

May 25, 2023

Ref. No.: **AIL/SE/25/2023-24**

To,

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400001, MH.

Scrip Code: **543534**

National Stock Exchange of India Limited

Exchange Plaza,
Bandra Kurla Complex, Bandra (E),
Mumbai-400051, MH.

Symbol: **AETHER**

Dear Madam / Sir,

Subject: Business Responsibility & Responsibility Report for the Fiscal Year 2022-23

In accordance with Regulation 30 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, the Business Responsibility & Responsibility Report ('BRSR'), an integral part of the Annual Report, for the Fiscal Year 2022-23, is annexed herewith.

We request you to kindly take the information on your records.

Thank you.

For Aether Industries Limited



Chitrarth Rajan Parghi

Company Secretary & Compliance Officer
Mem. No.: F12563



Business Responsibility & Sustainability Report

Section A: General Disclosures

1. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L24100GJ2013PLC073434
2. Name of the Listed Entity	Aether Industries Limited
3. Year of incorporation	2013
4. Registered office address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.
5. Corporate address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.
6. E-mail	compliance@aether.co.in
7. Telephone	+91-261-6603360
8. Website	www.aether.co.in
9. Financial year for which reporting is being done	FY 2022-23
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India (NSE) BSE Limited (BSE)
11. Paid-up Capital	₹ 1,245.11 MM
12. Name and contact details (telephone, email address) of the person who Maybe contacted in case of any queries on the BRSR report	Name Chitrarth Rajan Parghi Phone +91-261-6603360 Email compliance@aether.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated basis (As the Subsidiary of the Company has not started operations, so the details of the Parent Company i.e. Aether Industries Limited are only disclosed)
14. Turnover in (INR Crores):	667.64 Crores

2. PRODUCTS/SERVICES

15. Details of business activities (accounting for 90% of the turnover):

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
Manufacturing of chemicals (NIC: 2011)	The primary focus of the company is the production of advanced intermediates and specialty chemicals that require specialized chemistry and cutting-edge technology.	100%

16. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

Product/Service	NIC Code	% of total Turnover contributed
4-(2-Methoxyethyl) Phenol Thiophene-2-Ethanol Bifenthrin Alcohol, etc.	2011	100%

3. OPERATIONS

17. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	2*	0	2
International	None (Not Applicable)	None (Not Applicable)	None (Not Applicable)

* Offices and Plants are in same premises.

18. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	21

b. What is the contribution of exports as a percentage of total turnover of the entity? 69% (exports include deemed exports and SEZ sales within India)

c. A brief on types of customers

The products we offer are used in various segments of the chemical industry, including pharmaceuticals, agrochemicals, material science, coatings, high-performance photography, additives, oil and gas and many more.

4. EMPLOYEES

19. Details as at the end of Financial Year (FY2023):

a. Employees and workers (including differently abled):

Particulars	Male		Female		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES					
Permanent (D)	546	518	94.87%	28	5.12%
Other than Permanent (E)			Nil		
Total employees (D + E)	546	518	94.87%	28	5.12%
Particulars	Male		Female		
WORKERS	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (F)	343	343	100%	0	0
Other than Permanent (G)	266	263	98.87%	3	1.13%
Workers (F + G)	609	606	99.51%	3	0.49%

b. Differently abled employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES					
Permanent (D)(till Dec FY2022)	1	1	100%	0	0
Other than Permanent (E)	1	1	100%	0	0
Total employees (D + E)	2	2	100%	0	0

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES					
Permanent (F)(till Dec FY2022)	2	2	100%	0	0
Other than Permanent (G)			Nil		
Total Workers (F + G)	2	2	100%	0	0

20. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	3	25%
Key Management Personnel*	6	1	17%

*Key Management Personnel, as specified in Section 203(1) of the Companies Act 2013, includes the Managing Director, Whole-time Directors, Chief Financial Officer, and Company Secretary.

21. Turnover rate for permanent employees and workers

	FY2023		
	Male	Female	Total
Permanent Employees	100%	0.00%	1.8%
Permanent Workers	100%	0.00%	

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding/subsidiary/associate companies/joint ventures

Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary / associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Aether Speciality Chemicals Limited	Subsidiary	100%	Yes

6. CSR DETAILS

a. Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

b. Turnover (in ₹): 664.64 Cr. for the FY 2022-23
c. Net worth (in ₹): 1,244.61 Cr. for the FY 2022-23

7. TRANSPARENCY AND DISCLOSURE COMPLIANCES

24. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY2023		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	0	0	None
Investors (other than shareholders)	Yes	0	0	None
Shareholders	Yes	32	0	None
Employees	Yes	0	0	None
Customers	Yes	0	0	None
Value Chain Partners	Yes	0	0	None
Other (please specify)	None	None	None	None

Note : Aether has an internal mechanism available for grievance redressal for all of its stakeholders.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Promoting Health and Well-being	Opportunity	Revamping the existing products to meet the evolving customer needs in terms of wider coverage at competitive pricing while promoting the importance of environment care which improves the impact through behavioural changes. This is substantiated by market research for improvising demand related products.	Aether will endeavour to provide innovative products and solutions for addressing the opportunities in chemical market us for promoting the well-being of customers/ employees and workers	Positive

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	Financial implications of the risk or opportunity (Indicate positive or negative implications)	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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Innovation and Digitisation	Opportunity	Innovation and digital transformation creates value for both the organisation as well as for the customers and other stakeholders in offering services by improving the operational efficiency while responding to evolving consumer needs and grievances.	Aether looks forward to continuously increase digital presence with innovative by exploring opportunities in unexplored markets segments	Positive	Responsible Investment	Opportunity	Responsible investment is an approach to explicitly acknowledge the relevance of environmental, social and governance factors, in investment practices for responsible wealth generation and healthy portfolio in the long run countering the new challenges posed by climate change and regulatory requirements.	Aether's ESG policy and strategies aims to improve the shareof high ESG compliant companies in the portfolio for mitigating ESG risks such as climate change, human rights related risks etc.	Positive
Diversity and Inclusion	Opportunity	Diversity is about the representation of workforce in the entity. Inclusion is about contributions, presence and perspectives of different groups of people are valued and integrated into the internal environment. This issue refers to the diversity and inclusion practices of Aether and its value chain partners.	Our DEI strategy, is built around three pillars: employees; customers; and brand and reputation. We aim to embed the values of diversity across our business by providing equal opportunity and promoting an inclusive workforce.	Positive	ESG Products and Services	Opportunity	ESG-themed products are for the decarbonised economy and promote the products which benefits the society indirectly as well directly	Aether endeavours to stay compliant with the products (ESG/responsible products) for promoting sustainable development for communities.	Positive
					Climate Change Mitigation	Risk	Climate change related risks require the use and regular review of comprehensive framework to ensure it is properly addressed and applied. Adopting practices to mitigate, leading to increased risk capital requirements for responding to the financial losses incurred in case of such events.	Climate change risks and adaptation to the resulting impacts have been integral to our risk management process for many years and our approach continues to grow with time. We will continue to align our underwriting and investment policies to adapt to the changing climate risk scenario and promote sustainable products.	Negative
Human Capital Development	Opportunity	Human Capital Development intends to develop agile and productive workforce leading to overall business objectives promoting growth.	For Aether, learning and development is a key differentiator for adapting to evolving external context promoting learning throughout the employee lifecycle for enabling the workforce to up-skill themselves and develop their core competencies.	Positive	Community Development	Risk	Supporting community development programmes shall uphold the Company's brand image while promoting better quality of life for the beneficiaries.	Aether's community development programmes creating a better value proposition for the stakeholders.	Positive
Economic Performance	Opportunity	Economic performance refers to the contribution of Aether's business to the local, regional, national and global economy and creating wealth for the stakeholders viz., community, employees, investors.	Aether believes that strong economic performance ensures continuous and positive returns to our shareholders while generating value for all other stakeholders and making a positive impact on nation-building.	Positive	Customer Relationship Management	Risk	Customer Relationship is core for business for innovating products as per consumer and market needs while resolving grievances with low turnaround time, maintaining trust, continuity and relationship.	Aether's customer relations, product mis-selling and grievance handling mechanisms leading to customer attrition/ dissatisfaction.	Negative

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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Talent Attraction and Retention	Risk	An organisational environment to attract and retain talent through improved mental physical well-being, equal opportunities, skill enhancement and employee benefits providing competitive edge.	Our diverse mechanisms to acquire and manage human talent across our business operations based on the requirements of the organisation with high retention rates.	Negative
Data Privacy and Security	Risk	Data Privacy and Security is the process of implementing measures and systems designed to securely protect and safeguard information and also implies that businesses should use private data only for the intended purposes.	Aether's practices will continue to prevent cyber-attacks or failure of systems leading to loss of customer data and maintaining trust in our processes are high priorities.	Negative
Fair Workplace	Risk	An inclusive workplace which promotes equal pay for equal work, protection from all kinds of discriminations and abiding by human rights practices.	Aether ensures strict adherence to policies and regulations to ensure equal pay for equal work, mitigating and preventing adverse human rights impacts linked to our business activities and operations including our supply chain.	Negative
Operational Eco-Efficiency	Risk	Reducing environmental footprint of the Company in terms of carbon and waste intensity is essential for lowering the environmental footprint of business and ultimately reach Net-Zero levels in line with India's commitments reducing the consequences on society.	Aether 's business will focus on transitioning the operations to low environmental footprint in terms of carbon and waste intensity.	Negative
Risk Management	Risk	Enterprise Risk Management is a process of identifying and managing potential risks including ESG risks within its risk appetite for providing reasonable assurance regarding the achievement of entity objectives.	Our enterprise-wide approach to risk management, approved by our Board of Directors helps us to identify potential material risks in a structured, systematic manner and actions to mitigate them.	Negative

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	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Business Ethics	Risk	Business ethics are necessary to ensure ethical business practices abiding by local and sectoral regulations while managing the interests of all the stakeholders aligning with global best practices based on human, cultural, economic, political and social rights and conducting business on accountable and transparent lines.	Our corporate policies and codes form a key component of the governance framework guiding our employees and other stakeholders across the value chain to uphold our commitment to ethics, transparency, and sustainability.	Negative

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions

Policy and management processes

	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your Company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
c. Web-Link of the Policies, if available***	Statutory Policies: https://aether.co.in/investor-relations/#corporate-governance								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The above-mentioned policies are integrated to all value chain partners.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fair-trade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	<p>The Company has adopted various international frameworks such as:</p> <ol style="list-style-type: none"> 1. ISO 27001:2013 Information Security Management System 2. ISO 45001:2018 3. ISO 9001:2015 4. GMP 5. EcoVadis 6. Un Global Compact Membership 7. GRI Reporting Framework for ESG Disclosure 8. Membership of Indian Chemical Council 								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company has taken internal targets for various functions and monitors the progress periodically. The target spans around diversity and inclusion, embedding ESG into core business segments, community development, operational -efficiency.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>As a company, we recognize the importance of environmental, social, and governance (ESG) factors in building a sustainable and responsible business. We understand that our actions can have a significant impact on the world around us, and we are committed to making a positive difference.</p> <p>To begin our ESG journey, we started by defining our core values and how they align with ESG principles. We then conducted a materiality assessment to identify the ESG issues that are most relevant and material to our company and stakeholders.</p> <p>Based on this assessment, we are developing a sustainability strategy that outlines our goals, targets, and actions related to ESG. We involved all relevant stakeholders in this process to ensure that our strategy reflects the needs and expectations of our employees, customers, investors, and communities.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At our organization, we are committed to being planet positive in all of our operations and initiatives. We recognize that the health of the planet is intricately linked to the well-being of people and communities, and we strive to take actions that prioritize the sustainability of our planet and its resources.</p> <p>To this end, we have implemented a number of initiatives to reduce our environmental impact, such as using renewable energy sources, reducing waste and carbon emissions, and promoting sustainable practices in our supply chain. We also believe in the power of education and awareness to drive positive change, and we work to promote environmental education and advocacy in our communities. We understand that the challenges facing our planet are complex and multifaceted, but we believe that by working together and taking proactive steps to protect the environment, we can create a brighter, more sustainable future for all.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. Aman Ashvin Desai (Whole-time Director) 0261-6603360 compliance@aether.co.in								
9. Does the Company have a specified Committee of the Board/Director responsible for decision-making on Sustainability-related issues? (Yes/No). If yes, provide details.	Aether has long viewed corporate social responsibility (CSR) as a commitment to making meaningful contributions to the community. The company has consistently aimed to provide added value to stakeholders by going beyond business goals and ensuring that CSR initiatives deliver tangible benefits over the long term. The Board committee serves as the governing body that defines the scope of CSR activities and ensures that the company's CSR & ESG Policy is adhered to.								
***The following policies are available on the Company website www.aether.co.in									
<ul style="list-style-type: none"> • Archival Policy • Board Evaluation Policy • CSR Policy • Determination of Materiality of Event Policy • Dividend Distribution Policy • Familiarisation Program for Independent Directors • Materiality Policy • Policy on appointment of Directors, KMPs and Employee 					<ul style="list-style-type: none"> • Policy on succession of the Board • Risk Assessment and Management Policy • Related Party Transaction and Material Subsidiary Policy • Terms of Appointment of Independent Directors • Whistle Blower Policy (Vigil Mechanism) • Code of Conduct for the Company • Code of Conduct of Board and SMP • Code of fair practices under the SEBI (PIT) Regulations 2015 				

And following are available on Intranet.

- Employee Code of Conduct
- Grievance Policy
- Policy on sexual harassment
- Recruitment Policy
- Policy on Ethics and anti-bribery
- Policy on IT Security
- Policy on Asset Allocation to employee
- Policy on Separation
- Policy on QEHS
- Infrastructure Policy
- Policy for Access Card
- Policy on Physical Media & Disposal of sensitive data
- Policy on Workstation
- Cryptographic Policy
- LAN Policy
- Training Policy

10. Most of the policies being Details of review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by the Director/Committee of the Board/Any other Committee									Frequency (Annually/Half-yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	All the applicable polices are reviewed critically by the Management of the Company. Furthermore, timely reviews and audits are conducted to align the policies to the changing business dynamics and regulatory requirements, if any.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliance	Aether ensures compliance with all the statutory requirements in a timely manner. This compliance reviewed are done on annual basis to understand new requirements and be compliant to them.																	

11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No. However, audits and reviews are periodically conducted internally on all policies and procedures by the Company. Policies are reviewed and revised on a regular basis by different business heads and are then authorized by management or the Board from both - best practices and risk viewpoint. The Board, the Board Committee, and Senior Management of the Company have all approved policies wherever they are mentioned.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company does not consider the principles material to its business (Yes/No)									
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company does not have the financial or human and technical resources available for the task (Yes/No)	Not Applicable.								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Internal documents/policies are available to the employees through the Company's intranet

Section C: Principle-wise Performance Disclosures

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	No : 2 Board Strategy Meeting: During the strategy retreat organised by the Company for its Board, the senior leadership deliberated on important topics such as Corporate Business Strategy including Impact of Regulatory Reforms. The Strategy meet allows the Board members to bring their expertise to the subjects/ topics presented and also provide an opportunity to familiarise themselves on the detailed aspects of execution and challenges relating to the topics presented.	The Board of Directors were periodically familiarised on an array of issues pertaining to industry, business, regulations, economy, ESG, their roles, rights and responsibilities etc. through various awareness sessions. In addition, as a part of quarterly Board and Committee Meetings, all the Board Members were also apprised on developments in the Company, key regulatory changes on the governance front i.e. Guidelines/Regulations/ Circulars by, SEBI and MCA etc. The Key Managerial Personnel of the Company are also part of the Board and Committee Meetings wherein the above referred presentations are made.	100%
Key Managerial Personnel	No : 19 Key managerial staff were trained on the Business Responsibility and Sustainability Reporting (BRSR) framework is an important step towards building a culture of sustainability within a company.	9 NGRBC principles & the BRSR Framework	100%
Employees other than BoD and KMPs			
Workers	All : Health and safety training should not be a one-time event. Company provided ongoing training to workers to ensure that they are up-to-date on the latest health and safety procedures and protocols.		100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	-	None	NIL	-	NA
Settlement	-	None	NIL	-	NA
Compounding Fee	-	None	NIL	-	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-		-	NA
Punishment	-	-		-	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
None – There have been no cases accorded to the Entity or Directors/KMPs.	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and, if available, provide a web-link to the policy.

Yes, the company has an anti-corruption/anti-bribery policy in place. This policy strictly prohibits the company, its employees, and intermediaries from engaging in bribery, making prohibited payments, or accepting bribes from government officials or other individuals to gain a business advantage or retain business. As the company engages in collaborations and relationships with third parties, it acknowledges that it could potentially be held liable under local anti-corruption laws. While the company's code of conduct mandates compliance with all relevant laws, it continually improves its policies and procedures to ensure compliance with anti-corruption regulations.

The Whistle Blower Policy validates the conditions outlined in the Companies Act of 2013 and the rules adopted thereunder.

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

Case Details	2023	2022
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

Case Details	2023	2022
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

	2023	2022
	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	-

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable. During the reporting period, there have been zero instances of conflicts of interest involving the Directors and KMPs.

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Sustainable procurement and Planet positive awareness	5%

Channel partners play a vital role in Aether's operations. The Company takes continued efforts to raise value chain partners' (including customers) awareness on topics like Sustainable procurement and being Planet positive. The Company carefully considers value chain related chain risks and protects interests, both of which are essential for successfully conducting business. In order to evaluate their interests and communicate Aether's long-term objectives, the Company has worked closely with its value chain partners through different channels.

Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same

Yes. The Company has a robust code of conduct policy in place. All the Board members and senior officials of the Company endeavour to abide by the code of conduct to avoid situations wherein their personal interest may create a conflict with the Company's interest. All members of the Board of directors are expected to conduct themselves in a professional, ethical, and honest manner at all times. Additionally, the Code lays out the rules that must be followed by all staff members and Board members in order to prevent and manage conflicts of interest. Every employee must adhere to the policy and refrain from any actions that could result in a real or perceived conflict of interest, as outlined in the Company's "Framework for Managing Conflict of Interest." Aether has an investigation team who have received formal training on evaluation of any violations to the code of conduct. The team has the responsibility of reporting those violations to the Fraud Control Unit Portal.

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

ESSENTIAL INDICATORS

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

	2023	2022	Details of improvements in environmental and social impacts
R&D *	-	-	Non-quantifiable
Capex	0.10	0.01	Renewal Energy led to lesser consumption of the conventional energy sources

the quantum of R&D Expenditure in specific technologies to improve the environment and social impacts to total R&D is not quantifiable. Though, the R&D Expenditure is meant for the R&D side of the Company, it does not contribute to environmental and social criteria to material level.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) **Yes**
 - If yes, what percentage of inputs were sourced sustainably? **Approximately 15%**
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste. As a company operating in the chemical sector, we recognize the importance of reducing waste and minimizing our environmental impact. That is why we have implemented a robust waste recycling program that focuses on reducing the amount of waste we generate and finding innovative ways to reuse or recycle it. Our waste recycling program involves a range of initiatives, including:
 - Waste Reduction:** We have implemented measures to reduce the amount of waste generated by our operations. This includes using more efficient production methods, reducing the amount of raw materials we use, and optimizing our supply chain to minimize waste.
 - Waste Segregation:** We segregate the waste generated by our operations to ensure that recyclable materials are separated from non-recyclable materials. This helps us to maximize the amount of waste that can be reused or recycled.
 - Recycling Partnerships:** We work with local recycling facilities and partners to ensure that our waste is recycled or reused in the most effective way possible. This includes collaborating with companies that specialize in recycling specific materials, such as plastic, metal, or paper. We have our own set-up of Solvent Recovery Plant ('SRP').
 - Education and Training:** We provide education and training to our employees on waste reduction and recycling best practices. This helps to ensure that everyone in our organization is aware of the importance of recycling and understands the role they play in reducing our environmental impact.
 - Innovation:** We invest in research and development to find new and innovative ways to reuse or recycle waste materials. This includes exploring new technologies and processes that can convert waste into new products or materials.

Our waste recycling program has not only helped us to reduce our environmental impact but has also created new business opportunities and cost savings. By implementing a circular economy approach, we are able to reduce waste, conserve resources, and create value for our customers and stakeholders.

Overall, we believe that our waste recycling program is an essential part of our commitment to sustainability and responsible business practices. We remain dedicated to finding new and innovative ways to reduce our environmental impact and create a more sustainable future for all.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. **Not Applicable.**

The chemical industry has its own set of initiatives and programs focused on sustainable manufacturing practices, responsible waste management, and product stewardship. These industry-specific efforts aim to minimize environmental impacts and ensure the safe handling and disposal of chemicals throughout their lifecycle, often in collaboration with regulatory authorities and other stakeholders.

LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
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No, moving forward, we have made the decision to conduct Life Cycle Assessments (LCA) for all of our products. This means that we will be analyzing the environmental impact of our products from their initial creation all the way through their use and eventual disposal.

By conducting LCAs, we hope to gain a deeper understanding of the environmental impact of our products and identify areas where we can make improvements to reduce our carbon footprint and promote sustainability. This information will also allow us to make more informed decisions about our production processes and materials sourcing.

We are committed to being responsible stewards of the environment and believe that conducting LCAs for our products is a critical step in achieving this goal. We recognize that our actions have a direct impact on the health of the planet, and we are committed to taking proactive steps to reduce our environmental footprint and promote sustainability.

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of Product/Service	Description of the Risk/Concern	Action
	Not Applicable	
	3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).	
	Indicate input material	Recycled or re-used input material to total material
	Recoveries	5.45%

Note: Recycled materials have become an increasingly important topic in today's society. People are becoming more conscious of their environmental impact and are seeking ways to reduce their carbon footprint. Recycled materials are a great way to do this, as they allow us to use resources that have already been extracted and processed, reducing the amount of new resources we need to extract from the earth.

One of the challenges of using recycled materials is that it can be difficult to quantify the input required to produce a certain amount of recycled material. For example, it may be easy to measure the amount of energy required to extract and process a certain amount of raw material, but it can be much harder to measure the amount of energy required to collect, sort, and process recycled materials. This can make it difficult to compare the environmental impact of using recycled materials versus using new materials.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format:

Type of products and packaging	FY2023		
	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	47.8		
E-waste		Nil	
Hazardous Waste			1246.34
Other Waste			1501.36

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Safely Disposed
-	-

Note : We use of reclaimed products and packaging materials to reduce their environmental impact. However, it can be challenging to quantify the percentage of products sold in a particular category that contain reclaimed materials and packaging.

One reason for this is that we do not have a consistent or standardized methods for tracking the use of reclaimed materials in their products. Additionally, the availability and cost of reclaimed materials can vary depending on factors such as location and industry. By using materials that would otherwise be discarded, companies can reduce the amount of waste sent to landfills and conserve natural resources. Additionally, as our consumers are becoming increasingly aware of the environmental impact of their purchasing decisions and we have seen likeness to choose products made with reclaimed materials.

To promote the use of reclaimed materials and packaging, companies can work to develop standardized methods for tracking their use and sharing this information with consumers. This can help to increase transparency and encourage other companies to follow suit. Additionally, governments can offer incentives or regulations to encourage the use of reclaimed materials in certain industries or products.

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

1. a. Details of measures for the well-being of employees:

% of employees covered: Permanent employees

Category	Health Insurance		Accident Insurance		Maternity benefits		Day-care facilities		Paternity benefits		
	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Male	518	518	100%	518	100%	NA	NA	518	94.87%	Applicable for eligible male and female employees. Aether has tie-ups with day-care facilities, hospitals across the locations	
Female	28	28	100%	28	100%	28	100	NA	NA		
Total	546	546	100%	546	100%	28	100%	518	94.87%		

% of employees covered: Other than permanent employees

Category	Health Insurance		Accident Insurance		Maternity benefits		Day-care facilities		Paternity benefits		
	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Male										NA	
Female											
Total	-	-	-	-	-	-	-	-	-	-	

b. Details of measures for the well-being of employees:

% of Workers covered by: Permanent workers

Category	Health Insurance		Accident Insurance		Maternity benefits		Day-care facilities		Paternity benefits		
	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Male	343	343	100	NA	NA	NA	NA	NA	NA	Applicable for eligible male and female employees. Aether has tie-ups with day-care facilities, hospitals across the locations	
Female	0	0	0	NA	NA	NA	NA	NA	NA		
Total	343	343	100	NA	NA	NA	NA	NA	NA		

% of Other than Permanent Workers covered by : Other than permanent workers

Category	Health Insurance		Accident Insurance		Maternity benefits		Day-care facilities		Paternity benefits	
	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)
Male	118	118	100%	NA	NA	NA	NA	NA	NA	Applicable for eligible male and female employees. Aether has tie-ups with day-care facilities, hospitals across the locations
Female	0	0	0	NA	NA	NA	NA	NA	NA	
Total	118	118	100%	NA	NA	NA	NA	NA	NA	

2. Details of retirement benefits, for Current FY and Previous FY

Benefits	FY2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y
Gratuity	100%	100%	Y
ESI	100%	100%	Y
Others – (Professional Tax)	100%	100%	Y

3. Accessibility of workplace

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Aether offices are outfitted with accessibility for differently abled employees in accordance with the Rights of Persons with Disabilities Act, 2016.

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

The Company prides itself on being an equal opportunity employer that values diversity and agility in its workforce. We believe that by providing a safe and secure work environment, our employees can deliver their best work without any inhibitions. We are committed to creating a workplace where all employees feel valued, respected, and supported. Our policies reflect this commitment and are available on our employee portal for all to access. We strive to ensure that our policies are clear, transparent, and consistently applied to all employees.

In addition to our policies, we have implemented a range of measures to support our employees. This includes regular training and development programs, employee wellness initiatives, and a culture of open communication and collaboration. We believe that a diverse and agile workforce is essential to the success of our company. By embracing different perspectives, ideas, and approaches, we can drive innovation, creativity, and growth. We are committed to fostering a workplace culture that promotes diversity and agility and provides equal opportunities for all.

At The Company, we are dedicated to providing a safe and secure work environment for all our employees. We believe that this is essential to ensuring that our employees can deliver their best work and achieve their full potential. The policy is available on employee portal and company's intranet.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has implemented a comprehensive procedure to address the grievances of its employees. If an employee has a grievance, they can reach out to their immediate or skip manager as the first point of contact. If the issue remains unresolved, the respective business HR will be the next point of contact, responsible for investigating the matter and providing a resolution based on fair and transparent dealings.
Other than Permanent Workers	For POSH (Prevention of Sexual Harassment) related matters, the employee is expected to raise the issue with the local HR team or the dedicated email ID for the IC (Internal Complaints) Committee. If necessary, the matter can be escalated to the Chairperson of the IC Committee. The final level of escalation for POSH matters will be to the Head HR of the Organisation.
Permanent Employees	Overall, the Company is committed to ensuring that its employees feel heard and supported in addressing their grievances. This grievance redressal procedure is a critical component of the Company's commitment to creating a positive and respectful workplace culture.
Other than Permanent Employees	

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

None. Aether recognizes the right to freedom of association and believes that all employees have the right to join or form associations encouraging collective bargaining agreements.

8. Details of training given to employees and workers:

Workers			FY2023		
Category	On health and safety measures		On skill upgradation		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Male	343	343	100%	343	100%
Female	0	0	0	0	100%
Total	343	343	100%	343	100%

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

Employees			FY2023
Category	Total (A)	No. (B)	% (B/A)
Male	518	518	100%
Female	28	28	100%
Total	546	546	100%

Workers			FY2023
Category	Total (A)	No. (B)	% (B/A)
Male	343	343	100%
Female	0	0	0
Total	343	343	100%

Number of employees eligible for appraisal.

10. Health and safety management system:

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

Yes. The Company conducts periodic fire drills and other safety drills with strict adherence to statutory norms. The Company also conducts periodic third-party audits of the safety systems. The Company is making every effort to support the employees' continued physical health and mental well-being.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Employees are encouraged to report their grievances relating to work-related hazards to their HR Managers. The Company takes immediate actions to adopt/improve the safety-related measures. Further, employees receive internal communications and notifications on a regular basis for adopting precautionary measures in case of safety risks. Safety-related awareness sessions are also conducted. Employees across all offices receive recurring training in basic and advanced fire safety, including drills for escape.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

There aren't any significant risks to occupational health and safety owing to the nature of the firm. However, the Company recognizes risk as a component of workplace safety connected to utilities, fire, construction, etc. These are periodically identified, and various corrective steps are undertaken. For any safety-related grievances, employees shall escalate to their H&S Managers.

d) Do the employees/worker of the entity have access to non-occupational medical and healthcare services?(Yes/No) Aether provides extensive benefits, resources, and crisis support to all employees and their families. This also covers assistance with medical costs:

- Employee assistance helpline;
- Medicclaim insurance (family floater cover and corporate buffer);
- Reimbursement of medical infrastructure support expenses arising from home quarantine in case of COVID-19 infection for employee, spouse, two children, and dependent parents;

11. Details of safety-related incidents

a) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) **None**
b) Total recordable work-related injuries. **None**
c) No. of fatalities. **None**
d) High consequence work-related injury or ill-health(excluding fatalities) **None**

Currently, the Company has not registered any amount of lost time due to work-related incidents or accidents. However, the Company recognizes the importance of tracking and analyzing lost time as a key performance indicator (KPI) for identifying areas of improvement and reducing workplace incidents.

Therefore, the Company has decided to implement a system for calculating lost time moving forward. This system will allow the Company to track and monitor lost time incidents, identify trends, and take proactive measures to prevent future incidents from occurring.

By implementing this system, the Company is demonstrating its commitment to creating a safe and healthy work environment for all employees, and ensuring that appropriate measures are taken to mitigate risks and prevent incidents.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At our company, the health, safety, and well-being of our employees is a top priority. We continuously review and update our systems, policies, and processes to adapt to the changing work environment. We strictly adhere to all applicable laws and regulations, and take the utmost precautionary and preventive measures at all our operating locations. We offer a range of employee wellness initiatives to promote physical and mental health, including annual health check-ups, health risk assessments, and advisory services, medical insurance, personal accident and life covers, an employee assistance helpline, and access to doctors, emergency services, and ambulance services. To ensure that our programs meet the needs of our employees, we seek regular feedback on various aspects of their physical health and mental well-being, and use this feedback to identify gaps and devise new programs. We believe that these initiatives not only promote the health and well-being of our employees but also create a positive and supportive work environment that contributes to the overall success of our company. In summary, we are committed to providing our employees with the resources and support they need to stay healthy, safe, and productive, both on and off the job. We seek feedback from employees on a regular basis with respect to various aspects – physical health and mental well-being – to identify gaps and devise new programs. The following employee benefits are provided to employees:

- Health and accident insurance
- Medicclaim insurance (family floater cover and corporate buffer) with option of availing Top-up
- Parental leaves - Maternity, Paternity and Adoption
- Retirement benefits like PF, Gratuity, ESI

This is in addition to Earned (Privilege) Leave and Casual-cum-Sick Leave which all employees.

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

- a) Working Conditions **None**
- b) Health & Safety **None**

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Health and Safety Practices There were no formal assessments of our offices carried out during FY2023 by any statutory body.

~~Working Conditions~~

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Aether offers a secure work environment and complies with all applicable laws and rules. The Company takes immediate actions to mitigate the safety related risks identified from internal assessments or employee grievances. In FY2023, there were zero safety-related incidents and no grievances were received from the employees.

ESSENTIAL INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N), (B) Workers (Y/N).

Yes. Aether provides group-life and group personal accident insurance to all its employees along with provident fund and gratuity. In case of death of an employee, the Company extends the proceeds under each of these benefits to family/nominee.

2. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N), (B) Workers (Y/N).

The Company through its extended due-diligence undertakes appropriate steps to ensure that the value chain partners have properly withheld and deposited statutory dues.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

- a) Employees **None**
- b) Workers **None**

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

No, Aether does not currently offer such transition support services to its workforce. However, Aether constantly up-skills its employees through ongoing training and capability building programmes in addition to support for certification programmes. Further, awareness sessions are conducted periodically to apprise the employees on sector-leading best practices for enhancing the overall core competencies of the employees, The Company is confident that these efforts assist its employees in acquiring the required skills to remain employable in the sector.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

Health and Safety Practices The Company requires all of its value chain partners to abide by the applicable laws and regulations, including those governing the working conditions and health and safety procedures. These requirements are expressly stated in the procurement contracts. Therefore, the Company has not made any detailed assessments regarding the working conditions and health and safety procedures used by value chain partners.

Working Conditions

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective action plan has been necessitated on the above-mentioned parameters.

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

ESSENTIAL INDICATORS

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

Aether's business operations are intertwined with the social and ecological surroundings that affect various stakeholder groups such as employees, customers, investors, and the community. To create value for all these stakeholder groups, the company strives to maintain their trust and continuously engages with them through various channels to promote sustainability initiatives and achieve economic and ecological sustainability goals. Aether conducts thorough stakeholder analysis research to rank risks according to their impact on business operations and influence on the company.

The company maintains strong relationships with investors who contribute to its capital and support its commitment to value creation. A customer-centric approach reflects the company's dedication to serving its customers, while sustained value creation for all stakeholders demonstrates its commitment to shareholders. In addition, Aether engages with industry experts, regulatory bodies, and academic institutions, among others, to stay informed of evolving market trends.

2. List of stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Town hall meetings • HR portal and intranet • Performance update • Workshops, learning and training interventions • Wellness initiatives • Internal publications, circulars, posters, videos and e-mails • Surveys • Live interactive sessions by the HR, Vertical Heads, Managers. 	<ul style="list-style-type: none"> • Quarterly • On-Going • Regular • Regular • Regular • As & when required • Annually • Regular 	<ul style="list-style-type: none"> • Purpose & Scope of Engagement • Assessment of effectiveness of learning and development • Job security • Fair remuneration practices; equal employment opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees				<ul style="list-style-type: none"> Effective performance management and recognition Career growth Diverse, inclusive and enabling work culture Work-life balance Topics/concerns raised Fair Workplace Occupational Health, Safety and Well- Being FairPay TalentAttraction and Retention Diversity and Inclusion
Investors	No	<ul style="list-style-type: none"> Quarterly financial statements Investor presentations Annual report Annual General Meeting Investor/Analyst meet (to discuss Financial performance and ESG initiatives) Press conferences and media releases ESG report Announcement through stock exchanges 	<ul style="list-style-type: none"> Quarterly Need-basis Annually Annually Frequent and Need-basis Need-basis Annually Need-basis 	<ul style="list-style-type: none"> Responsible Investment Economic Performance EnterpriseRisk Management Disaster Resilience and Adaptation to Climate Change Operational Eco-efficiency Climate Change Mitigation
Customer	Yes, if they qualify based on specified criteria such as income, gender etc. Aether do not identify any marginalised segment as the customer base	<ul style="list-style-type: none"> Engagement at all stages of product life cycle Multi-channel engagement mechanism - phone, digital channel, trained customer relationship managers Sales, service and claims processes on digital platform Regular measurement of customer satisfaction 	Frequent and need-based	<ul style="list-style-type: none"> Product pricing ESG Products and Services Health and Well-Being Innovation and Digitisation Data Privacy and Security Customer Relationship Management Transparency

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Channel partners and distributor / Vendors	No	<ul style="list-style-type: none"> Meets, workshops, conferences and forums One-to-one meetings Telephonic and e-mail communication Channel partner management portals Periodic visits 	Frequent and need-based	<ul style="list-style-type: none"> Product Pricing Data Privacy and Security Innovation and Digitisation
Communities	Yes	<ul style="list-style-type: none"> Community projects Employee volunteerism Interaction through branch network 	Frequent and need-based	<ul style="list-style-type: none"> Community Development FinancialInclusion
Government and regulator	No	<ul style="list-style-type: none"> Directives and circulars Meetings/discussions Pressreleases Written communication Presentations Workshops Submission of reports and returns Workshop by regulators 	Frequent and need-based	<ul style="list-style-type: none"> Human Rights Public Policy Advocacy Climate Change Mitigation Board Composition and Processes Compliance

ESSENTIAL INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company engages with different stakeholder groups through various channels throughout the year to ensure effective two-way communication. Employee-level committees report stakeholder feedback to the ESG Committee at the management level. The Board Committee on CSR & Sustainability oversees the effective implementation of consultation channels to facilitate active stakeholder engagement on material topics related to economic, environmental, and social aspects.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Aether, guided by its principles has established channels for active engagement with all stakeholder groups, which gives the company a competitive edge and builds brand trust. We regularly interact with critical stakeholders to ensure that our business operations are aligned with their interests in a sustainable manner while also remaining profitable. Based on our discussions with the investment community, we have aligned our environmental management goals with the global transition to a low-carbon economy and have updated our policies and internal systems accordingly to reflect our commitment as a responsible business brand.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

At Aether, we have established an active engagement channel with the community to address any grievances related to our operations and community development programs. During the fiscal year 2022-23, No grievances were reported by various stakeholder groups, which we promptly addressed through our grievance redressal mechanism.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Employees Category	FY2023			FY2022		
	Total (A)	No. of Employees covered	% (B/A)	Total (C)	No. Of Employees Covered	% (D/ C)
Permanent	546	546	100%	423	423	100%
Other than permanent	0	0	0	0	0	0
Total	546	546	100%	423	423	100%

Workers Category	FY2023			FY2022		
	Total (A)	No. of workers covered	% (B/A)	Total (C)	No. of workersCovered	% (D/ C)
Permanent	546	546	100%	423	423	100%
Other than permanent	0	0	0	0	0	0
Total	546	546	100%	423	423	100%

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

Employees Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Permanent and Non-Permanent	546	0	0	546	100%	423	423	0	423	100%
Male	518	0	0	518	100%	400	400	0	400	100%
Female	28	0	0	28	100%	23	23	0	23	100%

Workers Category	Total (A)	FY2023			FY2022					
		Equal to Minimum Wage		More than Minimum Wage	Equal to Minimum Wage		More than Minimum Wage			
		No. (B)	% (B/ A)	No. (C)	% (C/ A)	Total (D)	No. (E)	% (E/ D)	No. (F)	% (F/ D)
Permanent and Non-Permanent	609	0	0	609	100%	510	510	0	510	100%
Male	606	0	0	606	100%	510	510	0	510	100%
Female	3	0	0	3	100%	0	0	0	0	0%

Note: The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI.

3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category*	Number	Median remuneration/ salary/wages of respective category*
Board of Directors (BoD)	3	1.02	1	1
Key Managerial Personnel	2	0.50	0	0
Employees other than BoD and KMP	513	1.22	27	1.34
Workers	343	1.06	0	0

Remuneration refers to annualised fixed remuneration, which includes basic, allowances and retrials.

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Company has Whistle Blower policy in place to encourage employees to report issues without fear of retaliation, discrimination, or disadvantage. Through designated channels, the employees may report their concerns to the Chairman, the Company's Audit Committee, or the Chief Compliance Officer. The employees may further report their grievances to the local HR team and in case of non-satisfactory resolution, may reach out to regional and also the national HR team. Additionally, POSH Members serve as the focal point for resolving issues related to discrimination and its effects.

The Company's Whistle Blower policy is available on the website, accessible at: <https://aether.co.in/wp-content/uploads/2022/08/Whistle-Blower-Policy-Vigil-Mechanism.pdf>.

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

The Organisation has multiple policies and platforms to address the employee grievances related to human rights. These are as under:

- Whistle Blower (WB) Policy: The organisation has a WB policy in place which provides all employees to an option and opportunity to raise any issues/grievances anonymously, where the identity of the whistle blower is kept confidential. A dedicated email ID has been created at an Organisational level, writing to which the employees can express their concerns. A dedicated SPOC is assigned to look into all matters independently and fairly.

- b. Prevention of Sexual Harassment Guidelines (POSH): With an aim to provide a safe and equal opportunity to both the genders, the organisation has in place the guidelines for POSH. The Organisation aims to create awareness from time to time so that any untoward situation of harassment is witnessed, one can reach out to the IC Committee of the Organisation by writing to the dedicated email ID. Employees can also reach out to the HR team alternatively to report the matter. An IC committee is formed for each reported instance as prescribed by POSH Act to conduct investigation and take necessary action, as and when required.
- c. Fair Appeal: The Organisation provides this unique platform to all employees to raise their grievances related to fairness of performance management process. This platform provides every employee to appeal for any unfair or unjust evaluation of year end appraisals with relevant facts and evidences. All such grievances are reviewed and assessed to provide fair and transparent findings and resolutions to such employees.
- d. Appellate Authority: In case the employee having grievance is not satisfied with the outcome of any of the investigation conducted or resolution provided, then one has the option of appealing against the same to the Appellate Authority of the Organisation.

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

- a. Sexual Harassment **None**
- b. Discrimination at workplace **None**
- c. Child Labour **None**
- d. Forced Labour/ Involuntary Labour **None**
- e. Wages **None**
- f. Other human rights related issues **None**

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

To safeguard the complainant against any adverse consequences, Company maintains utmost confidentiality of the Complainant. All related parties against whom the Complaint has been reported are sensitised of any retaliatory action against the complainant. In case any incident of retaliation is observed or brought to notice of the management, Company takes appropriate action on the reported matter and ensures that the complainant does not undergo adverse consequences.

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

Yes, various human rights principles form a part of the Company's business agreements and contracts as and where relevant.

9. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

<p>Child labour <u>Forced/involuntary labour</u> <u>Sexual harassment</u> <u>Discrimination at workplace</u> <u>Wages</u> Others – please specify</p>	<p>The business does not employ child labour, forced labour, involuntary labour, or any other sort of discriminatory hiring practices. Aether complies with all relevant legal requirements. However, during the reporting period, no external audits were carried out.</p>
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10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not Applicable. During the reporting period, the Company was not involved in any instances of any such risks/ concerns. Consequently, no corrective action was required.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.

To foster a culture of transparency and accountability, the Company has implemented a Whistleblower Policy that encourages employees to report any concerns without fear of retaliation, discrimination, or disadvantage. The employees can utilise designated channels to report their grievances to the Chairman, the Audit Committee, or the Chief Compliance Officer. In case the employees are dissatisfied with the resolution provided by the local HR team, they can escalate their concerns to the regional or national HR team. The POSH Members are responsible for addressing issues related to discrimination and its effects.

2. Details of the scope and coverage of any Human rights due diligence conducted.

All the Company's policies and processes are pre-approved by the Board/the Board Committee/the Senior Management of the Company. Internal audits and evaluations of the Company's policies and procedures are periodically conducted. The organisation ensures compliance with all relevant regulations at regular intervals through audits and due-diligence mechanism.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The offices are fully compliant with the guidelines of the Rights of Persons with Disabilities Act. The Company is also revamping many of its other offices to make them accessible to differently abled employees in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

<p>Sexual Harassment <u>Discrimination at Workplace</u> <u>Child Labour</u> <u>Forced Labour/Involuntary Labour</u> <u>Wages</u> Others – please specify</p>	<p>The value chain partners of Aether are expected to adhere to all applicable rules and regulations. No particular evaluation of value chain partners has been done for this reporting period.</p>
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5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

The offices are fully compliant with the guidelines of the Rights of Persons with Disabilities Act. The Company is also revamping many of its other offices to make them accessible to differently abled employees in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

LEADERSHIP INDICATORS

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

Parameter	Unit	FY2023	FY2022
Total electricity consumption (A)	TJ	107.82	186
Total fuel consumption (B)	TJ	329	329
Energy consumption through other sources (C)	TJ	NA	NA
Total energy consumption (A+B+C)	TJ	515	437
	Total energy consumption in	0.77	0.73
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	TJ /turnover in rupees in Crores		
Energy intensity per employee (Total energy consumption/ Nb of employees)	Total energy consumption in TJ / Nb of employees	0.943	0.800

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No, the Company did not carry out any independent assurance for above disclosures in FY2023.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **Not applicable.**

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

Water withdrawal by source (in kilolitres)

Parameter	FY2023	FY2022
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) ThirdPartyWater	43,757	36,464
(iv) Seawater/Desalinated Water	-	-
(v) Others	1,64,866	1,26,820
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,08,623	1,63,284
Total volume of water consumption (in kilolitres)	2,08,623	1,63,284
Water intensity per rupee of turnover (Water consumed/turnover)	₹ 0.03 / Ltr.	₹ 0.02 / Ltr.
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Aether, has recognized the critical role of water in sustainable development and is actively working to expand its capabilities in this area. One of Aether's key initiatives is to collaborate with water utilities, governments, and other stakeholders to collect and analyze water data. By doing so, they aim to develop a better understanding of water resource availability, quality, and usage patterns, and identify opportunities for improving water management and conservation practices. Overall, Aether's water initiatives demonstrate their commitment to sustainable development and environmental stewardship. With their focus on data-driven decision-making and innovation, they are well-positioned to support the water sector and drive progress towards a more sustainable future.

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No, the Company did not carry out any independent assurance for above disclosures in FY2023.

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

Aether's commitment to ZLD reflects its broader commitment to sustainability and environmental stewardship. By adopting innovative approaches to water management, they are setting an example for other companies and demonstrating the potential for businesses to play a positive role in addressing environmental challenges. Overall, Aether's achievement of zero liquid discharge is a significant accomplishment that reflects their commitment to sustainable development and responsible business practices.

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

Parameter	Unit	FY2023	FY2022
NOx	mg/Nm3	Not Monitored	Not Monitored
SOx	mg/Nm3		
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

Aether, has recognized the importance of air quality and its impact on public health and the environment. To ensure that their operations are environmentally responsible, they have decided to monitor their air emissions going forward. By monitoring their air emissions, Aether can identify areas for improvement and take proactive steps to reduce their impact on the environment. This could involve implementing measures to reduce emissions from their operations, investing in renewable energy, or developing innovative solutions to address air pollution. Aether's decision to monitor their air emissions demonstrates their commitment to sustainable development and environmental stewardship. By taking responsibility for their environmental impact, they are setting an example for other companies and contributing to a more sustainable future for all. Overall, Aether's decision to monitor their air emissions is a positive step towards reducing their environmental impact and promoting sustainable development.

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No, the Company did not carry out any independent assurance for above disclosures in FY2023.

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

Parameter	Unit	FY2023	FY2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	44,839.58	Not accounted
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	16,402.58	40,806.50
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per rupees in Crores	92.14	69.16
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent per employee	112,16	74.74

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No, the Company did not carry out any independent assurance for above disclosures in FY2023.

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

The Company is progressing towards adopting sustainable business practices and transitioning to low environmental footprint. The Company has implemented organisational-wide initiatives to cut energy use by utilising videoconferencing, energy-efficient lighting and workstations, and educating employees about energy conservation. The Company conducts energy audits to identify potential energy saving initiatives.

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

Total Waste generated (in metric tonnes)

Parameter	FY 22-23
Plastic waste (A)	-
E-waste (B)	-
Bio-medical waste (C)	-
Construction and demolition waste (D)	-
Battery waste (E)	-
Radioactive waste (F)	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the (sector) (G)	3,101
Total (A+B + C + D + E + F + G + H)	3,101

For each category of waste generated, total waste recovered through recycling, re-using or others recovery operations (in metric tonnes)

Category of Waste	FY 22-23
(i) Recycled	-
(ii) Re-used	353
(iii) Other recovery operations	0
Total	353

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of Waste	FY 22-23
(i) Incineration	1,501.36
(ii) Landfilling	1,246.34
(iii) Other disposal operations	
Total	2,747.70

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

By adopting certain best waste management practices, we are able to reduce our environmental impact, conserve valuable resources, and promote sustainability in our operations. We are committed to continuing to improve our waste management practices and exploring new opportunities to reduce our environmental footprint.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required.

No, the Company does not have any offices/sites near or in ecologically sensitive areas. All offices/sites, however, are have the necessary building legal permits and are in compliance with local municipal regulations.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable owing to the nature of the business.

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes. Aether complies with all applicable environmental laws, rules, and guidelines in India, including the Environment Protection Act and Rules, the Air (Prevention and Control of Pollution) Act, and the Water (Prevention and Control of Pollution) Act. The Company did not encounter any instances of non-compliances to the above-mentioned laws and regulations.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023	FY 2022
From renewable sources (TJ)	0	0
Total electricity consumption (A)	33.08	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	33.08	0
From non-renewable sources (TJ)	0	0
Total electricity consumption (D)	74.75	186
Total fuel consumption (E)	329	Not Monitored
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	403	186

2. Provide details related to water discharged:

Aether, has recognized the critical role of water in sustainable development and is actively working to expand its capabilities in this area. One of Aether's key initiatives is to collaborate with water utilities, governments, and other stakeholders to collect and analyze water data.

By doing so, they aim to develop a better understanding of water resource availability, quality, and usage patterns, and identify opportunities for improving water management and conservation practices. Overall, Aether's water initiatives demonstrate their commitment to sustainable development and environmental stewardship. With their focus on data-driven decision-making and innovation, they are well-positioned to support the water sector and drive progress towards a more sustainable future.

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No, the Company has not undertaken any evaluation for the above disclosures in FY2023.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No, the Company has not undertaken any assessment for the above disclosures in FY2023.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 3 emissions* (Break-up of the GHG into CO2,CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	70,429.52
Total Scope 3 emissions per rupee of turnover in Crores	Metric tonnes of CO2 equivalent	-	105.1
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	128.0

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency
No, the Company has not undertaken any assessment for the above disclosures in FY2023.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable, as the Company does not have any offices/sites near or in ecologically sensitive areas.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide

Initiative undertaken	Details of the initiative	Outcome of the initiative
Procurement of Renewable Energy	Aether is procuring renewable energy for operation	Total Renewable Electricity Consumption = 9,188.01 MWh Total emissions avoided = 7,258.52 tCO2

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link.

Yes, Aether has a comprehensive Business Continuity Management (BCM) policy and a strong BCM plan to mitigate the impact of unforeseen events or uncertainties. The Board-approved policy outlines the general guidelines for recovering and restoring information, resuming operations, and maintaining business continuity during various incidents caused by natural disasters, technological issues, human error, and pandemics. As disruptions can happen at any moment, the Company has developed a BCM plan to mitigate the adverse effects of operational risks, including business disruption and system failures.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Given the nature of business, there were no reported negative impacts from the Company's activities on the environmental resources.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company actively engages with the value-chain partners for communicating the sustainability goals. In addition, the Company has also aligned its sustainability objectives in line with the interest of the critical stakeholder groups. The Company did not take up any assessments for evaluating the environmental impacts of the value chain partners. However, Aether has expressly stated the compliance to the statutory laws and regulations in business contracts/agreements.

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

ESSENTIAL INDICATORS

- a. Number of affiliations with trade and industry chambers/associations.
Aether is a member of 3 trade and industry chamber/association.
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
Chemexil	National
Indian Chemical Council	National
The South Gujarat chamber of Commerce	State / Local

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

During the reporting period, the Company was not involved in any instances of anti-competitive behaviour. Consequently, no corrective action was required.

LEADERSHIP INDICATORS

1. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities. **None, in this Year.**

Aether actively engages in the public policy advocacy to strengthen the policy and governance framework in the sector. The Company also offers its knowledge and insights to help address social and regulatory issues. Through trade organisations and associations, the Company offers expertise to shape public policy in various areas of governance, finance, social development among many others.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. **Not Conducted**

In the context of Corporate Social Responsibility (CSR) projects, we understand that SIA plays a critical role in ensuring that the intended benefits are delivered to the targeted communities and that any potential negative impacts are identified and addressed. We shall conduct the same in the current year.

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

Not Applicable, owing to the nature of business.

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

Aether has a well-defined grievance mechanism in place to understand and resolve complaints from all its stakeholders. The Company encourages the community members to report their grievances or concerns to the NGO partners. The Company works closely with the NGO partners for addressing the grievances and initiating appropriate actions.

4. Describe the mechanisms to receive and redress grievances of the community.

Not Applicable, owing to the nature of business.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

No social impacts were identified from SIA studies.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Aether did not undertake any CSR initiatives in aspirational districts identified by the governing bodies.

- a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No): **Yes**, the Company has a preferential procurement policy.
- b. From which marginalised/vulnerable groups do you procure? **Not Applicable**
- c. What percentage of total procurement (by value) does it constitute? **Not Applicable**.

3. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge. **Not Applicable**.

4. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. **Not Applicable**.

5. Details of beneficiaries of CSR Projects:

- a. Education infrastructure construction of hostel and school buildings in tribal and remote area.
 - No. of persons benefited from CSR Projects? **+600 students**.
 - % of beneficiaries from vulnerable and marginalised groups. **100%**

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

ESSENTIAL INDICATORS

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

To ensure timely and effective settlement of complaints, Aether has devised a thorough escalation process for its customers which is also disclosed in the Company's website for better accessibility. The clients can use a 3-step process to voice their concerns:

- The customer can file their grievances via a variety of channels, including emails, toll-free phones, complaint letters, etc.
- The customer can send an email to the Deputy Vice President of Customer Support directly if they are dissatisfied with the resolution offered.
- The customer may send an email directly to the head of customer support if he or she is still unsatisfied with the solution offered.

Customer experience and satisfaction have significantly improved as a result of the Company's ongoing efforts to streamline operations, introduce pertinent products and digital technologies, and progress digital technology to decentralise solutions.

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

Not Applicable, owing to the nature of business.

3. Number of consumer complaints in respect of the following:

Data privacy	None
Advertising	None
Cyber-security	None
Delivery of essential services	None
Restrictive Trade Practices	None
Unfair Trade Practices	None
Other	None

For FY 2022-23, Aether has not reported any grievances with respect to Unfair Trade Practices.

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

- Voluntary recalls **No Instances**
- Forced recalls **No Instances**

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

Yes, Aether has a structured information and cyber security framework which ensures security and data privacy by establishing thorough management processes throughout the organisation. The Company has a strong Information and Cyber-Security (ICS) policy that has been authorised by the Board and is in accordance with the IRDAI cyber-security requirements and international ISO standards.

These systems and procedures and the security standard for cloud computing adhere to ISO 27001:2013, the information security management system. This assists the business in identifying and quickly eliminating any threats to its network, application, and infrastructure.

Technological and process controls are implemented to ensure protection from and response to potential cyber risks in line with the leading cyber security guidelines and IRDAI mandate. Aether evaluates and implements various security technologies and solutions to help address cyber risks through a risk-based approach.

The administration, application, and efficacy of the cyber-security policy are all monitored by a team of independent internal auditors. Additionally, a competent third-party performs an Independent Assurance Audit each year to assess if these policies are adequate in light of regulatory bodies' requirements.

The policy is maintained on the organisation's intranet and is accessible to all the internal stakeholders.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Aether being a responsible brand has all the systems and processes in place to adhere to the fair trade practices. The IT infrastructure is extremely strong and is continuously updated to ensure highest level of data security. No complaints regarding advertising, the provision of essential services, cyber security and customer data privacy, the recurrence of product recalls, or penalties or actions taken by regulatory authorities over the safety of goods or services were received during the reporting period.

LEADERSHIP INDICATORS

1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).

We, at Aether, strive to provide a holistic & uniform service experience across all touch points/life cycle stages to our customers. While we are transforming our business to paperless operations, we have also introduced innovative channels for our customers to reach out to us through website.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Aether takes huge steps to engage with its customers to appropriately inform them regarding the product. The awareness policy that the Company has implemented outlines the customer rights.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Owing to our robust business continuity plans, we, at Aether, strive to avoid any major disruption in our business. Also, the Company notifies consumers of any potential interruption or discontinuance of critical services in writing, along with any connected justification. When a product or service is discontinued, the Company makes sure that its customers are informed through a variety of channels.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we, at Aether, have always believed in being transparent with our stakeholders by providing all the relevant details and necessary information. We also display important Circulars and GRO contact details in each office. Also all product related details, features, FAQs along with Grievance mechanism is displayed on our website. Customers can get help from the Company on how to take advantage of specific risk-minimisation measures.

Yes, we also continuously conduct satisfaction surveys to seek feedback from our customers at various stages starting from the time of purchasing product. This feedback is used to improve systems, processes and enable us to better focus on training and development and also enhance customer experience.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact: **NIL**
- b. Percentage of data breaches involving personally identifiable information of customers: **NIL**

