ANTHEA GROUP

Fine Chemistry. Better Products.

ENVIRONMENTAL SUSTAINABILITY ROADMAP

DRT-ANTHEA AROMA CHEMICALS

DRT – ANTHEA AROMA CHEMICALS PVT. LTD.

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List of Abbreviations:

Abbreviation	Full Form
ESG	Environmental, Social and Governance
EHS	Environment, Health & Safety
EMS	Environmental Management System
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
FY	Financial Year
KPI	Key Performance Indicator
ETP	Effluent Treatment Plant
NABL	National Accreditation Board for Testing and Calibration Laboratories
SOP	Standard Operating Procedure
TSDF	Treatment, Storage and Disposal Facility
VOC	Volatile Organic Compound
VFD	Variable Frequency Drive
PCF	Product Carbon Footprint
SDS	Safety Data Sheet
TDS	Technical Data Sheet
CAPA	Corrective and Preventive Action
ERP	Enterprise Resource Planning
SDGs	Sustainable Development Goals
MIDC	Maharashtra Industrial Development Corporation

1. Alignment with Anthea Group Environmental Sustainability Framework

To support and align with the environmental vision, sustainability commitments, and strategic objectives of the Anthea Group, DRT-Anthea Aroma Chemicals Pvt. Ltd. has established this Environmental Sustainability Roadmap as a holistic framework for managing its environmental responsibilities across all business operations.

To facilitate the effective implementation of this Policy, the Company has also developed an internal Environmental Sustainability Roadmap, which translates the Group's environmental priorities into site-specific objectives, targets, action plans, and performance monitoring mechanisms.

2. Preamble

DRT-Anthea Aroma Chemicals Pvt. Ltd. is committed to conducting its manufacturing operations in an environmentally responsible and sustainable manner. As a manufacturer of speciality aroma chemicals, the Company recognizes that effective environmental stewardship is essential to protecting natural resources, minimizing environ mental impacts, ensuring regulatory compliance, and creating long-term value for customers, employees, and other stakeholders.

This Environmental Sustainability Roadmap establishes the Company's commitment to integrating environmental considerations into all aspects of its business activities at its manufacturing facilities located at Unit I and Unit II in Roha, Raigad, Maharashtra. The policy provides a framework for managing environmental aspects associated with the use of energy, water, raw materials, chemicals, emissions, waste generation, product management, and customer health and safety throughout the product lifecycle.

3. Objective

The objective of this Environmental Sustainability Roadmap is to establish a comprehensive framework for integrating environmental sustainability into the operations of DRT-Anthea Aroma Chemicals Pvt. Ltd. and to promote responsible environmental management across all applicable business activities.

This policy aims to:

- Ensure compliance with all applicable environmental laws, regulations, permits, and other statutory requirements.
- Prevent pollution and minimize adverse environmental impacts arising from manufacturing operations, products, and services.

- Promote the efficient use of natural resources, including water, energy, raw materials, and chemicals, through responsible consumption and continuous improvement.
- Reduce greenhouse gas (GHG) emissions and improve energy efficiency to support climate change mitigation efforts.
- Manage air emissions, wastewater, hazardous and non-hazardous waste, and chemical substances in a safe, responsible, and environmentally sound manner.
- Encourage waste minimization, recycling, reuse, and resource recovery in accordance with the principles of the circular economy.

4. Scope

This Environmental Sustainability Roadmap applies to all business activities, manufacturing operations, products, and services of **DRT-Anthea Aroma Chemicals Pvt. Ltd.** The policy is applicable to all employees, contract workers, trainees, consultants, and other personnel working on behalf of the Company, as well as visitors and service providers whose activities may have an environmental impact.

The scope of this policy covers all operational areas of the Company, including:

- **Unit I:** Plot Nos. 49, 50 & 51 A, MIDC Dhatav, Roha, Dist. Raigad – 402116, Maharashtra, India.
- **Unit II:** Plot No. 51 A/1, Roha Industrial Area, Village Roth Budruk, Roha, Dist. Raigad – 402116, Maharashtra, India.

This policy encompasses all activities associated with the manufacturing of speciality aroma chemicals, including procurement of raw materials, storage and handling of chemicals, production processes, utilities, packaging, warehousing, maintenance, laboratory operations, transportation, and product distribution, where applicable.

5. Policy Statement of Environmental Sustainability Practices

ESG and Sustainability

We are committed to integrating Environmental, Social and Governance (ESG) principles into its corporate strategy, business operations and decision-making processes to create long-term value for its stakeholders and contribute to sustainable development. As a responsible manufacturer of speciality aroma chemicals, the Company recognizes that sustainable business performance is achieved through responsible governance, environmental stewardship, social responsibility and ethical business conduct. The company shall conduct its operations in compliance with applicable legal requirements, internationally recognized Social Accountability Standards and recognized sustainability principles while embedding ESG considerations into its business objectives, risk management processes and organizational culture.

We will establish measurable sustainability objectives, monitor ESG performance and periodically evaluate its environmental, social and governance initiatives to strengthen organizational resilience, operational excellence and stakeholder confidence. We will promote innovation, responsible resource utilization, transparent governance and continual improvement while encouraging collaboration with employees, customers, suppliers, investors and communities to support sustainable business growth and create long-term shared value.

Environmental Protection and Pollution Prevention

We are committed to protecting the environment and preventing pollution by integrating environmentally responsible practices into all aspects of its operations. As a responsible manufacturer of speciality aroma chemicals, the Company shall strive to minimize the environmental impact of its activities, products and services through the efficient use of natural resources, prevention of pollution, reduction of emissions, responsible waste management and sustainable utilization of energy and water. The company shall comply with applicable environmental legislation, regulatory obligations, customer requirements and internationally recognized environmental management principles while continually improving its environmental performance.

We will adopt a proactive approach to environmental management by identifying and managing significant environmental aspects, promoting resource efficiency, encouraging waste reduction, reuse and recycling, protecting biodiversity where applicable and supporting initiatives that contribute to climate resilience and environmental sustainability. The Company shall periodically evaluate its environmental objectives and performance, implement appropriate operational controls and continually strengthen its environmental management practices to support sustainable operations, regulatory compliance and responsible stewardship of natural resources for future generations.

Product Integrity & Disclosure

We are committed to ensuring the integrity, authenticity, quality and regulatory compliance of its products throughout their lifecycle by maintaining the highest standards of transparency, accuracy and accountability in product development, manufacturing, testing, packaging, labeling and customer communication. As a responsible manufacturer of speciality aroma chemicals, the Company shall ensure that all product specifications, technical information, safety data, regulatory declarations and customer communications are accurate, complete and supported by appropriate scientific, technical and regulatory evidence. We are committed to complying with applicable legal and regulatory requirements, customer-specific requirements and internationally recognized quality and responsible business principles to consistently deliver products that meet agreed specifications and customer expectations.

We will maintain effective quality assurance, change management, traceability and product verification processes to preserve product integrity and ensure timely disclosure of information relating to product quality, composition, safety, regulatory compliance or any significant change that may impact customers or regulatory obligations. We will encourage transparent communication with customers, suppliers, regulatory authorities and other stakeholders while continually strengthening its product management practices to maintain customer confidence, regulatory compliance and long-term business relationships.

Product Security

We are committed to protecting the security, authenticity and integrity of its products throughout manufacturing, storage, handling, transportation and distribution by implementing appropriate measures to prevent theft, tampering, contamination, counterfeiting, sabotage, unauthorized access and other security-related threats. As a responsible manufacturer of speciality aroma chemicals, As Company we will establish and maintain effective product security controls to safeguard raw materials, packaging materials, finished products, manufacturing processes and logistics operations while complying with applicable legal and regulatory requirements, customer-specific requirements and internationally recognized responsible business principles.

We will adopt a risk-based approach to identify, assess and mitigate product security risks by implementing appropriate physical, operational and supply chain security controls, maintaining secure storage and transportation practices, and promoting employee awareness of product security responsibilities. The Company shall promptly investigate and address any actual or suspected product security incident and continually strengthen its security measures to protect its products, customers, business partners and organizational reputation while ensuring continuity of operations and stakeholder confidence.

Land Rights

We are committed to respecting legitimate land ownership, land use rights and property rights in all locations where it conducts or expands its business operations. As a responsible manufacturer of speciality aroma chemicals, the Company shall ensure that its business activities, projects and infrastructure developments are undertaken in a lawful, transparent and responsible manner that respects the rights and interests of landowners, lawful occupants and other affected stakeholders. The company shall comply with applicable legal requirements, internationally recognized Social Accountability Standards and responsible land governance principles while avoiding unlawful land acquisition, unauthorized occupation or activities that may adversely affect legitimate land rights.

We will adopt a responsible approach to land-related decisions by undertaking appropriate due diligence, consulting relevant stakeholders where applicable and considering potential social and environmental impacts before acquiring, leasing or developing land for business purposes. The Company shall

periodically review its land management practices and continually strengthen its governance processes to support responsible land stewardship, regulatory compliance and sustainable business development while maintaining transparent and respectful relationships with affected stakeholders.

6. Key Performance Areas

To achieve the objectives of this Environment Policy, DRT-Anthea Aroma Chemicals Pvt. Ltd. shall focus on the following key environmental performance areas:

7.1 Water Management

Promote the efficient use and conservation of water by optimizing consumption, monitoring water usage, implementing water recycling and reuse initiatives where feasible, and ensuring compliant treatment and discharge of wastewater.

7.2 Energy Efficiency and Climate Change

Enhance energy efficiency across operations by optimizing processes, adopting energy-efficient technologies, increasing the use of cleaner energy sources where feasible, and reducing Scope 1 and Scope 2 greenhouse gas (GHG) emissions.

7.3 Air Emissions and Pollution Prevention

Prevent and minimize air pollution by controlling process emissions, monitoring air quality, maintaining emission control systems, and complying with all applicable environmental regulations and permit requirements.

7.4 Sustainable Management of Materials, Chemicals, and Waste

Promote the responsible procurement, storage, handling, and use of raw materials and chemicals while minimizing waste generation through source reduction, reuse, recycling, recovery, and environmentally sound disposal of hazardous and non-hazardous waste.

7.5 Product use and Lifecycle Management

Integrate environmental, health, and safety considerations throughout the product lifecycle, including product development, manufacturing, packaging, transportation, customer use, and end-of-life management, wherever applicable.

7.6 Customer Health and Product Safety

Ensure that products are manufactured, handled, stored, and supplied in accordance with applicable quality, environmental, and safety requirements to safeguard customer health and promote the safe use of products.

7.7 Environmental Compliance and Risk Management

Maintain full compliance with applicable environmental laws, regulations, permits, and other compliance obligations while proactively identifying, assessing, and mitigating environmental risks associated with operations.

7.8 Resource Efficiency and Continuous Improvement

Improve environmental performance through efficient utilization of natural resources, adoption of sustainable technologies, performance monitoring, periodic audits, employee engagement, and continual improvement of the Environmental Management System.

7.9 Biodiversity & Greenbelt

DRT–Anthea Aroma Chemicals Pvt. Ltd. is committed to conserving and enhancing biodiversity within and around its operational boundaries by promoting greenbelt development, tree plantation, and habitat improvement initiatives. The Company shall strive to increase green cover through systematic plantation programmes, maintenance of existing greenbelt areas, and the use of native and climate-resilient plant species wherever feasible.

7.10 Employee Engagement & Environmental Awareness

DRT–Anthea Aroma Chemicals Pvt. Ltd. recognizes that employee participation is fundamental to achieving its environmental sustainability objectives. The Company is committed to fostering a culture of environmental responsibility by enhancing employee awareness, encouraging innovative green ideas, and promoting active participation in sustainability initiatives. Regular training programmes, awareness campaigns, and engagement activities shall be conducted to build environmental competency, strengthen ownership, and encourage environmentally responsible behaviour across all levels of the organization

7. Commitments & Targets

Baseline Year: FY 2023-24

DRT-Anthea Aroma Chemicals Pvt. Ltd. is committed to continuously improving its environmental performance by integrating sustainability into its manufacturing operations, business decisions, and value chain. The Company shall pursue the following commitments and qualitative targets.

8.1 Water Management

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Future Action Plan
Water Consumption	Reduce freshwater consumption across manufacturing operations	Reduce freshwater consumption intensity by **5% by FY 2029-30**	Optimize process water consumption, install water-efficient fixtures, conduct periodic water audits
Water Recycling & Reuse	Increase reuse of treated water	Recycle or reuse **15% of treated wastewater by FY 2029-30**, where technically feasible	Upgrade ETP, reuse treated water for utilities, gardening and non-process applications
Rainwater Harvesting	Improve alternative water sourcing	Increase rainwater harvesting capacity by **15% by FY 2029-30**	Expand harvesting infrastructure and storage capacity
Wastewater Quality	Ensure environmentally responsible wastewater management	Maintain **100% compliance** with applicable wastewater discharge standards annually	Operate and maintain ETP, periodic testing through NABL-accredited laboratories
Water Monitoring	Improve monitoring and accountability	Install water monitoring systems covering **100% major water consumption points by FY 2029-30**	Smart water meters, monthly KPI review and corrective actions
Employee Awareness	Promote responsible water management culture	Provide annual water conservation training to **100% of relevant employees and contractors**	Awareness campaigns, toolbox talks and behavioral improvement programs

8.2 Energy Consumption & Greenhouse Gas (GHG) Emissions

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Future Action Plan
Energy Consumption	Improve energy efficiency across operations	Reduce energy intensity by 5% by FY 2029-30	Energy-efficient motors, LED lighting, VFDs, process optimization

Energy Performance	Improve energy utilization efficiency	Improve overall energy efficiency by **15% by FY 2029-30**	Energy performance reviews, equipment optimization and preventive maintenance
Scope 1 GHG Emissions	Reduce direct greenhouse gas emissions	Reduce Scope 1 emission intensity by 5**% by FY 2029-30**	Fuel optimization, combustion efficiency improvements and process optimization
Scope 2 GHG Emissions	Reduce indirect electricity-related emissions	Reduce Scope 2 emission intensity by 5**% by FY 2029-30**	Energy conservation projects, procurement of cleaner electricity where feasible
Scope 3 GHG Emissions	Measure and progressively emissions	Develop a Scope 3 GHG inventory by FY 2029-30 and achieve a 2% reduction in Scope 3 GHG emissions by FY 2029–30	logistics optimization, sustainable procurement, business travel reduction
Renewable Energy	Increase the use of renewable energy	Source 5**% of electricity** from renewable energy by **FY 2029-30**, where technically and economically feasible	Rooftop solar evaluation, green power procurement and renewable energy agreements
GHG Emission intensity	Aim to reduce GHG emission intensity on revenue	Reduce to 5% GHG Emission intensity per MT of Product	-
Energy Monitoring	Strengthen energy performance monitoring	Install energy monitoring systems for **100% significant energy-consuming equipment by FY 2029-30**	Digital energy meters, monthly KPI review and energy dashboards
Employee Awareness	Develop employee capability on climate and energy management	Provide annual energy efficiency and climate change training to **100% of relevant employees and contractors**	Training programs, awareness campaigns and departmental energy initiatives

8.3 Air Pollution Control

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Future Action Plan
VOC Emissions	Minimize Volatile Organic Compound (VOC) emissions	Reduce VOC emission intensity by **10% by FY 2029-30**	Improve solvent management, optimize process controls, adopt low-emission technologies where feasible
Particulate Matter	Reduce particulate emissions from operations	Reduce particulate emission intensity by **4% by FY 2029-30**	Maintain bag filters, scrubbers and dust collection systems
Air Quality Monitoring	Strengthen emission monitoring	Conduct **100% scheduled stack emission and ambient air quality monitoring**	Monitoring through NABL-accredited laboratories and periodic performance reviews

Pollution Control Equipment	Maintain effective pollution control systems	Achieve **100% preventive maintenance compliance** for air pollution control equipment annually	Preventive maintenance schedules, calibration and equipment inspections
Regulatory Compliance	Ensure compliance with statutory emission limits	Maintain **100% compliance** with applicable air emission regulations and permit conditions annually	Internal compliance audits and regulatory monitoring

8.4 Materials, Chemicals & Waste Management

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Future Action Plan
Responsible Chemical Management	Ensure safe storage, handling and use of chemicals	Maintain **100% compliance** with approved chemical management procedures annually	Chemical inventory control, SOP implementation and inspections
Chemical Risk Assessment	Identify and manage chemical risks	Conduct chemical risk assessments for **100% newly introduced chemicals** before use	Hazard identification, risk evaluation and approval process
Non-Hazardous Waste Reduction	Reduce general waste generation	Reduce non-hazardous waste generation intensity by **20% by FY 2029-30**	Good housekeeping, operational improvements and awareness programs
Waste Segregation	Improve waste segregation practices	Achieve **100% segregation** of hazardous and non-hazardous waste at source	Color-coded bins, employee training and periodic inspections
Recycling & Resource Recovery	Increase recycling and recovery	Divert **90% of recyclable non-hazardous waste** from landfill by **FY 2029-30**	Recycling partnerships, material recovery and reuse initiatives
Authorized Disposal	Ensure environmentally sound disposal	Maintain **100% disposal** of hazardous waste through authorized recyclers and TSDF facilities annually	Approved vendor management and compliance verification
Packaging Waste Reduction	Minimize packaging waste	Reduce packaging waste generation by **3% by FY 2029-30**	Packaging optimization, reusable containers and material substitution
Spill Prevention	Prevent chemical spills and environmental contamination	Achieve **zero major environmental incidents** related to chemical spills annually	Secondary containment, spill kits, emergency response drills
Employee Competence	Strengthen employee awareness on chemical and waste management	Provide annual chemical handling and waste management training to	Competency programs, toolbox talks and refresher training

		100% of relevant employees and contractors	
Contractor & Supplier Engagement	Improve environmental performance across the value chain	Communicate waste management requirements to **100% of key contractors and suppliers by FY 2029-30**	Environmental clauses in contracts and supplier awareness programs

8.5 Sustainable Product Management

Objective	**Commitment**	**Target (Baseline Year: FY 2023–24)**	**Future Action Plan**
Product Carbon Footprint (PCF)	Measure and reduce the carbon footprint of products	Conduct Product Carbon Footprint (PCF) assessments for atleast 2 products FY 2029–30.	Develop a PCF methodology, collect lifecycle data, perform PCF assessments, engage suppliers, and implement
Safe Chemical Use	Ensure safe use of chemical products throughout their lifecycle	Provide safe handling and usage guidance for 100% of products by FY 2029–30	Update SDS, product labels and technical guidance documents
Customer Technical Support	Support customers in the safe application of products	Conduct technical support or product Management sessions for key customers at least once annually	Customer visits, technical workshops and product guidance
Chemical Risk Communication	Communicate product hazards transparently	Ensure 100% of products are supplied with updated SDS and hazard communication documents	Periodic review of SDS, labels and regulatory requirements
Product Quality & Consistency	Maintain consistent product quality and safety	Achieve ≥98% batch conformity against approved product specifications annually	Quality control testing, process monitoring and CAPA implementation
Restricted Substance Management	Control the use of restricted or regulated substances	Assess 100% of new raw materials for regulatory and environmental compliance before approval	Supplier evaluation and regulatory screening
Product Compliance	Ensure compliance with all applicable chemical regulations	Maintain 100% compliance with applicable product regulations annually	Compliance reviews, regulatory monitoring and internal audits

8.6 Product End-of-Life Management

Objective	Commitment	Target (Baseline Year: FY 2023–24)	Future Action Plan
Responsible Chemical Disposal	Promote environmentally sound disposal of chemical products	Provide disposal instructions for 100% of applicable products and packaging material	SDS updates, product labels and customer guidance
Chemical Container Management	Encourage responsible management of used chemical containers	Develop a container reuse, return or recycling programme, where feasible, by FY 2029–30	Customer awareness, supplier collaboration and recycling initiatives
Product Recovery	Evaluate opportunities for recovery or reuse of products	Assess recovery or reuse opportunities for applicable product streams annually	Resource recovery studies and pilot projects
Customer Awareness	Promote responsible end-of-life practices	Share disposal and recycling guidance with 100% of applicable customers	Technical bulletins, SDS and awareness programmes
Regulatory Compliance	Meet all applicable product disposal regulations	Maintain 100% compliance with applicable waste and chemical regulations annually	Regulatory reviews, audits and legal compliance monitoring
Packaging Recovery	Improve packaging recyclability	Achieve **100% recyclable, reusable or recoverable packaging**, where technically and commercially feasible, by **FY 2029-30**	Packaging optimization and supplier involvement

8.7 Customer Health & Safety

Objective	**Commitment**	**Target (Baseline Year: FY 2023-24)**	**Future Action Plan**
Product Safety	Manufacture and supply safe products	Maintain **100% compliance** with applicable product quality and safety requirements annually	Product testing, quality assurance and process controls
Product Quality	Ensure consistent product quality	Maintain customer specifications and quality requirements for **100% of products supplied**	Process monitoring, laboratory testing and quality assurance
Safety Documentation	Provide comprehensive safety information	Maintain updated SDS and TDS for **100% of applicable products**	Document management and periodic review
Customer Complaint Management	Improve customer satisfaction and responsiveness	Investigate and respond to **100% of product-related health and safety complaints** within defined timelines	Root cause analysis, CAPA and customer communication

Product Traceability	Strengthen product traceability	Maintain **100% batch traceability** for manufactured products	ERP systems, batch records and document control
Regulatory Compliance	Ensure compliance with customer and regulatory requirements	Maintain **100% compliance** with applicable product safety regulations and customer specifications annually	Compliance audits and product reviews

8. Governance and Responsibilities

Effective implementation of this Environmental Sustainability Roadmap requires active participation and accountability across all levels of DRT-Anthea Aroma Chemicals Pvt. Ltd. The following governance structure defines the roles and responsibilities for achieving the Company's environmental objectives and commitments.

Role	Key Responsibilities
Executive Management	• Provide strategic direction and leadership for environmental sustainability. • Approve the Environmental Sustainability Roadmap and environmental objectives. • Allocate adequate financial, technological and human resources for implementation. • Review environmental performance and ensure continual improvement through Management Review meetings.
Plant Head	• Ensure effective implementation of the Environmental Sustainability Roadmap at Unit I and Unit II. • Ensure compliance with applicable environmental laws, permits and regulatory requirements. • Monitor achievement of environmental objectives, targets and KPIs. • Promote environmental awareness and a culture of sustainability across the facility.
EHS (Environment, Health & Safety) Department	• Develop, implement and maintain the Environmental Management System (EMS). • Identify environmental aspects, impacts and compliance obligations. • Monitor energy, water, air emissions, GHG emissions and waste performance. • Coordinate environmental monitoring, audits, inspections and compliance reporting. • Conduct environmental risk assessments and recommend corrective actions. • Organize environmental awareness and training programs for employees and contractors.
Department Heads	• Integrate environmental requirements into departmental operations. • Ensure efficient utilization of water, energy, chemicals and raw materials. • Monitor departmental environmental KPIs and implement improvement initiatives.

	• Support environmental audits and corrective action implementation.
Production Department	• Operate manufacturing processes in accordance with approved environmental procedures. • Improve product yield through process optimization leading to reduction in waste generation and process emissions. • Immediately report environmental incidents, spills or abnormal conditions. • Support cleaner production and process optimization initiatives.
Engineering & Maintenance Department	• Maintain pollution control equipment, utilities and environmental infrastructure at best performance condition. • Improve energy monitoring & Improve energy efficiency through preventive and predictive maintenance wherever applicable. • Reduce equipment-related emissions, leaks and resource losses. • Support implementation of energy conservation and water efficiency projects. • Procure energy efficient equipment in new project
Quality Assurance & Laboratory	• Monitor environmental parameters related to products and manufacturing processes. • Ensure compliance with product quality, environmental and customer requirements. • Support, testing and environmental data verification.
Procurement & Supply Chain	• Promote sustainable procurement practices. • Evaluate ESG performance of suppliers where applicable. • Encourage suppliers and contractors to comply with Company environmental requirements. • Support procurement of environmentally preferable products and services where feasible.
Human Resources Department	• Integrate environmental awareness into employee induction and competency development. • Coordinate periodic environmental training programs. • Encourage employee participation in sustainability initiatives and awareness campaigns.
Employees & Contract Workers	• Comply with this Environmental Sustainability Roadmap and applicable environmental procedures. • Use water, energy and materials responsibly. • Segregate waste and handle chemicals safely. • Report environmental hazards, unsafe conditions, spills or incidents promptly.

9. Reporting

DRT-Anthea Aroma Chemicals Pvt. Ltd. shall establish and maintain a systematic process for monitoring, recording, and reporting its environmental performance across Unit I and Unit II. Environmental reporting shall include key performance indicators such as water consumption, energy consumption, Scope 1, Scope 2, and where applicable Scope 3 GHG emissions, air emissions, waste generation, recycling, chemical management, environmental incidents, and compliance with applicable legal and regulatory requirements.

The EHS Department shall yearly review environmental performance and report progress against the Company's environmental objectives, commitments, and targets to the Management..

10. Policy Align with SDGs



11. Review Mechanism

This Environmental Sustainability Roadmap shall be reviewed at least **once every year**, or earlier if required due to changes in applicable legal and regulatory requirements, business operations, environmental risks, stakeholder expectations, or organizational objectives.

The review shall be coordinated by the **Environment, Health & Safety (EHS) Department** and approved by the Management. Any revisions arising from the review shall be communicated to all relevant employees and stakeholders, and appropriate actions shall be implemented to support the continual improvement of the Company's Environmental Management System and environmental performance.

Effective Date: 20th January 2026 Next Review Date: 01st April 2027

Prepared By	Reviewed by	Authorized by
Jyoti Thakre	Sanjay Chowrasia	Satish Rao

12. Employee Acknowledgement Form

I acknowledge that I have read, understood, and agree to comply with the **Environmental Sustainability Roadmap** of **DRT-Anthea Aroma Chemicals Pvt. Ltd.** I understand my responsibility to support the Company's environmental commitments by adhering to applicable environmental procedures, using natural resources responsibly, preventing pollution, reporting environmental incidents or concerns, and contributing to the continual improvement of the Company's environmental performance.

I further acknowledge that compliance with this policy is a condition of my employment and that I am committed to conducting my duties in accordance with the Company's environmental objectives, applicable legal and regulatory requirements, and established Environmental Management System.

Employee Name: _____

Employee ID: _____

Department: _____

Designation: _____

Signature: _____

Date: _____