



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

The Directors present the Business Responsibility Report of the Company for the financial year ended on 31<sup>st</sup> March, 2023, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identification Number (CIN) of the Listed Entity</b>	L17299MH1972PLC285731
2.	<b>Name of Listed Entity</b>	Oriental Aromatics Limited (hereinafter referred to as ("OAL/ Company"))
3.	<b>Year of incorporation</b>	07th April, 1972
4.	<b>Registered office address</b>	133, Jehangir Building, 2nd Floor, Fort, Mumbai-400001
5.	<b>Corporate office address</b>	
6.	<b>E-mail</b>	cs@orientalaromatics.com; investors@orientalaromatics.com
7.	<b>Telephone</b>	+91 22 43214000
8.	<b>Website</b>	<a href="http://www.orientalaromatics.com">www.orientalaromatics.com</a>
9.	<b>Financial year for which the reporting is done</b>	1st April, 2022 to 31st March, 2023
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	1. BSE Limited - Scrip Code : 500078 2. National Stock Exchange of India Limited, Symbol : OAL
11.	<b>Paid-up Capital</b>	INR 1682.68 Lakh
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Ms. Kiranpreet Gill, Company Secretary & Compliance Officer 133, Jehangir Building, 2nd Floor, Fort, Mumbai-400001 +91 22 66556000, cs@orientalaromatics.com
13.	<b>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)</b>	The disclosure under this report covers the standalone operations of OAL

### II. Products/Services

#### 14. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Manufacturing of Chemical and chemical products including Flavours, Fragrances, Specialty Aroma Ingredients, Camphor & Terpene Chemicals.	100

#### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/service	NIC Code	% of total turnover contributed
1.	Camphor & Terpene Chemicals	20118	37
2.	Fragrances & Flavours	20118	26
3.	Specialty Aroma Chemicals	20118	19
4.	Astromusk	20118	18

### III. Operations

#### 16. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
National (India)	5*	1**	6
International	-	1#	1

\* including plant of our wholly-owned subsidiary i.e Oriental Aromatics & Sons Ltd located at Mahad, Maharashtra that is still in development phase & R&D Lab at Chandivali, Mumbai

\*\* Registered /Corporate Office at Mumbai, Maharashtra

# - Subsidiary in Indonesia - PT Oriental Aromatics

Note: The Company has 2 subsidiaries, including 1 subsidiary outside India. There is no direct participation of the subsidiaries in the BRSR initiatives as presently there are no business operations being undertaken.

#### 17. Markets served by the entity

##### a. Number of locations

Locations	Numbers
National (No. of States)	23
International (No. of Countries)	40

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contribute to 40% of the total turnover of the entity.

##### c. A brief on types of customers

Oriental Aromatics Limited caters to a diverse range of customers across various industries. Some of the main types of customers that the company serves include FMCG industry, Fragrance & Flavours Industry and Pharmaceutical Industry amongst others.

### IV. Employees

#### 18. Details as at the end of Financial year:

##### a. Employees and workers (Including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	527	443	84%	84	16%
2.	Other than permanent (E)	10	9	90%	1	10%
3.	<b>Total employees (D+E)</b>	<b>537</b>	<b>452</b>	<b>84%</b>	<b>85</b>	<b>16%</b>
<b>WORKERS</b>						
4.	Permanent (F)	177	177	100%	-	-
5.	Other than permanent (G)	588	581	99%	7	1%
6.	<b>Total workers (F+G)</b>	<b>765</b>	<b>758</b>	<b>99%</b>	<b>7</b>	<b>1%</b>

## b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	<b>Total differently abled Employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	1	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>-</b>	<b>-</b>

## 19. Participation/Inclusion/ Representation of Women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
<b>Board of Directors</b>	7	1	14%
<b>Key Management Personnel*</b>	4	2	50%

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent employees</b>	35.86	25.27	34.10	25.59	13.76	23.34	21.40	12.34	19.81
<b>Permanent workers</b>	6.56	0	6.56	6.44	0	6.44	8.35	0	8.35

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. 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.	<b>PT Oriental Aromatics (Indonesia)</b>	Subsidiary	99.86%	No
2.	<b>Oriental Aromatics &amp; Sons Limited</b>	Subsidiary	100%	

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (FY 21-22 in INR) : ₹ 86,879.19 Lakhs
- (iii) Net worth (FY 21-22 in INR) : ₹ 55,850.00 Lakhs

**VII. Transparency and Disclosures Compliances**

**23. 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 2022-23			FY 2021-22		
		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
<b>Communities</b>	Yes. The mechanism is in place to receive concerns from community via email at <a href="mailto:info@orientalaromatics.com">info@orientalaromatics.com</a> , which are worked upon and redressed accordingly.	-	-	-	-	-	-
<b>Investors (other than shareholders)</b>	Yes	-	-	-	-	-	-
<b>Shareholders</b>	Yes. Shareholders can register their grievances with the Company or its RTA. The Details of the same are at <a href="http://www.orientalaromatics.com/investors-grievances-contacts.php">http://www.orientalaromatics.com/investors-grievances-contacts.php</a> . Further grievances can also be lodged with SEBI at <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	9	0	All complaints resolved	13	0	All complaints resolved
<b>Employees and workers</b>	Yes	-	-	-	-	-	-
<b>Customers</b>	Yes. The company has a mechanism to handle and address customer complaints. The customers can register their grievances via email at <a href="mailto:sales.mumbai@orientalaromatics.com">sales.mumbai@orientalaromatics.com</a>	18	0	All complaints resolved	13	0	All complaints resolved
<b>Value Chain Partners</b>	Yes. The mechanism is in place to receive concerns from value chain partners via email at <a href="mailto:info@orientalaromatics.com">info@orientalaromatics.com</a> , which are worked upon and redressed accordingly.	-	-	-	-	-	-

## 24. Overview of the entity's material responsible business conduct issues

Overview of the entity's material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

S. 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 positive or negative implications)
1.	<b>Price volatility of Raw Materials</b>	Risk	Fluctuations in raw material prices can have several impacts on a company, including the availability of materials and increased operational expenditure.	De-risking of our raw material sources by having multiple raw material suppliers across multiple geographies and in certain cases achieving de-risking by co-working with the suppliers for sustainable pricing.	Positive
2.	<b>Availability of natural resources based inputs</b>	Risk	Our focus on natural capital as an important aspect of our value creation approach motivates us to develop sustainable products and solutions that have minimal negative impact on the natural environment, in order to meet our business requirements.	Inputs based on natural resources are a challenge and steps are taken to ensure that these inputs are procured sustainably.	Positive
3.	<b>Energy Intensive Operations</b>	Opportunity	Our production process involves the use of high-temperature reactions and distillation, which require significant amounts of energy.	Adopting renewable energy, energy-efficiency and continuous process optimization programme.	Positive
4.	<b>Disposal of Waste</b>	Risk	During the production process, various waste materials are generated, which can pose a threat to the environment and human health, if not properly handled and disposed off.	Waste reduction and recycling program for effective waste management. Employee training, regular auditing and monitoring.	Negative

S. 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 positive or negative implications)
5.	<b>Climate change</b>	Risk	The risks associated with climate change and global warming encompass risks related to environmental regulations, natural disasters caused by climate change and sustainability pressures at both the local and global levels.	Despite the current risk, it presents the Company with a distinctive opportunity to transition towards sustainable practices such as exploring as well as using renewable energy and alternative resource and fuel sources.	Positive
6.	<b>Water Management</b>	Risk	Any disruption to water supply or quality can affect operations and potentially lead to increased costs, delays.	Going beyond the minimum regulatory compliance requirements by focusing on water conservation and efficiency, effective waste water quality management, and achieving zero liquid discharge.	Negative
7.	<b>Air Pollution / emission</b>	Risk	Not complying with emission regulations could result in a negative and long-lasting impact on the environment and society, leading to the imposition of fines and levies, increased costs for monitoring and reporting and other related expenses.	Adherence to regulations by installing state-of-the-art air pollution control devices (APCD), implementing effective management of fugitive emissions and conducting continuous monitoring and reporting.	Negative

## 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.

S. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether the entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	OAL's BRSR Policy is available at <a href="http://www.orientalaromatics.com/documents/corporate-governance/policies/BusinessResponsibilityPolicy1920.pdf">http://www.orientalaromatics.com/documents/corporate-governance/policies/BusinessResponsibilityPolicy1920.pdf</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	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, Trustea) 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: FSSAI (P2) US FDA (P2) REACH (P2) WHO GMP (P2) ISO 45001 (P3) ISO 14001 (P6) ECOVADIS (P2, P3, P4, P5, P6) NGRBC (P7) ISO 9001 (P9) Halal (P9) Kosher (P9)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Refer to Environmental & Sustainable Practices at OAL in Annual Report on Pg No: 28								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	This report highlights the Company's initiatives and actions towards sustainability, as well as our identified areas of focus on Environmental, Social, and Governance (ESG) matters during the Financial Year. Going forward, we are committed to monitoring and presenting our performance in relation to these commitments.								
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements :	Please refer to the 'Message from the Chairman and Managing Director' section in the Annual Report 2022-23 on Pg No: 8								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Dharmil A. Bodani, Chairman and Managing Director (DIN:00618333) has been designated as the Business Responsibility and Sustainability Head.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The CSR Committee of the Company is responsible for decision making of sustainability related issues.								



**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									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Performance against above policies and follow up action</b>	Yes									Annually								
<b>Compliance with Statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	The Company has been compliant with the statutory requirements and there have been no instances of non-compliances.									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No, the entity has not carried out an independent assessment or evaluation of the working of its policies by an external agency. The assessment and evaluation of the entity's policies have been conducted internally by the Senior Management. This internal review process ensures that the policies are effectively implemented and aligned with the entity's objectives and regulatory requirements.								

**12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>The entity does not consider the Principles material to its business (Yes/No)</b>	Not Applicable								
<b>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</b>									
<b>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</b>									
<b>It is planned to be done in the next financial year (Yes/No)</b>									
<b>Any other reason (please specify)</b>									

## 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.

### 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 awareness programmes
<b>Board of Directors Key Managerial Personnel</b>	2	The Board of Directors and KMPs are regularly updated and made aware of statutory developments including Companies Act, 2013, SEBI Listing Regulations, Corporate Governance, etc.  During the year, the Board of Directors of the Company were given updates on various matters related to the business, regulations, economy, and environmental, social, and governance (ESG) parameters, enabling informed decision- The ESG training and awareness program covered a range of topics, including Principle 1, 2, 6, and 8.	100%
<b>Employees other than BoD and KMPs</b>	45	a) POSH b) Child Labour c) Anti-Discrimination d) Employee Well-being e) Anti-Bribery & Corruption f) Basic Fire Safety Training g) Ethical Trading Initiative h) Advanced Fire Safety Training	100%
<b>Workers</b>	32	a) Basic & Advanced Fire Safety Training b) Chemical Storage & Handling c) Hazop & Operability Study d) Permit to Work System e) Emergency Response Plan f) Anti Bribery & Corruption g) Ethical Trading Initiative	59%

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	Nil	Not applicable	Not applicable
Settlement	Nil	Not applicable	Nil	Not applicable	Not applicable
Compounding fee	Nil	Not applicable	Nil	Not applicable	Not applicable
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable	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, the Company does have the Anti Bribery & Anti-Corruption policy.

The policy firmly emphasizes the Company’s commitment to upholding the highest standards of integrity, transparency, and ethical behaviour, explicitly prohibiting bribery and corruption. The detailed policy can be accessed at <http://www.orientalaromatics.com/documents/corporate-governance/policies/4.pdf>

It defines bribery, corruption, and related terms, and outlines guidelines to prevent their occurrence. Violations result in disciplinary action, including termination. Confidentiality is maintained during complaint handling, and employees are protected against retaliation. The Company is committed to a culture of accountability, prompt issue resolution, and continuous improvement. This is also strongly reflected in our Business Responsibility & Sustainability Policy, Code of Conduct and is well supported by our Whistle Blower Policy.

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
Key Managerial Personnel (KMPs)		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

## 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:

Not applicable. There are no cases on corruption and conflicts of interest.

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

### Essential Indicators

#### 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:

	FY 2022-23	FY 2021-22	Details improvement of in environmental and social impacts
<b>R&amp;D</b>	100%	100%	All R&D expenditure is majorly used for synthesis of Specialty Aroma Ingredients and on creation of Fragrances & Flavours for making environmentally friendly & sustainable products for our customers. R&D expenditure is also primarily focused on sustainable technology, green chemistry & green energy for that helps the Company improve its fuel efficiency as well as human health and their well-being.
<b>Capex</b>	10.37%	2.59%	Installation (under process) of 75 KLD STP Plant that will help the company to Effectively treat and remove pollutants from wastewater. Investment in machines like Sulphur Analyser helping the Company make its products environment friendly and Installation of Scrubber and ESP helping the Company in Reduction of air pollutant.

#### 2. a. Does the entity have procedures in place for sustainable sourcing (Yes/No)

Yes, there are procedures in place for sustainable sourcing. OAL has a supplier evaluation process through which it encourages suppliers to disclose information about their own sourcing practices and operations. The Company has specific policies for sourcing raw materials and commits to using sustainable packing materials. The Sustainable Procurement Policy is available at <http://www.orientalaromatics.com/documents/corporate-governance/policies/3.pdf>

#### b. If yes, what percentage of inputs were sourced sustainably?

The organization has developed a systematic process for selecting and evaluating vendors, with a strong emphasis on environmental and social considerations. Vendors are chosen based on their long-term capabilities, adherence to safety, health, and environmental policies, quality standards, and competitive pricing. Approximately, 75% of the inputs are sourced sustainably.

For the purpose of sustainable sourcing, the Company has continued to source RSPO (Round table on Sustainable Palm Oil) certified palm oils based products and for the purpose of sustainable supplying, the Company manufactures 19 products that are REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Certified.

**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) (b) E-waste (c) Hazardous waste and (d) other waste:**

The Company's manufacturing sites operate in compliance with Consents to Operate and authorizations under the Hazardous Waste Management Rules, ensuring proper disposal of waste materials. This guarantees responsible waste management and contributes to the Company's commitment to environmental sustainability.

- (a) Plastics (including packaging): Plastic packaging are sent to waste disposal service providers under the supervision of the State Pollution Control Board. .
- (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: The Company'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. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

No. Extended Producer Responsibility (EPR) is not applicable for the entity.

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

#### 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)
<b>Permanent employees</b>											
Male	443	415	94%	160	36%	-	-	-	-	-	-
Female	84	81	96%	7	8%	84	100%	-	-	-	-
<b>Total</b>	<b>527</b>	<b>496</b>	<b>94%</b>	<b>167</b>	<b>32%</b>	<b>84</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	9	9	100%	4	44%	-	-	-	-	-	-
Female	1	1	100%	0	0%	1	100%	-	-	-	-
<b>Total</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>4</b>	<b>40%</b>	<b>1</b>	<b>100%</b>	-	-	-	-

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

Category	% of workers 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)
<b>Permanent workers</b>											
Male	177	177	100%	166	94%	-	-	0	0%	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-
<b>Total</b>	<b>177</b>	<b>177</b>	<b>100%</b>	<b>166</b>	<b>94%</b>	-	-	<b>0</b>	<b>0%</b>	-	-
<b>Other than Permanent workers</b>											
Male	581	581	100%	581	100%	-	-	0	0%	-	-
Female	7	7	100%	7	100%	7	100%	-	-	-	-
<b>Total</b>	<b>588</b>	<b>588</b>	<b>100%</b>	<b>588</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	-	-

##### 2. Details of retirement benefits, for Current Financial Year and Previous Financial Year:

Benefits	FY 2022-23			FY 2021-22		
	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*	92%	100%	Y	91%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
<b>Others - Superannuation</b>	The company extends superannuation scheme and NPS to employees at their option, out of the total remuneration					

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 Company is dedicated towards promoting diversity in the workforce and ensuring that all employees are treated equally and with respect. We strive to create an inclusive work environment that is welcoming to everyone. Our facilities are designed to be inclusive and accessible to people with disabilities as per the provisions of The Rights of Persons with Disabilities Act, 2016. We are also working to improve all necessary premises to make them more accessible to differently-abled employees and workers.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.:**

Yes, the Company has Equal Employment Opportunities Policy as per the Rights of Persons with Disabilities Act, 2016. The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. This policy can be accessed through the link <http://www.orientalaromatics.com/documents/corporate-governance/policies/2.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	0	0	0	0
Female	100% (9 Nos.)	100%	0	0
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>0</b>	<b>0</b>

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:**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	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)
<b>Total Permanent Employees</b>	<b>527</b>	-	-	<b>514</b>	-	-
Male	443	-	-	421	-	-
Female	84	-	-	93	-	-
<b>Total Permanent Workers</b>	<b>177</b>	<b>177</b>	<b>100%</b>	<b>189</b>	<b>189</b>	<b>100%</b>
Male	177	177	100%	189	189	100%
Female	0	-	-	0	-	-

## 8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	452	293	65%	85	19%	431	184	43%	58	13%
Female	85	6	7%	35	41%	93	7	8%	9	10%
<b>Total</b>	<b>537</b>	<b>299</b>	<b>56%</b>	<b>120</b>	<b>22%</b>	<b>524</b>	<b>191</b>	<b>36%</b>	<b>67</b>	<b>13%</b>
<b>Permanent Workers</b>										
Male	177	82	46%	7	4%	189	73	39%	22	12%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>177</b>	<b>82</b>	<b>46%</b>	<b>7</b>	<b>4%</b>	<b>189</b>	<b>73</b>	<b>39%</b>	<b>22</b>	<b>12%</b>

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	452	452	100%	431	431	100%
Female	85	85	100%	93	93	100%
<b>Total</b>	<b>537</b>	<b>537</b>	<b>100%</b>	<b>524</b>	<b>524</b>	<b>100%</b>
<b>Workers</b>						
Male	758	-	-	742	-	-
Female	7	-	-	7	-	-
<b>Total</b>	<b>765</b>	<b>-</b>	<b>-</b>	<b>749</b>	<b>-</b>	<b>-</b>

## 10. Health and safety management system:

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

Yes. The Company has implemented an Occupational Health and Safety management system that covers and applies to all employees and contractual workers. The implementation of a comprehensive health and safety framework is visible throughout the organization, with the management system being a vital component. Our facilities are well compliant with the relevant provisions of the state they operate in and has dedicated occupational health centres within the premises of the plant. Regular safety trainings are also provided to the employees. Furthermore, the Company's operational facilities are ISO 45001 (an international Occupational Health and Safety standard) certified by independent audit agencies.

### 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 routine and non-routine basis i.e. Plant safety inspections, EHS round observations and Hazard and Operability Study (HAZOP) that is conducted annually or whenever there is a change in processes and risk mitigation plans are built accordingly.

In the event of safety incidents, we conduct thorough root cause analysis, followed by corrective actions monitored by the Plant Head. Our Hazard Identification and Risk Assessment (HIRA) register helps identify and assess potential risks, allowing us to take measures to eliminate or mitigate them. Regular updates and reviews of the HIRA register ensure a safe working environment and compliance with regulatory requirements.



**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)**

Yes.

**d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	-	-
	<b>Workers</b>	-	-
<b>Total recordable work-related injuries</b>	<b>Employees</b>	1	-
	<b>Workers</b>	2	7
<b>No. of fatalities</b>	<b>Employees</b>	-	-
	<b>Workers</b>	-	-
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	-	-
	<b>Workers</b>	-	-

**12. Describe the measures taken by the entity to ensure a safe and healthy work place:**

The Health, Safety & Environment (HSE) department at the manufacturing units is headed by the respective Plant Heads. The Plant Head has the overall responsibility for the implementation of the requirements of the HSE standards. The Plant Head is supported by HSE Head & HSE Officers to ensure the effective management of process-related risks, promoting safety and preventing incidents. The Company has adopted ISO 45001, an internationally recognized standard for occupational health and safety management systems. This standard provides a framework for identifying, controlling, and mitigating risks, ensuring a safe and healthy working environment for employees, workers and its visitors. The Company emphasizes its dedication to achieving the highest levels of safety, health, and environmental performance.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	-	-	-	-	-	-
<b>Health &amp; Safety</b>	-	-	-	-	-	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100% ISO 45001 audit was carried out at all manufacturing sites.
<b>Working Conditions</b>	100% The Company has conducted monitoring studies through internal and external audits for work area monitoring, illumination survey, noise monitoring, ventilation studies, etc.

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.**

We have identified corrective actions for all types of incidents and have taken necessary steps to address them. We have a well-established audit system to conduct internal and external audits, focusing on environmental and occupational health and safety parameters throughout the year.

In the case of safety-related incidents, a safety team conducts root cause analysis, which is then monitored and reviewed by the Plant Head. Based on the root cause, corrective measures are taken. Assessments in the financial year did not reveal any significant risks on the health & safety practices and working conditions in the plants.

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

**Essential Indicators**

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

The Company considers any individual, group, or institution that contributes to its business chain as a key stakeholder. This group of key stakeholders includes customers, employees, suppliers & value chain partners, shareholders, lenders, local communities, government & regulators, NGO's/NPO's. The process of identifying these key stakeholders considers input and feedback from various departments within the organization, as well as senior management. This collaborative approach ensures that a comprehensive assessment is made to identify the stakeholders who hold the most importance and influence in relation to 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 (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	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	Customer feedback surveys, In-person meetings/letters, Company websites, Product information on packaging, Customer relationship development, Email, SMS	Others-Frequent & Need basis	<ul style="list-style-type: none"> <li>- The Company believes that understanding the requirements of its customers is essential in determining the quality and pricing of its products.</li> <li>- The development of new and innovative products is driven by the needs of the customers.</li> <li>- The Company also strives to minimize the environmental and social impact of its products, thereby enabling customers to meet their sustainability goals.</li> </ul>

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)</b>	<b>Purpose and scope of engagement, including key topics and concerns raised during such engagement</b>
<b>Employees</b>	No	Emails, Video messages, Internal Communication platforms, Team meetings, One-to-one meetings/briefings	Others-Frequent & Need basis	<ul style="list-style-type: none"> <li>- The Company aims to enhance employee engagement and communication by promoting collaborative working, diversity, and well-being at the workplace.</li> <li>- The Company also seeks to provide employees with opportunities for accelerated career growth.</li> </ul>
<b>Suppliers and Value Chain Partners</b>	No	Supplier evaluation questionnaires, Contractual meetings, Email, SMS, Website	Others-Frequent & Need basis	The Company's objectives include maximizing opportunities for suppliers across the value chain, integrating sustainability into procurement decisions, and procuring high-quality raw materials and services at competitive prices.
<b>Shareholders/ Research Analysts</b>	No	Annual General Meeting, Annual Reports, One-to-one meetings, Quarterly conference calls, Investor conferences	Others-Frequent & Need basis	<ul style="list-style-type: none"> <li>- The Company aims to disclose financial and non-financial factors to provide high-value information that generates significant long-term value to investors and shareholders.</li> <li>- The Company also engages with all its stakeholders to understand their priorities and address their queries and concerns, enriching business conduct.</li> </ul>
<b>Local Communities</b>	No	School & Local functions	Others-Frequent & Need basis	- The Company strives to establish robust partnerships with local communities and support its supply chain.
<b>Governments and Regulatory bodies</b>	No	Press Releases, Quarterly Results, Annual Reports including BRSR Report, Stock Exchange filings	Others-Frequent & Need basis	<ul style="list-style-type: none"> <li>- The Company aims to enhance its sustainability performance and improve compliance with regulations related to its activities.</li> <li>- The Company aims to contribute to nation-building through its products, taxes, as well as support the governments on-ground initiatives through corporate social responsibility (CSR) and contributions to the local community.</li> </ul>
<b>NGO's/ NPO's and Other Groups</b>	No	CSR initiatives , Telephonic discussions	Others-Frequent & Need basis	- The Company aims to engage experts in the field for the effective implementation of CSR programs and regularly discuss and share updates to strengthen the existing programs.

## PRINCIPLE 5: Businesses should respect and promote human rights

### 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:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of Employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	527	286	54%	514	11	2%
Other than Permanent	10	0	0%	10	0	0%
<b>Total Employees</b>	<b>537</b>	<b>286</b>	<b>53%</b>	<b>524</b>	<b>11</b>	<b>2%</b>
<b>Workers</b>						
Permanent	177	17	10%	189	8	4%
Other than Permanent	588	0	0%	560	0	0%
<b>Total Workers</b>	<b>765</b>	<b>17</b>	<b>2%</b>	<b>749</b>	<b>8</b>	<b>1%</b>

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
<b>Permanent</b>	<b>527</b>	-	-	<b>527</b>	<b>100%</b>	514	-	-	514	100%
Male	443	-	-	443	100%	421	-	-	421	100%
Female	84	-	-	84	100%	93	-	-	93	100%
<b>Other than Permanent</b>	<b>10</b>	-	-	<b>10</b>	<b>100%</b>	10	-	-	10	100%
Male	9	-	-	9	100%	10	-	-	10	100%
Female	1	-	-	1	100%	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>177</b>	-	-	<b>177</b>	<b>100%</b>	189	-	-	189	100%
Male	177	-	-	177	100%	189	-	-	189	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	<b>588</b>	<b>588</b>	<b>100%</b>	-	-	567	567	100%	-	-
Male	581	581	100%	-	-	560	560	100%	-	-
Female	7	7	100%	-	-	7	7	100%	-	-

**3. Details of remuneration/salary/wages, in the following format: (Amount in ₹)**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BoD)</b>	3	2,34,08,000	0	0
<b>Key Managerial Personnel</b>	2	94,12,500	2	73,27,751
<b>Employees other than BoD and KMP</b>	447	4,08,804	83	4,77,900
<b>Workers</b>	758	1,47,408	7	1,47,408

**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/No)**

Yes. The Head of Human Resources and the individual Plant Heads holds the responsibility for dealing with any human rights issues that are caused or have a contribution from the business.

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

The Company believes in promoting Equality, diversity, and non-discrimination while protecting and respecting human rights and is committed to responsible business conduct across its facilities, employees and vendors that meets or goes beyond applicable laws and regulations, safeguards health and safety at work, protects the environment and generally supports the contribution of business to achieving sustainable development.

Wages and benefits comply with legal requirements, and a safe and healthy work environment is ensured, meeting regulations for worker safety, sanitation, emergency preparedness, and access to medical care. The Company believes that long-term, trusting relationships are built on honesty, integrity, and acting ethically. Respect for human rights plays an important role in maintaining these foundational principles. The Company is committed towards respecting and upholding the human rights of all people.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>	-	-	-	-	-	-
<b>Discrimination at workplace</b>	-	-	-	-	-	-
<b>Child Labour</b>	-	-	-	-	-	-
<b>Forced Labour / Involuntary Labour</b>	-	-	-	-	-	-
<b>Wages</b>	-	-	-	-	-	-
<b>Other human rights related issues</b>	-	-	-	-	-	-

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

The Company is dedicated to providing equal opportunities and denounces discrimination or harassment based on various factors. The Company have implemented an Equal Employment Opportunity Policy to ensure inclusivity and zero tolerance for discrimination. The Company also has a policy to prevent and address sexual harassment at the workplace, with an Internal Complaints Committee responsible for conducting inquiries and safeguarding the identities of all involved parties. Regular sensitization programs on sexual harassment prevention are conducted. The Company maintains confidentiality and anonymity for complainants. The Company have a Whistleblower Policy for reporting unethical behavior and noncompliance, and employees are expected to adhere to a Code of Conduct promoting responsible actions and conduct.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. The Company has integrated the fulfillment of human rights requirements into its standard terms and conditions for Purchase Orders, Agreements/ Contracts entered into with the Suppliers and also as a part of Code of Conduct for Suppliers and Service Providers.

**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Child labour</b>	100%. We conduct internal monitoring to ensure compliance with relevant laws and policies regarding these issues. No significant findings have been reported by local regulatory bodies or external parties throughout the year. We take proactive measures to prevent discrimination, child labor, and sexual harassment within our value chain partnerships.
<b>Forced/involuntary labour</b>	
<b>Sexual harassment</b>	
<b>Discrimination at workplace</b>	
<b>Wages</b>	
<b>Others - please specify</b>	

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:**

Not Applicable.

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

**Essential Indicators**

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

Parameter	(In Joules or multiples)	
	FY 2022-23	FY 2021-22
		in Giga Joules
Total electricity consumption (A)	92,852.70 GJ	83,447.13 GJ
Total fuel consumption (B)	16,02,406.11 GJ	15,98,235.34 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
<b>Total energy consumption (A+B+C)</b>	<b>16,95,258.81 GJ</b>	<b>16,81,682.47 GJ</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	<b>19.97 GJ/ ₹ Lakh</b>	<b>19.81 GJ/ ₹ Lakh</b>
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? (Y/N) If yes, the name of the external agency.:**

No independent assessment was carried out by any external agency.

**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? (Y/N) 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.**

No. The Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	1,95,039	2,04,354
(iii) Third party water	1,57,897	1,76,612
(iv) Seawater / desalinated water	-	-
(v) Others - Recycled water	710	2368
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,53,646</b>	<b>3,83,334</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,53,646</b>	<b>3,83,334</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>4.16 KL/ ₹ Lakh</b>	<b>4.51 KL/ ₹ Lakh</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	-	-

**Note: : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):**

No

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:**

The Ambarnath plant of the Company has successfully implemented a Zero Liquid Discharge (ZLD) mechanism. This innovative approach ensures that no liquid waste is discharged from the plant. Instead, the water is recycled and utilized for irrigation and flushing purposes, effectively conserving this valuable resource.

In line with our commitment to water conservation, we have taken proactive measures at our Bareilly and Baroda Plants. Through our reuse and recycle approach, we aim to optimize water consumption and minimize wastewater generation. We envisage implementing ZLD in both these plants to enhance the coverage of ZLD practices across the company. These initiatives reflect our recognition of the importance of water as a critical resource, and our dedication to water conservation.

**5. Please provide details of air emissions (other than GHG emissions) by the entity in the following format:**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
<b>NOx</b>	<b>ppm</b>	34.60	35.50
<b>SOx</b>	<b>Mg/Nm<sup>3</sup></b>	20.40	20.39
<b>Particulate matter (PM)</b>	<b>ppm</b>	62.75	62.61
<b>Persistent organic pollutants (POP)</b>	Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP), are not being monitored currently.		
<b>Volatile organic compounds (VOC)</b>			
<b>Hazardous air pollutants (HAP)</b>			
<b>Others - please specify</b>			
<b>Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency</b>	Yes. 1. Enviro-Tech services 2. Bhagwati Enviro Care Pvt. Ltd. 3. Sky Lab, Bhiwandi 4. Sky Lab Analytical Laboratory.		

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31,606	30,365
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	20,376	18,312
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.60 CO <sub>2</sub> e / ₹ Lakh	0.56 CO <sub>2</sub> e / ₹ Lakh
<b>Total Scope 1 and Scope 2 emission intensity</b> (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? (Y/N) If yes, name of the external agency:**

No

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details:**

OAL strives to address the climate change risks arising out of greenhouse gas emission by taking up energy efficiency and renewable energy projects in its plants. The Company has invested in a biomass-based boiler to meet its steam requirements and reduce its dependence on fossil fuel. The company regularly takes up various energy efficiency initiatives at the plants by adopting energy efficient technologies for reducing greenhouse gas emission.

The company has signed a commitment letter for the science-based targets initiative (SBTi) project, pledging to reduce their absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50.4% by 2032 from 2022 as its base year. Currently, OAL is in the target development phase.

The company's commitment to climate action and minimizing environmental impact is demonstrated through their Carbon Disclosure Project (CDP) certification, where they received a B rating in the Management band.



This surpasses the Asia regional average of C and the Chemicals sector average of B Negative (B-), enabling OAL to progress in environmental stewardship by benchmarking and comparing their climate governance practices with their peers.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	26.28	29.23
E-waste (B)	4.57	0.27
Bio-medical waste (C)	0.50	0.40
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.41	0.73
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any (G)	17,541.27	17,329.56
<b>Other Non-hazardous waste generated (H).</b> Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	239.50	233.33
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>17,812.53</b>	<b>17,593.52</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Hazardous Waste</b>		
(i) Recycled	0	0
(ii) Re-used	14,777	15,164
(iii) Other recovery operations	2,329	1,393
<b>Total</b>	<b>17,106</b>	16,557
<b>Non- Hazardous Waste</b>		
(i) Recycled	147	111
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>147</b>	111
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Hazardous Waste</b>		
(i) Incineration	108	392
(ii) Landfilling	265	261
(iii) Other disposal operations	69	122
<b>Total</b>	<b>442</b>	775
<b>Non-Hazardous Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	92	123
<b>Total</b>	<b>92</b>	123

**Note: : Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):**

No

**9. 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 unavoidably generates waste, taking cognizance of this, the Company has implemented measures to ensure responsible waste management practices. Our aim is to avoid disposal of large amounts of waste and adopt procedures that repurpose used material and reintroduce excess material back into the production process. The Company employs the '3R' concept, which is to reduce, reuse, and recycle waste. The Company follows legally prescribed methods and environmentally safe disposal techniques for disposing of hazardous waste and sells non-hazardous waste to approved recyclers.

The company manages all waste in accordance with the Consent to Operate/Hazardous Waste authorization of each site. By regularly refining the process and technology, the company employs a "Reduce, Reuse, Recycle, Recovery, and Disposal" strategy to minimize the creation of hazardous waste.

The company either provides hazardous waste to authorized recyclers, disposes of it through Treatment Storage and Disposal Facilities (TSDF), or offers it to other industries as raw material.

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. The wastewater generated in the plants is recovered and reused in process.

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. The Company has installed a new Sewage Treatment Plant (STP) at its plant in Bareilly.

**10. 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:**

S. 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.
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None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.

**11. 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
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None of the projects undertaken by OAL in FY 2022-23 required Environmental Impact Assessments (EIA)

**12. 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). If not, provide details of all such non-compliances, in the following format:**

S. No.	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 taken, if any action
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Yes, the Company is in compliance with all 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, and Environment protection act and rules thereunder.

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

**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.

**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:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
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	State
5	Indian Chemical Council (ICC)	National
6	Flavors and Fragrance Association of India	National
7	International Federation of Essential Oil and Aroma Trade	National
8	International Fragrance Association	National
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:**

No cases were reported related to anti-competitive conduct during the Financial Year 2022-23.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

None of the projects undertaken by OAL in FY 2022-23 required Social Impact Assessments (SIA).

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

No projects have been undertaken which require Rehabilitation and Resettlement (R&R).

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. It strongly believes in growing together responsibly leading to success of its business. The Company has a process to receive and redress concerns/grievances received from the community. The unit level Human Resource/ Admin Department interacts with the community on a variety of matters including health care, education, rural development, etc and the concerns received are worked upon and are accordingly redressed. With a focus on community needs and concerns, we strive to minimize our impact on the environment, society, and the community while giving back to the society through carefully selected CSR initiatives.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	6.19%	6.37%
Sourced directly from within the district and neighbouring districts	35.52%	27.26%

## PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

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

The Company has a Standard Operating Procedure to handle customer complaints. When a complaint is received, it is logged in the complaint register and thoroughly investigated by its Quality Assurance department. Corrective actions, including remedial correction, are promptly taken as required. A detailed investigation report is prepared and shared with the complainant, and if any delays are expected, the customer is informed accordingly.

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

	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:

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No complaints received.	0	0	No complaints received.
Advertising	0	0	No complaints received.	0	0	No complaints received.
Cyber-security	0	0	No complaints received.	0	0	No complaints received.
Delivery of essential services	0	0	No complaints received.	0	0	No complaints received.
Restrictive Trade Practices	0	0	No complaints received.	0	0	No complaints received.
Unfair Trade Practices	0	0	No complaints received.	0	0	No complaints received.
Other (product and transportation related)	18	0	No complaints received.	13	0	No complaints received.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

#### 5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink to the policy:

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy. The same can be accessed at <http://www.orientalaromatics.com/documents/corporate-governance/policies/1.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 the safety of products/services:

For the reporting year, there were no complaints received for aforesaid issues.