ANTHEA GROUP

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SUSTAINABLE PROCUREMENT & SUPPLY CHAIN 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
HR	Human Resources
FY	Financial Year
KPI	Key Performance Indicator
ISO	International Organization for Standardization
PPE	Personal Protective Equipment
CAPA	Corrective and Preventive Action
SDGs	Sustainable Development Goals
MIDC	Maharashtra Industrial Development Corporation

1. Alignment with Anthea Group Sustainable Supply Chain Roadmap

To support and align with the sustainability vision, responsible sourcing commitments, and strategic objectives of the Anthea Group, DRT-Anthea Aroma Chemicals Pvt. Ltd. has established this Sustainable Procurement & Supply Chain Roadmap as a comprehensive approach for managing environmental, social, ethical, and governance considerations throughout its supply chain. The roadmap promotes responsible procurement, supplier engagement, ethical sourcing, environmental stewardship, human rights, labour standards, and compliance with applicable laws and internationally recognized standards.

To facilitate the effective implementation of this Roadmap, the Company has also developed an internal Sustainable Procurement & Supply Chain Roadmap, which translates the Group's responsible sourcing priorities into site-specific objectives, targets, action plans, and performance monitoring mechanisms. This Roadmap supports the continuous enhancement of supplier sustainability performance, responsible procurement practices, supply chain resilience, risk management, and collaborative value creation, while reinforcing the Company's commitment to responsible and sustainable business operations.

2. Introduction

DRT-Anthea Aroma Chemicals Pvt. Ltd. recognizes that sustainable procurement is a key driver of responsible business growth and long-term value creation. As a manufacturer of speciality aroma chemicals, the Company is committed to integrating environmental, social, ethical, and governance (ESG) considerations into its procurement processes to ensure that goods, materials, and services are sourced in a responsible, transparent, and sustainable manner.

This Sustainable Procurement & Supply Chain Roadmap establishes the Company's commitment to working collaboratively with suppliers, contractors, and service providers who share its values of environmental stewardship, ethical business conduct, respect for human rights, and regulatory compliance. Through responsible sourcing practices, supplier engagement, risk-based assessments, and continual improvement, DRT-Anthea Aroma Chemicals Pvt. Ltd. aims to strengthen the sustainability and resilience of its supply chain while creating positive value for its customers, employees, business partners, and the communities in which it operates.

3. Objective

The objective of this Sustainable Procurement & Supply Chain Roadmap is to establish a framework for integrating environmental, social, ethical, and governance (ESG) principles into the procurement activities of DRT-Anthea Aroma Chemicals Pvt. Ltd. and to promote responsible sourcing practices across its supply chain.

This roadmap aims to:

- Ensure that procurement decisions consider environmental, social, ethical, quality, and business continuity aspects in addition to cost and performance.
- Promote responsible sourcing by engaging suppliers who demonstrate compliance with applicable legal, regulatory, environmental, labour, human rights, and ethical requirements.
- Encourage suppliers to adopt sustainable environmental practices, including efficient resource utilization, pollution prevention, waste reduction, climate action, and responsible chemical management.
- Foster fair labour practices, respect for human rights, occupational health and safety, diversity, equity, and inclusion throughout the supply chain.
- Promote ethical business conduct by preventing bribery, corruption, conflicts of interest, fraud, and other unethical practices within procurement activities.
- Build long-term partnerships with suppliers that support innovation, transparency, resilience, and continual improvement in sustainability performance.
- Contribute to the Company's sustainability objectives while creating long-term value for customers, employees, suppliers, and other stakeholders.

4. Scope

This Sustainable Procurement & Supply Chain Roadmap applies to all procurement activities of **DRT-Anthea Aroma Chemicals Pvt. Ltd.** and is applicable to all employees involved in purchasing and sourcing decisions, as well as suppliers, contractors, service providers, consultants, logistics partners, and other business associates engaged by the Company.

The scope of this roadmap covers all operational locations 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.

The roadmap establishes the minimum sustainability expectations for suppliers by promoting responsible environmental practices, ethical business conduct, respect for human rights and labour standards, regulatory compliance, and continual improvement.

5. Policy Statement of Sustainable Procurement & Supply Chain Practices

Responsible Sourcing and Sustainable Procurement

We are committed to procuring goods and services in a responsible, ethical and sustainable manner by integrating environmental, social, ethical and governance considerations into its procurement and supplier management processes. As a responsible manufacturer of speciality aroma chemicals, our Company shall work with suppliers, contractors and service providers who

demonstrate compliance with applicable legal requirements, internationally recognized Social Accountability Standards and responsible business principles while supporting quality, reliability, sustainability and long-term value creation throughout the procurement lifecycle.

Our company shall apply a risk-based approach to supplier selection, evaluation and performance monitoring by encouraging responsible business practices, environmental stewardship, respect for labor and human rights, ethical conduct and continual improvement throughout its supply chain. The Company shall periodically review supplier performance and procurement practices to strengthen sustainable sourcing, promote responsible partnerships and improve supply chain resilience while supporting the Company's sustainability objectives and stakeholder expectations.

We are committed to maintaining a secure, transparent and resilient supply chain that preserves the integrity, authenticity and traceability of materials, products and information throughout the supply chain lifecycle. As a responsible manufacturer of speciality aroma chemicals, the Company shall collaborate with suppliers, contractors, logistics partners and service providers to ensure that materials and services are sourced, handled, stored, transported and delivered in a manner that safeguards product integrity, operational continuity and customer confidence. Our company shall conduct its supply chain activities in compliance with applicable legal requirements, internationally recognized Social Accountability Standards and recognized responsible business principles.

Supply Chain Integrity

Our company shall strengthen supply chain integrity by promoting transparency, traceability, effective supplier communication, appropriate documentation and continuous monitoring of supply chain performance. Our Company shall periodically assess risks that could affect the continuity, authenticity or reliability of its supply chain and implement appropriate measures to improve resilience, minimize disruptions and support responsible business operations. Through collaboration, performance evaluation and continual improvement, We are committed to maintaining a dependable supply chain that consistently meets customer, regulatory and business expectations.

Modern Slavery Statement & Human Rights Due Diligence Policy (Supply Chain Aspect)

We are committed to promoting responsible and ethical supply chains by integrating human rights due diligence into the management of its suppliers, contractors, service providers and other business partners. As a responsible manufacturer of speciality aroma chemicals, the Company recognizes that responsible supply chain management requires the identification, assessment and mitigation of actual or potential human rights risks that may arise throughout the procurement and supply chain lifecycle. Our company shall work collaboratively with its

relevant business partners to encourage compliance with applicable legal requirements, internationally recognized Social Accountability Standards and responsible business principles while promoting transparency, accountability and sustainable business practices across its supply chain.

Our company shall adopt a risk-based approach to supplier due diligence through appropriate supplier assessments, performance evaluations, ongoing monitoring and constructive engagement to strengthen responsible business practices throughout its value chain. Where actual or potential human rights concerns are identified, Our Company shall engage with the relevant business partners to encourage timely corrective actions and continual improvement. Through periodic review of supply chain risks and supplier performance, we are committed to enhancing supply chain resilience, protecting stakeholder interests and promoting responsible and sustainable sourcing practices.

Community Engagement & Development

We are committed to building positive, transparent and mutually beneficial relationships with the communities in which it operates by contributing to their long-term social and economic development. As a responsible manufacturer of speciality aroma chemicals, the Company recognizes that sustainable business success is closely linked to the well-being of surrounding communities and therefore strives to engage with local stakeholders in a respectful, inclusive and collaborative manner. We comply with applicable legal requirements, internationally recognized Social Accountability Standards and responsible business principles while encouraging meaningful dialogue, community participation and responsible corporate citizenship.

Our company shall promote initiatives that support community development through education, skill development, health and well-being, environmental awareness, local employment opportunities and other socially beneficial programs based on the needs and expectations of the communities where it operates. Our Company shall maintain open communication with community representatives, periodically review the effectiveness of its community engagement initiatives and continually strengthen its contribution towards sustainable community development, stakeholder trust and long-term shared value.

6. Key Performance Areas

To support responsible sourcing and strengthen Procurement & supply chain sustainability, DRT-Anthea Aroma Chemicals Pvt. Ltd. shall focus on the following key performance areas:

6.1 Sustainable Procurement and Responsible Sourcing

Promote sustainable procurement practices by integrating environmental, social, ethical, quality, risk, and business continuity considerations into supplier selection, evaluation, and purchasing decisions.

6.2 Supplier Environmental Practices

Encourage suppliers to adopt environmentally responsible practices, including efficient resource utilization, climate change mitigation, pollution prevention, water conservation, responsible chemical management, waste minimization, and compliance with applicable environmental laws and standards.

6.3 Supplier Social Practices

Promote respect for human rights, fair labour practices, occupational health and safety, diversity, equity and inclusion, employee welfare, and compliance with applicable labour laws throughout the supply chain.

6.4 Supplier Ethics and Governance

Promote ethical business conduct by encouraging suppliers to maintain high standards of integrity, transparency, anti-bribery and anti-corruption practices, conflict of interest management, regulatory compliance, data confidentiality, and responsible corporate governance.

7. Commitments and Qualitative Targets

Baseline Year: FY 2023-24

DRT-Anthea Aroma Chemicals Pvt. Ltd. is committed to promoting responsible and sustainable procurement practices by integrating environmental, social, labour, ethical, and governance considerations into its supply chain management. The Company shall pursue the following commitments:

7.1 Supplier Environmental Practices

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Key Actions
Environmental Compliance	Encourage suppliers to comply with applicable environmental laws and regulations	Assess 100% of strategic suppliers for environmental compliance by FY 2029-30	Supplier evaluations, self-assessments and periodic reviews

Environmental Management	Promote the adoption of environmental management systems	Have 15% of strategic suppliers to implement or maintain an Environmental Management System (e.g., ISO 14001) by FY 2029-30	Supplier engagement, awareness programs and capability building
Climate & Resource Efficiency	Encourage suppliers to improve energy efficiency, reduce GHG emissions, and conserve natural resources	Engage 15% of strategic suppliers on climate and resource efficiency initiatives by FY 2029-30	Sustainability questionnaires, supplier discussions and performance reviews
Sustainable Procurement Capacity Building	Strengthen the environmental knowledge and competencies of the procurement team to integrate sustainability into supplier selection and engagement	Provide annual environmental sustainability training to 100% of procurement employees by FY 2029-30	Conduct training programs on sustainable procurement, supplier environmental requirements, climate risks
Local Sourcing & Emissions Reduction	Increase procurement from local suppliers to reduce transportation-related greenhouse gas emissions and support regional economic development	Increase procurement spending from local suppliers by 20% by FY 2029-30	Prioritize qualified local suppliers during sourcing, evaluate transportation impacts in procurement decisions, and monitor local sourcing performance annually
Environmental Performance Improvement	Drive continual improvement in supplier environmental performance	Conduct annual sustainability performance reviews for strategic suppliers	Supplier scorecards, feedback meetings and improvement programs

7.2 Supplier Social and Labour Practices

Objective	**Commitment**	**Target (Baseline Year: FY 2023-24)**	**Key Actions**
Responsible Supplier Selection	Integrate occupational health and safety criteria into supplier selection and evaluation	Increase the proportion of strategic suppliers with ISO 45001 or equivalent Occupational Health & Safety certification to 15% by FY 2029-30	Include ISO 45001 (or equivalent) as a preferred supplier evaluation criterion, encourage certification adoption, and monitor supplier certification status annually
Human Rights	Promote respect for internationally	Assess 100% of strategic suppliers against the	Supplier Code of Conduct, self-

	recognized human rights across the supply chain	Company's human rights expectations by FY 2029-30	assessments and due diligence
Labour Practices	Encourage fair labour practices and prohibit child labour, forced labour and discrimination	Obtain acknowledgement of the Supplier Code of Conduct from 100% of new strategic suppliers	Contractual requirements, supplier onboarding and periodic reviews
Occupational Health & Safety	Encourage suppliers to provide safe and healthy workplaces	Evaluate occupational health and safety practices of high-risk suppliers by FY 2029-30	Supplier audits, performance monitoring and corrective actions
Sustainable Procurement Capacity Building	Strengthen the procurement team's understanding of social sustainability and responsible sourcing practices	Provide annual social sustainability training to 100% of procurement employees by FY 2029-30	Conduct training on human rights, labour standards, supplier social assessments, modern slavery
Responsible Supplier Selection & Local Sourcing	Promote procurement from local and socially responsible suppliers while integrating occupational health and safety criteria into supplier selection	Increase procurement spend from local suppliers by 20%	Prioritize qualified local suppliers where fesible

7.3 Sustainable Procurement Goals

Objective	**Commitment**	**Target (Baseline Year: FY 2023-24)**	**Key Actions**
Responsible Sourcing	Integrate sustainability considerations into procurement decisions	Include sustainability criteria in 100% of strategic sourcing decisions by FY 2029-30	Sustainable procurement procedures and supplier evaluation criteria
Supplier Sustainability Assessment	Strengthen sustainability due diligence across the supply chain	Conduct sustainability assessments for 100% of strategic suppliers by FY 2029-30	Risk assessments, supplier questionnaires and periodic reviews
Local & Responsible Procurement	Promote responsible procurement from qualified local and regional suppliers where feasible	Increase procurement from compliant local suppliers, where technically and commercially feasible, by FY 2029-30	Supplier development, local sourcing initiatives and performance monitoring
Supplier Code of Conduct	Ensure suppliers understand and commit to the Company's sustainability, ethical,	Obtain acknowledgement of the Supplier Code of Conduct from 100% of new strategic suppliers	Communicate the Supplier Code of Conduct, obtain signed acknowledgements,

	and compliance expectations		
ESG Contractual Integration	Integration Integrate environmental, social, and governance (ESG) requirements into supplier agreements	Include ESG clauses in 70% of strategic supplier contracts by FY 2029-30	Incorporate ESG provisions into procurement contracts, update standard contract templates,

7.4 Governance Goals

Objective	Commitment	Target (Baseline Year: FY 2023-24)	Key Actions
Risk Management	Strengthen governance through risk-based supplier management	Conduct sustainability risk assessments for 100% of high-risk suppliers by FY 2029-30	Risk assessment methodology, supplier categorization and mitigation plans
Procurement staff training	Aim to train our procurement employees on governance issues associated with procurement	Training to 100% of procurement employees on the governance by FY 2029-30	Conduct regular training

8. Governance and Responsibilities

Effective implementation of this Sustainable Procurement & Supply Chain Roadmap requires active participation and accountability across all levels of DRT-Anthea Aroma Chemicals Pvt. Ltd. The roles and responsibilities are defined as follows:

Role	Key Responsibilities
Executive Management	• Provide strategic direction and approve the Roadmap. • Allocate adequate resources for effective implementation. • Review procurement sustainability performance and support continual improvement initiatives.
Procurement Department	• Implement the Sustainable Supply Chain Roadmap in all sourcing and purchasing activities. • Integrate environmental, social, labour, ethical, and governance (ESG) criteria into supplier selection, evaluation, and contract management. • Conduct supplier sustainability assessments and maintain procurement records.
EHS (Environment, Health & Safety) Department	• Support the evaluation of suppliers on environmental performance and regulatory compliance.

	• Provide technical guidance on environmental sustainability requirements and participate in supplier audits where applicable.
Quality Assurance Department	• Verify that procured materials and services meet applicable quality, regulatory, and customer requirements. • Support supplier qualification, performance monitoring, and continuous improvement activities.
Employees Involved in Procurement	• Comply with this Roadmap and applicable procurement procedures. Conduct procurement activities ethically, transparently, and responsibly. • Report any non-compliance, unethical practices, or sustainability concerns related to suppliers.
Suppliers, Contractors & Service Providers	• Comply with applicable legal, environmental, labour, health & safety, and ethical requirements. • Support the Company's sustainability expectations and participate in assessments, audits, and continual improvement initiatives where applicable.

9. Reporting

DRT-Anthea Aroma Chemicals Pvt. Ltd. shall establish and maintain a systematic process for monitoring and reporting the implementation and effectiveness of this Sustainable Procurement & Supply Chain Roadmap. Reporting shall include supplier sustainability assessments, supplier environmental and social performance, procurement-related ESG indicators, supplier audits, corrective action plans, training activities, and compliance with applicable legal, regulatory, and Company requirements.

The Procurement Department, in coordination with relevant functions, shall periodically review supplier sustainability performance and report progress against the Company's sustainable procurement objectives and targets to the Management. Relevant records and documentation shall be maintained to support internal audits, customer requirements, management reviews, regulatory compliance, and continual improvement of the sustainable procurement program.

10. Roadmap Alignment with SDGs



11. Review Mechanism

This Sustainable Procurement & Supply Chain Roadmap shall be reviewed at least **once every year**, or earlier if required due to changes in applicable laws and regulations, business operations, supply chain risks, stakeholder expectations, or the Company's sustainability objectives. The review shall ensure that the roadmap remains relevant, effective, and aligned with the Company's sustainable procurement commitments and business strategy.

The review shall be coordinated by the **Procurement Department**, in consultation with relevant functions, and approved by the Management. Any revisions to the roadmap shall be communicated to all relevant employees, suppliers, contractors, and other applicable stakeholders to support effective implementation and continual improvement of the Company's sustainable procurement practices.

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

Prepared By	Reviewed by	Authorized by
Jyoti Thakre	Swapna Naidu	Satish Rao
		

12. Employee Acknowledgement Form

I acknowledge that I have read, understood, and agree to comply with the **Sustainable Procurement & Supply Chain Roadmap** of **DRT-Anthea Aroma Chemicals Pvt. Ltd.** I understand my responsibility to support the Company's sustainable procurement commitments by conducting procurement activities ethically, responsibly, and in accordance with applicable laws, Company policies, and sustainability requirements.

I further acknowledge that I will promote responsible sourcing practices, consider environmental, social, labour, ethical, and governance (ESG) factors in procurement decisions, report any actual or suspected non-compliance, and contribute to the continual improvement of the Company's sustainable procurement program.

Employee Name: _____

Employee ID: _____

Department: _____

Designation: _____

Signature: _____

Date: _____