

CODE OF PRACTICES AND PROCEDURES FOR FAIR DISCLOSURE OF UNPUBLISHED PRICE SENSITIVE INFORMATION

[Pursuant to Regulation 8(1) of SEBI (Prohibition of Insider Trading) Regulations, 2015 & Schedule A]

1) INTRODUCTION

For Organic Recycling Systems Limited (the “**Company**”) confidential and Unpublished Price Sensitive Information (“**UPSI**”) is a valuable asset. UPSI means any information, directly or indirectly, relating to the Company or its securities, which is not accessible by the public on a non-discriminatory basis (“**Generally Available**”) and which upon becoming Generally Available, is likely to materially affect the price of the Company’s securities and shall, ordinarily include but not restricted to, information relating to the following

:

- a) Periodical financial results of the Company.
- b) Intended declaration of dividends (Interim and Final).
- c) Change in capital structure i.e. Issue of securities, buy - back of securities or any forfeiture of shares or change in market lot of the Company’s shares etc.;
- d) Mergers, De-mergers, Amalgamation, Acquisitions, De-listing of Securities, Scheme of Arrangement or Takeover, disposals, spin off or selling division of whole or substantially whole of the undertaking and expansion of business and such other transactions; and
- e) Changes in Key Managerial Personnel.

UPSI is accessible by the directors, key managerial personnel and senior management and other employees of the Company on a need-to-know basis in furtherance of legitimate purposes, performance of duties or discharge of legal obligations.

UPSI should only be provided on a need-to-know basis and should be used by the person privy to such UPSI only for legitimate business purposes and discharge of legal/statutory/ regulatory obligations for Company’s business purpose only. It is the responsibility of every such person to safeguard, secure, and properly dispose UPSI in accordance with ORS’s policy on maintenance and management of records and disclosure to the chief investor relation officer. Each such person should prevent misuse of UPSI and avoid conflict of interest.

This obligation extends to UPSI of third parties, received by the Company legitimately subject to any confidentiality or contractual or statutory confidential obligations.

2) APPLICABILITY

This Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (“**Policy**”) has been formulated in accordance with SEBI (Prohibition of Insider Trading) Regulations, 2015 and the same has been subsequently modified in accordance with the SEBI (Prohibition of Insider Trading) (Amendment) Regulations, 2018, which shall be come into force with effect from April 1, 2019

3) OBJECTIVE

The objective of this Code is to formulate a framework and policy for fair disclosure of events and occurrences that could impact price discovery in the market for Company’s securities and to maintain

the uniformity, transparency and fairness in dealings with all stakeholders and ensure adherence to applicable laws and regulations.

4) **SCOPE**

The Company endeavors to preserve the confidentiality of un-published price sensitive information (UPSI) and to prevent misuse of such information. The Company is committed to transparency and fairness in dealing with all stakeholders and in ensuring adherence to all laws and regulations.

5) **CHIEF INVESTOR RELATIONS OFFICER**

The Company Secretary of the Company has been designated / called as “Chief Investor Relations Officer” to deal with dissemination of information and disclosure of Unpublished Price Sensitive Information.

6) **PRINCIPLES OF FAIR DISCLOSURE OF UPSI**

(i) The Company shall ensure:

- prompt public disclosure of UPSI, provided that UPSI relates to credible and concrete information as soon as it is determined that UPSI is based on credible and concrete information, such UPSI shall be made Generally Available through amongst others, intimating BSE Limited and the National Stock Exchange of India Limited (collectively, the “**Stock Exchanges**”) and uploading the relevant UPSI on publicly accessible portion of the Company’s website in order to make such information Generally Available;
- uniform and universal dissemination of UPSI to avoid selective disclosure;
- prompt dissemination of UPSI that gets disclosed selectively, inadvertently or otherwise to make such information Generally Available to all/public;
- that appropriate and fair response is promptly provided to queries on news reports and requests for verification of market rumors by the regulatory authorities, if any;
- that information shared with analysts and research personnel is not UPSI;
- to develop best practices to make transcripts or records of proceedings of meetings with analysts and other investor relations conferences on Company’s official website to ensure official confirmation and documentation of disclosures made, unless such UPSI is made generally available; and
- to handle all UPSI on a need-to-know basis. It shall be disclosed to Company officials only after a proper clarification is sought as to the purpose for which the information is needed.

(ii) Chief Investor Relations Officer:

- ORS has designated the Company Secretary of Company as being a Chief Investor Relations Officer to oversee dissemination of information and disclosure of UPSI.
- The Chief Investor Relations Officer shall be responsible for Compliance of this policy, coordinating disclosure and intimating the incident of actual or suspected leak of UPSI to Stock Exchanges.
- Report the incident of actual or suspected leak of UPSI to the Securities and Exchange Board of India.
- In respect of management and dissemination of UPSI, the Chief Investor Relations

Officer shall report to the CEO and MD and the CFO.

- The disclosure/dissemination of UPSI shall be approved in advance by the CEO and/or MD and/or CFO.
- The Chief Investor Relations Officer shall ensure that information shared with analysts and research personnel is not UPSI. The Chief Investor Relations Officer shall be responsible for educating staff on disclosure policies and procedures.

7) DISSEMINATION OF PRICE SENSITIVE INFORMATION

- (i) No UPSI shall be passed on by an Insider, except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations subject to compliance with this Policy, the Code of Conduct and the Insider Trading Regulations.
- (ii) UPSI should be communicated or disseminated strictly on a “*need-to-know*” basis as described in the Code of Conduct and reference should also be made to the Chinese wall policy of the Company for complying with the same.
- (iii) No UPSI shall be utilized or communicated by an Insider for trading in securities of the Company or making a recommendation for dealing in securities of the Company.
- (iv) Any rumor or information regarding Company shall be clarified promptly by the Company with the assistance or permission of Chief Investor Relation Officer to avoid any further confusion. The Company shall issue a press release clarifying the Company’s perspective regarding the rumour or similar information, promptly after intimating the Stock Exchanges and such press release shall also be uploaded on the publicly accessible portions of the Company’s website. Further, any clarification or press releases shall only be issued by the Chief Investor Relations Officer or any other person duly authorized for the same by the Board.

8) DISCLOSURE/DISSEMINATION OF PRICE SENSITIVE INFORMATION WITH SPECIAL REFERENCE TO ANALYSTS, MEDIA PERSONS AND INSTITUTIONAL INVESTORS/SHAREHOLDERS:

- (i) The following guidelines shall be followed by the Chief Investor Relations Officer while dealing with analysts and institutional investors
 - a) No UPSI shall be communicated and any information that is shared should be previously Generally Available.
 - b) Unanticipated questions may be taken on notice and a considered response given later. If the response includes or is likely to include UPSI, such response should be made Generally Available by, among others, intimating the Stock Exchanges and publishing the UPSI on the publicly accessible portions of the Company’s website.
 - c) To publish transcripts or records of proceeding of meetings with analysts, media person, and an investor/ shareholder on the publicly accessible portions of the Company’s website after every such meeting.

9) MEDIUM OF DISCLOSURE AND DISSEMINATION

- (i) The Company shall disseminate all the UPSI on a continuous and in a timely manner to the Stock Exchanges in accordance with the requirements of applicable law, provided such UPSI is based on credible and concrete information.

- (ii) The UPSI that has been made Generally Available through intimation to the Stock Exchanges, issue of press releases, and publication on publicly accessible portions of the Company's website or any other means should be promptly supplemented with updates regarding any incremental developments. The Company may also consider other modes of public disclosure of UPSI so as to improve investor access to the same.
- (iii) The information filed by the Company with the Stock Exchanges in accordance with the SEBI (Listing Obligation and Disclosure Requirements) Regulation, 2015 shall also be published on the publicly accessible portions of the Company's website.
- (iv) The Company shall promptly intimate any amendment to this Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information to the Stock Exchanges, as required under the Regulations and any other statutory/ governmental/ regulatory authority as required under the applicable laws and publish the same on the publicly accessible portions of the Company's website.

10) LEGITIMATE PURPOSE

The Unpublished Price Sensitive Information can be shared as an exception by an Insider for Legitimate purposes in the ordinary course of business and administration of the Company. The Company also has a Policy for determination of Legitimate Purposes for which the UPSI can be shared, which has been attached with this Code and marked as "**Schedule-A**", provided it is not shared to evade or circumvent the prohibition under the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulation, 2015.

11) CODE OF CONDUCT

The Company shall adhere to the prescribed standards this code of conduct.

12) AMENDMENT

The Board of Directors of the Company, subject to applicable laws, rules & Regulations, may amend / substitute any provision(s) with a new provision(s) or replace this entire Policy with a new Policy.

In any circumstance where the terms of this Policy differ from any law, rule, regulation etc. for the time being in force, the law, rule, regulation etc. shall take precedence over this Policy.

This Policy and any subsequent amendment(s) thereto, shall be promptly intimated to the Stock Exchanges and shall also be updated in the company's official website, if required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and/or SEBI (Prohibition of Insider Trading) Regulations, 2015 and any amendment, re-amendment or re-enactment thereto.

“Schedule-A”

POLICY FOR DETERMINATION OF LEGITIMATE PURPOSES

[Pursuant to Regulation 3 (2A) of SEBI (Prohibition of Insider Trading) Regulations, 2015]

1) INTRODUCTION

This Policy, as a part of “Code of Fair Disclosure and Conduct” formulated under Regulation 8(1) of SEBI (Prohibition of Insider Trading) Regulations 2015 (here in after referred as “**the Regulation**”) and subsequently amended vide Regulation 3(2A) of SEBI (Prohibition of Insider Trading) (Amendment) Regulations, 2018, shall be known as "Policy for Determination of Legitimate Purposes" hereinafter referred to as the "Policy".

2) OBJECTIVE

The objective of this policy is to identify 'Legitimate Purposes' for performance of duties or discharge of legal obligations, which will be considered as exception for the purpose of procuring Unpublished Price Sensitive Information (UPSI) relating to the Company or its listed securities or proposed to be listed securities, if any.

3) DEFINITION

a) "Legitimate Purposes" shall mean sharing of UPSI in the ordinary course of business by an Insider with the following persons, where such communication is for performance of duties or discharge of legal obligations or for need-to-know basis etc., provided that such sharing has not been carried out to evade or circumvent the prohibitions of the Regulation:

1. Promoters/Promoter Group of the Company
2. Auditors (Statutory, Internal, Branch, Cost, Secretarial, GST and any other Auditor as applicable)
3. Staff Members of the Audit firm/team conducting the Audit
4. Collaborators
5. Lenders
6. Customers
7. Suppliers
8. Bankers
9. Merchant Bankers
10. Legal Advisors
11. Regulatory Authorities
12. Advertising Agencies
13. Institutional Investors/Analysts
14. Insolvency Professionals
15. Consultants
16. Any other advisors/consultants/partners
17. Any other person with whom UPSI is shared

Persons in receipt of Unpublished Price Sensitive Information pursuant to a “legitimate purpose” shall be considered an “insider” for purposes of Insider Trading Regulations.

For the purpose of determine the 'legitimate purposes', following factors must be satisfied:

1. It must be shared in the Ordinary of Course of Business or for Corporate Purposes;
2. Required to be done in furtherance of fiduciary duties or in fulfillment of any statutory obligation;
3. Information shared is in the interest of other shareholders/stakeholders and
4. Information is not being shared for personal benefit even if it may result in personal gain consequently.

b) **"Insider"**- means any person as defined in clause (g) of Regulation 2 of the SEBI (Prohibition of Insider Trading) Regulations, 2015

4) DIGITAL DATABASE

A structured digital database shall be maintained containing the names of such persons or entities, as the case may be, with whom UPSI is shared under Regulation 3 along with the Permanent Account Number (PAN) or any other identifier authorized by law, where PAN is not available. Such database shall be maintained with adequate internal controls and checks, such as time stamping and audit trails to ensure non-tampering of the database.

5) RESTRICTIONS ON COMMUNICATION AND TRADING BY INSIDERS

The Company may execute an agreement with, or communicate to, all Insiders, who are in possession of UPSI, for non-disclosure obligations on the part of such parties and such parties shall keep information so received confidential, and shall not otherwise trade in securities of the company when in possession of Unpublished Price Sensitive Information.

6) AMENDMENT

The Board of Directors of the Company, subject to applicable laws, rules & Regulations, may amend / substitute any provision(s) with a new provision(s) or replace this entire Policy with a new Policy.

In any circumstance where the terms of this Policy differ from any law, rule, regulation etc. for the time being in force, the law, rule, regulation etc. shall take precedence over this Policy.

This Policy and any subsequent amendment(s) thereto, shall be promptly intimated to the Stock Exchanges, if required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and/or SEBI (Prohibition of Insider Trading) Regulations, 2015 and any amendment, re-amendment or re-enactment thereto.

POLICY FOR PROCEDURE OF INQUIRY IN CASE OF LEAK OF UNPUBLISHED PRICE SENSITIVE INFORMATION ("UPSI")

[Under Regulation 9A of SEBI (Prohibition of Insider Trading) Regulations, 2015]

1) Background

The SEBI (Prohibition of Insider Trading) (Amendment) Regulations, 2018 has mandated every listed company to formulate a written policy and procedures for inquiry in case of leak of unpublished price sensitive information or suspected leak of unpublished price sensitive information and initiate appropriate inquiries on becoming aware of leak of unpublished price sensitive information or suspected leak of unpublished price sensitive information and inform the Board promptly of such leaks, inquiries and results of such inquiries.

In this regard, Board of Directors of ORS has laid down this policy for procedure of inquiry in case of leak of Unpublished Price Sensitive Information or suspected leak of Unpublished Price Sensitive Information ('the policy'), for adoption.

2) Applicability

This Policy for Procedure of Inquiry in case of Leak of Unpublished Price Sensitive Information ("**Policy**") shall come into force with effect from 1st April, 2019 in accordance with SEBI (Prohibition of Insider Trading) (Amendment) Regulations, 2018.

3) Objectives

- (i) To strengthen the internal control system to prevent leak of UPSI.
- (ii) To restrict and prohibit the practice of sharing of UPSI, with the un-authorized person, which originates from within the company and which affects the market price of the Company as well as loss of reputation and investors' / financiers' confidence in the company.
- (iii) To have a uniform code to curb the un-ethical practices of sharing UPSI by Insiders, Employee(s) & Designated Persons with any person, firm, Company or Body Corporate.
- (iv) To initiate inquiry in case of leak of UPSI or suspected leak of UPSI and inform the same to the Securities and Exchange Board of India ("SEBI")/Stock Exchanges promptly.
- (v) To penalize any Insider, Employee & Designated Persons who appears to have found guilty of violating this policy.

4) Scope

The Company endeavors to preserve the confidentiality of un-published price sensitive information (UPSI) and to prevent misuse of such information. The Company shall strive to restrict and prohibit the practice of sharing of UPSI which originates from within the company by any promoter, director, key managerial person, Insider, employee, designated person, support staff or any other known or un-know person(s) with any un-authorized

person which affects the market price of the Company as well as causes loss of reputation and investors' / financiers' confidence in the Company.

5) Definitions

- (i) **Chief Investor Relation Officer ("CIO")** shall mean the Compliance Officer of the Company appointed by the Board of Director under Securities and Exchange Board India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- (ii) **Leak of UPSI** shall mean communication of information which is / shall be UPSI by any Insider, Employee & 'Designated Persons or any other known or unknown person to any person other than a person(s) authorized by the Board after following the due process prescribed in this behalf in the Code of Practices Fair Disclosure of the Company and /or under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and/or SEBI (Prohibition of Insider Trading) Regulations, 2015 and any amendment, re-amendment or re-enactment thereto.
- (iii) **Support Staff** shall include IT staff, Secretarial Staff, Legal Staff, Finance Staff and Strategy Staff who have access to unpublished price sensitive information.
- (iv) **Un-published Price Sensitive Information ("UPSI")** shall mean any information, relating to the company or its securities, directly or indirectly, that is not generally available, and which upon becoming generally available, is likely to materially affect the price of the securities and shall, ordinarily include but not restricted to, information relating to the following:
- f) Periodical financial results of the Company;
 - g) Intended declaration of dividends (Interim and Final);
 - h) Change in capital structure i.e., Issue of securities, buy - back of securities or any forfeiture of shares or change in market lot of the Company's shares etc.;
 - i) Mergers, De-mergers, Amalgamation, Acquisitions, De-listing of Securities, Scheme of Arrangement or Takeover, disposals, spin off or selling division of whole or substantially whole of the undertaking and expansion of business and such other transactions; and
 - j) Changes in key managerial personnel.
- (v) **Designated Person shall include:**
- Employees of Company, its intermediary or fiduciary designated on the basis of their functional role or access to unpublished price sensitive information in the organization by their board of directors or analogous body;
 - Employees of material subsidiaries Company designated on the basis of their functional role or access to unpublished price sensitive information in the organization by their board of directors;
 - All promoters of Company and promoters who are individuals or investment companies for intermediaries or fiduciaries
 - Chief Executive Officer and employees up to two levels below Chief Executive Officer of such Company, intermediary, fiduciary and its material subsidiaries irrespective of their functional role in the Company or ability to have access to unpublished price sensitive information;
 - Any support staff of Company, intermediary or fiduciary such as IT staff, secretarial staff legal staff, finance staff and strategy staff who have access to unpublished price sensitive information.

6) Duties of Chief Investor Relations Officer

- (i) The Company has designated Compliance Officer of the Company, as the Chief Investor Relations Officer to oversee dissemination of information and disclosure of UPSI.
- (ii) The Chief Investor Relations Officer shall be responsible for overseeing Compliance of this policy, coordinating disclosure and intimating the incident of actual or suspected leak of UPSI to Stock Exchanges.
- (iii) Report the incident of actual or suspected leak of UPSI to the Securities and Exchange Board of India.
- (iv) In respect of management and dissemination of UPSI, the Chief Investor Relations Officer shall report to the CEO and MD and the CFO.
- (v) The disclosure/dissemination of UPSI shall be approved in advance by the CEO and/or MD and/or CFO.
- (vi) No UPSI shall be passed on by an Insider, except where such communication is in furtherance of legitimate purposes, performance of duties or discharge of legal obligations subject to compliance with this Policy, the Code of Conduct and the Insider Trading Regulations.
- (vii) The Chief Investor Relations Officer shall ensure that information shared with analysts and research personnel is not UPSI. The Chief Investor Relations Officer shall be responsible for educating staff on disclosure policies and procedures.

7) Disclosure of Actual or Suspected Leak of UPSI to Stock Exchanges:

On becoming aware of actual or suspected leak of Unpublished Price Sensitive Information of the Company, the CIO shall ensure that the same shall be promptly intimated to the Stock Exchanges on which the securities of the Company are listed in the format as set out in "**Annexure A**" to this policy.

8) Report of Actual or Suspected Leak of UPSI to SEBI

On becoming aware of actual or suspected leak of Unpublished Price Sensitive Information of the Company, the CIO shall ensure that a report on such actual or suspect leak of UPSI, preliminary enquiry thereon and results thereof shall be promptly made to the SEBI in the format as set out in "**Annexure B**" to this policy.

9) Constitution of Enquiry Committee

The Board of Directors or any Committee authorized by them in this behalf shall constitute a committee to be called as "Enquiry Committee". The Enquiry Committee shall consist of minimum 3 (three) Members which shall include Managing Director, Chief Financial Officer and Chief Investor Relation Officer and any other officer of the Company as may be mutually decided by the members of the Committee.

10) Duties of Enquiry Committee:

The Enquiry Committee shall be responsible:

- (a) To conduct a preliminary enquiry to ascertain the truth contained in the information or complaint pertaining to actual or suspected leak of UPSI, if any;
- (b) To authorize any person to collect necessary support material;
- (c) To consider the facts and circumstances and decide / direct on the matter; and
- (d) To decide disciplinary action thereon.

11) Procedure for Enquiry in Case of Leak of UPSI:

On suo-moto becoming aware or otherwise, of actual or suspected leak of Unpublished Price Sensitive Information of the Company by any promoter, director, key managerial person, Insider, employee, designated

person, support staff or any other known or un-known person, the CIO after informing the same to the Managing Director or Chief Financial Officer of the Company, shall follow the below mentioned procedure in order to enquire and/or investigate the matter:

(a) To take Cognizance of the matter:

The Enquiry Committee shall meet within a period of 7 days after receipt of the information of actual or suspected leak of Unpublished Price Sensitive Information and take cognizance of the matter and decide as follows.

- i) If it is found that the allegation is frivolous, not maintainable or outside the scope, the same may be dismissed.
- ii) If it is found that the issue requires further investigation, **Preliminary Enquiry** may be initiated.

(b) Preliminary Enquiry:

Preliminary enquiry is a fact-finding exercise which shall be conducted by the Chief Investor Relation Officer. The object of preliminary enquiry is to ascertain the truth or otherwise of the allegations contained in the information or complaint, if any, and to collect necessary available material in support of the allegations, and thereafter to decide whether there is justification to embark on any disciplinary action.

The Enquiry Committee, if required and in addition to Chief Investor Relation Officer may also appoint and / or authorize any person(s), as it may deem fit, to initiate/conduct an enquiry to collect the relevant fact, material substances on actual or suspected leak of UPSI.

(c) Report of Preliminary Enquiry to the Enquiry Committee:

The Chief Investor Relation Officer or Person(s) appointed/authorized to enquire the matter of actual or suspected leak of UPSI submit his/her report to the Enquiry Committee within 7 days from the date of his appointment on this behalf.

(d) Disciplinary Action:

The Disciplinary action(s) shall include wage freeze, penalty, suspension, recovery, claw back, termination of employment contract/agreement etc., as may be decided by the Members of the Committee.

12) Amendment

The Board of Directors of the Company, subject to applicable laws, rules & Regulations, may amend / substitute any provision(s) with a new provision(s) or replace this entire Policy with a new Policy.

In any circumstance where the terms of this Policy differ from any law, rule, regulation etc. for the time being in force, the law, rule, regulation etc. shall take precedence over this Policy. This Policy and any subsequent amendment(s) thereto, shall be promptly intimated to the Stock Exchanges, if required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and/or SEBI (Prohibition of Insider Trading) Regulations, 2015 and any amendment, re-amendment or re-enactment thereto.

FORMAT FOR INTIMATION OF ACTUAL OR SUSPECTED LEAK OF UPSI TO THE STOCK EXCHANGES

To,

BSE Limited
Department of Corporate Services
Listing Department
P J Towers
Dalal Street
Mumbai – 400001
Scrip Code:

Dear Sir / Madam,

Sub: Intimation of actual or suspected leak of UPSI pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, we are reporting actual or suspected leak of Unpublished Price Sensitive Information (UPSI) of the Company, as follows;

Name of Offender, if known	
Name of Organization	
Designation (Employee, Insider, Designated Person or any other)	
Nature of Information	
Whether any action initiated by the Company? If yes, narration of the same	Yes / No
Any other information	

Kindly take the aforementioned on record.

Thanking you,

Yours faithfully,

For **Organic Recycling Systems Limited**

Compliance Officer

Annexure B

FORMAT FOR REPORTING ACTUAL OR SUSPECTED LEAK OF UPSI TO THE SEBI

To,
Securities and Exchange Board of India
Plot No. C 4-A, G Block,
Near Bank of India, Bandra Kurla Complex,
Bandra East, Mumbai -400-051

Ref.:

Script code	BSE Limited	

Dear Sir / Madam,

Sub: Report of actual or suspected leak of UPSI pursuant to regulation 9A (5) of SEBI (Prohibition of Insider Trading) Regulation, 2015

Pursuant to Regulation 9A (5) of SEBI (Prohibition of Insider Trading) Regulation, 2015, we are reporting actual or suspected leak of Unpublished Price Sensitive Information (UPSI) of the Company, as follows;

Name of Offender, if known	
Name of Organization	
Designation (Employee, Insider, Designated Person or any other)	
Nature of Information	
Whether any action initiated by the Company? If yes, narration of the same	Yes / No
Any other information	

Kindly take the afore mentioned on record.

Thanking you,

Yours faithfully,

For **Organic Recycling Systems Limited**

Compliance Officer