



Ami Organics Limited

CIN No. : L24100GJ2007PLC051093

Registered Office :- Plot No. 440/4, 5 & 6, Road No. 82/A, G.I.D.C. Sachin, Surat - 394230, Dist. Surat, Gujarat, India.

February 12, 2024

To,
The Listing Department,
BSE LIMITED,
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort
Mumbai- 400 001

Scrip Code: 543349

To,
The Listing Department
National Stock Exchange of India Limited,
Exchange Plaza, 5th Floor, Plot no. C-1,
G-Block, Bandra Kurla Complex,
Mumbai -400051

NSE Symbol: AMIORG

Sub: Sustainability Report of the Company for the financial year 2022-23

Dear Sir/Madam,

We enclose herewith Sustainability Report of the Company for the financial year 2022-23. The said Sustainability Report will also be uploaded on the website of the Company www.amiorganics.com

Request you to please take the above information on record.

Yours faithfully,

For, Ami Organics Limited,

EKTA
KUMARI
SRIVASTAVA
Digitally signed by
EKTA KUMARI
SRIVASTAVA
Date: 2024.02.12
16:07:31 +05'30'

CS Ekta Kumari Srivastava
Company Secretary & Compliance Officer



Encl: As above





AMI ORGANICS LIMITED

Enabling Responsible Growth

Building Better Future...



Contents

- 01 — About the report
- 04 — How we are making a difference
- 06 — Our sustainability scorecard
- 08 — Chairman's communique
- 10 — Membership and association
- 12 — Taking steady strides towards sustainability
- 14 — Milestones in our sustainability journey
- 16 — Eyes on our sustainability objectives
- 18 — Keeping our stakeholders well informed
- 22 — Identifying factors material to us
- 28 — Environment
- 38 — Social
- 50 — Governance
- 54 — Board of Directors
- 58 — Committees of the board
- 59 — Our ESG Committee
- 60 — Ensuring robust enterprise risk management
- 63 — Making ethical business conduct non-negotiable
- 64 — GRI content index
- 67 — Assurance letter



About the report

We are delighted to present our second sustainability report, providing a comprehensive overview of our commitment to Environmental, Social and Governance aspects to build a sustainable and resilient organisation. This report demonstrates our focus on **'Enabling responsible growth and building a better future'**; it highlights our accomplishments, aspirations and the strategies we have adopted to achieve our sustainability objectives.

Reporting boundary

The scope and boundary of this report cover our registered office and manufacturing plants located at the below locations:

1. Sachin Unit 1 (includes R&D and Warehouse)
2. Jhagadia Unit 3

The report excludes our Ankleshwar Unit 2 location as it was under development during FY 2022-23.

Reporting references

This report is prepared in line with the Global Reporting Initiatives standards (GRI) 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021. Our long-term commitment to sustainability is in adherence to the United Nations Sustainability Development Goals (UNSDGs), its initiative the United Nations Global Compact (UNGC), EcoVadis Sustainability Ratings and the BRSR Disclosures of Securities and Exchange Board of India (SEBI) in India.

Reporting period

The information, performance indicators and achievement disclosed in this report are for FY 2022-23, from 1st April 2022 to 31st March 2023.

Restatement of Information

We have updated our GHG emission information for the FY 2021-22.

Contact information

We value your input and suggestions regarding our sustainability approach, performance, aspirations and strategies. Please feel free to contact us at: cs@amiorganics.com.

External assurance

This report has been externally assured on a limited basis by Growlity, Inc. in accordance with the reporting criteria and assurance process adhered to the requirements outlined in the AA1000 Assurance Standard v3.

Framework Applied



Scan the QR Code to view the report online

In our Sustainability Report for FY 2022–23, you will find a comprehensive picture of where we are now and where we aspire to be.

In the year under review, we have continued our journey towards responsible and forward-thinking business practices. Talking about the year gone by, we do realise that although we have made considerable progress since our inaugural sustainability report, a lot is left to be done.

The global environmental landscape

In the face of escalating global environmental challenges, the world is witnessing unprecedented climate change impacts, with rising temperatures, severe weather patterns, and biodiversity loss becoming more apparent.

The Specialty chemical manufacturing industry also stands at a crossroads, with sustainability no longer a choice but a necessity. Green chemistry, renewable resource utilization, and carbon footprint reduction are now the industry's guiding principles. As a responsible entity in the industry, we at Ami Organics understand our pivotal role in addressing these environmental crises. We are embracing these trends, aiming to set benchmarks in sustainable practices, thereby contributing positively to the environment, the industry and the nation.

We feel that businesses today have an essential role to play in enabling responsible growth and **building a better future** for all.

A year marked by volatility and uncertainty

The past year tested our resilience and reaffirmed that sustainable growth is no longer an option, but an absolute necessity. It is a pledge to protect our planet, our communities and our stakeholders, including our valued shareholders, team members, customers, partners and society at large.

Accelerating our growth trajectory

While our commitment to growth remains undeterred, we acknowledge that growth can no longer be pursued at the cost of our planet's finite resources. It is our responsibility to ensure that our growth is sustainable. We strive hard to achieve growth that does not compromise the needs of future generations but rather supports them.

Technological innovation and socio-economic impact

Technological innovation is a key driver in advancing sustainability within our sector. Ami Organics is at the forefront of adopting energy-efficient processes and waste reduction technologies. Our investment in sustainable raw materials and processes reflects our commitment to innovation and environmental stewardship. We are not just transforming our operations; we are also contributing to the broader industry's shift towards a more sustainable future.

The socio-economic impact of our operations remains a priority. We strive to balance economic growth with social

responsibility, ensuring that our business contributes positively to the communities we operate in. This involves creating jobs, engaging in community development, and maintaining the highest standards of health and safety for our employees and local residents. Our approach goes beyond compliance, aiming to set new standards in corporate sustainability within the industry.

Consumer Trends, Risks, and Opportunities

Growing consumer awareness and demand for sustainable products are reshaping the world and the speciality chemical industry in particular. Ami Organics recognizes this shift and is responding proactively by developing environmentally friendly products that meet these new market expectations. This not only aligns with our sustainability goals but also opens up new business opportunities.

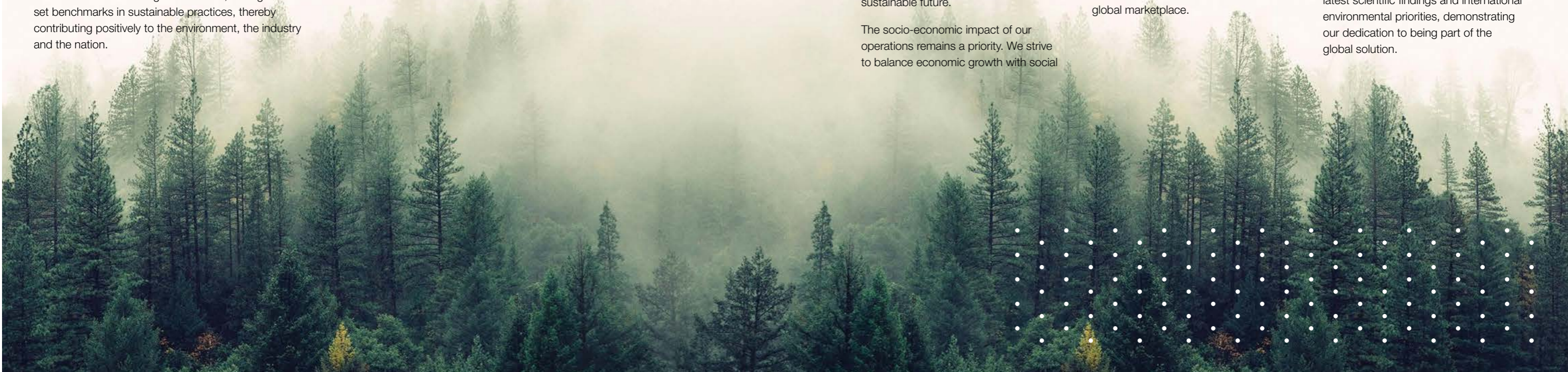
In our journey towards sustainability, we are mindful of the risks posed by environmental degradation and climate change. We are actively working to mitigate these risks through strategic planning and operational adjustments. Simultaneously, we view these challenges as opportunities to innovate, enhance our brand reputation, and unlock new market potential. Our commitment to sustainability is not just about risk management; it is about being a proactive, responsible, and forward-thinking player in the global marketplace.

Stakeholder Engagement and Metrics

At Ami Organics, stakeholder engagement is integral to our sustainability journey. We engage with customers, employees, investors, government and industry bodies, and local communities to ensure that our sustainability strategies are comprehensive and effective. This collaborative approach allows us to incorporate diverse perspectives, ensuring that our actions benefit not only our business but also the wider community and environment.

To measure our progress, we have established clear benchmarks and set quantifiable goals. Regular reporting on these metrics ensures transparency and accountability, a process that not only helps us track our performance but also enables us to continually refine our strategies. By benchmarking our sustainability initiatives, we aim to demonstrate our commitment to continuous improvement, aligning our operations with the best practices in the industry.

With this, we welcome you to dive into our Sustainability Report for FY 2022–23. The next few pages share a detailed narrative of our current position and our aspirations for the future. At Ami Organics, our goal is to contribute towards addressing global sustainability challenges with robust and innovative solutions. This year, we have made significant strides in integrating responsible and visionary business practices. Our report aligns with the latest scientific findings and international environmental priorities, demonstrating our dedication to being part of the global solution.



How we are making a difference

At Ami Organics, we have fortified our position in the chemical manufacturing industry in India and abroad. Since our inception, we have been driven by the mission to deliver innovative products by leveraging the science of chemistry.

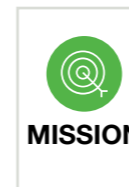
Over the years, we have evolved into an agile and forward-looking organisation. Our expertise lies in the exploration and advancement of specialised pharmaceutical intermediates for both regulated and generic active pharmaceutical ingredients (APIs), new chemical entities (NCEs) and critical starting materials for agrochemicals and fine chemicals.

Headquartered in Sachin, Surat, our journey commenced with the establishment of the Ami Organics. Over a period spanning over twenty years, our Company has continually advanced, guided by a steadfast commitment to quality, sustainability and meeting customer needs. Our research and development capabilities, coupled with advanced production facilities, has enabled us to serve a diverse range of sectors, including Pharmaceuticals Agrochemicals, Cosmetics, Polymers Semi Conductor, Energy Storage Device, Electrolytes etc.



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.



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.



Sustainability

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



Customer Satisfaction

Building enduring relationships by exceeding customer expectations.



Global Impact

Contributing positively to society and the environment.

In focus

₹ 6,211 million

Consolidated revenue for FY 2022-23

~50

Countries served

3

Manufacturing facilities in Gujarat (Ankleshwar Plant under redevelopment)

60

New customers added in FY 2022-23

₹ 1,227 million

EBITDA for FY 2022-23

59%

Exports for FY 2022-23

1

State-of-the-art in-house R&D facility recognised by DSIR in India

332 mn

Total R&D spent during last five financial years

₹ 833 million

PAT for FY 2022-23

602

Employees (including permanent workers)

70

Products added in FY 2022-23

Our sustainability scorecard

ENVIRONMENT



<p>7,013 Kilolitres Total Water Recycled at Sachin Unit.</p>	<p>64.22% Total Waste Recycled at Sachin Unit</p>	<p>21 MW Commitment of Renewable Energy cumulative capacity</p>
<p>2 Out of 2 ISO 14001 Environment Management System</p>	<p>1 Out of 2 Zero Liquid Discharge (Sachin Unit)</p>	

SOCIAL



<p>25% Female in Board of Directors</p>	<p>Zero Safety related incidents</p>	<p>1 Out of 2 ISO 45001 Manufacturing (Sachin Unit)</p>
<p>100% Employees covered by social benefits</p>	<p>100% Employee over minimum wage</p>	<p>SA 8000 Certified company</p>

GOVERNANCE



<p>Zero Cases of Conflict of Interest</p>	<p>Zero Incident of non-compliance in product and service information</p>	<p>Bronze Ecovadis Certification 2022</p>
<p>62% ESG Awareness Programs conducted for Suppliers</p>	<p>Zero Cases of Data and Privacy breaches</p>	



Chairman's communique

Dear Shareholders,

As we reflect on the past year, it is with great pride that I share our advancements in sustainability. In a world increasingly challenged by climate change, our commitment to responsible growth takes on greater significance. It is imperative that we focus on shaping a sustainable future, not just for our current generation but also for those that will follow. Our actions today are pivotal in securing a world that is both thriving and resilient for generations to come.

Our pledge

We believe that decisive actions catalyze real change. With this, we have set ambitious sustainability targets, aiming to reduce our GHG emissions by 25% by 2030 as compared to the baseline year of FY 2021-22. We are also striving hard to achieve Net Zero emissions by 2050.

Resilience in the times of uncertainty

Despite the uncertainties of FY 2022-23, the Company has demonstrated fortitude and strategic foresight. The challenges and headwinds of the year have only strengthened our commitment to responsible growth while upholding our core values.

Small actions, bigger impact

Reflecting on the achievements of the previous fiscal year, our team deserves all the applause. Their dedication over the past year has been integral to advancing our sustainability objectives at every stage of the product cycle, underscoring our dedication to responsible manufacturing. Our journey to becoming a low-carbon company is pivotal to our broader goal of optimizing resource utilization. We have successfully implemented continuous flow reactors for multiple chemistries in our manufacturing process. This has enabled us to minimize utility usage, leading to a more productive and environmentally friendly manufacturing method. We are also working to minimize the environmental impact of our operations,

while simultaneously enhancing the socioeconomic value of our products.

In the recent years, our investments in sustainability initiatives have been significant and multifaceted. Key initiatives include establishing zero liquid discharge (ZLD) site and adopting automation at various levels of manufacturing process, along with reinforcing safety measures to ensure zero exposures. In line with our net-zero ambitions, we are making substantial progress in renewable energy projects. This includes the planned installation of a 5 MW solar power plant, followed by an additional 16 MW solar power plant in coming years. These initiatives will significantly diversify our energy mix and contribute to a more sustainable energy footprint.

Additionally, we are making notable strides with our efforts to eliminate single-use plastics from our manufacturing plants.

Our sustainability efforts have gained recognition, as evidenced by our continued partnership with EcoVadis, where we maintained our certification in the Bronze category. Furthermore, our dedication to promoting responsible business practices is reinforced by our membership in the United Nations Global Compact (UNGC) and our participation in the Climate Neutral Now Initiative.

These actions, though small in isolation, collectively create a significant impact. They represent our ongoing commitment responsible practices and our journey towards a future that is more environmentally aware and conscientious.

Leveraging technology for building better future

Our initiatives are grounded in our core value of "Adding value to Life", ably backed by our efforts to continuously improvise the way we work through technological innovations, to bring positive change in people's lives. We have successfully developed and forayed through our subsidiary company into

electrolytes additives for usage in energy storage devices, particularly battery cells that have applications in electric vehicles. This fortifies our commitment to contribute to the nation's goal of reducing carbon emissions by 50% by 2030 and progressing towards making India a carbon neutral country.

Investments in human capital

Our commitment to human capital is reflected in multiple training and development opportunities for our team and impactful community outreach programs. The dedication of our ESG Internal Committee has been invaluable in enhancing our Environmental, Social, and Governance performance.

Gratitude and way forward

While we are proud of our progress, we recognize the ongoing evolution of the sustainability roadmap. We remain dedicated to fostering sustainable and ethical business practices. This report is a testament to our efforts, progress, and alignment with our People, Planet, and Performance philosophy.

I assure you that we will continue to take measures that will help us build a greener and a cleaner country with utmost sincerity and care. In continuation of our sustainability journey, this is the second report we are presenting to you. I hope you find our ESG Report 2023 informative.

In closing, I extend my heartfelt thanks to our colleagues for their dedication, to our customers for their trust, and to our stakeholders for believing in our capabilities, as we continue work together for creating a more sustained environment for the generations to come.

Best regards,

Nareshkumar Patel
Executive Chairman
& Managing Director

“

We have successfully developed and forayed through our subsidiary company into electrolytes additives for usage in energy storage devices, particularly battery cells that have applications in electric vehicles. This fortifies our commitment to contribute to the nation's goal of reducing carbon emissions by 50% by 2030 and progressing towards making India a carbon neutral country.

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Membership and association

Through various groups and methods, we aim to advance sustainability advocacy. When combined, the diverse experience and perspectives of different stakeholders from the corporate, government, academic, and civil society sectors may have a profoundly positive influence on development.

We are member of the following notable organizations.

 <p>The Southern Gujarat Chamber of Commerce and Industry</p>	 <p>United Nations Global Compact (UNGC)</p>	 <p>Confederation of Indian Industry</p>
 <p>Chemexcil set up by the Ministry of Commerce & Industry Government of India</p>	 <p>Federation of Gujarat Industries</p>	 <p>Ecovadis bronze medal in FY22-23</p>

AWARDS RECEIVED SO FAR :

 <p>CHEMEXCIL 2nd Award for highest exports, 2017</p>	 <p>"Business Innovation Award" under Dare to Dream awards by SAP, 2018</p>	 <p>Federation of Gujarat Industries Award for excellence in Research & Development, 2021</p>	
 <p>Safe & Secure Manufacturing Facility Fire & Safety Association of India, 2021</p>	 <p>Southern Gujarat Chamber of Commerce & Industry (SGCCI) Outstanding entrepreneur in MSME segment, 2021</p>	 <p>Federation of Gujarat Industries (FGI) Outstanding Business Leader, 2022</p>	 <p>Ecovadis bronze medal in FY22-23</p>



SGCCI Award for Outstanding work in Research and Development, 2023

Taking steady strides towards sustainability

It is our consistent endeavour to give back more than we take. Our business philosophy is centred on our responsibility to safeguard the planet for future generations.



Our sustainability commitment extends to all facets of our operations:



We do not consider sustainability a mere corporate buzzword; it is the guiding principle that inspires our actions and decisions. We are dedicated to making a meaningful impact on the world while delivering exceptional value to our customers.

The Integrated Management System (IMS) was implemented

Acquired certification for **SA 8000**

2011

Received **ISO 9001:2015** and **ISO 14001:2015** certifications

Developed a tertiary ETP to achieve **zero liquid discharge**

The **DSIR** awarded distinction to our in-house R&D unit

2016

Awarded the **Second Award Panel - II: Inorganic, Organic and Agro Chemicals** for exceptional export performance

Applied for process patents for five products in India

2017

Milestones in our

Awarded the **Gujarat Gas Safety Award** for creating and executing a successful HSE Management System

2005

Achieved a revenue of **₹1,000 million**

2015

sustainability journey

Attained **ISO 45001:2018** certifications

2019

Attained the milestones of **₹5,000 million sales** and **₹1,000 million EBITDA**

Published the first **Business Responsibility Report**

2022

Successfully completed the **evaluation of GMP** standards
Applied for process patents for **three additional products** in India

2018

Awarded the title of **'Two Star Export House'** by the Directorate General of Foreign Trade (DGFT)
Received the **Business Innovation Award** under Dare to Dream Awards by Systems, Applications and **Products in Data Processing (SAP)**

Received the **USFDA's first Establishment Inspection Report (EIR)**

Received the **USFDA's second EIR** for the Sachin manufacturing facility

A new R&D Lab at Sachin was established

Started the **new solvent recovery plant** at Sachin

2020

Ecovadis Bronze certification
ESG Committee is constituted

SA8000 Certification

2023

Eyes on our sustainability objectives

Focus areas



Product quality and safety

We are dedicated to providing top-notch products and services that align with the expectations of our clients. Committed to the principle of 'Quality First,' we strive to enhance the reliability and excellence of our offerings in all facets of our business, encompassing sales, production and research and development. Prior to launching any new product, we conduct comprehensive safety assessments to ensure compliance with the highest safety standards.



Ethical sales practices

We stay true to our commitment to responsible sales by establishing and enforcing a clear code of ethics and code of conduct for selling. This ensures adherence to ethical sales practices. Adopting ethical selling techniques not only fosters client loyalty and trust but also serves to enhance our reputation.



Human resource

We organise wellness camps, health check-ups and establish on-site health facilities to ensure the well-being of our personnel. Our human resource policies are rooted in an employee-centric approach, emphasising career advancement, equal opportunities and skill-enhancement programmes. Maintaining optimal safety conditions in the workplace is our foremost priority, and we raise awareness by offering health and safety training to our team members.

We conduct induction training programme for new joiners covering employees' Code of Conduct, POSH policy, HR policies, safety, ESG & sustainability initiatives, governance and compliance, risk management, etc.

As a demonstration of our commitment, we carried training covering 100% of workers and employees on health and safety measures and around 62% of workers and employees on skill upgradation in the last Financial year.



Supply chain management

Taking a more sustainable approach to sustainability, we incorporate ESG (Environmental, Social and Governance) parameters into our supply chains to enable our long-term growth. Additionally, we collaborate with our suppliers, especially local vendors and follow responsible procurement practices as part of our ESG strategy to enhance the quality of our products.



Sustainable supply chain

Employing a strategic approach to acquiring equipment and products, while collaborating with our supply chain partners helps minimise the generation of hazardous waste in our production processes. This strategic procurement initiative aims to reduce our environmental footprint and drive sustainability across our operations.

We encourage our vendors to adhere to sustainable practices including the usage of renewable energy, water conservation, and waste reduction as part of our on boarding process. A crucial part of our supply chain structure also includes sustainability assessments of our primary suppliers.



Keeping our stakeholders well informed

We recognise that transparent stakeholder engagement is essential for our long-term growth. Over the years, we have nurtured strong trust-based relationships with our key stakeholders, including but not limited to our personnel, labour force, shareholders, financiers, suppliers, customers, governmental bodies and local communities.

This has bolstered our ability to pursue untapped opportunities and persevere against all odds.

As previously mentioned in our Sustainability Report for FY 2021-22, we are following a five-step approach to stakeholder engagement. The table below depicts our diverse modes of engagement with stakeholders and associated areas of interest. Notably, based on our experience in FY 2021-22, we have altered the frequency at which we communicate with our key stakeholders.

Five-Step Approach to Stakeholder Engagement



Stakeholder engagement strategy

We have developed a comprehensive strategy to build strong partnerships with our stakeholders. This strategy is rooted in several fundamental principles:



We connect with our stakeholders through various channels, fostering transparency and effective communication. This includes making our public disclosures, such as annual reports, financial statements, press releases and presentations, readily available on our corporate website. Moreover, we participate in key events such as the General Meeting of Shareholders, business expos and conferences. Moreover, we maintain ongoing

communication through both formal and informal means, such as dialogues, surveys and educational seminars.

Central to our approach to stakeholder engagement is the dissemination of our fundamental values, organisational guidelines and tangible initiatives. We remain steadfast in our commitment to creating value for society, while promoting environmental stewardship. Our objective is to make a meaningful impact






on the communities around us, while simultaneously reducing the ecological and social impact of our activities.












Keeping our stakeholders well informed

Stakeholders	Workforce	Customers	Investors and Shareholders	Suppliers	Local Communities	Non-Governmental Organisations (NGOs)	Regulatory Authorities	Contractors	Consultants and Advisors
Modes of Engagement	<ul style="list-style-type: none"> • Induction programmes • Employee engagement activities • Trainings • Committee meetings • Email interaction • Employee satisfaction surveys • Key performance indicators assessment • Open forum • Mentorship programmes 	<ul style="list-style-type: none"> • In person • Digital • Business Expos and Conferences • Advertisements • Partnerships and collaboration • Feedback and surveys • Emails 	<ul style="list-style-type: none"> • Media releases • Annual reports • Investor meets • Analyst meets • Annual General Meeting • Company website 	<ul style="list-style-type: none"> • Personal interaction • Site visits • Telephonic conversations • Email communication • Evaluation & Surveys • Training Programs 	<ul style="list-style-type: none"> • Visits • Meetings • Camps • Need assessment • CSR Projects • Awareness Programs 	<ul style="list-style-type: none"> • CSR initiatives • Site visits • Telephonic discussions 	<ul style="list-style-type: none"> • Industry bodies and forums 	<ul style="list-style-type: none"> • Personal interactions • Telephonic conversations • Email communication • Contract discussion meetings 	<ul style="list-style-type: none"> • Media releases • Annual reports • Joint meetings and discussions • Sustainability reports
Frequency	Yearly, Quarterly, Monthly, Need based	Annually, Quarterly, Continuous	Annually, Quarterly, Need based	Annually, Quarterly, Continuous	Annually, Quarterly, Need based	Annually, Quarterly, Need based	Annually, Quarterly, Need based	Monthly, Quarterly, Annually, Need base	Monthly, Quarterly, Need based
Areas of Interest	<ul style="list-style-type: none"> • Skill development • Workplace satisfaction • Healthy and safe operations • Employee engagement and involvement • Career progression • Environment Health & Safety • Learning Programs • Grievance Redressal 	<ul style="list-style-type: none"> • Availability of the product • Pricing of the product • Quality of the product • New product development • Logistics • Data Privacy and Security • Grievance redressal and transparency • Information on the safe use of products 	<ul style="list-style-type: none"> • Financial performance • Business growth • Business strategy • Future investments • Transparency • Good governance practices • Social responsibility 	<ul style="list-style-type: none"> • Long-term association • Innovation opportunities • Ethical business conduct • Sustainable sourcing • Contract Development and Procurement • Suppliers Code of Conduct 	<ul style="list-style-type: none"> • Health • Education • Indirect economic impact • Sanitation 	<ul style="list-style-type: none"> • Support for the implementation of programmes in Ami Organics' focus areas • Support for community-based organisation 	<ul style="list-style-type: none"> • Regulatory compliance • Change initiatives • Business Environment • Statutory Approvals • Corporate Governance • Disclosures 	<ul style="list-style-type: none"> • Long-term association • Efficient service • Compliance with applicable laws and regulations • Health and safety 	<ul style="list-style-type: none"> • High reputation and brand image • Socially and environment-friendly conduct • Compliance and governance • Advisory on sustainable growth





Identifying factors material to us

We are committed to identifying and assessing the crucial environmental, social and governance concerns that are likely to influence our operations. Focused on responding to the most pertinent needs of stakeholders and creating long-term value for all, we conduct an extensive assessment to set clear organisational objectives.

Material issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Alignment with UN SDGs
 <p>Occupational health and safety</p>	 <p>Risk</p>	<p>The manufacturing of speciality chemicals entails multiple risks to workers and employees in the form of material management, spills, fumes, fire hazards, long-term exposure and so on, that could result in health impairment, serious injuries, or even fatalities. Health and safety risks are also present in the supply chain during the manufacture of raw materials and the transport of raw materials and finished products.</p>	<ul style="list-style-type: none"> Implementing measures to mitigate occupational health and safety risks, including the adoption of an organisation-wide integrated approach to Environment, Health, Safety and Quality Management System (according to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Standards). Strict health and safety measures and SOPs concerning the storage, use, transportation and waste treatment of hazardous substances. Trainings and internal audits for all SOPs on operational health and safety. 	
 <p>Anti-corruption and ethics</p>	 <p>Risk</p>	<p>Legal compliance: Failure to comply with anti-corruption laws and regulations might adversely impact brand reputation.</p> <p>Reputation protection: Safeguarding the organisation's image and sustaining the trust of our stakeholders.</p> <p>Operational efficiency: Preventing resource misallocation and bias.</p> <p>Fair competition: Ensuring a level playing field in the market.</p>	<ul style="list-style-type: none"> Standards and procedures for combating corruption and upholding business ethics. This provides ways for internal or external stakeholders to anonymously voice their concerns (whistleblowing). Regular Training and awareness Program is conducted for Internal stakeholders. 	 

















Material issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Alignment with UN SDGs
 <p>Information security and cyber security</p>	 <p>Risk</p>	<p>Data privacy and cyber security have emerged as major threats to business operations. A data breach of the Company's information technology systems may impact business operations and pose reputational risks, causing the loss of both financial and non-financial resources.</p>	<ul style="list-style-type: none"> Implementation of information management security. ISMS implementation according to ISO 27001 Enable trend micro end-point protection. Drive encryption, firewall security and cloud-based mail server data sharing through secured FTP Recourse. Regular training and awareness program are conducted for employees on the subject. 	 
 <p>Occupational prospects</p>	 <p>Opportunity</p>	<p>Career advancement: Offering opportunities in leadership positions.</p> <p>Skill diversification: Acquiring skills applicable to diverse sectors and industries.</p> <p>Employability: Offering training for roles in compliance, risk management and auditing.</p>	<p>Below are the positive implications:</p> <ul style="list-style-type: none"> Approved Training center by Director Industrial Safety and Health, Government of Gujarat for training of first aiders to handle an emergency. No major accidents during the reporting year endangering our employees and workers. No complaints received from employees and workers. Compliance with all labour laws at all units. 	 
 <p>Sustainable product design and innovation</p>	 <p>Opportunity</p>	<p>Encouraging sustainable product design and innovation provides an opportunity for us to reduce our environmental impact, enhance our brand reputation and attract more investors and customers.</p>	<ul style="list-style-type: none"> ESG integration (safety, compliance, ethics), ISO, OHSAS, collaboration and digitisation. 	

Identifying factors material to us

Material issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Alignment with UN SDGs
 <p>Health and safety</p>	 <p>Risk</p>	<p>Worker well-being: Prioritising the safety and health of all our personnel.</p> <p>Productivity: Reducing workplace accidents to maintain a productive workforce.</p> <p>Stakeholder confidence: Building trust among employees, customers and investors.</p>	<ul style="list-style-type: none"> Vaccination drives for all team members during the COVID-19 pandemic. ISO-certified Occupational Health Centre for personnel. Safety Instruction Board (Cardinal Rule) and Sign Boards, Safety SOPS and protocols. Training and awareness programmes. Availability of 24x7 ambulance and in-house doctor. Mock drills for emergencies. Personal Protective Equipment (PPE) for workers and employees. Work permit system across the Company. Material Safety Data Sheet for Hazardous Products. 	
 <p>Transparency</p>	 <p>Opportunity</p>	<p>Accountability: Holding organisations and individuals responsible for their actions.</p> <p>Effective governance: Facilitating informed decision-making for all stakeholders.</p> <p>Social responsibility: Fostering a culture of honesty and integrity.</p>	<ul style="list-style-type: none"> Integrity and transparency in the reporting of financial statements. Responsible reporting through Annual Reports and Sustainability Reports. Clear and effective stakeholder communication. 	

Material issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Alignment with UN SDGs
 <p>Waste</p>	 <p>Risk</p>	<p>Proper disposal of waste from operations is critical for environmental protection, public health and safety. Improper disposal of chemical waste can lead to the release of harmful substances into the air, soil and water. This can contaminate local ecosystems, harm wildlife and even affect nearby human populations. Exposure to hazardous chemicals from poor waste management practices can lead to various health risks, including respiratory problems, cancer and reproductive issues.</p>	<ul style="list-style-type: none"> Controlled generation and assessment of hazardous waste help segregate waste generated and ensure storage at the Hazardous Storage area. GPCB-approved vendors for waste disposal within the prescribed time recover, recycle and reuse the waste byproducts. Waste processing and disposal through authorised recyclers and treatment plants. 	 
 <p>Emissions</p>	 <p>Risk</p>	<p>The production of chemicals has the potential to release harmful gases into the atmosphere that could endanger human and animal lives in surrounding areas or cause health concerns in the long run. Along with various Scope 1, 2 and 3 greenhouse gas emissions, various air emissions such as oxides of nitrogen and sulphur are associated with our manufacturing operations.</p>	<p>Regulatory compliance: Adhering to emissions regulations and standards.</p> <p>Climate commitments: Aligning with global efforts to mitigate climate change.</p> <p>Innovation and research:</p> <ul style="list-style-type: none"> Encouraging advancements in emission reduction technologies. Monitoring of emissions on a monthly basis to ensure that emissions are within the permissible maximum limit of GPCB. 	 

Identifying factors material to us

Material issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Alignment with UN SDGs
 <p>Water and effluent management</p>	 <p>Risk</p>	<p>Chemical production is a water-intensive activity owing to considerable water usage in its day-to-day operations. Water is to be used optimally to reduce our water footprint and cost.</p>	<ul style="list-style-type: none"> One of our plants has zero liquid discharge. This is achieved by treating effluents with Soil Bio Technology (SBT), Multi Effect Evaporators (MEE), Reverse Osmosis (RO) and reusing treated water. In another plant, effluents are treated in an Effluent treatment plant, the Multi Effect Evaporator (MEE) and then discharged to NCTL for Further treatment. 	  
 <p>Local community engagement</p>	 <p>Risk / Opportunity</p>	<p>Risk:</p> <p>Chemical Manufacturing may lead to release of certain gaseous emissions which if not controlled or monitored properly may lead to negatively impact local surroundings.</p> <p>Opportunity:</p> <p>Engagement with local communities helps earn goodwill and build trust. Hiring from local area can promote employment and provide cheap labour.</p>	<ul style="list-style-type: none"> Regular engagement with local communities to better understand their needs and expectation. Provision of services in the field of rural development, drinking water projects, providing solar streetlights, water pumps, COVID relief and women's empowerment to name a few. Services from local contractors and service providers are used to the best possible extent. 	        



At Ami Organics, we are working diligently to manage our environmental impact and achieve Net Zero emissions by 2050. We recognise the opportunity that a balanced transition to a sustainable future present. Therefore, we are striving to raise the share of renewable energy in our energy mix, while mitigating associated





risks and creating long-term stakeholder value. Some of our efforts include the implementation of calibrated measures and a coordinated strategy for environmental sustainability.

We prioritise the efficient use of resources (including water and materials), reducing

GHG emissions and conserving energy. Also, we are consistently enhancing our production processes to better manage our environmental footprint. Our in-house R&D has further strengthened these initiatives. Notably, our manufacturing sites have received ISO 14001:2015 Environmental Management System certifications.

ENVIRONMENT

Focus areas

-  Energy management
-  Water management
-  Waste management
-  Biodiversity conservation

UN SDG goals

-  6 CLEAN WATER AND SANITATION
-  7 AFFORDABLE AND CLEAN ENERGY
-  9 INDUSTRY INNOVATION AND INFRASTRUCTURE
-  11 SUSTAINABLE CITIES AND COMMUNITIES
-  13 CLIMATE ACTION
-  14 LIFE BELOW WATER
-  15 LIFE ON LAND

Manufacturing unit certifications

- 
- 
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Energy management

We aspire to contribute to the collective fight against climate change, one of humanity’s most pressing issues. One key effort in this regard includes decarbonising our energy system and controlling our energy consumption by leveraging energy management systems.

Energy efficiency

During the reporting year, we continued to allocate resources to enhance energy efficiency throughout our operations. These efforts comprise the advancement of our manufacturing methods, the integration of LED lighting systems and the optimisation of HVAC systems.

We have also implemented various measures to achieve energy conservation. These include steam condensate and flash

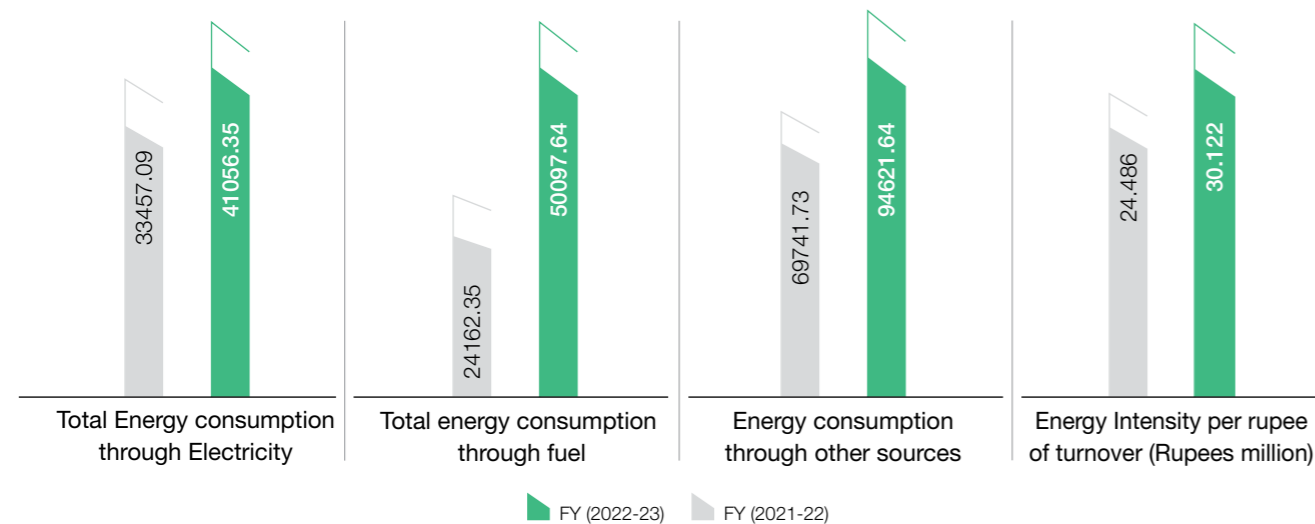
recovery systems for recovery and reuse of flash steam into the process instead of dumping in the atmosphere.

Our greenhouse gas emissions in the year under review increased marginally, primarily due to the expansion of our operations and facilities and the procurement of essential resources to support our future growth. In response to this, our ESG committee members

are diligently addressing the uptick in greenhouse gas emissions and taking proactive measures to mitigate potential increases.

One of our priorities is to increase the capacity of our ongoing captive solar power project from 5 MW to 21 MW. This will reduce our scope 2 emissions, and help us to progress towards our target of achieving 25% of our energy from renewable energy sources by 2030.

Total Energy consumption (In Giga Joules)
- for FY 2022-23 - 185776 GJ



GHG emissions

Scope	FY 21-22	FY 22-23
Scope 1 (TCO ₂ Eq)	12,765	23,367
Scope 2 (TCO ₂ Eq)	8,955	11,417
Scope 3 (TCO ₂ Eq)	11,252	8,329
Total (TCO ₂ Eq)	32,972	43,113
Turnover (Million)	5,201.35	6,167.34
Carbon Intensity considering Scope 1 & 2 (TCO ₂ Eq/Turnover in million)	4.176	5.640

Renewable energy sources

To reduce carbon emissions, we are promoting the adoption of clean energy, with a sharp focus on solar power. Additionally, we are exploring opportunities to augment the utilisation of renewable energy sources in our day-to-day operations. The aim is to not only limit our carbon footprint, but also to progressively increase the percentage of clean, sustainable energy in our energy mix in the long run. In line with this, the Board has approved installation of a Solar power project with an additional capacity of 16 MW. The total capital expenditure estimated for the project is approx ₹ 90 crores.



Tree plantation drives

In the year under review, we took a significant step towards environmental conservation by launching a reforestation project in partnership with our local communities. This project is dedicated to the cultivation of native tree species, especially those with good sequestration capacity. This project is expected to sequester metric tonnes of CO₂ each year, helping us reach our carbon neutrality goals faster. Through this collaboration with local communities, we are sowing the seeds of a more sustainable and prosperous future, in line with our commitment to environmental stewardship.



Some of our energy saving initiatives:

- 01** Installed VFD in Brine Plant
- 02** Installed ATFD machines to reduce power consumption
- 03** Installed ACs with effective energy conservation
- 04** Automatic buttons on reactors for lighting and energy saving- replacement of CFL light fittings by LED light fittings
- 05** Upgraded pumps and motors for higher efficiency
Reduced power consumption through centralized operation of chilled water and sub-zero brine

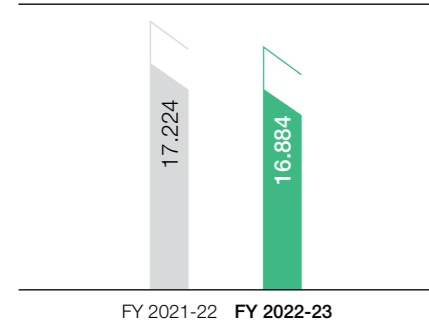
Water management

We are dedicated to minimising our environmental footprint and a crucial aspect of this commitment is our approach to water management; which entails that water needs to be used efficiently and responsibly.

Water conservation

At Ami Organics, advanced water recycling systems are employed to lower our water footprint. This proactive approach not only preserves water, but also curbs water consumption in our daily operations. Regular monitoring of water consumption is a standard practice at our production facility. Our dedication to water conservation stands as a testament to our pledge to minimise our ecological impact and ensure a more sustainable future for all.

Reduction in water intensity per rupee



Fresh water consumption

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
Water procured form GIDC	96617	79719
Process Water	7511	9866
Total volume of water withdrawal (in kilolitres)	104128	89585
Total volume of water consumption (in kilolitres)	104128	89585
Water intensity per rupee of turnover (Water consumed / turnover ₹ million)	16.884	17.224

Wastewater treatment

We have substantially invested in cutting-edge wastewater treatment facilities which are thoughtfully designed to recycle and reuse the wastewater generated in our daily operations. Additionally, we ensure that the wastewater released into the environment satisfies stringent regulatory standards. Before its release, the wastewater undergoes treatment processes that meet the highest quality benchmarks, underscoring our dedication to preserving water and safeguarding the ecosystems that rely on it.

50,128 Kiloliters

Wastewater treated during FY 2022-23
(For Sachin & Jhagadia units)

7,013 Kiloliters

Wastewater reused for Sachin Unit during FY 2022-23

Case study

Establishing a Zero Liquid Discharge (ZLD) effluent plant

Innovative and eco-conscious manufacturing processes have helped us implement a game-changing solution at our Sachin Unit. The cutting-edge Zero Liquid Discharge (ZLD) in-house effluent plant enables us to recycle and reuse wastewater, thereby reducing water consumption and stress on local water resources.



Waste management

We leverage best-in-class technologies and processes to reduce waste and enhance our recycling practices. We do realise that minimising waste generation right at the source is essential for meeting our sustainability objectives.

Waste reduction initiatives

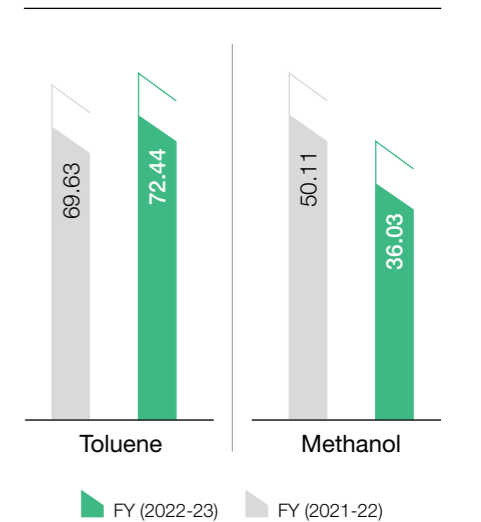
We have followed the principles of waste reduction initiatives at our manufacturing plants in Sachin and have also started taking steps to implement these principles at our Jhagadia unit. Through comprehensive recycling programmes and waste segregation efforts, we have reduced our total waste generated during FY 2022-23.

We follow a comprehensive approach to disposing of hazardous waste by distributing it among various facilities. This entails directing a portion of it to landfills, some to recycling facilities and remaining portions to co-processing plants. Our disposal process incorporates advanced technologies such as a filter press, sludge drying beds, an Agitated Thin Film Dryer (ATFD) and a Multi-Effect Evaporator (MEE) to separate solids from liquid effluent after treatment with lime and alum. The treated effluent sludge is then securely disposed of at a government approved Treatment, Storage and Disposal Facility (TSDF) site following specific treatments.

Circular economy practices

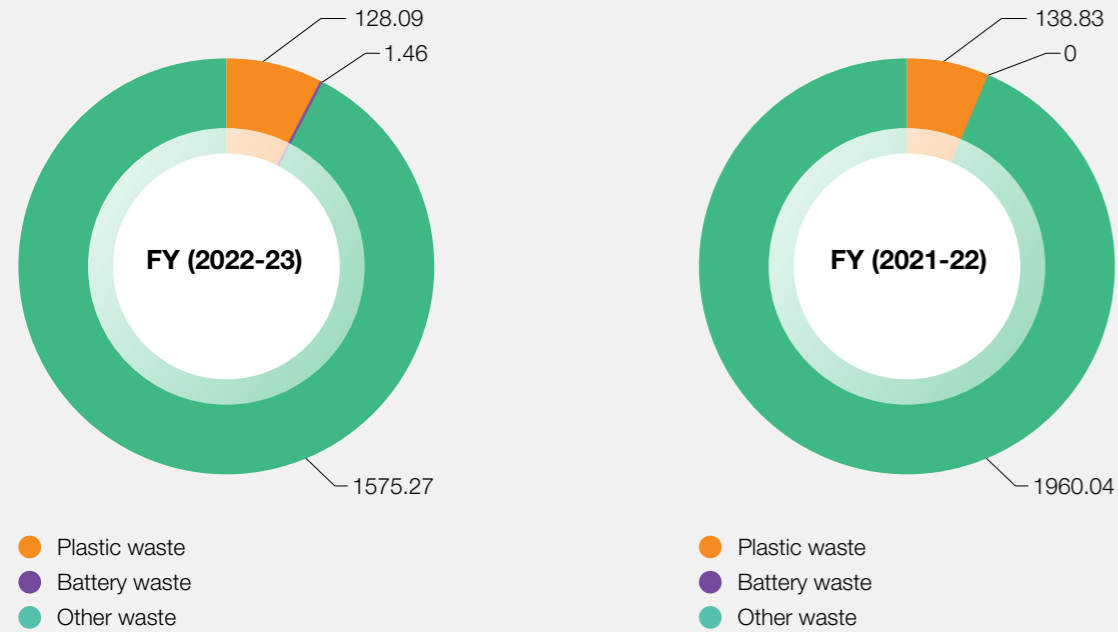
We believe that what is good for the planet is also good for us. This conviction underpins our advocacy for adhering to circular economy principles. We encourage the conservation of our resources and the reuse of materials, all while making every effort to eliminate single-use plastics in our operations. Our commitment to sustainability extends to product packaging, which is meticulously designed with the environment in mind. We adhere to compliance standards that encompass the Classification, Labelling, and Packaging (CLP) Regulation. Our practices align with the labelling standards set forth by the United Nations' Globally Harmonized System (GHS). We prioritise the use of recyclable and biodegradable materials wherever feasible, ensuring that our products are environment friendly. These initiatives reflect our vision of a circular economy where resources are conserved and waste is minimised, building a cleaner, more sustainable future.

Recycled input materials (%)



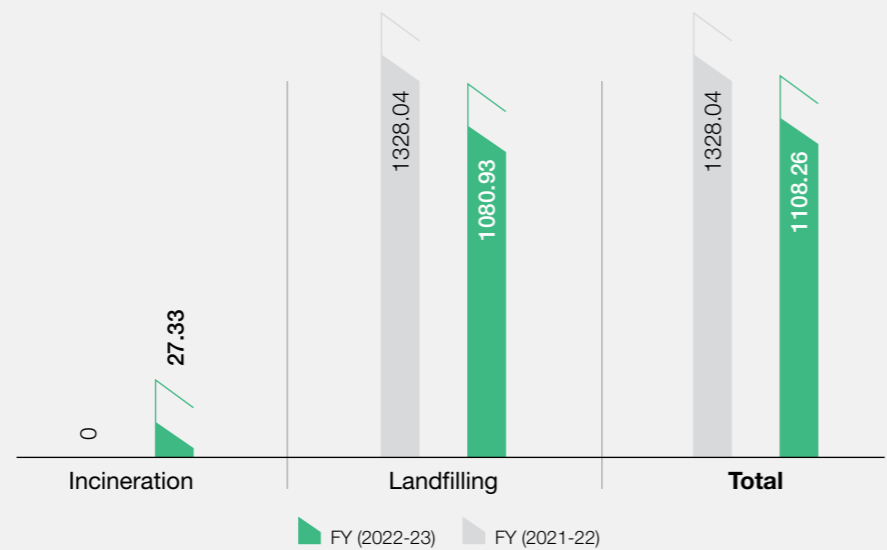
Waste management

Waste segregation MT



We regularly conduct audit by certified Environment Consulting Agency on the compliances and practices adopted by our third party Recyclers for the disposal of hazardous waste. Similarly our waste disposal management system and environmental practices are also audited by regulatory bodies. ISO 14001 accreditation to our manufacturing units is a testimony of our compliant Environment Management Systems.

Waste disposed MT



Note: Above data pertains to total quantities of Sachin and Jhagadia units.

Air emission

As a responsible entity, we understand the imperative to address air emissions in our operations. Committed to minimizing our environmental footprint, we have implemented comprehensive strategies that not only adhere to regulatory standards but also surpass them. By prioritizing clean and efficient practices, we aim to contribute to a healthier atmosphere and set a precedent for responsible business operations within our industry.

GREEN HOUSE GAS (GHG)

EMISSIONS

We have strategically aligned our operations with the overarching ambition of the Paris Agreement, which seeks to limit the rise in the average global temperature to below 2 degrees Celsius from pre-industrial levels. Given the inherent energy intensity of our manufacturing processes, specifically the emission-producing high-temperature machinery, we have undertaken significant investments in diverse strategies. These endeavors are focused on enhancing energy efficiency and curbing the associated carbon emissions. Moreover, we have implemented crucial safeguards to ensure that emission levels consistently remain well below the limits defined by state regulations.

Parameter	GPCB Permissible Limits	FY 22-23	FY 21-22
NOx	80 Microgram/m ³	18.61	20
SOx	80 Microgram/m ³	24.88	21.01
Particulate matter (PM)	100 Microgram/m ³	PM 10: 83	PM 10: 49.18
	60 Microgram/m ³	PM 2.5: 44.03	PM 2.5: 42

OTHER ATMOSPHERIC RELEASES

NOx and SOx

The majority of our air emissions stem from industrial operations, subject to monthly stack emission checks to ensure compliance with Pollution Control Board-mandated levels. Utilizing boilers in our manufacturing facilities, we have successfully maintained emissions of Sulphur Oxides (SOx) and Nitrogen Oxides (NOx) well below the permissible limits set by the Gujarat Pollution Control Board (GPCB).

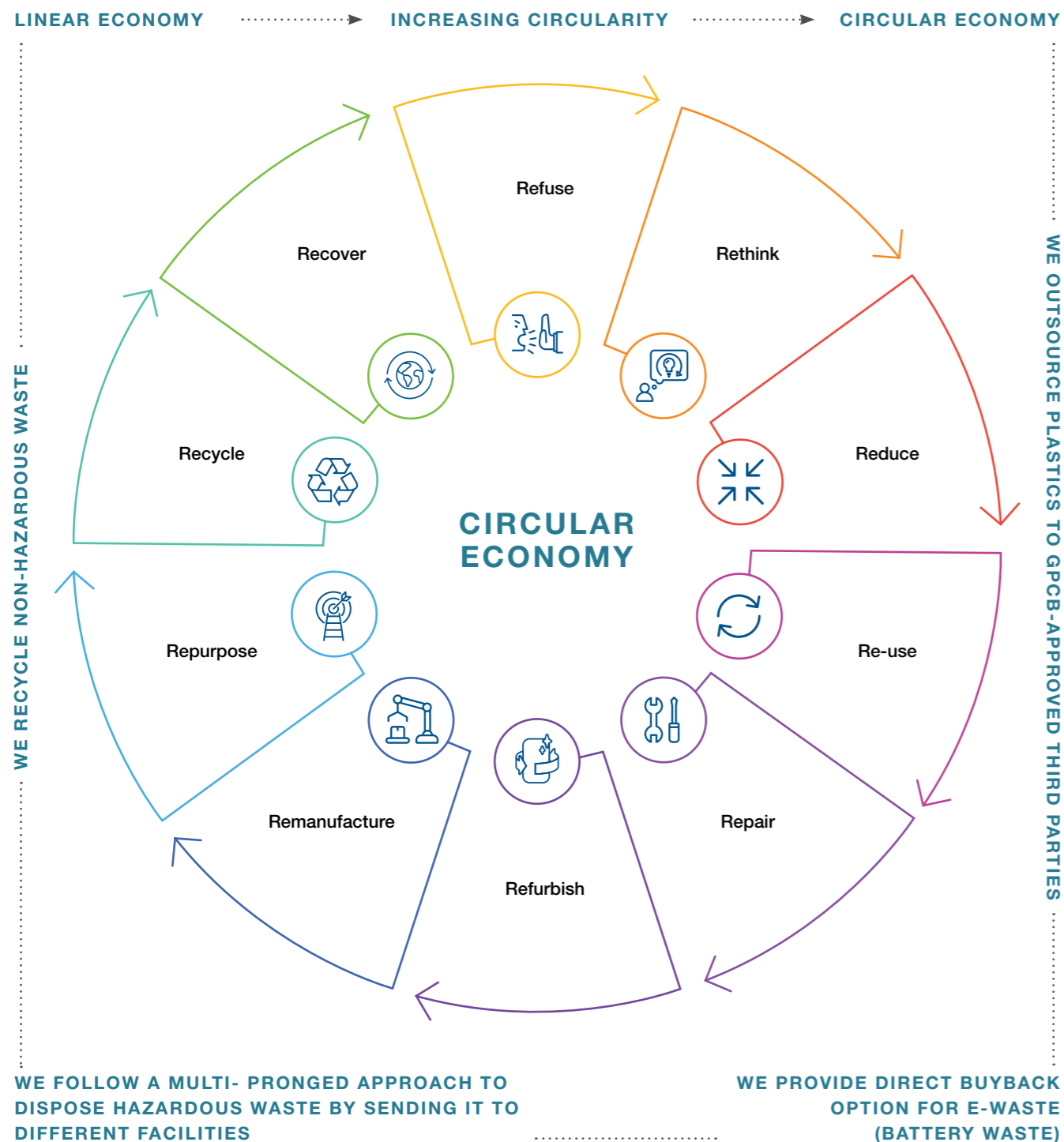


We are committed to a substantial reduction in our CO₂ emissions, aiming for a 25% decrease by the year 2030 compared to our baseline period of FY 21-22. Our long-term vision extends further, as we strive to attain Net-Zero emissions by the year 2050, aligning our environmental goals with a sustainable and responsible future.

Air emission

Circular economy practices

We believe that what is good for the planet is also good for us. This conviction underpins our advocacy for adhering to circular economy principles. We encourage the conservation of our resources and the reuse of materials, all while making every effort to eliminate single-use plastics in our operations. Our commitment to sustainability extends to product packaging, which is meticulously designed with the environment in mind. We prioritise the use of recyclable and biodegradable materials wherever feasible, ensuring that our products are environment friendly. These initiatives reflect our vision of a circular economy where resources are conserved and waste is minimised, building a cleaner, more sustainable future.



Biodiversity conservation

As we continue to advance in our sustainability journey, we believe that preserving biodiversity is non-negotiable. We will now share the ways in which we, as a community, can protect and nurture biodiversity.

Case study

Creating a greenbelt in the GIDC Area

We are contributing to the development of a greenbelt in the Gujarat Industrial Development Corporation (GIDC) area, along with our ongoing water conservation efforts. This project underscores our commitment to safeguarding the natural ecosystem, while also striving for a harmonious coexistence between industrial activities and the surrounding environment. Through the establishment of vibrant green spaces, we aim to contribute significantly to the improvement of air quality and the preservation of biodiversity.

Preserving natural habitats

Biodiversity conservation is crucial for sustaining a healthy ecosystem. At Ami Organics, we are taking several steps to preserve natural habitats near our facilities. We have set aside areas for reforestation and created eco-friendly spaces, promoting local biodiversity.



Chemical management

As a speciality chemical manufacturing company, we adhere to strict chemical management practices to prevent pollution and protect local ecosystems. We regularly monitor and assess our processes to ensure they are environment friendly.

Our way forward

Fostering environmental sustainability is our foremost priority. It significantly influences our operations and decisions. We firmly believe that with a focused dedication to continuous improvement and innovation, we can make a meaningful contribution to a greener and healthier planet, leaving behind a more sustainable legacy for future generations.

As we continue to face the challenges and opportunities that await us, we are driven by the vision of a better, more sustainable future where our actions today reverberate positively for years to come.

We prioritise the growth and development of our people as well as communities. With an aim to ensure holistic well-being, we undertake targeted initiatives that play a pivotal role in empowering individuals and society.

Through employee upskilling, training and development programmes, we intend

to improve skills that add value to the organisation. The diversity of our teams offers a breadth of skills, experiences and perspectives that greatly benefit the organisation.

We have the potential to create a profound impact, benefitting not just those directly connected to us, but also uplifting the

local communities around our operations. Further, building and nurturing strong relationships with our stakeholders fortifies our stance as a resilient organisation.

Our social initiatives aim to tackle significant challenges in the domain of healthcare, poverty and education.



SOCIAL

Focus areas



People



Community Engagement

UN SDG goals



Healthcare

We aim to establish appropriate healthcare infrastructure to prevent the occurrence of diseases and reduce high mortality rates.



Poverty

We strive to engage in activities that help alleviate poverty and promote socioeconomic well-being.



Education

We aim to provide access to quality education in underserved areas.

Nurturing a future-ready talent pool

Employee well-being

At Ami Organics, we consider our people to be our most valuable asset. Their commitment and contributions play an integral role in our success. Our commitment to foster a conducive working environment continues to ensure that our people feel valued and motivated. We offer insurance and other benefits to safeguard the health and safety of our people. This holistic approach to employee well-being underscores our commitment to creating an environment where people can thrive personally as well as professionally. We have designed a comprehensive Employee Health and Wellness Program. We conduct periodic health checkups for employees, ensuring early detection of potential health issues. We have 24x7 in-house Doctor for providing employees with ongoing access to medical consultations to ensure their well-being and promote a healthier workforce. We strive to enhance the overall physical and mental health of our valued workforce. Towards this, we regularly conduct yoga and meditation sessions for mental peace and health and organise seminars and trainings from expert consultants on various health related aspects.

Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. B	% (B/A)	No. C	% (C/A)
Employees						
1	Permanent (D)	532	498	93.61%	34	6.39%
2	Other than permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D + E)	532	498	93.61%	34	6.39%
Workers						
4	Permanent (F)	70	68	97.14%	2	2.86%
5	Other than permanent (G)	365	352	96.44%	13	3.56%
6	Total workers (F + G)	435	420	96.55%	15	3.45%

Employee benefits



Health insurance

Every member of the Company has 100% health insurance coverage to ensure access to the best medical care without any financial burden.

100%

Health insurance coverage



Accident insurance

To protect our people from unforeseen incidents, we provide 100% accident insurance to our people, to keep them safe.

100%

Accident insurance coverage



Maternity benefits for women employees

At Ami Organics, we offer 100% maternity benefit to our women employees. We understand the importance of supporting women during this important phase of their life. To support the physical and mental well-being of our female workforce, we continue to provide significant maternity benefits. It also reinforces our dedication to gender equality and empowerment.

100%

Maternity benefits for women



Retirement Benefits

Company provides the retirement benefits to its employees like Provident Fund, Gratuity and ESI.

100%

Retirement Benefits Coverage

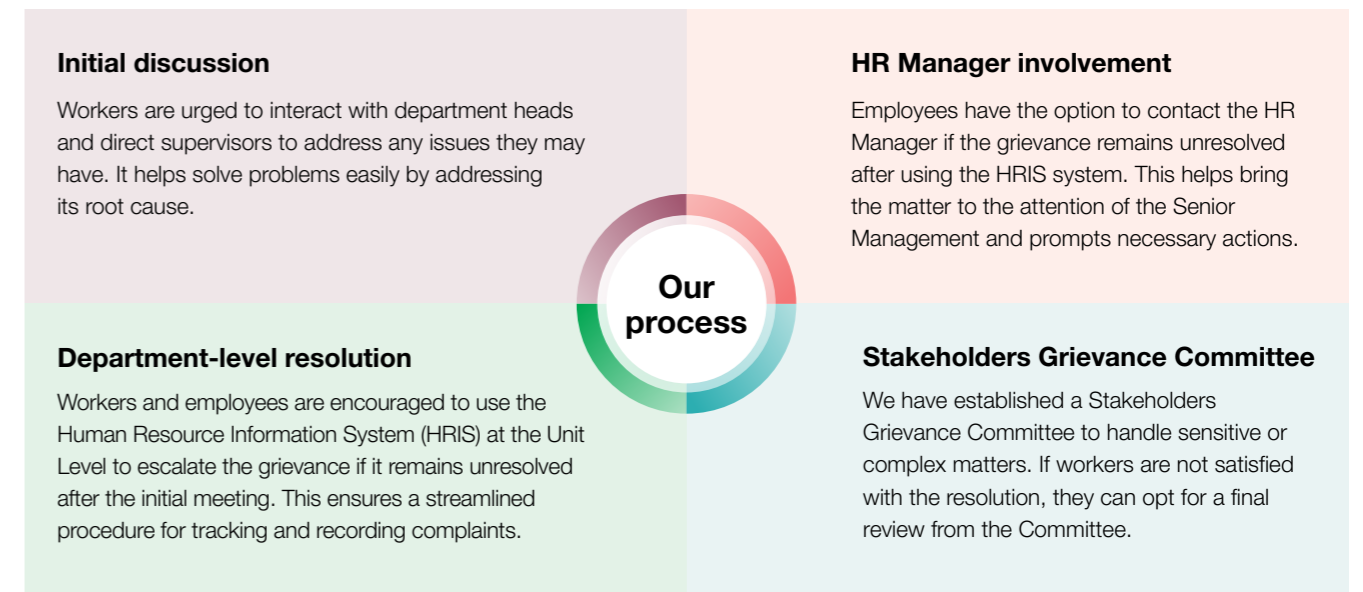


Zero

Disciplinary action was taken against directors, KMPs, Employees and workers by any Law enforcements agency for the charges of bribery or corruption in the last 2 consecutive years.

Grievance mechanism

We emphasise fostering an inclusive and safe work environment, where our employees and workers are encouraged to voice their concerns and issues without hesitation. We remain committed to addressing and resolving these grievances with utmost transparency while also adhering to ethical standards. The Internal Grievance Committees at our plants are responsible for resolving employee grievances. These Committees comprise various members, including a Director, a Senior HR representative, the Plant Head and other members. Their primary objective is to act promptly and fairly, addressing and resolving employee concerns.



Effective grievance redressal process

To ensure transparency and efficiency in grievance redressal, we have established a comprehensive Grievance Redressal Process that spans multiple levels. This case study illustrates the structured approach we employ to resolve internal stakeholders' concerns in a timely and fair manner.

Level-1 Immediate resolution

When an internal stakeholder encounters an issue, they are encouraged to submit a written report to their immediate supervisor, Head of Department (HOD), or HR Manager, while providing their personal details. The supervisor, HOD or HR Manager acknowledges the grievance promptly and works diligently to resolve it within five working days.

Level-2 Escalation and review

Should the stakeholder remain dissatisfied with the resolution at Level-1, they have the option to escalate their grievance to the Internal Stakeholder Employees Grievance Officer. The officer assesses its validity and takes further action within five working days, ensuring a fair and unbiased review. In the event that the grievance persists, it is formally lodged and forwarded to the Unit Grievance Committee (UGC), which comprises representatives from various departments. The UGC diligently reviews the grievance and aims to offer a solution within seven working days.

Level-3 Formal resolution

If the internal stakeholder remains unsatisfied with the resolution at Level-2, the grievance is formally lodged with the Central Grievances Committee (CGC). This Committee, consisting of a Functional Director, a representative from the HR Department and the Company Secretary, thoroughly assesses the grievance and makes recommendations to the Chairman within 15 working days.

The Chairman's decision is considered final and binding, marking the culmination of the grievance redressal process. This structured approach ensures that even the most complex grievances are addressed promptly and fairly, with the entire process concluding within 45 working days.

Nurturing a future-ready talent pool

Training and familiarisation programmes for stakeholders

 <p>Training of Independent Directors</p> <p>We strive to acquaint Independent Directors with the nuances of our business, the regulatory environment and their roles and responsibilities through a comprehensive understanding of the following-</p> <ul style="list-style-type: none"> • ESG and sustainability • Statutory and legal updates • Business overview, trends, risk management, HR updates and employee welfare • Awareness on BRSR and its core requirements • Data integrity and privacy, Prevention of Sexual Harassment and ESG-related aspects. 	 <p>Employee training</p> <p>We prioritise employee development and provide regular training to our team members on diverse topics, which include-</p> <ul style="list-style-type: none"> • Code of Conduct and organisational values • Behavioural training and leadership skills • Time management, skill development and technical training • ESG, health and safety, fire fighting • Health and hygiene related issues • Prevention of Sexual Harassment (POSH) and social accountability. 	 <p>Workers training</p> <p>We have implemented structured training programmes that cater to various critical aspects to ensure the growth and well-being of employees. These programmes include:</p> <ul style="list-style-type: none"> • Skill development • Safety training • Health and Hygiene and occupational hazard training • Prevention of Sexual Harassment (POSH) and social accountability • On average, the company offers 20 hours of training per employee per year, encompassing both technical and non-technical aspects. Similarly, company has spent 10 hours of training per worker annually.
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Training and awareness programs

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Company has conducted familiarization program for Independent Directors with an objective to train them regarding the nature of the industry and business, operations, regulatory environment, roles & responsibilities, and code of conduct adopted by company. Topics covered were as under : <ol style="list-style-type: none"> 1) ESG and sustainability 2) Training on Statutory and Legal updates 3) Awareness session on Business overview and trend, Risk management, HR and employee welfare updates 4) Awareness session on BRSR and BRSR Core Requirements 	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	2	Various topics like Data Integrity & Data Privacy, Prevention of Sexual Harassment, ESG related aspects etc. were conducted covering following topics : <ol style="list-style-type: none"> 1) ESG and sustainability 2) Business ethics, values and Code of conduct 3) Leadership Skills 4) Train the Trainer 5) Risk Assessment and mitigation 6) POSH and Social Accountability 	100.00%
Employees other than BoD and KMPs	60	The topics covered included <ol style="list-style-type: none"> 1) Code of conduct and values 2) Behavioural training 3) Time Management, Skill development 4) ESG and sustainability 5) Technical Training 6) Health & Safety trainings 7) Fire Fighting 8) POSH and social accountability 	95.00%
Workers	378	The company has structured training programmes for all permanent employees and workers. Trainings imparted were on following themes : <ol style="list-style-type: none"> 1) Skill development 2) Safety training 3) Hygiene and Hygiene and occupational hazards training 4) POSH, Social Accountability 	88.00%



Putting safety first

We consider the safety and well-being of our people to be of utmost importance; hence, to create a secure working environment, we have put in place a rigorous Hazard Identification and Risk Assessment process, encompassing both routine and non-routine activities. Further, we have implemented a meticulous Permit to Work system to carry out tasks safely and methodically.



Nurturing a future-ready talent pool

Case study

Prioritising health and safety

We have instituted a robust health and safety programme to create a secure working environment. This includes offering comprehensive training, adopting proactive measures and having a mindset for continuous improvement.



Conducting third-party safety audits

To ensure the effectiveness of our safety measures, we conduct third-party safety audits following legal regulations. These annual audits help ensure compliance with safety standards and identify areas for improvement.



Gearing up for emergencies

We have implemented robust emergency preparedness measures to effectively mitigate unforeseen events. It has helped us create a safe and secure workplace for our people, thereby promoting a culture of safety across the organisation.



Adhering to regulations

We adhere to the directives outlined by ISO standards, the Factory Act, the Environment Protection Act, the Pollution Prevention Act and other relevant regulations to ensure a safe working environment. Our commitment extends to best practices such as Risk Assessment, Workplace Exposure Measurement, routine medical checkups and the vigilant reporting of accidents and incidents.



Implementing proactive safety measures

We have established an effective Accident Management System, where every employee is encouraged to promptly report accidents, incidents, near misses, or unsafe conditions within the workplace. Each reported case undergoes a thorough investigation, leading to the implementation of preventive and corrective actions to prevent its recurrence.



Offering comprehensive training

Our commitment to safety is evident in our comprehensive Health and Safety training programme, provided to all our employees as part of our induction process. Conducted by our Environmental, Health and Safety (EHS) department, this training equips our workforce with the knowledge and skills necessary to work safely. Regular safety mock drills are conducted to ensure preparedness for swift responses during emergencies.

Zero
We are pro actively taking steps to achieve zero Cases of work related injuries / ill health. Zero loss Time injury cases was achieved during the FY 2022-23.



Nurturing a future-ready talent pool

Safeguarding Human rights

The Environmental, Social and Governance (ESG) Committee plays a crucial role in establishing sustainable human rights policies. The ESG Committee, formed under the aegis of our Board, is instrumental in formulating our human rights policies. The execution of these policies, along with the crucial task of conducting periodic audits to ensure compliance, is entrusted to the Human Resource (HR) department. It further reaffirms our dedication to operating as an ethical and socially responsible corporate entity.

Our policies

At Ami Organics, the Human Rights Policy concentrates on several essential elements to promote and protect human rights within the organisation. Some of these include-

- | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1
Freely chosen employment</p> <p>It denotes that all our employees have freely chosen their employment opportunities and have not been subjected to any form of coercion or forced labour.</p> | <p>2
No underage workers</p> <p>The Company prohibits the employment of underage workers to safeguard the rights and duties of individuals.</p> | <p>3
Minimum wage and benefits</p> <p>The policy commits to providing fair compensation, including the minimum wage and other benefits, to all employees, thereby ensuring their financial security.</p> |
| <p>4
Humane treatment</p> <p>The Company fosters a work culture that ensures humane treatment of all employees, respecting their dignity and rights.</p> | <p>5
Freedom of collective bargaining</p> <p>The policy upholds the right of employees to engage in collective bargaining without any interference, enabling them to voice their concerns and negotiate for better working conditions.</p> | <p>6
Workplace health and safety</p> <p>We focus on maintaining a safe and healthy work environment, prioritising the well-being of our people.</p> |
| <p>7
Zero sexual harassment cases</p> <p>Our Prevention of Sexual Harassment Policy (POSH) policy is backed by an Internal Complaints Committees to address and resolve complaints of sexual harassment with fairness and integrity.</p> | <p>8
Zero cases of discrimination at the workplace</p> <p>All our team members are protected from discrimination on the basis of the factors outlined in the Human Rights Policy.</p> | <p>9
Zero cases of child labour</p> <p>We are committed to preventing the employment of underage workers.</p> |
| <p>10
Zero cases of forced labour</p> <p>The Human Rights Policy ensures that no employee is subjected to forced labour or any form of coercion.</p> | <p>11
Zero cases of labour wage violations</p> <p>We adhere to regulations pertaining to minimum wage and employee benefits standards and strive to offer fair compensation to all employees. Employees who raise concerns or complaints related to human rights violation are assured protection by the management or department heads. We focus on creating a respectful and supportive working environment that extends to all stakeholders, including employees, management, the community, customers and suppliers, in alignment with our broader ESG objectives.</p> | |

As an ethical and socially responsible organisation, we have been granted recertification of SA8000 standards. The recertification process encompassed an audit of a broad range of areas, including labour issues, worker safety and well-being, health and safety concerns, the effectiveness of the Prevention of Sexual Harassment (POSH) committee, adherence to minimum wage laws and risk management etc.

Fostering community engagement

At Ami Organics Limited, community engagement is more than just a strategic initiative; it is a collaborative journey. We actively engage with community members to understand their concerns and develop initiatives that address their core concerns.

This inclusive approach helps strengthen ties with the communities we serve, foster shared growth and lay the foundation for a brighter, more inclusive future for all.

Principles that guide our community engagement initiatives

We cherish the enduring relationships between our organisation and the communities we serve. We listen to the needs and concerns of the communities in which we operate and foster open dialogue and collaboration with them. Our community engagement initiatives focus on the following aspects-



Our CSR priorities

At Ami Organics, Corporate Social Responsibility (CSR) extends beyond corporate obligations. It encompasses a broader commitment to make a positive impact on society. Our CSR efforts focus on education, healthcare and sanitation, with a steadfast dedication to improving the socioeconomic prospects of the communities we serve.

13.72 million

CSR expenditure in FY23



Making a meaningful impact

School education and skill development

- **Distribution of educational materials:** In collaboration with the Rotary Club of Surat, we have contributed ₹271,000 for the distribution of educational material to underprivileged children.
- **Donation to the GCSA Foundation:** We have made a donation of ₹2,50,000 to support the initiatives of the GCSA Foundation to further the cause of education and skill development.
- **Raika Education Charitable Trust:** Our partnership with the Raika Education Charitable Trust involves a significant investment of ₹20,00,000 focusing on enhancing educational opportunities for deserving individuals.
- **Friends of Tribal Society:** We have allocated ₹3,30,000 to the Friends of Tribal Society for educational and developmental initiatives for improving the lives of tribal communities.
- **Sports for Youth:** Our investment of ₹1,07,000 in sports initiatives for youth reflects our commitment to holistic development.
- **Fees for children:** To cover the educational fees of children in need and provide access to quality education, we have allocated ₹1,35,020.

Healthcare, preventive healthcare and women's empowerment

- **Sevarth Sansthan BK Jain Trauma Centre:** A substantial investment of ₹50,00,000 has been dedicated to the Sevarth Sansthan BK Jain Trauma Centre, which offers crucial healthcare and trauma care services.
- **Guru Maa Mahila Seva Foundation:** We have pledged ₹25,00,000 to the Guru Maa Mahila Seva Foundation, an organisation dedicated to women's empowerment and healthcare.
- **Hospital charges and medical expenses:** To pay for hospital charges and medical expenses of individuals in need, we have allocated ₹3,57,701.

Water, sanitation, hygiene and environment

- **Plantation in Jhagadia:** In line with our commitment to environmental sustainability, ₹1,53,058 has been spent on plantation initiatives in Jhagadia.
- **Shree Gujarat Vanvasi Kalyan Parishad:** A contribution of ₹5,00,000 has been directed towards the Shree Gujarat Vanvasi Kalyan Parishad for supporting rural development and the betterment of tribal communities.
- **Shree Brahmani Charitable Trust:** An amount of ₹20,00,000 has been allocated to Shree Brahmani Charitable Trust to support rural development and community upliftment initiatives.
- **CSR camp at Dharampur:** To encourage community engagement and social development, a sum of ₹1,24,709 has been dedicated to conducting CSR camps at Dharampur.

2,160

Lives impacted in FY 2022-23



Our Company is built on a strong foundation of corporate governance, firmly rooted in the principles and values that guide us to fulfil our duties as a responsible corporate. We remain

committed to uphold the highest ethical standards, work with integrity, honesty, fairness and transparency. These values serve as the bedrock for our organisation and our governance structure. It also

enables us to mitigate risks and ensure transparent disclosures while abiding by the core pillars of our Environment, Social and Governance (ESG) framework.

GOVERNANCE

UN SDG goals

- 4 QUALITY EDUCATION
- 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

Leadership and management

To ensure good governance, our Board of Directors provides strategic insights and management expertise to lead a successful business.

Our Board comprises 50% Independent Directors. Also, we have two women Independent Directors on the Board to ensure board diversity. With experts from diverse backgrounds, our board members have demonstrated proven expertise for critical business aspects such as business development, engineering, risk management, governance, compliance, finance and people management.



Through its dedicated committees, the Board prioritises sustainability efforts in the following areas:

<p>Strategic oversight:</p> <p>The Board of Directors ensures strategic oversight of our sustainability initiatives. It sets the direction and long-term objectives of the organisation, all while integrating sustainable practices into our corporate strategy.</p>	<p>Risk management:</p> <p>The Board identifies and evaluates sustainability-related risks and opportunities. It enables us to make informed decisions that align with our sustainability goals.</p>	<p>Accountability:</p> <p>The leadership teams remain accountable to the Board for achieving sustainability targets and maintaining transparency with stakeholders.</p>	<p>Stakeholder engagement:</p> <p>The Board encourages stakeholder engagement to ensure clear communication with stakeholders, including investors, customers, employees and communities. It also provides a platform for understanding stakeholder concerns and expectations regarding sustainability initiatives.</p>
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Board of Directors



Board of Directors



Nareshkumar Patel
Executive Chairman, MD

- Mr. Nareshkumar Patel is the visionary who co founded the Company in the year 2007 with a vision to become a research driven global pharmaceutical intermediate and chemicals company providing innovative solutions to customer.
- He has been associated with the Company since its inception and has extensive experience in the global generic pharma business.
- He oversees Process Engineering, Business Development, Marketing, Mergers and Acquisitions, R&D and Product Implementation divisions of the Company.
- He holds a Bachelors Degree in Chemical Engineering from Gujarat University.



Chetankumar Vaghasia
Whole-time Director

- Mr. Chetankumar Vaghasia is one of the co-founders of the Company.
- He has been associated with the Company since its inception and has over 20 years of deep experience in the chemicals industry.
- He oversees the Procurement, Planning, Logistics, IT, Marketing, People Development and Administration divisions of the Company.
- He holds a Diploma in Man-made textile processing.




Girikrishna Maniar
Non-executive,
Independent Director

- Mr. Girikrishna Maniar is having rich experience of more than 35 years in his capacity as cost Accountant and advisory roles in various MSME companies.
- He is the senior partner in GMVP & Associates LLP, a leading cost advisory and auditing firm, serving the profession for 35 years.
- His strong business acumen includes financial management, corporate negotiation, financial control, strategic planning, due diligence, cost control, organisational development and people development.
- He holds a Bachelor of Science degree in Chemistry and is a fellow member of the Institute of Cost Accountants of India.



Hetal Gandhi
Non-executive,
Independent Director

- Mr. Hetal Gandhi has over 34 years of experience in the financial services industry that encompasses private equity investments, credit markets and investment banking.
- He is the co-founder and Managing Director of Tano India Advisors Private Limited.
- He holds Bachelors of Commerce degree and is an Associate Member of the Institute of Chartered Accountants of India.




Virendra Mishra
Whole-time Director

- Mr. Virendra Nath Mishra has vast experience of around 27 years in chemical industry.
- He oversees Production Planning & Inventory Control, Project Management and Operations of Company.
- He holds Master of Science degree in Chemistry.



Ram Mohan Lokhande
Whole-time Director

- Mr. Ram Mohan has around 20 years of vast experience with leading pharmaceutical and chemical manufacturing companies in India.
- He is an API Pharma professional with core competency in API Manufacturing, API Projects, New Facility Commissioning, Project Management and Technology Absorption among others. He has rich experience in Plant Operations, Environment Health & Safety, Production Planning, Projects & Maintenance, Quality Process.
- He is responsible for Production, Plant Operations, Project Management & Commissioning and Technology Absorption in Company.
- He is a B. Tech. Chemical Engineer from National Institute of Technology "NIT" Warangal.



Richa Goyal
Non-executive,
Independent Director

- Mrs. Richa Goyal is an acclaimed legal consultant and legal expert in the area of Insolvency and Bankruptcy law, Intellectual Property and Company Law having more than 22 years of experience in the field.
- She is the Founder and Managing Partner of "RM Legal".
- She holds Bachelor of Commerce degree and an LLB degree; fellow member of the Institute of Company Secretaries of India.

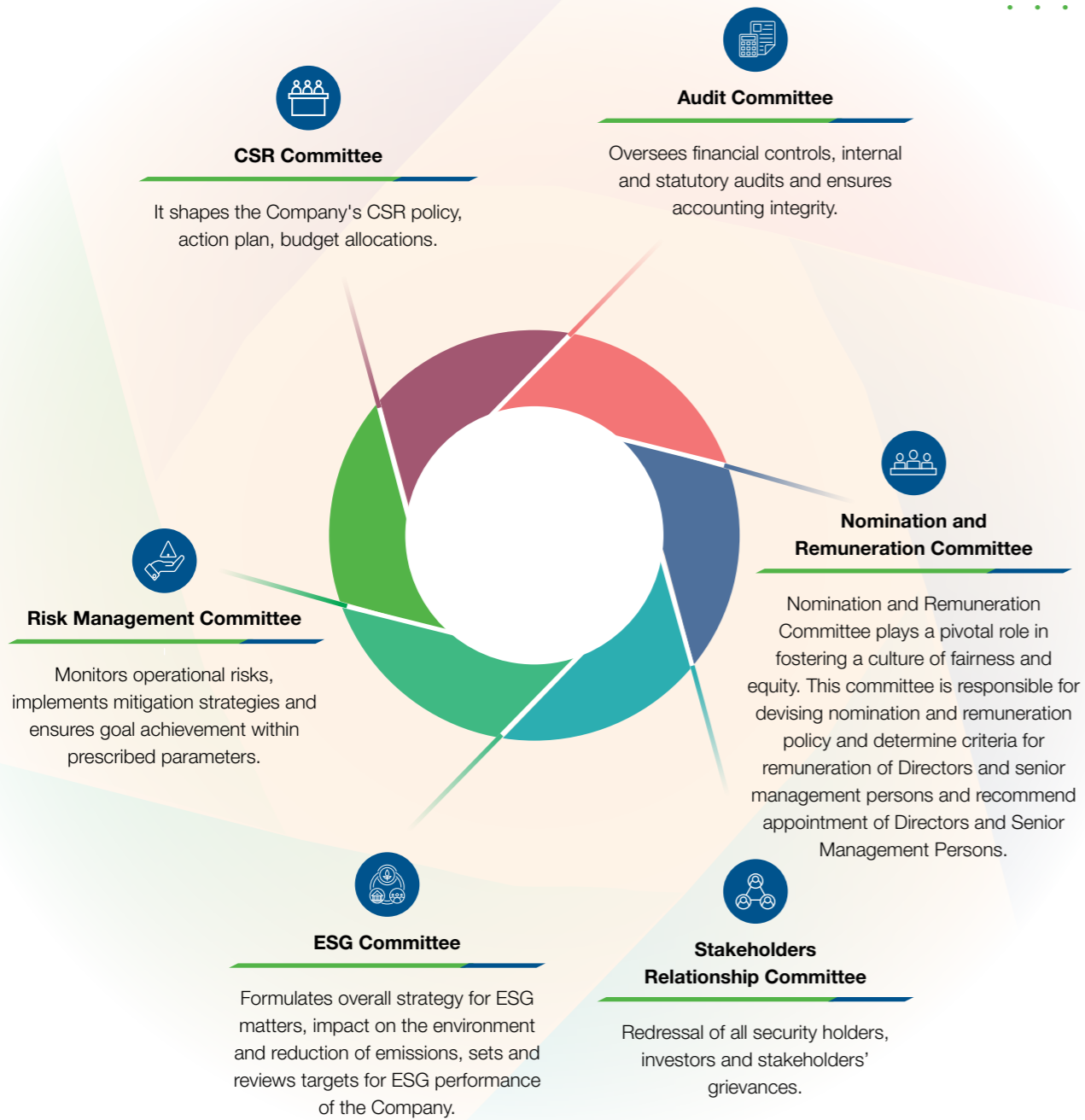


Dr. Anita Bandyopadhyay
Non-executive,
Independent Director

- Dr. Anita is an acclaimed HR consultant with extensive expertise in Leadership Development, Talent Management, Performance Management, HR Processes and corporate succession planning.
- She has serviced Pharmaceuticals, Glass packaging, Education, Adhesives, Textile & Apparels Industries and has exposure to Manufacturing, Education, FMCG, Retail and B2B business sectors.
- She is the Founder Director at KafeHR" a strategic HR consultancy solutions firm.
- She Holds a Doctorate in Applied Psychology from Kolkata University and an Executive MBA from SP Jain Institute of Management & Research, Mumbai.

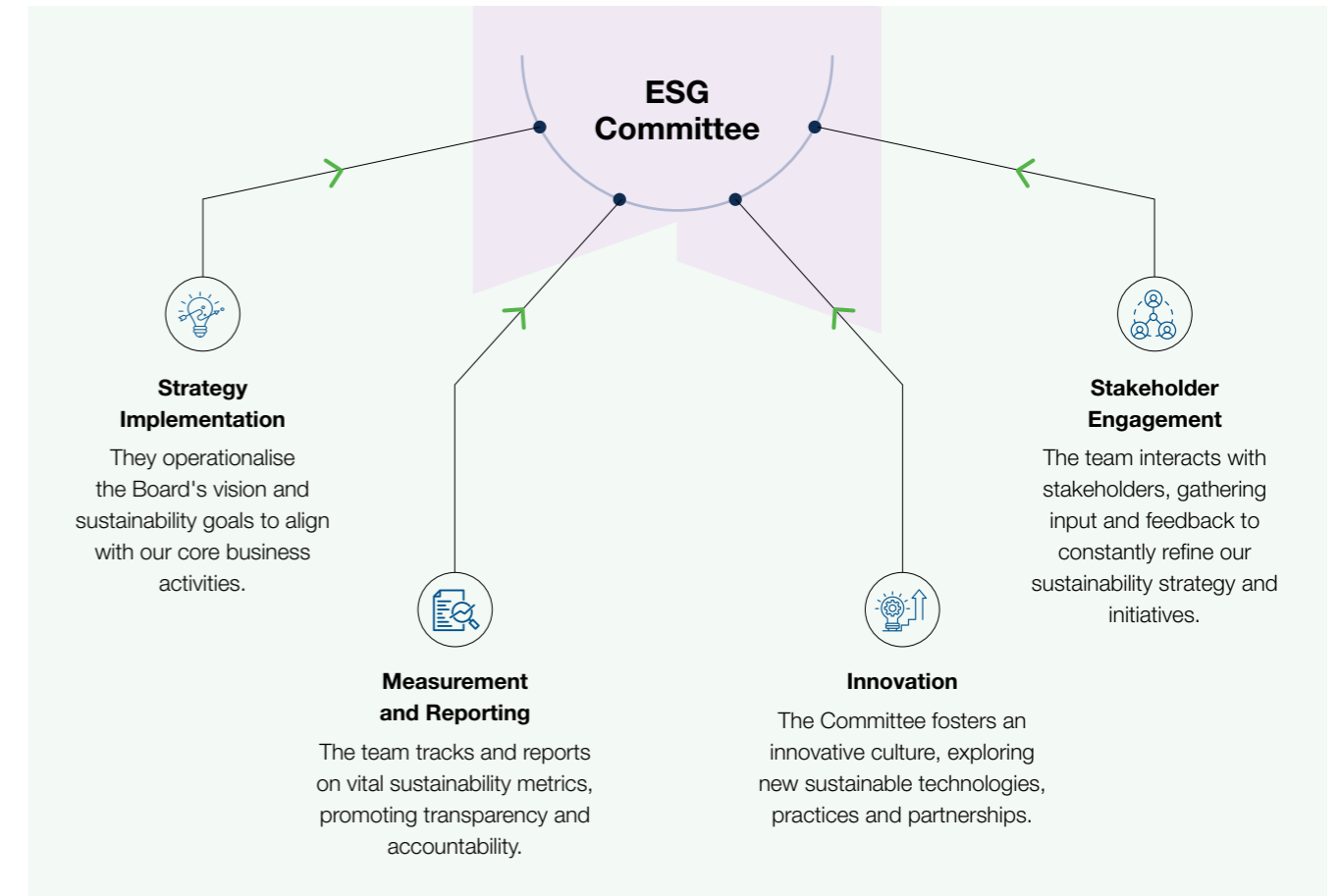
Committees of the board

The Board of Directors has instituted committees and tasked with overseeing diverse business functions. Regular meetings are conducted by all committees to ensure the seamless operation of specific business functions. At least 50% of the Independent Directors participate in these committees.



Our ESG committee

To drive our sustainability agenda, we have established a dedicated ESG Committee. The team comprises cross-functional experts and leaders who are responsible for-



Name of the Director	Status in Committee	Designation
Mr. Ram Mohan Lokhande	Member, Chairman	Whole-Time Director
Mr. Girikrishna Maniar	Member	Independent Director
Mr. Pratik Thakor	Member	Head- EHS Department
Mr. Hemant Patel	Member	Head- HR Department
Mr. Dishank Oza	Member	Head - Project & Instrumentation

Member
Chairman

Ensuring robust enterprise risk management

To manage risks efficiently, we have formulated a comprehensive risk management framework to identify and minimize threats to the business. This framework enables us to efficiently navigate challenges and safeguard the organization from unforeseen threats.



Risk governance framework

Risk Management Committee

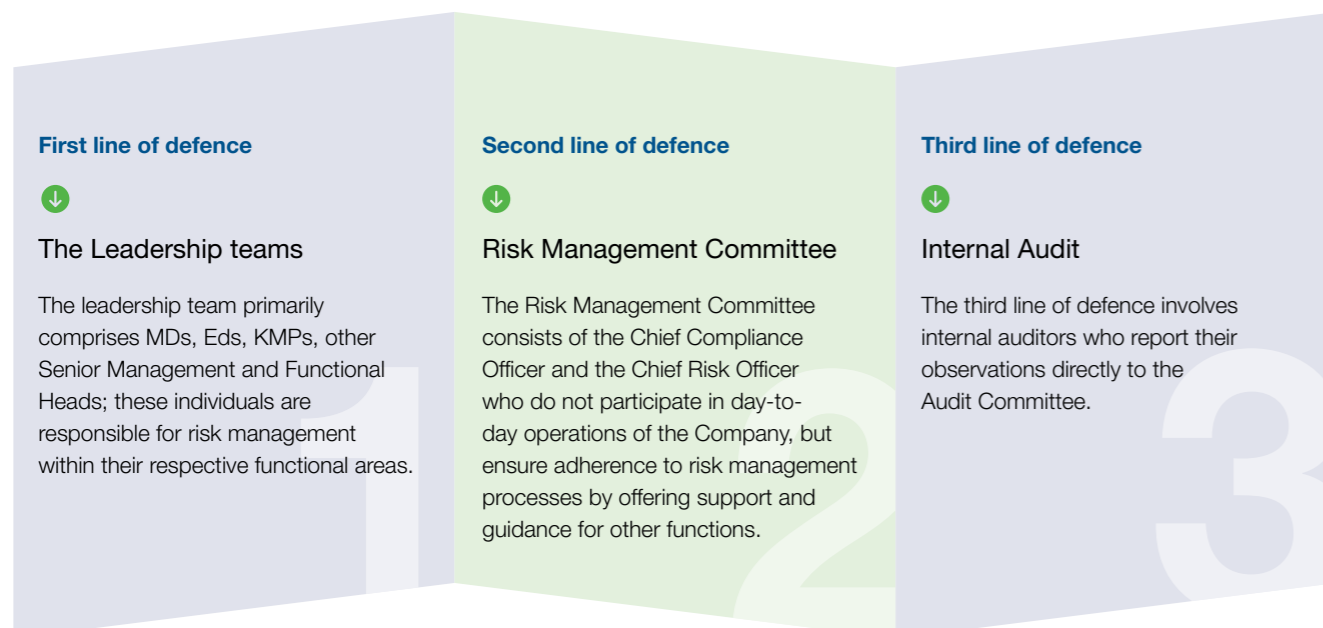
This Committee has a crucial role to play at Ami Organics. It supervises the implementation of the risk management mechanism in the Company. At least one independent director is part of the committee that reports to the Board.

Chief Risk Officer (CRO)

The Risk Management Committee appoints the CRO in addition to the Nomination and Compensation Committee. By executing a decentralised strategy, the Risk Management Committee develops risk management mechanisms and offers support and guidance to the entire organisation.






Three lines of defence

A 'three lines of defence' approach strengthens our risk management framework.



Risks	Description	Mitigation strategies
Geopolitical risks 	Risks associated with geopolitical tensions may cause supply chain disruptions and inflationary pressure. It may adversely impact the Company's operations.	<ul style="list-style-type: none"> At Ami Organics, our global footprint insulates our business operations from geopolitical threats affecting specific regions. The products developed by our Company find application in several specialised fields. The diversified product portfolio, therefore, enables us to diversify our revenue stream.
Operational risks 	The manufacturing facilities might be subjected to operational threats in the form of equipment failure, loss of power supply, lower production levels, labour issues, strikes, environmental challenges, lockdowns and the inability to obtain services from external contractors.	<ul style="list-style-type: none"> We follow cGMP guidelines to minimise our operational risks. To mitigate threats, we ensure the proper management of equipment and facilities, compliance to Standard Operating Procedures (SOPs) and have also established an independent quality assurance unit. Our workforce ensures adherence to applicable rules and regulations. This enables proper documentation of processes and product controls required for drug quality assurance.
Technology risks 	To stay abreast of evolving market dynamics and industry practices, companies need to increase expenditure for the implementation of new technologies for creating upgraded products and techniques. It may increase business expenses and have an impact on cash flow and financial performance.	<ul style="list-style-type: none"> At Ami Organics, we leverage our R&D resources and advanced technologies to quickly adapt to changing market requirements. This approach also enables us to adhere to international standards of operation.
Raw material risks 	Fluctuations in raw material prices may notably increase the cost of operations. It may have an impact on margins and operational performance.	<ul style="list-style-type: none"> To mitigate this threat, we source raw materials from different vendors. It enables us to mitigate risks associated with supply chain disruptions and rising raw material prices. To ensure cost-competitiveness, we prefer to place purchase orders from vendors at regular intervals.
Product risks 	Changes in market requirement may compel the Company to stop existing or planned product development. If appropriate investments are not made on time, the Company's business, brand and financial standing may be impacted.	<ul style="list-style-type: none"> We develop, test and manufacture cutting-edge products that meet regulatory requirements as well as enable us to remain cost competitive.

Ensuring robust enterprise risk management

Risks	Description	Mitigation strategies
Demand risks 	Due to fluctuations in product demand, the actual production numbers may be different from estimated numbers.	<ul style="list-style-type: none"> We have built strong partnerships with our clients and this helps us forecast production targets. It enables us to ensure a steady revenue stream.
Forex risks 	Due to company's global presence, a majority of the Company's transactions are carried out with foreign currencies. Fluctuations in exchange rates may have an impact on the Company's financial strength.	<ul style="list-style-type: none"> We thoroughly evaluate forex risks and use derivatives such as foreign exchange forward contracts to minimise threats. To help mitigate risks pertaining to currency exchange, we purchase goods, commodities and services in the relevant currencies.
Customer risks 	The demand from customers, particularly from the top five clients, is integral to the Company's revenue generation process. Declining sales or lack of demand may affect the Company.	<ul style="list-style-type: none"> We have nurtured enduring relationships with domestic as well as international clients. Regular orders from key clients enables us to estimate correct order volumes, forecast production volumes and income for certain products.
Environmental risks 	If the Company fails to abide by environmental rules and regulations, it may be subjected to repercussions that might have a far-reaching effect on the business.	<ul style="list-style-type: none"> We have judiciously invested in the installation of machinery and equipment to regulate the discharge of effluents. These include a Zero Liquid Discharge effluent plant, a soil biological treatment system and a RO plant with a pre-treatment system. All our manufacturing units are ISO 9001:2015 and ISO 14001:2015 certified.
Competition risks 	Intensifying market competition may pose a risk to the Company's business. Along with loss of market share, it may also impact the Company's revenue generation.	<ul style="list-style-type: none"> Our ability to manufacture and deliver specialised products sharpens our competitive edge. By eliminating redundant expenses and investing in cutting-edge technologies and innovation, we sustain our cost competitiveness.

Making ethical business conduct non-negotiable

In an era where businesses are more than just economic entities, where their impact on society and the environment transcends mere profit margins, ethical business practices have become the hallmark of responsible corporate citizenship.

At Ami Organics, we recognise that ethical business conduct is not simply a regulatory compliance or a public relations strategy—it is a fundamental tenet that guides our actions and decisions.

Robust internal policies

At Ami Organics, we have developed robust internal policies that underpin our commitment to maintaining the highest standards of ethics, integrity and transparency in all aspects of our operations. These policies are designed to not only ensure compliance with applicable laws and regulations, but also to foster a corporate culture that prioritises accountability and ethical conduct.



Anti-corruption and Bribery Policy

The implementation of this policy underpins our focus on eliminating any form of corruption within our operations.



Vigil Mechanism and Whistle-blower Policy

This policy empowers our stakeholders to voice concerns related to unethical or illegal practices without facing any retaliation. Our team members have direct access to the Chairperson of the Audit Committee and are free to exercise their rights to register grievances.

Reporting and accountability

Reporting and accountability are critical aspects of the corporate culture at Ami Organics. This reflects our unwavering commitment to adhering to high ethical standards, ensuring transparency and promoting responsible business practices. Our efforts have borne fruit and these are the outcomes-



Compliance

None of our personnel have faced restrictions in accessing the Chairperson of the Audit Committee.



Complaints

We have received zero corruption & bribery and vigil related complaints (as of March 31, 2023), further underscoring our commitment to ethical practices.



Penalties and Violations

We ensure strict compliance with relevant rules and regulations and have not been subjected to penalties or fines.



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	4,5
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	1
	2-5 External assurance	1
	2-6 Activities, value chain and other business relationships	1, 13
	2-7 Employees	6, 40-46
	2-8 Workers who are not employees	40
	2-9 Governance structure and composition	53
	2-10 Nomination and selection of the highest governance body	58
	2-11 Chair of the highest governance body	56
	2-12 Role of the highest governance body in overseeing the management of impacts	56
	2-13 Delegation of responsibility for managing impacts	-
	2-14 Role of the highest governance body in sustainability reporting	59
	2-15 Conflicts of interest	06
	2-16 Communication of critical concerns	18
	2-17 Collective knowledge of the highest governance body	56-57
	2-18 Evaluation of the performance of the highest governance body	-
	2-19 Remuneration policies	-
	2-20 Process to determine remuneration	58
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	8
	2-23 Policy commitments	44, 46, 58
	2-24 Embedding policy commitments	46, 58
	2-25 Processes to remediate negative impacts	60-62
	2-26 Mechanisms for seeking advice and raising concerns	18-21, 41, 63
	2-27 Compliance with laws and regulations	44, 46,63
	2-28 Membership associations	10
	2-29 Approach to stakeholder engagement	18-21
	2-30 Collective bargaining agreements	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	22-26
	3-2 List of material topics	22-26
	3-3 Management of material topics	22-26
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	5
	201-2 Financial implications and other risks and opportunities due to climate change	2-5
	201-3 Defined benefit plan obligations and other retirement plans	40, 46
	201-4 Financial assistance received from government	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-
	202-2 Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-
	203-2 Significant indirect economic impacts	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	53, 60
	205-2 Communication and training about anti-corruption policies and procedures	22, 63
	205-3 Confirmed incidents of corruption and actions taken	63
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	22, 63

GRI STANDARD	DISCLOSURE	LOCATION
GRI 207: Tax 2019	207-1 Approach to tax	20, 21
	207-2 Tax governance, control, and risk management	60-62
	207-3 Stakeholder engagement and management of concerns related to tax	-
	207-4 Country-by-country reporting	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-
	301-2 Recycled input materials used	33
	301-3 Reclaimed products and their packaging materials	33, 36
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30
	302-2 Energy consumption outside of the organization	-
	302-3 Energy intensity	30
	302-4 Reduction of energy consumption	30
	302-5 Reductions in energy requirements of products and services	30,31
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	32
	303-2 Management of water discharge-related impacts	32
	303-3 Water withdrawal	32
	303-4 Water discharge	32
	303-5 Water consumption	32
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	37
	304-2 Significant impacts of activities, products and services on biodiversity	37
	304-3 Habitats protected or restored	37
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30
	305-2 Energy indirect (Scope 2) GHG emissions	30
	305-3 Other indirect (Scope 3) GHG emissions	30
	305-4 GHG emissions intensity	30
	305-5 Reduction of GHG emissions	08, 35
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	35
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	34
	306-2 Management of significant waste-related impacts	22, 25, 33
	306-3 Waste generated	34
	306-4 Waste diverted from disposal	06, 17, 33, 36
	306-5 Waste directed to disposal	34
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	12
	308-2 Negative environmental impacts in the supply chain and actions taken	17
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40
	401-3 Parental leave	40
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-

GRI content index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	11, 14, 22, 24, 44, 46
	403-2 Hazard identification, risk assessment, and incident investigation	43, 44
	403-3 Occupational health services	22, 24, 44
	403-4 Worker participation, consultation, and communication on occupational health and safety	40,44
	403-5 Worker training on occupational health and safety	17,22, 42
	403-6 Promotion of worker health	23, 24, 42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62
	403-8 Workers covered by an occupational health and safety management system	-
	403-9 Work-related injuries	06, 44
	403-10 Work-related ill health	44
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	17, 42, 43
	404-2 Programs for upgrading employee skills and transition assistance programs	42, 43
	404-3 Percentage of employees receiving regular performance and career development reviews	42, 43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	40, 52
	405-2 Ratio of basic salary and remuneration of women to men	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	40
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	46
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	46
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	46
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	44
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	47, 49
	413-2 Operations with significant actual and potential negative impacts on local communities	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-
	414-2 Negative social impacts in the supply chain and actions taken	-
GRI 415: Public Policy 2016	415-1 Political contributions	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	22
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	6, 33
	417-2 Incidents of non-compliance concerning product and service information and labeling	6, 33
	417-3 Incidents of non-compliance concerning marketing communications	6
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-

Assurance letter



Independent Assurance on Verification of Sustainability Information

Growlity/AR/222310

Reporting Period - April 01, 2022 to March 31, 2023

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:
 - Sachin (Gujarat, India)
 - Jhagadia (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;

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com

Assurance letter



- 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.
- Review of company's disclosures related to Business Responsibility & Sustainability Reporting (BRSR) Disclosures to SEBI, India for FY 2022-23.

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 2022-23. 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.

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
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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.

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: December 12th, 2023
Place: USA



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