



Enriching Lives with *Care*

Sustainability Report
2023-24

Enriching Lives with *Care*

Floral notes are delicate and timeless, balancing freshness with complexity. They evoke a sense of calm elegance, a feeling of something quietly unfolding, full of possibility.

This note mirrors our corporate journey - refined, evolving, and constantly moving forward with purpose.

At Eternis Fine Chemicals, we enhance daily well-being through our fragrance and personal care ingredients, while demonstrating care across three dimensions: our customers, our planet, and our people.

Our products, though invisible to end consumers, create memorable sensory experiences in everyday products from refreshing perfumes to nourishing skincare. Beyond creating quality ingredients, we prioritise transparent sustainability practices. This year, we achieved a significant milestone by generating **67% of our total energy consumption from renewable sources**. Although we faced challenges in reducing carbon emissions this year, we remain dedicated to our **long-term goal of net zero carbon by 2050**.

Our people-centred approach drives both our innovation and our sustainability agenda. We maintain a strong record of occupational health and safety, with **zero significant process safety incidents** across both UK and Indian operations. Additionally, **100% of our manufacturing employees and workers receive comprehensive health and safety training**, reflecting our commitment to their well-being. These initiatives enhance our internal culture and contribute to a more resilient and sustainable business model, positively impacting our customers and communities worldwide.

We have hence, as a company launched our Purpose statement "**Enriching Lives with Care**". This reflects our ultimate purpose and focus.

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About the Report

At Eternis Fine Chemicals, we enhance daily well-being through our fragrance and personal care ingredients, while demonstrating care across three dimensions:

our customers, our planet, and our people.

Overview of Our Sustainability Journey

This comprehensive report provides an in-depth look at our achievements, strategic advancements, and aspirations. It highlights our progress in creating a more sustainable future, underscoring our commitment to environmental stewardship, social responsibility, and governance excellence.



Reporting Guidelines

Our disclosures adhere to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring consistency, completeness, and comparability in our sustainability reporting. This alignment allows stakeholders to assess our performance against industry benchmarks.

Approach to Materiality

To refine our organisational focus and better understand stakeholder expectations, we conducted a thorough materiality assessment. This rigorous process involved evaluating topics that significantly impact our operations and contribute substantially to our value creation. In line with the GRI Universal Standard 2021 guidelines, we identified key areas of materiality. We further enriched our analysis by leveraging insights from the SASB Indexing tool and conducting comparative benchmarking with industry peers.

Assurance Statement

For this reporting period, we have chosen not to undergo assurance for our Sustainability Report.



Precautionary Principle

We have robust policies in place, including a comprehensive Sustainability policy, to guide our overall performance. These policies help us identify and manage important risks, ensuring transparent communication with stakeholders on financial, environmental, and social issues.

Restatement

No restatements of information were made for the reporting period.



Scope and Boundary

This report covers sustainability disclosures for Eternis Fine Chemicals Ltd., encompassing operations in India, and Eternis Fine Chemicals UK Ltd., covering operations in the United Kingdom. Within India, our operations are located in Maharashtra at Kurkumbh, Bhima Koregaon (both in Pune), and Sinnar (Nashik), with our R&D centre in Navi Mumbai and corporate office in Mumbai. In the UK, our operations are based in Leek, Staffordshire. Throughout this report, "Eternis" refers to all these locations unless otherwise specified.

Contact Us

We value open communication and welcome feedback and suggestions from stakeholders. For any queries or information related to this report, please contact:

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ESG Highlights

Caring for Our Planet and People

Sustainable Development Goals (UN SDGs)



Milestones That Enrich Lives

Business and Trade Certification (BAT)

Eternis successfully obtained BAT for Social Due Diligence, demonstrating our commitment to ethical business practices and responsible social responsibility.

Global Compact Signatory

Eternis Group is now a signatory of the United Nations Global Compact (UNGC) and adheres to the International Organisation of the Flavour Industry (IOFI) Sustainability Charter.

Initiatives

Launched a water stewardship programme to enhance sustainable water management practices.

Achieved RSPO certification across all manufacturing sites, reinforcing our commitment to sustainable palm oil sourcing.

Global Leadership

David Whitaker, Vice President of New Product Development and Product Management, was appointed Chair of the International Fragrance Association (IFRA), UK.

Rajen Mariwala, Managing Director, appointed President of the Indian Chemical Council (ICC).

Billy Gittins, Vice President of Strategy and Marketing, was appointed Board Member of the Chemical Industry Association (CIA).

Certifications

Eternis maintains globally recognised certifications that validate its adherence to sustainability standards:



RSPO Certification

Sustainable Palm Oil Sourcing



Kosher Certification

Compliance with dietary standards



ISCC Plus Certification

Sustainable supply chain certification



HALAL Certification

Ethical product compliance



Responsible Care

Commitment to health, safety, and environmental stewardship

Integrated Management System

Comprehensive framework for operational excellence

Assessments and Ratings

Eternis has received notable assessments and ratings for its sustainability performance:



Carbon Disclosure Project (CDP)

- Climate Change: B-
- Water: B
- Forest: C



Other Recognitions:

SEDEX compliance and UN Global Compact membership.



EcoVadis Ratings:

Gold rating for Eternis UK;
Silver rating for Eternis India.

Progress That Reflects *Care*

Performance Metrics 2024



Employee Strength

609



Renewable Energy

67%



Total Recordable Injury Rate (TRIR)

0.13



Total Emissions

39,535 tCO₂e
Scope 1 + Scope 2
emissions



Recycled Water

18.74%
(water demand used
for operations)



Workplace Safety

Zero
fatalities



Palm Oil Derived Product

100%
(are RSPO-MB certified,
based on metric tonnes
of purchase)



H&S Training Coverage

Covered 100%
of site-based employees
and workers



Sustainability Procurement

33%
by spend abide by our
Supplier Code
of Conduct.

Material Topics Identified

- Climate Change
- Waste Management
- Water Management
- Occupational Health & Safety
- Customer Satisfaction
- Supply Chain Management
- Employee Engagement
- Product Innovation
- Ethics Compliance

From Leadership Desk

Message From CEO

At Eternis, we recognise that true business sustainability is realised through a harmonious blend of innovation, partnership, responsibility, and care. As one of the world's leading manufacturers in the aroma industry, we understand that our work has the power to touch lives, extend comfort, and enhance well-being. This, our second annual Sustainability Report aligned with the Global Reporting Initiative (GRI) standards, represents both our achievements and our aspirations for responsible growth.

Throughout the year, we have intensified our focus on building sustainable practices that resonate within and beyond our organisation. This commitment extends to enriching lives, which requires us to care deeply about the ecosystems we operate in, the communities we serve, and the employees who drive our mission forward. We recognise that environmental stewardship and social responsibility are crucial in preserving our shared future, and we have embedded these principles across all facets of our operations. In line with our strategic goals, we have taken measurable steps to reduce our carbon footprint and emissions for the 2023-24 financial year, optimise our resource use, and minimise waste across our manufacturing sites in India and the UK. Our teams have worked tirelessly to incorporate new technologies and innovations that not only enhance efficiency but also contribute to creating a more resilient business.

This report shares insights into these advancements, providing transparency and accountability for our progress from April 2023 to March 2025. While we are proud of the strides we have made, we know there is still much more to be done. Moving forward, we remain dedicated to pushing the boundaries of what sustainable practices can achieve in our industry.

We extend our gratitude to all stakeholders, partners, and team members who have supported and driven these initiatives. Together, inspired by our purpose "Enriching Lives with Care" we aim to look to a more sustainable and inclusive tomorrow."

We are thrilled to welcome Sharon PC into our family. The addition of this Personal Care pure-play, and high-end manufacturer enhances our business and brings with it many strategic advantages. Sharon PC's commitment to sustainability, innovation and quality is perfectly aligned with our vision of delivering products that not only make people feel good but also reflect our values. This acquisition will further establish us in Europe and the US, with the ability to service our customers with products under new segments from the sites, stock hubs and offices there. The combined portfolio will uniquely position us for further growth. Further, our DNA of "Eternally Agile and Forever Customer Centric" is also a key principle of Sharon PC's corporate ethos. In many respects, a perfect fit.

As a result of this strategic move, Eternis further expands its global footprint, whilst leveraging the multi-location research labs, manufacturing and distribution platforms to continue serving its customers better. This acquisition marks a significant step towards diversifying its offerings widening the portfolio into the growing personal care segment and meeting the evolving demands of today.

Yours,

Wilfrid Gambade
CEO, Eternis Fine
Chemicals Ltd



Message From Vice President

As we close the chapter in 2024, I am excited to share our achievements and the ongoing commitment of Eternis to sustainability. This year has been pivotal in strengthening our efforts to create a positive impact on the environment and our communities.

After publishing our first GRI report in 2024, we have been focusing on developing detailed plans to achieve the ambitious goals that we set across each of the nine material areas. This has involved engaging a significant number of people from the business, which is fostering a culture of joint responsibility for our goals. We have also continued to engage with our suppliers to build awareness of what is required to be a supplier to Eternis in the future, but also to talk collaboratively about initiatives to reduce the CO₂ in our combined supply chains. This has yielded some very exciting possibilities which we have been sharing with our customers, to try to build a demand for our lower-carbon alternatives. It has been truly inspiring to see some of the work our suppliers are doing, with huge reductions in carbon already achieved and some incredible plans for further reductions. It gives me great hope that the chemical industry can play its part in hitting the challenging targets agreed upon in Paris. Our continued progress is a testament to the hard work and dedication of our team and the invaluable support from our partners. Together, we are fostering a culture of sustainability that goes beyond compliance and becomes part of our DNA.

As we look to the future, we remain steadfast in our commitment to sustainability, seeking new ways to improve and inspire others in our industry. Thank you for being part of this journey with us.

Billy Gittins

Vice President of Strategy and Marketing

Enriching Lives Through *Innovation*

Our Story

Founded in 1965 as Hindustan Polyamides & Fibres Limited, our journey has been marked by strategic growth and a commitment to excellence.

Rebranded as Eternis Fine Chemicals in 2015, we have evolved into one of the top 10 global aroma chemical manufacturers, with a strong presence in the Flavour and Fragrance (F&F) industry.

Our agility in adapting to market trends and customer needs has enabled us to maintain a leadership position in the industry. Today, we are the largest exporter of aroma chemicals in India, with exports accounting for 80% of our sales.

Our customer-centric approach ensures that we continuously innovate and improve our offerings to meet the evolving needs of our clients. With a turnover of over \$230 Million and operations spanning across India and the UK.

65,000 Tonnes
Annual Production Capacity

\$233 Million
Annual Sales Globally

80%
Sales from Export

At Eternis we are driven by a passion to enrich lives through our innovative and sustainable approach to aroma chemicals.



20+ Countries
Sales presence with teams in US, Netherlands, Spain and France



66%
electricity came from renewable sources



Top 5
Independent aroma ingredients company globally

Caring for Excellence

Operational Highlights

Our vision is to become a leading industry player by mastering diverse chemistries and processes, driving innovation that enhances our customers' lives and protects the environment.



*Not in scope of this report

We continuously refine our methodologies and push the boundaries of scientific advancements to set new benchmarks in quality, sustainability, and technology. Through this pursuit, we aim to deliver value to our customers, enhance the well-being of our communities, and protect the environment for future generations.



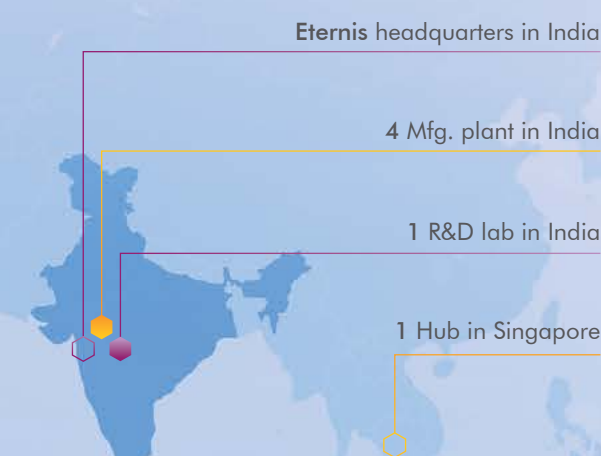
Strategic Growth: Enhancing Global Reach

In 2018, we strategically expanded our Coumarin production capabilities through the acquisition of AIMS Impex. Moreover, in 2021 Eternis acquired Tennants Fine Chemicals in the UK, now rebranded as Eternis UK, enhancing our global presence. This acquisition added a capacity of **26,000 tons** of liquid chemicals annually, exporting to almost **90 countries** worldwide.



Manufacturing Excellence: Expanding Capacity

We operate four manufacturing facilities strategically located near Pune, Nashik, and Leek (UK). Our new greenfield facility near Pune, initiated in FY23, showcases our commitment to industrial growth and technological advancement. This strategic investment increases our **manufacturing capacity** ensuring sustained scalability and resilience in an evolving global landscape.



● Our Manufacturing Footprint

● Our R&D Footprint

○ Our Global Hubs

○ Our Corporate Footprint

Listening with Care

Stakeholder Engagement and Materiality Assessment

At Eternis, strong business relationships are built on consistent and meaningful stakeholder engagement. We define stakeholders as individuals or groups who are affected by our operations or have an interest in or influence on what we do. Understanding their needs and interests is fundamental to our sustainable growth and success.

Engaging with Purpose

We prioritise open and transparent communication with our stakeholders to foster trust, collaboration, and mutual understanding. Our engagement spans employees, customers, suppliers, and other key stakeholders, ensuring their voices are heard and their expectations are addressed. Initiatives like annual engagement surveys, customer feedback mechanisms, and supplier collaborations demonstrate our commitment to maintaining a two-way dialogue.

Materiality Assessment: A Strategic Enabler

Guided by a materiality assessment conducted in FY23, we continue to identify and prioritise topics that matter most to our stakeholders. This assessment enables us to align our sustainability strategy with stakeholder expectations and global best practices. Regular dialogue with stakeholders provides valuable insights that inform our decision-making and help us continuously improve.

Through this process, we identified key material topics that reflect both stakeholder priorities and Eternis' strategic focus areas. These topics are addressed throughout this report, showcasing how we create sustainable value for all.

Driving Impact Through Engagement

Our approach ensures that stakeholder insights drive actionable outcomes:

- The re-launch of the Awards Policy recognises employees who embody Eternis' DNA of being "Eternally Agile" and "Forever Customer-Centric."
- The creation of a Dedicated New Product Development (NPD) Team ensures innovation remains aligned with customer needs.
- Collaborative efforts with suppliers have led to the launch of lower-carbon footprint products.

By embedding stakeholder feedback into our decision-making processes, we ensure that our actions reflect care for people, planet, and processes.



Employees

MODE - Annual engagement surveys, "Great Place to Work" rollout

KEY EXPECTATIONS

Appreciation & Recognition

More acknowledgment of contributions

Growth & Development

Opportunities for career advancement

Fair Pay & Performance Management

Consistent appraisal system

Collaborative Communication

More transparency and engagement with leadership

OUR RESPONSE

Awards Policy re-launched globally to recognise employees who excel or embody company DNA

IDPs (Individual Development Plans)

introduced for high achievers, with mentoring from the executive team

Manager Training to ensure uniform application of the appraisal system across the business

Quarterly CEO Town Halls, leadership site visits, Open-Door Policy for senior management being trailed



Customers

MODE - Customer feedback (June 2023), Key account management, Industry conferences

KEY EXPECTATIONS

New Product Development – Innovation and product pipeline

Visibility on Sustainability – More information on the company's sustainability agenda

Improved Standards (ISO/ Food Grade) – Compliance with industry standards

Shipment & Order Tracking – Real-time tracking of shipments

Consistency Across Manufacturing Locations – Uniform processes and standards

OUR RESPONSE

Dedicated NPD Team formed, strong pipeline established

Internal Training for Sales Staf to communicate sustainability progress effectively

ISO Standards rolled out in India, **Food Grade Facility** in India (approved), UK approval expected in mid-2025

Deep Sea Shipment Tracker launched; **CRM system** to be installed in 2025 for better collaboration

Global Integration of teams, **SAP System Rollout (2025)** for standardised operations



Suppliers

MODE - Procurement and product management team engagement

KEY EXPECTATIONS

CO₂ Reduction Collaboration Lower-carbon products

Long-term Commitments Stability in pricing and partnerships

Strategic Supplier Engagement Elevate discussions beyond pricing

OUR RESPONSE

Lower Carbon Footprint Products launched; Joint supplier-customer visits planned

Formula-Based Pricing adopted with key suppliers to reduce margin volatility

Regular Communication with suppliers to align with long-term business strategy

Materiality Analysis: Aligning Priorities

At Eternis, we conduct a materiality analysis through a structured process that identifies and prioritises key ESG issues based on stakeholder expectations and business impact. This approach ensures that our sustainability strategy aligns with industry standards, regulatory requirements, and emerging trends. By engaging with employees, customers, suppliers, investors, and other stakeholders, we assess evolving risks and opportunities to remain agile and future ready.

Our Materiality Process: Mapping What Matters

Our materiality assessment is guided by a structured four-step process that ensures we focus on the most critical ESG issues for our stakeholders and business. This process enables us to align our sustainability strategy with emerging trends, stakeholder expectations, and industry standards.

The insights gained from this analysis guide our decision-making, sustainability initiatives, and reporting frameworks. This ensures that we focus on what matters most to our stakeholders while driving long-term value creation.

1 Identify

Consult stakeholders and subject specialists to list sustainability topics relevant to our operations and impact areas.

2 Evaluate

Assess topics with internal and external stakeholders, considering industry trends, risks, and emerging opportunities.

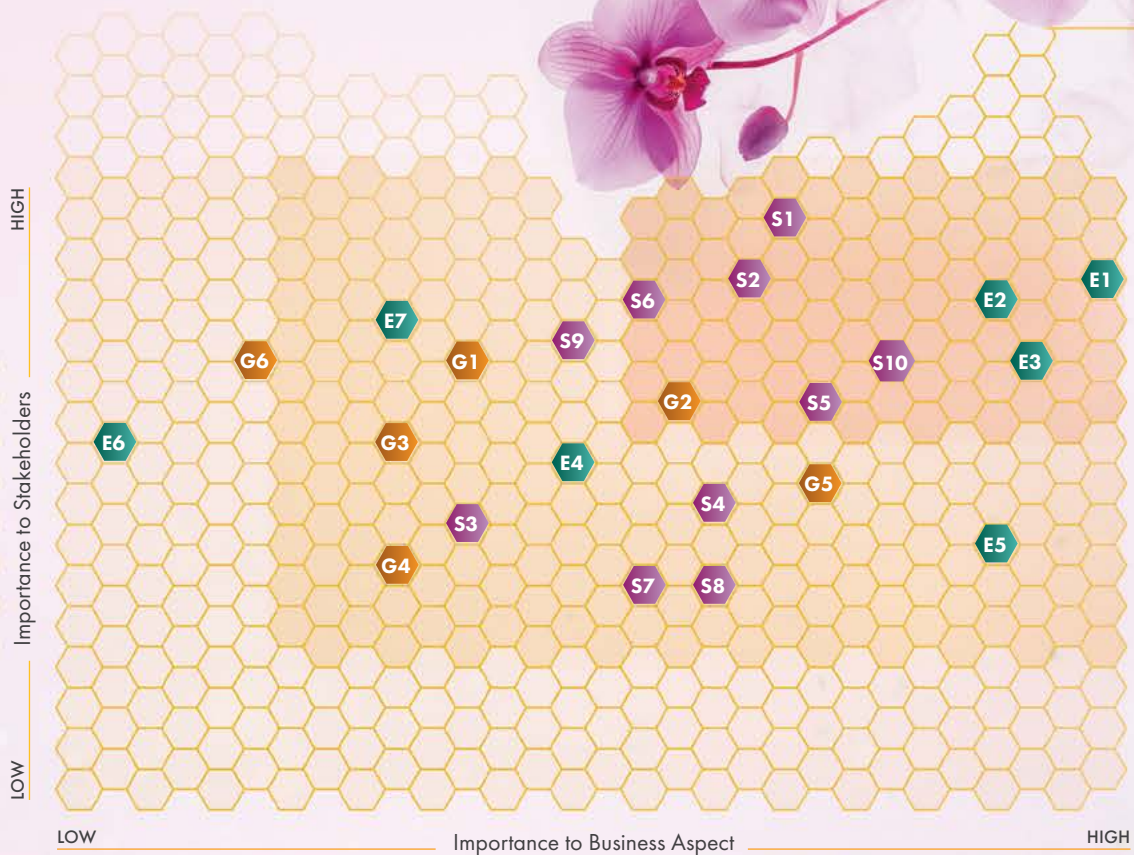
3 Prioritise

Rank material topics based on their relevance to our business and stakeholder priorities.

4 Review

Conduct annual reviews to align with external changes, emerging risks, regulations, and market trends.

Materiality Matrix



Environmental

- E1. Climate Change
- E2. Waste Management
- E3. Water Management
- E4. Material Performance
- E5. Circular Economy
- E6. Air Quality
- E7. Environmental Compliance

Social

- S1. OHS
- S2. Customer Satisfaction
- S3. Labor Relations
- S4. Human Rights
- S5. Supply Chain Management
- S6. Employee Engagement
- S7. Community Workers
- S8. Diversity and Inclusion
- S9. Process Safety
- S10. Product Innovation

Governance


- G1. Risk Management
- G2. Ethics Compliance
- G3. Growth and Profit
- G4. Digitisation (IoT)
- G5. Management of Legal and Regulatory Requirements
- G6. Product Regulatory
- G7. Requirements

ESG Goals and Targets

Driving Sustainable Value

Our ESG goals are designed to align with stakeholder priorities, industry standards, and global frameworks such as the United Nations Sustainable Development Goals (SDGs). These targets reflect our commitment to creating sustainable value across climate action, waste management, water conservation, employee engagement, and ethical practices.

Climate Change

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
30% reduction in GHG intensity (Scope 1 + Scope 2) compared with 2023	2030	Implementing renewable energy sources (67% of total energy consumption from renewables in FY24)	
90% reduction in GHG intensity (Scope 1 + Scope 2) compared with 2023	2050	Exploring green hydrogen commercialisation projects to reduce Scope 1 emissions.	

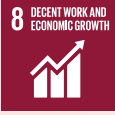
Water Management

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
2% reduction in intensity of freshwater consumption per year	Ongoing	Implementing water-efficient technologies (e.g., RO system efficiency increased from 85% to 90%).	
Training on water conservation for all employees [100%]	Ongoing	Conducting workshops and awareness programmes for employees; repurposing and recycling 26.02% of total water withdrawn.	
Initiate water stewardship programme	2024	Developing comprehensive water management plans to reduce consumption and enhance water recycling.	


Waste Management

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
Zero waste to landfill	2030	Enhancing waste segregation systems and recycling initiatives; salt valorisation project under evaluation.	
Audit on 100% of downstream users of waste against environmental standards	2027	Conducting audits on hazardous waste disposal practices; improving waste diversion rates across facilities.	
30% reduction in waste intensity compared with 2023	2030	Optimising production processes to minimise waste generation; increasing recycling of non-hazardous waste.	





Occupational Health & Safety

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
Consistently manage Total Recordable Injury Rate (TRIR) below 0.3	2030	Strengthening safety protocols and conducting regular risk assessments; ensuring 100% H&S training for employees.	
Process risk reviews for each operating plant once in five years with a 100% action closure	Ongoing	Conducting comprehensive risk reviews and ensuring timely implementation of corrective actions.	
Zero significant process safety incident per year	Ongoing	Maintaining rigorous safety standards and monitoring systems; enhancing incident reporting and response mechanisms.	
100% H&S training covering all employees	Ongoing	Ensuring regular training programmes for workplace safety; fostering a culture of safety awareness.	

Customer Satisfaction

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
80% of customers (by sales volume) covered in customer surveys	Ongoing	Implementing feedback loops to address customer concerns; enhancing customer service through dedicated NPD teams.	
100% closure on feedback and action plan	Ongoing	Establishing accountability mechanisms to ensure timely resolution of customer feedback.	

Supply Chain Management

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
80% of our raw material spend be assessed for ESG Criteria	2028	<ul style="list-style-type: none">100% of the purchased palm oil derived product are RSPO-MB certified	
50% of our raw material spend respond to CDP or Eco Vadis disclosures	2027		
80% of our raw material spend respond to CDP or Eco Vadis disclosures	2030	<ul style="list-style-type: none">Actions plans for Scope 3 reduction have been developed and are implemented.Policies such as Sustainable Procurement Policy and Supplier Diversity Programme have been introduced.	
RSPO Certificate for all sites	Completed		
ISCC+ Certificate for all sites	2025	<ul style="list-style-type: none">Drive sustainability agenda in supply chain – Monitoring carbon footprint.	
Reduce GHG (Scope 3) intensity by 30% compared to 2023	2030		
Reduce GHG (Scope 3) intensity by 90% reduction compared to 2023	2050	<ul style="list-style-type: none">UK Site is ISCC+ certified.	

Employee Engagement

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
Average three training days and minimum of one training day per annum for all employees	Ongoing	<ul style="list-style-type: none">Developing culture of communication through conversations across levels through town halls, meetings etc.Conducted employee engagement survey to measured engagement score and taken actions.Employee Development: Implement Individual Development Plans (IDPs) for identified talent.	   
Contribution of 100 employee days to local community development	2025		
Contribution of 300 employee days to local community development	2030		

Ethics & Compliance

Goals and Targets	Deadline	Approach/Status Quo	Relevant SDGs
Uphold human rights with zero violations within internal operations	Ongoing	Conducting regular audits and awareness sessions; ensuring compliance with ethical business practices.	
Mandatory training on code of conduct and business ethics across all sites	Ongoing	Rolling out ethics training programmes globally; fostering a culture of integrity and transparency.	
Target EcoVadis Ethics score of 70	2030	Strengthening ethical practices across supply chains; enhancing supplier engagement for responsible sourcing.	
Ensure that 90% of suppliers (by spend) abide by Eternis' Supplier Code of Conduct	2025	Collaborating with suppliers to align practices with Eternis' ethical standards; conducting regular audits.	



Environment

Earthy and fresh accords bring to mind the raw purity of nature - crushed leaves, mossy woods, clean air after rain. Grounded yet awakening, they echo the cycles of renewal.

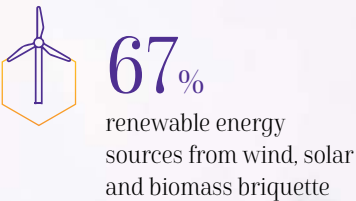
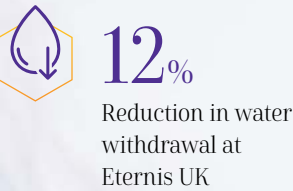
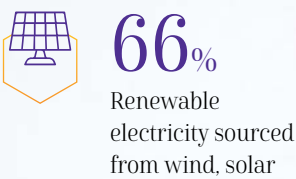
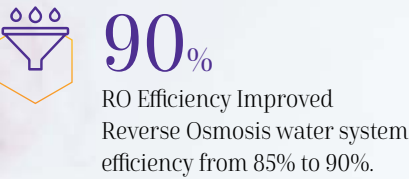
These notes reflect our environmental approach: sustainable, responsible, and deeply conscious of the ecosystems we impact and protect.

Sustainability in Action

Our Environmental Focus

Eternis integrates sustainable practices into its business strategy, focusing on minimizing its ecological footprint and safeguarding the planet for future generations. Our environmental initiatives span **energy management, air quality control, water stewardship, and waste management**, ensuring that sustainability remains integral to our operations.

Key Environmental Highlights (FY24)





Energy Management: Transitioning to Renewables

Eternis is advancing towards a low-carbon economy by optimising energy usage across its facilities in India and the UK. Key initiatives include:

Renewable Energy Integration

- In India, **60%** of electricity needs are met by solar energy
- Biomass briquettes account for **59%** of global thermal energy consumption
- In UK, **100%** of electricity needs are met by renewable energy

Energy Efficiency Enhancements

- Optimised steam consumption in Multiple Effect Evaporator (MEE) plants by redirecting low TDS water to biological treatment processes.
- Replaced high-energy-consuming equipment with screw chillers to improve efficiency.



Water Stewardship: Conserving a Precious Resource

Water management is central to Eternis' environmental strategy. Key initiatives include:

- Zero-liquid discharge policy in India ensures all water is recycled internally.
- Rainwater diversion projects at Eternis UK reduced effluent treatment requirements and chemical use.
- Employee training programmes on water conservation foster awareness across operations.
- Eternis has invested in the Rainwater Harvesting project at SRPF Group 7 Daund, following the nonprofit organisation Centre for Environmental Research and Education (CERE) to bring clean water and sanitation. The project will conserve around 16.8 million litres of water per year and save water from run-off wastage. This will also reduce soil erosion in the agricultural fields at the site. The project will lead to increased soil moisture, replenishing aquifers and improving water security at the site and in the surrounding region.



Emissions Management: Reducing Our Carbon Footprint

Eternis is committed to reducing greenhouse gas (GHG) emissions intensity by:

- Targeting a **30%** reduction in GHG intensity by 2030 and a **90%** reduction by 2050, using FY23 as the baseline year.
- Ongoing project to capture and utilise waste hydrogen as fuel to reduce Scope 1 emissions.
- Conducting Life Cycle Analyses (LCA) for over **80%** of products to identify GHG hotspots and develop low-carbon alternatives.



Waste Management: Improving Disposal Methods

Eternis prioritises waste minimisation, reuse, and safe disposal methods. Key achievements include:

- Diverted hazardous waste for recycling and incineration:
 - India: Secure disposal of process residues at authorised facilities.
 - UK: Diverted 1,573 metric tonnes of hazardous waste for alternative processing.
- Exploring salt valorisation initiatives to repurpose 208 tons of salt per month, aligning with circular economy principles.



Environmental Management System (EMS)

Our ISO-certified Environmental Management System ensures continual improvement across all operations. Key features include:

- Certifications**
 - ISO 14001:2015 (Environmental Management)
 - ISO 9001:2015 (Quality Management)
 - ISO 45001:2018 (Occupational Health & Safety)
- Governance Framework**
 - Quarterly senior management reviews ensure accountability for sustainability targets.

Energy Consumption

A Sustainable Approach

In FY24, Eternis India and Eternis UK demonstrated energy consumption patterns that reflect regional resource availability and our commitment to sustainable operations

Energy Aspect in India & UK

Energy Aspect	India	UK
Primary Thermal Energy Source	Bio-based briquettes (75% of total thermal energy)	Natural gas
Renewable Energy	9% of operational energy needs met by solar energy	Decreased purchased renewable electricity (remains a key sustainability contributor) 9% of operational energy needs met by wind energy
Other Energy Sources	High-Speed Diesel (HSD), Light Diesel Oil (LDO), Coal	Natural gas dominates; reduced diesel consumption
Efficiency Initiatives	Rooftop solar installations; phased out furnace oil for cleaner energy	Improved efficiency through reduced diesel use; exploring solutions for energy-efficient technologies
Challenges	Increased energy consumption due to higher production levels	Temporary shutdown of energy-efficient technologies; shift to in-house raw material production
Total Energy Consumption	Increased due to production growth	Slightly increased; establishing FY23 as a baseline for future evaluations

In India, total energy consumption increased due to higher production levels. In contrast, Eternis UK saw a slight increase in energy consumption, partly due to the temporary shutdown of energy-efficient technologies and a shift to in-house raw material production.

Key Highlights in India



75% of thermal energy comes from bio-based briquettes, a renewable source.



9% of thermal energy comes from electricity produced by solar energy (renewable source)



Phased out furnace oil, transitioning to cleaner energy sources.

Key Highlights in the UK



Natural gas dominated the energy mix



Reduced diesel consumption, improving efficiency.



100% of electricity needs are met by renewable sources, which accounts for 9% of the total operational energy.

Energy consumption by fuel type Eternis India & UK (in GJ)

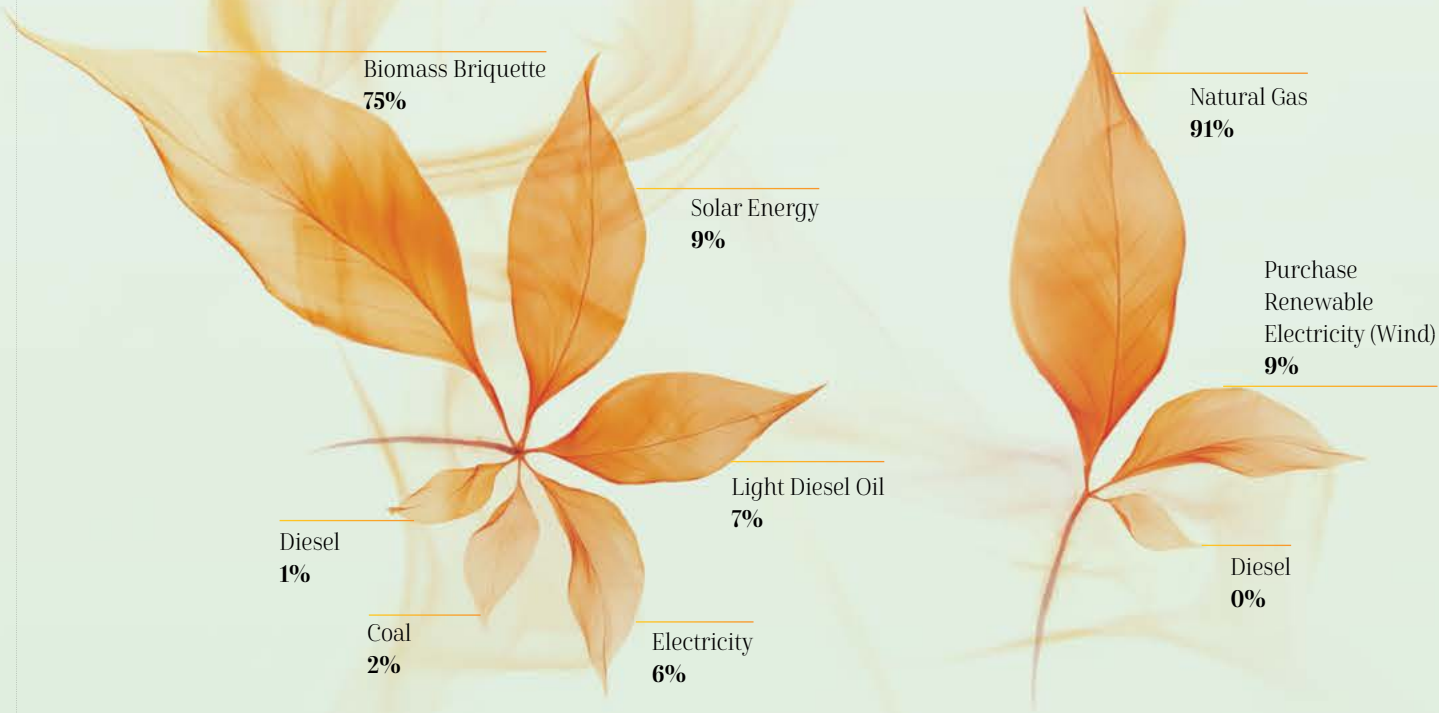
Fuel Type (GJ)	FY23		FY24	
	India	UK	India	UK
Natural Gas	N/A	202,422	N/A	207,492
Diesel	5,274	206	5,139	142
Furnace Oil	8,122	N/A	0	N/A
Light Diesel oil	44,535	N/A	57,081	N/A
Coal	21,009	N/A	19,985	N/A
Biomass Briquette	527,702	N/A	608,412	N/A
Solar Energy	58,315	N/A	70,131	N/A
Purchase Renewable Electricity (Wind)	N/A	21,306	N/A	20,476
Electricity Purchase from the Grid	45,505	N/A	47,642	N/A
Total Energy Consumption	710,462	223,933	808,390	228,112
Grand Total Energy Consumption (GJ)	934,396		1,036,802	



Energy Intensity

Increased from **18.37** GJ/MT in FY23 to **20.24** GJ/MT in FY24 due to higher production levels and operational changes.

Energy consumption by fuel type Eternis India & UK (in GJ)



Energy Consumption: Driving Efficiency and Sustainability


In FY24, Eternis continued to demonstrate its commitment to sustainable energy practices across its operations in India and the UK. The company recorded a combined total energy consumption of 1,036,802 GJ, reflecting an 11% increase compared to FY23. This growth is attributed to expanded production capacities.


Energy Performance Overview

Metric	FY23	FY24
Total Energy Consumption (GJ)	934,396	1,036,802
Total Production (MT)	50,854	51,209
Energy Intensity (GJ/MT)	18.37	20.24

Energy Performance FY24: India vs. UK

India – Balancing Conventional and Renewable Sources

 **84%**
Renewable Energy Contribution: Biomass briquettes and solar energy.

 **14%**
Growth in Energy Consumption: Driven by higher production levels.

Key Initiatives

- Enhanced utilisation of renewable sources like wind and solar energy.
- Optimisation of steam consumption in MEE plants by redirecting low TDS water.
- Process intensification initiatives for significant energy savings.

Combined Energy Mix

India



UK




Sustainability Initiatives


 **Renewable Energy Integration:** Biomass briquettes and solar energy promote cleaner energy consumption.

 **Steam Optimisation:** Redirecting low TDS water in MEE plants improves efficiency.

 **Process Intensification:** Implemented at India sites for significant energy savings.

UK – Balancing Conventional and Renewable Sources

 **9%**
Renewable Energy Contribution: Primarily from purchased wind energy

 **2%**
Growth in Energy Consumption: Flash Recovery Energy Management Equipment (FREME) unit used to pre-heat the boiler feed water has been taken out of service. The increase in production of energy intensive aldehydes.

Key Initiatives

- Reduced diesel consumption, improving efficiency
- Temporary shutdown of energy-efficient technologies impacted energy intensity.

Emission Management

Driving Climate Action

Eternis is committed to significantly reducing greenhouse gas (GHG) emissions across its operations in India and the United Kingdom. Our proactive approach focuses on setting internal carbon reduction targets, leveraging renewable energy, and implementing innovative technologies to support sustainable growth and mitigate climate change.

Key Highlights (FY24)

30%
reduction in GHG intensity by 2030

90%
reduction in GHG intensity by 2050, using FY23 as the baseline year

GHG Emissions Inventory (IN TONNES CO₂e)

Parameter	FY23		FY24	
	Eternis India	Eternis UK	Eternis India	Eternis UK
Scope 1 (Direct Emissions)	15,585	10,136	18,908	10,554
Scope 2 (Indirect Emissions from Electricity Consumption)	10,469	0	10,073	0
Scope 3 (Other Indirect Emissions)	300,708	188,380	310,704	
Grand Total	525,276		350,239	
Biogenic Carbon Emissions	33,000	N/A	35,000	NA

Scope 1 Emissions
Increased due to expanded production in comparison

Scope 2 Emissions
Stable indirect emissions from electricity consumption.

Scope 3 Emissions
Scope 3 emissions for FY24 were calculated using ISO 14064-3, resulting in a 33% reduction compared to previous declarations. This methodology will be applied in all future reporting.

Renewable Energy Integration

Eternis is transitioning a significant portion of energy use to renewable sources. In India:

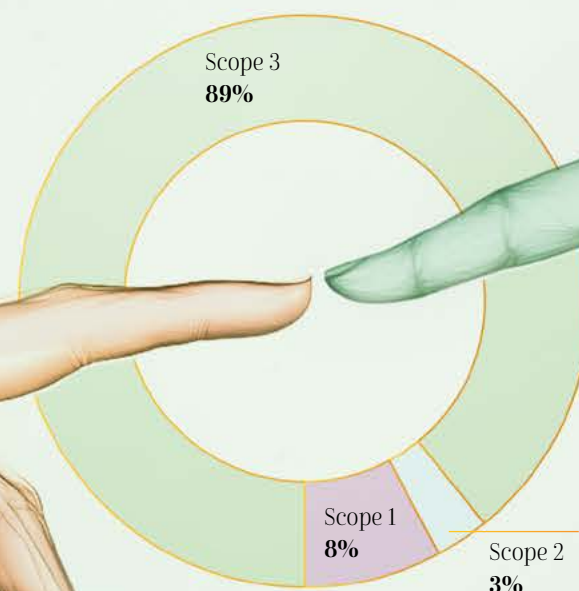
- Biomass briquettes are utilised as a renewable thermal energy source.
- Biogenic CO₂ emissions from briquettes are tracked separately.

Emissions Reduction Initiatives

We are prioritising efficiency improvements across facilities to reduce both Scope 1 and Scope 2 emissions. Key actions include:

- Optimising processes to reduce energy intensity.
- Enhancing insulation and upgrading equipment for better energy use.

Eternis GHG Emissions FY24



Supply Chain Collaboration

For Scope 3 emissions:

- Increasing engagement with suppliers to encourage more sustainable practices.
- Developing strategies to reduce our product carbon footprints and incorporating this into our purchasing decisions.
- Driving sustainability agenda in supply chain Monitoring carbon footprint and improve their carbon footprints

Life Cycle Analysis (LCA): Mapping Carbon Footprints

Eternis has invested in conducting Life Cycle Analysis (LCA) on over **80%** of its product range, providing valuable insights into the environmental impact of products throughout their life cycle.



Key outcomes

- Identification of GHG hotspots within processes.
- Development of targeted actions to reduce overall carbon footprint.



Future Goals

By 2028, Eternis aims for:

- **90%** of products offer a lower Product Carbon Footprint alternative (PCF).
- Enhanced collaboration with customers demanding low-carbon products.



Science-Based Targets Initiative (SBTi)

Eternis is exploring absolute emissions reduction targets aligned with SBTi pathways:

- Following the SBTi's **1.5°C and 2°C** pathways, demonstrating commitment to climate action.
- Supporting the global transition to a low-carbon economy.

Emission Factors and Reporting Accuracy

To ensure accurate reporting of GHG emissions as carbon dioxide equivalent (CO₂e), Eternis utilises emission factors from reputable sources: UK Greenhouse Gas Reporting Conversion Factors (2022), DEFRA, Central Electricity Authority (CEA), IPCC

Globally recognised frameworks such as: GHG Protocol Standard's Calculation Tool, IPCC guidelines, Data from the Indian Institute of Technology, Roorkee.

These tools enable consistent conversion factors for translating various greenhouse gases into CO₂e while maintaining high reporting accuracy.

Air Emissions

Protecting Environmental and Public Health

Eternis is committed to monitoring and managing air emissions across its operations in India and the UK to minimise environmental impact and ensure compliance with applicable regulations. Effective air quality management is essential for safeguarding both environmental and public health, and our monitoring efforts focus on specific air pollutants that are critical to reducing our overall emissions footprint.

Key Air Emission Indicators (FY23 vs. FY24)

Parameters	NAAQS Limits	FY23	FY24
		Eternis India	Eternis India
PM 10 Emission	100	62.4	42.59
PM 2.5 Emission	60	27.8	29.5
Sulphur Dioxide (SO ₂) Emission	80	20.7	5.23
Nitrogen Dioxide (NO ₂) Emission	80	24.4	8.35
Ozone(O ₃)	180	15.7	16.4
Lead (Pb)	1	BDL	BDL
Carbon Monoxide (CO)	4	BDL	BDL
Ammonia (NH ₃)	400	BDL	BDL
Benzene (C ₆ H ₆)	5	BDL	BDL
Benzo (a) Pyrene(BaP)	1	BDL	BDL
Arsenic (As)	6	BDL	BDL
Nickel (Ni)	20	BDL	BDL

**BDL - Below Detection Limit.

Air Emissions: Key Reductions

Sulphur Dioxide (SO₂)

Reduced from 20.7 µg/m³ to 5.23 µg/m³.
Result of fuel switching initiatives.

PM10 Emissions

Reduced from 62.4 µg/m³ (FY23) to 42.59 µg/m³ (FY24).
Achieved through improved air filtration systems.

Nitrogen Dioxide (NO₂)

Reduced from 24.4 µg/m³ to 8.35 µg/m³.
Driven by continuous process optimisation.

**BDL - Below Detection Limit.

Initiatives for Air Quality Improvement



Upgrading Emission Control Systems:
Eternis has invested in advanced filtration and scrubber systems to capture and reduce particulate emissions and volatile organic compounds (VOCs). These upgrades ensure adherence to stringent air quality standards.



Monitoring and Compliance:
Regular monitoring of key air emission parameters ensures compliance with both local and international regulatory standards, protecting surrounding communities and ecosystems.



Emission Source Optimisation:
Continuous process optimisation is employed to reduce emissions at the source, including:

- Fuel switching to cleaner alternatives.
- Addressing operational inefficiencies that contribute to elevated emissions.

Water Management

A Commitment to Sustainability

Eternis remains steadfast in its commitment to sustainable water management, integrating efficient practices across operations in both India and the UK. Our approach aligns with Eternis’ Water Management Policy, emphasising resource conservation, regulatory compliance, and community well-being.

Key Highlights (FY24)



12%
Reduction in water withdrawal at Eternis UK



26%
Total water withdrawn recycled and reused at Eternis India



85% to 90%
Improved Reverse Osmosis water system efficiency

Water Consumption and Withdrawal

Metric	Eternis India (FY24)	Eternis UK (FY24)
Total Water Withdrawal	245 Megalitres	90.8 Megalitres
Water Recycled/Reuse (%)	26%	N/A

India

- Sourced all water from third-party suppliers, avoiding direct withdrawal from natural sources.
- Maintained a sustainable water use model with zero liquid discharge.
- Increased RO efficiency from 85% to 90%.

United Kingdom

- Reduced water withdrawal by approximately 12% compared to FY23

Effluent Treatment and Monitoring

Eternis employs robust wastewater treatment systems to ensure treated effluent meets stringent quality standards before reuse or discharge.

India

- Treated wastewater is reused for gardening, cooling tower and other purposes.
- Continuous monitoring of parameters such as pH, COD, TDS, and heavy metals ensures compliance with statutory limits.

United Kingdom

- Wastewater is treated onsite before discharge to municipal sewage systems.
- Automated Total Organic Carbon (TOC) monitoring ensures real-time tracking of water quality.

Long-Term Water Strategy (2023-2030)

Eternis has established a comprehensive approach to evaluating and integrating water-related issues into our long-term business strategy. We consider:

- Water stress and drought
- Flooding
- Water quality
- Regulatory challenges
- Water governance
- Local policy issues

Sustainability Goals



2%
Reduction in water intensity year on year across all sites until 2030



6–7 years
Implement phase-by-phase improvements with focused attention on each stage : Standardised procedures and technologies, Optimised water use, Increased recycling rates, Enhanced rainwater harvesting systems

Water Quality Management

Eternis ensures rigorous maintenance of water quality standards:

- Daily monitoring of recycled water quality
- Parameters monitored include:
 - Chemical Oxygen Demand (COD)
 - Biological Oxygen Demand (BOD)
 - Chloride
 - Sulphates
 - Ammoniacal Nitrogen
 - Oil and Grease
 - Total Dissolved Solids (TDS)
 - Suspended Solids

Risk Assessment and Mitigation

Regular water-related risk assessments across all operations

Eternis India:

- Located in a water-stressed region
- Implemented measures to reduce reliance on external water sources:
 - Increased use of recycled water
 - Utilisation of rainwater
- Strategic focus on minimising impact on local water resources

Water Risk Assessment and Management

Eternis is committed to proactively identifying, evaluating, and mitigating water-related risks to ensure sustainable operations across all its facilities.

Our approach combines cross-departmental collaboration, scenario analysis using the WWF Water Risk Filter, and comprehensive monitoring frameworks to address potential vulnerabilities in water availability, quality, and regulatory compliance.

Risk Assessment Framework



Mitigation Action Plans

- Identified material risks are assigned to specific risk owners.
- Risk owners formulate and oversee action plans to mitigate these risks effectively.

Water Withdrawal Overview

Region	FY23 (Megalitres)	FY24 (Megalitres)
Eternis India	217	245
Eternis UK	103	90.8

Water Discharge Metrics

Region	FY23 (Megalitres)	FY24 (Megalitres)
Eternis India	0	0
Eternis UK	91.1	99.6

Water Consumption Metrics

Region	FY23 (Megalitres)	FY24 (Megalitres)
Eternis India	217	245
Eternis UK	11.9	<1



Governance

- The Board of Directors is kept informed of significant water-related risks and the associated mitigation plans.
- This ensures alignment with Eternis' sustainability objectives.



Collaborative Approach

- The risk assessment process involves production, Environmental Health and Safety (EHS), and finance teams.
- Through scenario analysis, the administration team evaluates water availability and quality to forecast potential risks.

Life Cycle Assessments (LCA) for Water Management

In alignment with ISO 14044 standards, Eternis conducted Life Cycle Assessments (LCA) for over 25 distinct products. This initiative allows us to:



Sustainability Initiatives



Rainwater Harvesting
Diverting rainwater from surrounding land reduces effluent treatment requirements and chemical use.



Zero-Liquid Discharge (ZLD)
Eternis India's ZLD system ensures all industrial wastewater is treated and reused internally.



Optimisation of Water Use
Standardised procedures and technologies improve recycling rates across operations.

Zero-Liquid Discharge Policy: Safeguarding Water Resources

Eternis India has adopted a zero-liquid discharge (ZLD) policy, ensuring that no industrial wastewater is discharged into the external environment.

This approach prevents potential pollution of surface and groundwater resources, safeguarding local ecosystems and communities. The ZLD system is a cornerstone of Eternis' water management strategy, enabling the treatment, recycling, and reuse of wastewater generated during production processes.

Wastewater Treatment Process

Low Total Dissolved Solids (LTDS)



Undergoes biological treatment to remove contaminants such as: Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Total Dissolved Solids (TDS)



Treated further for reuse within the facility.

High Total Dissolved Solids (HTDS)

Directed to a Multiple-Effect Evaporator (MEE):



Solids are separated.



Recovered condensate is treated and recycled back into operations.

Domestic Wastewater Management

- Domestic wastewater generated at Eternis India is treated in an onsite Sewage Treatment Plant (STP).
- Treated water is reused for gardening, further supporting water conservation efforts.



Wastewater Management at Eternis UK

Eternis UK employs robust wastewater treatment systems to ensure compliance with environmental standards:

- Wastewater is treated onsite at dedicated effluent treatment plants before discharge to municipal sewage systems.
- Effluent quality is continuously monitored for:
 - pH
 - COD
 - Total Organic Carbon (TOC)
 - Heavy Metals (eg., Iron, chromium, nickel)
- Automated TOC monitoring stations ensure real-time tracking of water quality.

Water Management Highlights

Eternis India completed a project in February 2024 to enhance the recycling efficiency of its Reverse Osmosis (RO) plant



85% to 90%
Increase in efficiency



3,450 kilolitres/year
Additional water recycled annually



\$234,000
Investment that enabled the improvement

Safety Assurance

None of the substances produced by Eternis UK fall into categories such as:

- Persistent Bioaccumulative Toxic (PBT)
- Very Persistent Bioaccumulative (vPvB)
- Endocrine Disruptors (ED)

Waste Management

Responsible Practices for a Sustainable Future

Eternis is committed to effective and responsible waste management as a critical component of its sustainability strategy. Across its facilities in India and the UK, Eternis generates and manages both hazardous and non-hazardous waste streams. By adhering to good waste disposal practices, partnering with licensed waste handlers, and prioritising recycling and energy recovery, Eternis aims to minimise its environmental footprint and contribute to a circular economy.

Waste Generation, Diversion, and Disposal Overview (FY24)

Item	FY23 (MT)	FY24 (MT)
Hazardous Waste Generated	India: 4,582 UK: 1,663	India: 6,771 UK: 1,563
Hazardous Waste Diverted	India: 0 UK: 1,513	India: 0 UK: 1,540
Hazardous Waste Disposed	India: 4,582 UK: 143	India: 6,771 UK: 23
Non-Hazardous Waste Generated	India: 6,717 UK: 25	India: 7,898 UK: 33
Non-Hazardous Waste Diverted	India: 6,717 UK: 3	India: 7,898 UK: 33

Recalculation of Baseline Waste Details from Per Unit to Metric Tons for Improved Measurability and Consistency

Key Highlights

- Hazardous waste disposal increased in FY24 due to higher production volumes.
- No hazardous waste was sent to landfills in FY24 at UK Site, reflecting progress in reducing environmental impact.

Waste Management Practices in India

Hazardous

- Incineration of process residues and sludge at authorised facilities.
- Secure disposal of waste salt from the Zero Liquid Discharge system in authorised landfills in Maharashtra.

Non-Hazardous

- Non-hazardous waste includes scrap materials such as cardboard, metal, and plastic.
- Processed entirely through government-authorised recyclers to avoid landfill disposal and reintegrate waste into the supply chain.

Waste Management Practices in UK

Hazardous

- Diverting 1,540 metric tonnes for alternative processing (e.g., recycling and incineration).
- Disposing of 23 metric tonnes in compliance with regulatory standards.

Non-Hazardous

- Managed by licensed waste handlers.
- Materials such as cardboard and scrap metal are recycled or undergo energy recovery.

Types of Waste Generated in FY24 (Non-Hazardous)

Item	FY23 (MT)		FY24 (MT)	
	India	UK	India	UK
Boiler Ash (Metrics Ton)	6,200	0	7,552	0
Empty Barrels (MT)	119	0	82	12.3
Empty Carboys (MT)	8.2	0	5.8	0
General Waste (MT)	4	16	3	16
Metal Scrap (MT)	255	6	137	14
Office Waste (MT)	38	3	56	3
Paper & P.P Bags (MT)	9	0	1	0
Plastic/HDPE Scrap (MT)	13	0	11	0
Scrap & Empty Intermediate Bulk Container (IBC) (MT)	33	0	23	21.5
Wooden Pallet (MT)	35	0	23	13
Wooden Scrap (MT)	3	0	1	0
Total MT Non-Hazardous Waste Generated	6,717	25	7,898	79.8

*Recalculation of Baseline Waste Details from Per Unit to Metric Tons for Improved Measurability and Consistency



Key Initiatives for Waste Management

- **Proposed Salt Valorisation:** Eternis is exploring an initiative to process and repurpose 208 tons of salt per month, aligning with circular economy principles. This approach reduces waste while creating value from by-products.
- **Low-Temperature Dryer Installation:** Implemented to minimise sludge generation and improve waste management efficiency.

Types of Waste Generated in FY24 (Hazardous)

Item	FY23 (MT)		FY24 (MT)	
	India	UK	India	UK
Discarded Containers/Barrels/Liner	0.81*	37	0.20	34
Mixed Waste	152	1,359	130	1,245
Process Residue	495	39	563	37
Scrubber	21	0	18	0
Sludge	311	23	271	24
Spent Catalyst Bed	0	125	0	187
Spent Solvent	17	62	33	23
Waste Acetic Acid	0	19	0	13
Waste Salt	3,542	0	5,756	0
Total Hazardous Waste Generated	4,538	1,664	6,771	1,563

*Recalculation of Baseline Waste Details from Per Unit to Metric Tons for Improved Measurability and Consistency



Investments in Research and Development for Sustainable Solutions

We aim to provide sustainable alternatives for **90% of its existing product portfolio** by end of 2028, reflecting a transformative shift toward environmentally responsible solutions.



Operational Excellence through Energy and Resource Optimisation

Eternis extends its sustainability efforts beyond product innovation by investing in operational efficiencies:

- Optimising steam consumption by redirecting low TDS water from the Multiple Effect Evaporator (MEE) to biological treatment processes.
- Upgrading energy-efficient equipment such as screw chillers to reduce energy use and greenhouse gas emissions.

Social

Fruity notes are dynamic and instantly engaging - bursting with life, energy, and openness. Think ripe citrus, juicy berries, sun-warmed orchards.

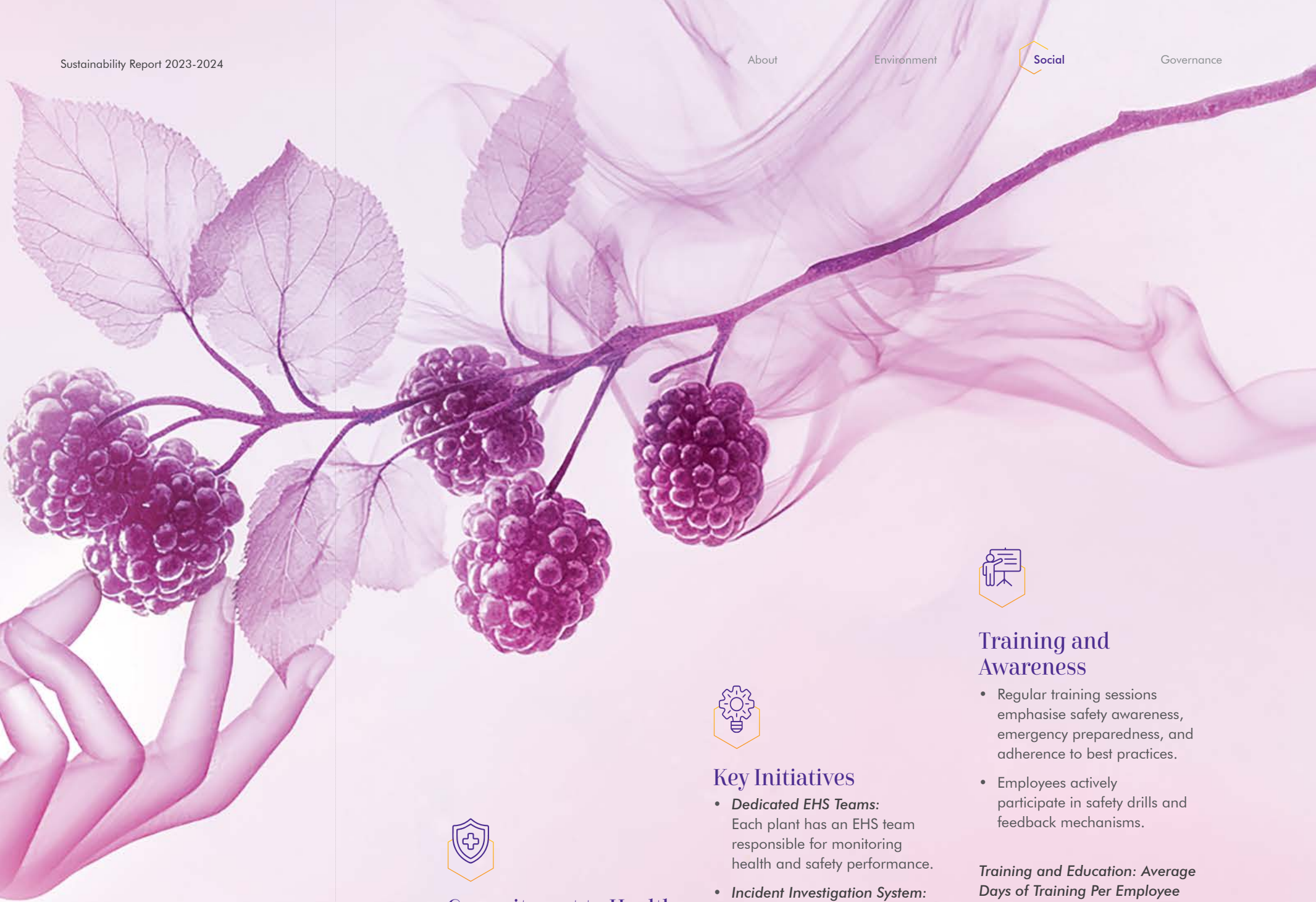
This liveliness parallels our social responsibility: fostering inclusion, well-being, and a vibrant culture that puts people first—inside and outside the organisation.

Building a Sustainable and Equitable Future

At Eternis, social responsibility extends beyond core business operations. We are committed to fostering a positive social impact through initiatives focused on employee well-being, community engagement, and ethical business practices. By prioritising diversity, equity, and inclusion, we aim to create a workplace culture that empowers employees while contributing to societal betterment.

Occupational Health and Safety: Key Highlights

Risk & Safety Measures	Target/Status	Current Status	Eternis UK FY24
Total Recordable Injury Rate (TRIR)	Below 0.2 by 2030	0.13	UK & Indian Operations
Risk Assessment Frequency	Once in 5 years	In place for both UK and India Operations	UK & Indian Operations
Action Closure	100% (Ongoing)	In progress	UK & Indian Operations
Significant Process Safety Incidents	Zero per year (Ongoing)	0	UK & Indian Operations
H&S Training Coverage	100% (Ongoing)	100% of site-based employees and workers covered	All employees & workers



Commitment to Health and Safety

- Eternis aligns with ISO 45001 certification for Occupational Health and Safety Management Systems.
- Both Eternis UK and India reported zero fatalities and severe medical cases stemming from work-related injuries.
- A comprehensive Environment, Health, and Safety (EHS) Policy guides all safety-related activities, emphasising compliance, risk mitigation, and continuous improvement.



Key Initiatives

- Dedicated EHS Teams:** Each plant has an EHS team responsible for monitoring health and safety performance.
- Incident Investigation System:** Advanced systems promptly address workplace incidents.
- Hazard Identification and Risk Assessment (HIRA):** Proactively identifies and mitigates potential hazards.
- Employee Benefits at Eternis UK:** Includes an Employee Assistance Programme, discount shopping schemes, and a cycle-to-work programme.



Training and Awareness

- Regular training sessions emphasise safety awareness, emergency preparedness, and adherence to best practices.
- Employees actively participate in safety drills and feedback mechanisms.

Training and Education: Average Days of Training Per Employee

1.9 days
Eternis India

6.2 days
Eternis UK

2.7 days
Combined Average

Diversity and *Inclusion*

Eternis values diversity as a driver of innovation and creativity. By promoting equal opportunities through inclusive hiring practices, diversity training, and employee resource groups, we aim to create a workplace where everyone feels respected and empowered.

Our commitment to diversity begins at the highest level, with our Board of Directors.

Key Highlights

- Strengthened ability to meet global customer needs through diverse perspectives.
- Commitment to equity extends beyond compliance, reflecting Eternis’ core belief in respect for all.

Employment Statistics at Eternis for Parental Leave (FY24)

Metric	Eternis India FY24	Eternis UK FY24
Total Number of Employees Who Took Parental Leave	Male: 12 Female: N/A	Male: N/A Female: N/A
Number of Employees Who Resumed Office Post Completion of Parental Leave	Male: 12 Female: N/A	Male: N/A Female: N/A
Number of Employees in Continuous Service for Next 12 Months After Returning from Parental Leave	Male: 15 Female: N/A	Male: N/A Female: N/A
Return to Work Rate	Male: 15 Female: N/A	Male: N/A Female: N/A
Retention Rate	Male: 100% Female: N/A	Male: N/A Female: N/A

Employment Statistics at Eternis with Age and Gender Distribution (FY24)

India

Female Employees
30

Male Employees
465

UK

Female Employees
23

Male Employees
91

Metric	Eternis India FY24	Eternis UK FY24
Male Employees	465	91
Age <30 Years	178	17
Age 30–50 Years	249	40
Age >50 Years	38	34
Female Employees	30	23
Age <30 Years	9	5
Age 30–50 Years	16	13
Age >50 Years	5	5

Employment Statistics at Eternis with Age and Gender Distribution (FY24)

Retirement

Metric	Eternis India FY24	Eternis UK FY24
Male	Age >50 Years: Total Retirements = 2	Age >50 Years: Total Retirements = 3
Female	Age >50 Years: Total Retirements = N/A	Age >50 Years: Total Retirements = N/A

Resignation

Metric	Eternis India FY24	Eternis UK FY24
Total Resignations	Male = 55, Female = 8	Male = 6, Female = 6

Attrition and Turnover Rates

Metric	Eternis India FY24 (%)	Eternis UK FY24 (%)
Attrition Rate	Male = 10.57, Female = 21.01	Male = N/A, Female = 0.02
Employee Turnover	Male = 10.96, Female = 21.05	Male = 1.56, Female = 4

Employee Engagement

Empowering Communities and Strengthening Partnerships

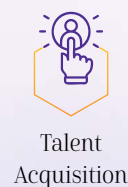
As a leading aroma-maker and a "People's Organisation," Eternis prioritises its people as its greatest asset. Attracting and retaining top talent is key, and our employee engagement programmes focus on work-life balance, skilling and reskilling, non-discriminatory policies, and fostering a safe and inclusive workplace.

Commitment to Employee Well-Being

We recognise that our employees' dedication drives our success. FY24 was a transformative year for Eternis, marked by significant enhancements to employee-centric policies. We revised existing policies and introduced new ones to maximise benefits, enhance satisfaction, and promote well-being, reinforcing our commitment to a progressive and people-first workplace.

Empowering communities and strengthening partnerships through sustainable programmes.

Focus Areas for FY24



Key Initiatives for Employee Engagement



Training Calendar

Developed and implemented to address skill-building and professional growth.



IMS Certification

Aligned HR processes with ISO standards to enhance efficiency and credibility.



Reward & Recognition Revamp

Improved framework for fair, transparent, and value-aligned employee recognition.



Value-Driven HR Systems

Integrated core values into HR processes, including interviews, feedback, and confirmations.



Human Resource Information System Upgrade

Enhanced system for streamlined HR operations, improved data accuracy, and better decision-making.



LMS Development

Launched an online Learning Management System for continuous employee training and skill development.



Quarterly Townhall Meetings

An inclusive meeting designed to encourage participation and engagement across all levels of Eternis, aimed at improving understanding, providing diverse perspectives, and driving continuous improvement.



Great Place to Work Survey

Conducted to assess and enhance workplace culture and employee engagement.

Eternis upholds a strong Code of Conduct, ensuring all employees adhere to clear compliance procedures. The Whistleblower Policy, applicable to internal and external stakeholders, provides structured reporting mechanisms. Additionally, workplace rules emphasise discipline, professionalism, and transparency, reinforcing a high-performance culture.

Supplier Engagement

At Eternis, sustainability is a cornerstone of our operational philosophy. We recognise that procurement activities significantly influence our environmental, social, and economic impacts. By embedding sustainability into procurement, we aim to build a responsible supply chain.



Supplier Engagement & Compliance

66%

of global suppliers engaged by Eternis to ensure alignment with our ethical and sustainability standards.

33%

of these suppliers adhere to our Supplier Code of Conduct.



Supplier Sustainability Reporting

35%

of suppliers report through CDP.

39%

of suppliers report through EcoVadis.

Eternis has established a Supplier Code of Conduct, which provides a guideline for procurement decisions and assists us in selecting suppliers who share our commitment to sustainability. The policy emphasises:

- Environmental stewardship
- Social equity
- Ethical governance

The sustainable purchasing team at Eternis is designing a Sustainable Procurement Pathway to help engage our suppliers on key sustainability topics. This pathway should allow us to strengthen relationships and drive innovation within our upstream supply chain. Key topics of this system include:

- Labour and Human Rights
- Water Security
- Forest-Risk Commodities
- Ethics

We are actively identifying and mitigating risks within our supply chain to enhance stability and ensure uninterrupted operations. In addition, Eternis is utilising technology to streamline procurement activities, enhance efficiency, and improve data transparency. We are also actively monitoring changes to our product carbon footprints due to our procurement strategy.

The procurement team at Eternis is dedicated to upholding the principles outlined in our Sustainable Procurement Policy. Key responsibilities include:

- Identifying and onboarding sustainable suppliers
- Focussing on worker empowerment
- Driving initiatives to reduce environmental impact within the supply chain

Collaborating with internal and external stakeholders to achieve sustainability goals we are implementing a robust process for supplier selection and induction. Supplier capability assessment requirements are defined and monitored through the Supplier Capability Assessment Form. This comprehensive form evaluates:

- Commercial viability
- Regulatory compliance
- Quality standards
- Governance standards

Governance

Woody and spicy notes are structure and soul - dry woods, warm spices, and depth. They offer longevity, stability, and a subtle boldness that anchors a blend.

That same depth defines our governance - anchored in ethics, built on resilience, and structured for long-term value creation.

Governance

for Sustainability and Integrity

At Eternis, effective governance is the cornerstone of our success and integrity. By fostering transparency, accountability, and inclusivity, we ensure that our decisions reflect core values and ethical standards. Through active stakeholder engagement and diverse perspectives, we aim to build a resilient organisation that exceeds expectations and contributes to a sustainable future for all.

We believe that strong leadership, guided by ethical practices and a commitment to continuous improvement, is essential for navigating challenges and seizing opportunities. Together, we strive to create a resilient organisation that not only meets but exceeds the expectations of our stakeholders, ultimately contributing to a sustainable future for all.



8
Total Number of Board of Directors (BODs)



6 Meetings
Total Number of BODs Meetings in FY24



12.5%
Percentage of Women in BODs

Ethical & Transparent Business Practices

Conduct all business operations with integrity, accountability, and transparency.

Stakeholder Engagement

Collaborate with stakeholders to develop and implement inclusive growth models.

Community Development

Foster the holistic development of surrounding communities through impactful initiatives.

Integration into Corporate Strategy

Embed ESG principles into the core business strategy to drive long-term sustainability.

Environmental Responsibility

Minimise environmental footprint by reducing emissions, waste, and resource consumption.

Sustainable Sourcing

Adopt responsible procurement practices that prioritise environmental and social considerations.

Workplace Safety & ESG Best Practices

Ensure safe working conditions and integrate leading ESG practices across operations.

Human Rights & Cultural Respect

Uphold fundamental human rights while respecting local cultures, customs, and values.

Composition of the Board

A Strategic Advantage

At Eternis, the Board of Directors serves as a cornerstone of corporate governance, guiding the strategic direction of the organisation while upholding transparency, accountability, and ethical decision-making.

Diversity as a Strength

A diverse Board brings together a range of perspectives, skills, and experiences that enrich discussions and lead to more informed decision-making. This diversity is essential in addressing complex and multifaceted challenges in today's dynamic business environment. By fostering inclusivity:

- Different viewpoints are considered, enhancing our ability to innovate.
- Stakeholder needs are addressed with greater responsiveness.

Impact on Risk Management and Compliance

The composition of the Board directly strengthens Eternis' risk management and compliance frameworks. Members with expertise in areas such as:

- Finance
- Sustainability
- Technology
- Community Engagement

Commitment to Representation

Eternis strives to ensure that its Board reflects:

- The diversity of its workforce and stakeholders.
- The global nature of its operations.

Ongoing efforts to recruit individuals from diverse backgrounds foster a Board that is representative of the communities Eternis serves.

Board of Directors



Mr. Harsh C. Mariwala
Non- Executive Director



Mr. Rajendra Mariwala
Managing Director



Mr. Milind Sarwate
Independent Director



Mr. Arun Bewoor
Independent Director



Ms. Anita Belani
Independent Director



Mr. Ketan Dalal
Independent Director



Dr. (Mr.) Ravindra Mariwala
Non- Executive Director



Mr. Krishan Sharma
Whole- time Director

- Audit Committee
- Nomination & Remuneration Committee
- Corporate Social Responsibility Committee

Responsibilities of Board of *Directors* and Committees

Strategic Oversight

Responsibilities

Setting long-term strategic direction.

- Approving major initiatives and reviewing strategic plans.
- Assessing market trends, competitive dynamics, and risks.

Committee Involved
Board of Directors

Financial Oversight

Responsibilities

- Reviewing financial statements and approving budgets.
- Assessing risks and monitoring financial performance.
- Ensuring integrity of financial reporting.

Committee Involved
Audit Committee

Leadership Development & Succession Planning

Responsibilities

- Recruitment, evaluation, and retention of key executives.
- Overseeing succession planning.
- Reviewing executive performance and leadership development initiatives.

Committee Involved

Nomination & Remuneration Committee

Performance Monitoring

Responsibilities

- Setting KPIs and reviewing progress against strategic goals.
- Evaluating financial and non-financial performance metrics.

Committee Involved
Board of Directors

Governance and Compliance

Responsibilities

- Ensuring compliance with legal and regulatory requirements.
- Monitoring adherence to corporate governance standards.
- Establishing policies for transparency and accountability.

Committee Involved
Board of Directors

Risk Management

Responsibilities

- Identifying and assessing internal and external risks.
- Establishing risk management frameworks.
- Ensuring mitigation strategies are in place.

Committee Involved
Audit Committee

Stakeholder Engagement

Responsibilities

- Engaging with employees, customers, investors, and communities.
- Considering stakeholder interests in decision-making processes.
- Building trust and strengthening relationships.

Committee Involved
Board of Directors

Promoting Sustainability & CSR

Responsibilities

- Overseeing initiatives aligned with ESG principles.
- Ensuring operations positively impact society and the environment.

Committee Involved
Corporate Social Responsibility Committee

Business Ethics

The Foundation of Responsible Growth

At Eternis, ethical principles form the cornerstone of our operations, extending beyond mere compliance with laws and regulations. We have cultivated a culture where decisions are deeply rooted in our core values and beliefs, ensuring that every employee adheres to the organisation's policies and procedures.

Key Components of Our Ethical Framework

Business Code of Conduct

This, along with other policies, ensures consistency, transparency, and fairness in all stakeholder interactions.

Comprehensive Training

In FY24, all employees in both the UK and India received training on:

- Code of Conduct
- Sexual Harassment Policy
- Whistleblower Policy

This training promotes a safe and respectful work environment and ensures employees are well-informed about company values, ethical behaviour, and avenues for reporting misconduct.

Zero Whistleblowing Incidents

In FY24, Eternis reported zero whistleblowing incidents across all sites, indicating strong adherence to ethical standards and a trustworthy work environment.

Systematic Risk Management

at Eternis

Risk management is a key component of Eternis' governance framework, ensuring resilience and long-term sustainability. By systematically identifying, assessing, and mitigating risks, the company safeguards its operations, enhances decision-making, and aligns risk management with business objectives.

Governance & Oversight



Governance & Oversight

- The Board of Directors oversees risk management, aligning it with business objectives.
- Risk Governance Framework defines tolerance levels and ensures resource allocation.
- Regular Updates on risk exposure and mitigation strategies for informed decision-making.

Implementation & Monitoring

- **Cross-functional collaboration** across finance, operations, compliance, and HR.
- **Employee training to enhance** risk awareness and encourage proactive risk reporting.
- **Key Risk Indicators (KRIs)** track potential exposures for timely intervention.
- **Regular Reporting** by the Risk Management Committee (RMC) to the Board on emerging risks and mitigation effectiveness.

Business Impact

- Proactive risk management supports strategic decision-making.
- Ensures sustainable growth and resilience in a dynamic business environment.

Product Regulatory

Eternis ensures strict adherence to global product regulatory standards, prioritising safety, sustainability, and legal compliance. This approach safeguards its reputation, minimises risks, and maintains stakeholder accountability.

Governance & Oversight



Leadership

Managed by the *Technical and Regulatory Manager* under the *VP of Strategy & Marketing*.



Responsibilities

- Compliance with global regulations (e.g., REACH).
- Cross-functional collaboration for regulatory alignment.
- Risk assessment and safety protocol updates.
- Communication of regulatory requirements across the supply chain.

Risk & Compliance Management

Risk Regulatory Non-compliance

Impact

Product recalls, market restrictions, financial penalties

Mitigation Measures

Continuous monitoring and compliance updates

Risk Supply Chain Disruptions

Impact

Delays, broken supply chains, damaged relationships

Mitigation Measures

Proactive risk assessment and stakeholder engagement

Risk Reputational Damage

Impact

Loss of consumer trust, negative media attention

Mitigation Measures

Transparent communication and compliance assurance

Key Compliance Initiatives



Downstream User Transparency
Ensuring clear information on chemical safety and restrictions.



Data Management
Regular updates on product properties, safety measures, and regulatory changes.



Regulatory Approvals
Compliance with prohibitions and authorisation processes.



Enhanced Labelling System
New product labels to improve risk communication and regulatory clarity.

Business Impact

By embedding regulatory compliance into its operations, Eternis:

- Strengthens global market access.
- Enhances customer trust and brand integrity.
- Reduces regulatory risks and operational disruptions.
- Reinforces its commitment to safety and sustainability.

GRI Content Index

information cited in this GRI content index for the period FY 2024, with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

The following table provides the mapping of disclosures for FY 2024 against the GRI standard requirements.

GRI STANDARD	DISCLOSURE	Page Number or Direct Response
GRI 2: General Disclosures 2021	2-1 organizational details	14-15
	2-2 Entities included in the organization’s sustainability reporting	05
	2-3 Reporting period, frequency and contact point	4-5
	2-4 Restatements of information	5
	2-5 External assurance	82-84
	2-6 Activities, value chain and other business relationships	14-15
	2-7 Employees	60-67
	2-9 Governance structure and composition	74-75
	2-11 Chair of the highest governance body	74-75
	2-12 Role of the highest governance body in overseeing the management of impacts	79
	2-13 Delegation of responsibility for managing impacts	76-79
	2-14 Role of the highest governance body in sustainability reporting	76-79
	2-17 Collective knowledge of the highest governance body	74-75
	2-22 Statement on sustainable development strategy	12-13
	2-25 Processes to remediate negative impacts	79
	2-26 Mechanisms for seeking advice and raising concerns	78
	2-27 Compliance with laws and regulations	81
	2-28 Membership associations	07
	2-29 Approach to stakeholder engagement	18-19
GRI 3: Material Topics 2021	3-1 Process to determine material topics	22-23
	3-2 List of material topics	23
GRI 201: Economic Performance 2016	3-3 Management of material topics	22-23
	201-2 Financial implications and other risks and opportunities due to climate change	40-41
GRI 202: Market Presence 2016	3-3 Management of material topics	23
GRI 203: Indirect Economic Impacts 2016		Not Material topic & hence not disclosed
GRI 204: Procurement Practices 2016	3-3 Management of material topics	22-23
GRI 205: Anti-corruption 2016	3-3 Management of material topics	22-23
	205-2 Communication and training about anti-corruption policies and procedures	77

GRI STANDARD	DISCLOSURE	Page Number or Direct Response
GRI 206: Anti-competitive Behaviour 2016		Not Material topic & hence not disclosed
GRI 207: Tax 2019		Not Material topic & hence not disclosed
GRI 301: Materials 2016		Not Material topic & hence not disclosed
GRI 302: Energy 2016	3-3 Management of material topics	22-23
	302-1 Energy consumption within the organization	34-37
	302-2 Energy consumption outside of the organization	34-37
	302-3 Energy intensity	37
	302-4 Reduction of energy consumption	36-37
GRI 303: Water and Effluents 2018	3-3 Management of material topics	22-23
	303-1 Interactions with water as a shared resource	46-47
	303-2 Management of water discharge-related impacts	48-49
	303-3 Water withdrawal	46-49
	303-4 Water discharge	49
	303-5 Water consumption	46-49
GRI 304: Biodiversity 2016		Not Material topic & hence not disclosed
GRI 305: Emissions 2016	3-3 Management of material topics	22-23
	305-1 Direct (Scope 1) GHG emissions	41
	305-2 Energy indirect (Scope 2) GHG emissions	41
	305-3 Other indirect (Scope 3) GHG emissions	41
	305-5 Reduction of GHG emissions	40-42
	305-6 Emissions of ozone-depleting substances (ODS)	44
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	44
GRI 306: Waste 2020	3-3 Management of material topics	22-23
	306-1 Waste generation and significant waste-related impacts	54-57
	306-2 Management of significant waste-related impacts	54-56
	306-3 Waste generated	56-57
	306-4 Waste diverted from disposal	54-55
	306-5 Waste directed to disposal	54-55
GRI 401: Employment 2016	3-3 Management of material topics	22-23
	401-3 Parental leave	63
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	22-23
	403-1 Occupational health and safety management system	60-61
	403-2 Hazard identification, risk assessment, and incident investigation	61
	403-3 Occupational health services	61
	403-4 Worker participation, consultation, and communication on occupational health and safety	58-59
	403-5 Worker training on occupational health and safety	-
	403-6 Promotion of worker health	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	-
	403-9 Work-related injuries	-
GRI 404: Training and Education 2016	3-3 Management of material topics	22-23
	404-1 Average hours of training per year per employee	61
	404-2 Programs for upgrading employee skills and transition assistance programs	61
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	22-23
	405-1 Diversity of governance bodies and employees	62-65, 74

Abbreviations

- MEE- Multi Effect Evaporator
- TDS – Total Dissolved Solids
- HIRA- Hazard Identification and Risk Assessment.
- TOC- Total Organic Carbon
- COD- Chemical Oxygen Demand
- BOD- Bio-chemical Oxygen Demand
- ISO- International Organisation for Standardisation
- RO- Reverse Osmosis
- DEFRA- Department for Environment, Food & Rural Affairs
- IPCC-Intergovernmental Panel on Climate Change



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