



July 18, 2025

To
The Manager
The Department of Corporate Services
BSE Limited
Floor 25, P. J. Towers,
Dalal Street, Mumbai – 400 001

To
The Manager
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai – 400 051

Scrip Code: 539450

Scrip Symbol: SHK

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2024-25 which also forms part of the Annual Report for the Financial Year 2024-25 submitted to the Stock Exchanges today.

We request you to kindly take the above on record. The above information is also available on the website of the Company at www.keva.co.in.

Thanking you,

Yours faithfully,

For S H Kelkar and Company Limited

Deepti Chandratre
Global Legal Counsel and Company Secretary

Encl: As above



S H Kelkar And Company Limited
Lal Bahadur Shastri Marg, Mulund (West), Mumbai - 400 080. Tel: +91 22 6606 7777
Regd. Office: Devkaran Mansion, 36, Mangaldas Road, Mumbai - 400 002. (INDIA)
Phone: (022) 2206 96 09 & 2201 91 30 / Fax: (022) 2208 12 04
www.keva.co.in
CIN No. L74999MH1955PLC009593

Business Responsibility and Sustainability Report

The Directors present the Business Responsibility and Sustainability Report of the Company for the financial year ended on 31 March 2025, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74999MH1955PLC009593
2	Name of the Listed Entity	S H KELKAR AND COMPANY LIMITED
3	Year of incorporation	1955
4	Registered office address	Devkaran Mansion, 36 Mangaldas Road, Mumbai -400002
5	Corporate address	S H Kelkar and Company Limited, LBS Marg, Mulund (West), Mumbai - 400080
6	E-mail	investors@keva.co.in
7	Telephone	+ 91 22 6606 7777
8	Website	www.keva.co.in
9	Financial year for which reporting is being done	01 April 2024 to 31 March 2025
10	Name of the Stock Exchange(s) where shares are listed	1. The BSE Limited 2. National Stock Exchange of India Limited
11	Paid-up Capital	₹ 138.42 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Deepti Chandratre Global Legal Counsel & Company Secretary investors@keva.co.in + 91 22 6606 7777
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on standalone basis for S H Kelkar and Company Limited and includes locations where the Company has operational control.
14	Name of assessment or assurance provider	NA
15	Type of assessment or assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture, supply and export of fragrances and flavours including aroma & natural ingredients.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Fragrances, Aroma Ingredients and Flavours	20119	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	5	6
International [^]	-	-	-

[^] The international operations are carried out by the Company through its subsidiary companies and are outside the reporting boundary of this report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)*	11

* The international operations are carried out by the Company through its subsidiary companies and are outside the reporting boundary of this report.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Export contributes 3.51 % of the total turnover of the Company.

c. A brief on types of customers

S H Kelkar and Company Limited ("the Company"), India's largest home-grown Fragrances & Flavours Company, boasts over a century of expertise in the fragrance industry. Its fragrance ingredients serve as key raw materials in personal wash, fabric care, skincare, haircare, fine fragrances, and household products, while its flavour ingredients cater to producers of baked goods, dairy, beverages, and pharmaceuticals. The Company's extensive client portfolio includes leading national and multinational FMCG companies as well as fragrance and flavour blenders and manufacturers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	467	314	67%	153	33%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	467	314	67%	153	33%
Workers						
4	Permanent (F)	168	168	100%	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F+G)	168	168	100%	-	-

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1	Permanent (D)	2	2	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	2	2	100%	-	-
Differently abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F+G)	-	-	-	-	-

21. **Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel	2	-	-

22. **Turnover rate for permanent employees and workers**

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	9%	10%	10%	11%	10%	12%	30%	17%
Permanent Workers	2%	-	2%	2%	-	2%	1%	-	1%

V. **Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) **Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Keva Fragrances Private Limited	Subsidiary	100%	No
2	Keva Flavours Private Limited	Subsidiary	100%	No
3	Keva Ventures Private Limited	Subsidiary	100%	No
4	Creative Flavours & Fragrances S.p.A.	Subsidiary	100%	No
5	Keva Europe BV	Subsidiary	100%	No
6	Keva Fragrance Industries Pte. Ltd	Subsidiary	100%	No
7	Amikeva Private Limited	Subsidiary	70.48%	No
8	PT SHKKEVA Indonesia	Subsidiary	99.92%	No
9	Anhui Ruihang Aroma Company Ltd	Subsidiary	90%	No
10	Keva UK Ltd	Subsidiary	100%	No
11	Keva Italy Srl	Subsidiary	100%	No
12	Provier Beheer BV	Subsidiary	100%	No
13	Holland Aromatics BV	Subsidiary	100%	No
14	Keva USA Inc	Subsidiary	100%	No
15	Keva Germany GmbH	Subsidiary	100%	No
16	NuTaste Food and Drink Labs Private Limited	Associate	40%	No

* Percentage holding represents aggregate percentage of shares held by the Company and/or its subsidiaries.

VI. **CSR Details**24. **i. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes**

ii. Turnover (in INR) : ₹ 1,120.81 Crore

iii. Net worth (in INR) : ₹ 733.57 Crore

VII. Transparency and Disclosures Compliances

25. 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) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Web-link: NA. The Plant head and HR head engage with the communities located in the vicinity on an on-going basis. The implementing agencies appointed for undertaking CSR initiatives have their own grievance mechanism for the beneficiaries thereunder.	-	-	-	-	-	-
Investors (other than shareholders)	Yes. https://keva.co.in/investor-updates/investor-grievance-redressal-details/	-	-	-	-	-	-
Shareholders		1	-	-	4	-	-
Employees and workers	Yes. https://keva.co.in/investor-updates/#92-178-policies-p2	-	-	-	-	-	-
Customers	Yes. https://keva.co.in/investor-updates/#92-178-policies-p2	175	-	All Complaints were closed by the end of the year	105	-	All Complaints were closed by the end of the year
Value Chain Partners	Yes. https://keva.co.in/investor-updates/#92-178-policies-p2	-	-	-	-	-	-
Other	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emissions	R	Given that the Company manufactures fragrances, the processes consumes electricity and other fuels, thereby resulting in GHG emissions. With increasing regulations on GHG emissions, there maybe be a direct impact on the Company.	<p>To mitigate these risks, the Company has implemented a Solar Energy project at their manufacturing plants, lowering CO2 emissions as compared to the use of conventional energy sources.</p> <p>At Vashivali manufacturing unit, the Company has replaced the boiler's fuel source with a briquette boiler equipped with a dust collector. This upgrade has not only eliminated particulate discharge but also reduces CO2 emissions compared to traditional boiler systems.</p>	<p>Positive:</p> <ul style="list-style-type: none"> Reduction of GHG emissions Increased trust and credibility from stakeholders <p>Negative:</p> <ul style="list-style-type: none"> Taxes on fossil fuels
2	Energy Management	R	The Company's manufacturing processes require electricity and fuel, posing potential risks from high energy consumption. This could lead to higher costs, regulatory issues, and damage to reputation.	<p>The Company has taken steps to reduce power consumption at Vashivali factory by setting up a 360kWh Solar PV power plant.</p> <p>This project will produce 6,20,500 kWh of energy annually, and has helped reduce costs.</p> <p>This project has helped reduce 30% of our electric power requirement.</p>	<p>Positive:</p> <ul style="list-style-type: none"> Increased trust and credibility from stakeholders Effective energy management can lead to significant cost savings <p>Negative:</p> <ul style="list-style-type: none"> Increased costs on higher energy consumption
3	Water & Wastewater Management	R	The Company's manufacturing operations utilize water and generate wastewater. Inadequate water management could lead to higher water consumption and increased expenses. Ineffective wastewater treatment poses risks such as contamination of surrounding areas and environmental degradation, impacting water quality.	<p>The Company has installed a rainwater harvesting at its Vashivali plant, to collect rainwater on site. This has helped harvest close to 5,000- 5,500 kilo liters of water year-on-year.</p> <p>As a result of the implementation of a Multi-effect Evaporator (MEE) and Reverse Osmosis (RO) facility, the Company's Vashivali facility has Zero Liquid Discharge.</p>	<p>Positive:</p> <ul style="list-style-type: none"> Effective management of water thereby reducing the overall water consumption Reduction in costs from better water management Effective treatment of wastewater reducing the impact on the environment and surroundings. <p>Negative:</p> <ul style="list-style-type: none"> Increased costs due to higher water consumption

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Human Rights & Community Relations	O	<p>The Company sees Human Rights and Community Relations as an opportunity to strengthen its brand reputation, foster trust, and garner support from internal employees and the broader community.</p> <p>Streamlining and improving Human Rights procedures and policies can cultivate a positive work environment. By engaging in local communities through philanthropy, volunteerism, and environmental stewardship, the Company demonstrates its dedication to social responsibility and sustainability.</p>	<p>The Company has a Human Rights Policy addressing steps and processes to help employees in all stages of the employee lifecycle. Necessary trainings and employee engagement activities are conducted throughout the year.</p> <p>As a part of CSR programs, the Company focuses on environmental sustainability, conservation of energy, child education and empowerment, rural development, equipping and upgradation of educational infrastructure with the aim of providing an improved and advanced education system, supporting visually challenged people through perfumery trainings and employability.</p>	<p>Positive:</p> <ul style="list-style-type: none"> • Community relations enhance the Company's reputation attracting customers and investors, and improving brand loyalty, leading to increased revenue and market share. • Human Rights processes can help gain the trust of Employees and Workers.
5	Workforce Health & Safety	R	<p>As the Company's manufacturing processes involve handling of chemicals there may be a risk to worker's health and safety, if not handled properly.</p>	<p>The Company conducts training for all its employees on Health and Safety. The Code of Conduct also emphasizes on the Health and Safety measures for all the employees and workmen. The Company also has a dedicated EHS policy that is committed towards occupational health, safety and environment protection.</p>	<p>Positive:</p> <ul style="list-style-type: none"> • Increased awareness and training on Health and Safety aspects will have a positive impact by reducing the overall number of safety related incidents. <p>Negative:</p> <ul style="list-style-type: none"> • Risks related to employee well-being

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain Management	R	As the Company is reliant on many raw materials from different suppliers, Risks may arise due to supply chain disruption, moderate supplier performance and sustainability practices of suppliers, and geopolitical challenges.	<p>The Company has a dedicated Policy towards Sustainable Supply Chain and Responsible Sourcing Policy. All aspects of Environmental, Social and Governance (ESG) be complied by suppliers.</p> <p>The Company assesses its suppliers' manufacturing to ensure all aspects of quality and timely delivery of products.</p> <p>Alternate Supply of Raw Materials, supported by Innovation, Backward Integration and Operational Efficiency.</p>	<p>Positive:</p> <ul style="list-style-type: none"> Increased awareness and compliance from suppliers will help towards creating a Sustainable Supply Chain. This will help reduce delays from suppliers, increased quality of products and better management of ESG issues in the supply chain. <p>Negative:</p> <ul style="list-style-type: none"> Delays in production due to substandard supply chain management.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. c. Web Link of the Policies, if available	https://keva.co.in/investor-updates/#92-178-policies								
2. Whether the entity 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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

<p>4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>ISO 9001 SEDEX Verified ISO 14000 ISO 45000 HALAL certification</p>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Sustainability and Environmental protection is a priority for the Company. The Company is dedicated to advancing ESG (Environmental, Social, and Governance) activities. The Company has a formal policy on Human Rights and Equal Opportunities which is available in the public domain and the Company stands committed to the same.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>This report emphasizes the efforts and steps taken by the Company to promote sustainability and addresses our specific areas of focus on Environmental, Social, and Governance (ESG) issues throughout the Financial Year. Moving ahead, we are dedicated to monitoring our progress regarding these commitments in the future. The Company has taken up monitoring of Scope 1 and Scope 2 emissions, waste management and resource consumption.</p>

Governance, leadership and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

To improve the standard of living in the communities it serves, the Company is dedicated to incorporating environmental, social, and governance (ESG) principles into its operations. By strengthening the health, safety, and environmental implications of products throughout their lifecycles, it abides by the principles of product stewardship. We are conscious that our actions have an impact on local communities, ecologies, and geographies. We behave in a manner that befits a responsible corporate citizen. Our products are designed to be of the highest quality and we assume active responsibility in ensuring all safety and regulatory standards. The effects on the environment include topics such as waste management, nature & biodiversity, and resources (energy & water). We have pledged to reduce its emissions. Company has adopted policies for biodiversity, health, safety, governance and environment. The Company is dedicated to using ethical business practices that are good for the community, the workforce, and human capital. It offers workers and employees with good, safe and healthy working conditions.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>The Chief Executive Officer (CEO) is the highest authority responsible for implementation and oversight of the Business Responsibility policies, along with the recommendations of Board and Committees. Head of EHS/Head of HR are also responsible and assist in implementation.</p>
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<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes, the CEO who is also a member of the Board of the Company is responsible for decision making on sustainability related issues.</p>
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10. **Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
<p>Performance against above policies and follow up action</p>	Yes									As and when required.							
<p>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p>	Yes									Frequency is as per the statutory requirements.							

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<p>No, the entity has not carried out an independent assessment or evaluation of the working of its policies by an external agency. As a part of the oversight of the internal financial controls, the Management and the Board reviews the adherence to the policies. Internal Audit assists with the above.</p> <p>Internal audits review the policies on a periodic basis and evaluate working of the same and assess the adequacy and effectiveness in terms of best practices followed by other organizations of repute. The Company has taken up audits of from IMS, SEDEX on Sustainable parameters. External safety audit (DISH) was also conducted for its manufacturing location at Vashivali. The Company will take up independent assessment in the coming years.</p>								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	The Board of Directors of the Company (including its committees) have during the year, spent time training on range of topics related to business, regulations, the economy, and environmental, social, and governance aspects.	100%
Key Managerial Personnel	1	Prevention of Sexual Harassment	100%
Employees other than BoD and KMPs	2	Prevention of Sexual Harassment & Management Development Program (MDP)	POSH - 100% MDP - 5%*
Workers	11	Prevention of Sexual Harassment, Health & Safety, 5S awareness, Workplace safety, Fire fighting, Governance, Soft Skills and Grievance redressal	94%

*Management Development Program was conducted for select key talent pool within the Company to enhance to build and enhance the leadership, managerial and strategic capabilities

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	Not applicable	-	Not applicable	Not applicable
Settlement	-	Not applicable	-	Not applicable	Not applicable
Compounding	-	Not applicable	-	Not applicable	Not applicable

Non-Monetary				
Sl.No	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	Not applicable	Not applicable	Not applicable
Punishment	-	Not applicable	Not applicable	Not applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

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

The Company has in place an Anti-Corruption Policy. The Policy applies to directors, officers, employees at all levels as well as to the agents, representatives, and other associated persons. The Policy defines responsibilities of the management, employees and detailed processes for managing any issues of corruption. <https://keva.co.in/investor-updates/#92-178-policies>

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

Parameter	FY 2024-25	FY 2023-24
Directors	-	-
Key Managerial Personnel (KMPs)	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not applicable. There are no cases on corruption and conflicts of interest

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	128	168

9. 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, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	9.8%	16.9%
	b. Number of trading houses where purchases are made from	51	58
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	89.6%	88.1%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9.9%	14.2%
	b. Number of dealers / distributors to whom sales are made	1129	1389
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26.8%	33.6%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	43.4%	27.6%
	b. Sales (Sales to related parties / Total Sales)	45.1%	23.9%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	79.3%	77.4%
	d. Investments (Investments in related parties / Total Investments made)	100%	97.7%

Leadership Indicators

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

Total number of awareness held	Topics / principles covered under the training	%age of value chain partners covered (by value with such partners under the awareness programs)
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The Company organises Agent Meets to provide product updates to the Agents and address any queries they may have. The Company also conducts training programmes for farmers on crop cultivation techniques for essential oils. Additionally, the Company has an internal audit team dedicated to vendor assessments, evaluating manufacturing units across various categories and offering guidance to address and mitigate identified issues.

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

Yes, the Company has a Policy for Management of Conflict of Interest involving Promoters, Directors, Key Managerial Personnel and Senior Leadership Team. The Policy acts as a guide to determine Conflict of Interest and outlines the process to deal with the same.

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

Essential Indicators

1. 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.

	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	20%	16%	R&D investments are mainly focused to minimize environmental impact and optimize use of resources through efficient management. The Company invests towards enhancing its research capabilities for development of new molecules with better biodegradability profile.
Capex	2%	5%	The capex investments are mainly focused towards conservation of energy and resources through installation of energy efficient systems, investments in low-carbon technologies and equipments; employee health & safety; and improvement in production processes.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) 2.b. If yes, what percentage of inputs were sourced sustainably?

Yes. The Company is committed to sustainability and expects its suppliers to adhere to the same ethical, environmental and social standards. The Sustainable Supply Chain and Responsible Sourcing Policy sets the guidelines for suppliers, focusing on reducing environmental impact, ensuring workers' wellbeing, and promoting fair practices. The Policy applies to all suppliers in India and covers key areas such as environmental management, social responsibility, and governance practices. The Company's Management, alongside the Head of EHS and Supply Chain, is responsible for implementing and reviewing the policy, with grievances directed to relevant internal authorities. The Company engages with local farmers to encourage cultivation of crops used in fragrances and essential oils.

3. 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.

The Company has established the following processes for the safe management, reuse, recycling and disposal of waste materials at the end of their life cycle:

- a. Plastics (including packaging): Plastic packaging waste is managed by authorised waste disposal service providers under the supervision of the State Pollution Control Board. However, the Company currently does not reclaim plastic waste.
- b. E-waste: While the Company does not engage in reclaiming electronic waste, any e-waste generated on-site is handed over to certified vendors for safe and responsible disposal in compliance with applicable regulations.
- c. Hazardous Waste: Discarded drums and barrels are recycled through authorised vendors.
- d. Non-hazardous Waste: Non-hazardous waste such as cartons is recycled through authorised vendors to ensure environmentally responsible disposal.
- e. Other Wastes: Garden waste is used as manure to nourish plants within the factory premises, promoting sustainable waste management practices. A portion of garden waste is also used as fuel for briquette boilers.

4. 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.

Yes. The Company is registered with Central Pollution Control Board (CPCB) for Extended Producer Responsibility (EPR) as an importer for disposal of plastic waste generated from packaging.

Leadership Indicators

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

To track the overall product emissions, the Company conducted product carbon footprint assessment for 3 of its key fragrance products. Boundary of life cycle assessment was from cradle to gate. Through this assessment, the Company has identified opportunities for optimizing supply chain for carbon footprint reduction.

2. 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.

None

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

Indicate input Material	Recycled or reused input material to total material
-------------------------	---

Not Applicable. At present, the Company does not use any recycled or reused input material in its production process.

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

Not Applicable. No products / packaging are reclaimed at the end of the life of the products.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Not applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	314	314	100%	314	100%	-	-	314	100%	314	100%
Female	153	153	100%	153	100%	153	100%	-	-	153	100%
Total	467	467	100%	467	100%	153	100%	314	100%	467	100%
Other than Permanent employees											
Male											
Female											
Total											

Not applicable

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	168	168	100%	168	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	168	168	100%	168	100%	-	-	-	-	-	-
Other than Permanent workers											
Male											
Female											Not applicable
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.23%	0.17%

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

Benefits	FY 2024-25			FY 2023-24		
	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.)	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	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes. The offices and manufacturing facilities of the Company are accessible to differently abled employees and workers.

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

Yes, the Company has a strong commitment to providing equal opportunities of employment and non-discrimination in all processes including but not limited to recruiting, hiring, promotion and termination. A dedicated Equal Opportunity Policy is available at - <https://keva.co.in/investor-updates/#92-178-policies>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes, the Company has formalized a Grievance Redressal Policy that forms a transparent and fair redressal system. This Policy acts as a mechanism and is inter alia accessible to all employees and workers. The Policy clearly lays out the process to be followed to raise a grievance. More details can be found in this <https://keva.co.in/investor-updates/#92-178-policies>.

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (C / D)
Total Permanent Employees	467	-	-	437	-	-
Male	314	-	-	302	-	-
Female	153	-	-	135	-	-
Total Permanent Workers	168	168	100%	166	166	100%
Male	168	168	100%	166	166	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	314	314	100%	-*	-	302	302	100%	302	100%
Female	153	153	100%	-*	-	135	135	100%	135	100%
Total	467	467	100%	-*	-	437	437	100%	437	100%
Workers										
Male	168	168	100%	168	100%	166	166	100%	166	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	168	168	100%	168	100%	166	166	100%	166	100%

*The Company was unable to conduct the training on skill development because of the fire incident at the facility in Vashivali due to which the focus was primarily on ensuring business continuity.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(C/D)
Employees						
Male	314	314	100%	302	302	100%
Female	153	153	100%	135	135	100%
Total	467	467	100%	437	437	100%
Workers						
Male	168	168	100%	166	166	100%
Female	-	-	-	-	-	-
Total	168	168	100%	166	166	100%

10. Health and safety management system:

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

Yes. The Company is strongly committed to ensuring workplace safety and maintaining a healthy environment for all employees. In line with this, the Company has formalized an Environment, Health and Safety Policy that is applicable to all its employees. This policy is a clear demonstration of the Management's commitment to its employees' health and safety. The policy covers commitment to Environment, Health and Safety; imparting proper training; continuously improving Company's operations; and conducting proactive risk assessment. The Company has also completed ISO 14001:2015, ISO 45001:2015, ISO 9001:2015 audit for its manufacturing facilities.

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

To ensure worker safety and health, the Company employs systematic processes to identify and assess work-related hazards and risks on both routine and non-routine bases. Hazards and risks are continually evaluated and preventive and protective measures are implemented following a prioritised approach:

- Eliminating the hazard/risk to remove the potential for harm entirely.
- Controlling the hazard/risk at its source through engineering controls or organisational measures.
- Minimising the hazard/risk by designing safe work systems, including administrative controls. Where residual risks remain, the Company provides appropriate personal protective equipment (PPE), ensuring its proper use and maintenance.

The Company regularly reviews these risks to ensure that the most effective measures are in place, consistently aligning with the best practices in health and safety.

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

Yes, the Company has established robust processes for employees and workers to identify and report work-related hazards along with comprehensive measures to mitigate these risks. Employees and workers receive extensive training through occupational health and safety modules that emphasise hazard identification, risk assessment and appropriate mitigation strategies.

As part of these processes, safety and emergency evacuation drills are conducted regularly to prepare employees for potential emergencies. These drills include practical demonstrations to ensure employees are well-versed in hazard reporting protocols and know how to safely extricate themselves from risky situations.

A key component of the Company's safety measures is the near-miss reporting system which plays a critical role in promoting workplace safety. This system enables employees to report incidents where a potential accident or injury was narrowly avoided. By systematically documenting and analysing near-miss events. The Company proactively identifies underlying hazards, evaluates risks and implements corrective actions to prevent future occurrences. This approach not only enhances safety awareness among employees but also fosters a culture of proactive risk management and continuous improvement in workplace safety standards.

Through these mechanisms, the Company ensures that workers feel empowered to report hazards without fear and are equipped to maintain a safe working environment.

10.d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. All employees and workers have access to non-occupational medical and healthcare services. There is a dedicated first aid room in the Company's premises to treat any minor injuries. Also, the Company offers medical benefits to its permanent employees and their families. Workers are eligible for medical benefits through group insurance policies provided by the Company as well as medical support funded by the Company.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Measures taken by the Company to ensure a safe and healthy workplace are:

- Regular health and safety trainings to tackle any potential hazards
- Periodic medical check-ups for employees
- Use technology and safety measures
- Periodical testing of equipments

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (Safety/IMS Audits, Hazards spotting by the Safety committee, Mock Drills, DISH Audit, Legal Compliance Inspections, Monitoring Measuring and Calibration of Equipment)
Working Conditions	100% (Safety/IMS Audits, Legal Compliance Inspections, Monitoring Measuring and Calibration of working areas)

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

For all types of incidents, we have identified appropriate corrective actions and implemented necessary measures to resolve them. The fire and electrical safety audits were completed on October 2024. The concerns noted by this assessment have been duly addressed. The internal safety audit was completed on January 2025 and the risks and concerns raised by the assessment were addressed.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees (Y/N) - Yes

(B) Workers (Y/N) - Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that all statutory dues have been deducted and deposited in a timely manner by the value chain partners basis the agreements/contracts/purchase orders.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, the Company ensures to provide transition assistance programs to facilitate continued employability to few of its employees who retire.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company has its own Internal Audit Team for Vendor Assessment. This team covers various categories during their audit including Premise and Facilities, Material storage, Contingency management plan; Operations, Workspace arrangement, maintenance, calibration, carryover and rework; Quality, Environment, OH&S under ISO, certifications; Quality control, assurance and improvement, contaminants control; Packaging, labelling, shipping, personnel, training, ESG, etc. The Company also ensures to assess whether the agricultural activities conducted by the farmers are in line with the assistance and training techniques provided to them for manufacture of essential oils and related products.
Working Conditions	

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

Based on the assessment done by the Company's Internal Audit team, an opportunity report is issued based on the findings. The report mentions ways to address the risks and opportunities associated with any risk/concern. Regular checks are conducted by the team to check whether the risks/concerns highlighted are addressed as per the mutually agreed timelines. As per the Assessment of the Value chain partners, the team comes up with the audit score and reports them internally.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company considers any individual, group, or organisation involved in its business chain as a significant stakeholder. These stakeholders encompass customers, employees, suppliers and value chain partners, shareholders, lenders, local communities, government bodies, regulators and NGOs/NPOs. The identification process involves gathering insights and feedback from various internal departments and senior management. This collaborative method ensures a thorough evaluation to determine the stakeholders with the greatest relevance and impact on the Company's operations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Industry Bodies/Forums Corporate Presentations/Reports Written/Email Communication One-to-One Meetings 	Ongoing	<ul style="list-style-type: none"> a. Compliance monitoring and reporting b. Discussing Policies & Regulations related to Product Safety and Quality c. Industry Advocacy d. Addressing environmental concerns
Employees and Workers	No	<ul style="list-style-type: none"> Review meets Townhall meetings Learning and development initiatives In-house Portal of the Company Discussions with senior leaders Engagement initiatives/offsites 	Ongoing	Open & transparent communication, addressing employees' questions & clarifications on various topics like Performance of the Company, Initiatives taken by the Company, Employee Well-being, Work-life balance, Improving work efficiency
Customers	No	<ul style="list-style-type: none"> Corporate website Toll-free number Digital platforms Social media Customer relationship managers Customer satisfaction surveys Advertising Knowledge seminars and events 	Ongoing	Taking customer feedback on Product Quality & Safety, understanding customer needs and preferences, providing information on Product features, specifications and quality
Suppliers/ Business Partners & Vendors	No	<ul style="list-style-type: none"> Meetings with the management Product/process trainings for new and old partners Industry Speak and Product Team meets for product updates Channel partner meets Conferences and Forums Written communications 	Ongoing	Supply Chain Management, Material Sourcing, Quality of products provided by suppliers, Supplier's pricing structure, Supplier assessments

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Shareholders	No	<ul style="list-style-type: none"> Annual General Meetings Investor and Analyst meets Conference / Earnings calls Annual Report Investor Presentations Press Release Business Updates Website 	Ongoing	Dissemination of information having a bearing on the performance/operations of the Company including price sensitive information, updating Shareholders on various statutory requirements with respect to their shareholding in the Company, addressing shareholders' queries at the General Meetings, earnings call with institutional investors/ analysts in respect of quarterly/ half-yearly/annual financial results
Communities	Yes	<ul style="list-style-type: none"> CSR initiatives Empowerment programs 	Ongoing	Identifying marginalized groups and Community needs, designing / participating in Programs for community

Leadership Indicators

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

The Company maintains proactive engagement with its key stakeholders, including investors, customers, suppliers, communities, and employees. Stakeholder concerns are systematically addressed through structured discussions with the Board of Directors, facilitated by designated organisational functions tailored to specific stakeholder groups. These deliberations occur during quarterly reviews, with active participation from the CEO and senior leaders. The Business Head as part of business presentations present insights on customer trends and concerns, the CFO and CS provide updates on investor relations, the HR Head addresses employee feedback etc.

In addition, the Company evaluates the needs of communities surrounding its manufacturing facilities to design effective support and intervention programmes. Surveys are conducted to identify areas of concern and reports on CSR activities and their outcomes are presented annually to the Board for review and input.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company conducts surveys and assessments involving its key stakeholders, including employees, suppliers, investors, and the broader society, to identify material concerns. Regular engagement with these stakeholders enables the Company to promptly recognise their expectations and address them in a responsible manner.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalized segments of the society. All CSR programs are aligned to the CSR Policy of the Company. Critical focus areas of Company's CSR mandate include education, women empowerment, addressing hunger, poverty, nutrition and health, environmental sustainability. More details of CSR are provided in Annexure C to the Board's Report.

PRINCIPLE 5 Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	%(B/A)	Total (C)	No. of employees/workers covered (D)	%(C/D)
Employees						
Permanent	467	467	100%	437	437	100%
Other than permanent	-	-	-	-	-	-
Total Employees	467	467	100%	437	437	100%
Workers						
Permanent	168	168	100%	166	166	100%
Other than permanent	-	-	-	-	-	-
Total Workers	168	168	100%	166	166	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than Minimum wage		Total (D)	Equal to minimum wage		More than Minimum wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent	467	-	-	467	100%	437	-	-	437	100%
Male	314	-	-	314	100%	302	-	-	302	100%
Female	153	-	-	153	100%	135	-	-	135	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	168	-	-	168	100%	166	-	-	166	100%
Male	168	-	-	168	100%	166	-	-	166	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	5	0.11	2	0.08
Key Managerial Personnel	2*	2.79	-	-
Employees other than BoD and KMP	312	0.12	153	0.1
Workers	168	0.09	-	-

* Includes Whole-time Director & Group CEO who is also covered in the number of directors on the Board.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	27.0%	25.8%

*Only permanent employees considered

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

Yes. The Company has adopted a Human Rights Policy for addressing Human Rights issue and a Grievance Redressal Policy to develop and maintain an effective, timely, fair and equitable grievance handling system which is easily available and offered to all stakeholders. Based on the nature of the complaints, the Point of Contacts (PoCs) shall be assigned to receive and acknowledge the complaints accordingly.

Channels through which the complaints can be registered:

Hotline Number: + 91 22 6606 7777

Email: contactus@keva.co.in

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

The Company is committed to upholding and respecting human rights across its operations and value chain without discrimination, embedding strong processes to prevent any infringement. The Human Rights Policy applies to all the employees, suppliers, contractors, and communities ensuring fair treatment, non-discrimination, safe working environments, and robust grievance mechanisms. The policy incorporates clauses addressing forced labour, child labour, community engagement, and human rights awareness, with periodic assessments conducted to monitor compliance. Implementation and adherence to the policy are overseen by the Head of HR and senior management with regular training, communication, and alignment with national and international human rights standards. Additionally, the Company also has a Grievance Redressal Policy to develop and maintain an effective, timely, fair and equitable grievance handling system which is easily available and offered to all stakeholders.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of average number of female employees/workers at the beginning of the year and as at end of the year	-	-
Complaints on POSH upheld	-	-

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

The Company is firmly committed to preventing discrimination, retaliation, or harassment against any employee who raises concerns under the Whistle Blower Policy or participates in related investigations. Policies such as the Whistle Blower Policy, Code of Conduct, Equal Opportunity Policy, Policy on Prevention of Sexual Harassment at Workplace, Grievance Redressal Policy are designed to protect the complainant's identity and ensure confidentiality at every stage of the investigation. The Company upholds its dedication to inclusivity by fostering equal opportunities and strictly opposing all forms of workplace harassment or discrimination. A robust framework guarantees impartial investigations and safeguards the privacy of all parties involved. These efforts are further strengthened by regular awareness programmes focused on harassment prevention. Employees are encouraged to report unethical practices or non-compliance without fear as the Whistle Blower Policy ensures confidentiality and protection against retaliation, while the Code of Conduct promotes a culture of integrity and accountability.

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

Yes. The Company has integrated the fulfillment of human rights requirements into its Supplier Code of Conduct.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. We conduct internal monitoring to ensure compliance with relevant laws and policies regarding these issues. No significant findings have been reported by local regulatory bodies or external parties throughout the year. The Company takes proactive measures to prevent discrimination, child labour and sexual harassment.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not applicable. No concerns arose and no significant risks were observed during the year.

Leadership Indicators

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

Not applicable. The Company has not received any grievances or complaints regarding human rights violations during the reporting period.

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

During the year, the Company has not conducted Human Rights Due Diligence. However, the Company covers protection of Human Rights through various assessments conducted.

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

Yes, all premises and offices are accessible to differently abled visitors.

4. **Details on assessment of value chain partners:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	Upholding Human Rights is critical to the Company's business. Internal vigilance is maintained to ensure the prevention of discrimination and conduct of operations in a fair and transparent manner. The Company considers factors related to the workplace and amenities offered by the Vendor to its employees during the vendor assessments, which aid in determining the well-being of those employees.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
Not applicable.

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	342 GJ	1,609 GJ
Total fuel consumption (B)	9,17,08,880 GJ	8,21,88,213 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	9,17,09,222 GJ	8,21,89,822 GJ
From non-renewable sources		
Total electricity consumption (D)	36,236 GJ	33,719 GJ
Total fuel consumption (E)	18,54,587 GJ	15,92,423 GJ
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	18,90,823 GJ	16,26,142 GJ
Total energy consumption (A+B+C+D+E+F)	9,36,00,072 GJ	8,38,15,964 GJ
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	0.008	0.009
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	0.170	0.182
Energy intensity in terms of physical output Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No		

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

No. The Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	45,104 KL	33,365 KL
(ii) Groundwater	4,736 KL	1,290 KL
(iii) Third party water	1,26,173 KL	98,484 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,76,013 KL	1,33,139 KL
Total volume of water consumption (in kiloliters)	1,76,013 KL	1,33,139 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)*	1.58	1.41
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	31.97	28.92
Water intensity in terms of physical output Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No		

* Intensity value calculated for per lakh rupee of turnover

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	48,737 KL	42,406 KL
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	14,037 KL	10,050 KL
Total water discharged (in kiloliters)	62,774 KL	52,456 KL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

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

The Company's facility at Vashivali is a Zero Liquid Discharge unit. The Company has improved its effluent system by installing a Multi-effect Evaporator (MEE) and Reverse Osmosis (RO) Plant.

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

Parameter	Unit	2024-25	2023-24
NOx	ppm	39.31	40.28
SOx	mg/Nm3	24.30	27.62
Particulate matter (PM)	ppm	82.82	79.65
Persistent organic pollutants (POP)	Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP) are not being monitored currently.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

The above parameters are for the Company's Vashivali plant alone.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	1,39,895	1,20,269
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,322	6,808
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*		1.29	1.35
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		26.74	27.60
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

* Intensity value calculated for per lakh rupee of turnover

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

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

Yes. Solar inverter and Electric baby boiler (Non IBR) have been installed which help in reducing Green House Gas emission.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	340.34	253.11
E-waste (B)	0.12	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	13632.00 [#]	NA
Battery waste (E)	-	11.6
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Sludge and Used Oil)	3.60	6.68
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Fabric Waste, Packaging waste)	1,804.13 [#]	123.00
Total (A+B + C + D + E + F + G + H)	15,780.19	394.40
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)*	0.138	0.004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	2.87	0.08
Waste intensity in terms of physical output	-	-
Waste intensity (optional) –the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous Waste		
(i) Recycled	275.67	181.96
(ii) Re-used	13.47	54.94
(iii) Other recovery operations	-	-
Total	289.14	236.91

Parameter	FY 2024-25	FY 2023-24
Non- Hazardous Waste		
(i) Recycled	1,804.13	123.00
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,804.13	123.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Hazardous Waste		
(i) Incineration	11.78	4.57
(ii) Landfilling	43.14	29.92
(iii) Other disposal operations	-	-
Total	54.92	34.49
Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	13,632.00	-
(iii) Other disposal operations	-	-
Total	13,632.00	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

* High MS scrap and construction waste due to demolition of the building in Vashivali on account of the severe damage caused to it due to major fire at the said facility.

* Intensity value calculated for per lakh rupee of turnover

10. 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.

Hazardous waste generated is treated by chemical, thermal, biological, physical methods. Chemical methods include ion exchange, precipitation, oxidation and reduction, and neutralization.

11. 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, please specify details in the following format:

Sl.No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
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None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.

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

Name and brief details of project	EIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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None of the projects undertaken during the year required Environmental Impact Assessments (EIA)

13. 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:

Sl. No.	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 action taken, if any
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Yes, the Company is in compliance with all 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, and Environment Protection Act and rules thereunder.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):
For each facility/plant located in areas of water stress, provide the following information:

(i) **Name of the area:** Nil

(ii) **Nature of operations:** Nil

(iii) **Water withdrawal, consumption and discharge in the following format:**

The Company does not withdraw, consume or discharge water in areas of water stress.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company has calculated Scope 1 and 2 emissions but not Scope 3 emissions	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported at Question 11 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 has no operations/offices in/around ecologically sensitive areas.

4. 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	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Blending Production	Started to wipe out the vessels before water cleaning and collect the fragrance material	Reduce water used for vessel cleaning
2	Green Initiative to reduce Organic load of ETP	Reduction in the percentage of cleaning chemical upto 5 to 6 %	Reduction in the use of cleaning chemicals and increase in the efficiency of ETP
3	Recycling of non-hazardous waste	Use of broken wooden pallets as boiler fuel	Reduction in energy costs
4	Green Initiative to reduce Energy consumption	Installation of solar inverter to increase use of renewable energy	Reduction of GHG emissions & Reduction in energy costs

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

The Company has an established standard disaster management and business continuity plan that guarantees resiliency in business operations and the highest level of safety for employees and assets. The Company makes sure its employees are regularly trained by conducting mock drills and disaster management training for any emergencies. The Company makes sure to adhere to all applicable rules, laws, and standards. The Company has also identified and placed methods for resource allocation, and it constantly analyses client needs by improving internal systems, capabilities etc.

6. 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.

Nil. There is no significant impact to the environment, arising from the value chain of the Company.

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

Most of the value chain partners are assessed for environmental impacts.

8. How many Green Credits have been generated or procured:

- a. By the listed entity : Not Applicable for the industry
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain : Not Applicable for the industry

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company actively participates in various industry and business associations. In total, the Company has 12 affiliations with trade and industry chambers/associations.

1. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	IFRA (International Fragrance Association)	International
2	European Federation of Essential Oils	International
3	International Federation of Essential Oils and Aroma Trades	International
4	FAFAI (Fragrance and Flavours Association of India)	National
5	Quality Circle Forum Of India	National
6	National Safety Council (NSC)	National
7	Indian Chemical Council	National
8	CHEMEXIL	National
9	Patalganga & Rasayani Industries Association	State
10	Bombay Chamber of Commerce & Industry	State
11	Mulund Kurla MARG (Mutual Aid Response Group)	State
12	Maharashtra Economic Development Council	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable. No adverse order was received by the Company from regulatory authorities during the year under review.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sl.No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
Nil. There is no public policy advocated as of now.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

None of the projects undertaken by the Company in FY 2024-25 required Social Impact Assessments (SIA).

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Weblink
Nil	NA	NA	NA	NA	NA

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

Not applicable. None of the projects undertaken by the Company in FY 2024-25 required ongoing rehabilitation and resettlement.

Sl.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

The Company has formalized a Grievance Redressal Policy that forms a transparent and fair redressal system that is easily accessible to all Stakeholders. The Policy clearly lays out the process to be followed by a Stakeholder to raise a grievance for redressal. More details can be accessed here: <https://keval.co.in/investor-updates/#92-178-policies>.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	13.1%	17.1%
Sourced directly from within the district and neighbouring districts*	59%	57.67%

*The data pertains to sourcing from within the state.

5. 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	FY 2024-25	FY 2023-24
Rural	34%	49.5%
Semi-urban	-	-
Urban*	1%	0.9%
Metropolitan*	65%	49.6%

*Only permanent employees considered

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	Not applicable

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

The Company has implemented various corporate social responsibility (CSR) initiatives. However, it has not undertaken any CSR projects or activities in the designated aspirational districts that have been identified by government bodies.

Sl.No	State	Aspirational District
-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes, the Company has a procurement preference and works with local farmers to obtain some of the raw materials that are used for manufacturing of fragrances. The Company actively takes steps towards training these farmers and providing them with support on growing crops for use in fragrances and essential oils.

3. (b) From which marginalized /vulnerable groups do you procure?

The Company thinks beyond business and undertakes various initiatives to improve the lives of the lower socio-economic sections of the society. As a step towards it, the Company procures some of the raw materials from local farmers most of which are from marginalised /vulnerable groups.

3. (c) What percentage of total procurement (by value) does it constitute?

The Company procures some of the raw materials that are used for manufacturing of fragrances from local farmers in the district in which the Company has manufacturing facility and neighboring districts most of which are from marginalised /vulnerable groups.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Sl.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
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The Company owns certain Intellectual Property / innovations inspired by traditional knowledge, benefits of the same are shared within the Group. Additionally, the inventions have been utilized in making products in health and wellness, cosmetics, fragrances which generally contribute to the well-being of the society. The benefits can be partly measured from the revenues and also from the intellectual property held.

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

Name of authority	Brief of the case	Corrective action taken
		Not applicable

6. 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	Providing High Speed Braille Embosser	83	100%
2	Partnering to foster sustainable, resilient, and thriving ecosystems – both human and natural	370	32%
3	Engagement of Apprentices*	64	-

* 71% of the Apprentices engaged are from rural areas and 29% are from urban areas

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

Essential Indicators

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

Yes, the Company has a mechanism in place to receive and respond to consumer complaints and feedback. The Company has formalized a Grievance Redressal Policy that forms a transparent and fair redressal system that is easily accessible. The Policy clearly lays out the process to be followed by any Stakeholder to raise a grievance for redressal. More details can be accessed here: <https://keva.co.in/investor-updates/#92-178-policies>.

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

Locations	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% Most of the products are directly sold to other businesses.
Safe and responsible usage Recycling	Information about safe and responsible usage is mentioned on the products. Material Safety Sheet mentions details with regard to recycling and safe disposal.
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (Transport, QC, Packing, Dispatch, Blending, Procurement, System, Agent, Customer)	175	-	The complaints received were addressed satisfactorily during the year.	105	-	The complaints received were addressed satisfactorily during the year.

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

Locations	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, the Company has a policy on Cybersecurity. The same can be accessed on the following weblink: <https://keva.co.in/investor-updates/#92-178-policies>.

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

There were no issues with respect to advertising, cyber security and data privacy of customers which required corrective action nor there were any product recalls during the year under review. The Company conducts survey for consumer satisfaction from time to time. The Company provides information as per the laws of the specific country. No penalty / action was taken by regulatory authorities in relation to the safety of products / services.

7. Provide the following information relating to data breaches:
- Number of instances of data breaches – Nil. There were no instances of data breaches during the year under review.
 - Percentage of data breaches involving personally identifiable information of customers – Not Applicable
 - Impact, if any, of the data breaches – Not Applicable

Leadership Indicators

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

The Company has a website which provides all necessary information on the products and services. Further details can be found at: <https://keva.co.in/our-offerings/fragrances/>, <https://keva.co.in/our-offerings/flavours/>, <https://keva.co.in/our-offerings/aroma-ingredients/>, <https://keva.co.in/our-offerings/knew/>, <https://keva.co.in/our-offerings/technical-services/>

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

The Company ensures consumer awareness by supplying Safety Data Sheets and Technical Data Sheets to all its customers. Additionally, application details are provided upon request to promote the safe and responsible use of products and services.

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

Not Applicable. The Company does not deal with any essential services.

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

Yes. The Company provides information as per the laws of the specific country and the company also conducts survey with regard to consumer satisfaction.