



# Gem Aromatics Limited™

(Formerly known as Gem Aromatics Private Limited)

Manufacturers & Exporters of Essential Oils & Aromatics Chemicals

Registered Office: A/410, Kailas Complex, Vikhroli Powai Link Road, Parksite,  
Vikhroli West, Mumbai-400079, Maharashtra, India.

Tel No: +91-25185231/25185931 CIN: L24246MH1997PLC111057

## ENVIRONMENTAL SUSTAINABILITY POLICY

### GEM AROMATICS LIMITED

#### 1. PREAMBLE

1.1 GEM Aromatics Limited (“the Company”) is committed to conducting its operations in a responsible and sustainable manner that safeguards the environment, complies with applicable legal requirements, and promotes long-term ecological balance.

1.2 The Company recognises that its activities in the manufacturing of aroma chemicals, essential oils, and allied products may give rise to environmental aspects and impacts. Accordingly, the Company seeks to adopt a structured, transparent, and accountable approach to environmental management across all its establishments.

1.3 This Policy sets out the Company’s overarching principles, commitments, and governance framework for managing environmental responsibilities. It shall be read in conjunction with applicable statutory requirements and any related internal procedures, standards, manuals, or guidelines that the Company may prescribe from time to time.

#### 2. OBJECTIVE

2.1 The objective of this Policy is to articulate the Company’s commitment to environmental protection and sustainability and to establish a governance mechanism for identifying, evaluating, and managing environmental aspects and impacts.

2.2 This Policy aims to:

- a) ensure compliance with applicable environmental laws and regulations.
- b) promote responsible resource usage and pollution prevention.
- c) embed environmental considerations into decision-making processes.
- d) strengthen operational controls for environmental risk management.
- e) support continuous improvement in environmental performance.

#### 3. DEFINITIONS

3.1 “Environmental Aspects” refer to elements of activities, products or services that can interact with the environment.

3.2 “Environmental Impacts” refer to changes to the environment resulting wholly or partially from the Company’s activities.

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**Facility 2:** Khasara No 8,9,10,126, Village Gathona, Ujhani Budaun Road, District: Budaun-243639, UP, India.

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3.3 “**Environmental Management System (EMS)**” refers to the Company’s structured approach to environmental governance, aligned where appropriate with ISO 14001 principles.

3.4 “**Pollution**” includes contamination of air, water, soil or natural ecosystems through chemical, physical or biological agents.

3.5 “**Safety Data Sheet (SDS)**” refers to documentation containing handling, storage, disposal, and environmental precautions relating to chemicals.

## 4. SCOPE AND APPLICABILITY

4.1 This Policy applies to **all establishments, manufacturing units, administrative offices, warehouses, laboratories, supply chain operations, and any other operational locations of GEM Aromatics Limited**, whether existing or established in the future.

4.2 This Policy is applicable to:

- a) all employees, whether permanent, temporary, probationary, or contractual.
- b) contractors, vendors, and service providers operating within Company premises.
- c) workmen, labour, operators, and technicians engaged in Company operations.
- d) visitors involved in work-related activities. and
- e) all operational activities that may result in environmental aspects or impacts.

4.3 For avoidance of doubt, this Policy governs environmental practices **across all units of the Company without exception**.

## 5. POLICY STATEMENT

5.1 The Company shall adopt and maintain practices that ensure the protection of the environment, prevention of pollution, and responsible use of natural resources, subject at all times to applicable laws and statutory requirements.

5.2 The Company shall endeavour to integrate environmental considerations into planning, operational decisions, procurement, equipment selection, process modification, and technological adoption, to the extent practicable.

5.3 The Company is committed to fostering environmental responsibility among its employees, contractors, and stakeholders through training, communication, and awareness initiatives.

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## 6. GUIDING PRINCIPLES

### 6.1 Compliance with Legal Requirements

The Company shall comply with all applicable national, state, and local environmental legislation, including but not limited to Pollution Control Board consents and operational conditions.

### 6.2 Pollution Prevention

The Company shall adopt measures to prevent pollution of air, water, soil, and ecosystems through the establishment of operational controls, monitoring systems, and effective housekeeping.

### 6.3 Resource Conservation

The Company shall promote efficient utilisation of water, energy, raw materials, and natural resources, and implement initiatives to minimise wastage.

### 6.4 Environmental Risk Management

Environmental risks shall be identified, assessed, documented, and mitigated through appropriate controls, audits, and reviews.

### 6.5 Climate Responsibility

The Company shall monitor and reduce greenhouse gas emissions, improve energy efficiency, and explore renewable and cleaner energy opportunities where feasible.

### 6.6 Biodiversity Consideration

The Company shall take reasonable steps to avoid adverse impacts on biodiversity and, wherever relevant, align with the principle of "No Net Loss of Biodiversity."

## 7. GOVERNANCE FRAMEWORK

7.1 The Managing Director shall have overall responsibility for the direction, implementation, and oversight of this Policy.

7.2 The Environmental, Health and Safety ("EHS") function shall act as the custodian of this Policy and shall ensure:

- a) monitoring of environmental parameters.
- b) compliance with legal requirements.
- c) maintenance of environmental records.
- d) coordination with regulatory agencies.
- e) facilitation of audits and improvements.

7.3 Unit/Plant Heads shall ensure compliance with environmental requirements within their respective units and shall implement operational controls consistent with this Policy.

7.4 The QA/QC Head shall ensure adherence to SDS requirements, chemical integrity, and environmental safeguards linked to material handling.

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7.5 All employees and contractors shall comply with environmental requirements and promptly report any environmental hazard, non-compliance, or incident.

## 8. OPERATIONAL REQUIREMENTS

### 8.1 Chemical and Hazardous Material Management

8.1.1 Chemicals shall be handled, stored, segregated, transported, and disposed of in accordance with SDS guidelines and statutory requirements.

8.1.2 Hazardous waste shall be handed over only to authorised vendors duly approved by regulatory bodies.

### 8.2 Effluent and Emission Control

8.2.1 Effluent treatment plants and emission control systems shall be operated and maintained as per statutory norms.

8.2.2 Effluents and emissions shall be monitored at defined intervals and records retained.

### 8.3 Water Management

8.3.1 The Company shall monitor water withdrawal, usage, recycling, and discharge.

8.3.2 Reasonable measures shall be adopted to reduce freshwater consumption.

### 8.4 Energy Management

8.4.1 The Company shall monitor energy consumption and adopt efficiency measures.

8.4.2 Cleaner and energy-efficient technologies shall be evaluated periodically.

### 8.5 Waste Management

8.5.1 Waste shall be segregated at source, stored safely, and recycled or reused wherever feasible.

8.5.2 Disposal shall comply with legal requirements.

## 9. TRAINING AND COMMUNICATION

9.1 Employees, contractors, and relevant stakeholders shall receive training appropriate to their environmental responsibilities.

9.2 This Policy shall be communicated across all establishments and made available as required.

## 10. MONITORING, REPORTING, AND CONTINUOUS IMPROVEMENT

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10.1 Environmental performance shall be monitored through periodic audits, inspections, and data review.

10.2 The Company shall prepare an Annual Environmental Report summarising environmental performance.

10.3 An Environmental Improvement Plan shall be developed and reviewed annually.

10.4 Environmental incidents shall be investigated and corrective and preventive actions implemented.

## 11. DOCUMENTATION AND RECORD RETENTION

11.1 All environmental records, permits, licences, monitoring data, inspection reports, and related documentation shall be maintained and retained in accordance with statutory requirements and Company procedures.

## 12. REVIEW AND AMENDMENT

12.1 This Policy shall be reviewed periodically and not less than once every three years, or earlier if necessitated by legal, regulatory, operational, or technological changes.

12.2 Any modification to this Policy shall require the approval of the Managing Director.

## 13. APPROVAL

Signed at Mumbai on this 01 Sep 2023

Name: Mr Yash Parekh  
Designation: Managing Director  
GEM Aromatics Limited

  
(Signature)

