



Aurashine Essentials Private Limited: Sustainability Report FY 2024-25

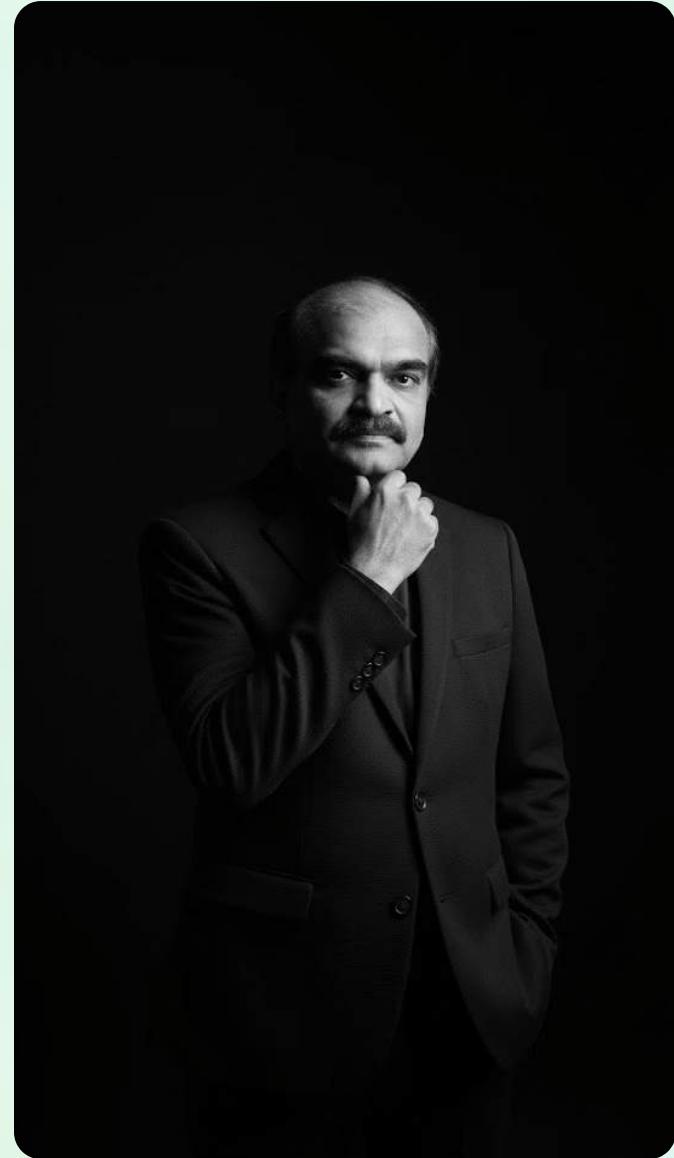
A comprehensive overview of our environmental stewardship, social responsibility, and ethical governance in the natural ingredients sector.

Management Commitment to Sustainability

Aurashine Essentials Private Limited is committed to conducting its business responsibly, ethically, and sustainably across all its operations and value chains. As a company engaged in the sourcing, processing, testing, and global supply of natural ingredients—particularly essential oils and aroma ingredients—Aurashine recognizes its responsibility toward environmental stewardship, social well-being, and ethical governance.

Under the leadership of Mr. Bharat Shetty, Managing Director, Aurashine Essentials has consistently focused on building long-term, transparent, and compliant operations aligned with global best practices. Sustainability at Aurashine is not treated as a parallel initiative, but as an integral part of business decision-making, supplier engagement, and operational controls.

"A core pillar of Aurashine's sustainability approach is responsible sourcing of natural ingredients, with due consideration to traceability, regulatory compliance, environmental impact, and ethical business conduct."



BHARAT SHETTY

MANAGING DIRECTOR, AURASHINE ESSENTIALS
PRIVATE LIMTIED

The company actively works with dedicated third-party manufacturing partners, industry bodies, and certification agencies to ensure that sustainability principles are embedded across its operations. Aurashine remains committed to continuous improvement in environmental performance, employee well-being, governance systems, and supply chain responsibility, and views sustainability as a long-term journey aligned with both business resilience and global expectations.

Company Profile & Operational Overview

Aurashine Essentials Private Limited is an India-based company engaged in the import, sourcing, testing, standardisation, blending, and global supply of essential oils, aroma ingredients, and natural extracts. The company primarily operates in the B2B segment, serving domestic and international customers across the flavours, fragrances, personal care, and allied industries.

Corporate Office

Andheri, Mumbai
(2nd Floor)



Warehouse Facility

Mahape, Navi Mumbai (Ground Level)

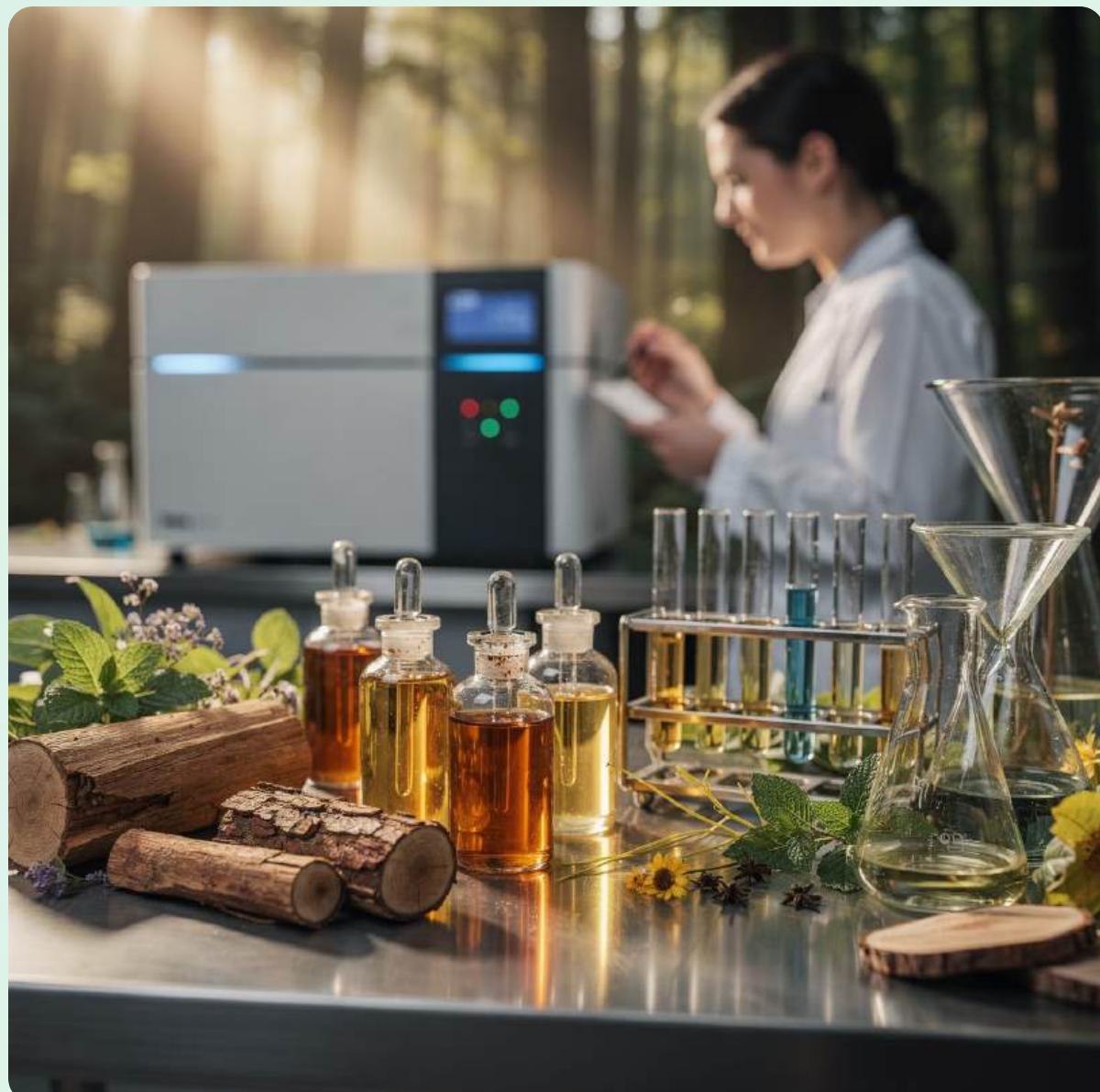


NABL Laboratory

Mahape, Navi Mumbai (Second Floor)



The Mahape and Navi Mumbai facilities are considered a single operational location for compliance and reporting purposes.



Aurashine Essentials Private Limited, established in 1997, is a globally active company engaged in the sourcing, manufacturing, processing, and trading of essential oils, sandalwood products, aroma chemicals, and natural ingredients. With deep roots in the essential oils industry, the company has built its strength around sandalwood and other high-value botanicals, combining traditional knowledge with modern laboratory controls and quality systems. Over the years, Aurashine has developed strong sourcing networks, responsible procurement practices, and technical capabilities in distillation, blending, standardization, and specialty ingredient development. Serving perfumery, flavour, personal care, and wellness sectors across international markets, the company continues to grow as a science-driven, sustainability-oriented enterprise connecting natural raw materials to global applications.

Our Operational Model

Manufacturing Approach

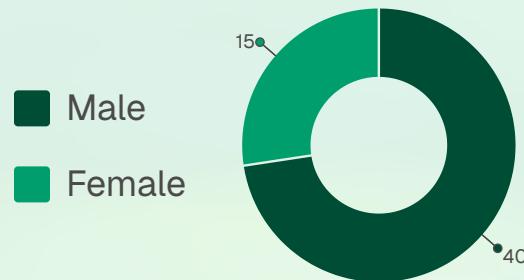
Aurashine does not operate in-house large-scale manufacturing plants. Instead, production activities are carried out through dedicated third-party manufacturing locations that work exclusively for Aurashine. These facilities are continuously monitored by Aurashine's own employees to ensure adherence to quality, safety, regulatory, and sustainability requirements.

This operational model allows Aurashine to maintain high levels of control and oversight while ensuring flexibility and compliance with applicable regulations.



Workforce Overview FY 2024-25

Our People



As of FY 2024–25, Aurashine employs **55 personnel in India**, across operations, quality control, laboratory, logistics, sales, and administration.

The approximate male-to-female ratio is 8:3, reflecting the technical and operational nature of our business.

Contract labour is engaged for security, housekeeping, and transportation services, repairs and maintenance, equipment calibration and consultancy services; all of which are managed through authorized service providers.

Governance, Ethics & Compliance

Strong governance and ethical conduct form the foundation of Aurashine Essentials' operations. The company maintains formal policies and systems to ensure integrity, compliance, and transparency across all business activities.

Code of Conduct & Ethics

Documented Code of Conduct applicable to all employees and relevant stakeholders, outlining expectations related to ethical behaviour, legal compliance, integrity, respect in the workplace, and responsible business conduct.

Anti-Bribery Statement

Zero tolerance policy toward corruption, bribery, or unethical practices in any form, reinforcing our commitment to ethical business operations.

Whistleblower Mechanism

Email-based reporting system allowing employees and stakeholders to report concerns confidentially without fear of retaliation.

Supplier Code of Conduct

Sets expectations for legal compliance, ethical practices, environmental responsibility, and labour standards across our supply chain.

Certifications & Regulatory Memberships

Aurashine holds and maintains the following certifications and memberships, demonstrating our commitment to global standards:

Quality & Management Systems

- ISO 9001 (Quality Management)
- ISO 14001 (Environmental Management)
- ISO 45001 (Occupational Health & Safety)
- AEO T1 (AEO T2 certification in progress)
- NABL-accredited laboratory

Regulatory & Industry Memberships

- FSSAI License
- Halal & Kosher Certifications
- FAFAI, IFEAT, EOAI
- FIEO, SHEFEXIL
- Shellac & Forest Products Export Promotion Council

The company operates in compliance with MIDC and MPCB guidelines applicable to its facilities.

⌚ ENVIRONMENTAL RESPONSIBILITY

Our Environmental Commitment

Aurashine Essentials Private Limited recognizes that its environmental responsibilities extend across its own operations as well as its value chain. Environmental management at Aurashine is guided by formal policies, measurable tracking, and compliance with applicable regulatory and certification requirements, including ISO 14001.



Energy Management & Consumption

Energy Sources

Aurashine's direct operations are limited to office, warehouse, and laboratory activities. The company does not operate diesel generators at any of its locations, thereby avoiding direct fossil fuel-based power generation.

Electricity consumption across all operational locations—including the Andheri corporate office and the Mahape (Navi Mumbai) warehouse and laboratory facility—is sourced from the local electricity grid and monitored through utility bills.

Electricity consumption data for FY 2024–25 is maintained and reviewed as part of routine operational oversight and forms the primary source of energy-related environmental impact for the company.



Renewable Energy Initiative

Aurashine has planned the installation of **solar power infrastructure** at its Mahape facility as part of its medium-term energy transition strategy.

While renewable energy was not utilized during FY 2024–25, feasibility assessments and internal discussions have been initiated to reduce dependence on grid electricity in future reporting periods.

CO2 Emissions Overview FY 2024-25

Aurashine's total CO2 emissions for FY 2024-25 amount to 90,514.82 kg across three key categories: Upward Sales (transportation of finished goods to customers), Electricity consumption at operational facilities, and Inward Sales (raw material transportation from suppliers). This comprehensive measurement enables targeted reduction strategies across the value chain.

Upward Sales

2,529.86
kg

Outbound Logistics

Electricity

46,617.03
kg

Operational Facilities

Inward Sales

41,367.93
kg

Inbound Logistics

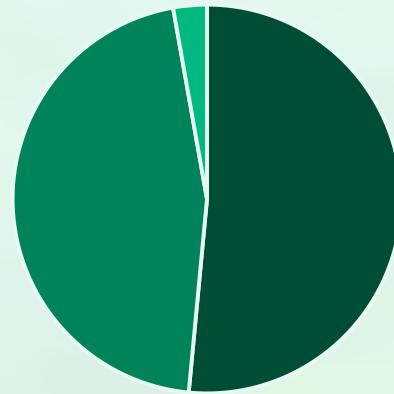


Total CO2 Emissions: 90,514.82 kg CO2e for FY 2024-25

CO2 Emissions by Source Category

Breaking down emissions by source reveals that electricity consumption represents the largest contributor at 51.5%, followed closely by inbound logistics at 45.7%. Outbound logistics accounts for a minimal 2.8% of total emissions.

■ Electricity ■ Inward Sales ■ Upward Sales



Electricity Dominance

Over half of emissions stem from grid electricity at offices, warehouses, and laboratories

Supply Chain Impact

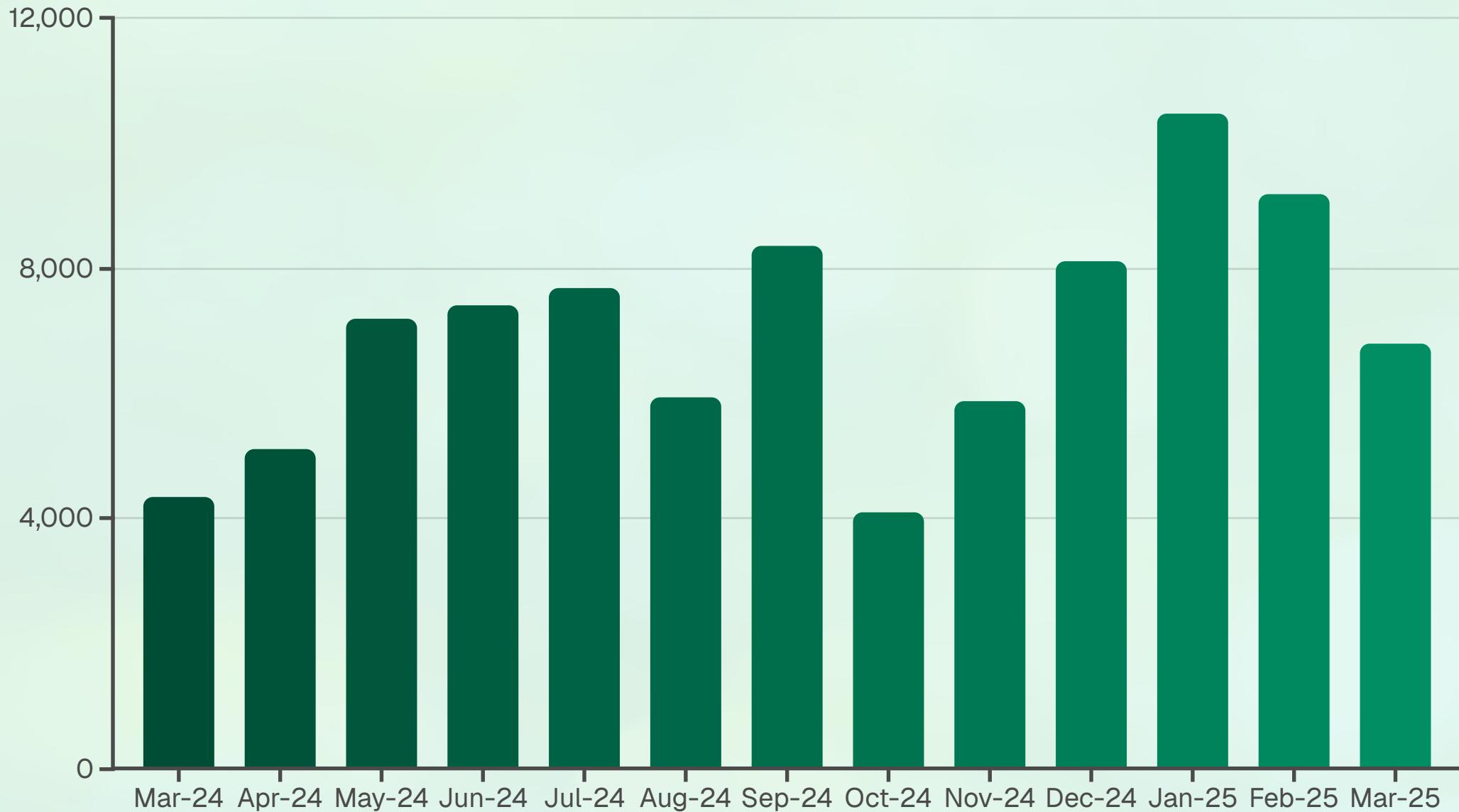
Inbound raw material transportation contributes significantly to overall carbon footprint

Efficient Distribution

Optimized outbound logistics result in minimal emissions from finished goods delivery

Monthly Emissions Trend Analysis

Monthly emissions data reveals seasonal patterns and growth trends across FY 2024-25. The overall result shows a 2% growth versus the 2% target, with electricity consumption remaining stable at 0.727 kWh/kg throughout the year. Peak emissions occurred in January 2025 at 10,482 kg, while the lowest was recorded in October 2024 at 4,107 kg.



Key Performance Indicators

Average Monthly Growth: 2.0%

Status vs Target: Within 2% Target

Average Output per Month: 13.7k kg

Electricity Intensity: 0.727 kWh/kg (Stable)

Performance Achievement: Overall emissions growth of 2% aligns with the company's 2% target threshold, demonstrating effective emissions management despite business expansion.

Detailed Emissions Breakdown by Category

A granular analysis of emissions across all three categories provides insights into specific contributors and opportunities for targeted reduction initiatives.

Upward Sales (Outbound)

Total: 2,529.86 kg CO2

- FY2025: 1,377.77 kg
- FY2024: 1,152.09 kg

Represents finished goods transportation to customers across domestic and international markets

Electricity Consumption

Total: 46,617.03 kg CO2

- FY2025: 33,237.38 kg
- FY2024: 13,379.65 kg

Grid electricity for offices, warehouses, and laboratory operations. Significant increase reflects business expansion

Inward Sales (Inbound)

Total: 41,367.93 kg CO2

- FY2025: 22,739.60 kg
- FY2024: 18,628.33 kg

Raw material and ingredient transportation from suppliers to manufacturing and blending facilities

Supplier Transportation

Raw materials arrive (45.7% of total)

Facility Operations

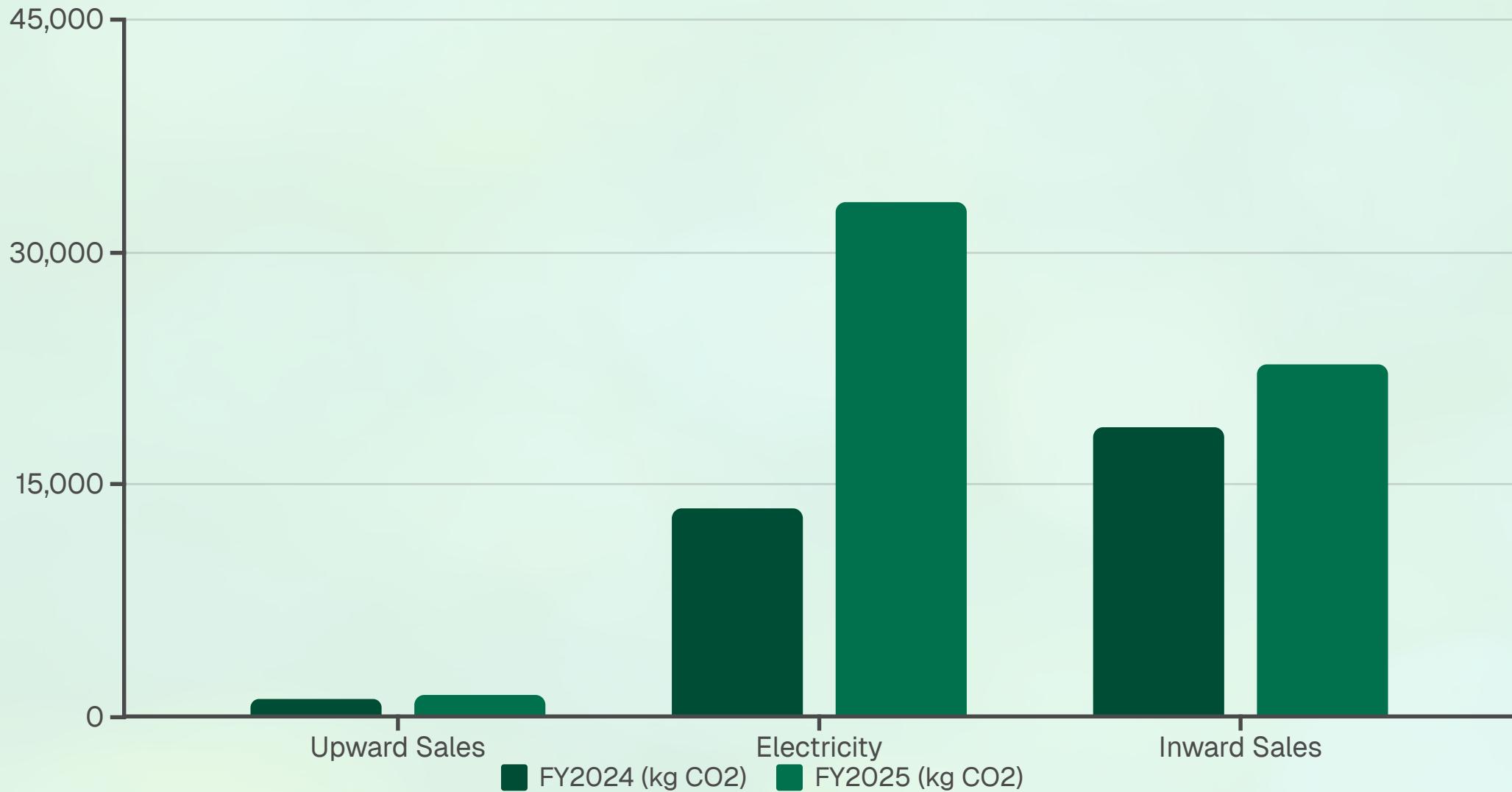
Processing and storage (51.5% of total)

Customer Delivery

Finished goods distribution (2.8% of total)

Year-over-Year Emissions Comparison

Comparing FY2024 and FY2025 data reveals significant growth in electricity consumption, reflecting operational expansion, while transportation-related emissions show more moderate increases aligned with business volume growth.



+19.6%

Upward Sales Growth

Modest increase in outbound logistics emissions

+148.4%

Electricity Growth

Substantial increase due to facility expansion and increased operations

+22.1%

Inward Sales Growth

Moderate increase reflecting higher raw material volumes

- Strategic Insight:** The disproportionate growth in electricity emissions (148.4%) compared to business volume growth highlights the critical importance of the planned solar power installation at the Mahape facility to offset future grid electricity consumption.

Greenhouse Gas (GHG) Emissions Profile

Aurashine has undertaken third-party GHG emissions reporting covering its applicable operational boundaries. Emissions are categorized in alignment with internationally recognized frameworks.



Scope 1

Direct emissions are **negligible**, as there is no on-site fuel combustion or company-owned transport.

Scope 2

Indirect emissions from purchased electricity constitute the **primary source** of reported GHG emissions.

Scope 3

Limited indirect emissions tracked where data is reasonably available. Logistics handled by third-party providers.

Aurashine maintains a documented GHG inventory for FY 2024–25, prepared through a third-party reporting mechanism. Emissions data is consolidated and tracked internally to support transparency, reporting accuracy, and future reduction planning.

Emission Reduction Strategy

While current emissions are primarily indirect, Aurashine has identified the following mitigation pathways:

01

Renewable Energy Transition

Transition toward renewable electricity through planned solar installation at Mahape facility

02

Energy Efficiency

Energy efficiency improvements in warehouse and laboratory operations

03

Supplier Engagement

Supplier engagement on sustainability expectations, particularly for dedicated manufacturing partners

Aurashine views emissions reduction as a continuous improvement process, aligned with operational feasibility and regulatory developments.

Water Management

Water Sourcing & Consumption

Water used at Aurashine's Mahape (Navi Mumbai) facility is sourced exclusively from municipal water supply. The approximate monthly water consumption is **10 cubic meters**, primarily for:

- Laboratory cleaning and equipment washing
- Sanitary and domestic use

There is no borewell or tanker water usage at the facility.

Conservation Practices

Water usage is monitored and controlled through responsible usage practices within laboratory and office operations, and employee awareness regarding water conservation. The company acknowledges water stewardship as an important area for future improvement.

Waste Management Practices

Aurashine's waste management practices are aligned with the nature of its operations, which primarily involve blending, testing, and storage rather than chemical synthesis or heavy manufacturing.



Hazardous Chemical Waste

No hazardous chemical waste is generated. Laboratory activities are limited to testing and standardisation.



Used Oils or Solvents

Not applicable, as operations primarily involve blending activities without solvent recovery.



E-waste

Generated from electronic equipment and managed through **authorized e-waste recycler**.



General Waste

Office and packaging waste disposed per Municipal Corporation and MIDC guidelines.

Aurashine operates under valid MPCB authorizations and adheres to applicable environmental regulations. Waste handling and disposal practices are designed to ensure regulatory compliance and minimize environmental impact.

Environmental Performance FY 2024-25

Zero Incidents Record

Aurashine confirms that there were **no reportable environmental, health, or safety incidents** during FY 2024–25.

Environmental compliance is supported through:

- ISO 14001 Environmental Management System
- Regular internal reviews
- Adherence to MIDC and MPCB requirements

Forward Commitments

Aurashine Essentials remains committed to strengthening its environmental performance through implementation of renewable energy solutions, improved tracking and analysis of energy and emissions data, continuous compliance enhancement across owned and third-party operations, and integration of environmental considerations into supplier engagement.

0

Environmental Incidents

Zero reportable incidents in FY 2024–25

10

Monthly Water Use

Cubic meters from municipal supply

100%

Grid Electricity

Current energy source (solar planned)



 SOCIAL RESPONSIBILITY

Our People-Centric Approach

Aurashine Essentials Private Limited approaches social responsibility not as a checklist, but as a reflection of how the organization functions on a daily basis. The company recognizes that its people—across offices, warehouses, laboratories, and partner locations—are central to both operational reliability and long-term sustainability.

Workforce Structure & Employment Practices

As of FY 2024–25, Aurashine employs 55 personnel in India, working across corporate functions, quality control, laboratory operations, warehouse management, logistics coordination, and sales. The organization maintains a relatively lean structure, which enables direct communication, faster issue resolution, and closer supervision of working conditions.

Gender Representation

The approximate male-to-female ratio of 8:3 reflects the technical and operational nature of the business, particularly within warehouse and laboratory roles.

Aurashine acknowledges the importance of balanced representation and continues to encourage equal opportunity across functions, with recruitment decisions driven by skill, experience, and role requirements rather than gender.

Working Hours

Working hours across Aurashine's operations are clearly defined and followed. Employees work **nine hours per day with a 30-minute break**, with weekly off on all Sundays and on the second and fourth Saturdays of each month. These schedules are communicated transparently and adhered to consistently, providing predictability and work-life balance.

Contract Labour & Service Providers

Aurashine engages contract labour through authorized service providers for non-core activities such as security, housekeeping, and transportation. These functions are essential for safe and efficient operations, particularly at the warehouse and laboratory facility in Mahape.

The company ensures that contracted personnel operate under regulated service agreements and are integrated into Aurashine's safety and conduct expectations. While these workers are not on Aurashine's direct payroll, the company maintains oversight to ensure respectful treatment, safe working conditions, and compliance with applicable labour norms.

Health, Safety & Workplace Well-being

Health and safety are treated as operational essentials rather than procedural formalities at Aurashine. All operational sites—including the Andheri office and the Mahape warehouse and laboratory—are equipped with first-aid kits, fire extinguishers, and fire alarm systems, ensuring preparedness for emergency situations.



Safety Training Sessions

Conducted across all sites in FY 2024-25



Safety Incidents

Zero reportable incidents during the year



Site Coverage

All locations equipped with safety equipment

During FY 2024–25, three safety training sessions were conducted across all sites. These sessions covered basic fire safety, emergency response protocols, and general workplace safety awareness. While some of these trainings were conducted in an informal or practical format, they were aimed at ensuring that employees and contract workers alike understand how to respond effectively during emergencies.

Aurashine's approach to safety is preventive in nature. Regular walkthroughs, informal checks, and open communication between staff and supervisors help identify potential risks early and address them before escalation.

Training, Awareness & Skill Development



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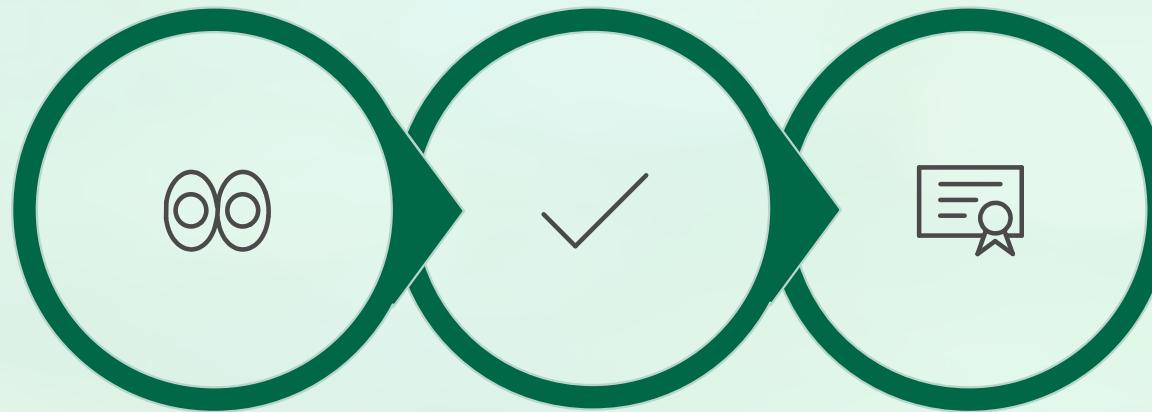
Conntinuous Learning Culture

Given the technical nature of Aurashine's operations—particularly in quality control, laboratory testing, and regulatory compliance—on-the-job learning plays a critical role in skill development. Employees are routinely exposed to quality standards, documentation practices, regulatory requirements, and compliance protocols, especially in the context of ISO systems and NABL-accredited laboratory operations.

Training at Aurashine is often practical and role-specific, with senior team members and supervisors directly mentoring junior staff. This hands-on approach helps ensure that knowledge is not siloed and that operational continuity is maintained even in lean teams.

Third-Party Manufacturing Oversight

While Aurashine does not own manufacturing plants, it operates through dedicated third-party manufacturing locations that work exclusively for the company. Aurashine's own employees are continuously present and involved at these locations to monitor production, quality, safety practices, and adherence to agreed standards.



Continuous Monitoring

Quality & Safety Check

Standards Compliance

This model allows Aurashine to extend its social responsibility expectations beyond its immediate facilities. Worker safety, process discipline, and compliance are actively reviewed, ensuring that outsourced operations align with Aurashine's internal standards rather than being treated as detached external entities.

Workplace Culture & Ethics

Aurashine promotes a workplace culture grounded in mutual respect, ethical behaviour, and accountability. Expectations around conduct are clearly communicated through the company's Code of Conduct and reinforced through everyday interactions rather than formal enforcement alone.

Accessible Leadership

As a closely managed organization, leadership remains accessible to employees across levels, allowing concerns to be raised informally and resolved promptly.

Confidential Reporting

The presence of a whistleblower mechanism, including email-based reporting, provides confidence that concerns can be voiced without fear of retaliation.

Ethical Standards

Clear expectations communicated through Code of Conduct and reinforced through daily interactions and management oversight.

Social Compliance & Performance

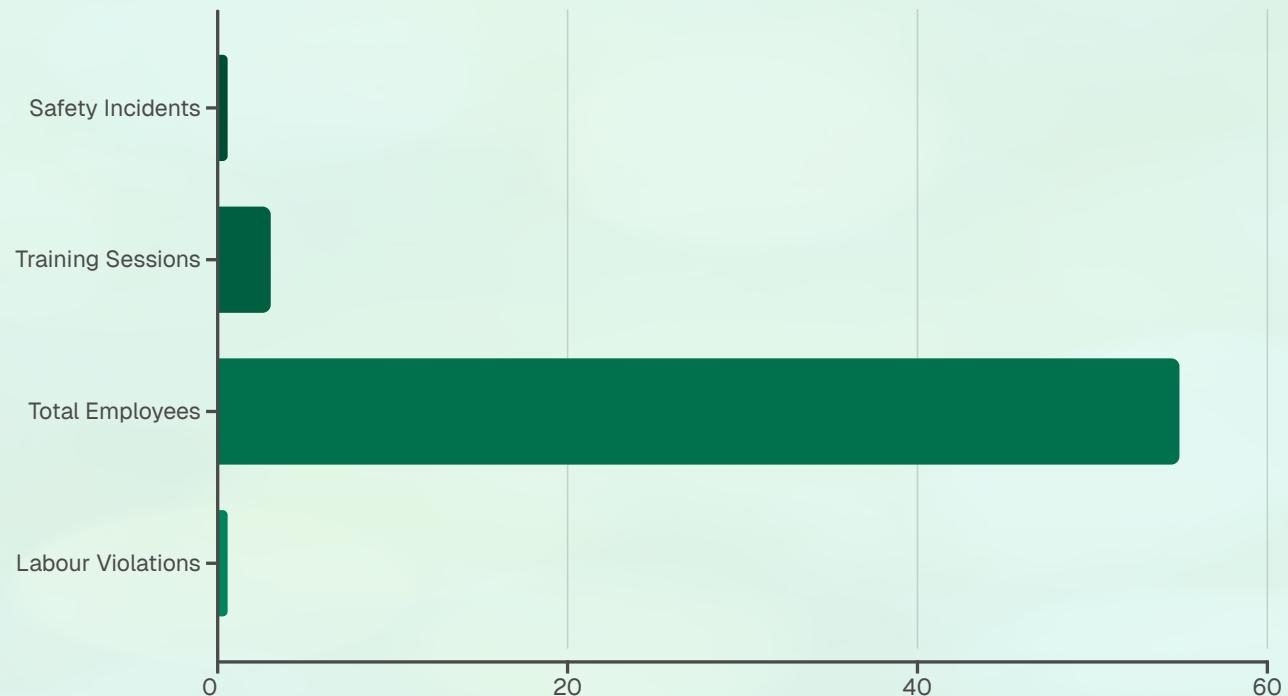
FY 2024-25 Performance

Aurashine confirms that there were **no reportable health, safety, or labour-related incidents** during FY 2024–25.

Compliance with applicable labour and safety requirements is supported through:

- ISO 45001 Occupational Health & Safety Management System
- Documented working hour practices
- Regular safety awareness activities

The company continues to view employee well-being as a dynamic responsibility that evolves alongside operational scale and complexity.



Commitment to Continuous Social Improvement

Aurashine Essentials recognizes that social responsibility is an ongoing process. As the organization grows, it remains committed to:



Strengthening Safety Training

Enhanced documentation and structured training programs



Learning Opportunities

Structured learning and skill development initiatives



Diversity & Inclusion

Encouraging diversity across all roles and functions



Transparent Practices

Maintaining respectful employment practices

These commitments are aligned with Aurashine's broader sustainability strategy and its objective of building a resilient, ethical, and people-centric organization.



Community Environmental Action: Versova Beach Cleanup Initiative

In a powerful demonstration of environmental commitment and community engagement, the Aurashine Essentials team participated in a large-scale beach cleanup initiative at Versova Beach, Mumbai, in partnership with the Advocate Afroz Shah Foundation. This initiative reflects Aurashine's dedication to environmental stewardship beyond its operational boundaries.

Event Highlights:

15,000+
kg

Garbage Collected

90
minutes

Cleanup Duration

Partnership with Advocate Afroz Shah Foundation

Full team participation demonstrating collective responsibility

Impact & Significance:

The Versova Beach cleanup initiative addresses one of Mumbai's most pressing environmental challenges—plastic pollution and marine debris accumulation. By participating alongside renowned environmental advocate Afroz Shah's foundation, Aurashine's team contributed to restoring coastal ecosystems and raising awareness about responsible waste management.

This hands-on environmental action complements Aurashine's operational sustainability efforts, demonstrating that corporate responsibility extends to active community participation and environmental restoration.

- Community Engagement in Action: This initiative exemplifies Aurashine's commitment to being an active participant in environmental solutions, engaging employees in meaningful sustainability action beyond workplace boundaries.

Team Participation & Community Impact

The Aurashine team's participation in the Versova Beach cleanup showcased strong collective action and environmental consciousness. Employees from across departments came together to make a tangible difference in coastal conservation.



United for a Cause - The entire Aurashine team assembled at Versova Beach



Leadership Commitment - Team members actively engaged in the cleanup effort



Community Collaboration - Working alongside other volunteers and organizations

Environmental Impact

Removed over 15 tons of plastic waste and debris from Versova Beach, contributing to marine ecosystem restoration

Employee Engagement

Full team participation fostered environmental awareness and strengthened organizational culture around sustainability

Community Partnership

Collaboration with Advocate Afroz Shah Foundation amplified impact and connected Aurashine to broader environmental movements

Ongoing Commitment

This initiative marks the beginning of Aurashine's active participation in community environmental restoration programs

Governance Excellence & Responsible Business

Aurashine Essentials Private Limited considers strong governance and ethical conduct as foundational to business continuity, regulatory compliance, and long-term stakeholder trust. As a company operating in regulated global supply chains—particularly in natural ingredients and essential oils—Aurashine recognizes that governance is not limited to policy documentation, but is demonstrated through consistent decision-making, accountability, and transparency in daily operations.

Leadership Oversight

Direct management accountability

Ethical Standards

Code of Conduct enforcement

Compliance Systems

ISO certifications and audits

Supplier Governance

Code of Conduct for partners

Whistleblower System

Confidential reporting mechanism

Anti-Bribery & Ethical Trade

Zero Tolerance Policy

Aurashine has adopted a clear Anti-Bribery and Ethics Statement, reinforcing a **zero-tolerance approach** toward bribery, facilitation payments, corruption, or unethical inducements in any form.

This commitment is particularly relevant given the company's engagement with:

- Imports and exports
- Regulatory authorities
- International customers and partners

Employees involved in commercial negotiations, logistics coordination, regulatory interactions, and supplier engagement are expected to act transparently and in compliance with applicable laws and ethical standards.

0

Corruption Cases

Zero substantiated cases in FY 2024-

0

Bribery Incidents

Zero incidents reported

100%

Policy Coverage

All employees covered by ethics policy



Aurashine Code of Conduct

Supplier Governance & Responsible Procurement

Given Aurashine's reliance on dedicated third-party manufacturing locations and a diverse supplier base, supplier governance is a critical component of its ethics framework.

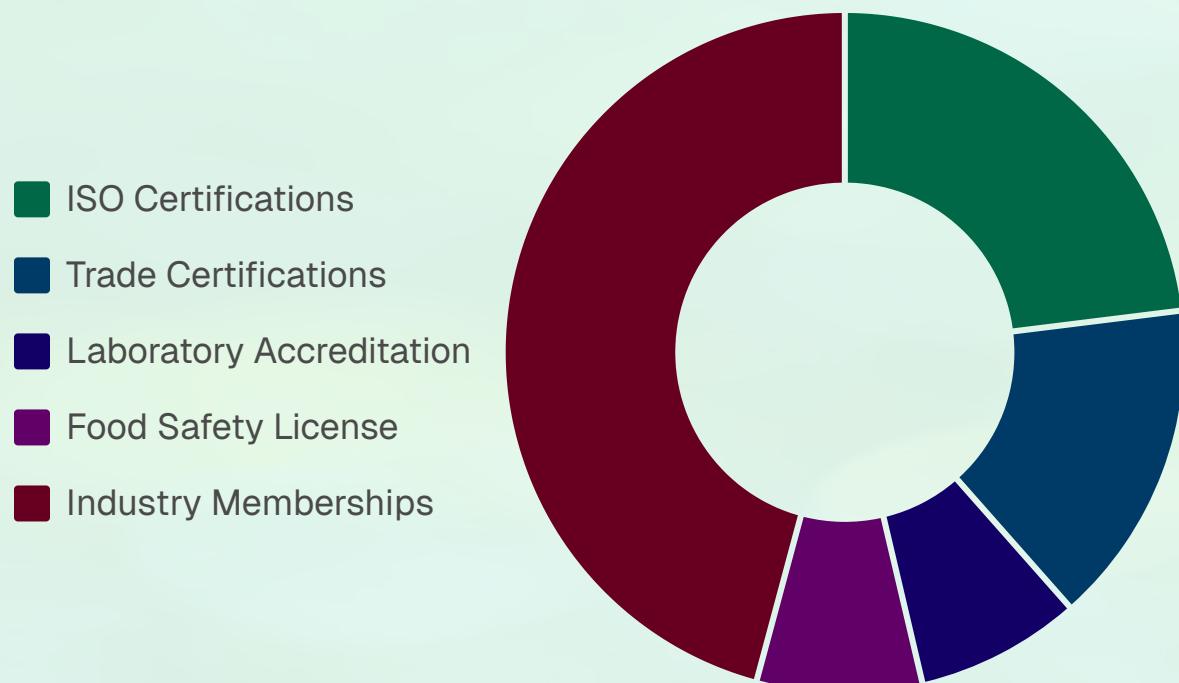
Aurashine has implemented a **Supplier Code of Conduct**, which sets minimum expectations for suppliers and partners in areas including:

Legal Compliance	Ethical Conduct	Labour Standards	Environmental Care
Adherence to all applicable regulations	Transparent business practices	Fair workplace practices	Responsible resource management

The Supplier Code of Conduct forms part of supplier onboarding and engagement, particularly for key and long-term partners. Aurashine's continuous on-site monitoring at dedicated manufacturing locations further reinforces adherence to these expectations beyond contractual commitments.

Compliance Systems & Audit Performance

Aurashine's governance framework is supported by multiple certifications and regulatory alignments, providing structured oversight, documentation discipline, and periodic external audits.



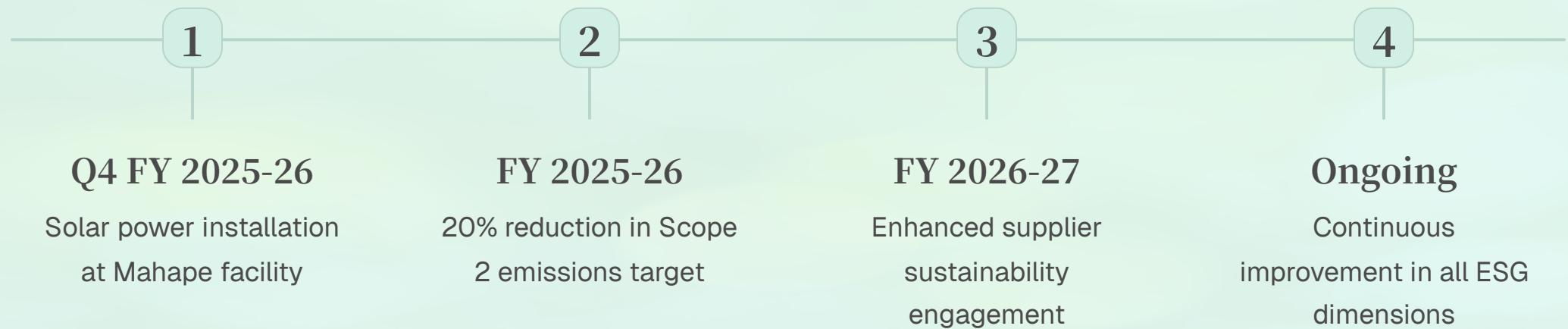
Key Certifications

- ISO 9001 (Quality Management System)
- ISO 14001 (Environmental Management System)
- ISO 45001 (Occupational Health & Safety Management System)
- AEO T1 Certification (with AEO T2 in progress)
- NABL Accreditation for laboratory operations
- FSSAI, Halal, Kosher certifications

These systems strengthen governance credibility and ensure audit readiness.

Forward-Looking Sustainability Roadmap

Aurashine Essentials Private Limited views sustainability as a structured, evolving journey aligned with business growth, regulatory expectations, and stakeholder trust. The sustainability roadmap is designed to strengthen environmental performance, reinforce social responsibility, and deepen governance maturity.



Executive Summary: Sustainability Leadership

Aurashine Essentials Private Limited stands as an industry leader in sustainability within the natural ingredients sector, recognised for robust environmental management, responsible social practices, and strong governance. The company's operations—spanning sourcing, testing, and global supply of essential oils and aroma ingredients—are driven by a commitment to ethical conduct and long-term value creation.



Safety Incidents

Zero reportable incidents in FY 2024-25

Emissions Reduction Target

Scope 2 reduction within one year of solar commissioning



ISO Compliance

Full compliance across all management systems

Audit Non-Conformities

NABL laboratory maintained accreditation with zero issues

In FY 2024–25, Aurashine achieved zero reportable health, safety, or regulatory incidents, reflecting disciplined operational control and proactive risk management. The company's environmental strategy is anchored by planned adoption of solar power at its Mahape facility, with installation targeted for completion by Q4 FY 2025–26.

Social responsibility is embedded in Aurashine's daily operations, evidenced by transparent employment practices, structured safety training, and inclusive workplace culture. Governance at Aurashine is upheld by a documented Code of Conduct, anti-bribery policy, whistleblower mechanism, and Supplier Code of Conduct, with senior management oversight ensuring accountability and transparency throughout the value chain.

Closing Statement: Our Sustainability Journey

Aurashine Essentials Private Limited recognizes that sustainability is not achieved through isolated actions or short-term initiatives, but through consistent, responsible decision-making embedded within everyday operations.

As a company engaged in the natural ingredients sector, Aurashine acknowledges the importance of responsible sourcing, regulatory compliance, ethical conduct, and environmental stewardship. These principles guide the company's interactions with employees, suppliers, customers, and regulators.



"By aligning operational realities with evolving global expectations, Aurashine aims to build long-term resilience, trust, and value for all stakeholders."

Anubhaba Satapathy, General Manager, Aurashine Essentials Private Limited

Looking ahead, Aurashine remains committed to strengthening its sustainability framework through:

- Measurable environmental initiatives
- Continued investment in employee safety and capability
- Enhanced supplier engagement and governance
- Transparent disclosure and continuous improvement