

Innovating Today, Leading Tomorrow

A Sustainable Journey

Annual Sustainability Report FY 2023-24



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Ami Organics Limited is pleased to present its third Annual Sustainability Report for FY 2023-24, showcasing our persistent emphasis on progressing responsibly, upholding transparency and encouraging sustainable business practices.

The theme

Innovating Today, Leading Tomorrow

A Sustainable Journey

embodies our vision of leveraging innovation to foster sustainability. We believe that by adopting forward-thinking practices today, we can be better equipped to lead the industry toward a greener, more sustainable tomorrow.

This report offers a comprehensive account of our Environmental, Social and Governance (ESG) performance, strategic initiatives and the progress we have made in our sustainability journey. Over the course of the past year, we have expanded our operational horizons, reached significant milestones, including a reduction in GHG emission intensity in terms of physical output and secured a Gold rating from EcoVadis, progressing from our previous Bronze rating. These accomplishments reinforce our stronger position in the pharma intermediates and specialty chemicals sector, committed to delivering responsible growth.



About the Report

Reporting Framework and Standards

This report has been prepared in alignment with globally recognised sustainability frameworks and standards-

Global Reporting Initiative (GRI):

In adherence to GRI Standards, including GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021, to ensure comprehensive and transparent disclosure



United Nations Sustainable Development Goals (UNSDGs):

Our sustainability practices contribute to specific UNSDGs, reaffirming our commitment to addressing global sustainability challenges



Business Responsibility and Sustainability Reporting (BRSR):

Compliant with the guidelines set by the Securities and Exchange Board of India (SEBI), reinforcing our accountability to the national regulatory frameworks



EcoVadis: Our practices meet the stringent criteria set by EcoVadis, earning us an upgrade to a **Gold Medal**. This achievement marks a significant improvement from the Bronze rating previously held, underscoring our continuous progress in sustainability.



Reporting Period and Scope

Reporting Period: This report covers the financial year starting from April 1, 2023 to March 31, 2024.

Scope: In line with our growth strategy, we have expanded our reporting boundary this year to include our newly operational Ankleshwar Unit 2, along with our existing facilities at Sachin Unit 1 and Jhagadia Unit 3. The data presented encompasses all these key manufacturing sites, with comparative insights drawn from the previous year (FY 2022-23). Due to this increase in reporting boundary, some of the data presented for the reported FY 2023-24, may not be exactly comparable with previous years figures.

External Assurance

To ensure the integrity, reliability and accuracy of the information shared, this report has been subjected to external assurance. The assurance process was conducted by Growlity Inc in accordance with the AA1000 Assurance Standard (v3). This comprehensive third-party verification covers key performance indicators (KPIs) disclosed in the report, reinforcing our commitment to transparency and accountability.

Moreover, as part of our continuous drive to lead in sustainable practices, we have successfully reduced our GHG emission intensity per MT of production, demonstrating our consistent progress towards our long-term environmental targets.

Restatement of Information

In instances where data from previous reports has been updated or corrected, the changes have been duly noted within this report. This includes adjustments made to ensure greater accuracy and alignment with current reporting standards. Comparisons to past data reflect these updates, ensuring a clear and accurate depiction of our progress.

Contact Information

We value your feedback and welcome any suggestions or inquiries regarding our sustainability efforts, performance, and strategies. Please feel free to reach out to us at:

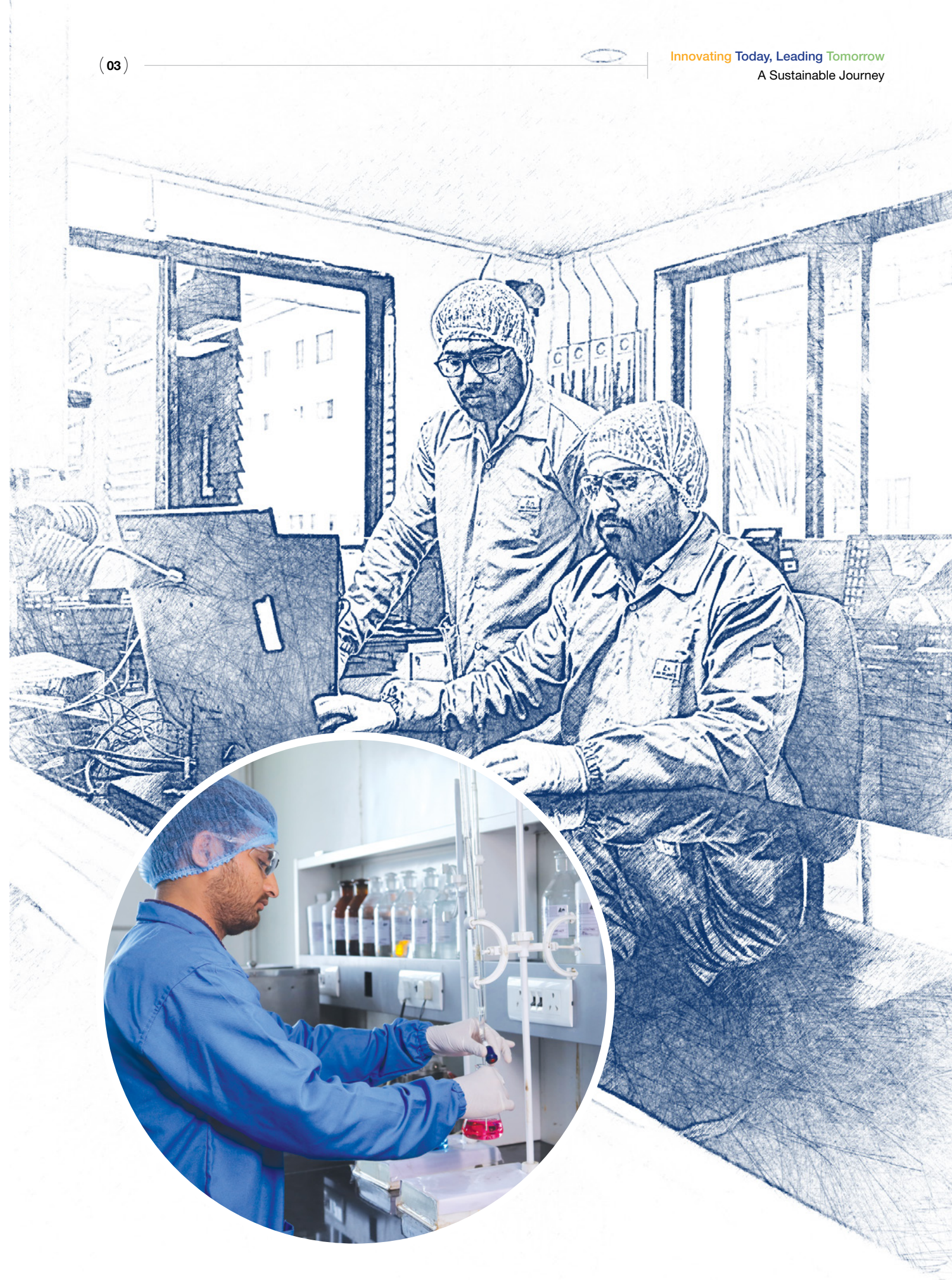
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About us

Committed to innovation, sustainability and excellence

At Ami Organics Limited (Ami Organics), we commenced operations in 2004. Over the years, we have made our mark as a reliable manufacturer of high purity and complex pharmaceutical intermediates and specialty chemicals.

Headquartered in Surat, Gujarat, we operate three state-of-the-art manufacturing facilities in Sachin, Jhagadia and Ankleshwar. These plants are equipped with advanced technologies, including Zero Liquid Discharge (ZLD) systems and efficient effluent treatment mechanisms, ensuring environment-friendly operations.

With a strategic presence in over 55 international markets and in India, we cater to diverse industries, such as pharmaceuticals, battery chemicals, semi-conductor chemicals, personal care, cosmetics, polymers and agrochemicals. Exports constitute 56% of our revenue, demonstrating our strong position as a trusted partner in global markets.

Guided by our long-term objective of achieving Net-Zero Emissions by 2050, we continue to prioritise the deployment of sustainable practices across all operational aspects. This also enables us to align our ESG initiatives with the United Nations Sustainable Development Goals (UNSDGs). Through innovation, customer-centric strategies and a relentless focus on sustainability, we are creating enduring value for stakeholders while setting benchmarks for responsible growth in the pharma intermediates and specialty chemicals industry.



Vision

Our vision is to be the beacon of innovation and sustainability in the pharma and speciality chemical industry. We aspire to lead with groundbreaking solutions that empower industries, enhance lives and drive sustainable progress globally. Our vision is to be recognised as a trusted partner, delivering excellence through innovative chemistry.

This sustainability report is our third publication, in alignment with our commitment to upholding transparency and accountability. In FY 2023-24, we achieved significant milestones-

Gold EcoVadis Rating

Upgraded from Bronze status, reinforcing our ESG-focused approach

Renewable Energy Initiatives

Commenced capex for 16 MW solar power project to enhance renewable energy integration.



Mission

Our mission is to leverage our expertise in innovative chemistry to create value for our customers, stakeholders, and the environment.

Ami Organics' foundation is built on its commitment to :



Innovation

Continuously pioneering new chemical solutions that address evolving industry needs and sustainable energy needs.



Quality

Ensuring the highest standards of product quality and safety.



Customer Satisfaction

Building enduring relationships by exceeding customer expectations.



Global Impact

Contributing positively to society and the environment.



Sustainability

Developing sustainable products through green technology to reduce wastage, utility usage and optimum utilisation of resources.

Financial Performance FY 2023-24

16.3%
Growth In Revenue

1,285 Million
Operations EBITDA

808 Million
Adjusted PAT

Innovation

5
New process patents in FY 2023-24

Serves

~55
Countries

One
State-of-the-art R&D facility at Gujarat

56%
Export

Three
Manufacturing facilities in Gujarat

500+
Customers

30+
Customer associated since last 10 years

₹ 465.1 Million
Total R&D spent during the last 5 financial years

570+ products
Invoiced to customers in the last 5 financial years

Sustainability Scorecard FY 2023-24

During the year under review, we continued to work diligently on the ESG front. Our efforts have also been recognised and we have been awarded with the EcoVadis Gold Medal.

EcoVadis Gold Medal Achievement:



Percentile Ranking

Top 5% percentile globally



Environmental Excellence

Waste management, emissions reduction and energy efficiency



Social Responsibility

Strong employee welfare and community engagement



Governance

High standards in compliance and ethics



₹ **6876** Million
Revenue

₹ **18.37** Million
Total CSR spent

118
R&D Professionals employed



Environment

7.03 MTCO₂ eq/MT of Production
GHG Emission Intensity

16 MW
Renewable energy Project in Progress

18.29 kilolitres/MT of Production
Water Intensity

2049.42 MT
Waste Recycled



Social

20 Hours per Employee
Employee Training

118
R&D Professionals employed

6.96%
of Women Employees Gender Diversity

Zero Number of Incidents
Lost Time Injury Frequency Rate (LTIFR)

100%
Employees covered by social benefits



Governance

Gold
ESG Ratings (EcoVadis)

Zero
Regulatory Compliance Incidents

52%
Suppliers covered for ESG awareness program.

Zero
Cases of Data Breach

Zero
Cases of Conflict of Interest

From the Chairman's Desk

As we chart the path forward, our vision is clear: to drive sustainable growth rooted in innovation, ethical responsibility and Long term resilience. Our focus on operational excellence and sustainable solutions across pharma intermediates and speciality chemicals, semiconductors and battery materials will enable us to sustain our position as a responsible player in the pharma intermediates and specialty chemicals industry.



Dear Stakeholders,

“Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

This invaluable insight by Gro Harlem Brundtland, a global pioneer and champion of Environment, Human Rights and Sustainability initiatives, serves as a powerful reminder of our collective responsibility to balance progress with preservation. At Ami Organics, this ethos deeply resonates within our organisational culture, urging us to align our actions with the well-being of the planet, society and economy.

This Annual Sustainability Report aptly captures our commitment to inclusive growth, environmental stewardship and innovative practices. For us, sustainability has never been a box-ticking initiative;

it continues to be our guiding light that permeates every facet of our operations. This year, we have made significant strides in creating value that extends beyond business, positively impacting the environment, society and industries we serve.

Sustainability through innovation

Innovation continues to fuel our sustainability journey. It leads us to integrate advanced technologies to transform traditional processes into models of efficiency, precision and environmental consciousness. A prime example of this is our in-house advancements in flow chemistry, which has ramped up production capacities by enabling us to run complex processes in specially designed flow reactors—all while improving yields, lowering waste and curbing resource consumption significantly. This has contributed to a measurable reduction in our greenhouse gas (GHG) emission intensity.

Our new Ankleshwar facility is another advancement in this direction. Equipped with a Distributed Control System (DCS) and Powder Transfer System (PTS), this state-of-the-art plant stands out as one of the most advanced pharmaceutical intermediates plants in the industry, delivering greater safety, eco-efficiency and transparency. By automating processes and transitioning to computer-generated control mechanisms & data entries, we have achieved higher operational performance, minimised our environmental footprint as well as ensured high standards of compliance.

Scaling our impact responsibly

We have strategically ventured into the battery chemicals sector to further encourage the adoption of cleaner sources of energy. Our expertise in lithium-ion battery electrolyte additives has opened doors to exciting collaborations,



Our efforts to reduce our environmental impact have earned us the Gold Medal from EcoVadis, a prestigious recognition of our Environmental, Social and Governance (ESG) performance.



We aim to develop advanced electrolytes and associated materials for battery cells, thereby catalysing the transition to clean energy and enhancing our position in this rapidly expanding market.

Fostering environmental stewardship

Our efforts to reduce our environmental impact have earned us the Gold Medal from EcoVadis, a prestigious recognition of our Environmental, Social and Governance (ESG) performance. As a member of the United Nations Global Compact (UNGC), we continue to integrate its principles into our business practices, strengthening our commitment to sustainable and ethical operations.

We look forward to further reducing our GHG emissions intensity. We are raising the bar with a long-term sustainability roadmap, which entails adopting the Science-Based Targets initiative (SBTi) in the coming years. This will enable us to set rigorous, science-backed targets to curb our carbon footprint in alignment with global climate action goals. As a part of this commitment, we are progressing on the development of a 16 MW captive solar power plant slated to be commissioned by the end of FY25, which will significantly decrease our reliance on non-renewable energy sources and allow us to meet the majority of our energy needs from clean energy.

Cultivating a Safe, Inclusive, and Empowered Workplace

Our commitment to employee welfare, safety, diversity, and inclusion is a cornerstone of our corporate philosophy. This dedication has resulted in a workplace culture where there are zero grievances related to human rights issues, including sexual harassment. We ensure fair compensation practices, with all employees and workers receiving remuneration above the minimum wage as mandated by law. To further empower our workforce, we provide regular safety and skill-enhancement training, equipping them with the knowledge and tools to work confidently and efficiently in a secure environment. Fair reward and recognition programmes, health and wellness programmes and several employee engagement activities are organised to boost employee's health and morale. These initiatives reflect our ongoing efforts to create a respectful, inclusive, and supportive workplace where every individual can thrive personally and professionally.

Contributing to a sustainable tomorrow

As we chart the path forward, our vision is clear: to drive sustainable growth rooted in innovation, ethical responsibility and long-term resilience. Our focus on operational excellence and sustainable solutions across specialty chemicals, semiconductors and battery materials will enable us to sustain our position as a responsible player in the specialty chemicals industry.

To our shareholders, employees, Board of Directors, and all stakeholders—thank you for your trust, support and shared commitment to a sustainable tomorrow. Together, we are forging a future where progress is measured not just in profits but in the positive, lasting impact we create for the generations to come.

Warm regards,

Nareshkumar Patel
Executive Chairman & Managing Director

Note by Chairman of ESG Committee

Our ESG approach goes beyond processes and policies; it is rooted in a culture of continuous improvement and collaboration.



As the Chairman of the Environmental, Social and Governance (ESG) Committee, I am delighted to share the strides we have made in championing sustainability. Establishing a dedicated ESG Committee this year has been a defining step in our journey. This Committee is responsible for overseeing the initiation and implementation of our efforts to advance energy conservation, optimise resource utilisation and promote stakeholder well-being. All these initiatives are seamlessly embedded into our core business operations.

Throughout the course of the reporting year, we maintained a spotless record of zero regulatory compliance issues. This achievement demonstrates our focus on adhering to the highest standards of corporate responsibility and transparency. Behind this success lies the relentless effort of our 118 R&D professionals, who are driving innovation in green chemistry and renewable resource utilisation. Their work has been instrumental in adopting environment-friendly technologies that align with our vision for a sustainable future.

As we believe that the well-being and growth of our team members are central to our success, we ensure that 100% of our employees are covered by comprehensive social benefits.

We understand that sustaining our position as one of the industry leaders also requires a persistent emphasis on maintaining sound corporate governance. Hence, we continue to refine our internal processes to align them with globally recognised sustainability benchmarks.

Further, we improve existing systems to achieve higher operational efficiency and reduce our environmental footprint. By deploying energy-efficient technologies, implementing sustainable waste management practices and driving eco-friendly product innovations, we are contributing to a more sustainable and resilient future.

Our ESG approach goes beyond processes and policies; it is rooted in a culture of continuous improvement and collaboration. Through diligent oversight and strategic partnerships, we at Ami Organics are building resilience, fostering transparency and capitalising on emerging opportunities—all while managing risks responsibly.

At the heart of it all is a commitment to balancing economic growth with environmental stewardship and social responsibility. We aim to create and preserve long-term value for all stakeholders, shaping a future where sustainability is not just a

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goal but the norm. Before I conclude, I would like to extend my heartfelt gratitude to our partners, investors and other stakeholders for their trust and cooperation. Together, we are shaping a sustainable future—one that benefits our stakeholders, our planet and the generations to come.

Warm regards,

Mr. Ram Mohan Lokhande
Chairman of ESG Committee

Landmark moments in our journey



Major memberships and associations



An overview of our sustainability journey

Creating an enduring impact

Beyond strategies and policies—our commitment to responsible growth is reflected in tangible actions that create meaningful impact. Environmental Social, and Governance (ESG) principles guide our decision-making processes ensuring that we not only drive positive change within our organisation but also contribute to a more sustainable future for our communities and the planet as a whole.



Environmental impact

As responsible stewards of the environment, we implement sustainable practices in our day-to-day operations to minimise our ecological footprint.



Renewable energy adoption

The ongoing development of a 16 MW solar power plant marks a significant step towards reducing our reliance on non-renewable energy sources, thereby advancing our long-term goal of achieving Net-Zero Emissions by 2050.



GHG emission reduction

Through process optimisation and energy efficiency measures, we have successfully lowered our GHG emission intensity, reinforcing our commitment to mitigating climate change.



Sustainable water management

By leveraging advanced Zero Liquid Discharge (ZLD) systems and wastewater recycling technologies, we ensure that no untreated effluents are discharged into the environment.



Social impact

Empowering people and fostering inclusivity are integral to our sustainability vision:



Employee well-being

We prioritise the health, safety and professional growth of our personnel, fostering an inclusive culture through regular training and development programmes.



Community development

Through numerous Corporate Social Responsibility (CSR) initiatives, we continue to support education, healthcare and livelihood programmes, positively impacting thousands of beneficiaries in the regions where we operate.



Good governance and strong leadership

Transparency, accountability and ethical leadership form the cornerstone of our governance framework.



Strengthening Our Accountability

Our regular performance evaluations are key to fostering a culture of transparency, accountability, and continuous improvement.



Ensuring transparency







We are committed to providing timely and relevant disclosures, building trust and enabling our stakeholders to make informed decisions.


Through these initiatives we are not only addressing present challenges but also shaping a sustainable and resilient future for generations to come.

The blueprint for our sustainable growth

Stakeholder Engagement

At Ami Organics, stakeholder engagement is a crucial factor that propels our sustainability journey. We recognize that fostering trust and driving collective progress hinge on transparent, continuous and meaningful dialogue with our stakeholders. Our comprehensive approach identifies key stakeholder groups, understands their needs and seamlessly integrates their feedback into strategic decision-making processes.

	Channels of communication	Frequency of engagement	Area of Interest
Employee 	 <ul style="list-style-type: none"> Employee engagement Newsletters Policies Training and development 	 Regularly	 <ul style="list-style-type: none"> Environment, Health and safety Training and learning Career Development and Growth opportunities Job security Fair remuneration Diverse, inclusive and enabling work culture Employees Well being
Shareholders & Investor 	<ul style="list-style-type: none"> Annual reports Press releases Regulatory filings Company website Conference calls Shareholders' meetings 	Quarterly as per requirement	<ul style="list-style-type: none"> Financial performance Business growth Business strategy Future investments Transparency Good governance practices Social responsibility Environmental initiatives of the Company.
Customer 	<ul style="list-style-type: none"> Surveys Performance review meetings Customer meetings and audits 	Regularly	<ul style="list-style-type: none"> Accessibility and affordability of Products Product quality and safety Data privacy and security Value added services Supply chain management

	Channels of Communication	Frequency of Engagement	Area of Interest
Supplier 	 <ul style="list-style-type: none"> Supplier performance evaluation Supplier engagement forum Procurement meetings 	 Need-based	 <ul style="list-style-type: none"> Ethical business conduct Risk and opportunity management Material sourcing Sustained business growth Contract development and procurement Timely payment of invoices
Local Communities 	<ul style="list-style-type: none"> Community Meetings CSR projects Employee social impact Awareness programs 	Ongoing/ Need-based	<ul style="list-style-type: none"> Health Education Sanitation Community Development Initiatives Local Hiring, etc.
Contractors 	<ul style="list-style-type: none"> Notice Board Meetings and conferences Awareness Programs 	Ongoing	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Efficient service Long-term association Health and Safety ISO and OHSAS standards Ethical behaviour
Regulatory Authorities 	<ul style="list-style-type: none"> Legal filings Industry Representations Forums 	Need-based	<ul style="list-style-type: none"> Business and environmental performance of the Company Regulatory compliance Statutory approvals Corporate governance Disclosures

Integrating stakeholder feedback

Feedback from stakeholders is reviewed by respective business heads and reported to the Stakeholders Committee, ensuring integration into our Environmental, Social and Governance (ESG) strategies. This consultation process informs materiality assessments

and helps us prioritise actions aligned with stakeholder expectations.

Commitment to supporting marginalised groups

We aim to empower underserved communities through targeted CSR initiatives, focused on education, healthcare and rural development. These

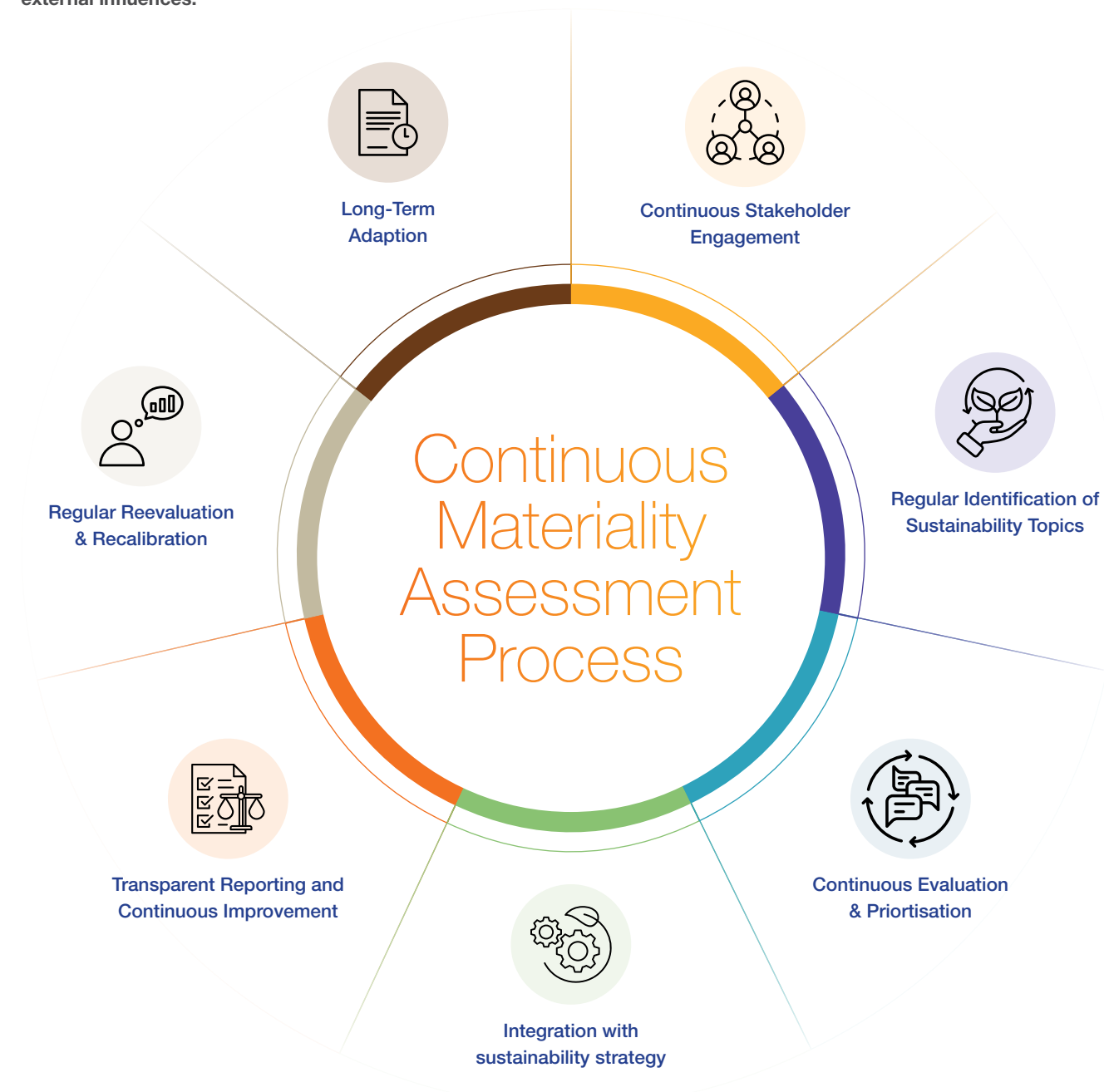
efforts are aimed at promoting inclusivity and equitable growth in the regions where we operate.

By fostering open communication and meaningful collaboration with our stakeholders, Ami Organics continues to create shared value, ensuring that sustainability remains at the core of our operations.

Ongoing Materiality Assessment

At Ami Organics, conducting a materiality assessment is like taking a closer look at the bigger picture—gauging how external forces, such as market trends, regulatory changes and stakeholder expectations, shape our operations. This process ensures that we focus on the areas that drive meaningful change and create value in the long run.

The Continuous Materiality Assessment Process ensures that our sustainability strategy remains dynamic, relevant and aligned with both internal priorities and external influences:



Continuous Stakeholder Engagement



Ongoing Dialogue

We maintain open communication with our stakeholders, from employees to local communities, through regular surveys, stakeholder communications, and discussions. This helps us stay connected to their evolving needs, concerns and expectations.



Building Connections

Stakeholder feedback is constantly gathered, whether through conversations, surveys or community engagements. This helps us understand their evolving perspectives and ensure that our sustainability efforts remain relevant and responsive to new challenges and opportunities.

Regular Identification of Sustainability Topics



Research and Trend Analysis

We continuously monitor external developments, from changing regulations to evolving industry norms and social or environmental or social trends to uncover new sustainability issues that could influence our business.



Review of Past Data and Reports

Every year, we revisit our previous materiality assessments, industry trends, global sustainability benchmarks (such as GRI, ISO 14001, EcoVadis) and internal data to refine and update our priorities.



Embracing Innovation

Our Research and Development teams are continually exploring new ideas and solutions—whether it is energy-efficient technologies, sustainable waste management practices or eco-friendly product innovations—to help us address our most pressing environmental and sustainability challenges.

Continuous Evaluation



Ongoing Evaluation Framework

We regularly reassess identified material topics based on:

- o **Stakeholder Importance:** We monitor shifts in stakeholder concerns and interests as new regulations or market changes may influence the prioritisation of key topics.
- o **Business Impact:** As the business expands or diversifies, whether through new product lines or entering new markets, the relevance of certain topics may evolve.
- o **Strategic Relevance:** We continuously evaluate how sustainability topics resonate with the Company's evolving strategic goals, such as achieving carbon neutrality, minimising waste or enhancing supply chain resilience.

Integration with Sustainability Strategy



Strategy Adaptation

Informed by ongoing evaluations, we refine our sustainability strategy and ensure that identified material issues are seamlessly integrated into our overall business and operational framework for continuous growth and impact.



Progressive Planning

We continuously refine our action plans and KPIs to address the most important material topics, aligning them with the Company's evolving goals for the near and distant future.



Cross-department Engagement

Encourage collaboration across departments—such as operations, procurement, R&D and marketing to tackle material issues together, creating a shared, Company-wide effort towards sustainable practices.

Transparent Reporting and Continuous Improvement



Annual Sustainability Reporting

Each year, we release an updated Sustainability Report that highlights our progress in addressing material issues. The report includes updates on key initiatives, challenges encountered and opportunities for further growth.



Continuous Monitoring

We have established a system for continuously evaluating the effectiveness of our sustainability initiatives. This includes using Key Performance Indicators (KPIs) to track progress and ensure alignment with our goals.

Regular Re-evaluation and Recalibration



Annual Review

Each year, we pause to reflect on our materiality assessment process annually to ensure it remains aligned with the Company's changing direction, stakeholder expectations and global trends.



Adjust for Change

In response to changes in the business landscape, whether through market expansion, regulatory developments or technological advancements, we reassess our priorities and adapt our strategies to capitalise on new opportunities and head off emerging challenges.



Stakeholder Validation

We revalidate the materiality matrix with key stakeholders to ensure it still captures their current priorities and concerns.

Long-Term Adaptation



Agility in Approach

As Ami Organics grows, explores new markets or introduces innovative products, we stay responsive to how material issues evolve. Therefore, we ensure our strategy remains aligned with both the Company's journey and the broader sustainability landscape.

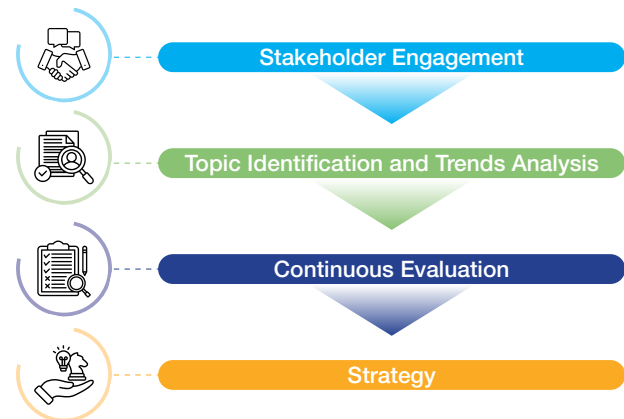


Sustainability and Innovation

We consistently seek to embrace new technologies, materials and approaches to sustainability that evolve with the changing business environment and global ecological challenges.

Materiality Assessment


At Ami Organics Limited, we remain aligned with the changing needs of our stakeholders and the Company's vision, while remaining agile enough to address emerging challenges in sustainability. Embracing a flexible approach guarantees we keep our sustainability efforts relevant, impactful and geared for long-term success.






Sustainability Issue	Importance to Stakeholders	Impact on the Company	Action Plan / Strategic Response	Relevant UNSDG(s)
Climate Change and Carbon Emissions	▲ High	▲ High	<ul style="list-style-type: none"> Implement energy-efficient technologies in our manufacturing processes. Reduce our carbon footprint by adopting renewable energy sources. Strive for carbon neutrality by 2050. 	<p>Aligning with global initiatives to combat climate change by reducing carbon emissions and implementing strategies for climate resilience.</p>
Waste Management and Recycling	▲ High	● Medium	<ul style="list-style-type: none"> Enhance waste segregation practices across all operations. Increase recycling efforts to improve waste diversion rates. Develop a circular economy strategy focused on minimising waste. 	<p>Focused on reducing waste generation through prevention, reduction, recycling and reuse.</p> <p>Contributing to a cleaner environment by minimising industrial waste and promoting water conservation.</p>
Water Conservation and Management	● Medium	▲ High	<ul style="list-style-type: none"> Implement water-efficient technologies in production. Monitor and reduce water consumption across all facilities. Invest in advanced water recycling systems. 	<p>Promoting the sustainable management of water resources and cutting water consumption through the use of efficient technologies.</p>

Sustainability Issue	Importance to Stakeholders	Impact on the Company	Action Plan / Strategic Response	Relevant UNSDG(s)
Employee Health, Safety and Well-being	▲ High	● Medium	<ul style="list-style-type: none"> Conduct regular safety training sessions. Improve workplace health and wellness initiatives. Promote mental health awareness and provide supportive programmes for employees. 	<p>Ensuring the health and safety of employees through workplace safety programmes, wellness initiatives and mental health awareness.</p>
Diversity, Equity and Inclusion (DEI)	▲ High	● Medium	<ul style="list-style-type: none"> Promote equal opportunities for all employees. Develop training and mentorship programmes for underrepresented groups. Ensure a harassment-free, inclusive and respectful workplace. 	<p>Promoting gender equality in the workplace by ensuring equal opportunities for all employees.</p> <p>Ensuring fair treatment and equal opportunities for all employees, irrespective of gender, race or background.</p>
Ethical Sourcing and Fair Labour Practices	▲ High	▲ High	<ul style="list-style-type: none"> Collaborate with suppliers who follow ethical labour practices. Ensure compliance with fair wages and safe working conditions. Mitigate risks of forced and child labour within the supply chain. 	<p>Advocating for fair labour practices, safe working conditions and the protection of workers' rights across our supply chain.</p> <p>Collaborating with suppliers to uphold ethical sourcing practices and maintain a transparent supply chain.</p>
Energy Efficiency	● Medium	▲ High	<ul style="list-style-type: none"> Invest in energy-efficient equipment and processes. Set clear, measurable energy reduction targets. Explore and integrate alternative energy sources like solar power. 	<p>Encouraging the adoption of renewable energy and improving energy efficiency throughout the production processes.</p>

▲ High ● Medium ▼ Low

Sustainability Issue	Importance to Stakeholders	Impact on the Company	Action Plan / Strategic Response	Relevant UNSDG(s)
Product Stewardship and Eco-friendly Products	▲	●	<ul style="list-style-type: none"> ○ Increase the use of eco-friendly materials in product development. ○ Develop products with a focus on sustainability, minimising environmental impact throughout their lifecycle. 	 <p>Design sustainable products that reduce environmental impact at every stage of their lifecycle.</p>
Community Engagement and Development	●	▼	<ul style="list-style-type: none"> ○ Engage in community development projects. ○ Support local initiatives through philanthropy and forming strategic partnerships. ○ Encourage employee volunteering to strengthen ties with local communities and enhance social impact. 	 <p>Collaborating with local communities to improve infrastructure, drive local development and elevate overall quality of life.</p>
Supply Chain Sustainability	▲	▲	<ul style="list-style-type: none"> ○ Evaluate and monitor the sustainability performance of suppliers. ○ Encourage suppliers to adopt environmentally and socially sustainable practices. ○ Include sustainability criteria in supplier contracts and agreements. 	 <p>Fostering sustainable industrial practices and innovation within the supply chain to promote economic growth and reduce environmental impact.</p>
Corporate Governance and Transparency	▲	●	<ul style="list-style-type: none"> ○ Strengthen corporate governance practices to ensure accountability and integrity. ○ Uphold transparency in financial and non-financial reporting. ○ Ensure strict compliance with regulations and ethical business standards. 	 <p>Promoting transparency, accountability and ethical business practices at all levels of the organisation.</p>

▲ High ● Medium ▼ Low

Sustainability Issue	Importance to Stakeholders	Impact on the Company	Action Plan / Strategic Response	Relevant UNSDG(s)
Product Safety and Consumer Protection	▲	●	<ul style="list-style-type: none"> ○ Ensure all products comply with safety and regulatory standards. ○ Provide customers with clear, detailed product information and safety guidelines. 	 <p>Ensuring the safety of products and protecting consumers from health risks associated with unsafe products.</p>
Biodiversity and Ecosystem Protection	●	▼	<ul style="list-style-type: none"> ○ Assess the impact of operations on local ecosystems. ○ Adopt sustainable sourcing practices to minimise biodiversity loss. ○ Support initiatives dedicated to biodiversity conservation. 	 <p>Protecting biodiversity and ecosystems through sustainable sourcing practices and reducing the environmental impact of our operations.</p>
Climate Risk and Adaptation	▲	▲	<ul style="list-style-type: none"> ○ Assess climate-related risks and opportunities. ○ Develop strategies to enhance climate resilience across operations. ○ Align operations with global climate frameworks like the Paris Agreement. 	 <p>Adapting to climate change by integrating climate-related risks and opportunities into business strategies.</p>



ESG Goals

Environmental Sustainability



- Achieve Net-Zero Carbon Emissions by 2050.
- Increase the use of renewable energy sources.
- Follow green chemistry principles.
- Explore innovative technologies for resource efficiency.
- Strive for reduction in Carbon Emissions Intensity by 25% by the year 2030.

Governance



- Set ambitious ESG goals and targets.
- Strengthen the governance framework to ensure responsible business practices.
- Deepen stakeholder engagement and incorporate their feedback.

Social Responsibility

- Strengthen community engagement through local employment opportunities and community development projects.
- Expand employee training and development programmes.
- Continuously improve health and safety practices.



Business Growth

- Expand presence in the battery chemicals sector.
- Develop new products and technologies to save resources.
- Strengthen customer relationships.
- Invest in Research and Development (R&D).
- Pursue strategic expansions in pharma & speciality chemicals.



At Ami Organics, we are driven by deep commitment to sustainability within the chemical manufacturing industry. Our dedication to environmental stewardship is a core part of our identity. We understand the immense importance of protecting the planet and we are steadfast in our pursuit of a cleaner, more sustainable world. With a focus on achieving a net-zero carbon footprint, we strive to create lasting positive impact, ensuring that our actions today contribute to a healthier planet for generations to come.

Environmental Stewardship

Our commitment to environmental sustainability is grounded in the conviction that nature must be respected and protected. We believe that safeguarding the natural world is our responsibility. This belief shapes every aspect of our work, driving us to reduce emissions while simultaneously nurturing the Earth's ecosystems. We work to leave behind a legacy of clean air, flourishing ecosystems and a world where abundant natural resources continue to sustain life.

SDGs Aligned

6
CLEAN WATER
AND SANITATION

7
AFFORDABLE AND
CLEAN ENERGY

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

13
CLIMATE
ACTION

15
LIFE
ON LAND

17
PARTNERSHIPS
FOR THE GOALS



Climate Change & Carbon Emissions



Waste Management & Recycling



Water Conservation & Management



Material Issues Impacted

Energy Efficiency



Biodiversity & Ecosystem Protection



Climate Risk & Adaptation



Circular Economy Practices



One

Plant has Zero Liquid Discharge

69.03%

Toluene used as a reused input material to total material



54.07%

Total waste recycled

5,875 kL

Total water recycled

Compliant

with the applicable environmental law/regulations/ guidelines in India

Climate Change and Energy Management

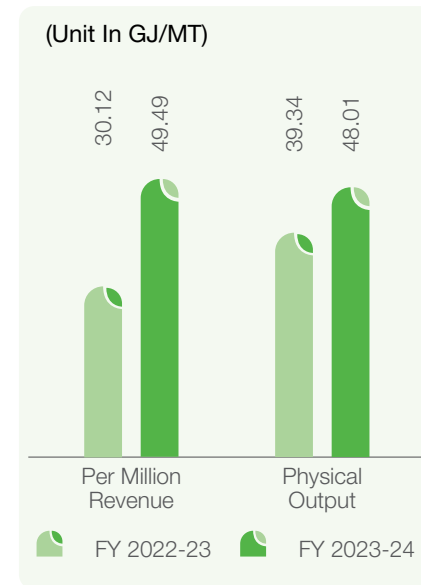
Embedding Sustainability

We integrate sustainability into every aspect of our business, guiding our decisions and shaping our operations. We align with national and international guidelines, including the National Guidelines on Responsible Business Conduct (NGRBCs) and relevant GRI standards, ensuring our practices are transparent and accountable. We continuously evolve our policies and strategies, striving to lead by example in building a more sustainable future.

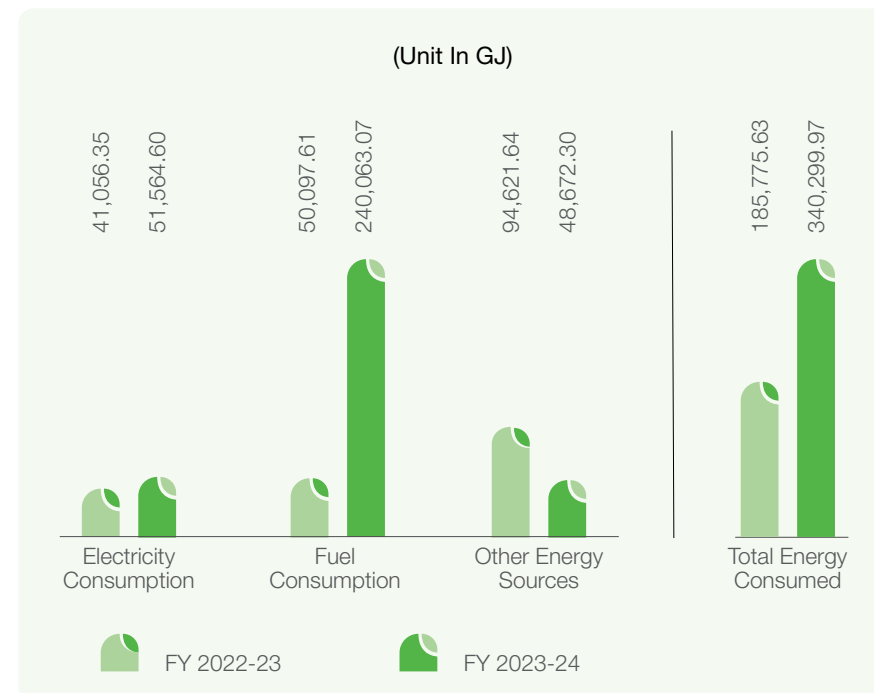
Energy Consumption and Intensity

We understand that our energy footprint reaches beyond our immediate operations. Thus, we focus on reducing indirect energy use through sustainable sourcing and energy-efficient products.

Energy Intensity



Energy Consumption (Non-renewable)



The rise in energy consumption for FY 2023-24 is largely due to the commencement of production in our Ankleshwar unit and expansion of our production volume. While this increase in energy usage is the outcome of scaling up of our operations, we remain committed to improving energy efficiency and pursuing renewable energy solutions to support long-term sustainability.



Reducing Energy Consumption

We set ambitious targets, explore renewable energy options and continuously enhance our monitoring and reporting systems. Energy conservation and efficiency have always been prioritised at Ami Organics. Some of our previous initiatives include:

Variable Frequency Drives (VFDs):
Installing VFDs in our brine plant to optimise energy consumption according to process requirements.

Energy-Efficient Air Conditioners:
Installing energy-efficient air conditioners in our facilities.

Agitated Thin Film Dryer (ATFD) Machines:
Implementing ATFD machines to replace conventional reactors, filters and dryers, thereby reducing energy consumption.

Steam Condensate Water Recovery:
Improving the recovery of steam condensate for reuse in boilers.

Electrical Switch Controls:
Implementing automatic electrical switch controls on reactors, ATFDs and centrifuges to optimise lighting and energy usage.

Power Factor Controller Panel:
Installing an automatic power factor controller panel to maintain optimal power factor and reduce energy consumption.

High-Efficiency Pumps and Motors:
Replacing outdated, energy-inefficient pumps and motors with high-efficiency alternatives.

Occupancy Sensors:
Installing occupancy sensors for lighting to reduce energy consumption in unoccupied spaces.

Wastewater Treatment Plant Upgrades:
Upgrading our wastewater treatment plant with a new air blower and membrane diffuser system to improve efficiency and reduce energy consumption.

Renewable Energy Initiatives

We aim to expand our renewable energy portfolio as part of our journey towards sustainability, working to significantly reduce our reliance on non renewable sources of energy. By embracing innovative clean energy solutions, we shall minimize our environmental footprint, bolstering energy security and achieving long-term financial efficiency, aligning with our goal of fostering sustainable and resilient growth for the future.

Solar Power:

We are in the process of building robust solar power infrastructure with a total capacity of 16 MW in the state of Gujarat. The Solar power once operational will contribute meaningfully to the energy requirements of our plants at Sachin, Ankleshwar and Jhagadia,. These solar power installations will significantly reduce our reliance on conventional fuels, helping to lower carbon emissions and improve air quality. This commitment to solar energy also contributes to environmental

sustainability and strengthens our resilience, offering a more stable and cost-effective alternative to volatile fuel markets.

Through these renewable energy initiatives, Ami Organics is actively supporting India's transition to a low-carbon economy and setting a standard for sustainability in the chemical industry. This diversified approach to renewable energy serves as a foundation for our commitment to a greener future for our Company, our stakeholders and the planet.



GHG Emission Management

We focus in sustainability by managing greenhouse gas (GHG) emissions across Scope 1, Scope 2 and Scope 3 categories. Our efforts include implementing fuel efficiency measures, integrating renewable energy sources and upgrading our technologies to reduce our carbon footprint.

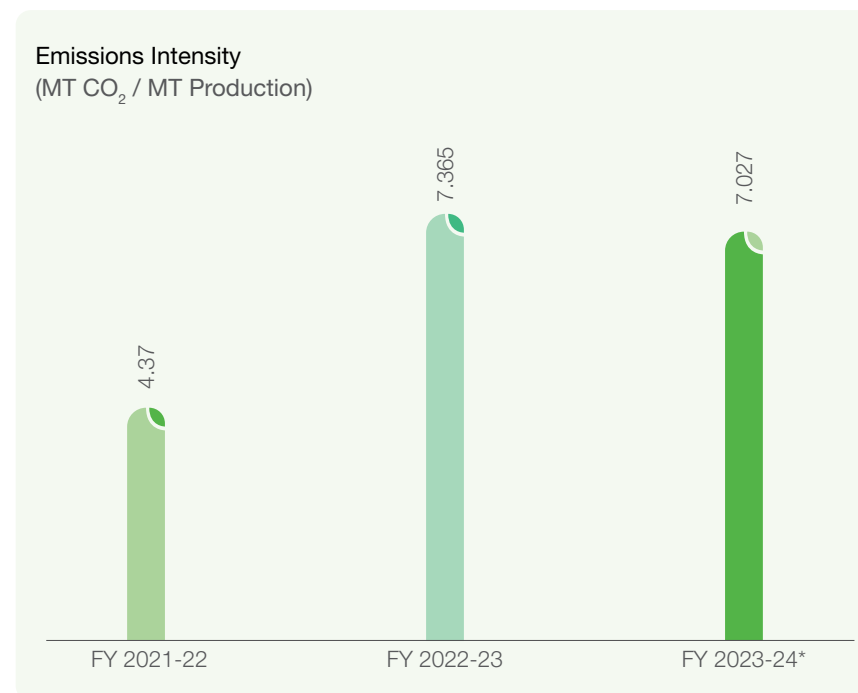
GHG Emissions Overview

Metric	FY 2021-22	FY 2022-23	FY 2023-24
Scope 1 (MT CO ₂ eq)	12,765	23,367	37,054
Scope 2 (MT CO ₂ eq)	8,954.66	11,417	12,753
Scope 3 (MT CO ₂ eq)	11,252.02	8,329	14,498
Total Emissions (MT CO₂eq)	32,971.68	43,113	64,305
Emissions Intensity (MT CO ₂ eq / ₹)	4.18	5.64	7.24

Emissions Intensity and Efficiency Improvements

Our emissions intensity—which measures the amount of GHG emissions per MT of production—demonstrates our commitment to sustainable business growth while minimising our environmental impact.

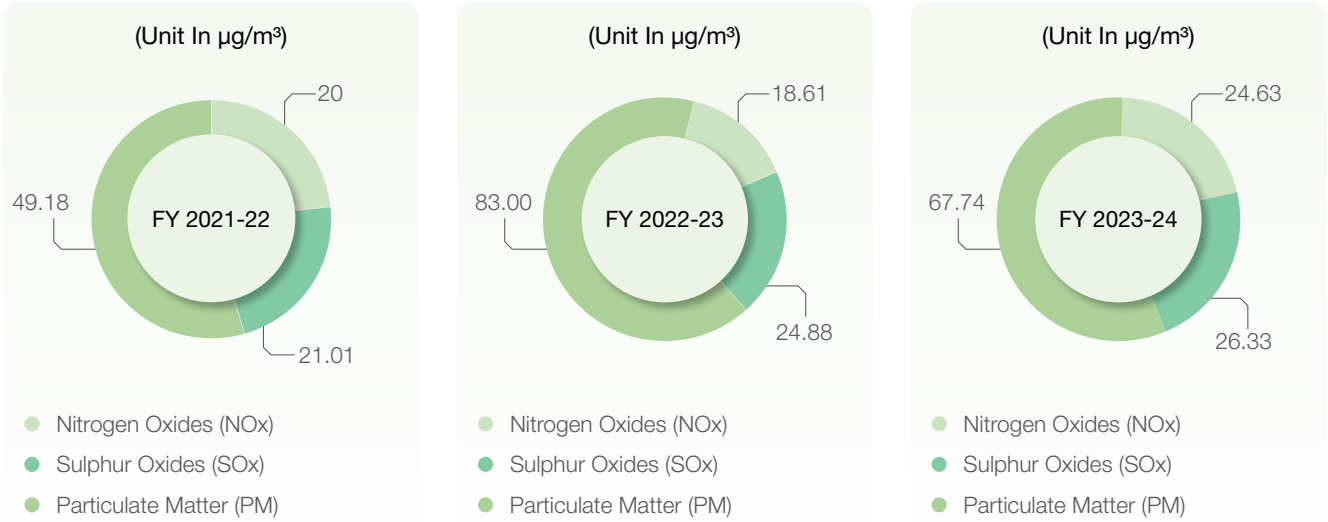
The following table shows our emissions intensity over the past three fiscal years:



*Includes emission attributable to Ankleshwar Unit

Clean Air for a Better Life

Ami organics has not been involved in the production, import or export of Ozone Depleting Substances (ODS), including CFC-11 during the reporting period. As a result, no data on ODS emissions or substances is available for calculation. Consequently, no emission factors, standards, methodologies, assumptions or calculation tools related to ODS have been applied, as the organisation does not engage in any ODS-related activities within its operations.



Future Plans and Sustainability Leadership

Control Initiatives	Current	Future
Advanced Scrubber Systems	Implemented advanced scrubber systems to filter and reduce NOx and SOx emissions effectively.	Expand and upgrade scrubbers, implement real-time monitoring for dynamic adjustments.
Transition to Low-Sulphur Fuels	Enhanced fuel quality and used scrubbers to capture SOx emissions.	Transition to low-sulphur fuels to eliminate sulphur emissions.
High-Efficiency Particulate Filters	Installed HEPA filters to reduce particulate emissions.	Innovate with next-generation filters and optimise ventilation systems.
Vapour Recovery Systems	Introduced vapor recovery units (VRUs) to reduce VOCs.	Expand VRUs, recycle VOCs back into production processes.
Zero Persistent Organic Pollutants (POPs)	Phased out materials containing POPs.	Ongoing evaluations to prevent POPs from entering our supply chain.
Auditing and Mitigating Hazardous Air Pollutants (HAPs)	Routine audits to identify and prevent HAP release.	Enhance audits and maintain zero HAP emissions.

This continuous monitoring ensures emissions comply with the stringent standards set by the Gujarat Pollution Control Board (GPCB). To optimise our emissions, we employ advanced scrubber systems and conduct frequent assessments. We acknowledge the substantial financial implications and risks associated with climate change, particularly concerning regulatory compliance, operational impacts and market fluctuations. Key areas we have addressed include:

- **Emission Compliance and Innovation:** Ensuring adherence to emission regulations by investing in cutting-edge technologies that control emissions and align with global climate goals.

- **Energy Transition:** We are proactively shifting away from non-renewable energy by scaling up renewable sources, such as our ongoing solar energy projects, to mitigate potential risks associated with other non renewable resources.

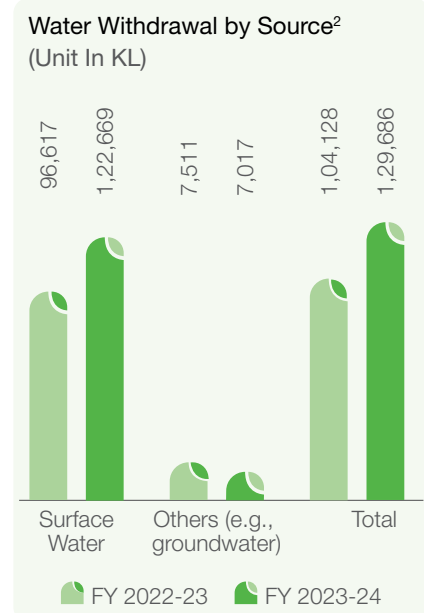
Climate-related risks are reviewed continuously and adaptation strategies are integrated into our business continuity plans. This helps us not only comply with evolving standards but also positions us to seize emerging low-carbon opportunities.



Sustainable Water Management¹

At Ami Organics, we are committed to leading in sustainable water management by integrating conservation and advanced treatment processes into our operations. By adhering to Global Reporting Initiative (GRI) Standards for Water and Effluents, we set a new standard for environmental stewardship in the chemical industry. Our efforts in water conservation, efficient usage and ethical sourcing has earned us the prestigious EcoVadis Gold Medal, reinforcing our dedication to responsible business practices.

We prioritise responsible water sourcing, achieving a total water withdrawal of 129,686 kilolitres (KL) in FY 2023-24.



We ensure that our operations have minimal environmental impact. At our Sachin facility, a Zero Liquid Discharge (ZLD) system effectively treats and recycles all process wastewater, eliminating contamination risks and reducing our dependence on external water resources.

A major faction contributing to this reduction is the optimisation of our Effluent Treatment Plant (ETP) with state-of-the-art filtration membranes and

¹ Responsible Water Sourcing (GRI 303-1)

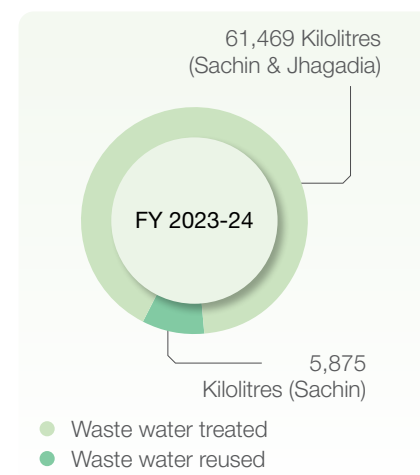
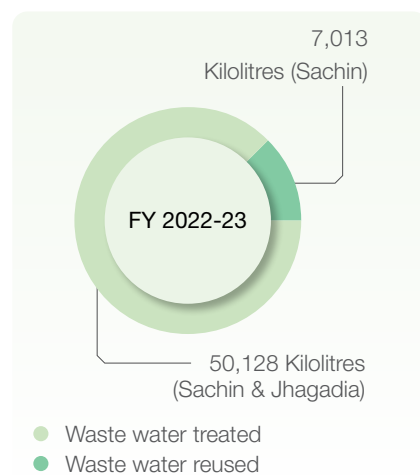
² Protecting Water Sources (GRI 303-2)

³ Water Recycling and Reuse (GRI 303-3, 303-4)

treatment technologies. This upgraded system improves the quality of treated water, allowing its reintegration into our operations. By minimising freshwater intake, we support a more sustainable model, lessen our impact on natural water sources and drive significant environmental benefits.³

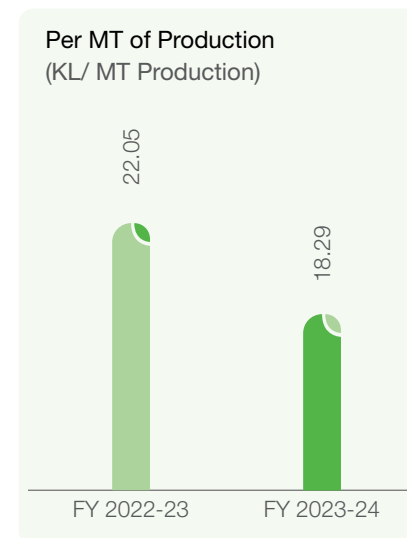
Our ZLD system, implemented at the Sachin facility, ensures that 100% of process wastewater is treated and

reused within our operations. Leveraging advanced technologies like multi-effect evaporators and membrane filtration systems, we ensure that no untreated wastewater is discharged to external water bodies, effectively creating a closed-loop water system. Additionally, our condensate recovery process recaptures and reuses steam condensate, further reducing our freshwater consumption.



* Recycle and reuse of waste water is dependent upon utility requirements of Sachin unit.

We continuously track water intensity metrics to improve efficiency and have been able to lower our water intensity in relation to total output /prouction..



Through these initiatives, for sustainable water management, we aim to integrate cutting-edge treatment solutions that meet both our operational requirements and environmental commitments. Our

ongoing efforts to enhance water reuse practices are essential in reducing our environmental footprint and fostering a circular water economy within our operations. By consistently advancing our water management, we are reinforcing our commitment to water stewardship and aligning our actions with broader sustainability goals.



Waste Management⁴

We are committed to reducing our environmental footprint through proactive waste management practices, aligned with international standards.

3,790.04 metric tonnes

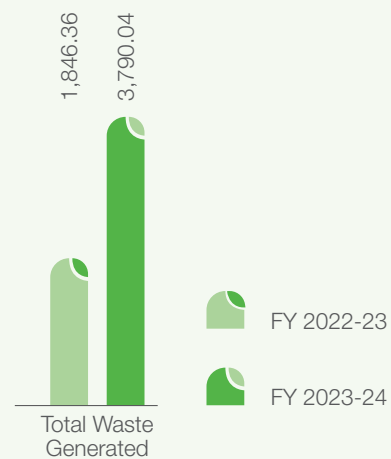
Total Waste Generated



Waste Breakdown (FY 2023-24 vs FY 2022-23)

Metric	FY 2022-23	FY 2023-24
Plastic Waste	128.09	216.04
Bio-medical Waste	0.0036	0.0011
Other Hazardous Waste	1,575.27	3,574.00
Other Non-Hazardous Waste	143.00	0.00

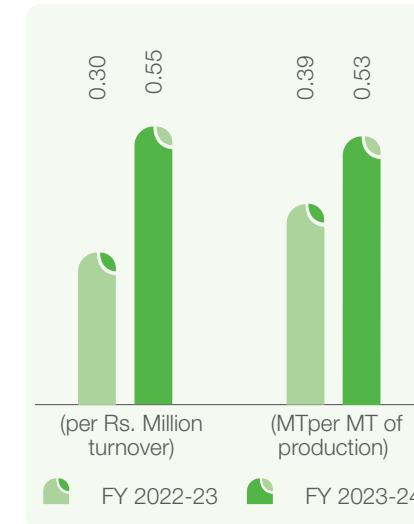
(Unit in MT)



This rise in waste generation is attributed to the operational expansion, particularly the inclusion of Ankleshwar facility, which boosted our overall production capacity. Despite the increase, our commitment to reducing waste intensity remains strong, as demonstrated by our continuous investments in innovative technologies and resource optimisation initiatives.

⁴ Proactive Waste Management (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

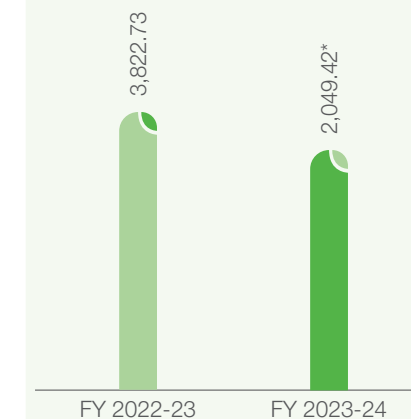
Waste Intensity Metrics



The slight uptick in waste intensity corresponds with our strategic expansion, where we are focused on scaling operations responsibly. As we continue to implement responsible waste management practices, our goal is to see this metric stabilise and eventually decline, showcasing our long-term commitment to sustainability.

We focus on recycling, reuse and responsible disposal to minimise our environmental impact.

Recycled (Unit In MT)



*Recycle of waste is dependent upon the nature and disposal requirement of waste generated.
* Disposal volumes have risen in tandem with our operational growth.

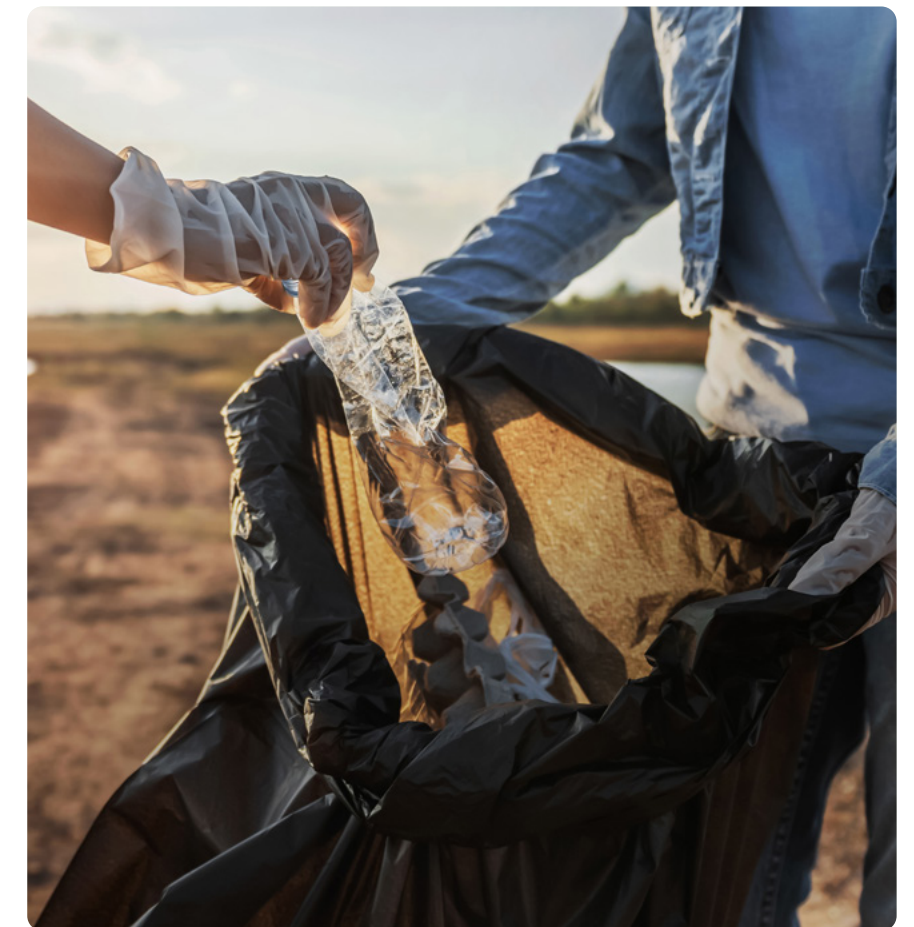
Waste Disposed of (By Disposal Method)



Specialised Waste Management

Plastic Waste Management

As part of our commitment to reducing plastic waste, we have rolled out a stringent strategy for reducing plastic usage. This includes sourcing alternatives, cutting down on single-use plastics and partnering with GPCB-approved third-party vendors who recycle these materials efficiently. We have met our targets for single use plastic reduction across our manufacturing plants.



E-Waste Management

For electronic waste (e-waste), we collaborate with GPCB-approved vendors which manages its recycling through certified recycling facilities.



Risk Mitigation and Future Commitment

We mitigate environmental and health risks through sustained waste management practices that prevent contamination and reduce pollution. Our goal is to achieve a substantially reduced waste environment, driven by continuous innovation and compliance with GRI standards.⁵

We continue to invest in innovative solutions for reducing waste, improving recycling rates and ensuring that the majority of our waste is diverted into landfills. Our efforts to maintain a closed-loop system for waste, combined with our commitment to transparency and compliance with GRI standards, will guide our future progress toward achieving a substantially reduced waste environment.

Nurturing Nature for a Sustainable Tomorrow

Commitment to Biodiversity

At Ami Organics, we understand that a thriving planet is built on the foundation of biodiversity. Our commitment to preserving and nurturing life in all its forms is woven into our core values and sustainability goals.⁶

Although our primary facilities are not located within officially protected areas, we recognise the rich biodiversity of the surrounding regions. We are committed to minimising our environmental footprint by conducting continuous assessments and adopting responsible practices that are safe for local habitats and ensure our operations coexist harmoniously with the surrounding ecosystems.⁷

Reducing waste is essential to protecting biodiversity. We continuously refine our processes to reduce hazardous waste and maximise recycling efforts. Every step we take in waste management directly contributes to our mission to protect and nurture the ecosystems surrounding our operations.⁸

Hazardous Waste Disposal

At Ami Organics, we handle hazardous waste with utmost care and responsibility. Our comprehensive approach involves meticulous segregation, secure storage and conscious disposal in partnership with accredited GPCB-approved vendors. Some hazardous waste is safely processed through co-processing, incineration or landfilling. Every step is closely monitored to ensure full compliance with stringent environmental regulations.



⁵ Commitment to Zero Waste (GRI 306-2)

⁶ Responsible Operations Near Sensitive Ecosystems (GRI 304-1)

⁷ Protecting Biodiversity (GRI 306-1, 306-2)

Our efforts to protect and restore natural habitats include plantation initiatives.

1,148
trees planted at our Jhagadia unit during FY 2023-24

3,500
Green belt Created at Sachin GIDC during previous years

These trees help offset carbon emissions and enhance local biodiversity, sequestering up to 100,000 kg of CO2 equivalent annually.

Conservation Programmes and Community Partnerships

Protecting biodiversity is a shared responsibility and we work closely with local communities, conservation organisations and suppliers to embed protection practices into our supply chain. By partnering with regional stakeholders, we contribute to building a more resilient and sustainable environment for all.

Looking Ahead

► **Expanding Green Initiatives:**
In the upcoming year, we plan to expand our green belt initiative by planting more trees around our

Jhagadia facility. This will boost carbon sequestration, enhance local biodiversity and foster the overall health of the surrounding ecosystem.

► **Collaborating for Conservation:**
We will continue to partner with suppliers who align with our biodiversity goals, ensuring that sustainable practices are embedded at every level of our value chain.

At Ami Organics, we are crafting a future where business and biodiversity flourish in harmony. This is not just our commitment-it is our legacy.



⁸ Protecting and Restoring Habitats (GRI 304-3)

Commitment to Compliance⁹

Staying Ahead of the Curve: No Fines, No Penalties¹⁰

In FY 2023-24, we upheld an impeccable record of environmental compliance, fully embracing all relevant regulations in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act and the Environment Protection Act. We

faced zero fines or penalties for non-compliance, highlighting our commitment to environmental stewardship.

We go beyond legal requirements by following industry best practices. Through regular audits, inspections and fostering a culture of accountability, we stay ahead of evolving regulations and ensure compliance with all relevant laws.

Environment-related Grievances¹¹

We engage with stakeholders through a robust grievance redressal mechanism to address environmental concerns promptly and transparently.



⁹ (GRI 307-1, 307-2)

¹⁰ (GRI 307-1)

¹¹ (GRI 307-2)

Grievance Mechanism

Grievance Filing

Stakeholders can submit grievances through our online portal, email, or direct engagement with our sustainability team.

Investigation and Remediation

We provide clear feedback to stakeholders, detailing actions taken to resolve the issue and ensuring preventive measures are in place.

Acknowledgement

We immediately acknowledge the concern and begin an internal review process.

Investigation and Remediation

We investigate the grievance, conduct audits, and implement corrective actions.

In FY 2023-24, no environment-related grievances were filed against us. We remain vigilant, listening closely to all feedback, constantly monitoring our impact and responding swiftly to any issues that may arise.

A Strong Commitment to Environmental Responsibility

With zero fines or penalties and no major environmental grievances in FY 2023-24, we continue to build on our foundation of responsible and sustainable business practices. Our approach reinforces our position as a trusted leader in both sustainability and operational integrity.

We foster a culture where every individual feels empowered, appreciated and encouraged to bring their best selves to work. With a focus on diversity and inclusivity, we have steadily increased the representation of local and diverse group including women in our workforce and ensured that they have equal opportunities and representation across all levels, including leadership positions. Our comprehensive training programmes, offering health and safety initiatives and flexible working options to ensure that our employees are well-equipped to thrive both professionally and personally. We operate with Social Accountability System which complies with the requirements of the Social Accountability Standard SA 8000:2014.

Social

We believe that success is measured not only by business achievements but also by the positive impact we have on the communities around us. Through our CSR initiatives, we aim to address real needs—be it through education, healthcare, or environmental conservation—helping to build a brighter, more sustainable future for all.

SDGs Aligned

2
ZERO HUNGER

3
GOOD HEALTH AND WELL-BEING

4
QUALITY EDUCATION

5
GENDER EQUALITY

6
CLEAN WATER AND SANITATION

8
DECENT WORK AND ECONOMIC GROWTH

9
INDUSTRY, INNOVATION AND INFRASTRUCTURE

10
REDUCED INEQUALITIES



Supply Chain Sustainability



Community Engagement & Development

Material Issues Impacted

Ethical Sourcing & Fair Labour Practices



Diversity, Equity, and Inclusion (DEI)

Employee Health, Safety, & Well-being



100%
Employees trained

SA 8000:2014
Certified



Zero
Safety related Incident

3%
Gross wages paid to females as % of total wages

100%
Employee above minimum wage

Our Workforce

The Core of Our Success

We cultivate a dynamic and inclusive work environment where every team member feels valued, secure and empowered to reach their full potential. This commitment to employee well-being and inclusion is exemplified by our recognition with the EcoVadis Gold Medal this year, highlighting our ongoing efforts to prioritise and support our workforce.

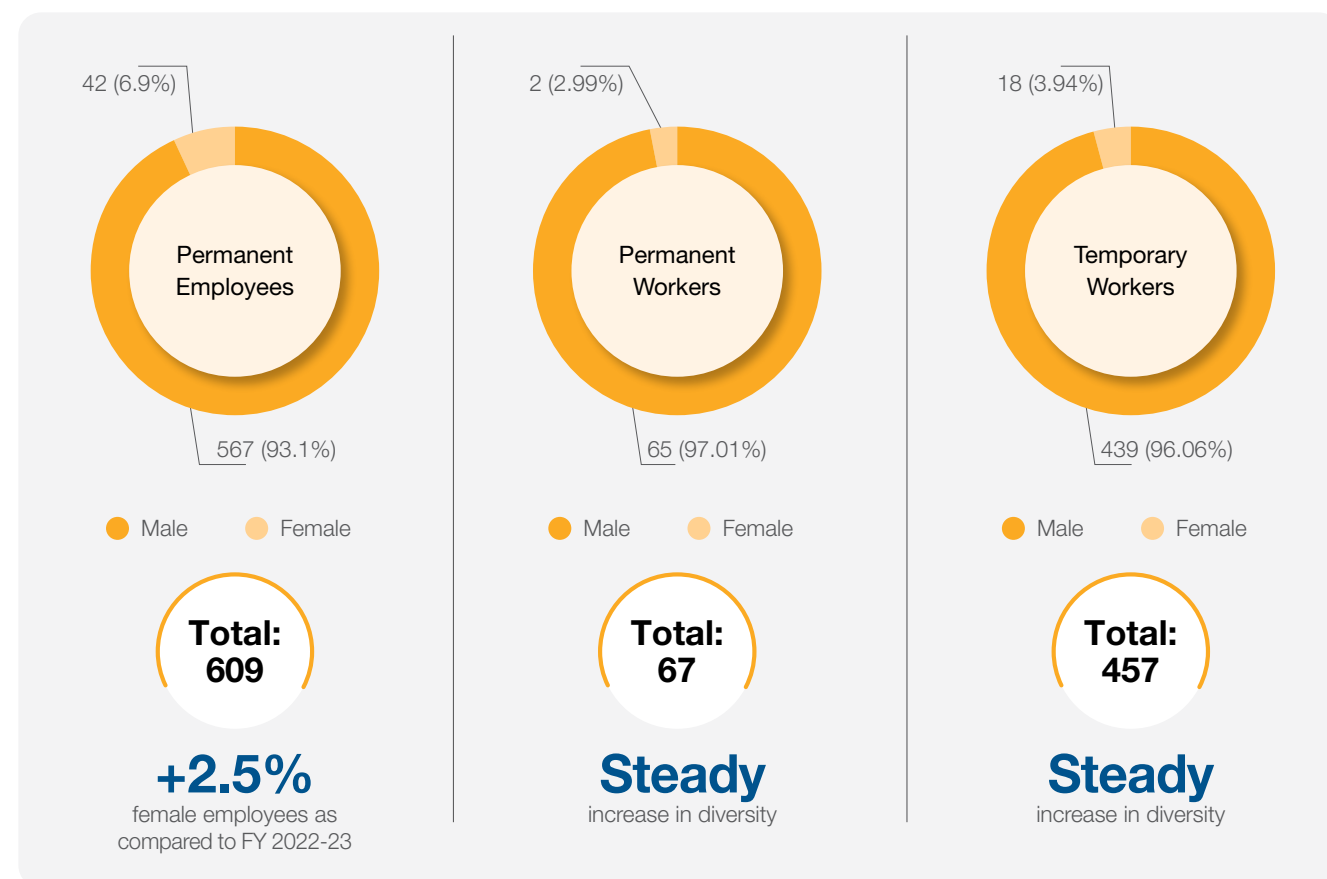
609
Permanent employees

524
Workers

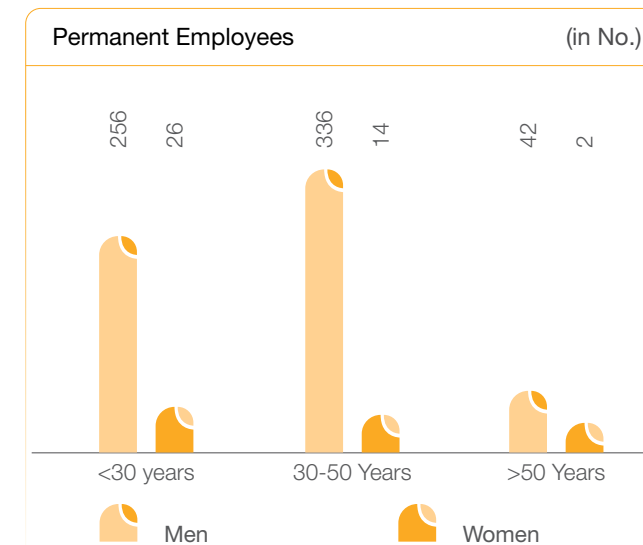
Our Workforce Composition

As of FY 2023-24, we have increased the representation of women in our workforce, showcasing, demonstrating our commitment to diversity and growth. Through our sustained efforts, we have achieved a 2.5% increase in female employees, further enhancing inclusion across all levels and roles.

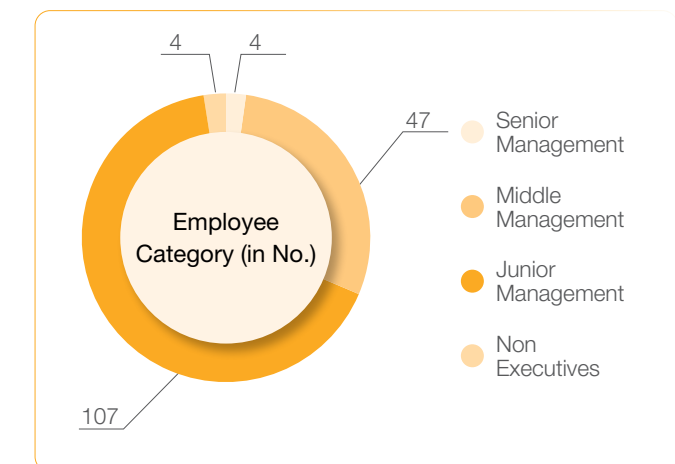
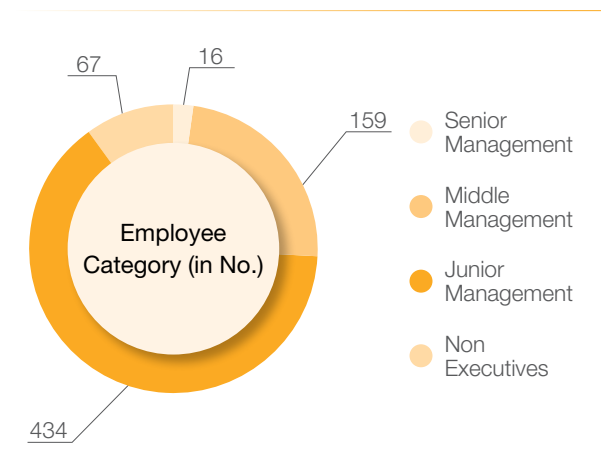
FY 2023-24



Employee Profile : FY 2023-24



New Hires During the FY 2023-24



Turnover Metrics and Employee Retention

Retention is at the heart of our talent management strategy. Through targeted onboarding, leadership development programmes and career growth initiatives, we have cultivated a supportive and nurturing environment that encourages long-term growth and loyalty among our employees.

Our low turnover rate of 0.78% among permanent workers underscores the effectiveness of our engagement strategies. The retention of female employees, with a turnover rate below 1% further demonstrates our success in creating a workplace where all individuals can thrive.

Metric	FY 2023-24			FY 2022-23		
	Overall	Male	Female	Overall	Male	Female
Turnover Rate - Permanent Staff	17.66%	16.72%	0.94%	19.17%	17.62%	1.55%
Turnover Rate - Permanent Workers	0.78%	0.78%	0.0%	0.35%	0.35%	0.00%

Diversity in Leadership

Inclusive leadership is a key driver of innovation at Ami Organics. Women occupy 25% of board seats, bringing diverse perspectives that enrich our strategic decision-making.

Continuous Learning and Development

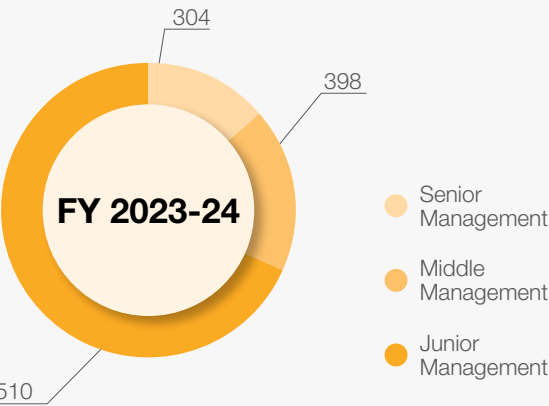
We invest in our employees' growth through personalised training programmes designed to enhance skills and foster adaptability. These initiatives include health and safety training, leadership development and upskilling opportunities.

All employees participate in training sessions that cover diverse topics, such as ESG fundamentals, compliance and technical skills.

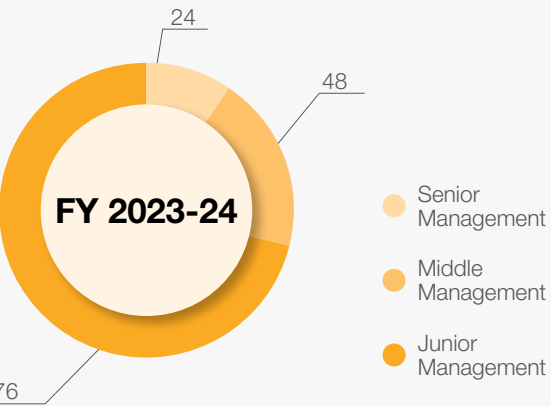
FY 2023-24

Category	Total Employees (A)	Health & Safety Training (B)	% (B/A)	Skill Upgradation (C)	% (C/A)
Employees :	609	609	100%	507	83.25%
Male	567	567	100%	469	82.72%
Female	42	42	100%	38	90.48%
Workers :	67	67	100%	50	74.63%
Male	65	65	100%	48	73.85%
Female	2	2	100%	2	100%

Employee trainings Men (Person Hours)



Employee trainings Women (Person Hours)



Well-Being and Work-Life Balance

We prioritise the holistic well-being of our employees, encompassing their physical and mental health, professional development and work-life balance. Our initiatives include:



Flexible Work Arrangements

Offering need based flexible working hours, remote work opportunities and inclusive leave policies.



Wellness Programmes

Organising stress management initiatives, health screenings, and vaccination drives.



Employee Assistance Programmes

Providing support for personal and professional challenges.

Financial Security and Inclusivity

Our policies guarantee fair wages, equal opportunities and a safe, respectful workplace. In FY 2023-24, we maintained a record of zero cases of wage violations or discriminatory practices, reaffirming our commitment to upholding the highest standards of equity and inclusion.

Particulars	FY (2023-24)	FY (2022-23)
No. of employees covered as a % of total employees	100%	100%
Provident Fund (PF)	100%	100%
Gratuity	100%	100%
Health Insurance (ESI)	15%	15%

Occupational Health and Safety at Ami Organics Ltd.

At Ami Organics Ltd., the health and safety of our workforce remain our foremost priority. We are dedicated to providing a safe, inclusive and proactive work environment that prioritises the well-being of all employees. By adopting a comprehensive approach to Occupational Health and Safety (OHS), we consistently exceed industry standards and continuously evolve our practices to meet emerging needs.

A Robust Approach to Safety

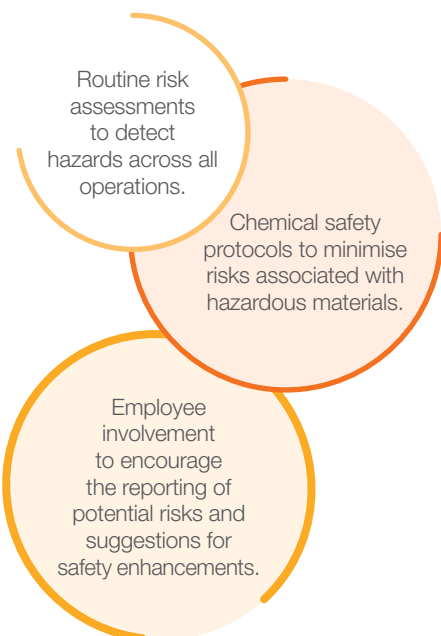
Our Occupational Health and Safety Management System is designed to identify, assess and mitigate risks effectively. Aligned with global standards, we integrate safety into every facet of our operations.

- A strong OHS policy drives all safety initiatives.
- Employee Safety Committees foster open communication and reinforce a safety-first culture.
- ISO 45001:2018 Certification underscores our adherence to the highest safety benchmarks.



Identifying and Managing Risks

Understanding and addressing risks is fundamental to workplace safety. We conduct regular hazard assessments to proactively identify potential threats and implement effective mitigation strategies.



Promoting Health at Work




We prioritise the holistic well-being of our employees by offering health services and wellness programmes that support both physical and mental health.

Our Initiatives

-  Regular health screenings to monitor overall well-being.
-  On-site health facilities and 24X7 in house Medical Officer & Doctor for immediate care and periodic check-ups.
-  Wellness programmes, such as stress management workshops, preventive diseases awareness programmes and vaccination drives.

Active Participation in Safety Practices

Safety is a collective responsibility at Ami Organics. We actively involve employees in the development and implementation of safety protocols.

-  Safety committees with representation from management and employees.
-  Open feedback mechanisms to capture employee input on safety measures.
-  Continuous training to ensure all team members are prepared and informed.

Performance Highlights in Safety




Our proactive approach has yielded outstanding results. In FY 2023-24, we reported zero major accidents, reflecting the effectiveness of our safety systems and the active involvement of our employees.

Safety Incident/Number	Category	FY (2023-24)	FY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Preventing Hazards

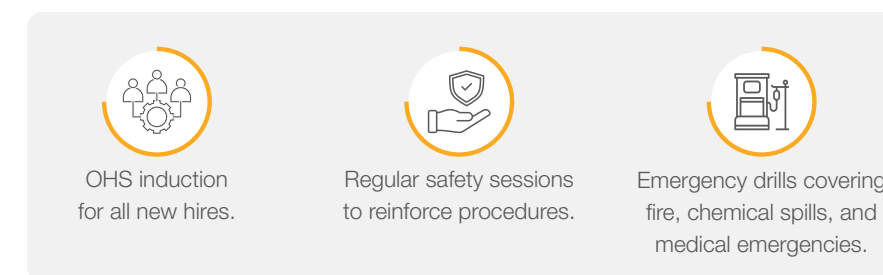
Preventative measures are vital to maintaining a safe work environment. We adopt stringent protocols to effectively minimise risks.

Preventative Steps

-  Control systems for the safe handling of hazardous materials.
-  Provision of Personal Protective Equipment (PPE) for high-risk tasks.
-  Regular emergency drills to ensure preparedness for potential incidents.

Safety Training: Empowering Employees

Knowledge is essential for safety. We provide regular training to ensure employees are equipped with the skills and confidence to respond to emergencies swiftly.



Well-Being and Mental Health Initiatives

We believe that well-being extends beyond accident prevention. Ami Organics focuses on fostering a healthy and balanced lifestyle for all our employees.



Mental health support and stress reduction resources.



Wellness initiatives, including fitness activities and health campaigns.



Vaccination drives to promote overall health and immunity.

Embracing Diversity, Equity, and Inclusion

Our Commitment to DE&I¹

At Ami Organics, we believe a vibrant workplace is built on diverse backgrounds, experiences and perspectives. Our commitment to diversity, equity and inclusion (DE&I) is integral to our operations. We foster a culture where every employee feels respected, valued and empowered to reach their full potential.

DE&I Initiatives



Clear DE&I Policy

Our comprehensive policy promotes equality and prohibits discrimination based on personal attributes.



Inclusive Leadership Training

We train managers on inclusive leadership to create a welcoming environment.



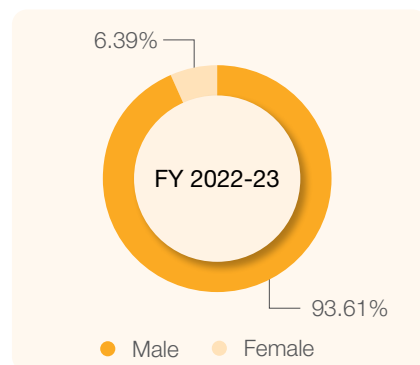
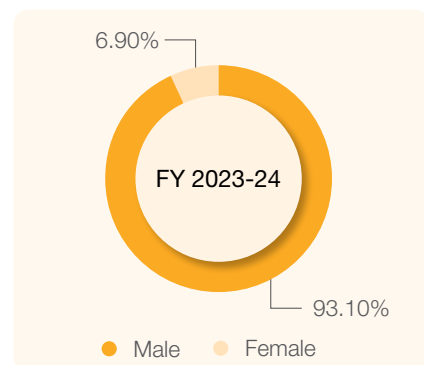
Equal Pay and Opportunities

We ensure equal pay and opportunities for all employees, regularly reviewing compensation and promotion practices.

Celebrating Workforce Diversity

We are proud of the diversity within our workforce, recognising that it is a source of strength and innovation.

Gender Diversity



While we are pleased with the representation of women in leadership positions, we acknowledge the importance of further improving gender diversity across all levels of our organisation. We are working to attract, retain and promote female talent through targeted recruitment efforts, mentorship programmes and leadership development initiatives.

¹(GRI 405-1, 405-2, 406-1)

Ensuring Equal Pay²

We are committed to providing equal pay for work of equal value, regardless of gender. Our annual remuneration reviews ensure pay equity across the organisation.

Employee Profile

Category	Total	Male	Female	Female (%)
Permanent Employees	609	567	42	6.9%
Permanent Workers	67	65	2	2.99%
Temporary Workers	457	439	18	3.94%

Median Remuneration (FY 2023-24)

Ami Organics is committed to ensuring that all employees receive equal pay for equal work. Through our annual remuneration reviews, we ensure that compensation is equitable across roles and responsibilities, with no gender disparities.

Median Remuneration (FY 2023-24)

Category	Male Employees	Female Employees
Permanent Employees	100% > Minimum Wage	100% > Minimum Wage
Permanent Workers	100% > Minimum Wage	100% > Minimum Wage
Temporary Workers	439	18

Zero Tolerance for Discrimination³

At Ami Organics, we are deeply committed to fostering a workplace that is respectful, inclusive, and welcoming to all. Our **zero-tolerance policy for discrimination** ensures that every individual—regardless of gender, race, ethnicity, religion, age, disability or any other characteristic—feels valued and treated fairly. This policy is central to our corporate values and aligns with international best practices and standards for ethical business conduct.

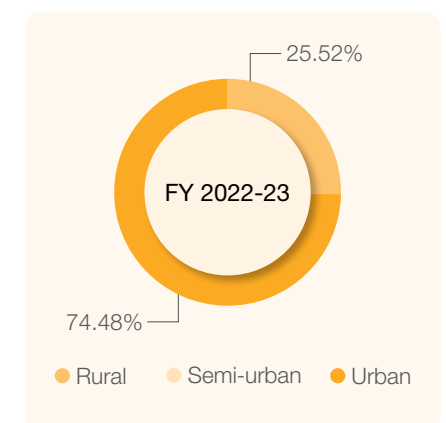
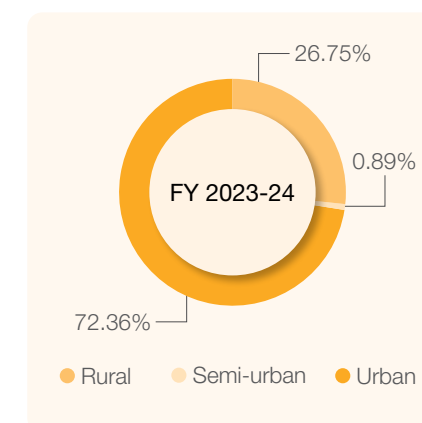
Reporting and Accountability

We have established clear protocols for reporting and addressing grievances related to discrimination, harassment or unfair treatment. Our grievance redressal system guarantees transparency, impartiality and timely resolution of concerns.

Local Hiring and Community Engagement

At Ami Organics, we recognise the importance of supporting our communities and promoting sustainable development through local hiring and community engagement initiatives. We actively recruit from within local communities and continuously seek ways to contribute to their welfare and economic growth. By prioritising local talent, we strengthen the social fabric and economic resilience of the regions where we operate.

Local Hiring (Wages as % of Total Wage Cost)



²(GRI 405-2) ³(GRI 406-1)

Commitment to Human Rights

At Ami Organics, we are dedicated to upholding and advancing human rights across our operations. As an industrial leader in Environmental, Social and Governance (ESG) practices, we prioritise the well-being and dignity of our employees, workers and communities. Guided by principles of respect, equality and fairness, we ensure that all stakeholders are treated with the utmost integrity and care.

Human Rights Training¹

Ami Organics recognises that awareness and education are key to upholding human rights in the workplace. We provide comprehensive human rights training to all employees and workers to ensure that they are well-informed about their rights and responsibilities.

100%

Employees covered for Training on Human Rights issues

The Company ensures that all permanent employees and workers receive comprehensive training on human rights. However, temporary or contract employees are not currently included in this training as our policy focuses on providing human rights training primarily to full-time, permanent staff.

Fair Compensation²

Ensuring that all our employees and workers are paid fairly is a fundamental aspect of our human rights commitment. Ami Organics is dedicated to complying with labour laws and guaranteeing that no one earns less than the minimum wage.

100%

Employees and workers received remuneration above the minimum wage



Gender-Based Remuneration³

We are committed to ensuring fair and equitable remuneration for all employees, regardless of gender. Our policies eliminate any gender bias, ensuring that salaries and remunerations are based solely on merit and role.

Human Rights Grievances⁴

Ami Organics is committed to upholding human rights and maintaining a safe, inclusive, and respectful work environment.

Zero
Grievances on Human Rights issues

To effectively address any human rights-related grievances, the Company has established a clear and accessible process for reporting and resolving such issues. Employees and workers are encouraged to report concerns related to human rights, including discrimination, forced labour, child labour or other violations, with confidence that these matters will be handled promptly and impartially.

Grievance Reporting Process:

- 1 Reporting Mechanism**
Employees and workers can report grievances through our HR officers or Unit level Internal Committee for stakeholders grievance.
- 2 Confidentiality**
All grievances are handled confidentially, ensuring no retaliation.
- 3 Investigation**
Our Stakeholders Grievance Committee promptly investigates grievances.
- 4 Resolution**
Appropriate corrective actions are taken, and feedback is provided to the concerned parties.
- 5 Follow-Up**
Regular follow-up ensures the resolution is sustainable.

¹(GRI 407-1)

²(GRI 202-1) ³(GRI 405-2) ⁴(GRI 406-1, 408-1, 409-1)

Zero Tolerance for Sexual Harassment⁵

Ami Organics enforces a strict zero-tolerance policy towards sexual harassment and ensures a safe, respectful and supportive work environment for all employees. We spread awareness of our anti-harassment policies and provide channels for reporting any incidents.

Zero

Complaints of Sexual harassment

Additional Commitments

ESG Committee
Oversees human rights impacts and ensures alignment with global standards.

Grievance Redressal Mechanisms
Effective channels for reporting human rights violations.

Business Agreements
Human rights requirements integrated into contracts.

SA8000 Certification
Demonstrates our commitment to ethical labour practices.

Accessibility
We ensure that our premises are accessible to differently-abled visitors, complying with the Rights of Persons with Disabilities Act, 2016.

Labour Practices⁶

Freedom of Association and Collective Bargaining⁷

Ami Organics is committed to upholding the rights of all employees to freely associate and engage in collective bargaining without fear of discrimination or retaliation. The Company recognises the importance of respecting workers' rights to form or join trade unions and participate in collective bargaining, ensuring fair wages, benefits, and improved working conditions. Although specific details of this practice are not fully outlined in our reports, we remain committed to fostering an environment that supports these fundamental rights.

Ami Organics encourages open communication channels between employees and management, allowing for the expression of concerns and suggestions. The Company supports a culture of transparency where employees can freely voice their opinions and participate in workplace decision-making. Formal collective bargaining has not yet been fully established, but the Company ensures that employees' rights are respected, and issues related to wages, benefits, and working conditions are discussed openly.

Child Labour⁸

Ami Organics maintains a strict zero-tolerance policy towards child labour across all its operations and supply chains. The Company is dedicated to ensuring that no underage workers are employed within its workforce or by its suppliers. Although this practice is firmly established, we are continually working on enhancing and refining our child labour prevention measures for more detailed and transparent reporting.

Ami Organics requires all suppliers to adhere to its code of conduct, which explicitly prohibits the use of child labour. Hiring practices are aligned with international labour standards, ensuring that no child labour is involved in any of the Company's operations. Regular audits and compliance checks are performed to ensure that the workforce remains free of underage workers, and employees are screened during the hiring process to confirm their eligibility for employment.

Forced or Compulsory Labour⁹

Ami Organics ensures that all employment is voluntary, with employees signing clear and transparent contracts that outline their terms of employment. The Company strictly prohibits any form of forced labour within its operations and requires its suppliers to comply with similar standards. Regular third-party audits are conducted to assess and prevent forced labour in its supply chain. The Company maintains an open-door policy, encouraging employees to raise any concerns regarding working conditions and ensures that all reports related to forced labour are promptly and thoroughly investigated.

Ami Organics will further enhance its supplier vetting process to ensure that all suppliers and contractors adhere to its anti-forced labour policies. The Company is committed to strengthening its monitoring and auditing practices to prevent any form of forced or compulsory labour. In future reports, Ami Organics will include detailed information on its anti-forced labour policies and the actions it is taking to eliminate such practices from its supply chain.

Action Plan for FY 2024-25:



Ami Organics remains committed to ensuring the highest labour standards across its operations. These practices not only strengthen the Company's reputation but also support the creation of a fair, safe and ethical working environment for all employees.

Community Engagement and Development¹⁰

At Ami Organics, we are dedicated to fostering positive and sustainable community engagement through various Corporate Social Responsibility (CSR) initiatives. We believe in creating shared value by enhancing the well-being of local communities, improving access to critical resources, and empowering marginalised groups.

Empowering Communities through Targeted Initiatives

We have established impactful community engagement programmes that tackle critical social challenges. Our projects benefit vulnerable groups, especially in rural and underserved areas, with a focus on creating sustainable, long-term positive change.

₹ 18.37 Million

Investment in CSR Projects in FY 2023-24



⁵(GRI 406-1) ⁶(GRI 407, 408, 409) ⁷(GRI 407) ⁸(GRI 408)

¹⁰(GRI 413-1, 413-2)

CSR Project	No. of Persons Benefited	% of Beneficiaries from Vulnerable and Marginalised Groups
Education & Skill Development for Needy Children	355	100%
Healthcare, Medical Treatment, Hygiene & Sanitation	120	100%
Free Coaching for Competitive Examinations	1060	100%
Education Project in Tribal Areas	1251	100%
Education & Skill Development for Specially Abled and Underprivileged Students	255	100%
Women Empowerment & Livelihood Project	236	100%
Rural Development	65	100%
Education for Children & Youth	120	100%
Community Development & Sanitation Works	45	100%
Distribution of Books, Stationery, Clothes	152	100%
Solar Street Lights Project	Not Available	Not Available
Blood Donation Camps	160	100%
Payment of School Fees for Needy Children	5	100%
Medical Expenses for Needy Children	1	100%
Setting Up Homes for Needy Women	1	100%
Distribution of Sports Items	96	100%

3,922

Individuals were directly impacted by these initiatives, all from vulnerable and marginalised communities.

These programs are designed to meet immediate needs and lay the groundwork for long-term empowerment through education, healthcare, and economic support.



Building a Sustainable Future Together

Ami Organics enforces a strict zero-tolerance policy towards sexual harassment and ensures a safe, respectful and supportive work environment for all employees. We spread awareness of our anti-harassment policies and provide channels for reporting any incidents.

Key Projects:



Solar Street Lights Program

Improving Community infrastructure with sustainable solutions.



Community Sanitation Works

Enhancing hygiene and sanitation facilities.



Women Empowerment Initiatives

Supporting women's economic independence.



Healthcare Programs

Ensuring essential services reach those in need through blood donation camps and medical treatment support.

Continued Commitment to Community Development

We are committed to expanding our community outreach programs with even greater impact in the years ahead. Our future plans include:

Scaling education and healthcare initiatives, particularly in rural and underdeveloped areas, to promote socio-economic development.

Strengthening collaborations with local stakeholders, focusing on marginalised communities to provide more targeted support.

Integrating sustainability goals and community development objectives into our long-term strategy, including expanded impact tracking and reporting.



By reinforcing our commitment to community development and engagement, we aim to contribute to the well-being of individuals and drive broader, positive changes within society, paving the way for a more inclusive and sustainable future.

Supply Chain Sustainability

Commitment to Sustainable Practices

At Ami Organics, sustainability is a core principle that drives our supply chain strategy. We are focused on ensuring responsible sourcing, production, and distribution throughout our entire value chain. Understanding the critical role of a sustainable supply chain in meeting our Environmental, Social, and Governance (ESG) goals, we consistently implement eco-friendly practices and ethical standards at every stage of our operations.

Sustainability Framework and Certifications

We adhere to globally recognised standards to ensure our supply chain operates efficiently and sustainably. Our key certifications include:



These certifications provide a robust framework for maintaining quality, environmental responsibility and ethical labour practices across our supply chain. By adhering to these standards, we ensure that sustainability is not only embedded within our operations but is also extended to our suppliers and partners.

Environmental Stewardship in the Supply Chain

We are committed to reducing the environmental impact of our supply chain. This commitment is demonstrated through our continuous efforts to optimise resource use, reduce waste and minimise energy consumption. Our key initiatives include:



Zero Liquid Discharge (ZLD) Systems

Implemented at our Sachin plant, ensuring wastewater is treated and reused, contributing to water conservation.



Energy and Waste Management Improvements

Focusing on reducing emissions and minimising our environmental footprint.

Our EcoVadis Gold Medal recognition underscores our dedication to sustainable practices and aligns our supply chain with international sustainability frameworks.

Supply Chain Policies and Value Chain Responsibility

We have implemented policies that extend to our value chain partners, ensuring all suppliers adhere to ethical and sustainable practices. Our code of conduct highlights environmental responsibility, quality management and fair labour practices. This proactive approach guarantees

that sustainability considerations are embedded in every stage of our supply chain, from sourcing raw materials to the final delivery of products.

By prioritising ethical sourcing and sustainability assessments, we foster

long-term relationships with suppliers who share our commitment to responsible business practices. This collaborative approach helps us maintain a high standard of integrity and sustainability in our supply chain operations.



Looking Ahead: Enhancing Supply Chain Sustainability

We continue to prioritise the enhancement of our supply chain sustainability practices. Moving forward, we will further integrate environmental impact assessments and sustainability criteria into our supplier selection and evaluation processes. These efforts aim to increase transparency and ensure that all partners in our value chain uphold the highest standards of environmental protection, social responsibility and ethical governance.

We are also exploring opportunities to expand our use of renewable energy across our supply chain and strengthen our waste reduction initiatives. As we grow, we remain committed to creating a sustainable, responsible supply chain that supports our long-term success and the communities we serve.

By fostering collaboration and sustainability throughout our supply

chain, we aim to contribute to a more sustainable future for the industry. Our goal is to ensure that our business practices align with the highest standards of environmental stewardship and social responsibility.

At Ami Organics, our corporate governance structure is the backbone of our commitment to responsible and ethical business conduct.

Governance

By promoting transparency, accountability, and stakeholder inclusivity, we ensure that strategic decision-making, risk management, and ethical practices are at the forefront of our operations. This robust governance framework lays the foundation for sustainable growth and long-term success.

SDGs Aligned

8

DECENT WORK AND ECONOMIC GROWTH

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

17

PARTNERSHIPS FOR THE GOALS



- 6.25%**
Senior management roles held by women
- 25%**
Women represented in Board of Directors
- Zero**
Cases of Conflict of Interest

Corporate Governance Structure¹

At Ami Organics, cultivating a culture of sound corporate governance is our foremost priority. It is this culture that enables us to uphold high ethical standards and adhere to all pertinent laws and regulations. Our governance framework serves as the backbone of our Environmental, Social and Governance (ESG) endeavours. Effective governance mechanisms help reinforce robust corporate governance across the organisation. It also enables us to build trust and drive our long-term progress.

Our corporate governance structure promotes transparency, accountability and stakeholder inclusivity. This framework supports -

Strategic Decision-Making:

Decisions are made in the best interests of our company and stakeholders.

Risk Management:

We identify and mitigate potential risks that could impact our operations or reputation.

Ethical Conduct:

We foster a culture of integrity and ensure compliance with applicable laws and regulations.

Profile of the Board of Directors

Diverse Leadership

Our Board of Directors are at the helm of our corporate governance framework. It comprises 50% Independent Directors, of which there are two women Independent Directors. This balanced composition provides us with diverse perspectives and ensures objective decision-making. Our Board members bring expertise in various domains, such as business development, engineering, risk management, governance, compliance, finance and people management.



Board Members



Nareshkumar R. Patel

Executive Chairman & Managing Director:

With over two decades of expertise in specialty chemicals and pharmaceuticals, Mr. Nareshkumar Patel shapes our strategic direction and business development by driving innovation, technology adaptation, and growth initiatives.



Chetankumar C. Vaghasia

Whole Time Director:

With extensive experience in specialty chemicals and pharmaceuticals industry specialising in operations, procurement, people management and supply chain management, he optimises our operational efficiency.



Girikrishna Maniar

Non-Executive Independent Director:

Brings vast experience and expertise in finance, costing, investment and corporate governance. As an active member of ESG Committee, he brings indomitable expertise for the advancement of Company's sustainability goals.



Hetal Gandhi

Non-Executive Independent Director:

A financial strategist ensuring our Company's financial health and robust reporting. Offers insights into the Company's governance and management strategy.



Virendra Nath Mishra

Whole Time Director:

With extensive experience in productions, planning, operations and project management, he helps bring our strategic goals into reality.



Ram Mohan Lokhande

Whole Time Director:

An expert in project scale-ups, technology transfer, leads our manufacturing operations and as a Chairman of ESG Committee helps drive our company's growth strategy keeping sustainability at the forefront.



Richa M. Goyal

Non-Executive Independent Director:

Specialises in legal affairs, intellectual property rights, compliance and social responsibility.



Dr. Anita Bandyopadhyay

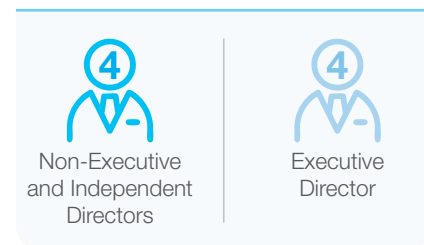
Non-Executive Independent Director:

Has an extensive expertise in leadership development, performance management HR processes and succession planning.

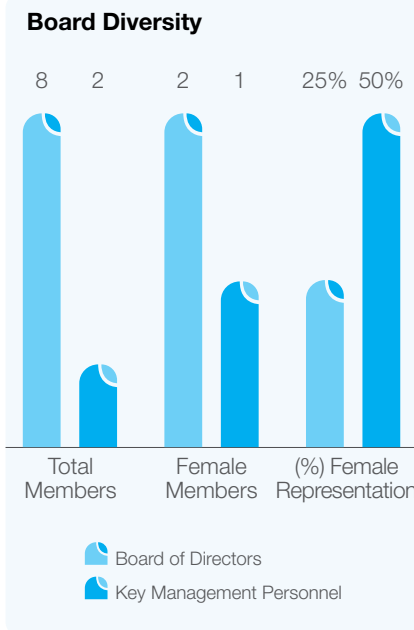
- 2 Nos. of training imparted on Code of Conduct
- 94% The attendance at board meetings
- 5 Years Average Tenure of Executive Directors and Independent Directors
- 20+ years Board experience

Board Diversity

Nature of Directorship — 2024



Age group — 2024



Mapping our Performance

Ensuring Accountability and Improvement²

Ongoing performance evaluation is integral to our governance structure. Regular and structured assessments help us encourage a culture of transparency and accountability. This approach also helps us pinpoint areas for improvement, promoting continuous learning and development.

Performance of the Board

Independent Oversight- The evaluation of Non-Independent Directors and the Board as a whole is carried out by the Independent Directors, ensuring an unbiased assessment.

Structured Evaluation- This includes a review of the performance of the Chairperson, each Executive, Non-Executive and Independent Director, as well as the Board and its committees.

Criteria and Procedure- Defined by the Nomination and Remuneration Committee (NRC), it guarantees a consistent and meticulous approach to performance evaluation.

Key Factors- Participation in meetings, knowledge and skill, personal attributes, strategic perspectives and overall contribution to the Board's effectiveness.

Employee Performance

Regular Reviews- Performance reviews provide feedback, identify improvement areas and set development goals.

Training Programmes- We invest in training programmes, covering technical skills, health and safety, as well as ESG awareness.

Career Development- By offering opportunities for growth and advancement, we support the career development of our employees.

Outcomes and Benefits

Enhanced Accountability- Promotes accountability at all levels of the organisation.

Continuous Improvement- Regular assessments lead to enhanced Board effectiveness, employee skill development and sustained organisational growth.

Learning and Development- Encourages a culture of ongoing learning and development, enhances adaptability to evolving business needs and drives growth.

² (GRI 2-18)

Transparency in Disclosures³

When it comes to our reporting practices, we seek to maintain utmost transparency to keep our stakeholder fraternity updated. Access to relevant and timely information helps us build trust and enable our stakeholders to make well-informed decisions.

- Financial Reporting-** We adhere to the highest standards of financial reporting, ensuring that our financial statements are accurate, complete and transparent.
- Annual Report-** Our Annual Report provides a comprehensive overview of the Company's financial performance, strategies and governance practices.
- Business Responsibility and Sustainability Report (BRSR)-** The BRSR offers detailed disclosures on our ESG performance, covering a wide range of topics, including environmental management, social responsibility and corporate governance.
- Website-** Our Corporate website serves as a platform for disseminating information about our policies, practices and ESG initiatives.

Report of the ESG Committee⁴

Driving Sustainability and Governance Excellence

Overview⁴

By overseeing environmental, social and governance (ESG) impacts, the ESG Committee ensures that our operations align with our long-term sustainability and governance objectives.

Committee Composition⁵

Our ESG Committee consists of senior leaders and Independent Directors who bring expertise in sustainability, governance and corporate social responsibility (CSR). This diverse composition ensures that all ESG-related matters are accorded the highest priority and addressed with integrity.

Members of the ESG Committee:

 **Mr. Ram Mohan Lokhande**

WTD and Chairman of ESG Committee: Leads the committee, overseeing all ESG initiatives and ensuring alignment with our long-term sustainability goals.

 **Mr. Pratik Thakor**

AGM - Environment, Health & Safety: Plays a key role in monitoring environmental initiatives, ensuring compliance with regulations and company objectives.

 **Mr. Dishank Oza**

General Manager - (Projects & Instrumentation): Provides critical support in implementing strategic ESG goals and assessing our sustainability performance.

 **Mr. Girikrishna Maniar**

Independent Director and Member: Provides independent oversight, bringing expertise in governance and sustainable business practices.

 **Mr. Hemant Patel**

Senior General Manager- Human Resource: Contributes valuable insights on the social and governance aspects of our ESG efforts.

³ (GRI 2-19, 2-20, 2-21)

⁴ (GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 3-3)

⁵ (GRI 2-9, GRI 2-12)

Committee Details

- Number of Members**
5 Members (Including WTD and Independent Director)
- Roles & Expertise**
Experts in sustainability, governance, compliance, CSR
- Meeting Frequency**
Quarterly / half yearly meetings to review ESG progress

Key Committee Roles

- Sustainability Leaders-** They direct initiatives and monitor progress on the environmental, social and governance fronts.
- Independent Directors-** They bring in external perspectives and maintain objectivity in decision-making.

Primary Responsibilities⁶

The ESG Committee holds several key responsibilities, ensuring that our efforts are aligned with our ESG objectives:

- Monitoring our Progress-** Ensures that we remain on track to achieve our short- and long-term ESG goals.
- Delegating Responsibilities-** Includes assigning tasks to relevant departments to facilitate the effective execution of ESG initiatives.
- Sustainability Reporting-** Oversees sustainability reporting processes, maintaining timely and transparent communication with stakeholders.
- Board-level Reporting-** Provides regular updates to the Board of Directors on key ESG initiatives and their outcomes.

Our ESG Committee ensure that our operations align with our commitment to creating long-term value for our stakeholders.

Strategic Focus Areas⁷

Our ESG Committee has identified several strategic focus areas to guide our initiatives:

Environmental Initiatives Oversight

- Emissions Reduction-** Reducing our carbon footprint through cleaner production processes and alternative energy usage.
- Waste Management-** Continuously improving recycling and waste reduction efforts.
- Energy Efficiency-** Upgrading our facilities to enhance energy efficiency.

Governance Framework Enhancement

- Policy Updates-** Continuously reviewing and revising corporate policies.
- Compliance Strengthening-** Improving internal compliance with ESG regulations.
- Risk Management-** Enhancing risk identification and mitigation strategies.

Social Responsibility Programmes

- Employee Welfare-** Implementing comprehensive welfare and engagement programmes.
- Community Engagement-** Partnering with local communities to support health, education and welfare.
- Health and Safety-** Strengthening protocols to ensure employee safety.

Sustainability Targets and Monitoring

- Setting clear sustainability targets for both the short-term (1 year) and long-term (5 years).

Key Initiatives and Achievements⁸

Environmental

- Emissions Reduction-** Focusing on reducing carbon emissions through cleaner production processes and renewable energy adoption.
- Waste Management-** Implementing successful recycling programmes and waste minimisation strategies.
- Energy Efficiency-** Investing in energy-efficient technology.

Social

- Employee Welfare-** Developing ongoing programmes for healthcare and wellness.
- Community Engagement-** Supporting local education and health programmes.
- Health and Safety-** Implementing stringent safety measures for a risk-free environment.

Governance

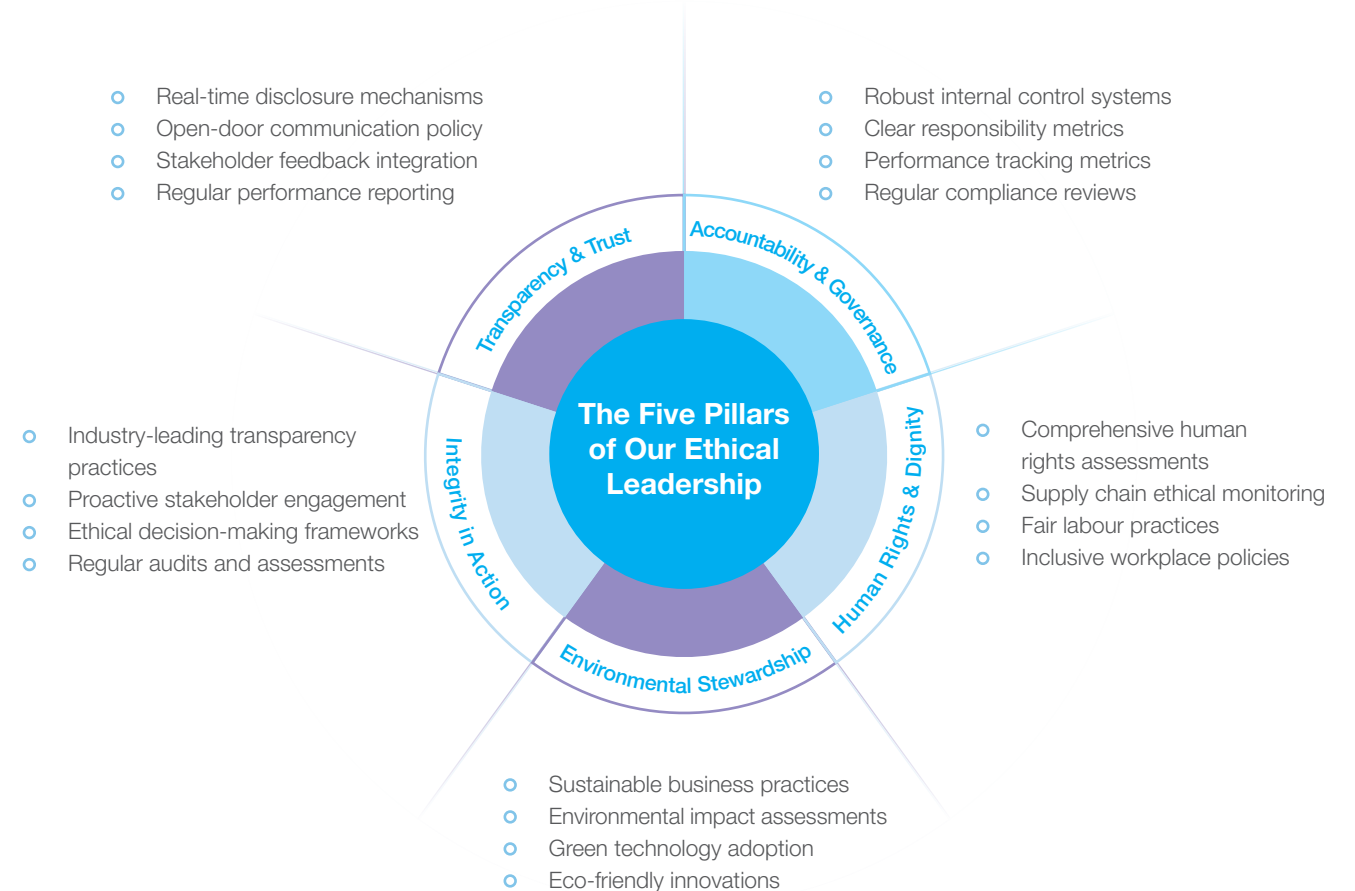
- Policy Updates-** Regularly updating internal policies to align with international standards.
- Compliance Framework-** Strengthening policies to ensure compliance with ESG regulations.
- Risk Management-** Regularly evaluating risk management strategies.

Future Roadmap⁹

Short-term Goals (1 Year)	Carbon Emissions Reduction Achieve further reductions in emissions and increase renewable energy use.	Health and Safety Enhance protocols and training programmes for employee health and safety.	Community Engagement Expand local health and education initiatives.
Medium-term Objectives (2-3 Years)	Waste Management Aim for substantial reduction in waste to landfill.	Governance Strengthen governance frameworks in line with international best practices.	Employee Development Expand training and development opportunities for all employees.
Long-term Sustainability Vision	Carbon Neutrality by 2050 Achieve carbon neutrality by the year 2050 through emissions reduction and renewable energy adoption.	Industry Leadership Maintain leadership in sustainability within the chemical manufacturing industry.	Social Responsibility Set a global benchmark for ethical governance and social responsibility.

Commitment to Integrity¹⁰

At Ami Organics, we believe that ethical business conduct across all our business operations enables us to lead with integrity, transparency, and accountability. This deep-rooted commitment to uphold our guiding principles is woven into our corporate culture and evident in our day-to-day operations, governance and stakeholder interactions.



⁶ (GRI 2-13, GRI 2-14)

⁷ (GRI 2-13, GRI 2-17)

⁸ (GRI 3-3)

⁹ (GRI 3-3)

¹⁰ (GRI 102-16, GRI 102-17)

Policies and Practices

To ensure that ethical conduct is consistently practised, we have implemented a comprehensive set of policies that guide decision-making and behaviour across all levels of the organisation.



Code of Conduct

A comprehensive framework for ethical behaviour, which covers everything from conflicts of interest to anti-bribery measures, ensuring fairness and transparency in every decision we make.



Whistleblower Policy

Our confidential reporting system enables employees and stakeholders to voice concerns regarding unethical behaviour. This system ensures that everyone has a safe channel to report violations without any fear of retaliation.



Training and awareness

Regular training programmes ensure that all employees understand and adhere to our high ethical standards.



Anti-Corruption and Anti-Bribery Policy

We prohibit all forms of corruption and bribery. This policy ensures that we operate with fairness and honesty, upholding ethical business practices.



Policy on Prevention of Sexual Harassment (POSH)

With a zero-tolerance approach to sexual harassment, our POSH Policy provides a safe and inclusive work environment to our team members. It outlines clear procedures for reporting and addressing any violations.



Corporate Social Responsibility (CSR) Policy

Our CSR initiatives are aimed at contributing to the social and economic development of the communities we operate in, with a focus on education, healthcare and environmental sustainability.



Data Privacy Policy

We are committed to protecting personal data, aligning with global best practices and legal requirements. Our policy ensures that we handle sensitive information responsibly.



Related Party Transactions Policy

To maintain transparency and avoid conflicts of interest, we have a clear policy for identifying, reviewing and approving transactions involving related parties.



Dividend Distribution Policy

We follow a well-defined, consistent policy for dividend payouts, ensuring that distributions are aligned with our financial performance and long-term growth strategy.

This commitment to ethical business conduct is our key differentiator and a core driver of our ESG leadership. By maintaining transparency, fairness and accountability in all aspects of our business, we aim to create lasting value for our stakeholders and contribute to building a more sustainable and equitable future.

Board Committees

At Ami Organics, our board committees reflect our dedication to robust governance and sustainable growth. These committees not only guide our strategic objectives but also drive transparency, ethical practices and stakeholder engagement. Together, they ensure that we uphold Ami Organics’ commitment to innovation, quality resilience financial health and corporate governance— principles that define our presence nationally and globally and our impact on sectors such as pharmaceuticals, agrochemicals and specialty chemicals.

Committee	Purpose	Key Achievements	Impact
Audit Committee (GRI 2-9, GRI 2-12, GRI 2-13)	The Audit Committee ensures financial transparency, accuracy and compliance by overseeing the preparation and presentation of financial statements. It monitors internal controls, identifies financial risks and ensures adherence to accounting standards and statutory requirements. Acting as a bridge between the Board, management and auditors, the committee ensures unbiased evaluations, fosters investor confidence and strengthens our credibility.	<ul style="list-style-type: none">Consistently ensured financial compliance and quality by reviewing quarterly and annual statements.Strengthened investor trust through rigorous monitoring of internal audits and risk management.Achieved strong regulatory compliance, enhancing our relationships with global and domestic stakeholders.	The Audit Committee fortifies our financial foundation, catalysing sustainable expansion into new markets and maintaining investor confidence for long-term growth.
Nomination and Remuneration Committee (NRC) (GRI 2-9, GRI 2-10, GRI 2-17)	The NRC ensures that the Board and senior management comprise diverse, skilled and independent individuals, who are aligned with our vision for sustainable growth. The committee develops policies for attracting and retaining senior management while ensuring fair and transparent remuneration practices. It evaluates the performance of directors and senior management, creating frameworks for succession planning to ensure leadership continuity and effective navigation of industry challenges and opportunities.	<ul style="list-style-type: none">Developed a robust evaluation system for board members, ensuring high-performance standards.Established merit-based criteria for appointments, promoting diversity and talent retention.Successful roll out of Employees Share Based Payment Initiatives for employee motivation.Screening and recruitment of senior management persons in strategic functional departments	Through visionary leadership selection, the NRC empowers management to retain senior level talent and adapt dynamically in fast-evolving sectors like pharmaceuticals and specialty chemicals, supporting strategic growth.

Committee	Purpose	Key Achievements	Impact
Stakeholder Relationship Committee (GRI 2-9, GRI 2-29)	The Stakeholder Relationship Committee fosters trust and transparency with shareholders and stakeholders. It addresses grievances related to share transfers, dividends, and other issues promptly. By promoting clear and open communication, the committee ensures stakeholders feel valued and informed, overseeing mechanisms that strengthen shareholder engagement and align with our ethical and strategic objectives.	<ul style="list-style-type: none"> Addressed and resolved shareholder inquiries promptly, fostering trust and transparency. Promoted open communication channels, reinforcing accountability and ethical practices. 	By upholding transparency, the committee strengthens our reputation as a responsible, stakeholder-focused company, boosting long-term loyalty and brand value.
Corporate Social Responsibility (CSR) Committee (GRI 2-9, GRI 3-3)	The CSR Committee aligns business objectives with societal welfare by overseeing initiatives in education, healthcare, environmental conservation, and community development. It ensures compliance with regulatory frameworks while maximising the impact of allocated resources.	<ul style="list-style-type: none"> Spearheaded initiatives in education, healthcare, and environmental sustainability, benefiting local communities. Ensured compliance with the Companies Act, fulfilling regulatory requirements while achieving notable community impact. 	The CSR Committee amplifies our commitment to social responsibility, aligning our operations with our core value of positively impacting society and ensuring long-term community relations.
Risk Management Committee (GRI 2-12, GRI 2-13, GRI 3-3)	The Risk Management Committee safeguards the organisation against potential operational, financial, and environmental risks. It develops and implements robust risk management frameworks, including policies for identification, assessment, and mitigation of risks. The committee ensures preparedness through a "Three Lines of Defence" model, involving proactive strategies and localised risk oversight, minimising disruptions and positioning us as a resilient and adaptive organisation.	<ul style="list-style-type: none"> Successfully implemented a comprehensive risk framework, enhancing organisational resilience. Established a "Three Lines of Defence" risk structure, enabling proactive and localised risk management. 	The Risk Management Committee safeguards the continuity and stability of our operations, fostering sustainable growth even amid market fluctuations.

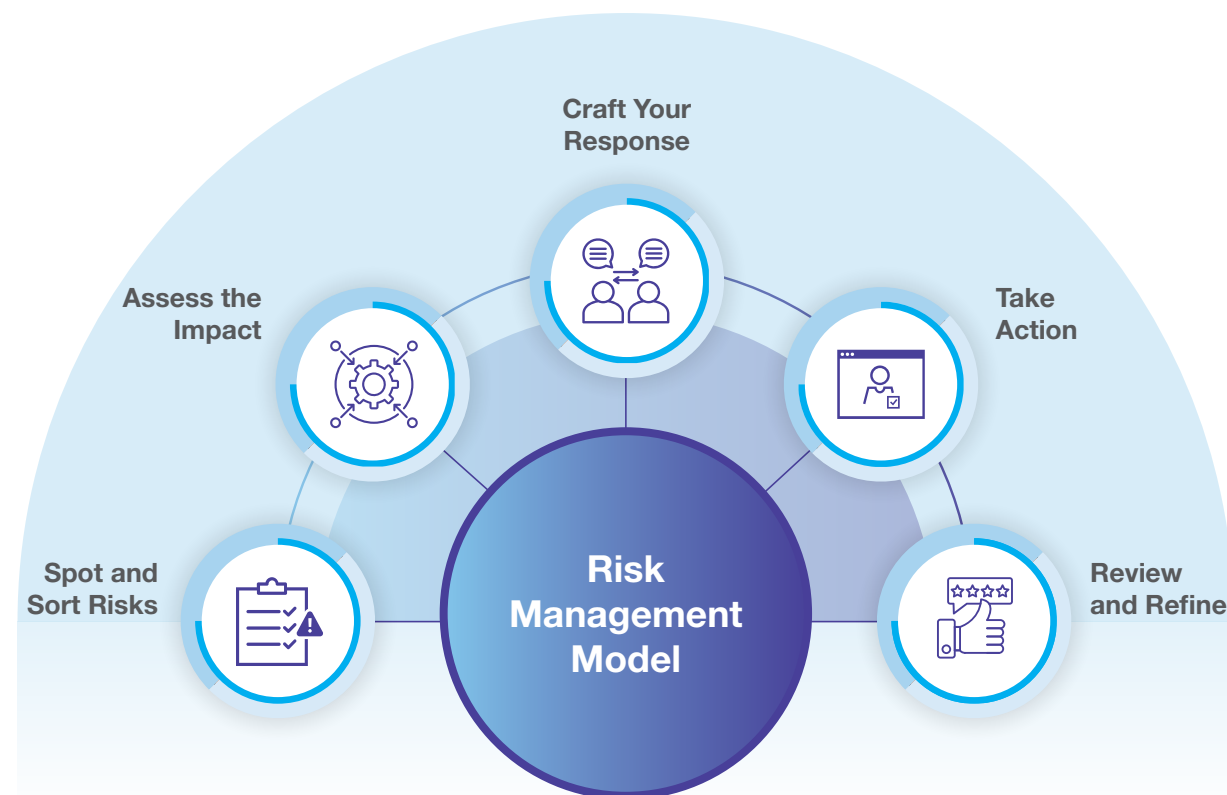
Financial Performance



Robust Risk Management¹

Effective Enterprise Risk Management (ERM) is essential for achieving our strategic objectives, ensuring business continuity and sustaining long-term growth. We believe that managing risks associated with environmental, social and governance (ESG) factors is crucial for long-term success and safeguarding the best interests of our stakeholders. Our robust risk management framework enables proactive risk identification, assessment and mitigation to safeguard the Company and facilitate informed decision-making.

Key Elements of Our Enterprise Risk Management Framework



Risk Management Policy

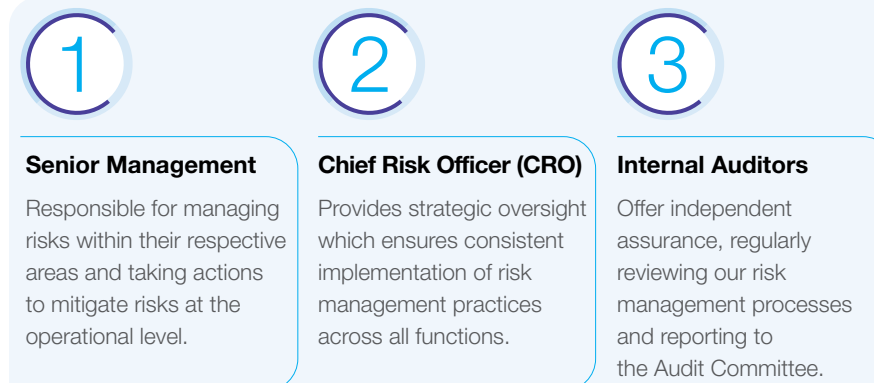
We have adopted a robust Risk Management Policy that helps build organisational resilience and ensure sound corporate governance. This policy provides clear guidelines for identifying, assessing and mitigating risks across all areas of our operations, including ESG-related risks. It ensures we remain agile and well-prepared to face challenges while maintaining long-term stability.

Risk Management Committee

Our Board of Directors has established a dedicated Risk Management Committee to oversee the implementation of our risk management strategy. The committee ensures that risks are managed effectively and that our risk mitigation efforts align with our overall business goals. Through regular oversight and strategic direction, we stay abreast of emerging risks and adjust our plans as and when required.

¹ (GRI 102-11, GRI 102-12, GRI 2-11, GRI 205-2, GRI 305-1)

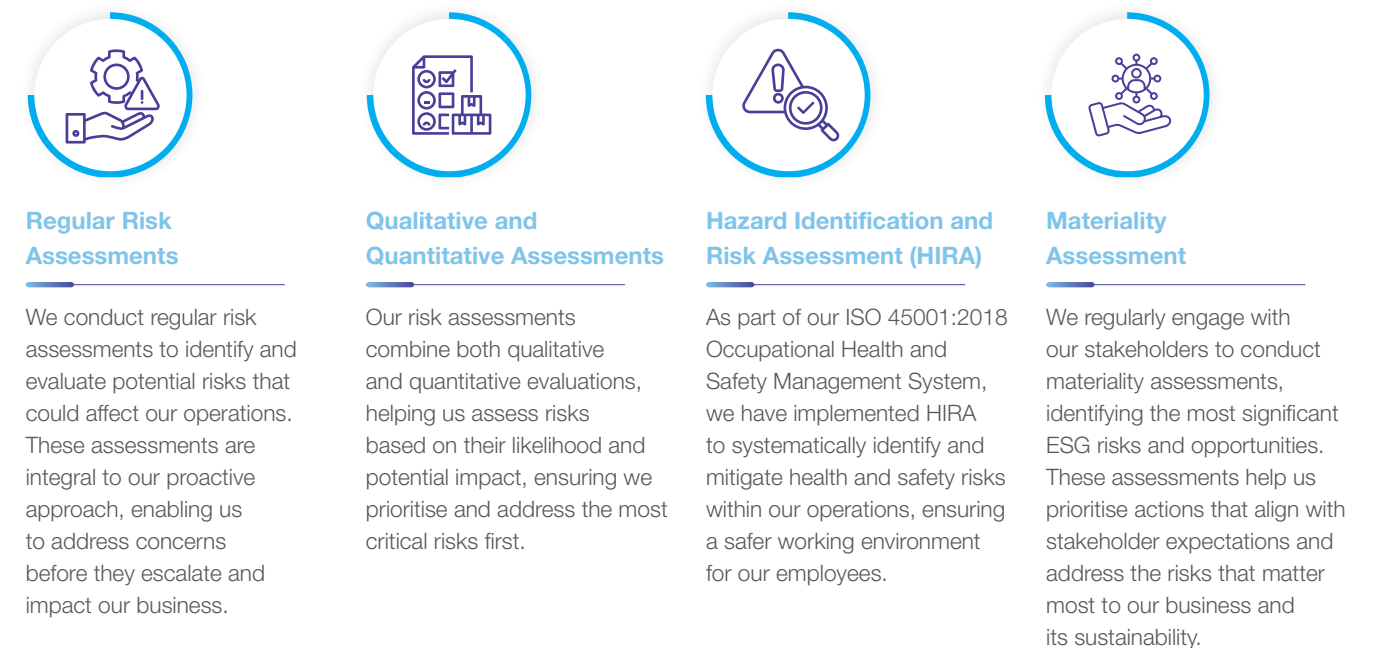
Three Lines of Defence Model



Risk Coordinators (RC Group)

We have appointed Risk Champions in each function to integrate risk management across all levels of our organisation. These Risk Coordinators implement risk management strategies within their respective areas and report directly to the CRO, ensuring risk management is embedded throughout our organisation.

Risk Identification and Assessment



Risk Mitigation

Preventive and Corrective Actions

We take both preventive and corrective actions to mitigate risks and prevent recurrence. By addressing issues proactively and implementing long-term solutions, we ensure seamless operations.

Emergency Preparedness

We have developed comprehensive emergency response plans to handle unforeseen events, ensuring we are prepared for any crisis and minimising the impact of disruptions.

Business Continuity Plan (BCP)

Our Business Continuity Plan ensures that critical business processes are not interrupted due to any unforeseen disruptions. This plan is regularly reviewed and updated to ensure we can continue to deliver value to our customers and stakeholders, even in the face of unexpected challenges.

Our commitment to Enterprise Risk Management is integral to our governance practices and long-term sustainability strategy. By identifying and proactively managing risks related to ESG factors, we ensure the continued success and resilience of Ami Organics.

Ensuring Data Privacy and Cybersecurity²

With technological breakthroughs coming in at a rapid pace, cybersecurity breaches and data thefts are on the rise, we at Ami Organics recognise that data privacy and cybersecurity are critical components of our business operations. As an organisation committed to sustainable growth and responsible business practices, we understand the importance of safeguarding the personal data of our customers, employees and stakeholders. We view data privacy and cybersecurity risks as material concerns that must be addressed proactively to avoid potential business damage and reputational harm.

Cybersecurity Measures at Ami Organics

We understand that as digital infrastructure becomes more integral to our operations, it is essential to have robust cybersecurity frameworks to protect both operational systems and sensitive data.

Information Security Management System (ISMS)

To systematically manage and secure sensitive information, we have implemented a comprehensive Information Security Management System (ISMS). Our ISMS is built to safeguard critical data, thereby ensuring confidentiality, integrity and availability of information across operations.

ISMS Certification

During the reporting period, we have achieved the ISO/IEC 27001 certification; it is an internationally recognised standard for information security. Our adherence to the highest standards of data security have enabled us to earn this recognition.

Precise Cybersecurity Measures

To further strengthen our cybersecurity framework and mitigate risks pertaining to data breaches, we have implemented a wide range of targeted cybersecurity measures:



Endpoint Protection

We use Trend Micro endpoint protection software to secure all devices and endpoints from malware, cyber-attacks and other security threats



Drive Encryption

Sensitive information stored on our devices is encrypted to ensure that data remains secure even in the event of a breach or theft



Firewall Security

Our network is protected by advanced firewalls, preventing unauthorised access and securing sensitive business data from external threats



Cloud-Based Mail Server

We utilise a secure, cloud-based mail server for communication, ensuring that email data remains protected from phishing attacks and unauthorised access



Secured FTP Resources

For sharing sensitive information, we use secure FTP resources, providing an encrypted means of transferring data between our teams and external partners.

These measures, coupled with our ongoing endeavours to raise cybersecurity awareness, make us well prepared to respond to emerging threats and mitigate data privacy risks.

² (GRI 102-15, GRI 418-1)

Data Privacy Policy

We prioritise protecting the privacy of our stakeholders, including our website visitors, customers and employees. Our Data Privacy Policy is designed to safeguard personal data, outlining how we collect, use and secure sensitive information.

Key Aspects of Our Data Privacy Policy

- **Data Collection** - We collect only the necessary data required for our business functions and customer engagement, ensuring that personal information is handled in compliance with relevant data protection laws.

- **Data Security** - We have implemented strict protocols and encryption technologies to secure personal data, reducing the risk of unauthorised access or data breaches.

- **Compliance with Data Protection Laws** - Our policy ensures compliance with local and international data protection regulations, including the General Data Protection Regulation (GDPR), ensuring that all personal data is processed lawfully, transparently, and with respect for individual privacy rights.

By prioritising data privacy, we reassure our stakeholders that their personal information is secure and managed with the highest standards of care.



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Independent Assurance on Verification of Sustainability Information

Growlity/AR/232403

Reporting Period - April 01, 2023 to March 31, 2024

The Management and Board of Directors
Ami Organics Limited
Plot no. 440/4, 5 & 6, Road No. 82/A,
GIDC Sachin, Surat. PIN - 394230
Gujarat, India

Independent Assurance Report

Growlity, Inc. (hereinafter referred to as "The Service Provider" or "Growlity") have been engaged by by Ami Organics Limited (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (hereinafter referred to as "ASR") for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report adheres to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives.

Assurance Standard

The verification engagement has been planned and performed in accordance with the verification methodology developed by Growlity, which is based upon the "AA1000 Assurance Standard (AA1000AS v3)".

Scope of Assurance and Methodology

The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment with reference to GRI Universal Standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to:

- Onsite and remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:
 1. Sachin (Gujarat, India)
 2. Jhagadia (Gujarat, India)
 3. Ankleshwar (Gujarat, India)
- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

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- Review of company's disclosures related to Business Responsibility & Sustainability Reporting (BRSR) Disclosures to SEBI, India for FY 2023-24.

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the ASR that is free from material misstatement in reference with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well-founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for FY 2023-24. The Company has prepared report having sustainability information with reference to GRI Universal Standards 2021. The ASR includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Growlity's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Growlity has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Growlity. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

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Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Growlity is required to comply with the independence requirements set out in “**AA1000 Assurance Standard (AA1000AS v3)**”. Growlity’s independence policies and procedures ensure compliance with this standard.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.



Dr. Nitin Dumasia
President & CEO
Date: January 17th, 2025
Place: USA





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