

August 16, 2024

Ref. No.: **AIL/SE/35/2024-25**

To,

**BSE Limited**

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

Scrip Code: **543534**

**National Stock Exchange of India Limited**

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

Symbol: **AETHER**

Dear Madam / Sir,

**Subject: Business Responsibility & Responsibility Report for the FY 2023-24**

In accordance with Regulation 30 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, the Business Responsibility & Responsibility Report ('BRSR'), an integral part of the Annual Report, for the FY 2023-24, is annexed herewith.

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

Thank you.

**For Aether Industries Limited**



**Chitrarth Rajan Parghi**

Company Secretary & Compliance Officer

Mem. No.: F12563



Encl.: As annexed

# Business Responsibility & Sustainability Report (BRSR)

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### Section A: General Disclosures

(A)		
(a) Corporate Identity Number (CIN) of the Listed Entity	L24100GJ2013PLC073434	
(b) Name of the Listed Entity	Aether Industries Limited	
(c) Year of incorporation	2013	
(d) Registered office address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.	
(e) Corporate address	Aether Industries Limited, Plot No. 8203, GIDC Sachin, Surat-394230, GJ.	
(f) E-mail	compliance@aether.co.in	
(g) Telephone	+91-261-6603360	
(h) Website	www.aether.co.in	
(i) Financial year for which reporting is being done	FY 2024	
(j) Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India (NSE) BSE Limited (BSE)	
(k) Paid-up Capital	₹ 1,325.50 MM	
(l) Name and contact details (telephone, email address) of the person who may be contacted in case of any queries;		
Name	Chitrarth Rajan Parghi	
Phone	+91-261-6603360	
Email Phone	compliance@aether.co.in	
(m) Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis	
(n) Turnover in (INR Crores)	₹ 639.93 Crores	

### (B) Product / services

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

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

(p) Products/Services sold by the entity (accounting for 90% of the entity’s turnover):

Product/Service	NIC Code	% of total Turnover contributed
4-(2-Methoxyethyl) Phenol,	2011	16.01%
Bifenthrin Alcohol,		15.18%
3-Methoxy-2-Methylbenzoyl Chloride		10.74%
Others		48.22%

(q) Markets served by the entity:

Location	Number of Plants	Number of Offices	Total
National	3*	0	3
International	None (Not Applicable)	None (Not Applicable)	None (Not Applicable)

\* The number of offices has been mentioned as 'Zero' since the registered office shares the same address as one of the plants.

### a. Number of locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	18

b. What is the contribution of exports as a percentage of total turnover of the entity? 69% (exports include deemed exports and SEZ sales within India): 43.22% (incl. sales in SEZ and Deemed Exports)

### c. A brief on types of customers

Aether, operating in the B2B realm, serves a diverse clientele across numerous sectors within the chemical industry, encompassing multinational, regional, and domestic pharmaceutical, agrochemical, materials science, oil & gas, and textile companies. Our product portfolio is intricately designed to cater to the unique needs of various segments, including pharmaceuticals, agrochemicals, materials science, coatings, high-performance photography, additives, oil and gas, among others.

(C) Employees

(r) Details as at the end of Financial Year (FY 2024):

a. Employees and workers (including differently abled):

Employees	Male		Female		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	644	617	95.81%	27	4.19%
Other than Permanent			Nil		
Total employees	644	617	95.81%	27	4.19%
Workers	Male		Female		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	326	326	100%	0	0
Other than Permanent	252	246	97.62%	6	2.38%
Total employees	578	572	98.96%	6	1.04%

b. Differently abled employees and workers:

Employees	Male		Female		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	1	1	100%	0	0%
Other than Permanent			Nil		
Total employees	1	1	100%	0	0%
Workers	Male		Female		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	2	2	100%	0	0
Other than Permanent			Nil		
Total employees	2	2	100%	0	0%

Particulars	No. and percentage of Females		
	Total (A)	No. (B)	% (B/A)
Board of Directors	12	3	25%
Key Management Personnel*	7	1	14.29%

(s) Turnover rate for permanent employees and workers:

	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	19.45%	0.00%	0.00%	20.80%	0.00%	19.60%	14.48%	0.00%	13.68%
Workers	45.21%	0.00%	45.21%	40.17%	0.00%	40.17%	56.14%	0.00%	45.21%

(E) Holding, Subsidiary and Joint Ventures

(t) Names of holding/subsidiary/associate companies/joint ventures:

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

(F) Details of CSR:

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

b. Turnover (in ₹): 6,399.33 MM

c. Net worth (in ₹): 20,689.33 MM

(G) Transparency and disclosure compliances

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

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

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

(v) Overview of the entity’s material responsible business conduct issues:

Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Safety of clinical Trial Participants	Opportunity	Ensuring the safety of clinical trial participants is vital for the successful market approval of a product. Effective supervision of these trials is essential, especially considering the numerous trials managed by third-party contract research organizations. Additionally, overseeing these trials can contribute to enhancing shareholder value by generating additional revenue through the introduction of new products.	Not Applicable	Positive			to upholding standards and regulations, promoting ethical marketing practices, and ensuring transparent and accurate labelling of products and services. This includes proactive measures to prevent discriminatory or predatory selling and lending practices, thereby addressing social issues arising from potential failures in transparency, accuracy, and comprehensibility in marketing communications.		
					Accessibility	Opportunity	Implementing flexible pricing strategies considering diverse global economic conditions and healthcare requirements can drive growth, innovation, and strategic partnerships, enhancing shareholder value. The company's wide-ranging portfolio includes sectors like pharma, agrochemicals, material science, coatings, high-performance photography, additives, and oil and gas, all aimed at promoting widespread access to its products and services.	Not applicable	Positive
Selling practices and product Labelling	Opportunity	Innovation and digital transformation are valuable for organizations and stakeholders alike, as they enhance operational efficiency and enable responsiveness to changing consumer demands and concerns. Aether looks forward to continuously increase digital presence with innovative by exploring opportunities in unexplored markets segments and is committed	Not applicable	Positive					

Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Greenhouse Gases emissions	Risk	Greenhouse gas (GHG) emissions are produced by the combustion of fossil fuels in manufacturing and cogeneration processes. Operating risks and costs associated with regulatory compliance as well as GHG emissions may arise for chemical entities.	The Company is progressing towards adopting sustainable business practices and transitioning to low environmental footprint. The Company has implemented organisational-wide initiatives to cut energy use by utilising videoconferencing, energy- efficient lighting and workstations, and educating employees about energy conservation. The Company conducts energy audits to identify potential energy saving initiatives.	Negative There has been no negative impact in the reporting period.			recalls, safety issues, and regulatory enforcement actions are better positioned to safeguard shareholder value.	in products, is essential to uphold safety standards across all sectors served by the company.	
					Employee Recruitment, Development & Retention	Opportunity	Businesses face intense competition in recruiting and retaining staff. The industry relies on highly qualified workers for various tasks like developing new products and ensuring quality manufacturing processes, including product development, clinical trials, regulatory compliance, and product commercialization. The Company is dedicated to fostering a dynamic and inclusive workforce where employees' collective knowledge, mentorship, and technical skills are the cornerstone of their success, distinguishing them within the industry. Our DEI strategy focuses on employees, customers, and brand reputation, promoting equal opportunities and inclusivity across our business. Moreover, the Company prioritizes creating a safe and healthy work	Not applicable	Positive
Product safety	Risk	Safety concerns regarding individuals, manufacturing defects, or insufficient disclosure of product-related risks can result in substantial product liability claims, exposing companies to financial ramifications associated with adverse events and product recalls. Biotechnology and pharmaceutical companies that effectively reduce the occurrence of product	This entails rigorous testing and quality control measures to identify and mitigate any unintended characteristics that may pose health or safety risks to end-users. Furthermore, careful management of product testing, as well as monitoring and controlling chemicals, content, and ingredients	Negative There has been no negative impact in the reporting period.					

Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Supply Chain Management	Opportunity	environment for all its committed employees.	Not applicable	Positive
		This category emphasizes how companies address environmental, social, and governance (ESG) risks throughout their supply chains, covering areas such as environmental sustainability, human rights, labor practices, and ethical conduct. Aether is committed to upholding ESG standards and promoting responsible practices to foster sustainable development in communities. This involves various management efforts, including evaluating, selecting, monitoring, and engaging with suppliers to evaluate and mitigate their environmental and social impacts.		
Human rights and Community Relations	Opportunity	This management includes considerations such as community engagement, environmental justice, support for local workforces, and impact on local businesses, maintaining a license to operate, and conducting environmental	Not applicable	Human rights and Community Relations

Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Customer Welfare	Risk	and social impact assessments. Overall, it evaluates how businesses interact with and contribute to the well-being of the communities where they are situated. Supporting community development programmes shall uphold the Company's brand image while promoting better quality of life for the beneficiaries.		Negative
		Customer Welfare is core for business for innovating products as per consumer and market needs while resolving grievances with low turnaround time, maintaining trust, continuity and relationship. This category evaluates the company's capability to deliver manufactured products and services that meet societal expectations. It focuses on inherent qualities related to the design and delivery of products and services, where customer welfare could be at risk.		
Human rights and Community Relations	Opportunity	In instances of risk, the company adapt and mitigate such risks by promptly addressing customer concerns, implementing corrective measures, enhancing product safety protocols, and fostering transparent communication with customers. Additionally, conducting thorough risk assessments, investing in ongoing customer feedback mechanisms, and continuously improving processes are vital strategies to mitigate risks and safeguard customer welfare.		There has been no negative impact in the reporting period.



Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Business Ethics	Risk	Maintaining business ethics is vital to ensure that ethical conduct aligns with both local regulations and industry-specific standards, while also prioritizing the interests of all stakeholders in line with global norms. This involves adhering to human, cultural, economic, political, and social rights and conducting business transparently and accountably. Sensitivity to evolving business norms and standards across various jurisdictions and cultures is necessary. Upholding business ethics also means delivering services that uphold the highest professional and ethical industry standards, avoiding conflicts of interest, misrepresentation, bias, and negligence. Sensitivity to evolving business norms and standards across various jurisdictions and cultures is necessary. Upholding business ethics also means delivering services that uphold the highest professional and ethical industry standards, avoiding	The company has adopted various policies and codes which are fundamental components of our governance structure, offering direction to employees and stakeholders across the value chain. They underscore our dedication to ethics, transparency, and sustainability. This commitment is upheld through extensive employee training and the implementation of policies and procedures to deliver our services impartially and accurately.	Negative There has been no negative impact in the reporting period.

Material issues identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		conflicts of interest, misrepresentation, bias, and negligence.		

### Section B: Management and Process Disclosures

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

- P1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparentand Accountable.
- P2

Businesses should provide goods and services in a manner that is sustainable and safe.
- P3

Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4

Businesses should respect the interests of and be responsive to all its stakeholders.
- P5

Businesses should respect and promote human rights.
- P6

Businesses should respect and make efforts to protect and restore the environment.
- P7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that isresponsible and transparent.
- P8

Businesses should promote inclusive growth and equitable development.
- P9

Businesses should engage with and provide value to their consumers in a responsible manner.

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

Disclosure Questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and management processes

c. Web-Link of the Policies, if available***	Statutory Policies: <a href="https://aether.co.in/investor-relations/#corporate-governance">https://aether.co.in/investor-relations/#corporate-governance</a>								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The above-mentioned policies are extended to all value chain partners.								
4. Name of the national and international codes/ certifications/ labels/standards (e.g., Forest Stewardship Council, Fair-trade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	The Company has adopted various international frameworks such as: 1. ISO 27001:201 2. ISO 45001:2018 3. ISO 9001:2015 4. ISO 14001:2015 5. GMP 6. EcoVadis 7. UN Global Compact Membership 8. GRI Reporting Framework for ESG Disclosure 9. Membership of Indian Chemical Council								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company has established internal targets across various functions and regularly monitors progress towards achieving them. These targets encompass diversity and inclusion, integrating ESG principles into core business areas, community development, and operational eco-efficiency.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons in case the same are not met.	As a company, we understand the significance of environmental, social, and governance (ESG) factors in establishing a sustainable and ethical business. We acknowledge the potential impact of our actions on the world around us and are dedicated to effecting positive change. To begin our ESG journey, we started by defining our core values and how they align with ESG principles. We then conducted a materiality assessment to identify the ESG issues that are most relevant and material to our company and								

Disclosure Questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and management processes

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	stakeholders. We engaged all relevant stakeholders throughout this process to ensure our strategy reflects the needs and expectations of our employees, customers, investors, and communities.  At the heart of our mission for sustainable, long-term growth lies a profound commitment to ESG (Environmental, Social, and Governance) principles. Recognizing the paramount importance of ESG in today's business landscape, we are steadfast in our dedication to integrating these principles deeply into our operations. As we forge ahead, we are not merely adhering to regulatory requirements but are driven by a genuine belief in the significance of ESG for both our company and society at large. To fulfil this commitment, we have implemented a series of proactive measures aimed at reducing our environmental footprint and promoting social responsibility. Our initiatives span across various fronts, ranging from adopting renewable energy sources and implementing waste reduction strategies to actively managing and mitigating our carbon emissions. Furthermore, we are actively engaged in fostering sustainable practices throughout our supply chain, thereby extending the positive impact of our efforts beyond our immediate operations. Through our unwavering dedication to ESG principles, we are not only enhancing the resilience and sustainability of our business but also contributing to the broader goal of building a more sustainable future for generations to come.
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Disclosure Questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and management processes

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Dr. Aman Ashvin Desai  
(Whole-time Director)  
0261-6603360  
compliance@aether.co.in

9. Does the Company have a specified Committee of the Board/Director responsible for decision-making on Sustainability-related issues? (Yes/No). If yes, provide details.

The Board committee serves as the governing authority in charge consisting of Board members who supervise the integration of sustainability principles into the entity's strategic plans and day-to-day activities and is responsible for decision making in case there are any sustainability related issues. They guarantee that sustainability objectives are in harmony with the organization's mission and principles, track advancement towards these goals. Board supervision is pivotal in steering the entity's sustainability efforts, ensuring adherence to standards, and fostering openness in its operations.

\*\*\*The following policies are available on the Company website [www.aether.co.in](http://www.aether.co.in)

- Archival Policy
- Board Evaluation Policy
- CSR Policy
- Determination of Materiality of Event Policy
- Dividend Distribution Policy
- Familiarisation Program for Independent Directors
- Materiality Policy
- Policy on appointment of Directors, KMPs and Employee

- Policy on succession of the Board
- Risk Assessment and Management Policy
- Related Party Transaction and Material Subsidiary Policy
- Terms of Appointment of Independent Directors
- Whistle Blower Policy (Vigil Mechanism)
- Code of Conduct for the Company
- Code of Conduct of Board and SMP
- Code of fair practices under the SEBI (PIT) Regulations 2015

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

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

	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Monetary		
			Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	-	Gujarat Pollution Control Board	₹ 5 MM	Environmental compensation for the damage caused due to fire accident on 29.11.2023	No
Settlement	-	None	NIL	-	NA
Compounding Fee	-	None	NIL	-	NA
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Non-Monetary		
			Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-		NA
Punishment	-	-	-		NA

(B) Of the instances disclosed in Question above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.: Not applicable

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

The Company has established aspects of anti-corruption and anti-bribery as part of its Code of Conduct, which is accessible on the company intranet. This unequivocally prohibits any involvement in bribery, the making or receiving of prohibited payments, or the acceptance of bribes by the company, its employees, or any intermediaries. This prohibition extends to any efforts to gain or retain business through such means. Recognizing the potential legal liabilities under local anti-corruption laws due to collaborations and

relationships with third parties, the company emphasizes adherence to these laws through its Code of Conduct. The company continually updates its policies and procedures to ensure they remain in alignment with anti-corruption regulations.

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

Case Details	2024	2023
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

(E) Details of complaints with regard to conflict of interest:

Case Details	2024	2023
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

(F) Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.  
None

(G) Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Corporate Governance and Sustainability	100.00%
Key Managerial Personnel	2	Corporate Governance and Business Ethics	100.00%
Employees other than BoD and KMPs	17	Business Ethics and Sustainability	100.00%
Workers	50	Responsible handling as per their area of performance	100.00%

(H) Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured):  
FY 2024: 107.23 days  
FY 2023: 93.76 days

(I) Open-ness of Business:  
Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties (Amount in MM)

Parameter	Metrics	2024	2023
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases and made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	3.06	3.94
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	98.94	0
	d. Investments (Investments in related parties/ Total Investments made)	19.23	19.23

Leadership indicators

(A) Awareness programmes conducted for value chain partners on any of the principles during the financial year.  
No separate Awareness programmes are conducted, however Aether actively engages with its value chain partners through E-mail, , site visit, group meetings , one on one interactions telephonic communication, SMS, exhibitions gatherings, etc to understand their needs.

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

Yes, The Company maintains a vigorous code of conduct policy, with both Board members and senior officials committed to adhering to it to prevent conflicts of interest with the company's interests. Board members are expected to uphold professionalism, ethics, and honesty consistently. The code also delineates rules for staff and Board members to prevent and address conflicts of interest. All employees must comply with the policy to prevent any actual or perceived conflicts, as outlined in the Company's "Framework for Managing Conflict of Interest." Aether has an investigation team trained to assess violations of the code of conduct, with the responsibility of reporting such violations to the Fraud Control Unit Portal.

Web link to the Policy: <https://aether.co.in/wp-content/uploads/2024/09/Code%20of%20Conduct%20of%20Board%20and%20SMP.pdf>

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

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

	2024	2023	Details of improvements in environmental and social impacts
R&D *	-	-	Non-quantifiable
Capex	6.29	8.82	To provide sustainable power for our operations, we have constructed a 16 MW solar power generation plant at Sarod Village, Bharuch District, Gujarat to provide electricity to our current operational three manufacturing facilities, which became operational in Fiscal 2023. This Solar Power plant will cater to the day units of our electricity for 3 of our manufacturing facilities. We have installed a Solvent Recovery Plant (SRP) to reduce waste generation. We have tied up with government affiliated agencies to dispose-off liquid/ powder chemical waste post treatment at our end. Further, order of 15 MW hybrid power plant is also awarded.

The company consistently evaluates R&D expenditures, the R&D Expenditure is meant for the R&D side of the Company, it does not contribute to environmental and social criteria to material level. However, by integrating social and environmental considerations, the company demonstrates its commitment to sustainable practices and responsible decision-making aligned with long-term business objectives.

**(B)**Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

Yes. The company is dedicated to incorporating social, ethical, and environmental considerations throughout the supply chain The company sustainably sourced around 5% of inputs which include the organic chemicals used in the operations. However, the company always ensures that the inputs are obtained through

sustainable means.

**(C)** Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

As a company operating within the chemical sector, we acknowledge the significance of minimizing waste and lessening our environmental footprint. To this end, we've instituted a comprehensive waste recycling initiative aimed at diminishing waste generation and discovering inventive methods for its reuse or recycling. Our program encompasses several key initiatives:

**Waste Reduction:**

We've implemented strategies to curtail waste production through more efficient production methods, reduced raw material usage, and optimized supply chain management.

**Waste Segregation:**

Ensuring recyclable materials are separated from non-recyclables maximizes our ability to reuse or recycle waste.

**Recycling Partnerships:**

Collaborating with local recycling facilities and specialists allows us to recycle waste effectively, including operating our Solvent Recovery Plant.

**Education and Training:**

Providing employees with education and training on waste reduction and recycling fosters awareness and participation in environmental stewardship.

**Innovation:**

Investing in research and development enables us to explore novel technologies and processes for repurposing waste materials into new products. Our waste recycling endeavours have not only reduced our environmental impact but also led to new business opportunities and cost savings. Embracing a circular economy model allows us to conserve resources, diminish waste, and deliver value to our customers and stakeholders.

Overall, we view our waste recycling program as integral to our sustainability commitment and responsible business conduct. We remain steadfast in our dedication to discovering fresh, innovative approaches to curbing our environmental impact and building a more sustainable future.

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

Extended Producer Responsibility (EPR) applies to Aether, and the Company adheres to all necessary steps.

Leadership indicators

(A)Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?SMS, exhibitions gatherings, etc to understand their needs.

Currently the Company does not conduct LCA, but have made the decision to conduct Life Cycle Assessments (LCA) for all of our products wherein we will be analysing the environmental impact of our products from their initial creation all the way through their use and eventual disposal.

Conducting LCAs offers several advantages. Firstly, it allows us to identify areas where we can reduce our environmental footprint, whether it's through optimizing manufacturing processes, choosing more sustainable materials, or improving end-of-life disposal methods, it also it aligns with our vision of being a responsible corporate and creating a positive impact on the environment for future generations.

(B)If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.  
Not applicable

(C) Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

Indicate input material	Recycled or re-used input material to total material					
	2024			2023		
Recoveries of Chemicals/solvents	45.00			69.44		

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

	2024			2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	13.58	Nil	47.8	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	1084.05	2766.93	Nil	Nil	1246.34
Other waste (Paper)	Nil	Nil	1600.90	Nil	Nil	1501.36

(E)Reclaimed products and their packaging materials (as percentage of products sold) for each product category.  
No

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

	Health Insurance			Accident Insurance		Maternity benefits		Paternity benefits		Daycare facilities	
	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	No. (D)	% (D/ A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	617	617	100%	617	100%	-	-	-	-	Aether has	
Female	27	27	100%	27	100%	27	100%	-	-	tie-ups with	
Total	644	644	100%	644	100%	27	100%	-	-	day-	
Permanent workers											
Male	326	326	100%	326	100%	-	-	-	-	care facilities	
Female	-	-	-	-	-	-	-	-	-	hospitals	
Total	326	326	100%	326	100%	-	-	-	-	across	
Other than permanent workers											
Male	246	246	100%	-	-	-	-	-	-	the locations	
Female	6	6	100%	-	-	-	-	-	-		
Total	252	252	100%	-	-	-	-	-	-		

(B)Spending on measures towards well-being of employees and workers (including permanent and other than permanent) of the total revenue:  
6.03% in FY 2024 and 5.16% in FY 2023

(C)Details of retirement benefits, for Current FY and Previous FY:

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

(D)Accessibility of workplace:  
Aether offices are outfitted with accessibility for differently- abled employees in accordance with the Rights of Persons with Disabilities Act, 2016. We have lifts, illuminated corridors, automated taps, and other similar facilities for the ease of accessibility for differently- abled employees and workers.

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

The Company prides itself on being an equal opportunity employer that values diversity and adaptability among its workforce. These values are enshrined under the code of conduct of the company which is available on the intranet. Its commitment to fostering a safe and supportive workplace environment remains steadfast, as it believes this enables employees to perform optimally. The Company is dedicated to building an inclusive culture where every individual feels respected, valued, and empowered. Its policies, emphasizing transparency and consistency, are easily accessible to all employees via an online portal.

Furthermore, the Company has implemented various initiatives to support its employees, including regular training sessions, wellness programs, and fostering a culture of open communication and collaboration. Recognizing the importance of a diverse and flexible workforce, the Company actively embraces different perspectives and ideas to drive innovation and growth. Its aim is to cultivate a workplace culture that celebrates diversity and agility, offering equal opportunities for all employees.

(F) Return to work and Retention rates of permanent employees and workers that took parental leave.

	Return to work rate	Retention rate	Return to work rate	Retention rate
Male				
Female	Not Applicable, since no parental leave was taken in the reporting period by any of the employees or workers			
Total				

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

Permanent Workers	Yes, the Company has implemented a comprehensive procedure to address the grievances of its employees. If an employee has a grievance, they can reach out to their immediate or skip manager as the first point of contact. If the issue remains unresolved, the respective business.
Other than Permanent Workers	HR will be the next point of contact, responsible for investigating the matter and providing a resolution based on fair and transparent dealings.
Permanent Employees	For POSH (Prevention of Sexual Harassment) related matters, the employee is expected to raise the issue with the local HR team or the dedicated email ID for the IC (Internal Complaints) Committee. If necessary, the matter can be escalated to the Chairperson of the IC Committee.
Other than Permanent Employees	The final level of escalation for POSH matters will be to the Head HR of the Organisation. Overall, the Company is committed to ensuring that its employees feel heard and supported in addressing their grievances. This grievance redressal procedure is a critical component of the Company's commitment to creating a positive and respectful workplace culture.

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

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

(I) Details of training given to employees and workers:

	2024					2023				
	Health & safety		Skill upgradation			Health & safety		Skill upgradation		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	617	617	100%	617	100%	518	518	100%	518	100%
Female	27	27	100%	27	100%	28	28	100%	28	100%
Total	644	644	100%	644	100%	546	546	100%	546	100%

	2024					2023				
	Health & safety		Skill upgradation			Health & safety		Skill upgradation		
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	572	572	100%	572	100%	609	609	100%	609	100%
Female	6	6	100%	6	100%	3	3	100%	3	100%
Total	578	578	100%	578	100%	612	612	100%	612	100%

(J) Details of performance and career development reviews of employees and workers:

Employee	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Male	617	617	100%	518	518	100%
Female	27	27	100%	28	28	100%
Total	644	644	100%	546	546	100%

Workers	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Male	572	572	100%	609	609	100%
Female	6	6	100%	3	3	100%
Total	578	578	100%	612	612	100%

(K) Health and safety management system:

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

Yes. The Company regularly conducts fire drills and other safety exercises, ensuring full compliance with legal requirements. Additionally, it undergoes periodic third-party audits to assess the effectiveness of its safety



(E)Details on assessment of value chain partners:  
Aether actively engages with its value chain partners by assessing them through a questionnaire circulated via email. We gather information based on their responses. Out of the total, Approximately 2% of the partners have been assessed, although the precise percentage by the value of business conducted with these partners is not ascertainable.

(F)Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.  
No such concerns reported, hence no corrective action is taken.

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

Essential Indicators

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

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	Yes, if they qualify based on specified criteria such as income, gender etc.	• Multi-channel engagement mechanism - phone, digital channel, trained customer	• Frequent and need based	• Product pricing • ESG Products and Services • Health and Well-

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
	Aether do not identify any marginalised segment as the customer base.	relationship managers • Sales, service and claims processes on digital platform • Regular measurement of customer satisfaction		Being • Innovation and Digitisation • Data Privacy and Security • Customer Relationship Management • Transparency
Government / Competent Authorities	No	• Directives and circulars • Meetings/discussions • Press Releases • Written communication • Presentations • Workshops • Submission of reports and returns • Workshop by regulators	Directives and circulars	• Human Rights • Public Policy Advocacy Management • Climate Change Mitigation • Board Composition and Processes • Compliance
Employees	No	• Town hall meetings • HR portal and intranet • Performance update • Workshops, learning and training interventions • Wellness initiatives • Internal publications, circulars, posters, videos and e-mails • Surveys • Live interactive sessions by the HR, Vertical Heads, Managers	• Quarterly • On-going • Regular • Need-based • Annually	• Purpose & Scope of Engagement • Assessment of effectiveness of learning and development • Job security • Fair remuneration practices; equal employment opportunitiesFair remuneration practices; equal employment opportunities



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		relationship managers		<ul style="list-style-type: none"> <li>Effective performance management and recognition</li> <li>Career growth</li> <li>Diverse, inclusive and enabling work culture</li> <li>Work-life balance</li> <li>Topics/concerns raised</li> <li>Fair Workplace</li> <li>Occupational Health, Safety and Well-being</li> <li>Fair pay</li> <li>Talent Attraction and Retention</li> <li>Diversity and Inclusion</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>E-mail, telephone, site visit, group meetings , one on one interactions, telephonic communication, SMS, exhibitions gatheringits</li> </ul>	Frequent and need-based	To understand and know the potential of participants or the business partners
Investors & funders	No	<ul style="list-style-type: none"> <li>Quarterly financial statements</li> <li>Investor presentations</li> <li>Annual Report</li> <li>Annual General Meeting</li> <li>Investor/Analyst meet</li> <li>Media releases</li> <li>ESG report</li> </ul>		<ul style="list-style-type: none"> <li>Responsible Investment</li> <li>Economic Performance</li> <li>Enterprise Risk Management</li> <li>Disaster Resilience and adaptation to</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalise Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Othe	Frequency of engagemer (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<ul style="list-style-type: none"> <li>Announcement through stock exchanges</li> </ul>		<ul style="list-style-type: none"> <li>Climate Change</li> <li>Operational</li> <li>Ecoefficiency</li> <li>Climate Change Mitigation</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>Directives and circulars</li> <li>Meetings/discussions</li> <li>Pressreleases</li> <li>Written communication</li> <li>Presentations</li> <li>Workshops</li> <li>Submission of reports and returns</li> <li>Workshop by regulators</li> </ul>	Frequent and need-based	<ul style="list-style-type: none"> <li>Human Rights</li> <li>Public Policy Advocacy</li> <li>Climate Change Mitigation</li> <li>Board Composition and Processes</li> <li>Compliance</li> </ul>
Leadership Indicators				
(A) Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. The Company engages with different stakeholder groups through various channels throughout the year to ensure effective two way communication. Employee-level committees report stakeholder feedback to the ESG Committee at the management level. The Board Committee on CSR & Sustainability oversees the effective implementation of consultation channels to facilitate active stakeholder engagement on material topics related to economic, environmental, and social aspects.				
(B) Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity. Yes, Aether, guided by its principles has established channels for active engagement with all stakeholder groups, which gives the company a competitive edge and builds brand trust. We regularly interact with critical stakeholders to ensure that our business operations are aligned with their interests in a sustainable manner while also remaining profitable. Based on our discussions with the investment community, we have aligned our environmental management goals with the global transition to a low-carbon economy and have updated our policies and internal systems accordingly to reflect our commitment as a responsible business brand.				

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

At Aether, we have established an active engagement channel with the community to address any grievances related to our operations and community development programs. During the fiscal year 2023-24, No grievances were reported by various stakeholder groups, which we promptly addressed through our grievance redressal mechanism.

Our Corporate Social Responsibility (CSR) efforts are geared towards creating sustainable solutions that benefit both the community and the environment. Our overarching goal is to actively contribute to the enhancement of society and the preservation of the environment within our operational sphere, thereby fostering long-term growth as a socially responsible entity.

Through our CSR initiatives, we seek to make a positive impact on people's lives and promote a healthier and happier world. Our initiatives encompass a wide range of activities, including promoting education, supporting elderly care facilities, providing training for nationally recognized and Olympic sports, offering healthcare services, reducing inequalities among socially and economically disadvantaged groups, implementing life-saving measures, and extending medical aid and support.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Employees	2024			2023		
	Total (A)	No. of Employees covered	% (B/A)	Total (C)	No. Of Employees covered	% (D/C)
Permanent	644	644	100%	546	546	100%
Other than permanent	0	0	0	0	0	0
Total	644	644	100%	546	546	100%

Workers	2024			2023		
	Total (A)	No. of Employees covered	% (B/A)	Total (C)	No. Of Employees covered	% (D/C)
Permanent	326	326	100%	343	343	100%
Other than permanent	252	252	100%	-	-	0
Total	578	578	100%	343	343	100%

(B)Details of minimum wages paid to employees and workers, in the following format

Employees	2024					2023				
	Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage		
Category	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/ A)	Total (D)	No. (E)	% (E/ D)	No. (F)	% (F/ D)
Permanent	644	0	0	644	100%	546	0	0	546	100%
Male	617	0	0	617	100%	518	0	0	518	100%
Female	27	0	0	27	100%	28	0	0	28	100%
Workers	2024					2023				
	Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage		
Category	Total (A)	No. (B)	% (B/ A)	No. (C)	% (C/ A)	Total (D)	No. (E)	% (E/ D)	No. (F)	% (F/ D)
Permanent	326	-	-	326	100%	343	-	-	343	100%
Male	326	-	-	326	100%	343	-	-	343	100%
Female	0	-	-	-	0%	0	-	-	-	0%

(C)Details of remuneration/salary/wages, in the following format

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category*	Number	Median remuneration/ salary/wages of respective category*
Board of Directors (BoD)	3	19.47	1	13.65
Key Managerial Personnel	2	5.60	0	0
Employees other than BoD and KMP	611	0.39	26	0.52
Workers	326	0.26	0	0

(D)Gross wages paid to females as % of total wages paid by the entity, in the following format:

FY 2023-24 3.00%, FY 2022-23 2.75%

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

Yes. The Company has Whistle Blower policy in place to encourage employees to report issues without fear of retaliation, discrimination, or disadvantage. Through designated channels, the employees may report their concerns to the Chairman, the Company's Audit Committee, or the Chief Compliance Officer. The employees may further report their grievances to the local HR team and in case of non-satisfactory resolution, may reach

out to regional and also the national HR team. Additionally, POSH Members serve as the focal point for resolving issues related to discrimination and its effects. The Company's Whistle Blower policy is available on the website, accessible at: <https://aether.co.in/wp-content/uploads/2022/08/Whistle-Blower-Policy-Vigil-Mechanism.pdf>.

(F) Describe the internal mechanisms in place to redress grievances related to human rights issues.

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

(a) Whistle Blower (WB) Policy

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

(b) Prevention of Sexual Harassment Guidelines (POSH)

With an aim to provide a safe and equal opportunity to both the genders, the organisation has in place the guidelines for POSH. The Organisation aims to create awareness from time to time so that any untoward situation of harassment is witnessed, one can reach out to the IC Committee of the Organisation by writing to the dedicated email ID. Employees can also reach out to the HR team alternatively to report the matter. An IC committee is formed for each reported instance as prescribed by POSH Act to conduct investigation and take necessary action, as and when required.

(c) Fair Appeal

The Organisation provides this unique platform to all employees to raise their grievances related to fairness of performance management process. This platform provides every employee to appeal for any unfair or unjust evaluation of year end appraisals with relevant facts and evidences. All such grievances are reviewed and assessed to provide fair and transparent findings and resolutions to such employees.

(d) Appellate Authority

In case the employee having grievance is not satisfied with the outcome of any of the investigation conducted or resolution provided, then one has the option of appealing against the same to the Appellate Authority of the Organisation.

(G) Number of Complaints on the following made by employees and workers:

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

(H) Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

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

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

(J) Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100%
Discrimination at workplace	
Wages	
Others – please specify	

(K) Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question above.

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

Leadership Indicators

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

While no such incidents have occurred, the Company has established a Whistle Blower Policy to promote transparency and accountability. This policy encourages employees to report any concerns without fear of reprisal, discrimination, or disadvantage. Employees have designated channels through which they can report grievances to the Chairman, the Audit Committee, or the Chief Compliance Officer. If dissatisfied with the resolution provided by the local HR team, employees can escalate their concerns to the regional or national HR team. Additionally, issues related to discrimination and its effects are addressed by the members of the POSH committee.

(B)Details of the scope and coverage of any Human rights due diligence conducted.

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

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

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

(D)Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Aether actively engages with its value chain partners by assessing them through a questionnaire circulated via email. We gather information based on their responses. Out of the total, approximately 2% of the partners have been assessed, although the precise percentage by the value of business conducted with these partners is not ascertainable.
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

(E)Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question above.

Not applicable

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

Essential Indicators

(A)Number of Complaints on the following made by employees and workers

Parameter	Unit	2024	2023
Total electricity consumption from renewable sources (A)	TJ	57.88	25.70
Total electricity consumption from non-renewable sources (B)	TJ	149.75	107.81
Total fuel consumption from non-renewable sources (C)	TJ	866.61	74.91
Total energy consumption (A+B+C)	TJ	1,074.44	208.42
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	Total energy consumption in TJ /turnover in rupees in Crores	0.18	0.03
Energy intensity per employee (Total energy consumption/ Nb of employees)	Total energy consumption in TJ / Nb of employees	4.22	0.71

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.  
There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Not Applicable.

(C)Provide details of the following disclosures related to water, in the following format

Parameter	2024	2023
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	97,594	2,41,821
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal & consumption (in kilolitres) (i + ii + iii + iv + v)	97,594	2,41,821
Water intensity per rupee of turnover (Water consumed/turnover)	16.38	37.14
Water intensity (optional) – the relevant metric may be selected by the entity	382.89	823.44

\*Note: Water withdrawal and consumption is same as the company has a successful installation of ZLD mechanism.

\*\*The difference in third-party water withdrawal in FY 2024 from that of FY 2023 is because the manufacturing facilities were closed from Dec 23- March 24.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

(D)Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The entity has implemented a Zero Liquid Discharge mechanism. The ZLD plant is designed to treat wastewater and minimize the amount of liquid waste produced. Here is a breakdown of the treatment process. Industrial effluent from the various stages of the process is collected and treated in an Effluent, Treatment Plant having primary treatment facility. The effluent is first collected in Collection tank. The effluent is then transferred into Equalization cum Neutralization tank and retained for enough time, where pH of the effluent is raised to 8.5 by addition of lime solution from lime dosing tank. Effluent is then pumped to primary settling tank, where suspended particles are settled. The primary treated effluent is collected into a collection tank. The settled sludge from primary settling tank is dewatered and dried in a Filter Press. The filtrate collected is returned to the neutralization tank for treatment. The dried sludge is sent to the TSDF site for secured land filling. Then the primary treated effluent is Going for stripper to Remove Low Volatile Organic and Bottom Material Is Going for Evaporation in MEE/MVR. The Condensate from Evaporation System is transfer for Secondary treatment (SBT Plant).

SBT Treatment:

SBT is based in bioconversion process where fundamental action of nature namely, respiration, Mineral weathering and photosynthesis are brought about in a controlled media containing Selected micro and macro-organisms. Accordingly in the said process three fundamental Reactions of this plant viz. 1) respiration brings about removal of organics by oxidation of the Organic molecules 2) mineral weathering brings about pH correction 3) while photosynthesis Serves to regulate the process at work.In coming pH is in range of 6-7 and has to be adjusted with lime treatment before taking to the filter (this is done in neutralization section). Advanced Oxidation is provided as treatment using ozone generator to break down molecules to smaller size and to improve BOD/COD ratio. This biological treatment is a batch processes in which wastewater is pumped and applied into the top surface of the Bioreactor as shown in Figure. The design has suitable provision for manual removal of suspended solids from the bio-filter surface. Distribution of wastewater over the media is achieved via pumping, piping and distribution arrangements. Separate distribution lines are provided for raw wastewater as well as recycle water. The suspended Water first percolates through the bioreactor media which in houses cultured media in 40-60 mm and gets collected into the collection tank. It can then be pumped on to the media again (recycling) in order to achieve maximum solid liquid contact. The recirculation mode is provided for further polishing of the effluent. Dissolved organic and inorganic are oxidized and the water is purified further. The SBT Treated Effluent is feed in to R. O. Plant. From R. O. Plant, R. O. Permeate water is recycle in to Utilities . Reject Water is subjected to Evaporation and Condensate is Recycle to Utility.

(E)Please provide details of air emissions (other than GHG emissions) by the entity.

The air emissions of the entity were not monitored for any of the financial year. Aether, has recognized the importance of air quality and its impact on public health and the environment. To ensure that their operations are environmentally responsible, they have decided to monitor their air emissions going forward. By monitoring their air emissions, Aether can identify areas for improvement and take proactive steps to reduce their impact on the environment. This could involve implementing measures to reduce emissions from their operations, investing in renewable energy, or developing innovative solutions to address air pollution. Aether's decision to monitor their air emissions demonstrates their commitment to sustainable development and environmental stewardship. By taking responsibility for their environmental impact, they are setting an example for other companies and contributing to a more sustainable future for all. Overall, Aether's decision to monitor their air emissions is a positive step towards reducing their environmental impact and promoting sustainable development.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, the Company did not carry out any independent assurance for above disclosures in FY 2024.



(F)Please provide details of air emissions (other than GHG emissions) by the entity,

Parameter	Unit	2024	2023
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	52,767.11	8020.07
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6,NF3, if available)	Metric tonnes of CO2 equivalent	1,00,751.27	83,320.61
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per rupees in	25.77	14.03
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO2 equivalent per employee	602.29	311.03

- Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.  
No, the Company did not carry out any independent assurance for above disclosures in FY 2023-24.

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

The Company is progressing towards adopting sustainable business practices and transitioning to low environmental footprint. The Company adopted a Converge0 platform which represents a novel and cutting-edge technology for the manufacture of more sustainable polyols that could contain up to 40% of carbon dioxide by weight, thus reducing overall CO2 emissions. These are a differentiated series of polyols with promising applications in the CASE (coatings, adhesives, sealants, elastomers) industry. The commercialization and revenue potential of these novel polyols is significant, with a targeted market of 850 KTA (850,000 MT per year) and a CAGR of 5%, out of the overall CASE industry polyol market size of more than 10,000 KTA.

(H)Provide details related to waste management by the entity, in the following format

Parameter	2024	2023
Plastic waste (A)	695.20	1,092.0
Other hazardous waste (B)	4,039.33	2,786.30
Total (A+B)	4,734.53	3,878.30
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Metric tonnes/MM	0.79	0.60
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	18.58	13.21

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

Category of Waste	2024	2023
(i) Recycled	772.01	1,130.60
Total	772.01	1,130.60

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

Category of Waste	2024	2023
(i) Incineration	2,819.98	1,501.36
(i) Landfilling	1,128.66	1,246.34
Total	772.01	1,130.60

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

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

- 100 KL Zero Liquid Discharge Plant for effluent treatment
- Using renewable energy (equity based and through purchase power agreement based solar energy), covering our 100% energy requirement of all the units
- Using of the bio-diesel
- Use of 100 TR Brine Chiller and 75 HP cooling tower
- Discontinued the use of ground-water
- No direct air emissions
- In-house Solvent Recovery Plant (SRP) towards solvent recovery and its captive use makes the process more efficient
- Recently maintaining a premises as a small tree-scape in industrial area (named as ‘Aether Van’)
- Using services of community effluent treatment plant
- Using services of community boiler for steam requirements, instead setting up our own boiler..



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

The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

(K) Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year  
Not applicable

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

Yes, Aether ensures that it complies with all applicable environmental laws, rules, and guidelines in India, including the Environment Protection Act and Rules, the Air (Prevention and Control of Pollution) Act, and the Water (Prevention and Control of Pollution) Act, However in the FY 23-24 a fire incident occurred which is mentioned below:

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
The Air (Prevention and control of pollution) Act, 1981	According to DISH Authority report dated: 29/11/2023, Fire Incident occurred on 29/11/2023, @1:50 AM due to leakage of solvent (i.e. Tetra Hydro Furan, Toluene) & water mixer in solvent recovery tank located at ground floor of Plant No. 2, and 26 workers are injured & it might be due to leakage of the gasket of of THF (Tetra Hydro Furan) storage tank capacity 25 KL. Both plant i.e. tank farm and plant number 2 are affected hence	A Penalty of Rs. 50 Lakh was imposed by Gujarat Pollution Control Board as Environmental	The specified amount was paid as stipulated within the designated time.

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
	source of fire/blast could not be verified. During rescue 07 dead bodies were found within the affected area. During visit, VOC-398 PPM and NO,-0.3 PPM is measured @50 meter away from incident site. Due to high VOC level other information could not be verified. Heavy dense smoke emission occurred at the time of fire incident and ambient air quality was very poor.	Damage Compensation	

Leadership Indicators

(A) Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)  
Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

(B) Please provide details of total Scope 3 emissions & its intensity, in the following format

Parameter	Unit	2024	2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3,if available)	Metric tonnes of CO2 equivalent	66,34,783.50	Not assessed
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	1,113.84	Not assessed

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

The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

(D)If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format

Sl. No.	Intiatives undertaken	Details of initiative	Outcome of the initiative
1	Aether Industries partnered with Novoloop on the sustainable plastic management project.	Novoloop's Lifecycling™ technology. This breakthrough technology transforms post-consumer plastic waste into virgin-quality monomers for the synthesis of virgin-quality, high performance materials such as the company’s Lifecycled™ thermoplastic polyurethane. This pilot plant is a testament to the commitment of the Novoloop team and for both of the company to tackle the global plastic crisis. By scaling this technology, a pathway is being created towards a truly circular world, where plastic waste becomes a valuable resource.	To be monitored
2	First commercialization of the sustainable Converge polyols technology in conjunction with H.B. Fuller and Saudi Aramco Technologies Company	The ConvergeÒ platform represents a novel and cutting-edge technology for the manufacture of more sustainable polyols that could contain up to 40% of carbon dioxide by weight, thus reducing overall CO2 emissions. These are a differentiated series of polyols with promising applications in the CASE (coatings, adhesives, sealants, elastomers) industry. The commercialization and revenue potential of these novel polyols is significant, with a targeted market of 850 KTA (850,000 MT per year) and a CAGR of 5%, out of the overall CASE industry polyol market size of more than 10,000 KTA.	To be monitored

(E)Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
Yes, Aether has a comprehensive Business Continuity Management (BCM) policy and a strong BCM plan to mitigate the impact of unforeseen events or uncertainties. The Board-approved policy outlines the general guidelines for recovering and restoring information, resuming operations, and maintaining business continuity during various incidents caused by natural disasters, technological issues, human error, and pandemics. As disruptions can happen at any moment, the Company has developed a BCM plan to mitigate the adverse effects of operational risks, including business disruption and system failures.

(E)Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?  
Given the nature of business, there were no reported negative impacts from the Company’s activities on the environmental resources.

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

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

Essential Indicators

- (A)a. Number of affiliations with trade and industry chambers/associations. 3  
b. List the top 10 trade and industry chambers/associations

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

(B)Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.  
  
No adverse order was received by the company from regulatory authorities. Hence, no corrective action was required to be taken.

Leadership Indicators

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

Aether is actively involved in advocating for public policies that enhance the governance framework within its sector. Additionally, the company provides its expertise to tackle social and regulatory challenges. It collaborates with trade organizations and associations to shape public policies across various domains such as governance, finance, and social development. Through its involvement in industry associations, Aether actively promotes initiatives aimed at advancing the industry and serving the public good. The company adheres to a strict Code of Conduct Policy to uphold the highest standards of business ethics when engaging with these trade associations and industry bodies.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

(A) Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not conducted. In the context of Corporate Social Responsibility (CSR) projects, we understand that SIA plays a critical role in ensuring that the intended benefits are delivered to the targeted communities and that any potential negative impacts are identified and addressed. Though we have did not undertake such project in current fiscal, we shall consider to conduct in the near future.

(B) Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not applicable.

(C) Describe the mechanisms to receive and redress grievances of the community.

	2024	2023
Directly sourced from MSMEs/ small producers	40%	40%
Sourced directly from India	70%	70%

(C) Describe the mechanisms to receive and redress grievances of the community.

Aether has established a clear and effective grievance mechanism to address and resolve complaints from all stakeholders. We actively encourage community members to voice their grievances or concerns through our NGO partners. Working closely with these partners, we collaboratively address grievances and take appropriate actions to resolve them.

(D) Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	2024	2023
Rural	0	0
Semi Urban	0	0
Urban	100%	100%
Metropolitan	0	0

Leadership Indicators

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

Not applicable.

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

Aether’s CSR initiatives are focused on education and skill development and healthcare for our staff and local community. For example, we make contributions towards educational fees for all our workers and staff. We engage in community welfare through our associated Aether Foundation, to assist with the needs of our staff and local community including education for kids, opening of schools in remote places medical assistance, blood donations and eye checking camps, however no CSR project has been taken in the designated aspirational district in the reporting period.

(C) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

The Company maintains a procurement policy that ensures impartiality and fairness in the selection and procurement processes of its suppliers. It is driven by the Company’s procurement policy/SOP, supplier code of conduct, and practices, does not specifically mentions about marginalized or vulnerable groups, but ensures that all suppliers are evaluated equally without bias.

(D) Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not applicable.

(E)Details of beneficiaries of CSR Projects

Sl. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting education	894	100%
2	Facilities to old age homes / Sr. Citizens	75	Not Applicable
3	Training to nationally recognized and olympic sport	2	Not Applicable
4	Providing healthcare	120	Not Quantifiable since it includes wide array of beneficiaries.
5	Reducing inequalities to socially and economically backward groups	100	100.00
6	Life saving measures	100	Not Applicable
7	Medical aid / support	100	Not Quantifiable since it includes wide array of beneficiaries.

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

Essential Indicators

(A)Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Aether has implemented a comprehensive escalation process for customer complaints, which is also outlined on the Company's website for easy access. Clients can follow a three-step procedure to address their concerns:

Customers can submit their grievances through various channels such as email, toll-free phone numbers, or complaint letters. If dissatisfied with the initial resolution, customers have the option to directly email the Deputy Vice President of Customer Support. If still unsatisfied, customers can escalate their concern by sending an email directly to the head of customer support.

The Company's continuous efforts to streamline operations, introduce relevant products and digital technologies, and advance digital solutions have significantly enhanced customer experience and satisfaction.

(B)Turnover of products and/services as a percentage of turnover from all products/service that carry information about

	As a % of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

(C)Number of consumer complaints in respect of the following

	2024	2023
Data privacy	None	None
Advertising	None	None
Cyber-security	None	None
Delivery of essential services	None	None
Restrictive Trade Practices	None	None
Unfair Trade Practices	None	None
Other	None	None

(D)Number of consumer complaints in respect of the following

None

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

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

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

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

The administration, application, and efficacy of the cyber-security policy are all monitored by a team of independent internal auditors.

Additionally, a competent third-party performs an Independent Assurance Audit each year to assess if these policies are adequate in light of regulatory bodies' requirements.

(F) Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.  
Aether being a responsible brand has all the systems and processes in place to adhere to the fair trade practices. The IT infrastructure is extremely strong and is continuously updated to ensure highest level of data security. No complaints regarding advertising, the provision of essential services, cyber security and customer data privacy, the recurrence of product recalls, or penalties or actions taken by regulatory authorities over the safety of goods or services were received during the reporting period.

(G) Provide the following information relating to data breaches  
Nil

Leadership Indicators

(A) Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).  
We, at Aether, strive to provide a holistic & uniform service experience across all touch points/life cycle stages to our customers. While we are transforming our business to paperless operations, we have also introduced innovative channels for our customers to reach out to us through website.for our customers to reach out to us through website.

(B) Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Aether takes huge steps to engage with its customers to appropriately inform them regarding the product. The awareness policy that the Company has implemented outlines the customer rights.

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

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

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

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