

Oriental Aromatics

Ref: OAL/BSE/NSE/25/2025-26

28th July, 2025

To
The Manager
Department of Corporate Services,
BSE Limited,
Phiroz Jeejeebhoy Towers
Dalal Street, Mumbai- 400 001
Scrip ID: OAL
Scrip Code: 500078

To
The Manager
Listing Department,
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (East), Mumbai - 400 051
Symbol: OAL
Series: EQ

Sub: Business Responsibility and Sustainability Report for the Financial Year (FY) - 2024-25

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) for FY 2024-25 which forms part of the Annual Report for the FY 2024-25.

The said BRSR is also available on Company's website at www.orientalaromatics.com under Investor Relations section.

We request you to take the above on record.

Thanking you,
Yours Faithfully,
For Oriental Aromatics Limited

Kiranpreet Gill
Company Secretary & Compliance Officer
Encl: As above

Oriental Aromatics Ltd.

Registered Office 133, Jehangir Building, 2nd Floor, M.G. Road, Fort, Mumbai 400 001, India.

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www.orientalaromatics.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L17299MH1972PLC285731
2	Name of the Listed Entity	Oriental Aromatics Limited ("OAL/ Company")
3	Year of incorporation	07th April, 1972
4	Registered office address	133, Jehangir Building, 2nd floor,
5	Corporate address	Mahatma Gandhi Road, Fort, Mumbai-400001
6	E-mail	cs@orientalaromatics.com; investors@orientalaromatics.com
7	Telephone	+91 22 43214000
8	Website	www.orientalaromatics.com
9	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited - Scrip Code: 500078 2. National Stock Exchange of India Limited, Symbol: OAL
11	Paid-up Capital	INR 1682.68 Lakh
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Kiranpreet Gill, +91 22 66556000; cs@orientalaromatics.com Company Secretary & Compliance Officer 133, Jehangir Building, 2nd floor, Mahatma Gandhi Road, Fort, Mumbai 400001
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Chemical and chemical products including Flavors, Fragrances, Specialty Aroma Ingredients, Camphor & Terpene Chemicals.	100%

17. Products/Services sold by the entity (accounting for 90% of the entity’s Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Camphor & Terpene Chemicals	20118	29%
2	Fragrances & Flavours	20118	40%
3	Specialty Aroma Chemicals	20118	28%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	5*	1**	6
International	-	1#	1

* Including the plant of our wholly owned subsidiary, Oriental Aromatics & Sons Ltd, located at Mahad, Maharashtra, along with our own company-operated R&D Labs at Chandivali (Mumbai), Vadodara, Ambernath, and Bareilly

** Registered /Corporate Office at Mumbai, Maharashtra

Subsidiary in Indonesia - PT Oriental Aromatics

Note: The Company has 2 subsidiaries, including 1 subsidiary outside India. The subsidiaries are not directly involved in the BRSR reporting at this time.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	32

Note: This refers to the locations where goods were sold during the financial year.

b. What is the contribution of exports as a percentage of the total turnover of the entity?	Exports contribute to 43% of the total turnover of the entity.
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c. A brief on types of customers

Oriental Aromatics Limited serves a diverse customer base across multiple industries. Key segments include the FMCG sector, personal care, fine fragrances, aroma chemicals, the puja samagri market, and the pain management industry. Our products are widely used in soaps, shampoos, detergents, cosmetics, religious offerings, bakery and confectionery items, ice creams, smoothies, energy drinks, and other food categories, and pharmaceutical applications such as creams, gels, or sprays, reflecting their strong presence in both domestic and international markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	436	339	77.75%	97	22.27%
2	Other than Permanent (E)	24	22	91.67%	2	8.33%
3	Total employees (D + E)	460	361	78.48%	99	21.52%
WORKERS						
4	Permanent (F)	362	362	100%	0	0%
5	Other than Permanent (G)	812	746	91.87%	66	8.13%
6	Total workers (F + G)	1174	1108	94.38%	66	5.62%

Company has reclassified its employees and workers bifurcation to better align with operational requirements and labor classifications.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.66%
Key Management Personnel	4	2	50%

Note: The roles of KMP and BoD are clearly defined and do not overlap.

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.57%	26.23%	19.47%	30.01%	28.41%	29.72%	35.86%	25.27%	34.10%
Permanent Workers	13.87%	0%	13.52%	22%	0%	22%	6.56%	0%	6.56%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	PT Oriental Aromatics (Indonesia)	Subsidiary	99.86%	No
2.	Oriental Aromatics & Sons Limited	Subsidiary	100%	

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹) (24-25)	₹ 9,22,65,56,704*
b. Net worth (in ₹) (24-25)	₹ 6,31,03,23,663

*The total income, comprising turnover and other income amounting to ₹ 9,31,20,46,000, has been considered for the purpose of intensity calculations.

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) *	FY 2024-25			FY 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The mechanism is in place to receive concerns from community via email at info@orientalaromatics.com , which are worked upon and redressed accordingly.	0	0		0	0	-
Investors (other than shareholders)	The mechanism is in place to receive concerns via email at info@orientalaromatics.com , which are worked upon and redressed accordingly.	0	0		0	0	-
Shareholders	Yes, Shareholders can register their grievances with the Company or its RTA. The Details of the same are at http://www.orientalaromatics.com/investors-grievances-contacts.php . Further grievances can also be lodged with SEBI at https://scores.gov.in/scores/Welcome.html	15	0		7	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) *	FY 2024-25			FY 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, The mechanism is in place to receive concerns from employees and workers via email at info@orientalaromatics.com , which are worked upon and redressed. The employees & workers can register their grievances via email at dhirendra@orientalaromatics.com / info@orientalaromatics.com	0	0		0	0	-
Customers	Yes, the company has a mechanism to handle and address customer complaints. The customers can register their grievances via email at sales@orientalaromatics.com	92	0		42	0	-
Value Chain Partners	The mechanism is in place to receive concerns from value chain partners via email at info@orientalaromatics.com , which are worked upon and redressed accordingly.	0	0		0	0	-

*** Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)**

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	Web-link for grievance redress policy that forms part of BRSR Policy that can be accessed at https://www.orientalaromatics.com/documents/corporate-governance/policies/BusinessResponsibilityPolicy1920.pdf
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

16. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Opportunity or negative implications)
1.	Decarbonization	Opportunity	OAL’s manufacturing processes generate emissions that contribute to climate change. Shifting to low-carbon operations can reduce environmental impact and unlock new revenue opportunities.	By engaging in energy efficient technologies, OAL targets to reduce greenhouse gases. Renewable energy such as biomass boilers are put in place to reduce dependency on fossil fuels. Additionally, OAL has committed to SBTi and regularly gets assessed with CDP and Eco-Vadis.	Positive
2.	Waste Management Compliance	Risk	OAL’s operations generate both hazardous and non-hazardous waste, making effective waste management crucial. Poor handling can lead to environmental damage and regulatory penalties, while efficient practices help mitigate risks and ensure compliance.	Strong waste management protocols, including strict segregation and reliance on authorized vendors for hazardous waste, significantly mitigate environmental and regulatory risks. Additionally, proactive identification of circularity opportunities demonstrates a commitment to sustainable practices and potential resource optimization.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Opportunity or negative implications)
3.	Water & Wastewater Management	Risk	OAL’s water usage in manufacturing requires efficient management to prevent regulatory non-compliance, rising costs, and environmental harm. Inadequate wastewater treatment can damage ecosystems, disrupt operations, and erode stakeholder trust.	The company has implemented Treatment Plants. These advanced treatment facilities ensure that all wastewater is rigorously processed and released within defined regulatory limits.	Negative
4.	Diversity & Inclusion (D&I)	Opportunity	Embracing diversity and inclusion (D&I) fosters a vibrant, equitable workplace culture that drives innovation, employee satisfaction, and productivity. Valuing diverse perspectives also enhances OAL’s reputation and strengthens community relationships.	OAL embraces D&I to cultivate a dynamic, equitable workplace that boosts innovation, employee satisfaction, and productivity, while also enhancing our reputation and strengthening community ties.	Positive
5.	Employee Wellbeing	Opportunity	Prioritizing employee wellbeing in manufacturing reduces turnover, boosts morale, and improves productivity. It also reinforces ethical labor practices, strengthens community ties, and fosters a socially responsible workplace.	Periodic interventions and a robust HR grievance mechanism enables employee satisfaction, reduces potential conflicts, and ensures fair and consistent resolution of workplace issues	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Opportunity or negative implications)
6.	Human Rights	Risk	OAL is committed to upholding the highest standards of human rights. Violations can harm employee morale, damage the company's reputation, invite legal action, and alienate key stakeholders—leading to serious social and economic consequences.	OAL maintains the highest human rights standards through regular training and discussions and a robust whistleblower mechanism, safeguarding employee morale, reputation, and stakeholder trust	Negative
7.	Community Engagement & Social Impact	Opportunity	OAL values community engagement and is committed to creating an Opportunity impact on the environment and socio-economic development. These efforts build stakeholder trust and contribute to the greater good of society	OAL deeply values community engagement, striving for a positive impact on both the environment and socio-economic development, further solidified by a periodic community grievance resolution	Positive
8.	Responsible Supply Chain	Risk	A responsible supply chain is vital for OAL to maintain quality standards and operational efficiency. Disruptions or unethical sourcing practices can hinder production and negatively impact on the brand's reputation.	OAL ensures a responsible supply chain through pre-onboarding assessments and continuous quality checks of vendors, which are vital for maintaining quality standards and operational efficiency.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Opportunity or negative implications)
9.	Product Quality & Innovation	Opportunity	Product quality and innovation are at the core of OAL's operations. Upholding high standards across the industries we serve is essential—not only for business success but also for safeguarding stakeholder wellbeing and minimizing environmental impact.	To look after the product quality and safety of its products, OAL has stringent quality control, regular audits, employee training, compliance with regulatory standards, robust safety protocols, supplier quality management, advanced monitoring technology, and continuous improvement of processes and safety measures.	Positive
10.	Corporate Governance	Opportunity	Effective corporate governance promotes transparency, prevents conflicts of interest, and ensures compliance with laws and regulations. This helps safeguard the company's reputation and avoid legal or financial penalties.	Effective implementation of policies and periodic reviews upholds principles of integrity, fairness, and responsibility at all levels of the organization.	Positive

*Note: During the year the company has initiated a detailed process of materiality assessment involving internal and external stakeholders. The above is the complete list of material impacts identified during the process. Surveys and its analysis are in progress to priorities the risk and opportunities

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://www.orientalaromatics.com/documents/corporate-governance/policies/BusinessResponsibilityPolicy1920.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidance on Responsible Business Conduct. Following are few of the certifications adopted by OAL and mapped to each principle: <ul style="list-style-type: none">FSSAI (P2)US FDA (P2)REACH (P2)Roundtable on Sustainable Palm Oil (RSPO) (P2)WHO GMP (P2)ISO 45001 (P3)ISO 14001 (P6)ISO 9001 (P9)ECOVADIS (P1, P2, P3, P4, P5, P6)CDP (P6)NGRBC (P7)Halal (P9)Kosher (P9)SEDEX (P1, P3, P5 & P6)SMETA (P1, P3, P5 & P6)Together for Sustainability (TFS) (P1, P3, P5 & P6)								

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none">UNGC Alignment: The company affirms towards the commitment toward UNGC. (P1-P9)Carbon emission commitment: Reduce Emissions by 58% by 2034CDP: Maintain and further improve our CDP Rating (P6)Eco-Vadis: Maintain and further improve our Eco-Vadis Rating (P1, P2, P3, P4, P5, P6)
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none">UNGC Alignment: The company has submitted commitment letterCarbon Emission: Detailed emission monitoring in place.CDP: Currently on BEco-Vadis: Committed Badge

	Governance, leadership and oversight	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the 'Message from the Chairman and Managing Director' section in the Annual Report 2024-25 on Pg No: 10.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Dharmil A. Bodani BRSR Head info@orientalaromatics.com
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). If Yes please provide details	Yes. The CSR Committee is responsible for the reviewing, monitoring and overseeing and decision making on sustainability related issues. Further, OAL has a specific internal ESG committee which works closely with CSR Committee in implementing the Business Responsibility and Sustainability (BRSR) Policy.

10 Details of Review of NGRBCs by the Company:

	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	All policies related to the NGRBC are reviewed by a designated Committee of the Board								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with relevant statutory requirements, and any non-compliance is addressed under the Board Committee's oversight								

	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	FSSAI US FDA REACH WHO GMP	ISO 45001	No	No	ISO 14001	No	No	Kosher Halal ISO 9001
	If yes, provide name of the agency.	NA	INTERTEK DEUTSCHLAND GMBH, GPC - GLOBAL PRODUCT COMPLIANCE EUROPE	TUV SUD SOUTH ASIA PVT. LTD	NA	NA	TUV SUD SOUTH ASIA PVT. LTD.	NA	NA	STAR KOSHER, LPPOM MUI - MAJELIS ULAMA INDONESIA HALAL
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:					
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes		
Board of Directors	2	Ethics, Stakeholder Engagement, Responsible Advocacy, and Inclusive Development	100%		
Key Managerial Personnel	2	Ethics, Stakeholder Engagement, Responsible Advocacy, and Inclusive Development	100%		
Employees other than BOD and KMPs	112	Safety, Excel, Taxes, POSH, Human Rights, Code of Conduct, IT.	100%		
Workers	132	Code of Conduct; POSH Training; Safety Training; Material Handling Equipment Trainings	100%		
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format					
Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Not applicable
Settlement	Nil	Nil	Nil	Nil	Not applicable
Compounding fee	Nil	Nil	Nil	Nil	Not applicable
Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil		Not applicable
Punishment	Nil	Nil	Nil		Not applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes, Oriental Aromatics Ltd. has a comprehensive Anti-Corruption and Anti-Bribery Policy in place. The policy reflects a zero-tolerance approach towards fraud, bribery, and corruption, and reinforces the Company's commitment to ethical and fair business practices. It applies to all employees, officers, directors, managers, and contractors.

The Board actively supports the implementation of this policy. Violations may lead to disciplinary action, including termination, restitution, or legal proceedings. Concerns or violations can be reported confidentially to the Compliance Team at cs@orientalaromatics.com. The Company ensures that complainants feel safe, respected, and protected, fostering a culture of integrity and accountability.

The policy can be accessed through the following link:

<https://www.orientalaromatics.com/documents/corporate-governance/policies/Anti%20Bribery%20&%20Anti%20Corruption%20Policy.pdf>

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particular	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

There are no cases of corruption or conflicts of interest involving our directors or Key Managerial Personnel

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25*	FY 2023-24
Number of days of accounts payables	35	39

*The Company has revised its calculation methodology as compared to previous year as per guidelines published by the Industry Standard Forum. Accordingly, data of previous year has been calculated.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25*	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11.40%	12.67%
	b. Number of trading houses where purchases are made from	143	67
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	48.43%	68.58%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14.97%	16.67%
	b. Number of dealers / distributors to whom sales are made	333	368
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	66%	81.54%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.03%	0
	b. Sales (Sales to related parties / Total Sales)	0.09%	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	67.77%
	d. Investments	100%	100%

*The Company has revised its calculation methodology as compared to previous year as per guidelines published by the Industry Standard Forum. Accordingly, data of previous year has been calculated.

Leadership Indicators

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)

Yes

If Yes, provide details of the same.

The Company defined process to manage conflicts of interest involving directors and senior management personal. As per its "CODE OF CONDUCT", directors/ senior management personnel must avoid situations where personal interests conflict with those of the Company. Disclosures are mandated, and the Compliance Officer monitors adherence. Annual affirmations and Board oversight ensure ongoing compliance. The link of the Company's code of conduct can be accessed from the following link:

<https://www.orientalaromatics.com/documents/corporate-governance/policies/Code-of-Conduct-for-Directors-and-Senior-Managerial-Personnel.pdf>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.				
Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	25%	33%	The expenditure % covers salary of employees hired for doing research & process optimisation to improve the environmental and social impacts of our product.
2	Capex	16%	6.46%	A 50 KLD Mechanical Vapour Recompression (MVR) unit has been commissioned to recycle high-COD water. We have also eliminated solvents in several key processes and shortened BTCs through optimisation. Additionally, we have transitioned from traditional reduction methods to catalytic hydrogenation, backed by our hydrogenation infrastructure at Vadodara.
2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)				
b. If yes, what percentage of inputs were sourced sustainably?				Yes
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for				
(a)	Plastics (including packaging)	Company is following the waste collection plan as per EPR requirement and working with authorized third party for collection and recycling.		
(b)	E-waste	This is not applicable as the Company is not reclaiming any electronic items, and any e-waste generated on site is given to certified vendors for safe disposal		
(c)	Hazardous waste	OAL's products are treated as consumables by its customers, who manufacture value-added products. The Company has limited scope for reclaiming any hazardous waste generated by its products at the end of its life cycle.		
(d)	other waste	Not applicable		
4.a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)				
Yes, we have EPR registration no. for Ambernath and Bareilly Unit. For other units, the Company has applied for EPR registration and same is under process.				Yes,
b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?				
Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.				
c If not, provide steps taken to address the same				
Not Applicable				

Leadership Indicators

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Sr. No.	Particular	FY 2024-2025			FY 2023-2024		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	0	8	0	0	0	0
2	E waste	NA	NA	NA	NA	NA	NA
3	Hazardous waste	0	0	0	0	0	0
4	Other waste	NA	NA	NA	NA	NA	NA

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

1 a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	339	339	100%	339	100%	NA	NA	0%	0%	0%	0%
Female	97	97	100%	97	100%	97	100%	0%	0%	0%	0%
Total	436	436	100%	436	100%	97	100%	0%	0%	0%	0%
Other than permanent employees											
Male	22	18	82%	18	82%	NA	NA	NA	NA	NA	NA
Female	2	2	100%	2	100%	2	100%	NA	NA	NA	NA
Total	24	20	83.3%	20	83.3%	2	100%	NA	NA	NA	NA

b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	362	362	100%	362	100%	NA	NA	0%	0%	0%	0%
Female	0	0	NA	0	NA	NA	NA	NA	0%	0%	0%
Total	362	362	100%	362	100%	0%	0%	0%	0%	0%	0%
Other than permanent workers											
Male	746	746	100%	746	100%	NA	NA	0%	0%	0%	0%
Female	66	66	100%	66	100%	66	100%	NA	NA	0%	0%
Total	812	812	100%	812	100%	66	100%	0%	0%	0%	0%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	FY 2024-25*	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.08%	0.08%

* The Company has revised its calculation methodology as compared to previous year as per guidelines published by the Industry Standard Forum. Accordingly, data of previous year has been calculated.

2. Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y

Note: *All eligible employees and workers (other than exempt as per ESIC) are covered under ESI.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises of Oriental Aromatics Ltd. are accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

The Company is committed to fostering an inclusive and respectful work environment. Facilities across locations are designed to be accessible, including ramps, signage, and washrooms for persons with disabilities. During the year, infrastructure at the Vadodara plant was completed with these features in place.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	https://www.orientalaromatics.com/documents/corporate-governance/policies/Equal%20Employment%20Opportunity%20Policy.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/ No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Yes, Oriental Aromatics Ltd. has a structured grievance redressal mechanism in place for all categories of employees and workers. Under the Employee Well-being Policy, which is part of the BRSR framework and aligned with the HR Policy, POSH Policy, and Grievance Mechanism, employees can report grievances to their respective location HR. If unresolved within the stipulated time, the matter is escalated to DGM- HR, who then reports to management and initiates corrective actions as needed. Location-wise contact details are displayed on notice boards at each plant. DGM- HR may be contacted at dhirendra@orientalaromatics.com (Contact: Mr. Dhirendra Bacchav, DGM – HR).
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	436	0	0%	561	0	0%
Male	339	0	0%	474	0	0%
Female	97	0	0%	87	0	0%
Total Permanent Workers	362	134	37.02%	174	141	81%
Male	362	134	37.02%	173	141	81.50%
Female	0	0	0%	1	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	361	283	78.39%	317	87.81%	478	442	92%	286	60%
Female	99	71	71.71%	97	97.97%	88	51	58%	59	67%
Total	460	354	76.95%	414	90%	566	493	87%	345	61%
Workers										
Male	1108	1108	100%	1108	100%	1044	1044	100%	1044	100%
Female	66	66	100%	66	100%	75	75	100%	75	100%
Total	1174	1174	100%	1174	100%	1119	1119	100%	1119	100%

Note - The total workforce for FY 2023-24 and FY 2024-25 includes both permanent and non-permanent employees.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	339	339	100%	474	474	100%
Female	97	97	100%	87	87	100%
Total	436	436	100%	561	561	100%
Workers						
Male	362	362	100%	173	173	100%
Female	0	0	0	1	1	100%
Total	362	362	100%	174	174	100%

Note: The data for FY 2023-24 and FY 2024-25 includes only permanent employees and permanent workers

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If Yes, the Coverage such systems?	

The Company has implemented an Occupational Health and Safety management system that covers and applies to all employees and contractual workers. The company is IMS (i.e. Integrated Management System) certified wherein the Company's operational facilities are ISO 45001 (an international Occupational Health and Safety standard) certified by independent audit agencies. Following training & activities are done time to time:

1. Mock Fire drills
2. Annual Health check-up (with tie ups with nearby hospitals)
3. POSH Trainings
4. Maintenance of an incident register

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We prioritize the identification and mitigation of risks through our audit system, which includes internal and external audits focusing on environmental and occupational health and safety parameters. The Company has appropriate procedures to assess risk on both routine and non-routine bases:

- Work Permit System
- Job Safety Analysis
- Safety Inspections and Audits
- Incident Investigation and Analysis
- Employee Involvement and Reporting
- Hazard Identification & Risk Assessment (HIRA)
- Management of Change
- Safety Committee
- Toolbox Talk & Safety Training

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)	Yes, Additional safety risk assessment and engagement practices include: <ul style="list-style-type: none">Reporting of Unsafe Conditions & Unsafe Acts (Safety Observations)Near Miss ReportingToolbox TalkSafety Committee Meetings
d. Do the employees/ worker of the entity have access to non occupational medical and healthcare services? (Yes/ No)	Yes. <ul style="list-style-type: none">Mediclaime Policy Family for employee & family membersYoga & Meditation session for employees for physical and mental wellnessBlood tests and eye tests conducted for employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	5
	Workers	0	5
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Health, Safety & Environment (HSE) department at the manufacturing units is headed by the respective Plant Heads. The Plant Head has overall responsibility for the implementation of the requirements of the HSE standards. The Company has adopted ISO 45001, an internationally recognized standard for occupational health and safety management systems. The Plant Head is supported by HSE Head & HSE officers to ensure effective management of process-related risks, promoting safety and preventing incidents. The company has adopted:

- HIRA (Hazard Identification & Risk Assessment)
- Safety Audit by Third Party
- Execution of all the high-risk jobs through a work permit system
- Conduct of Safety Committee Meetings
- Regular Safety Training to employee
- Employee transport facility

13. Number of Complaints on the following made by employees and workers:

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%*
Working Conditions	100%**

* (ISO 45001 internal as well as external audit)

** (Third Party Safety Audit as per IS 14489)

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

There were no incidents where corrective action was required to be taken

Leadership Indicators

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that statutory dues are duly deducted and deposited by supply chain partners through checks built into the vendor onboarding and contract renewal processes. Verification of statutory compliance is part of the onboarding checklist and is revisited during periodic contract reviews. This ensures ongoing compliance with applicable tax and regulatory requirements.

3. Provide the number of employees/workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)	No
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5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	83%
Working Conditions	83%

Note: The company conducts an online assessment of its supply chain partners, in alignment with the BRSR policy. 85% of company’s supply chain partners are covered in the survey.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

- The Company identifies any individual, group, or institution that contributes to its business chain as a major stakeholder. Key stakeholders include:
- Customers
 - Employees
 - Suppliers and value chain partners
 - Shareholders
 - Government and regulators
 - Non-governmental organizations (NGOs/NPOs)

The process of identifying these key stakeholders involves input and comments from all departments within the Company, as well as senior management. This collaborative approach ensures a thorough review is conducted to recognize the most important stakeholders in the company’s activities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Exhibitions , Customer feedback surveys, Inperson meetings/letters, Company websites, Product information on packaging, Conferences, Email, SMS	O t h e r s - Frequent & need-basis	The Company recognizes that understanding its customers’ needs is crucial for setting the quality and pricing of its products. Customer demands also fuel the creation of new and innovative products. Additionally, the Company aims to reduce the environmental and social impacts of its products, helping customers achieve their sustainability objectives.
Employees	No	Emails, Video messages, Internal Communication platforms, Team meetings, One-to-one meetings/ briefings, Trainings,, Notice Boards	O t h e r s - Frequent & need-basis	- The Company aims to enhance employee engagement and communication by promoting collaborative working, diversity, and well-being at the workplace. - The Company also seeks to provide employees with opportunities for accelerated career growth.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & Value chain partners	No	Supplier evaluation questionnaires, Contractual meetings, Email, SMS, Website, Phone calls, Video Conferencing Meeting	O t h e r s - Frequent & need-basis	The Company's goals include creating maximum opportunities for suppliers throughout the value chain, embedding sustainability into procurement decisions, and sourcing high-quality raw materials and services at competitive prices.
Shareholders/ Research Analysts	No	Annual General Meeting, Annual Reports, One-toone meetings, Quarterly conference calls, Investor conferences, emails, phone calls and website.	O t h e r s - Frequent & need-basis	The Company aims to reveal both financial and non-financial factors to o-er valuable information that creates substantial longterm value for investors and shareholders. Additionally, the Company engages with all stakeholders to understand their priorities and address their queries and concerns, thereby enhancing business practices.
Governments & Regulatory Bodies	No	Press Releases, Quarterly Results, Annual Reports including BRSR Report, Stock Exchange filings, , Statutory Filings.	O t h e r s - Frequent & need-basis	The Company strives to boost its sustainability performance and ensure better compliance with relevant regulations. It also seeks to aid nation-building through its products and taxes, while supporting government initiatives through corporate social responsibility (CSR) and local community contributions
NGOs/ NPOs & Other groups	No	CSR initiatives, Telephonic discussions, Emails, Personal visits.	O t h e r s - Frequent & need-basis	The Company plans to collaborate with experts for the successful execution of CSR programs and to routinely discuss and share updates to enhance the current initiatives.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company has initiated a formal materiality assessment and stakeholder engagement exercise to identify and prioritize critical ESG impacts. As part of this process, key environmental, social, and governance parameters were mapped, and surveys were conducted with external stakeholders to validate and rank these impacts based on their relevance and significance. This ensures that the Company’s sustainability strategy is aligned with stakeholder expectations and material business risks and opportunities.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

We place high importance on stakeholder engagement as a critical input in shaping our environmental and social initiatives. We have actively conducted surveys to gather valuable feedback from our stakeholders on ESG-related topics.

The responses received are currently under thorough analysis, and their insights are being used to develop our ESG priority matrix. This exercise will directly inform and guide our ESG strategy, policies, and action plans—ensuring that our approach is both inclusive and aligned with stakeholder expectations.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	436	436	100%	561	405	72%
Other than permanent	24	24	100%	5	5	100%
Total Employees	460	460	100%	566	410	72.4%
Workers						
Permanent	362	356	98.34%	174	46	26.44%
Other than permanent	812	807	99.38%	945	42	4.44%
Total Workers	1174	1163	99.06%	1119	88	7.86%

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	339	0	0%	339	100%	474	0	0%	474	100%
Female	97	0	0%	97	100%	87	0	0%	87	100%
Total	436	0	0%	436	100%	561	0	0%	561	100%
Other than Permanent										
Male	22	0	0%	22	100%	4	0	0%	4	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Total	24	0	0%	24	100%	5	0	0%	5	100%
Workers										
Permanent										
Male	362	0	0%	362	100%	173	0	0%	173	100%
Female	0	0	0%	0	100%	1	0	0%	1	100%
Total	362	0	0%	362	100%	174	0	0%	174	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Other than Permanent										
Male	746	746	100%	0	0%	871	871	100%	0	0%
Female	66	66	100%	0	0%	74	74	100%	0	0%
Total	812	812	100%	0	0%	945	945	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	3	37900020	0	-
Key Managerial Personnel	2	12579006	2	10289940
Employees other than BOD and KMP	356	554388	97	590220
Workers	1108	227184	66	148146

Note:

- i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.
- ii. The employee count includes both permanent and non-permanent employees.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	13.36%	13.52%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?	Yes
--	-----

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Yes, Oriental Aromatics Ltd. has internal mechanisms in place to redress grievances related to human rights issues.

The Human Resource Head and individual plant heads are responsible for addressing any human rights concerns arising from business operations. Location-wise POSH Committees have been established under the POSH Policy, each including an external NGO representative. These committees conduct quarterly reviews and report actions taken on related matters to Corporate HR.

All manufacturing units have dedicated safety and canteen committees to address human rights issues related to workplace safety and food. Any grievances can be reported to Corporate HR at dhirendra@orientalaromatics.com (Contact: Mr. Dhirendra Bacchav, DGM – HR).

The Company is committed to protecting human rights and fostering a culture of integrity, respect, and ethical conduct. For more details, refer to the BRSR Policy, which includes the Human Rights and Equal Employment Opportunity Policies.

6. Number of Complaints on the following made by employees and workers:

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Oriental Aromatics Ltd. ensures protection against adverse consequences to complainants in cases of discrimination and harassment through its robust Prevention of Sexual Harassment (POSH) Policy.

The policy guarantees confidentiality, anonymity, and non-retaliation for all complainants. Internal Complaints Committees (ICCs) are established at each location, including NGO representatives, to conduct fair and impartial inquiries while safeguarding identities.

Quarterly reviews are conducted to monitor cases and corrective actions, with outcomes reported to management by DGM HR. Regular sensitization programs further strengthen awareness and reinforce the Company's commitment to a safe, respectful, and inclusive workplace.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes
--	-----

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

There were no cases where corrective action was required

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No major process change conducted during the year

2. Details of the scope and coverage of any Human rights due diligence conducted

The Company’s human rights due diligence is embedded within its broader management systems and external audit frameworks. Scope and coverage are addressed through ongoing certifications such as ISO 14001 (Environment), ISO 45001 (Occupational Health & Safety), and ISO 9001 (Quality Management). In addition, the Company undergoes external audits like SMETA (SEDEX) and Together for Sustainability (TfS), which include assessments related to labor rights, working conditions, and ethical practices across the value chain. These mechanisms collectively ensure that human rights risks are identified, monitored, and mitigated systematically.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No)	Yes
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4. Details on assessment of value chain partners:

Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	83%
Discrimination at workplace	83%
Child Labour	83%
Forced Labour/Involuntary Labour	83%
Wages	83%
Others – please specify	

Note: The company conducts an online assessment of its supply chain partners, in alignment with the BRSR policy.85% of company’s supply chain partners are covered in the survey.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	521252.00	468548.47
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)	521252.00	468548.47
From non-renewable sources		
Total electricity consumption (D)	102176.86	89846.64
Total fuel consumption (E)	375911.67	299567.79
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	478088.50	389414.40
Total energy consumed (A+B+C+D+E+F)	999340.53	857962.90
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00010732	0.000101687
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.00221717	0.002056108
Energy intensity in terms of physical output [Total energy consumed (in GJ) / per unit of production (in metric tonnes)	62.33411490	61.63969394
Energy intensity (optional) – the relevant metric may be selected by the entity		-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.	NA	

Note:

- i.

Biomass briquettes are used as a source of renewable fuel, the energy from the same has been shown as renewable energy in alignment with industry-specific standards.
- ii.

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)	NO
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If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	168186.00	163286.00
(iii) Third party water	222492.75	193243.00
(iv) Seawater / desalinated water		
(v) Others - <Rainwater>		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	390678.75	356529.00
Total volume of water consumption (in kilolitres)	276114.88	228200.00
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00002965	0.000027047
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.00061260	0.000546881
Water intensity in terms of physical output [Total water consumption (in KL) / per unit of production (in metric tonnes)]	17.22	16.39
Water intensity (optional) - the relevant metric may be selected by the entity		-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	No	
If yes, name of the external agency.	NA	

Note: Based on the CGWA guidelines, the assumption of 45 litres per person per day consumption is used to estimated for water consumption for HO and R&D location.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment - please specify level of treatment	-	-
(ii) To Groundwater	76196	88443
No treatment		
With treatment - please specify level of treatment	76196	88443
(iii) To Seawater	-	-
No treatment		
With treatment - please specify level of treatment		

Parameter	FY 2024-25	FY 2023-24
(iv) Sent to third-parties	38368	39886
No treatment	11726	9569
With treatment - please specify level of treatment	26642	30317
(v) Others		
No treatment		
With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	114564	128329
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		
If yes, name of the external agency.	NA	

Note: Water consumption at office locations is discharged into community sewage. At plants post treatment at the plant, wastewater is sent to the CETP for further treatment.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?		Yes	
If yes, provide details of its coverage and implementation.			
The Ambernath plant has successfully adopted a Zero Liquid Discharge (ZLD) system, ensuring that no liquid waste is released from the facility. Instead, treated water is recycled and reused for purposes such as irrigation and flushing, promoting efficient water use. In alignment with our commitment to water conservation, we have also undertaken proactive initiatives at our Bareilly and Baroda plants. By focusing on reuse and recycling, we aim to optimize water consumption and significantly reduce wastewater generation. Looking ahead, we plan to implement ZLD systems at these sites as well, thereby expanding the scope of sustainable water management across our operations. These efforts underscore our recognition of water as a vital resource and our dedication to its conservation.			
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	mg/Nm3	46.73	74.67
Sox	mg/Nm3	49.55	38.36
Particulate matter	mg/Nm3	63.85	49
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	
Hazardous air pollutants (HAP)		-	
Others - please specify		-	
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.	1. Vardan envirolab 2. IDS Testing Lab 3. Bhagwati Enviro		

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	35983.47	26268.76
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	20634.05	17869.50
Total Scope 1 and Scope 2 emissions per rupee of turnover	[Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	0.00000608	0.00000523
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]	0.000125613	0.000105777
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / <mention the physical output details>	MTCO ₂ e per metric ton	3.53153194	3.17107941
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	NA		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.	NA		

Note:

- i. Biogenic emission fuel consumed in FY24-25 is 60,324.44 TCO₂e
- ii. Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes
If Yes, then provide details. <div>OAL strives to address the risks of climate change arising from greenhouse gas emissions by undertaking energy efficiency and renewable energy projects at its plants. The company has invested in a biomass-based boiler to meet its steam requirements and has increased its use of biomass fuel since last year to reduce dependence on fossil fuels. OAL consistently implements various energy efficiency initiatives by adopting energy-efficient technologies aimed at reducing greenhouse gas emissions. Its commitment to climate action and minimizing environmental impact is reflected in its performance in the Carbon Disclosure Project (CDP), where the company received a B rating in the Management band. This rating is higher than the Asia regional average of C, enabling OAL to advance its environmental stewardship by benchmarking and comparing its climate governance practices with peers.</div>

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	71.01	142.73
E-waste (B)	1.19	0.93
Bio-medical waste (C)	0.80	
Construction and demolition waste (D)		
Battery waste (E)	3.83	0.07
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	15029.81	13004.27
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1398.83	1084.3
Total (A+B + C + D + E + F + G + H)	16505.46	14232.30
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000177	0.000001687
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00003662	0.000034108
Waste intensity in terms of physical output Total waste generated (in MT) / <mention the physical output details>	1.030	1.022
Waste intensity (optional) - the relevant metric may be selected by the entity		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	77.74	0
(ii) Re-used	205.80	0
(iii) Other recovery operations	15745.31	13811.20
Total	16028.84	13811.20

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0.80	0
(ii) Landfilling	299.97	310.91
(iii) Other disposal operations	175.85	110.19
Total	476.62	421.1
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The manufacturing process produces wastes, which comprises of plastic and steel drums, ETP sludge, distillation residue, glass roll, boiler ash, solid waste from building and demolition, e-waste, and plastic garbage. In light of this, the company has implemented e-orts to ensure responsible waste management procedures. Our goal is to avoid the disposal of huge volumes of waste by implementing techniques that recycle used materials and reintroduce excess material back into the manufacturing process. The company follows the ‘3R’ principle, which aims to reduce, reuse, and recycle garbage.

We dispose of hazardous garbage using legal and environmentally safe methods, and we sell non-hazardous material to licensed recyclers. We handle all trash in accordance with the Consent to Operate/Hazardous trash authorization for each location. To reduce the generation of hazardous waste, the organization uses a “Reduce, Reuse, Recycle, Recovery, and Disposal” approach that is refined on a regular basis.

The Company either sends hazardous waste to authorized recyclers, disposes of it at Treatment Storage and Disposal Facilities (TSDF), or sells it to other companies as raw material. Discarded batteries are disposed as buy back through authorized dealers. The plastic waste is properly collected, segregated and stored at designated place and is disposed through authorized vendors and e-waste is sent to certified recyclers only. The construction and demolition waste is collected, segregated and reused wherever required inside the premises. We are planning to install a composter to treat the canteen and employee’s residual waste. We have ETP and STP installed at all our sites. The wastewater is reused for gardening otherwise released in the Nagar Nigam sewage system.

The sludge generated in ETP waste is sent to a certified third party, and STP waste is used for gardening. Recognizing the importance of water as a resource, we undertake several initiatives to optimize the consumption and reduce resultant wastewater generation through our reuse or recycle approach at our Bareilly and Baroda Plant. Effluent generated at Bareilly and Baroda is treated in Effluent Treatment Plant (ETP) followed by treatment in RO plant. The company has installed Effluent Treatment Plant (ETP), Reverse Osmosis (RO) plant to recover 70%-80% of the water from ETP effluent which is recycled to process. Currently we are recycling 30% pure condensate against total steam consumption of 175 TPD (tonnes per day). Bareilly plant recycles wash water within the same process, thus saving on almost 5 -10% of fresh water

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not Applicable				

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).	Yes
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If not, provide details of all such non-compliances, in the following format:

Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable			

Leadership Indicators

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCo2e	3,87,956.18	3,80,435.94
Total Scope 3 emissions per rupee of turnover [Total Scope 3 emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	TCo2e/ Revenue from Operation (in ₹)	0.00004166	0.00004509
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	TCo2e/ Total Output of Product or Services	24.19886371	27.33213162
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.	NA		

Note:

Scope 3 emissions account for indirect greenhouse gas emissions that occur in the value chain of the reporting company, including both upstream and downstream activities. The following categories have been considered:

Category 1: Purchased Goods and Services

Category 2: Capital Goods

Category 4: Upstream Transportation and Distribution

Category 5: Waste Generated in Operations

Category 6: Business Travel and Hotel Stay

Category 7: Employee Commuting

Sources of Emission Factors: Emission factors applied in the calculations are derived from reputable databases and guidelines, including the U.S. EPA, Supply Chain databases, and DEFRA.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
MVR Project	In-house treatment of high COD effluent, ensuring Water Act compliance	Reduced disposal costs, improved compliance.	No corrective action needed.
STP Project	Establishment of an in-house STP for efficient treatment of sewage effluent	Cost savings, full compliance.	No corrective action needed.
Scrubber installation	Air scrubbers to reduce emissions, ensuring Air Act compliance.	Air Emissions reduction Air Act Compliance	
ESP	Electrostatic Precipitator to reduce air emissions, ensuring Air Act compliance.	Reduced particulate emissions, compliance achieved.	
ETP RO	Use of Reverse Osmosis technology for recycling effluent water, enabling reuse within the operations.	Recycled a substantial amount of effluent water	

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.	The Company has affiliations with 9 (Nine) trade and industry chambers / associations
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b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	Indian Institute of Packaging (IIP)	National
2	Industrial Entrepreneurs Memorandum (IEM) certificate	National
3	Chemexcil (RCMC)	National
4	Bombay Chamber of Commerce and Industry	National
5	Indian Chemical Council (ICC)	National
6	Flavors and Fragrance Association of India	National
7	International Federation of Essential Oil and Aroma Trade	International
8	International Fragrance Association	International
9	Export Inspection Agency	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil	Nil	Nil	Nil	Nil	Nil

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

3. Describe the mechanisms to receive and redress grievances of the community.

Oriental Aromatics Ltd. recognizes its social responsibility and is committed to inclusive growth and equitable development. The Value Chain Partners and Communities Grievance Redressal Policy, along with the BRSR Policy, outlines the mechanism for receiving and resolving community grievances.

The unit-level HR/Admin teams engage with local communities on matters such as healthcare, education, sustainability, and rural development. Any concerns raised are addressed promptly.

Grievances can be reported as follows:

- Registered Office & R&D Lab: dhirendra@orientalaromatics.com / info@orientalaromatics.com
- Ambernath: jignesh@orientalaromatics.com
- Bareilly: jpathak@orientalaromatics.com
- Vadodara: jigar_patel@orientalaromatics.com
- CSR-related grievances: info@orientalaromatics.com (Attn: Mr. Shyamal A. Bodani, Chairman - CSR Committee)

The Company remains focused on minimizing its environmental and social impact while supporting communities through meaningful CSR programs.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	14.31%	8.89%
Directly from within India	58.00%	47.05%

*The Company has revised its calculation methodology as compared to previous year as per guidelines published by the Industry Standard Forum. Accordingly, data of previous year has been calculated.

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Particular	FY 2024-25	FY 2023-24
Rural	33.96%	35.21%
Semi-urban	10.55%	10.35%
Urban	22.89%	26.51%
Metropolitan	32.59%	27.93%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)

*The Company has revised its calculation methodology as compared to previous year as per guidelines published by the Industry Standard Forum.

PRINCIPLE 9 Businesses should engage with and provide value totheir consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Oriental Aromatics has a comprehensive system in place to handle consumer complaints and feedback as part of its Integrated Management System. Customers are invited to complete a feedback form, which covers various aspects of our performance, including quality, quantity, delivery schedule, assistance provided by service personnel, and communication. Customers rate each aspect from excellent to poor, providing us with valuable insights into our strengths and areas for improvement. Customers may file a complaint via letter or email, which is further analyzed by the management. Upon receipt of a complaint, an acknowledgment is immediately sent to the customer. Depending on the nature of the complaint—whether technical or commercial— either the Accounts department or the Plant Head, will take necessary action. Finally, the required corrective measures are implemented and communicated back to the customer.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

Particular	FY 2024-25		Remark	FY 2023-24		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	92	0		42	0	

4. Details of instances of product recalls on account of safety issues:

Particular	Number	Reason for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy <https://www.orientalaromatics.com/documents/corporate-governance/policies/Cyber%20Security%20Policy.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no issues where corrective actions needed to be taken

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicator

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information on the Company’s products and services is available under the ‘Products’ section of our official website. <https://www.orientalaromatics.com>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services

The Company ensures appropriate product disclosures and safety norms are clearly communicated on product packaging. Compliance with international safety standards such as REACH and US FDA regulations is maintained wherever applicable, to inform and educate consumers on the safe and responsible usage of our products.