

# *Oriental Aromatics*

Ref: OAL/BSE/NSE/107/2024-25

27<sup>th</sup> January, 2025

To  
The Manager  
Department of Corporate Services,  
**BSE Limited**,  
Phiroz Jeejeebhoy Towers  
Dalal Street, Mumbai- 400 001  
**Scrip ID** : OAL  
**Scrip Code**: 500078

To  
The Manager  
Listing Department,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra Kurla Complex  
Bandra (East), Mumbai - 400 051  
**Symbol**: OAL  
**Series** : EQ

**Sub: Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir/Madam

As per Regulation 30 read with Para B of Part A of Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby wish to inform you that there was a pending litigation relating to Labour Union Agreement since 2019 and in relation to the same, the Company had received an order from the Industrial Tribunal, Vadodara, the details of which were informed to the stock exchanges on 04<sup>th</sup> July, 2024. The Company has received an order from the Hon'ble High Court of Gujarat on the said matter, the requisite details of which are provided in "**Annexure A**".

The order was received by the Company on 27<sup>th</sup> January, 2025 at 12:32 p.m.

The Company believes that it has strong arguments in the matter and intend to defend its position by way of filing Special Leave Petition in Hon'ble Supreme Court of India.

You are requested to kindly take the same on record.

Thanking you.

**For Oriental Aromatics Limited**

**Dharmil A. Bodani**  
**Chairman & Managing Director**  
**DIN: 00618333**

*Oriental Aromatics Ltd.*

**Registered Office** 133, Jehangir Building, 2nd Floor, M.G. Road, Fort, Mumbai 400 001, India.

**T** +91-22-66556000 / 43214000 **F** +91-22-66556099 **E** [oa@orientalaromatics.com](mailto:oa@orientalaromatics.com) **CIN** L17299MH1972PLC285731

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# Oriental Aromatics

## Annexure A

**Requisite details pursuant to Regulation 30 of the Listing Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11<sup>th</sup> November, 2024 and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31<sup>st</sup> December, 2024 are as follows:**

1.	The details of any change in the status and / or any development in relation to such proceedings:	<p>The wages matter relating to Labour Union Agreement was pending before the Industrial Tribunal, Vadodara.</p> <p>The Industrial Tribunal had passed an order dated 29<sup>th</sup> June, 2024 and in relation to the same, the details were informed to the stock exchanges on 04<sup>th</sup> July, 2024.</p> <p>The impugned award was challenged by the Company by way of filing a special civil application/writ petition i.e. bearing no. R/Special Civil Application No. 16798 of 2024 in the Hon'ble High Court of Gujarat. Hon'ble High Court passed a judgement stating that it does not find a fit case to interfere with the impugned award of Industrial Tribunal and accordingly dismissed the writ petition.</p> <p>Being aggrieved by the said judgement of the Hon'ble High Court of Gujarat, the Company is looking forward to challenge the impugned judgement passed in special civil application/writ petition bearing no. R/Special Civil Application No. 16798 of 2024 by way of filing Special Leave Petition in Hon'ble Supreme Court of India.</p> <p>The total financial impact of the order amounts to approx. ₹ 1.30 Crores (net of provisions of ₹ 1.02 Crores).</p>
2.	In the case of litigation against key management personnel or its promoter or ultimate person in control, regularly provide details of any change in the status and / or any development in relation to such proceedings:	NA
3.	In the event of settlement of the proceedings, details of such settlement including – terms of the settlement, compensation /penalty paid (if any) and impact of such settlement on the financial position of the listed entity:	NA

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