and Labour Rights
- Diversity, Inclusive Development & Community Relations
- Customer Satisfaction and Grievance Redressal

SDGs LINKED





Community Engagement

CSR VISION

BPCL’s vision, 'Energising Lives', guides our efforts beyond core operations through sustained Corporate Social Responsibility initiatives. Our approach rests on the principle that development must be inclusive, fair, and sustainable. We continue to contribute to national development objectives while supporting and strengthening communities, with a focus on vulnerable and underserved regions.

CSR Strategy and Implementation

Our inclusive and sustainable CSR approach is in accordance with Section 135 of the Companies Act, 2013, Schedule VII, the Sustainable Development Goals, the guidelines issued by the Department of Public Enterprises (DPE) and BPCL’s CSR Policy. During the year, we focused on health and sanitation, education, community welfare, skill development, and environmental sustainability. These interventions aimed to deliver measurable social outcomes aligned with national priorities. We extended our reach to 40 aspirational districts across 13 states and invested ₹ 267.17 crore in CSR programs, benefiting nearly 26 lakh people in projects closed in the year.



HEALTH AND SANITATION



BPCL supported government hospitals and health institutions with advanced medical and diagnostic equipment, dialysis units, oncology services, and maternal and child healthcare facilities. Interventions also covered surgeries, screening and treatment for diseases such as cancer, anemia and sickle cell disease, along with menstrual hygiene and nutrition programs.

To strengthen public healthcare, we supported the Government’s 'TB Mukht Bharat Abhiyaan' by deploying 450 handheld tuberculosis (TB) screening devices in Haryana and Maharashtra under the National Tuberculosis Elimination Program. State Health Departments utilized these devices ensure early detection and diagnosis of the disease, including drug-resistant TB, in remote areas. The portable diagnostic systems are WHO approved and are being widely used in primary and community health centers. With an annual screening capacity exceeding 16 lakh tests, the program is expected to improve healthcare access and support national TB elimination goals.

We also continued our support for cancer care by installing brachytherapy machines at Homi Bhabha Cancer Hospital and Research Center in Muzaffarpur and Cachar Cancer Hospital and Research Center in Silchar. We supported hospital constructions, development of specialized intensive care units and provided essential equipment to healthcare centers.

Our community healthcare services were extended through Mobile Medical Units, health camps and telemedicine platforms, particularly in rural, tribal, and underserved urban areas. Programs such as Lifeline Express, Jan Arogyam Community Healthcare program, and First Meal initiatives continued to serve large populations. More than 180 open gyms were installed in different parts of the country to provide easy access to fitness facilities.



EDUCATION



We focused on improving access to education and strengthening learning infrastructure through the construction and development of school buildings, smart classrooms, laboratories and digital learning systems. Different types of educational materials were also provided to government and government-aided schools to improve the standard of education.

We supported the establishment of 75 Space Labs in Eklavya Model Residential Schools across 18 states and one Union Territory. Implemented in collaboration with the Ministry of Tribal Affairs and with technical support from ISRO, the initiative promotes STEM education among tribal students. It is expected to benefit over 18,000 students by providing exposure to space science and advanced learning tools.

Scholarships and education support programs assisted students from economically weaker sections, particularly near BPCL’s operational areas. Support for residential schools and hostels helped improve enrollment, retention, and academic outcomes in remote locations.



COMMUNITY DEVELOPMENT AND OTHER INITIATIVES



Community programs addressed infrastructure needs including safe drinking water, sanitation, hygiene, sports facilities, road development, and shared community assets in underserved regions. We also supported inclusion and accessibility for persons with disabilities by providing mobility aids, AI-based vision devices, healthcare equipment, and establishing rural centers of excellence. BPCL participated in national cleanliness campaigns through wide outreach and on-ground activities. Swachhata Pakhwada 2025 saw participation from 7 lakh individuals across the organization and its network. Swachhata Hi Seva was observed from September 17 to October 2, 2025, during which over 900 activities were conducted with employee and partner participation.

ENVIRONMENTAL SUSTAINABILITY



To promote environmental sustainability, we organized plantation drives, supported Miyawaki forestation drives, installed solar based water systems, undertook water conservation efforts and programs aligned with Mission LiFE. We also installed more than 500 solar and high mast lights to improve safety and offer better living conditions to people living in remote areas. In FY 2025-26, the expenditure for environmentally sustainable CSR projects amounted to ₹ 1.26 crore.



SKILL DEVELOPMENT



We continued to invest in skill development and livelihood programs through vocational training, apprenticeships and initiatives focused on women's empowerment. These initiatives aimed to improve employability and ensure workforce readiness.

During the year, BPCL inducted about 1,100 apprentices across functions, exceeding the mandated workforce threshold. The program provides practical training and structured industry exposure to build technical skills.

Training initiatives covered trades such as automotive maintenance, tailoring, handicrafts, digital skills, and entrepreneurship. These efforts supported income generation and economic independence in rural and semi-urban areas. We also launched a nationwide sports scholarship program to encourage young athletes.

People Initiatives

We continue to promote a sense of belonging among our people. With an emphasis on an inclusive and diverse work culture, we engage in several employee welfare programs. In accordance with established human rights principles and ethical labour practices, we encourage open communication and collaboration. We also support community-focused programs aimed at contributing to social development.

NURTURING TALENT

Talent Management Framework – ASCEND

Our talent management framework, ASCEND, continued to strengthen leadership development and succession planning through structured assessments, talent reviews and Individual Development Plans (IDPs). During the year, ASCEND 6.0 was launched for the 2025–27 cycle, covering approximately 3,750 employees in Phase I. This was followed by Talent Review Panels for around 1,030 employees, enabling organization-wide talent mapping and succession planning.

HR Analytics and Digital Transformation

We further strengthened data-driven decision-making through our HR Analytics and Innovation Cell, leveraging AI-enabled solutions across succession planning, talent management, workforce analytics and candidate verification. These initiatives enhanced process efficiency and enabled more informed talent decisions.

BPCL also strengthened HR analytics through AI-led tools for succession planning, talent assessment, and workforce dashboards, improving decision-making and process efficiency.



Building Future Talent

Extending our commitment to national skill development and youth employability, we actively participated in the Prime Minister's Internship Scheme (PMIS). During the first two pilot phases, we offered 800 internship opportunities and facilitated over 3,200 internship appointments, with more than 150 interns joining BPCL. In the third pilot phase, launched on March 31, 2026, BPCL re-posted an additional 300 internship opportunities on the PMIS portal.

LEARNING AND DEVELOPMENT

As a learning organization, we continued to invest significantly in capability development. During FY 2025-26, we delivered over 1,200 learning interventions, generating 3,48,868 learning hours and reaching more than 6,500 management employees. On average, each management employee underwent nearly 6.5 learning days during the year.

Bharat Petroleum Learning Centre (BPLC) delivered over 100 learning interventions, generating over 150,000 learning hours and reaching more than 6,000 employees. To strengthen business relevance and application-oriented learning, over 35 BPCL-specific case studies and learning modules were incorporated into learning journeys.

During the year, we introduced a redesigned leadership development architecture built around the principles of Experience, Exposure and Education, aimed at strengthening leadership readiness and succession depth across the

organization. In addition, over 120 employees participated in executive education programmes at premier institutions.

Digital learning continued to gain momentum through My Sphere, our Learning Experience Platform, with employees completing nearly 40,000 e-learning hours during the year.

The launch of initiatives such as the My Sphere Mobile App, Leaderboard, Daily Learning Nuggets, Harvard ManageMentor (HMM) and EBSCO further enriched our learning ecosystem and expanded access to high-quality learning content.

The Bharat Petroleum Learning Center led behavioral and leadership development programs through classroom sessions, digital platforms, coaching, and simulations. More than 100 interventions were conducted over 1,50,000 learning hours, covering over 6,000 employees, supported by 35 BPCL-specific case lets.

The leadership development framework was redesigned around experience, exposure, and education. Nearly 40,000 e-learning hours were recorded through the My Sphere platform and access to global content and varied curated courses were offered through different digital platforms.

Beyond formal learning, initiatives such as Talent Triathlon 2026 promoted innovation, cross-functional collaboration and experiential learning, generating over 7,000 learning hours. More than 800 nominations for external conferences, seminars and management development programmes were facilitated, enabling employees to gain exposure to leading practices and emerging industry trends.

EMPLOYEE ENGAGEMENT

Sports Infrastructure and Participation

Beyond capability development, we continued to strengthen employee well-being, engagement and inclusivity through a wide range of sports and wellness initiatives. During the year, sports infrastructure was expanded to over 150 facilities across locations. The facilities include badminton courts, volleyball courts, table tennis arenas, fitness spaces and recreational sports infrastructure designed to encourage employees to embrace an active lifestyle. More than 3,500 employees participated in sports tournaments across multiple disciplines like Cricket, Badminton, Chess, Swimming, Pickleball, Tennis and Squash, while over 2,000 employees represented BPCL in some of India's leading marathon events across more than 20 cities.

The "Wellness Through Sports" initiative, introduced in September 2025, covered 128 locations with 125 coordinators and 55 locations recorded participation from 1,494 employees.

Sporting Excellence

BPCL continues to be associated with some of India's finest sporting talent across disciplines, reflecting the Company's long-standing commitment to excellence in sports.

These include distinguished athletes from cricket, badminton, archery, hockey, cue sports, volleyball, chess and para sports, including internationally acclaimed sportspersons such as Suryakumar Yadav, Kuldeep Yadav, Sanju Samson, Shivam Dube, Saina Nehwal, George Thomas, Atanu Das, Deepika Kumari, Manasi Joshi, Manoj Sarkar, Joby Mathew and several other national and international achievers who continue to inspire future generations.

FY 2025-26 was also a landmark year for BPCL Sports. For the first time, all 20 BPCL teams participating in the Petroleum Sports Promotion Board (PSPB) Championships secured podium finishes, including 10 championships, seven runner-up



finishes and three second runner-up finishes. This achievement reflects our sustained commitment to sporting excellence and reinforces the role of sports as a catalyst for health, discipline, leadership and organizational pride.

Family Well-being and Community Engagement

Our focus on holistic well-being also extended to employees' families and communities. Summer Sports Coaching Camps conducted across eight townships benefited over 2,500 children, while FitDivaz, our wellness platform for women employees and spouses of employees, continued to promote physical fitness, health awareness and community engagement, growing to a vibrant network of over 650 members. Through the BPCL Sports Scholarship Programme, we continued to support 100 young athletes between 13 and 25 years of age across 14 sports disciplines, contributing to the development of future sporting talent in the country.

Roshni Plus, the Employee Assistance Program partnered with YourDOST to offer confidential counseling services to employees and their dependent family members, with 2,271 registrations recorded during the year and 100-day weight-loss campaign was also conducted at Bina.

Employee Assistance and Mental Well-being

Employee well-being and engagement continued to be strengthened through the Employee Satisfaction Enhancement (ESE) entity by promoting emotional well-being and workplace support. During the year, ESE conducted 131 Roshni Plus awareness workshops across locations, reaching 2,529 employees. Roshni Plus, BPCL's Employee Assistance Programme (EAP) delivered in partnership with YourDOST, provided confidential counselling support to employees and their dependent family members, with 2,271 employees registered during the year.

The programme was further reinforced through a network of 59 trained Sahkarmi Mitras and a series of Activ Life webinars, wellness campaigns and counselling initiatives. Additional initiatives included Mental Health Awareness campaigns, leadership wellness retreats for 58 senior leaders, wellness seminars in collaboration with Ayurveda Kendra Kottakal, and regular employee engagement through Interconnect and ESE EnerG publications. These initiatives contributed to fostering a supportive, inclusive and well-being-focused work environment.

In FY 2025-26, the Employee Support and Engagement team organized emotional well-being initiatives across the organization through various outreach programs. A total of 131 Roshni Plus awareness workshops engaged over 2,529 employees, providing a platform to access the necessary support system.

The network of Sahkarmi Mitras expanded with 59 trained peer counselors who support early engagement on mental health concerns. Our seminars and counseling sessions reached 22 locations, engaging 731 participants. Counseling services were also provided by 389 people. Campaigns for World Mental Health Day, leadership wellness retreats for 58 senior leaders, Ayurveda consultation camps, and collaborative initiatives such as birthday outreach messages further supported employee well-being across levels.

Wellness Through Sports

ESE also introduced Wellness Through Sports, covering 128 locations through 125 Sports Coordinators and engaging nearly 1,500 employees across 55 locations.

Employees from the Kochi and Bina Refineries actively participated in the programs, and a 100-day weight-loss campaign was also conducted at Bina. The team delivered 14 Activ Life webinars and released 24 editions of Interconnect, four editions of ESE EnerG, and 24 wellness mailers.



KUDOS Platform – Employee Recognition

Employee recognition remained a key focus area during the year through our KUDOS platform, which recorded participation from nearly 85% of employees. During the year, 5,227 employees were recognized, with over 21,000 appreciation badges and 2,100 certificates awarded. Recognition platforms such as KUDOS recorded participation from about 85 percent of employees.

IDEAS Platform – Innovation Recognition

The IDEAS platform also continued to foster a culture of innovation, with employees submitting 690 ideas aimed at improving business performance and creating value. The IDEAS platform received 690 submissions. BPCL was also honored with awards for its efforts in learning, innovation and HR analytics. We remain committed to improving employee experience within the workplace and strive to be a preferred employer.

OFFICIAL LANGUAGE POLICY

BPCL continued to promote the use of Hindi and other Indian languages in line with the Official Language Policy of the Government of India and its operational needs. The Corporation implemented the Annual Program FY 2025-26 issued by the Department of Official Language under the Ministry of Home Affairs and monitored progress through reviews conducted quarterly, half-yearly, and annually. Committees such as the Official Language Implementation Committee and the Town Official Language Implementation Committee assessed performance across regions, offices, locations, and refineries.

Inspections by the Parliamentary Committee on Official Language under the Ministry of Petroleum and Natural Gas and the Ministry of Home Affairs noted these efforts. BPCL organized Hindi training programs and workshops on Indic bilingual software, voice typing, and machine translation to support compliance. It also promoted Hindi through publications including Rajbhasha Gunjan, Pashchim Varta, Rajbhasha Sangrah, Garvi Gujarat, Srijan, and the quarterly e-magazine Dharohar. Other events like Hindi Fortnight, World Hindi Day and others were also observed.

Since 2023, BPCL has received the Rajbhasha Kirti Award for three consecutive years, in recognition of its in-house magazine Gunjan and for the implementation of Hindi in office operations. The Corporation also received the 'Outstanding Public Undertaking' award from Aashirwad Literary-Socio Cultural Organization in February 2026. Additional recognitions from Town Official Language Implementation Committees and Regional Rajbhasha Puraskar awards to units such as Peethampur LPG Plant and Goa Territory Office further reflect its commitment to upholding the value of Indian languages, including Hindi.

OCCUPATIONAL HEALTH AND SAFETY

We follow the principle "Safety First, Safety Must," placing safety, health, security, and environmental protection at the center of our operations. We aim to achieve zero incidents, improve hydrocarbon risk control and strengthen operational performance without compromising on the health and safety of our people.

A three-tier Health, Safety, Security, and Environment (HSSE) Committee operates at all levels, from regional offices to our corporate headquarters. These committees review safety practices, examine incidents, and recommend corrective measures. In line with our motto "Safety First, Safety Must", during FY 2025-26, we achieved a total of 113 million man-hours without Lost Time Accidents (LTA) in our refineries. As a part of the Compliance Parameters under MoU for the FY 2025-26, BPCL's achievement for "Steps and initiatives taken for Health & Safety improvement of Human Resources in CPSEs: Safety training on occupational health and safety risks to human resources at all locations/plants/units for existing and new joinee workforce (regular employees)" is 13,386 Training Man Days (TMDs) against the annual target of 7,600 TMDs.



HSE INITIATIVES

Training Programs

BPCL conducts safety training programs for employees and contractors in line with OISD-STD-154 and applicable regulatory guidelines. The training covers fire safety, first aid, emergency response, and safe handling of hazardous materials to ensure adherence to safety standards.

Periodic Health Screenings

We organize regular health check-up camps for our employees. These include general screenings, specialized diagnostic tests and consultations with medical professionals to support early detection and treatment.

Occupational Health Centers (OHCs)

We have set up Occupational Health Centers at major operational sites. These centers provide immediate medical care and monitor employee health through qualified professionals.

AWARENESS AND COMMUNICATION

Safety Bulletins and Alerts

We circulate safety bulletins with directives, advisories, hazard identification exercises, learning materials, and alerts. These communications keep employees informed on safety practices and lessons from past incidents.

Safety Campaigns

We conduct periodic campaigns to address specific safety topics, including safe driving, use of personal protective equipment and workplace ergonomics.

Safety Awareness Week at BPCL

National Safety Day is observed each year on March 4 through drills, seminars, and competitions for employees and contract workers. During the reporting year, BPCL organized a Safety Week with workshops, quizzes, poster competitions, and pledging activities to reinforce safe work practices.

EMERGENCY PREPAREDNESS AND RESPONSE

Mock Drills

We conduct mock drills in line with the Petroleum and Natural Gas Regulatory Board's Emergency Response and Disaster Management Plan regulations, 2010. These drills prepare employees for incidents such as fires, spills, and natural disasters and ensure familiarity with evacuation and response procedures.

Emergency Response Teams

We maintain trained emergency response teams equipped to manage different types of incidents. These teams receive regular training on updated response methods.

Safety Audits and Inspections

We conduct regular internal and external audits and inspections to identify risks and ensure compliance with prescribed safety standards. These measures support timely corrective action.

Risk Assessments

We perform detailed risk assessments across operations to identify and address potential hazards. These assessments aim to prevent incidents and improve workplace safety.

