



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

WATER MANAGEMENT POLICY

GEM AROMATICS LIMITED

1. PREAMBLE

1.1 GEM Aromatics Limited (“the Company”) acknowledges water as a vital resource essential for industrial operations, employee welfare, and ecological sustainability. Recognising the importance of responsible water usage in chemical manufacturing, the Company is committed to conserving water, preventing contamination, and ensuring lawful discharge of wastewater.

1.2 This Policy outlines the governance framework and operational expectations regarding water sourcing, usage, conservation, monitoring, recycling, and discharge, and shall be read in conjunction with relevant statutory requirements and internal procedures.

2. OBJECTIVE

2.1 The objective of this Policy is to:

- a) ensure responsible use of water resources.
- b) minimise freshwater consumption.
- c) promote recycling and reuse wherever feasible.
- d) protect groundwater and surface water from contamination.
- e) establish responsibilities for monitoring water-related performance.
- f) maintain compliance with applicable regulatory requirements.

3. DEFINITIONS

3.1 “Water Consumption” refers to the total volume of water withdrawn or utilised for industrial and domestic purposes.

3.2 “Water Conservation” refers to measures aimed at reducing water usage and increasing efficiency.

3.3 “Effluent” refers to liquid waste generated from operational activities.

3.4 “Recycling/Reuse” refers to using treated wastewater for approved secondary applications such as utilities, cooling, or gardening, where applicable.

4. SCOPE AND APPLICABILITY

4.1 This Policy applies to **all units, facilities, administrative offices, and operational locations of GEM Aromatics Limited**, existing or future.

Corporate Office: A/503, Kailas Complex, Vikhroli Powai Link Rd, Parksite, Vikhroli (W), Mumbai-400079, Maharashtra, India.

Facility 1: Plot No 2, Survey No.16/4/2, Near Alok Industries, Village Rakholi, Silvassa-396230, Dadra & Nagar Haveli, India.

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

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4.2 The Policy applies to all employees, workers, contractors, service providers, and visitors engaged in water-related operations or activities.

4.3 The Policy shall apply to all water usage and discharge arising from Company operations including domestic use, utilities, manufacturing, cleaning, laboratory activities, and ancillary processes.

5. POLICY STATEMENT

5.1 The Company shall take reasonable measures to reduce freshwater consumption, improve water efficiency, and safeguard natural water resources.

5.2 The Company shall ensure that wastewater generated from operations is discharged only after appropriate treatment and in compliance with statutory requirements.

5.3 The Company shall adopt water conservation practices, recycling initiatives, and technological measures to improve water performance where feasible.

6. GOVERNANCE AND RESPONSIBILITIES

6.1 Managing Director

Provides policy direction, allocates resources, and endorses water management commitments.

6.2 EHS Function

- a) monitors water consumption.
- b) assesses conservation opportunities.
- c) oversees effluent discharge compliance.
- d) ensures record-keeping.
- e) interacts with regulatory authorities when required.

6.3 Unit/Plant Heads

Ensure operational compliance with this Policy at their respective units.

6.4 Employees and Contractors

Follow water usage practices and report leakage or wastage.

7. WATER MANAGEMENT REQUIREMENTS

7.1 Water Sourcing

7.1.1 Water shall be sourced responsibly from authorised sources and in compliance with applicable permissions.

7.1.2 Unauthorized extraction or tapping of groundwater or surface water shall not be permitted.



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7.2 Water Consumption

7.2.1 Water usage shall be monitored at periodic intervals.

7.2.2 Operational controls shall be implemented to minimise consumption in manufacturing, utilities, and cleaning.

7.3 Water Conservation

7.3.1 Reasonable measures (awareness, leak prevention, optimisation, automation) shall be used to reduce water wastage.

7.3.2 Periodic assessments shall be conducted to identify opportunities for conservation.

7.4 Reuse and Recycling

7.4.1 Treated wastewater may be reused for approved secondary applications were consistent with regulatory requirements and operational feasibility.

7.4.2 Reuse and recycling initiatives shall be documented.

7.5 Discharge and Disposal

7.5.1 Wastewater shall be discharged only after treatment and only in accordance with statutory limits.

7.5.2 Monitoring of discharge parameters shall be carried out as required by regulatory authorities.

7.6 Prevention of Contamination

7.6.1 Measures shall be taken to prevent contamination of groundwater and surface water sources.

7.6.2 Leaks, spillages, and accidental discharges shall be reported to the EHS function immediately.

8. TRAINING AND AWARENESS

8.1 Employees, contractors, and relevant personnel shall receive awareness and training relating to efficient water usage and prevention of contamination.

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9. RECORDS AND DOCUMENTATION

9.1 Records relating to water consumption, discharge parameters, monitoring results, and compliance documentation shall be maintained and retained in accordance with statutory requirements.

10. AUDIT AND COMPLIANCE

10.1 Periodic audits shall be conducted to ensure compliance with this Policy and regulatory requirements.

10.2 Corrective and preventive actions shall be taken where deviations are identified.

11. REVIEW AND AMENDMENT

11.1 This Policy shall be reviewed periodically and not less than once every three years or earlier if required due to regulatory or operational changes.

11.2 Any amendments shall require approval of Senior Management.

12. APPROVAL

Signed at Mumbai on this 23 Nov 2023

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



(Signature)