

GREEN INNOVATION FOR BETTER TOMORROW



THE SUPREME INDUSTRIES LIMITED



Our country is moving with the fast pace and it is empowering a billion dreams and solving progressive solution for the better tomorrow has always been our motto. At The Supreme industries, we are changing our prospective toward Sustainability as our Core Business Attribute to do the business. Over Eight decades, our excellent products dealing the everyday daily use of the product to population of India and demonstrating our innovation capabilities, manufacturing process and service excellence. In today's generation, complex, and ambiguous world, we have always tried to produce the excellent product from our world-class 30 location present in India, as we are the India's largest Plastic Processor manufacturer producing 10000+ SKU's

Green Innovations for Better Tomorrow

With this being said, today, sustainability is no longer an option – it's a necessity. However, achieving sustainability is not just limited to environmental and social practices, it extends to the innovation for sustainable products, which are not only the environment friendly but must be economically to extend the benefit to society over their entire life cycle.

In an era where industrial excellence must walk hand in hand with environmental and social responsibility, The Supreme Industries continue to forge ahead. Our commitment extends beyond business performance — it is rooted in a deep sense of responsibility to people, the planet, and future generations. We understand that long-term success is not just measured by productivity but also by how we manage our environmental impact, nurture our workforce, and contribute to the communities we serve. Through innovation, collaboration and unwavering determination, we are developing a culture that drives continuous improvement.

With sustainability embedded at the core of our strategy, we are advancing solutions that minimize our ecological footprint while enhancing operational efficiency. Through responsible practices, transparent governance, and collaborative partnerships, we aim to set new benchmarks in responsible industry leadership.

The Supreme Industries is not only building products for today — we are innovating sustainable products to strengthen future.





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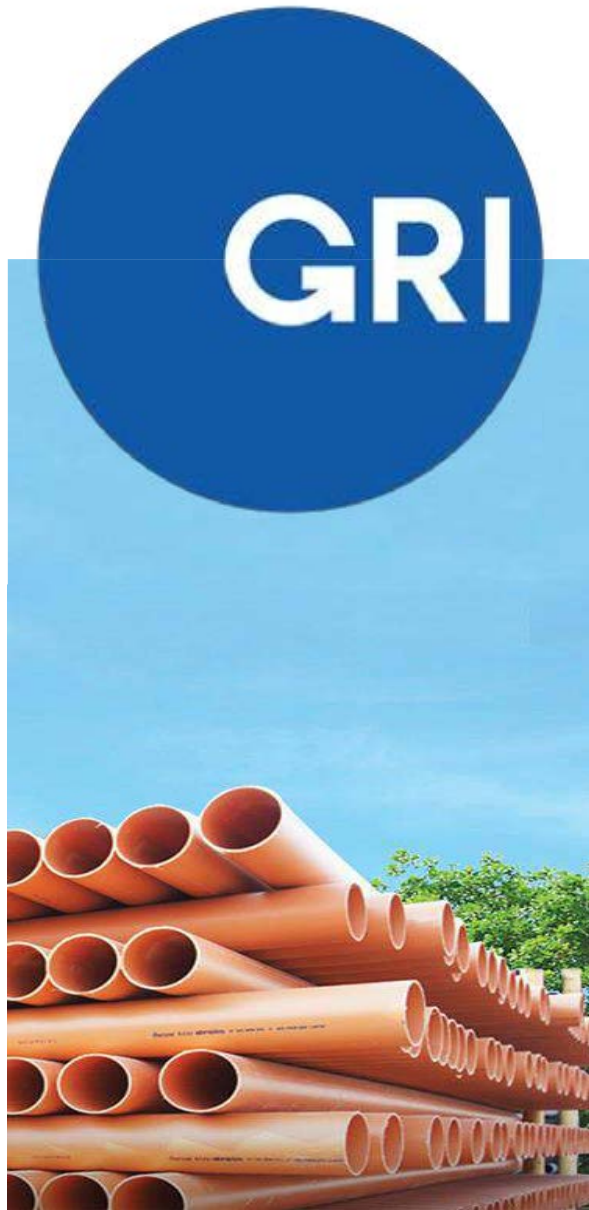
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List of Abbreviations

- **ADF** - Abiotic Depletion Factor
- **BRSR** - Business Responsibility and Sustainability Reporting
- **BRSD Committee** - Business Responsibility and Sustainable Development Committee
- **CAPEX** - Capital Expenditure
- **CEA** - Central Electricity Authority
- **CFC** - Chlorofluorocarbon
- **CNG** - Compressed Natural Gas
- **CO₂** - Carbon Dioxide
- **CPVC** - Chlorinated Polyvinyl Chloride
- **CPCB** - Central Pollution Control Board
- **CRA** - Climate Risk Assessment
- **CSR** - Corporate Social Responsibility
- **DEFRA** - Department for Environment Food and Rural Affairs
- **DG** - Diesel Generator
- **EPR** - Extended Producer Responsibility
- **ETP** - Effluent Treatment Plant
- **FY** - Financial Year
- **GHG** - Greenhouse Gas
- **GRI** - Global Reporting Initiative
- **GWP** - Global Warming Potential
- **HDPE** - High-Density Polyethylene
- **HFC** - Hydrofluorocarbon
- **ICT** - Information and Communication Technology
- **IEA** - International Energy Agency
- **ISO** - International Organization for Standardization
- **IPCC** - Intergovernmental Panel on Climate Change
- **KL/MT** - Kiloliters per Metric Ton
- **LCA** - Life Cycle Assessment
- **LHV** - Lower Heating Value
- **LPG** - Liquefied Petroleum Gas
- **MSME** - Micro, Small, and Medium Enterprises
- **NAICS** - North American Industry Classification System
- **NGRBC** - National Guidelines on Responsible Business Conduct
- **NO_x** - Nitrogen Oxides
- **OHSAS** - Occupational Health and Safety Assessment Series
- **ODP** - Ozone Depletion Potential
- **ODS** - Ozone Depleting Substances
- **PFC** - Perfluorocarbon
- **PPA** - Power Purchase Agreement
- **PNG** - Piped Natural Gas
- **PVC** - Polyvinyl Chloride
- **PWM** - Plastic Waste Management
- **SBTi** - Science-Based Targets Initiative
- **SDG** - Sustainable Development Goal
- **SEBI** - Securities and Exchange Board of India
- **SO₂** - Sulfur Dioxide
- **SO_x** - Sulfur Oxides
- **SOP** - Standard Operating Procedure
- **STP** - Sewage Treatment Plant
- **TSIL** - The Supreme Industries Limited



About The Report

Welcome to The Supreme Industries Limited's Sustainability Report for FY25. "Green Innovations–Better Tomorrow" marks the third edition of our sustainability-reporting journey. Within this report, we present our sustainability framework, our key material concerns, sharing our strategic approach, and outline various initiatives undertaken regarding Environmental, Social, and Governance (ESG) matters. Additionally, we shed light on our strategies for addressing significant sustainability challenges our business encounters. This report has been crafted with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, focusing on the material aspects of sustainability most relevant to our business. Furthermore, it aligns with the Business Responsibility and Sustainability Reporting (BRSR) core requirements of the Securities and Exchange Board of India (SEBI), highlighting our contributions to the diverse objectives outlined in the United Nations Sustainable Development Goals (SDGs).

Covering the period from 1 April 2024 to 31 March 2025 (FY 25), this report presents our annual disclosures completely aligning with our financial reporting. This report encompasses qualitative and quantitative information on the performance of The Supreme Industries Limited on a standalone basis only. However, the audited financial statement includes the Subsidiaries and Associates of the entity.

This year we are also highlighting our Climate is Assessment Reporting– Physical Risk Assessment done by external Third party

Last Year Report On Our Website:

- [Sustainability Report FY 2023-24.](#)
- [Sustainability Report FY 2022-23.](#)

Further, this report encompasses the environmental, social, and governance indicators of The Supreme Industries Limited only. We have included 100% of our revenue-generating operations for FY 25, covering our 30 plants, 9 Fabrication units, 33 depots, and 21 office spaces (India & UAE) which we consider as our significant locations of operation. The Business responsibility & sustainability committee believes that The Supreme's Sustainability Report for FY 2024–25 addresses all material topics relevant to the Company, providing insight into our approach and processes to address the needs of stakeholders and create long-term value. The committee acknowledges the content of the report, developed under the guidance of senior management.

This report contains forward-looking statements reflecting Supreme's views on future events and performance. These statements are based on reasonable assumptions and past working but involve a variety of risks and uncertainties. They include statements other than historical facts, covering performance highlights, objectives, approaches, and mitigation plans. Such statements are subject to change based on industry developments, market conditions, government regulations, laws, and other incidental factors. Consequently, no forward-looking statement can be guaranteed, and actual results may vary materially, potentially influencing the Company's operations and performance. **This Report is Limited Assured by BSI Group India Pvt Limited.**

Suggestions

We eagerly await feedback and recommendations from stakeholders, which can be directed to the email ID – investor@supreme.co.in & sustainability@supreme.co.in , to Mr. R. J. Saboo, Vice President (Corporate Affairs) & Company Secretary or Mr. Vasudev Sharma –Sustainability Head, to enhance and refine our ESG efforts.

ESG Highlights FY 2024-25

Governance

100%

BOD & KMP
Trained on ESG

10%

Gender diversity in Board

Zero

Cases in Anti-Bribery and
Anti-Corruption

Zero

Fine & Penalty Case

Environment

12%

Reduction in Energy
Intensity on production
output from FY 24

7%

Reduction in water
intensity on production
output from FY 24

21%

Renewable Electricity
Consumption in FY 25

61,603_{tCO₂e}

Emission Reduction Using RE
In FY 25

Social

100%

Employee Training on health
& safety measure

100%

Employees covered in PF

Zero

Cases on POSH Complaint

Zero

Fatality reported for
Employee & worker

Message from Executive Director's

Green Innovations–Better Tomorrow

I am pleased to present the 3rd Edition of The Supreme Industries Limited, Sustainability Report FY24–25 which reflects our commitment to ESG (Environment, social, and Governance) principles. At the heart of The Supreme Industries Limited's sustainability efforts lies an unwavering commitment to enact the positive change and developing a culture that drives for the best utilization of natural resources in our business.

To strengthen our commitment, we have taken the Science base targets (SBTi) for reducing greenhouse gas emissions and investing in decarbonization initiatives. In alignment with our commitment for sustainability, the company has conducted the Life cycle assessment (LCA) of our Furniture products, Crates, ABF Film & Cross-linked EPE Foam & Capcell. This initiative, aims to evaluate the Environmental impact associated with these products and work on reducing the same.

We have taken concrete steps in moving forward in sustainable development by establishing rooftop solar power at different location across India and also procuring green energy from the market. 28 out of the 30 manufacturing units of the company are having RE presence (Solar/Wind/Hybrid/RE-Open Access). As overwhelming as the challenges are, it is our company's unshakeable belief that our businesses and our people possess the capability to make a transformational contribution to make sustainability a core component of our corporate business strategy.

Green Products - The Future

Our diverse offering of products manufactured in an eco-friendly manner helps to save natural resources. Multiple Supreme insulating products, such as INSU Sound XLO, INSU Sound BN, INSU Sound B CAP, INSU BXL, INSU Tape, INSUflex Hose & Sheet, INSU Reflector, INSU Shield, INSU Shield Tubing and INSU MEL foam, INSUSOUND PE, CPVC Lifeline Pipes & Fittings & CPVC Lifeline Plus Pipes & Fittings are classified as Green certified product by CII.



Supreme India's largest plastic processing company and flag bearer of India's growth story, Supreme is committed to drive sustainability across its business and value chain Partner.

At Supreme we recognize the importance of Climate change and taken concrete steps to reduce our Carbon footprint by Improving energy efficiency of the Plants & scaling up our renewable energy usages From 53.74 Million kwh FY(23–24) to 84.74 million kwh FY(24–25) concreting our commitment.

V K Taparia
Executive Director
Future-Friendly Solutions

Message from Sustainability Head

Net Zero a Long Term Mission – Go Green Mission

Supreme adopted a holistic approach to mitigate the climate change – Sustainability in Broader sense a focused approach on protecting worker dignity and safety, conserving Natural resources reducing Carbon emissions managing waste ,ensuring the integrity of the business operations producing plastic product without impacting the climate.

Our performance in FY24–25 is a testament to our commitment to driving the positive change both within our organization and broader in a community together we can build a more sustainable future for generations to come .

Supreme have attain greater heights in plastic processing and become leader in the plastic industry. We all are aware that our non-renewable sources are fast depleting. Being a fast growing company, every year our GHG emission increases and consumption of natural resources lead to an adverse impact on the environment.

To ensure the positive environmental footprint, we have adopted a low-carbon growth strategy, which focused upon enhanced use of renewable energy resources as well as the reduction of specific energy consumption by energy efficiency measures.

The Supreme industries limited Scaling up the Green infra structure on site solar generation capacity continuously every year increasing its renewable energy footprints, TSIL also sources off site renewable energy through the power purchase agreement of wind & hybrid under the group captive model

Supremes' Environment team has initiated a drive for water conservation, which includes monitor, conserve, recycle and reduce the overall consumption of fresh water. With the motto “Catch the Rain, Stop the Drain”, rainwater-harvesting activities contributed to the imperative need of ensuring water security.



Avoided emissions represent emission reductions that occur dominantly outside of a company's own GHG inventory but are realized for other businesses and consumers through the company's products and services. Therefore, avoided emissions can be a powerful concept to accelerate decarbonization as it allows comparing solutions according to their decarbonization potential. Such emissions savings provide a comprehensive picture to assess climate solution and support the development and scaling of products and services necessary to achieve Net Zero.

Vasudev Sharma

Sr. GM - Energy and Environment

(Member of BRSD Committee)

Committed for Sustainable Development

Message from Business Responsibility and Sustainable Development Committee Members



Mr. P.C. Somani
Chief Financial Officer

Sustainability focuses on balancing economic prosperity with environmental stewardship, we are also aligning our financial goal with ESG to ensure transparency, accountability to Stakeholder. By Green investment and focusing sustainable procurement, we are embedding sustainability in our operations.



Good governance is essential for implementing optimal business practices. The company maintain the highest standard of corporate governance. We continue to strengthen our governance structure ensuring that our policies are aligned with the global standards.



Mr. R. J. Saboo
VP-(Corp Affair) & Company Secretary



Mr. Saurov Ghosh
Chief Human Resources Officer

We prioritize our employee, believing in their wellbeing and fostering an environment of continuous learning and development. It is reflected in the way we empower our teams, invest in inclusive leadership, and foster a culture that encourages them for ethical decision-making and innovation. We are committed to continue our journey toward prosperous social system.



About The Supreme Industries Limited

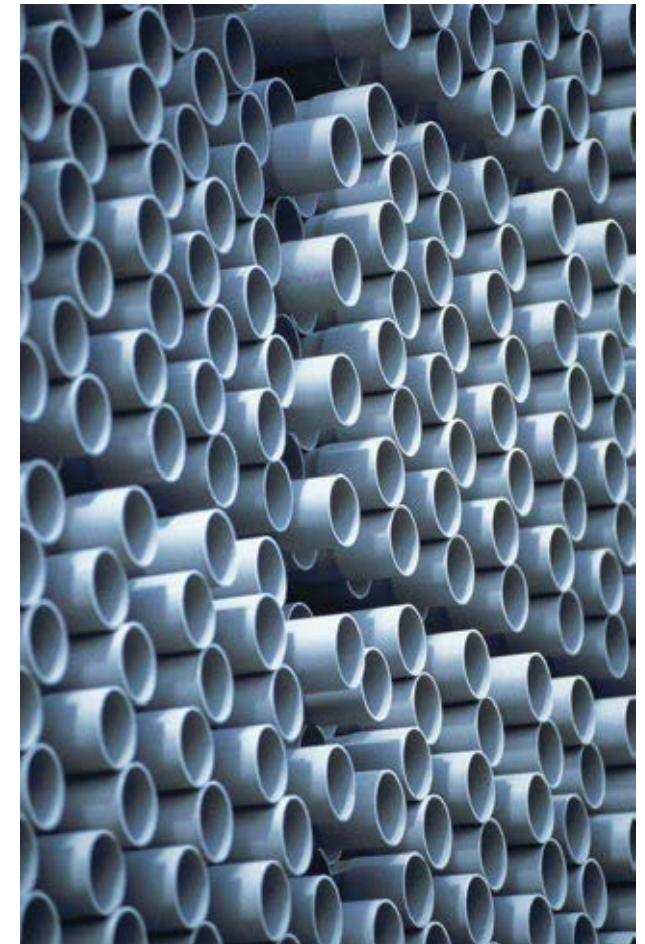
The Supreme Industries Limited, established in Feb'1942 (CIN - L35920MH1942PLC003554), is one of India's leading plastic processing companies. The Supreme Industries Limited is public limited company incorporated and domiciled in India and has registered office at 612, Raheja Chambers, Nariman Point, Mumbai 400021. It is embodied under the Indian Companies Act, 1913 and its shares are listed on the Bombay Stock Exchange Limited and National Stock Exchange in India. "Supreme Industries Overseas (FZE)", is incorporated in the UAE and is wholly owned by The Supreme Industries Limited, with a 100% shareholding. The Associate company, "Supreme Petrochem Limited," is incorporated in India, with The Supreme Industries Limited holding a 30.78%. The company has a strong presence across the country, with 30 advanced manufacturing facilities that enable us to cater to diverse customer needs. Currently, the products are being exported to 54 countries and efforts are being made to reach more countries and new customers in existing countries. Supreme Industries is renowned for its innovative approach and commitment to sustainability, reflected in their extensive range of products and eco-friendly practices. The company prioritizes quality and customer satisfaction, continually adapting to market demands and technological advancements.

Corporate Values

The Supreme Industries Ltd. Operates on a foundation of strong corporate values, emphasizing innovation, quality, and sustainability. Our commitment to environmental responsibility is evident through extensive use of renewable energy and focus on reducing the carbon footprint. We also value transparency and accountability, striving to maintain high ethical standards in all business operations. By fostering a culture of continuous improvement and employee empowerment, Supreme aims to drive positive change within industry and the broader community.



The Company has entered into Memorandum of Understanding with Orbia Advance Corporation S.A.B. de CV (BMV: Orbia), a global leader in pipes and fittings. As per the agreement, Company will acquire Orbia Wavin's pipes and fittings business in India and will have exclusive access to Orbia Wavin's leading Piping technologies in India and SAARC countries.



Supreme - Vision & Mission

The Supreme Industries Ltd. is a prominent player in the plastics industry, known for its comprehensive product portfolio and significant market presence. The company's infrastructure includes state-of-the-art manufacturing units and fabrication facilities, ensuring high-quality production and efficient distribution. Supreme's business divisions are well integrated, allowing them to offer a wide array of products and solutions across various sectors. The company's strategic locations and advanced technology underscore their capability to meet both domestic and international market demands effectively and provide best in class solution and satisfy global customer needs



To contribute to the growth of the Indian economy through the largest range of plastic products



Being the most value-driven solution provider in all of our plastic product businesses with the objective of adding value to our customers' daily lives and fostering a culture of respect and empowerment for all our stakeholders.



Rs. 10446.25 Crores Net revenue generated in the year 2024-25	674510 MT Plastic goods sold during the year 2024-25	5.44% ↑ in product turnover by volume in the last year
Rs. 1432.74 Crores Operating Profit (Net of Other income) FY 2024-25	Rs. 896.80 Crores PAT FY 2024-25	Rs. 70.60 EPS FY 2024-25

Financial Performance

The Statement of Profit and Loss for the year ended 31st March 2025 reveals a positive financial performance for the company. Revenue from operations increased significantly by ₹312.05 crores, reaching ₹10,446.25 crores in 2024-25, compared to ₹10,134.20 crores in the FY 2023-24. This growth in revenue is accompanied by an increase in expenditure, with the total expenditure rising to ₹9,384.02 crores in FY 2024-25 from ₹8,900.15 crores in FY 2023-24. During the year FY 25 company has incurred capital expenditure capex ₹ 672 crore entirely funded from internal accruals

Financial Highlights



Supreme Presence

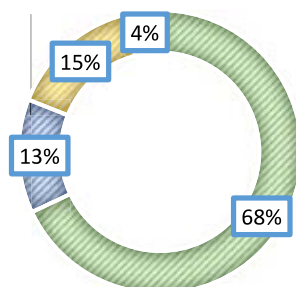
The Supreme Industries Limited boasts a substantial operational footprint, with 30 manufacturing plants, 21 offices, and 9 fabrication units distributed across India. Additionally, the company manages 33 depots nationwide to ensure efficient distribution and logistics. Extending its presence internationally, the company also operates an office in Dubai, UAE.

Supreme Industries has a wide reach and serves customers across PAN India. In addition to its extensive domestic presence, Company's products are exported to 54 countries and 34 national state including UT and efforts are being made to expand its reach to other countries and attract new customers. This broad customer base allows Supreme to cater to diverse markets and meet the needs of customers both within India and around the world.

Product Group Wise Share In Turnover

FY-25

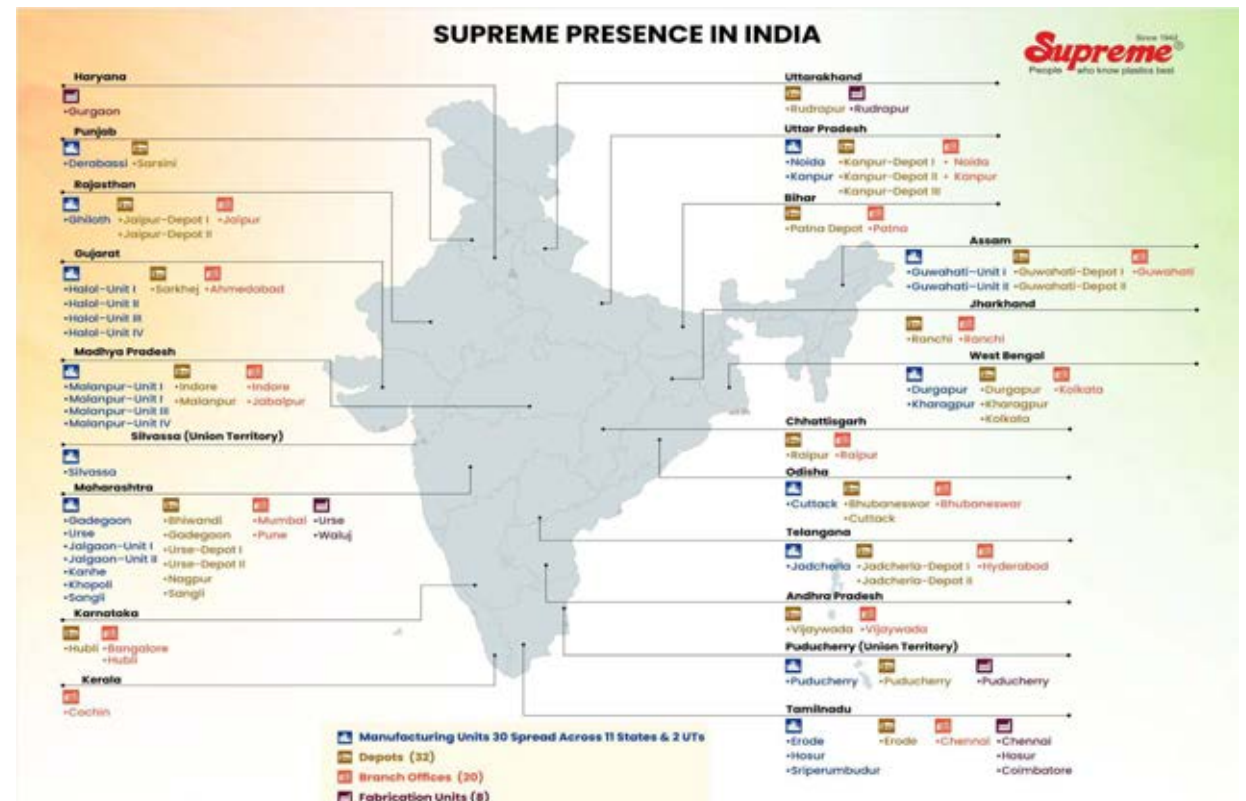
(% of value)



- Plastic Piping Products
- Industrial Products
- Packaging products
- Consumer Products

Manufacturing Locations

- | | | |
|-------------------------------|--|--|
| 1. Cuttack (Odisha) | 11. Halol - Unit III (Gujarat) | 21. Malanpur - Unit II (Madhya Pradesh) |
| 2. Derabassi (Punjab) | 12. Hosur (Tamil Nadu) | 22. Malanpur - Unit III (Madhya Pradesh) |
| 3. Durgapur (West Bengal) | 13. Jalgaon - Unit I (Maharashtra) | 23. Malanpur - Unit IV (Madhya Pradesh) |
| 4. Erode (Tamil Nadu) | 14. Jalgaon - Unit II (Maharashtra) | 24. Noida (Uttar Pradesh) |
| 5. Gadegaon (Maharashtra) | 15. Jadcherla (Telangana) | 25. Puducherry - Unit I (Union Territory) |
| 6. Ghiloth (Rajasthan) | 16. Kanhe (Maharashtra) | 26. Puducherry - Unit II (Union Territory) |
| 7. Guwahati Unit I (Assam) | 17. Kanpur (Uttar Pradesh) | 27. Sangli (Maharashtra) |
| 8. Guwahati Unit II (Assam) | 18. Kharagpur (West Bengal) | 28. Silvasa (Union Territory) |
| 9. Halol - Unit I (Gujarat) | 19. Khopoli (Maharashtra) | 29. Sriperumbudur (Tamil Nadu) |
| 10. Halol - Unit II (Gujarat) | 20. Malanpur - Unit I (Madhya Pradesh) | 30. Urse (Maharashtra) |



Products & Offerings

Supreme, with its wide range of business verticals, holds the unique position of being the largest manufacturer of plastic products, serving a vast array of applications to meet diverse customer needs. Supreme operates across various product categories, including Plastic Piping Systems, Multi-layer Cross Laminated Films & Products, Protective Packaging Products, Industrial Molded Products, and Molded Furniture.

Supreme Industries continually expands its product range, ensuring it meets evolving market needs while adhering to stringent quality standards. Our commitment to innovation and sustainability positions us as a leader in the plastics industry. For more details, you can visit our official website <https://www.supreme.co.in/overview>



Plastic Piping system

This group includes products such as uPVC Pipes, Injection Molded PVC Fittings, Handmade Fittings, Polypropylene Random Co-polymer Pipe Systems, HDPE Pipe Systems, CPVC Pipe Systems, Inspection Chambers, Manholes, Bath Fittings and Sanitary ware, Roto Molded Tanks and Fittings, Solvents, Industrial Piping Systems, DWC Pipe Systems, PEX PE Pipe Systems, and Fire Sprinkler Systems.

To know more about all our products, please visit our virtual showroom:

<https://www.supreme.co.in/pipe>



Protective Packaging Products



This category includes Flexible Packaging Film Products, Protective Packaging Products, and Laminated Film Products. And Cross film lamination

This Group Components Covers Industrial Material Handling Systems, Pallets, Roto Molded Crates, Pallets And Garbage Bins, And Composite LPG Cylinders.

Industrial Moulded Products



Moulded Furniture



This category includes furniture sets and related products.

To Know More About All Our Products,
Please Visit Our Brochure:
<https://www.supreme.co.in/brochures>

Composite LPG Cylinders



Research & Development Center – Talegaon

A proud milestone for Supreme! We have successfully established and set up the Research & Development – Raw Material Application Centre, featuring an advanced and well-equipped laboratory at our Talegaon plant near Pune, on January 14, 2025.

This occasion held even greater Shri Jaykumar Ji, CPO of one of our most valued customers, Tata Motors (CV Business), in the esteemed presence of Shri S. J. Taparia Ji, along with several officials from Tata Motors and other valued customers, inaugurated significance as it.

We could not be more thrilled about this opportunity, as this state-of-the-art facility will drive our future raw material formulations, product innovations, and application development initiatives—giving our customers a significant advantage.

Here is to new beginnings, continuous innovation, and solving the challenges of tomorrow, today!



Supreme Sustainability Milestone



Ours Target & Progress

Environment	Target for FY 26	Achievement in FY 25
Life Cycle Assessment (LCA)	2 to 3 products	5 Products
Renewable Energy Consumption (RE)	1300 lakhs Kwh	847 lakhs kwh
Water Consumption (KL/MT)	1.55 KL/MT	1.59 KL/MT
Social	Target for FY 26	Achievement in FY 25
Employee & Workers Training	100%	100% for employees and 45% for workers
Suppliers Training	80%	--
HSE : Fatalities	0	0
Procurement from MSME	3%	2.94%

Governance	Target for FY 26	Achievement in FY 25
Regulatory Compliance	Zero Cases of Fines/Penalties	Zero Cases of Fines/Penalties
Anti-Competitive Conduct	Zero Adverse Orders	Zero Adverse Orders
Cyber Security	Zero Breaches	Zero Breaches
Adherence to Stakeholders Concern	100%	100%
Training of Board Members	100%	100%



Sustainability Performance Highlights

Energy Consumption from Renewable Source



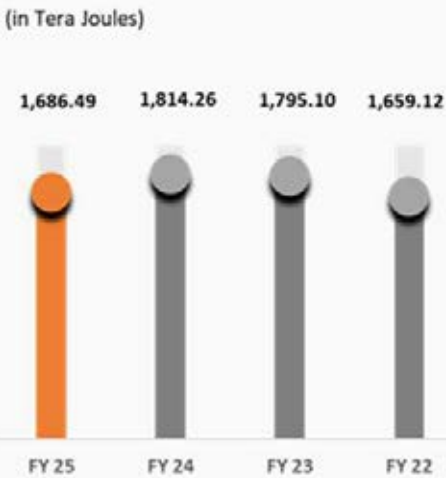
Energy Consumption from Grid power (Non Renewable Source)



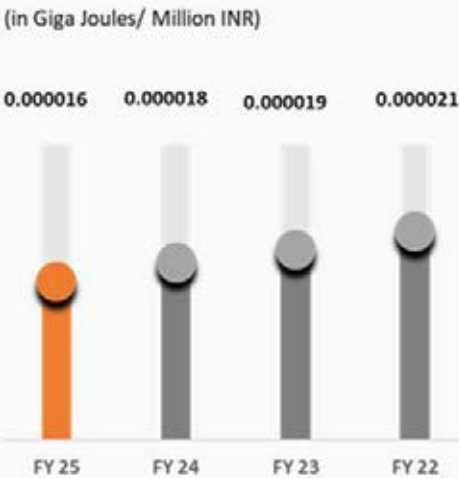
Energy Consumption from Fuel (Non Renewable Source)



Total Energy Consumption



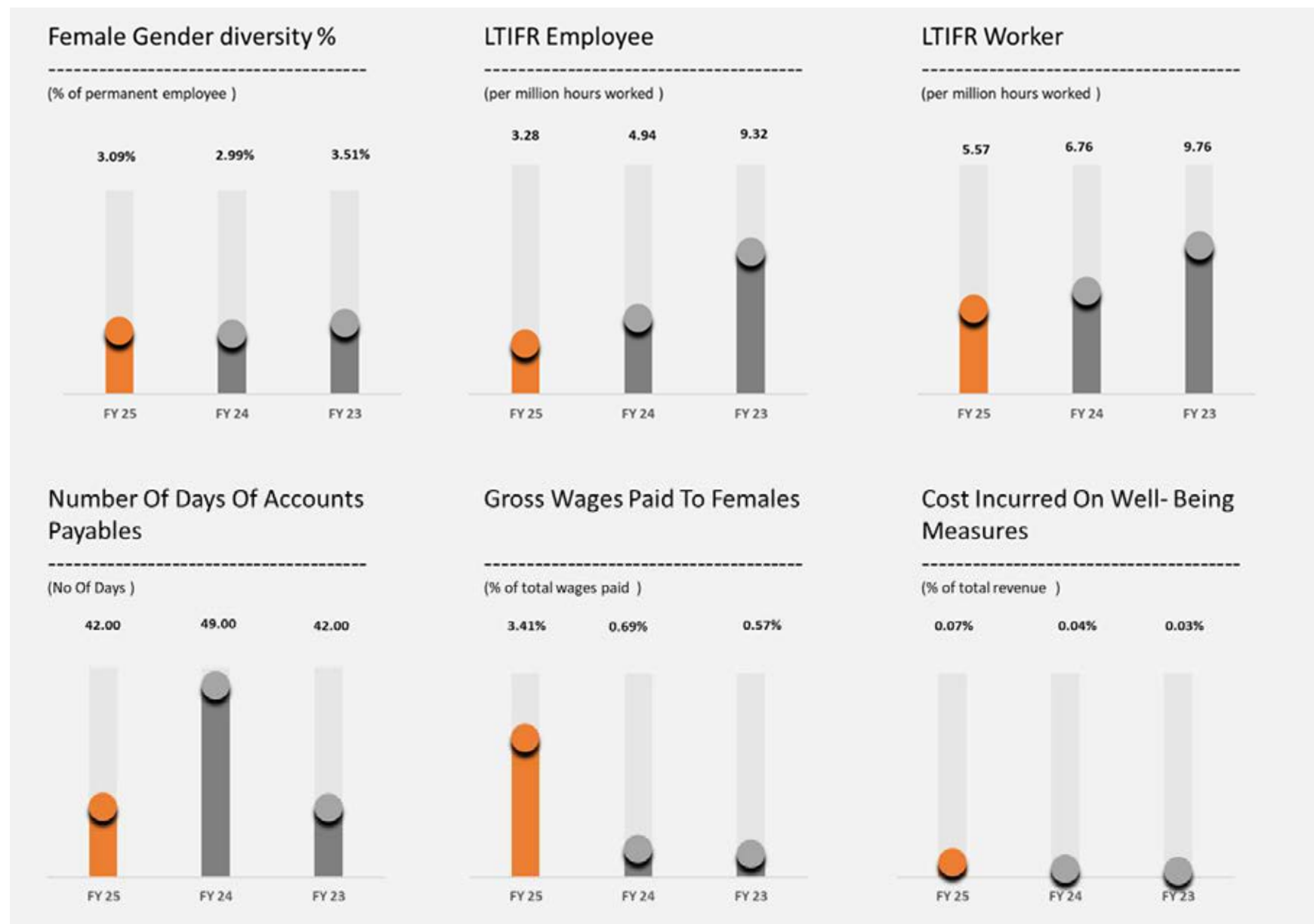
Energy Intensity per Million rupee of Turnover



Recycled In-house Plastic Waste %



Sustainability Performance Highlights





ESG Ratings



'A' rated in Morgan
Stanley Capital
International (MSCI)
ON ESG



ESG Score Of 59



Dow Jones
Sustainability Indices

ESG Score -33

CSA Score - 26



ESG Score of 62

Awards and Accolades



Shri M.P. Taparia, Managing Director of the Company was honoured with the Lifetime Achievement Award by the Plexconcil, acknowledging his contribution & unwavering dedication to the plastic industry.



National Energy Conservation Award 2024, Certificate of Merit for the Energy conservation in the Plastic sector by Govt of India, Ministry Of power to Jadcherla Unit



CII Green Pro Award for the Certified Green Products under Green Pro Certification for Supreme Lifeline CPVC Pipes & Fittings

Awards and Accolades



IRIM –National Silver Award 2023–24 to MP–PVC Plant
for the Manufacturing Excellence



CII 25th National Award for Excellence in Energy
Management 2024 to Jadcherla Unit



CII 25th National Award for Excellence in Energy
Management 2024 to MP–PVC Unit



SEEM SILVER Award 2023 to Jadcherla Unit for
Excellence in Energy Conservation & Management



SEEM SILVER Award 2023 to Kharagpur Unit for
Excellence in Energy Conservation & Management



Best Practitioner In Ground Water Usage &
Management Award To Jadcherla Unit By Ground Water
Department By Govt Of Telangana

Our ESG Approach

At Supreme, we recognize the importance of sustainability in driving long-term success and creating value for all stakeholders. Our sustainability strategy is built upon three broad pillars: Sustainable Environment, Prosperous Social and Resilient Governance. Through a holistic approach encompassing these pillars, we aim to foster a sustainable future for our business, our communities, and the planet, in alignment with the United Nations Sustainable Development Goals (UN SDGs).

SUSTAINABLE DEVELOPMENT GOALS



17 PARTNERSHIP FOR THE GOALS



Environment

- ❖ Emissions
- ❖ Energy Management
- ❖ Waste Management & circularity
- ❖ Water Management
- ❖ Sustainable Product Design
- ❖ Renewable Energy

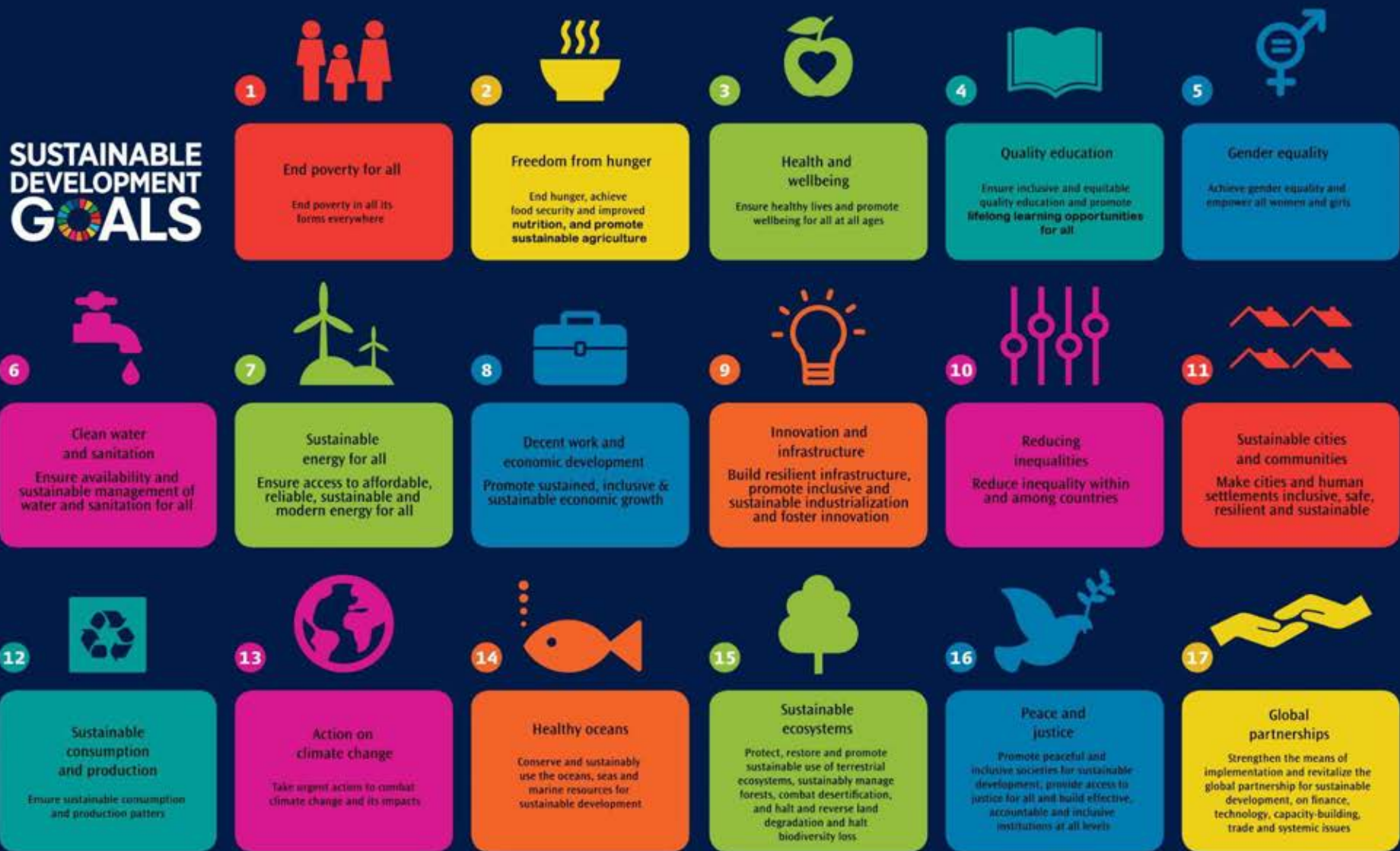
Social

- ❖ Employee Well-Being
- ❖ Occupational Health & Safety.
- ❖ Customer Relationship Management
- ❖ Sustainable Supply chain
- ❖ Community Engagement
- ❖ Training & Development

Governance

- ❖ Corporate Governance
- ❖ ESG Framework
- ❖ Business Ethics
- ❖ Risk Management
- ❖ Corporate Social Responsibility
- ❖ Supplier Sustainability
- ❖ Cyber Security & Data Privacy
- ❖ Product Quality & Safety

**Sustain
ability**
YOU HAVE THE



ESG Motto

Resilient Governance

We ensure our governance practices are robust and adaptive. We maintain an independent and skilled board to ensure effective oversight and accountability. By integrating a comprehensive policy that adheres to international standards and undergoing regular reviews for continuous improvement. Our strong code of conduct and ethical practices foster a culture of integrity and transparency throughout the organization. Additionally, we develop a thorough risk management framework to effectively identify, assess, and mitigate risks, ensuring our long-term resilience and stability.



Resilient
Governance
Structure

Sustainable Environment

We are committed to science-based targets (SBTi) and in the stage of target validation for reducing greenhouse gas emissions and investing in decarbonization initiatives. By optimizing energy consumption through advanced monitoring systems and promoting energy efficiency, we minimize our environmental footprint. Our adoption of waste management practices, enhancement of recycling efforts, and development of circular economy solutions help us minimize waste and promote resource efficiency. We implement strategies to reduce water usage and ensure sustainable sourcing and treatment of water resources. Furthermore, our focus on eco-friendly materials and processes in product design enhances sustainability and recyclability.



Sustainable
Environmental
Practices

Prosperous Social

We prioritize comprehensive health and wellness programs for our employees. By maintaining high health and safety standards and conducting regular training, we prevent workplace accidents and illnesses, ensuring a safe working environment. We foster strong relationships with customers through transparent communication and continuous improvement of products and services. Our commitment to ethical sourcing and fair labor practices within our supply chain is reinforced by collaborating with suppliers to enhance sustainability. Additionally, we support community development and invest in education and skills programs, promoting diversity and inclusion in all our CSR initiatives.



Prosperous
Social
Systems



Effective stakeholder engagement is the cornerstone for achieving sustainable development in an equitable and inclusive manner.



Understanding



Trust



Responsiveness

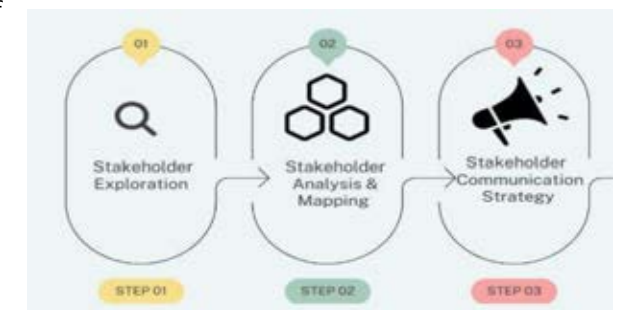
Stakeholder Engagement

At The Supreme Industries Limited, we firmly believe in fostering a robust foundation of engagement with all stakeholders, rooted through Effective stakeholder engagement is not just a checkbox; it is a fundamental principle that guides our approach to sustainable development. By fostering strong, inclusive, and transparent relationships with our stakeholders, we believe that we can create shared value and drive positive impact for both our company and the communities we serve.

Stakeholder Engagement and inclusiveness policy

Our stakeholder engagement policy is grounded in several key premises. Firstly, we engage stakeholders consistently, transparently, and systematically, ensuring that our interactions are open and accessible to all. Additionally, we prioritize understanding the concerns and expectations of all stakeholders. We also acknowledge and assume responsibility for the impact of our actions on stakeholders and the natural environment, striving to minimize negative effects and maximize positive outcomes. Furthermore, we are committed to ensuring that the benefits derived from our business activities are distributed fairly among all stakeholder groups, and any conflicts that arise are resolved in a fair and equitable manner, fostering trust and collaboration within our stakeholder network.

- **Scope of Engagement:** We define the scope of engagement and establish communication channels.
- **Transparency and Responsibility:** We ensure transparency regarding policies, decisions, products, and operations.
- **Conflict Resolution:** We address stakeholder differences promptly and ensure fair and constructive resolutions.



Stakeholder Relationship Committee:

The Company has constituted Stakeholders Relationship Committee of the Board of Directors to investigate the transmission of Equity Shares /issuance of duplicate Equity Share certificates, complaints received from the Shareholders of the Company and other allied connected matters. The committee is comprised of 3 Independent / Non-Executive Directors.

Table 1 : Stake Holder Committee

Members	
Shri Rajeev M Pandia	(Chairman) Independent / Non-Executive Director
Shri R Kannan	Independent / Non-Executive Director
Ms. Ameeta Parpia	Independent / Non-Executive Director



List of Stakeholder & Engagement Plan

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Notice Board, and other communication mechanisms	Daily	Followup for SOPs and compliances with policies of the Company
Shareholders / Investors	No	Emails, Newspaper, Advertisement, Website, Notice Board, Other	Quarterly and as and when need arises	Disclosing Quarterly/ Half Yearly/Yearly Results, sending Annual Reports and Notice for Annual General Meetings
Distributors / Channel Partners	No	Email, Other	Others -Frequent and need basis	Sales Orders, Discount Policies, Advertisement etc.
Customers	No	Multiple Channel – physical and digital	Others -Frequent and need based	Through Distributors and direct interaction
Research Analyst	No	Email/ con-calls, meetings, Video – conferences	Others -Frequent and need based	Interaction on explaining the Quarterly/half yearly /yearly results and issuance of Press Releases
Suppliers	No	Email/ con-calls, meetings, Video – conferences	Others -Frequent and need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Government Agencies	No	Email, one-on-one meetings, Con-calls, videoconference	Need based	On various Law points, regulations, amendments, and approvals
Communities	No	Directly or through Supreme Foundation	Frequent and need based	Support socially / by CSR Activities to satisfy needs of society / communities

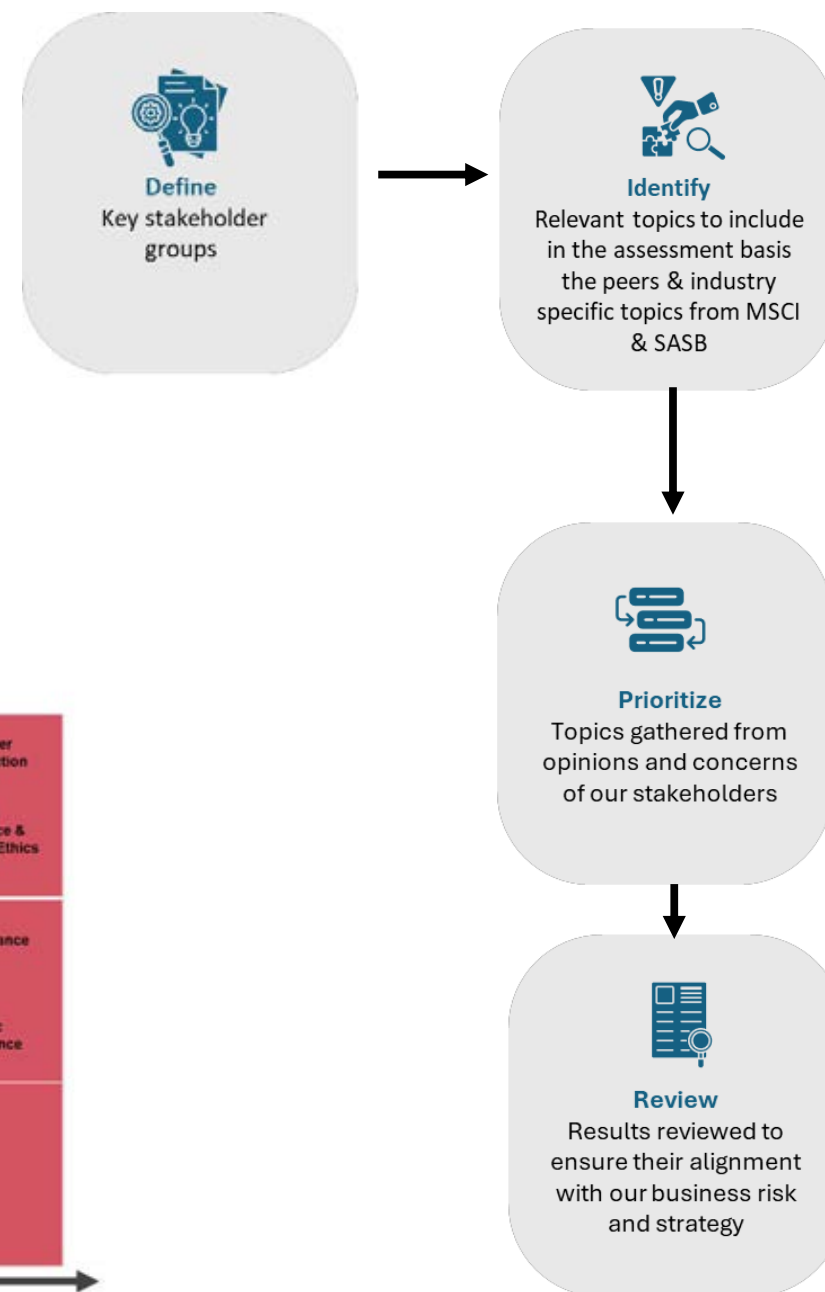
Meet Up with Channel Partners



Materiality Assessment

We undertake a Materiality assessment to identify the topics crucial to our business for the financial & operational functionality. This assessment enables us to comprehend the effects of our business decisions on our stakeholders. In the previous reporting period, our materiality assessment refined our business strategy. These identified topics have been integrated into our ESG strategy, enabling us to mitigate potential risks across our operations. With a diverse stakeholder base, it is imperative to remain mindful of these issues to ensure our efforts have meaningful and lasting impacts.
















Our comprehensive materiality assessment has helped us to precisely identify and prioritize the most relevant issues for our business and stakeholders, which may influence our long-term value creation. We have identified 23 material topics, prioritized as identified in the materiality matrix according to business needs and stakeholder expectations. This ensures that our efforts are directed towards addressing the most significant challenges while contributing to sustainability objectives.
































TSIL Materiality Map














Material Topics

Environmental Material Issue		Description	Relevant UN SDGs
	Biodiversity	Biodiversity and climate crisis are closely connected and reinforce each other. Supreme believes in protecting the flora and fauna and has undertaken measures to maintain harmony with nature in accordance with its environment policy	 
	Climate Changes	Supreme is proactively preparing for climate change impacts on its business, implementing measures to prevent damage from physical and transition risks. A comprehensive disaster management plan is in place to safeguard operations. We also stay updated on climate-related regulations to ensure compliance and manage regulatory risks effectively Climate risk assessment already in progress by external party.	
	GHG & Air Emissions	Supreme is dedicated to tackling GHG emissions and emphasizing sustainability to enhance stakeholder relations. Recognizing the importance of environmental responsibility, supreme aims to meet the expectations of customers, employees, investors, and the community	
	Energy Conservation	Supreme prioritizes judicious energy use, implementing management and efficiency initiatives across plants and offices. Currently, 16 facilities hold ISO-50001 EnMS certification, and 18 facilities are ISO 14001 certified, demonstrating our dedication to effective environment and energy management practices	
	Water Conservation	At Supreme, we consider water as an important resource and have adopted resilient water management approach that focuses on monitoring, recycling, and reusing water in our daily operations. We also conduct water audits at regular intervals	
	Waste Management & Circular Economy	Supreme acknowledges the significance of efficient waste management, facilitating recovery and recycling of materials like plastic to promote the circular economy. We consistently seek ways to improve product recyclability and sustainability.	
	Sustainable Raw Material Sourcing	Supreme has made ethical and sustainable sourcing a central corporate objective. Supreme aims to procure and operate transparently, considering economic, social, labor, and environmental aspects. To enforce responsible ESG practices within our supply chain. We have established a sustainable procurement policy that embodies our core values.	

Social Material Issue		Description	Relevant UN SDGs
	Innovation & Sustainable Product Design	Supreme is dedicated to manufacturing its products responsibly and takes steps to ensure that our products are environment friendly and sustainable in nature. Our insulation products and the CpvC pipes and fittings – lifeline have been recognized as environmentally friendly and certified by the CII Green Products and Service Council.	
	Occupational Health & Safety	We have implemented an organization-wide health, safety & environment (HSE) policy to foster a safe and healthy working environment throughout its plants and offices. Supreme has obtained OHSAS 45001 certification for 16 of its plants.	 
	Product Quality & Safety	We prioritize customer satisfaction and trust by delivering high quality and safe products. Our commitment to quality control is continuous, as we evaluate and enhance practices to ensure utmost product safety and reliability.	
	Diversity, Equity & Inclusion	Supreme values the collective and individual backgrounds, identities, and experiences of its employees, treating everyone equally, regardless of gender, race/caste, religion/beliefs, disability, or marital status.	  
	Employee Well-Being	Supreme prioritizes a safe and healthy workplace, offering group medical insurance, group personal accident insurance, and annual health check-ups as part of their employee wellness strategy, addressing the rising need for empathy towards employees.	 
	Learning & Development	Multiple certification courses and workshops are made available to all employees throughout the year along with several other modes of knowledge and capability building.	

Social Material Issue		Description	Relevant UN SDGs
	Talent Management	We have implemented a structured process for select job levels, identifying critical roles, and assessing potential talent to develop a leadership pipeline following the succession planning framework	
	Human Rights	. Our dedicated human rights policy, inspired by the united nations guiding principles on business and human rights, guides our actions. Supreme takes proactive measures to address and resolve any issues pertaining to business and human rights, ensuring a commitment to upholding ethical practices and responsible business conduct.	 
	Community Engagement	Supreme carries out social development programmes directly and through the supreme foundation, established for this purpose. The primary focus areas encompass education, uplifting underprivileged communities, water and sanitation initiatives, healthcare, and environmental initiatives, reflecting our commitment to promoting holistic development and sustainability within the communities it operates.	   
	Supply Chain Sustainability	Supreme actively manages ESG risks in the supply chain, employing a framework for screening, selecting, monitoring, and engaging with suppliers on their environmental and social impacts. We have started assessing the ESG indicators of our supply chain through a SaaS based online platform.	
	Customer Satisfaction	We prioritize customer's feedback through surveys and open communication. Emphasizing transparency and customer-centricity, we aim to build trust, foster relationships, and meet evolving customer needs.	

Governance Material Topics		Description	Relevant UN SDGs
	Economic Performance	Remaining debt-free and holding a cash surplus of Rs 943.99 crores as of March '25 further demonstrates the company's commitment to generating positive long-term stakeholder returns.	
	Risk Management	A dedicated Risk Management Committee, along with a systematic approach, enables the company to effectively address ESG and climate change-related risks	
	Corporate Governance & Business Ethics	Supreme Industries Limited upholds strong corporate governance, blending professionalism, growth, and shareholder equity with fairness and ethical principles. We emphasize ethics as a cornerstone, implementing policies and programs that promote ethical behavior, transparency, and accountability. Various committees ensure compliance with the highest standards	
	Regulatory & Statutory Compliance	We prioritize staying informed about regulatory changes and strictly adhere to all statutory requirements and financial services best practices to avoid any violations that may lead to legal consequences or damage to our reputation. Ensuring zero non-compliance is paramount through adherence to relevant laws, regulations, and guidelines.	
	Data privacy & Cyber security	Supreme recognizes the vital importance of cyber security amid technological advancements. The company implements a comprehensive approach encompassing IT infrastructure, staff training, record keeping, and cooperation with law enforcement to secure customer data.	 



Material Topics Covered

- ESG Governance Framework
- Corporate Governance & Business Ethics
- Regulatory & Statutory Compliance
- Board Of Director
- Risk Management
- Membership & Association
- Approach to Tax
- Data Privacy & Cyber Security

UN SDGs Mapping



o Sustainability Practices Highlights



Our Resilient Governance Structure

Good governance is essential for implementing optimal business practices and ensuring accountability among those responsible for the company's operations. Our directors are dedicated to upholding good governance standards, consistently sharing critical information about our business segments and operations through various channels such as Quarterly Results, Press Releases, Chairman's Statements, Annual Reports, Investor Meetings with Management, TV interviews featuring Managing/Executive Directors, and Management-led Telephonic Conferences with Investors. We uphold the highest standards of Corporate Governance, continuously striving to embrace the most effective practices in this regard.

"The Company maintains the highest standard of Corporate Governance; it is our constant endeavor to adopt the best Corporate Governance practices"

Corporate Governance Overview

Our governance structure operates on a dual layer system, comprising the Board of Directors and its Committees at the top level, and the Management Team at the operational level. The promoter serves as a non-executive chairman. The Board sets overarching corporate objectives and provides guidance and independence to the management team to achieve these objectives within a defined framework. Both the Board and its Committees play a pivotal role in upholding and advancing the principles of good governance, which translate into ethical business practices, transparency, and accountability in our interactions with stakeholders.

This professional management process fosters an environment conducive to sustainable business opens and value creation for all stakeholders. The Board fulfills its duty of safeguarding the company's interests within the bounds of the law. The Committees of the Board support the Board in executing its duties and responsibilities effectively.



Group Web link ESG Policies

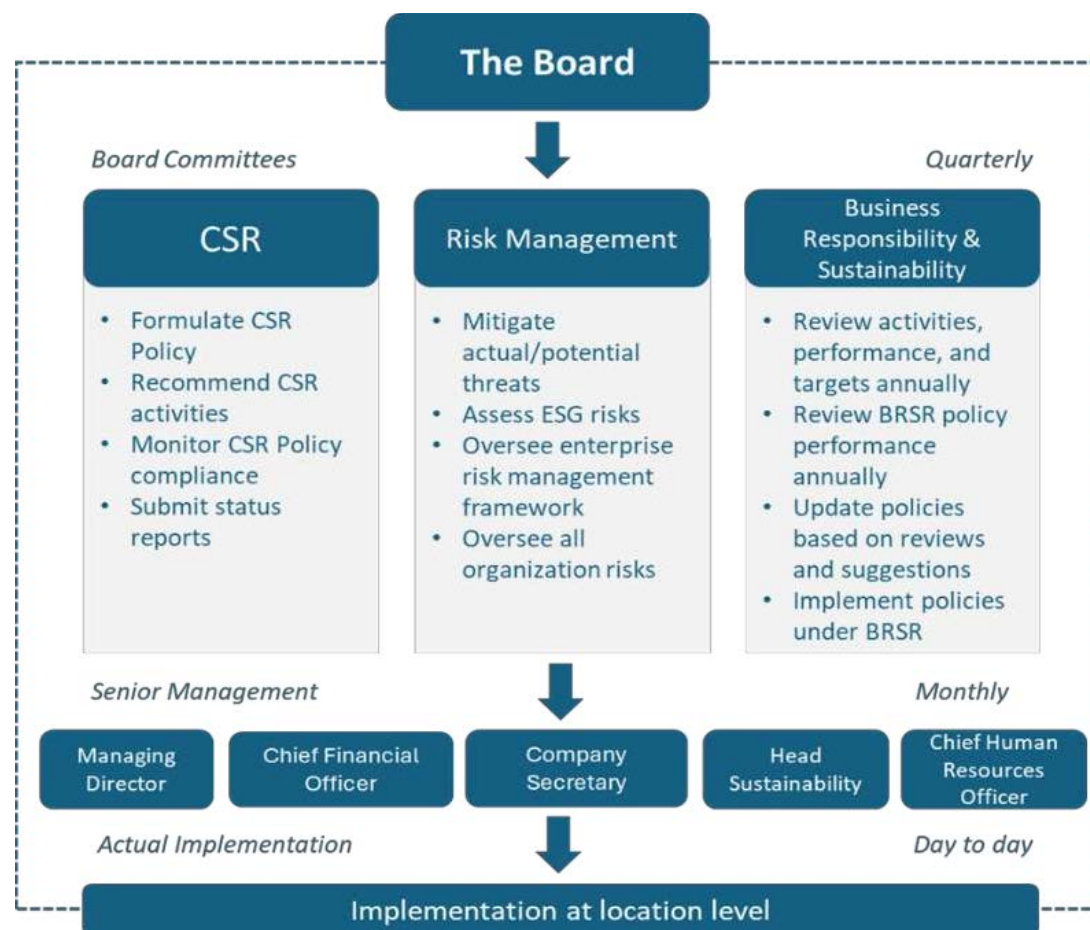
NGRBC Principle	Web Link of the Policies	Name Of The National And International Codes/ Certifications/Labels/ Standards Adopted By Entity And Mapped To Each Principle.
P1	Code of Conduct for Members of the Board and Senior Management Personnel	NGRBC
	Policy on Related Party Transaction	
	Anti-Bribery and Anti-Corruption policy	
	Ethics and Code policy	
P2	Sustainable Procurement Policy	ISO 14001:2015; ISO 50001:2018; ISO 9001:2015
P3	Risk Management Policy	ISO 18001:2007; ISO 45001:2018, GRI
	Employee Safety Policy	
	Health Safety and Environment Policy	
	Equal Opportunities Policy Statement	
P4	Policy on Stakeholders Engagement and Inclusiveness	SA8000, GRI
P5	Vigil Mechanism Policy	SA8000, GRI
	Nomination and Remuneration Policy	
	POSH Policy	
	Policy Human rights Statement	
P6	Environment Policy	SO 14001-2015 ISO 50001:2018, GRI
P7	Policy on Responsible Advocacy with Public and Regulatory Bodies	NGRBC
P8	Corporate Social Responsibility (CSR) Policy	SA8000, GRI
	Policy on Inclusive and Equitable Development	
P9	IT security Policy	ISO 11119-3/ EN 12245/ EN14227 IS: 14611-2016; ISO/TS 16949
	Privacy policy	

ESG Governance Framework

The ESG Governance framework at The Supreme Industries is built upon three pillars: Guiding principles, which are based on the UNSDGs; Reporting standards, utilizing GRI & BRSR; and Robust policies. These pillars form a solid foundation for our ESG governance Framework, ensuring comprehensive and effective management of environmental, social and governance concerns.

The organization's policies outline commitments to responsible business conduct, demonstrating how these commitments are integrated into its business activities and stakeholder relationships. All the polices are approved within the organization and at the Board level. All the policies are extended to our value chain partners as well; the policies are communicated regularly through various channels, including emails, conference calls, in-person meetings and video conferences. These diverse methods ensure effective and timely communication among all relevant stakeholders.





ESG Governance Structure

The Managing director, Chief Financial Officer, Company Secretary and Senior GM – Energy & Environment and Chief Human Resources Officer (CHRO) are a part of the Supreme Business Responsibility and Sustainable Development Committee (BRSD Committee). The committee reviews, updates and sets targets on ESG related issues within the organization. This committee to ensure transparency and quality of the sustainability reporting at an organization level reviews the Business Responsibility & Sustainability Report (BRSR) & other sustainability reports.

The CSR committee and Risk committee aids the BRSD in developing, approving, and updating the organization's strategies, policies, and goals related to sustainable development. Furthermore, the management ensures the implementation of these strategies, policies, and goals are carried out at each location level by delegating the responsibility at site level. The BRSD committee meetings are held on annual basis where the discussions, progress monitoring, reviews are done at a board committee level along with senior executives of the organization who are a part of these committees overseeing the sustainable practices of the organization.

Business Ethics

The Supreme Industries Limited is dedicated to upholding excellent corporate governance practices, maintaining an organizational culture that blends high professionalism, growth, and the enhancement of shareholder equity with a strong emphasis on fairness, ethics, and corporate governance principles at its core.

Code of Conduct

The Board has established a Code of Conduct for Board Members and Senior Management Personnel of The Supreme Industries Limited. This Code comprehensively outlines the standards of business conduct, ethics, and governance. In accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all Board members and Senior Management Personnel have affirmed their compliance with the Code of Conduct for the financial year ending on 31st March 2025. This Code is designed to guide Board Members and Senior Management Personnel on ethical conduct, integrity, and honesty. It provides guidance for recognizing and addressing ethical issues, mechanisms for reporting unethical or dishonest behavior, and aims to cultivate a culture of accountability and integrity. The Company has laid down a code of conduct for all Board members and senior management personnel of the Company.

Managing Conflict of Interest

A conflict of interest occurs when a director's personal interests diverge from the interests of the Company. This situation can arise if a director has a financial interest, a competing role, or a personal relationship that may influence their decision-making in a way that is not in the best interests of the Company. For instance, if a director has a financial stake in a competitor company or has a familial relationship with a supplier, it could potentially bias their decision-making. Furthermore, directors should not use their position to gain personal benefits that are not in line with their duties to the Company. This includes situations where a director or their relative receives perquisites, privileges, or financial gains that are not available to others solely because of their position on the board. It is crucial for directors to disclose any potential conflicts of interest to the Company so that appropriate measures can be taken to address them. This disclosure allows the board and relevant stakeholders to assess the situation transparently and take necessary actions to ensure that decisions are made in the best interests of the Company and its shareholders.

There Were No Cases Of Corruption Or Conflicts Of Interest, Which Required Action By Regulators / Law Enforcement Agencies / Judicial Institutions, Hence, No Provision Of Corrective Actions.



Vigil Mechanism Policy

The Company is committed to conducting its affairs with the highest standards of professionalism, honesty, integrity, and ethical behavior. To ensure fairness and transparency, a "Vigil Mechanism Policy" for Directors and employees has been established. This policy aims to provide adequate safeguards to employees and Directors who raise concerns about violations of legal or regulatory requirements, financial misrepresentation, or other unethical behavior. It encourages employees to report any unethical, unlawful, or improper practices without fear of reprisal or victimization. The objectives of the Policy include providing avenues for employees and Directors to raise concerns and receive feedback, reporting breaches of Company policies, and ensuring protection for whistleblowers acting in good faith.

Concerns at The Supreme Industries Limited are communicated to the highest governance body through a structured Vigil Mechanism Policy, which allows employees and directors to report issues such as unlawful acts, policy breaches, or unethical behavior, ensuring protection from reprisals. Concerns can be raised with relevant business heads or directly with the Managing Director or Executive Director if senior management is involved. The Audit Committee oversees serious complaints, and whistleblowers can contact the Chairman directly. The policy emphasizes confidentiality and protection, encouraging written submissions via a dedicated email or direct contact with the CFO. Periodic reports are submitted to the Audit Committee, and the CFO, as the Compliance Officer, manages the policy's implementation. Notably, there were zero such concerns reported during FY25.

Whistleblower mechanism

The mechanism provides employees and Business Associates with a structured framework and establish a formal mechanism for raising concerns, aligning with the company's commitment to the highest standards of ethical, moral, legal business conduct and promoting open communication. Supreme prohibits unethical work practices and irregularities among its employees and Business partners and prohibits discrimination against those who report such irregularities. Furthermore, Supreme encourages employees and Business partners to report any evidence of fraudulent activities. Employees are encouraged to make Protected Disclosures upon becoming aware of any wrongful conduct or activity, using any of the channels and following the procedure outlined in the Whistleblower.



Anti-Corruption and Anti-Bribery

Recognizing the critical importance of combating corruption and bribery, Supreme regularly conducts training sessions for employees and workers. Both the Board of Directors and senior management undergo comprehensive training on NGRBC principles, covering these topics extensively. Supreme has established an anti-bribery and anti-corruption policy, aligned with its Code of Conduct. This policy reinforces Supreme's commitment to transparency in all its dealings. The policy underscores Supreme's unwavering stance of zero tolerance towards bribery and corrupt practices, aiming to promote ethical decision-making and governance. Notably, there were no reported instances of corruption or bribery during the reporting period.

The policy applies to all stakeholders acting on behalf of Supreme. It outlines responsible conduct that must always be followed. The relevant stakeholders are informed through emails, conference calls, meetings etc. Additionally, separate training sessions are conducted on anti-corruption and anti-bribery.

The policy framework includes prohibitions on:

- All forms of bribery and corruption practices
- Gifts, hospitality, and entertainment
- Charitable Donation



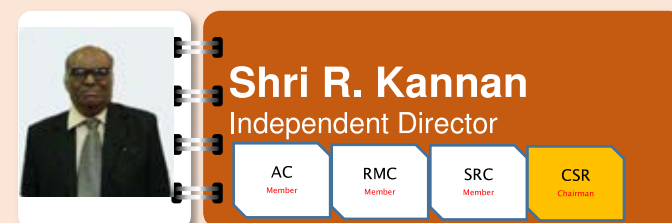
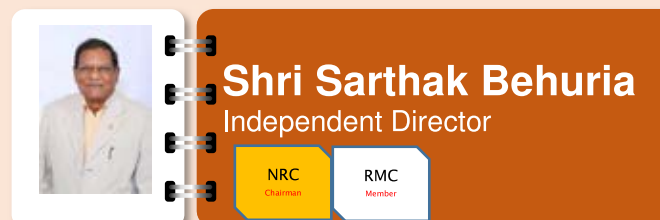
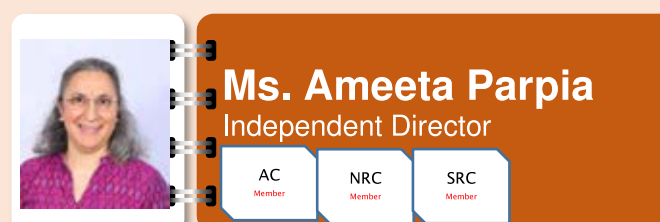
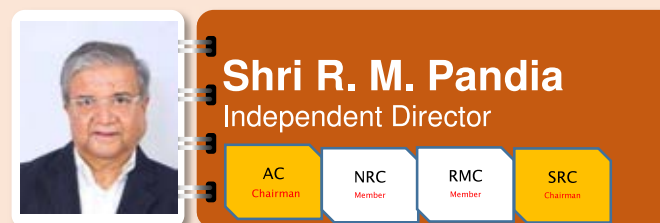
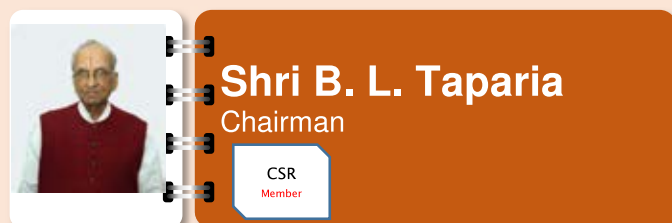
Regulatory and Statutory Compliance:

In accordance with legal requirements, Supreme ensures that all necessary information is provided on its product labels, packaging and documentation. This includes product specifications, usage instructions, safety precautions, and any other information mandated by regulatory authorities. We prioritize transparency, aiming to provide customers with a comprehensive understanding of our products, their features and benefits. Remuneration and commissions for Managerial Personnel are structured according to the statutory provisions of the Companies Act, 2013, and relevant regulations. The Company Secretary, acting as Compliance Officer, plays a key role in assisting and advising the Board on conducting the Company's affairs in compliance with applicable statutory requirements. They also provide guidance to Directors and facilitate meeting convening, alongside conducting Secretarial Audits.

Supreme has fully complied with regulatory requirements in the capital markets, with no penalties or fines imposed during the reporting. There have been no fines, penalties, or actions taken by regulatory agencies such as pollution control boards or courts. Additionally, there have been no instances of anti-competitive conduct.

In terms of corrective action, suppliers undergo GST checks, and statutory compliance evaluations are conducted during their shortlisting process at Supreme. When registering new suppliers/vendors, Supreme verifies their online GST Return filing status to ensure that statutory dues have been correctly deducted and deposited by value chain partners. We also check the PF & ESIC of the worker paid by the contactor is submitted well on time.

The Board of Directors



	Committee Name
AC	Audit Committee
NRC	Nomination And Remuneration Committee
RMC	Risk Management Committee
SRC	Stakeholders' Relationship Committee
BRSD	Business Responsibility & Sustainable Development Committee
CSR	Corporate Social Responsibility
OMC	Operational Management Committee



Performance evaluation of the board

The annual performance evaluation criteria for Independent Directors include several key aspects. Firstly, it examines their level of preparation and knowledge for board meetings, assessing if their attendance is satisfactory. Furthermore, it evaluates their willingness to invest time in understanding the company and its business. The quality and value of their contributions to board meetings, particularly in strategy development and risk management, are also assessed. Their ability to follow up on expressed concerns and maintain good relationships with other board members, the company secretary, and senior management is considered. Additionally, their awareness of corporate governance frameworks, financial reporting, and industry conditions, as well as their communication skills, are evaluated. Participation in events outside board meetings, such as site visits, is also taken into account. Ultimately, the evaluation focuses on whether their performance and behavior contribute to mutual trust and respect within the board.

Board Diversity

The Supreme Industries Limited recognizes the significance of having a diverse Board and has laid a board diversity policy, which encompasses a blend of skills, experiences, expertise, and perspectives tailored to the company's needs. We view diversity at the Board level as a crucial factor in maintaining a competitive edge. A truly diverse Board benefits from variations in skills, regional and industry backgrounds, race, gender, and other attributes among its directors. These differences are considered when determining the optimal composition of the Board, aiming for appropriate balance. We firmly believe that Board appointments should be made based on merit, with the goal of enhancing and broadening the collective skills, experiences, and expertise of the Board as a whole. Factors such as knowledge, professional background, qualifications, gender, age, cultural and educational diversity, as well as any other relevant factors identified by the Board, are considered to ensure effective functioning.

Table 2: Breakdown of BODs by Age

Breakdown of BODs by Age	FY 25		
	Male	Female	Total
Below 30 years	-	-	-
30 to 50 years (including 30 and 50)	-	-	-
More than 50 years	9	1	10
Total BODs	9	1	10

Independent Directors:

Our independent directors meet the conditions specified in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and maintain independence from management.

Independent Directors Meeting:

In compliance with the Companies Act, 2013, and Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Independent Directors Meeting was held on 20th Jan 2025. The meeting assessed the performance of non-independent directors, the board as a whole, and the chairman, considering feedback from executive and non-executive directors. It also evaluated the quality, quantity, and timeliness of information flow between the management and the board.

Nomination & Remuneration of the Board

The selection of board of directors involves a structured process overseen by the Nomination and Remuneration Committee. Initially, the committee formulates criteria for assessing qualifications, positive attributes, and candidates possess the necessary skills and independence to contribute effectively. Additionally, criteria are established for evaluating independent directors and the overall board's performance, ensuring ongoing effectiveness. Based on these criteria, the committee identifies individuals qualified to serve as directors or in senior management roles, adhering to the policy guidelines. Regular evaluations of director's performances further inform selection decisions. The committee then recommends appointments and removals of directors and senior management to the board, ensuring a competent and balanced leadership team. It also proposes policies on remuneration for directors and senior management, ensuring fairness and alignment with performance benchmarks. Furthermore, the committee has devised a policy on board diversity to promote inclusivity. Any other functions mandated by the board or regulatory requirements are also carried out. Overall, this systematic approach ensures that board members are selected based on merit, skills, and adherence to governance standards without any involvement of remuneration consultants.

The Nomination and Remuneration Policy, in line with Section 178 of the Act, ensures:

- Remuneration is reasonable to attract and retain quality Directors
- Clear linkage exists between remuneration and performance, meeting appropriate benchmarks
- Remuneration for Directors, Key Managerial Personnel, and Senior Management balances fixed and incentive pay, aligning with short- and long-term performance objectives and the company's goals.

Table 3 : Compensation details

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	383.70 : 1
Percentage increase in annual total compensation for the organization's highest-paid individual and the median percentage increase in annual total compensation for all employees	(7.67) %
Percentage increase /(decrease) in the median remuneration of employees in the financial year (2024-2025 vis-à-vis 2023-2024)	16.46%

Table: 4 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)	9	31,50,000	1	31,50,000
Key Managerial Personnel	5*	17,73,43,110	0	0
Employees other than BoD and KMP	4,732	4,43,279	151	4,78,700
Workers **	1,103	4,78,354	2	2,55,352

* MD and EDs are also considered as KMP.

** We have considered Permanent workers only.

Director Familiarization Programs

An effective induction program for new directors and continuous familiarization with the company's operations are vital for informed board discussions and sound decision-making. Supreme Industries has implemented a structured orientation program for independent directors upon joining, aiming to acquaint them with the company's operations, industry landscape, regulatory environment, and their expected roles and responsibilities. We regularly update board members on significant changes and provide insights to facilitate well-informed and timely decisions. Through presentations by our Managing Director, Executive Directors, and Senior Management, the board, audit committee, risk management committee, or other relevant committees are briefed on various aspects including business environment, strategies, operational reviews, financial results, budgets, internal audit reports, statutory compliance, and risk management. Details of the familiarization program for independent directors are available on our website.

Table 5 : Percentage coverage by training and awareness programmes to BODs on ESG aspects

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age covered by the awareness programs
Board of Directors	1	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	100%



The Board Committee



Collective Knowledge of Highest Governance Body

The Board Members possess diverse backgrounds and have the necessary knowledge, competency, skills, and experience to fulfill their duties effectively. Their expertise spans plastics, petrochemicals, banking, finance, and legal sectors. The company has defined and categorized its essential core skills, expertise, and competencies, which are summarized in the following matrix/table detailing the collective attributes of the

Table 6 : Core Skills, Expertise, and Competencies of the Board of Directors

[illegible]

Risk Management

Enhanced Risk Management Approach

In the current dynamic and competitive business landscape, it is essential to have robust strategies in place to minimize the inherent risks associated with the Company's growth plans. Supreme recognizes key risks and these risks are meticulously evaluated, and appropriate measures are implemented to mitigate their impact.

Comprehensive Risk Management Procedure

At Supreme, we have established a comprehensive risk management procedure that follows a systematic approach. This procedure is designed to effectively address risks related to Environmental, Social, and Governance (ESG) factors, as well as climate change. By proactively managing these risks, we aim to ensure that our mitigation efforts are not only reactive but also aligned with our stated objectives, ultimately safeguarding our operations, and promoting sustainable growth.

Our systematic approach strengthens our resilience in the face of potential challenges and reinforces our commitment to responsible and forward-thinking business practices. By incorporating risk management into our strategic framework, we position ourselves to navigate the complexities of today's business environment and continue a path of sustainable and responsible growth.



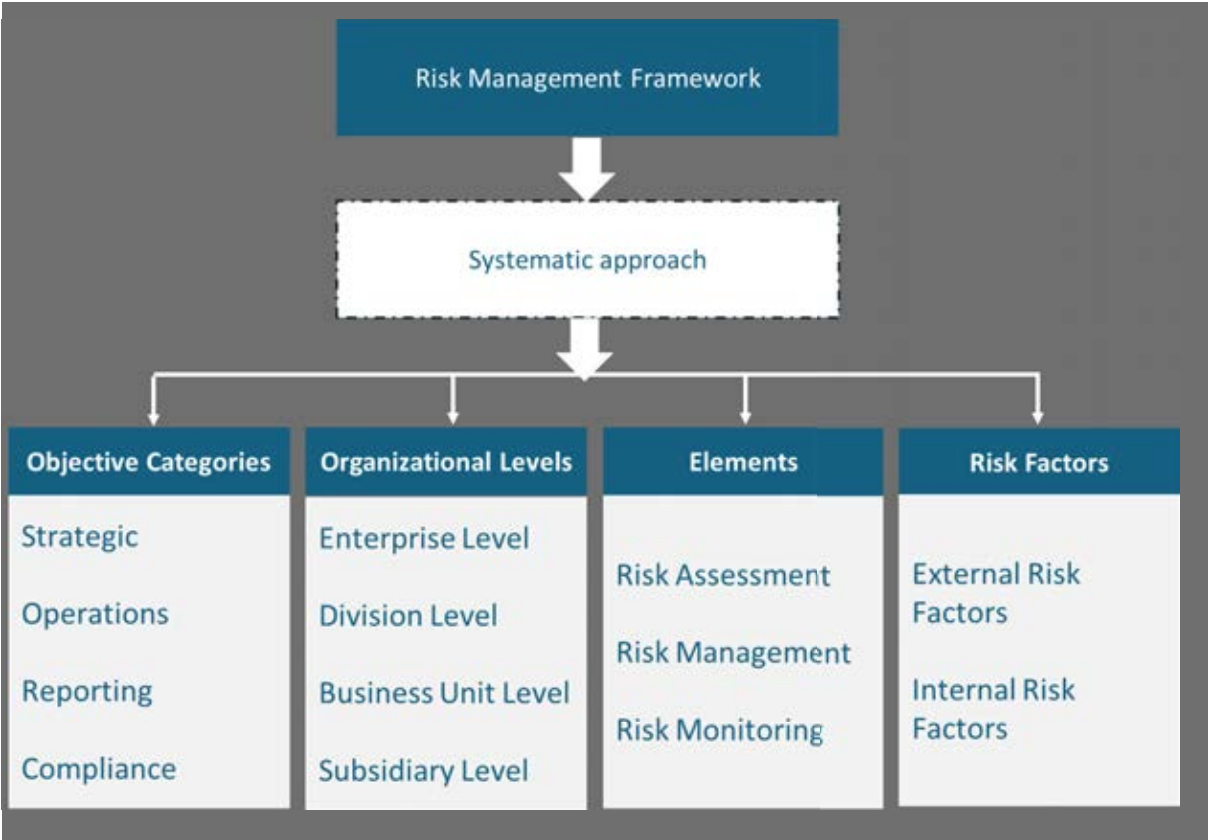
Risk Management Committee

The Board of Directors of the Company has constituted a Risk Management Committee; The Risk Management Committee is entrusted with the responsibility to assist the Board in the following areas:

- Formulating a detailed Risk Management Policy.
- Ensuring that appropriate methodologies, processes, and systems are in place to monitor and evaluate risks associated with the Company's business.
- Monitoring and overseeing the implementation of the risk management policy, including evaluating the adequacy of risk management systems.
- Keeping the Board of Directors informed about the nature and content of its discussions, recommendations, and actions to be taken.
- Assessing the risks pertaining to ESG factors.

The key risks and mitigating actions are also presented to the Audit Committee of the Company. Significant audit observations and follow-up actions are reported to the Audit Committee, which reviews the adequacy and effectiveness of the Company's internal control environment. The Audit Committee monitors the implementation of audit recommendations, including those related to strengthening Supreme's risk management policies and systems.

By taking this proactive stance, Supreme ensures that its risk management efforts are comprehensive, strategic, and integral to its mission of achieving sustainable and responsible growth. For detailed information on identified risks and mitigation plans, Please refer to TSIL Annual Report FY 25 Page 47 under Risk Management/ Governance Framework section.



Membership & Associations



We highly value the vital contributions made by industry associations to our success. At Supreme, we have established strong partnerships with numerous trade and industry chambers/associations.



These partnerships demonstrate our dedication to actively participating in industry discussions, keeping up with sectoral advancements, and contributing to the growth and development of our industries. By aligning with these respected associations, we not only gain access to valuable industry insights and resources, but also collaborate on initiatives that promote progress and innovation. A mutually beneficial relationship enables us to collectively raise industry standards and cultivate a culture of excellence.

Approach to Tax

As a part of the tax strategy, Supreme ensures payment of all tax dues within the statutory timeline. Distributors are subjected to appropriate GST checks, and statutory compliance evaluations are conducted during their shortlisting process at Supreme. When registering new distributors/ vendors, Supreme verifies their online GST Return filing status. This helps Supreme to ensure that the statutory dues have been deducted and deposited by the prospective value chain partners within the similar checks are also carried out to ascertain whether the prospective channel partner is a specified person within the meaning of Sec. 206AB/206CCA attracting higher rates of TDS/TCS.

The organization's tax strategy involves recognizing income tax expense based on current and deferred tax. This strategy includes adjusting for changes in deferred tax assets and liabilities due to temporary differences and unutilized tax losses. The income tax expense is recognized in the statement of profit and loss, except for items directly recognized in equity or other comprehensive income. Current tax is measured based on taxable profit, which differs from accounting profit due to temporary differences and non-taxable or non-deductible items. Deferred income tax is provided using the liability method on temporary differences between the tax bases of assets and liabilities and their carrying amounts. Additionally, the organization offsets tax assets and liabilities where there is a legally enforceable right and an intention to settle on a net basis.



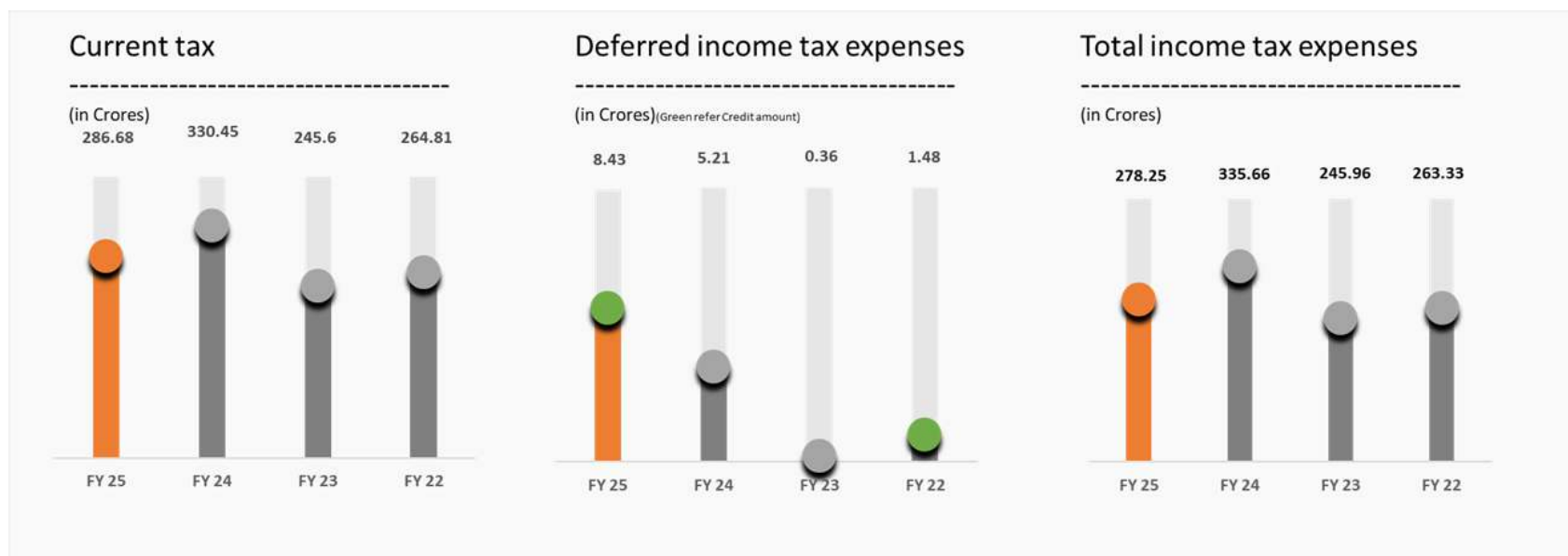
Table 7 : Total monetary value of financial assistance received by the organization from any government (fig. in Cr.)

Particulars	2024 – 2025	2023-2024
Government Grants/Subsidy	5.22	4.67
Export Incentives	9.54	6.04
Interest On Income Tax Refund	0.30	11.45
Refunds Due/Balances From/With Government Authorities	19.57	31.48
Total Monetary Value	34.63	53.64

The assurance process for the consolidated financial statements involves auditing in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Companies Act, 2013. The auditors maintain independence in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI). Audit evidence is obtained from multiple auditors, including branch auditors. The process includes evaluating internal controls, accounting policies, and the reasonableness of estimates. Auditors assess the appropriateness of the going concern basis of accounting and communicate with those charged with governance about significant findings and deficiencies in internal control. Key audit matters are determined and communicated in the auditor's report. For additional details, please refer to the "Independent Auditors' Report on Consolidated Financial Statements" section in FY25 Annual Report.

The organization's approach to engagement with tax authorities includes measuring current tax at the amount expected to be paid to tax authorities in accordance with prevailing taxation laws. Deferred income tax calculations use tax rates and laws enacted or substantially enacted by the reporting date. The organization reviews the carrying amount of deferred tax assets at each reporting date to ensure there is sufficient taxable profit for utilization.

The Chief Financial Officer (CFO) holds the executive responsibility for the organization's tax strategy and compliance. This includes the development, approval, and implementation of the tax strategy, ensuring alignment with the organization's overall business strategy and objectives. The CFO oversees compliance with applicable tax laws and regulations, establishes robust internal controls to monitor tax-related activities, identifies and mitigates potential tax risks, and manages disputes with tax authorities. The Audit Committee, a key governance body at the board level, plays a crucial role in overseeing the organization's tax strategy and compliance. The committee reviews and approves the tax strategy, monitors its implementation and effectiveness, evaluates the organization's tax risk profile, and oversees internal and external audits related to tax matters.



Data Privacy & Cybersecurity

In today's world, where vast amounts of data are generated and processed daily, securing this data and ensuring its integrity and privacy are crucial for the smooth functioning of modern society. Cybersecurity is a concern for both organizations and individuals alike. Due to regulatory requirements and the increasing value of data, organizations focus on physical and information security to mitigate risks associated with potential security breaches. Cyber-attacks, which involve digital attacks on systems, networks and programs, aim to access, alter, or destroy sensitive information, extort money from organizations, or disrupt normal business operations. Risks include the leakage or misuse of confidential information resulting in financial losses and business disruptions due to IT infrastructure failure or compromised security measures.

Mitigation Strategy:

We understand the importance of maintaining the integrity and security of sensitive information, implementing measures to prevent data loss, abuse, or unauthorized disclosure to third parties. Effective cybersecurity reduces the risk of cyber-attacks and protects against unauthorized system exploitation. A successful cybersecurity approach employs multiple layers of protection across computers, networks, programs, and data, involving people, processes, and technology working together to counter cyber threats.

We have a well-defined policy to protect our infrastructure and information, ensuring the safeguarding of all data in the company's interest.

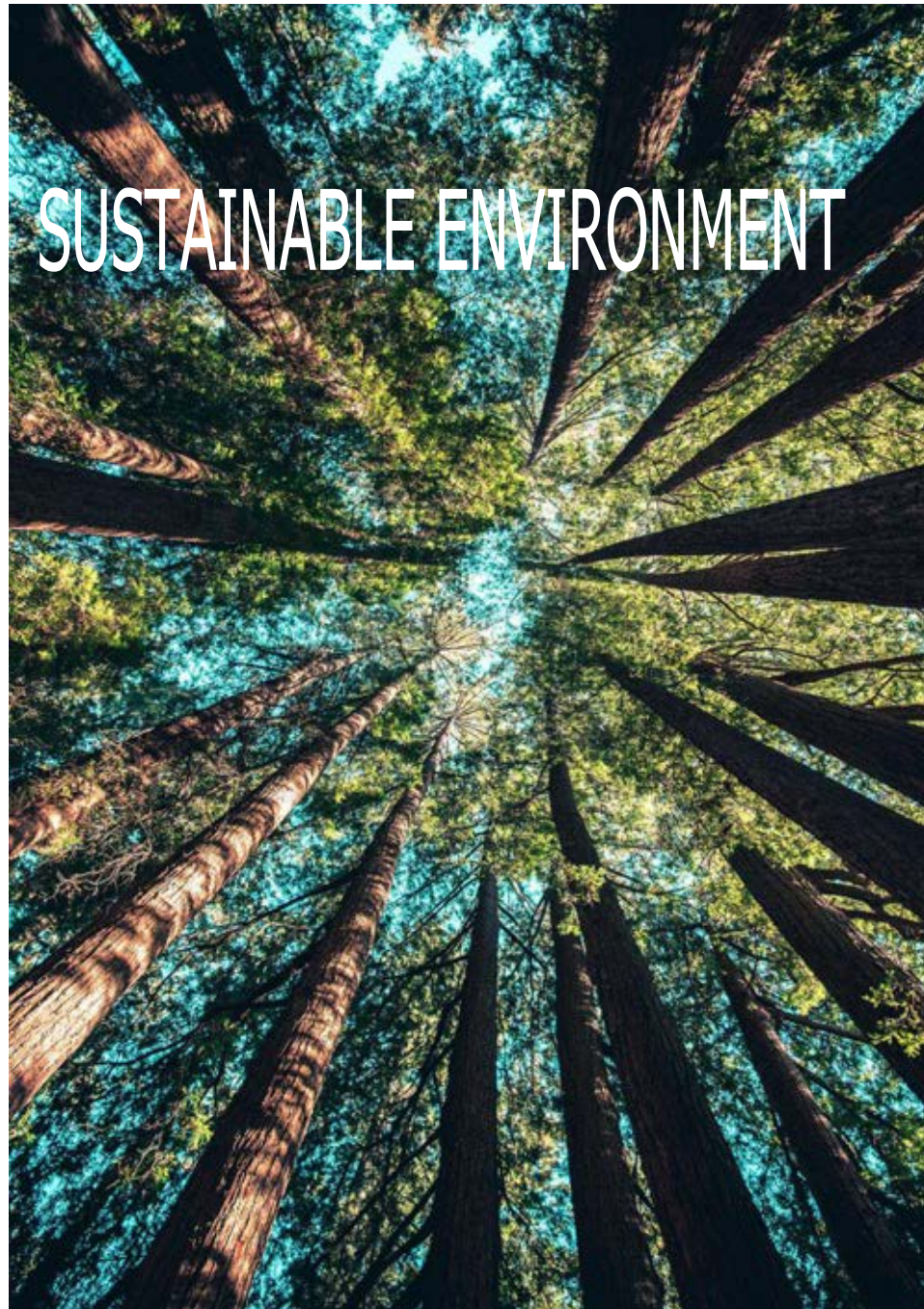
Our applications, critical endpoints, and servers have automated backup schedules, and our network is secured with an Enterprise Edition Next Generation Firewall. We utilize robust endpoint protection systems and adhere to industry best practices for user access control. We have high availability for our central database, with disaster recovery procedures in place for ERP infrastructure, including regular drills. To address the evolving cyber threat landscape, we've implemented real-time monitoring solutions, incorporating state-of-the-art technology from top security partners.

Projects for AI ML-based Security Operations Centre (SoC) are underway, and our Network Operations Centre (NoC) is already operational. We have deployed Email Advanced Threat Protection (ATP) for enhanced email security. We do have a practice of conducting third party audits certified firms to ensure our systems are protected from external threats. Continuously exploring new ways to secure our data, network, and infrastructure.

As we are vigilant in safeguarding sensitive information and uphold the highest standards of information security throughout our operations, IT Policy ensures our technical infrastructure and asset management practices comply with industry standards and regulatory requirements for data protection.

No instances of data breach were reported or observed for FY 2025. We have implemented robust data security measures and protocols to safeguard the confidentiality, integrity, and availability of sensitive information. Our dedicated team continuously monitors and evaluates our systems to identify and address any potential vulnerabilities or threats. We prioritize data privacy and protection to ensure the trust and confidence of our customers and stakeholders.

Zero
complaints on
breaches of customer
privacy and
losses of data



Material Topics Covered

- Carbon Management
- Climate Risk Assessment
- GHG & Air Emission
- Energy Efficiency
- Renewable Energy Mix
- Water Management
- Waste Management
- Sustainable Procurement Practices
- Innovation & Sustainable Product Design
- Life Cycle Assessment
- Biodiversity Conservation & Protection

UN SDGs Mapping



☉ Sustainability Practices Highlights

35.65 MWp
Solar Capacity

1
External Plant
Water Audit
(Puducherry)

16
ISO 50001 Certified
Plants

5
Products Life Cycle
Study Conducted

**84.74
Million**
Kwh Green Energy
Consumed

2403 KL
Additional
Consumption of
Harvested
Rainwater

Energy & Emissions Management

At Supreme, we are committed to the well-being of both society and the environment in which we operate. Our vision is to foster a safe, clean, and sustainable environment that supports long-term development while delivering value to all our stakeholders.

Environmental protection has been a core pillar of our journey, and we have consistently prioritized the nurturing and preservation of natural resources across our operations. In alignment with our sustainability objectives, we have established a dedicated business vertical—'Energy and Environment focusing on climate change, energy efficiency, and renewable energy initiatives. We take a proactive approach to address climate change, implementing various policies to ensure effective management of these critical issues.

16 of our facilities certified for ISO 50001 Energy Management System (EnMS) and 18 facilities have ISO 14001 certification, displaying our dedication to robust energy and environmental management practices.

Our commitment extends to advancing Sustainable Development Goal 7, focusing on 'Affordable and Clean Energy', and Goal 13, centered on 'Climate Action'. Currently, Supreme has integrated ESG (Environmental, Social, and Governance) policies into our operations, addressing climate risk, water crisis, and natural disaster preparedness. Our overarching objective is to implement proactive mitigation measures to effectively manage ESG-related risks in the long term.

Energy Consumption

Our energy requirements are primarily fulfilled by electricity, renewable energy and fuel usage.

In FY25, there was a notable rise in our consumption of renewable energy, showing a splendid increase of around 58% compared to the previous FY24. This increase is a result from our commitment towards the scaling up of solar capacity as well as increasing clean energy procurement from the open market. It also shows a proactive stance in aligning with environmental conservation objectives and adopting cleaner energy options.

During the FY 25, the total production increases by approx. 6%, the total electricity consumption increased by 5%, total energy consumption (including fuel) decreases by approx. 7%. These key indicators reflect our efforts towards the effective resource utilization to reduce the carbon footprints. These results into the reduction in Energy Intensity per unit of production by approx. 12%. This achievement displays our firm commitment to building a greener and more sustainable future.

Our Commitment to Climate Action

Climate change is one of the most pressing challenges of our time, reshaping ecosystems, economies, and communities worldwide. It is primarily driven by human-induced greenhouse gas (GHG) emissions from fossil fuel combustion, deforestation, and industrial activities. These emissions intensify the natural greenhouse effect, leading to global warming and its cascading impacts: rising temperatures, increasingly frequent and severe weather events, melting glaciers, rising sea levels, and disruptions to biodiversity and natural systems. The consequences are not just environmental—they also pose material risks to business continuity, supply chains, and long-term economic stability.

As a leading plastic manufacturer in India, Supreme fully recognizes its responsibility and the critical role industry must play in addressing climate change. Plastics are an essential part of modern infrastructure, healthcare, mobility, and daily living. However, their production and lifecycle—from raw material sourcing and polymerization to use, recycling, or disposal—generate GHG emissions that contribute to climate change. We acknowledge this dual reality: while plastics enable progress, their production must evolve to align with climate goals and resource efficiency.

To lead this transformation, Supreme has made a formal commitment to the Science Based Targets initiative (SBTi) in FY2023–24. Through this commitment, we align our business strategy with the most ambitious pathway of the Paris Agreement: limiting global temperature rise to 1.5°C above pre-industrial levels. This requires us to significantly decarbonize our operations and value chain while setting transparent, measurable, and science-based climate targets.

Our SBTi commitment is not only about compliance—it reflects our long-term ambition to achieve Net Zero emissions by mid-century. We recognize that achieving Net Zero is a journey that requires consistent action today, guided by near-term targets, to pave the way for deep decarbonization in the future. By embedding climate action into our corporate strategy, we are strengthening resilience, protecting value for stakeholders, and contributing to global sustainability goals.

Base Year for Targets

Supreme has established FY2024 as the baseline year for measuring and tracking its GHG emissions reduction journey.

We have also added Climate Risk Assessment and sharing the Physical Risk study in this report



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Carbon Management Plan

Supreme has developed a Carbon Management Plan to provide an organized and structured pathway to reduce our carbon footprint. The plan outlines strategies and actions designed to deliver long-term competitive advantage through emissions reduction while improving environmental performance. Carbon management enables us to stay focused on our targets to lower CO₂ emissions, reduce fossil fuel dependency, and drive continuous efficiency improvements.

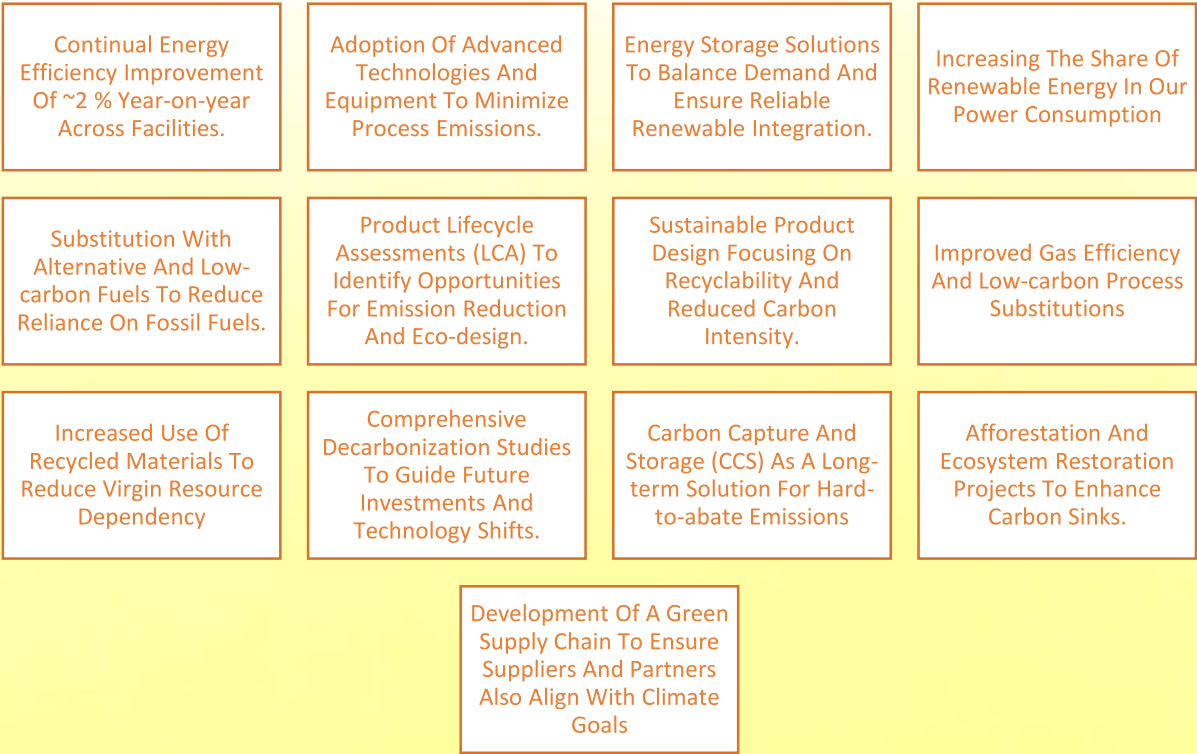
Key features of our Carbon Management Plan include:

- Annual GHG reduction programs through cost-effective and practical interventions.
- Continuous monitoring and reporting, in line with international standards such as ISO 14064 (Parts 1, 2 & 3).
- Integration of carbon management into corporate decision-making, risk assessment, and operational excellence.
- Stakeholder engagement to ensure a collaborative approach across our supply chain.

❖ Net Zero Carbon Reduction Plan:

To deliver on our SBTi and Net Zero commitments, Supreme will implement a customized Emission Management Plan aligned with global best practices. This plan combines technological, operational, and natural climate solutions to progressively reduce and offset emissions.

Our strategies include:

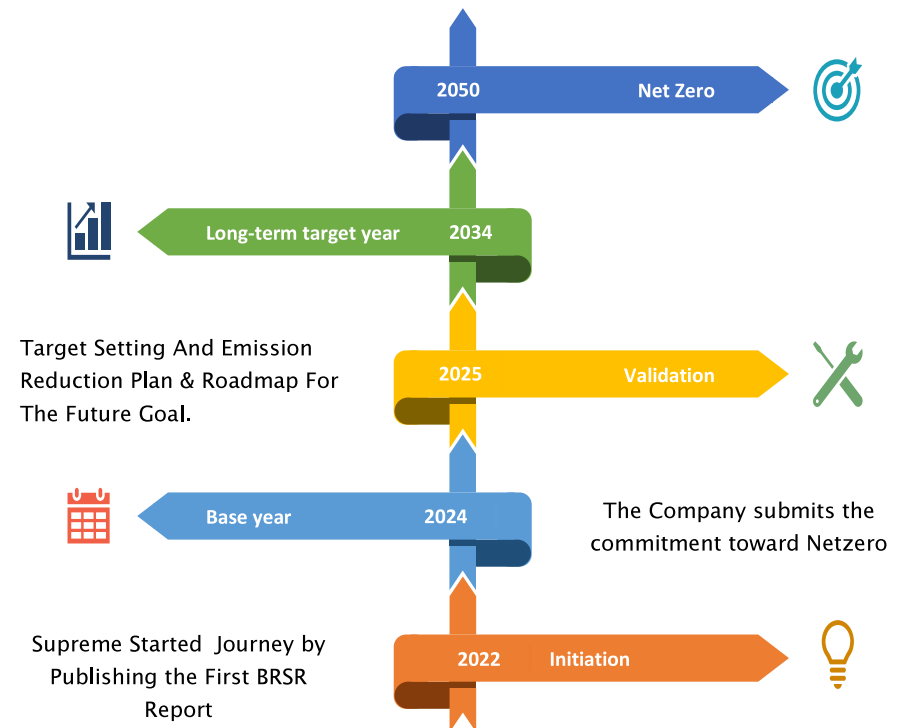
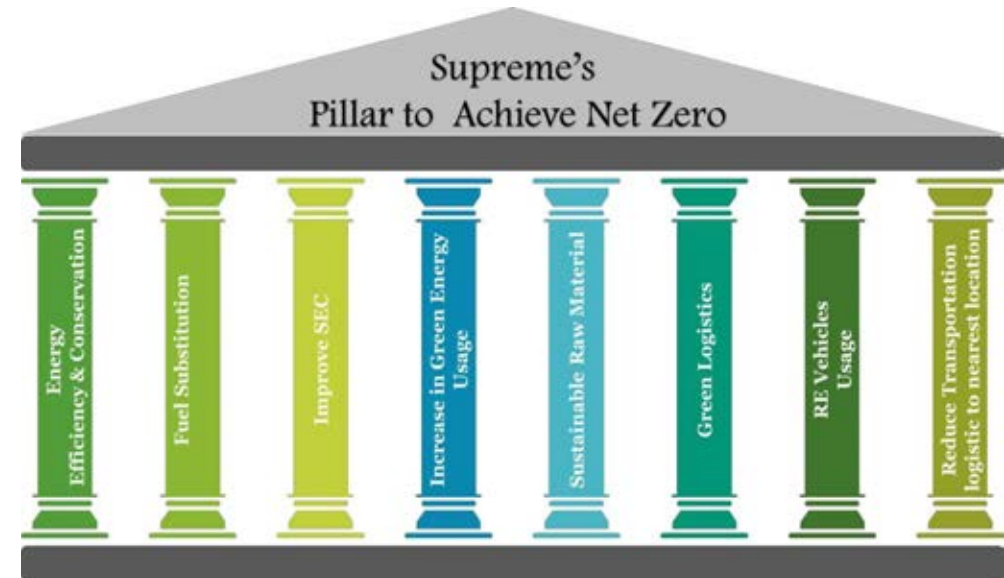


Looking Ahead

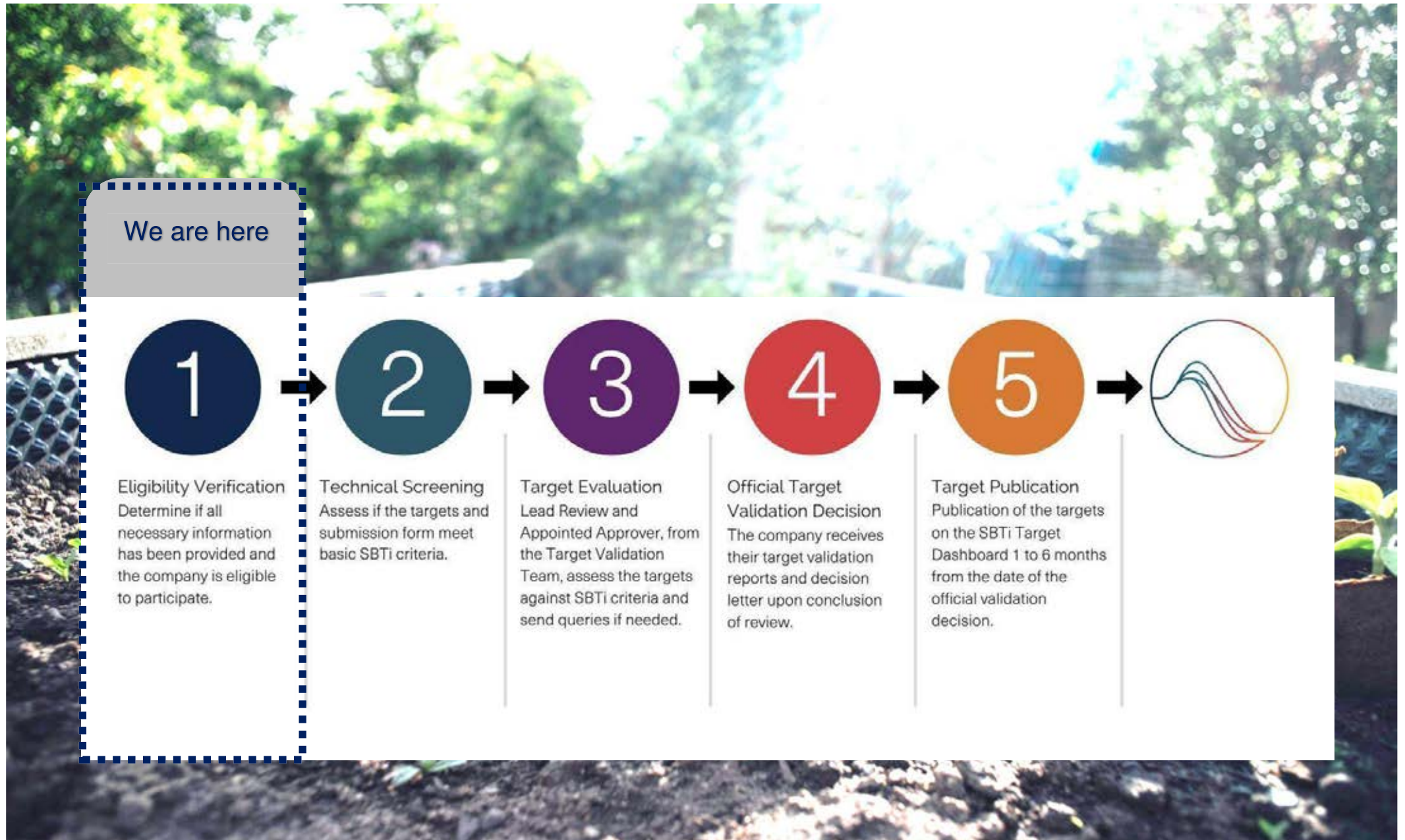
Our journey with the SBTi is a significant step forward in building a climate-resilient and sustainable business model. We are committed to continuous improvement, transparent reporting, and collaboration across our value chain—working with suppliers, customers, and partners to collectively drive emissions reduction.

We will set ambitious near-term targets to achieve measurable progress, while also defining a credible pathway to long-term Net Zero emissions. This commitment strengthens Supreme's role not only as a manufacturer but also as a responsible corporate citizen contributing to India's climate goals and the global call for urgent climate action.

By embedding climate responsibility at the core of our strategy, we reaffirm our pledge to align growth with sustainability, innovation with responsibility, and progress with planetary well-being.



SBTi- Science Based Target Initiative



Climate Risks

As a manufacturer of plastic products, The Supreme Industries Limited faces a unique set of challenges arising from climate change. These challenges can be broadly categorized into two main types. We fully recognize the potential risks that could affect our business operations. We are aware of the qualitative impact these risks can bring and have already formulated a mitigation strategy to address them.

Effectively managing both physical and transition risks is imperative for ensuring the resilience and long-term viability of our operations. This involves adopting a multifaceted approach that encompasses strategies and implementation measures. By actively addressing these risks, we not only safeguard our business from potential disruptions but also position ourselves to thrive in an evolving economic landscape focused on sustainability and environmental stewardship.

During this Financial Year 25 Climate Risk Assessment (CRA) Study Conducted by External third party

Table 8 : Climate Risk

Type Of Risk	Physical Risks Pertain To The Tangible And Observable Impacts Of A Changing Climate On Operations.	Transition Risks Represent A Specific Subset Of Climate Related Challenges Encountered By Businesses Worldwide
Affecting factors	Escalating temperatures, alterations in typical weather patterns, and a heightened frequency of extreme weather events. These changes pose direct threats to our business and necessitate proactive management and adaptation strategies.	Regulatory changes, evolving market demands for eco-friendly alternatives, and potential shifts in investor preferences towards sustainable enterprises. As the global economy pivots towards greener practices, businesses must be vigilant in anticipating and adapting to these transition risks.
Impact	Rising temperatures might lead to increased energy consumption for cooling processes, potentially affecting production costs. Similarly, unpredictable weather patterns can disrupt supply chains and distribution networks, impacting both production timelines and product delivery	These risks arise from the uncertainties associated with the global shift towards a more sustainable and net-zero economy. This transition, driven by a collective push for reduced carbon emissions and increased sustainability, introduces a level of unpredictability for industries that have historically operated within a carbon-intensive framework.
Identified Risk	Climate-related events such as extreme weather conditions, natural disasters, or disruptions in raw material availability can negatively affect our supply chain and create disruptions, impacting manufacturing and production	<ul style="list-style-type: none"> As the global economy shifts towards a low carbon future, plastic product manufacturers may face risks associated with the transition. This includes technological advancements, changing consumer preferences, and evolving regulations. Climate-related risks can have financial implications for Supreme as a plastic products manufacturer, including increased costs of energy, raw materials, and compliance with environmental regulations. Companies with negative environmental footprints may face potential reputational challenges. Risk to the operations and profitability of the company due to impact of changes in climate related regulations, policies, and carbon pricing mechanisms.
Mitigation Strategy	Diversifying supply chains to mitigate weather-related disruptions.	<ul style="list-style-type: none"> Implementing a range of mitigation measures designed to reduce our greenhouse gas emissions. This includes engaging in long-term renewable Power Purchase Agreements (PPAs), increasing our solar energy capacity through investments in rooftop solar plants, and enhancing energy efficiency by installing state-of-the-art injection moulding machines Carrying out thorough climate risk assessment. Which will help in identifying and evaluating the potential risks and opportunities, as well as determine their severity and potential impact on operations. We stay informed about evolving climate-related regulations and policies. Engagement with key stakeholders including customers, suppliers, and investors to demonstrate dedication to climate action and sustainability Clear target setting and tracking the progress towards emissions reductions and other climate-related goals

Climate Risk Assessment

Climate-related risks and opportunities aligned with IFRS S2 disclosures

At The Supreme Industries Ltd (TSIL), we recognize that climate-related risks and opportunities are critical to ensuring long-term business resilience and enhancing stakeholder trust. In response to the challenges posed by climate change, we are actively aligning our climate risk assessment processes with the recommendations outlined in the International Financial Reporting Standards (IFRS S2 – Climate-related Disclosures), issued by the International Sustainability Standards Board (ISSB).

The IFRS S2 framework is structured around four key pillars:

- (i) Governance,
- (ii) Strategy,
- (iii) Risk Management,
- (iv) Metrics & Targets.



Core elements of IFRS S2 framework

Governance	The governance processes, controls, and procedures the entity uses to monitor, manage, and oversee climate-related risks and opportunities
Strategy	The entity’s strategy for managing climate-related risks and opportunities
Risk Management	The processes entity uses to identify, assess, prioritize, and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity’s overall risk management process
Metrics and Targets	The entity’s performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation

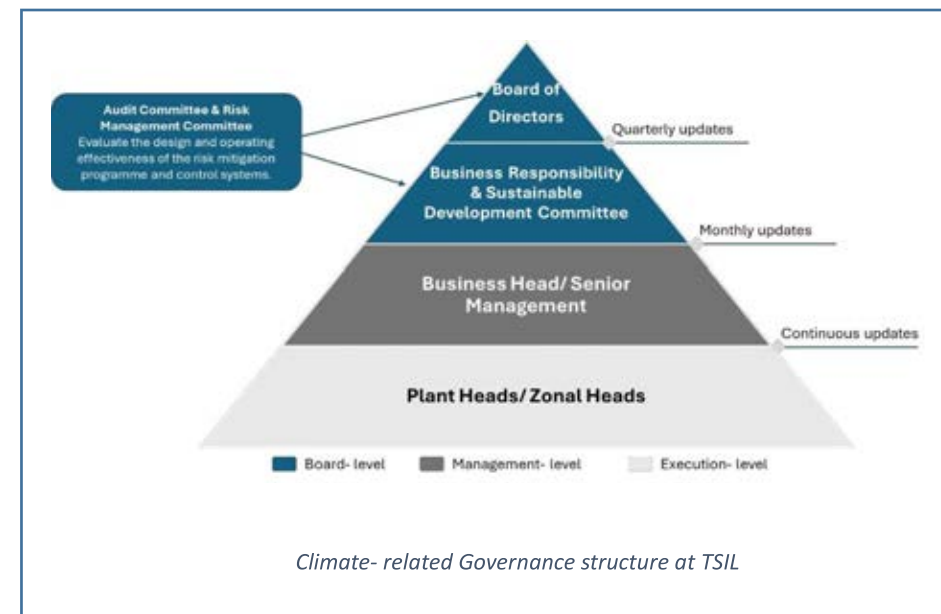
Climate-related Governance

We have established a strong governance structure to guide climate action and sustainability initiatives, ensuring accountability, risk management, and effective implementation. At TSIL, our ESG and climate-related governance structure is a well-integrated combination of both top-down direction and bottom-up execution.

Board's Oversight of Climate- related Risks & Opportunities

The Board of Directors holds ultimate responsibility for overseeing climate-related risks and ensuring robust internal control systems. The Business Responsibility and Sustainable Development (BRSD) Committee, operating at the Board level, regularly reviews both climate and broader sustainability risks. Senior leadership, including the Managing Director, CFO, Company Secretary, CHRO and Senior GM – Energy & Environment, are a part of this committee, which sets climate and ESG-related targets and monitors performance. The Risk Management and Audit Committees, which assess the effectiveness of internal controls and the risk mitigation framework, further support the Board. This multi-tiered governance approach ensures regular updates at all levels—from quarterly reviews by the Board to continuous inputs from plant and zonal heads.

The Board receives quarterly updates on climate related risks & opportunities and mitigation measures.



Management's role in assessing and managing climate-related risks & opportunities

At the Business Segment level, all Business heads are responsible to identify and review climate-related and other risks relevant to their respective businesses. The Business heads are responsible to inform the Managing Director/Executive Directors about the probability, impact and mitigation measures of risks identified by them. The Senior Management team and Plant Heads are responsible for identification, review, management and mitigation of physical and transition risks of their respective departments and plants. The management team and plant heads periodically review control measures to verify effectiveness of Risk Measures.

We encourage management and employees at all levels to achieve our climate resilience goals and have implemented a robust incentive structure that motivates them to take ownership of climate change initiatives.

Climate-related Strategy

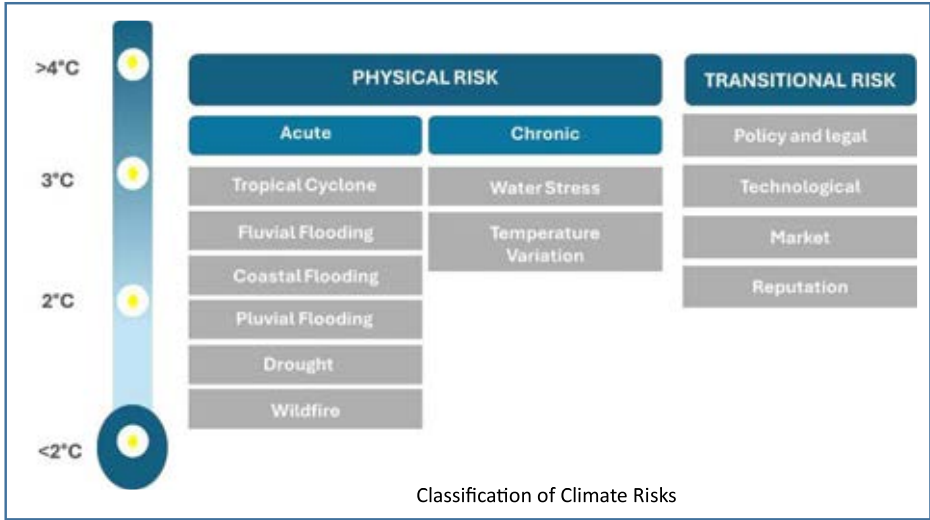
At TSIL, we have adopted a proactive climate strategy that integrates emissions management, renewable energy, energy efficiency, and operational efficiency to enable sustainable operations. To combat climate change and reduce our environmental impact, we have committed to a 1.5°C Net Zero Science Based Target Initiative (SBTi). To strengthen our commitment, we have established a dedicated vertical called 'Energy and Environment', focusing on climate change, energy efficiency, and renewable energy initiatives. We take a proactive approach to addressing climate change and implement various policies to ensure effective management of critical risks.



We are actively adopting emission-reduction strategies, deploying energy-efficient technologies, and aligning operations with Energy Management System (EnMS) ISO 50001:2018 standards. We are also enhancing the adoption of renewable energy to reduce dependence on fossil fuels and transition toward a low-carbon future. Through sustainable product design, we promote circularity by developing products using recycled materials or enabling reuse through repair, refurbishment, or remanufacturing. Our approach to waste management emphasizes circular economy principles, supported by proactive steps such as registering Extended Producer Responsibility (EPR) targets and conducting Life Cycle Assessments (LCA) of our products. Additionally, we are prioritizing water management by implementing efficient usage practices, conducting water risk assessments, and deploying recycling systems, to minimize our water footprint across operations.

Scenario Analysis

In line with the IFRS S2 disclosures, we have carried out a comprehensive climate risk assessment review to identify climate-related physical and transition risks across different time horizons. Climate-related scenarios help TSIL to build up understanding of how climate-related physical and transition risks might plausibly impact the business over time. Scenario analysis, therefore, evaluates a range of hypothetical outcomes by considering a variety of alternative plausible future scenarios under a given set of assumptions and constraints.



Under physical risk assessment, we have evaluated acute and chronic physical risks that can disrupt service continuity and damage infrastructure. We have used Shared Socioeconomic Pathways (SSP1–2.6, SSP2–4.5, and SSP5–8.5) to evaluate physical climate hazards.

Under transition risk assessment, we have assessed the evolving regulatory requirements and emission reduction obligations (Perform, Achieve, and Trade (PAT) scheme/ Carbon Credit Trading Scheme (CCTS), Carbon Border Adjustment Mechanism (CBAM)), Additionally, the risk of non-compliance with regulatory requirements such as the Extended Producer Responsibility (EPR) guidelines mandated by the Central Pollution Control Board (CPCB) has also been assessed. Furthermore, changing market dynamics also pose a challenge, particularly due to shifting customer preferences and expectations for low carbon products.

We have integrated International Energy Agency (IEA) scenarios—Stated Policies Scenario (STEPS) and Net Zero Emissions (NZE) to evaluate transitional risks in accordance with 1.5-degree Celsius scenario (1.5DS) and Well-Below 2-degree Celsius (WB2C) scenario.



We have conducted asset- wise risk assessment for physical risks, both acute and chronic.

Table 9 : Risks identified for TSIL

Risk category	Risk type	Risk description	Time horizon ¹
Physical risks	Acute	Floods, tropical cyclones, wildfire, drought TSIL faces potential risks from extreme weather events, including tropical cyclones, floods, droughts and wildfires, which could damage our operations and affect business continuity.	Short term
	Chronic	Temperature variation and Water Stress TSIL may face chronic physical risks from temperature variability and water stress, which could impact our business operations.	Long term
Transitional risks	Policy & Legal	Carbon pricing mechanisms TSIL may face potential increased operational costs due to carbon pricing mechanisms and emission reduction obligations, facing competitive disadvantage against low-carbon manufacturers. There may also be potential export barriers due to CBAM and penalties if energy reduction targets are not met under the PAT scheme	Long term
		Non-compliance to CPCB requirements - EPR We may have to incur legal penalties and restrictions on product sales, increased costs for waste collection, recycling, and compliance reporting, and market access risks due to non-fulfilment of Extended Producer Responsibility (EPR) targets	Short term
	Market	Changing customer behaviour Customers are demanding low carbon products, with more recycled content and sustainable packaging which may affect our revenue, given we are not able to meet their expectations. This risk further exacerbates the need to invest in research and development to stay competitive in the market with innovative sustainable products.	Medium term

The outcomes from climate risk assessment and scenario analysis will be incorporated in our Enterprise Risk Management and business strategy, enabling adaptive risk mitigation and strategic capital allocation. Simultaneously, we have also identified climate-related opportunities such as renewable energy adoption, exploring energy efficient technologies, use of lower emission sources of energy (biodiesel, biogas, and natural energy) and accessing new markets through use of bio resin to enhance efficiency, reduce emissions, and support sustainable growth.

¹ Short term (0- 3 years), Medium term (3- 10 years), Long term (10- 30 years)

Table 10 : Risks identified for TSIL

Opportunity Type	Opportunity Description	Time Horizon
Resource Efficiency	Implementation of Energy Efficiency measures Plastic manufacturing is highly energy-intensive, with operations such as extrusion, moulding, drying, and chilling consuming significant electricity and heat. As a part of our decarbonisation strategy, we are investing in energy efficiency measures in our operations that can yield immediate environmental and financial returns.	Short term
Energy source	Use of renewable energy/ green tariff / recs Electricity usage in plastics manufacturing contributes significantly to Scope 2 emissions. We are enhancing renewable energy adoption in our operations to meet our net-zero goals and stakeholder expectations. We are switching to renewables (majorly, solar energy and recs) that significantly reduce emissions and boost our sustainability credentials.	Short term
	Use of lower-emission sources of Energy (Biodiesel, Biogas & Natural Gas) Direct energy use, often from diesel in the Genset, LPG for fabrication and moulding and CNG for vehicles etc. In manufacturing processes, contribute heavily to Scope 1 emissions. Transitioning to lower-emission fuels (Biodiesel, Biogas & Natural Gas) is a crucial step towards decarbonization & produce fewer emissions as compared to traditional fossil fuels	Medium term
Products & Services	Development and/or expansion of low emission goods and services – CII Green products We have achieved GreenPro certification from the Confederation of Indian Industry (CII) for 11 of our products. Low-carbon products like GreenCo-certified items play a crucial role in combating climate change by minimizing GHG emissions during their production and use. These products promote efficient use of energy, water, and raw materials, helping conserve natural resources and reduce environmental impact.	Short term
Markets	Access to new markets (Use of Bio- resin) As sustainability gains traction, many global and domestic markets are demanding eco-friendly, biodegradable, or bio-based alternatives to conventional plastics. The adoption of bio-based resin across industries is growing due to high demand from the packaging industry. Apart from packaging, bio-attributed PVC from is an emerging product offered by global peers, which is RSB-certified 100% substitution of fossil feedstock with biomass that is renewable, does not compete with the food chain and reduces GHG emissions by 90% compared to conventionally produced PVC.	Long term

Climate-related Risk Management

We employ a systematic enterprise risk management approach to identify and mitigate potential risks that could impact our objectives, operations, revenues, financial performance, regulatory compliance, and sustainability, with a particular focus on Climate- related and ESG risks. Our risk management framework is designed to proactively address potential risks and ensure the achievement of our objectives, which are categorized into four areas: Strategic, Operational, Reporting, and Compliance. This framework is applied across all levels of the organization, including the enterprise, division, business unit, and subsidiary levels, to ensure a comprehensive and integrated approach to risk management.

We identify key risks– Climate and ESG risks, credit and liquidity risks, disaster risks, etc. through a comprehensive analysis of internal and external factors. With respect to climate, the risks are classified as physical risks (acute and chronic) and transitional risks (Policy, Reputational, Market, Technology). The next step is risk assessment, which involves evaluating and assessing the potential impact and likelihood of the identified risks. This enables prioritization of risks, basis criticality, and helps decide on the appropriate risk management strategy.



Post the prioritization of risks; the strategies for risk management are devised through appropriate mitigation measures identified for all the risk categories. Thereafter, the risks are monitored and reviewed on a periodic basis to minimize them to an acceptable level.

Through proactive risk management, we have strengthened our business's ability to adapt to the challenges of climate change, securing a sustainable and resilient future.

Risk Mitigation




For physical risks, we have identified adaptive measures against physical risks (Floods, Cyclones, Droughts, Wildfires, etc.) for our assets. Based on the outcomes of climate risk assessment exercises, future mitigation strategies will be developed. This ensures that the climate risks and associated mitigation/adaptive controls are embedded at the inception stage itself. We are committed to ensuring our operations remain resilient in the face of unexpected disruptions. Through our Business Continuity plan, we focus on building robust and realistic plans that enable rapid recovery, cost-effective damage mitigation, and uninterrupted service to our customers. We work to ensure we are prepared for a wide range of risks — from natural disasters to regulatory actions, and supply chain disruptions — so that we can maintain operational stability and always uphold our standards.

With regards to transitional risk, we have developed a comprehensive decarbonization roadmap (aligned with SBTi requirements) with year wise strategy and financial planning needed to reach our targets. The roadmap includes strategy for abatement of emissions considering our business expansions and future growth.

Climate-related Metrics & Targets

In our pursuit to tackle climate-change and achieve Net Zero Emissions, we are prioritizing reduction in GHG emissions by deploying energy-efficiency measures, renewable energy sources, designing sustainable products, etc. We have a well-defined roadmap and strategy in place to achieve our targets. Our climate and ESG-related metrics and targets are listed below:

Table 11 : Key metrics and targets

Parameters	Metrics	Targets	Performance in FY 24-25
Climate Change 	<ul style="list-style-type: none"> Scope- wise GHG Emissions GHG Emissions intensity 	Achieve Net Zero emissions by 2050	Scope 1 and 2 GHG emissions intensity reduced from 0.386 tCO ₂ e/MT to 0.354 tCO ₂ e/MT in FY25
	<ul style="list-style-type: none"> Share of renewable energy 	Consume 1,300 Lakhs electricity units from Renewable electricity sources by FY26	Consumed 847 lakhs kWh renewable electricity in FY25
Water 	<ul style="list-style-type: none"> Water consumption intensity 	Reduce water consumption intensity from 3.36 kL/MT to 1.5 kL/MT by 2027	Water consumption intensity reduced to 1.58 kL/MT in FY25
Waste 	<ul style="list-style-type: none"> Extended Producer Responsibility (EPR) 	Align with regulatory EPR requirements and targets provided by CPCB	We have registered for EPR, and our waste collection plan is aligned with regulatory requirements by CPCB

GHG Emissions

At Supreme, we are dedicated to reducing GHG emissions and demonstrating our commitment to sustainability to strengthen our relationships with stakeholders. We understand that customers, employees, investors, and community members value companies that take responsibility for their environmental impact, and we strive to meet their expectations.

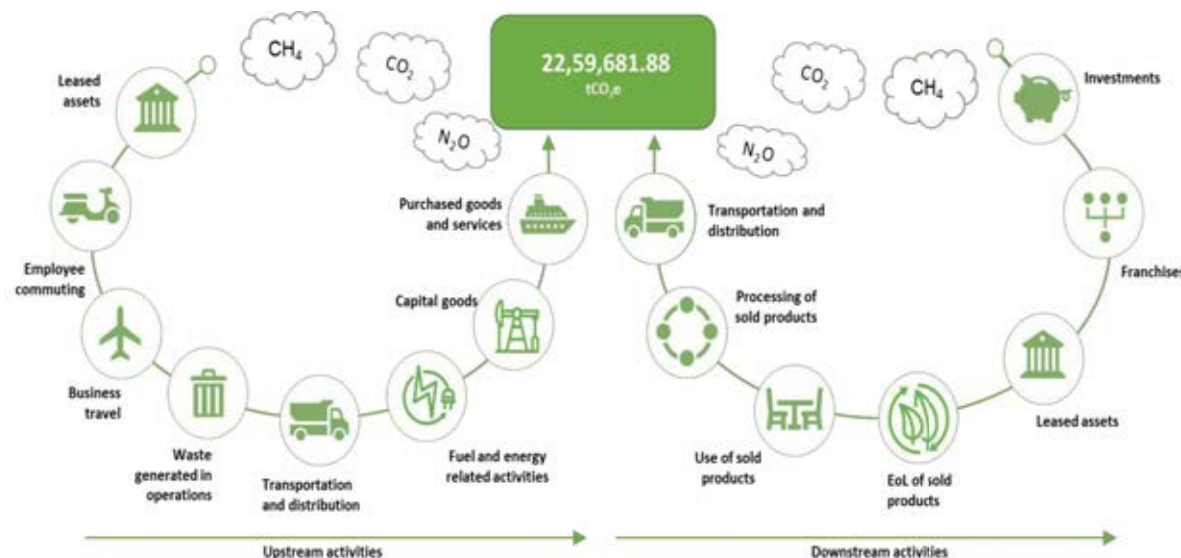
We have made a detailed GHG Inventorisation for Scope 1, 2 & 3 to monitor our emissions. Operational control approach was used to compute our emissions footprint. Our objectives are to minimize GHG emissions and increase the proportion of renewable energy in our total energy mix. Our emissions intensities are derived only for our Scope 1 & Scope 2 emissions. We aim to cut carbon emissions in our operations by expanding the use of renewable energy and low-carbon fuels. We have taken concrete steps toward sustainable development by installing rooftop solar power plants totaling 35.65 MWp at various locations across India and by sourcing green energy from the market.

These results in the reduction of Scope 2 Emission by 3.56% and overall reduction of approx. 3% of Scope 1 and 2 emissions combined. This is further indicative in the reduction of Scope 1 & 2 Intensity – approx. 8% (wrt to Production) and approx.8 % (wrt to turnover)

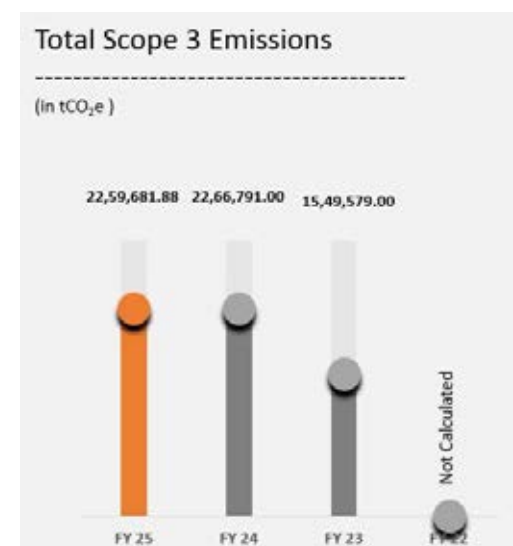
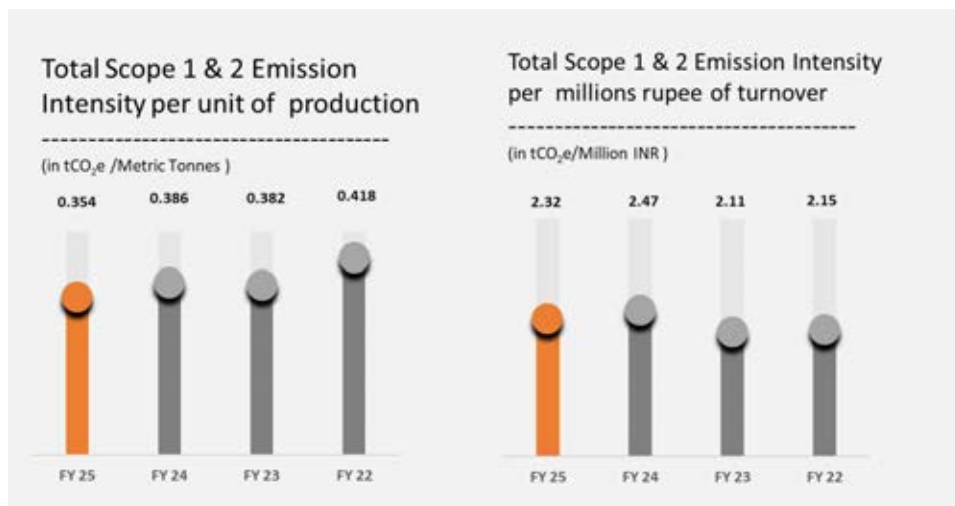


Scope-3 GHG Emissions of FY 25*

As we progress on our sustainability journey, we have conducted a comprehensive assessment of our Scope 3 greenhouse gas (GHG) emissions for the reporting period, following the GHG Protocol. This initiative aims to identify areas in our supply chain where emissions are highest and gain valuable insights to implement targeted reduction strategies. We have assessed nine out of fifteen Scope 3 GHG Emissions categories relevant to us. Purchased goods and services contribute the most to our Scope 3 GHG emissions, followed by emissions from upstream and downstream transportation. Our Scope 3 GHG emissions intensity stands at 3.30 tCO₂e / MT for FY25 emissions. Furthermore, it is worth noting that we have already implemented initiatives such as carpooling to reduce GHG emissions associated with employee commuting.



* For Category Wise Disclosure Refer Annexure –1

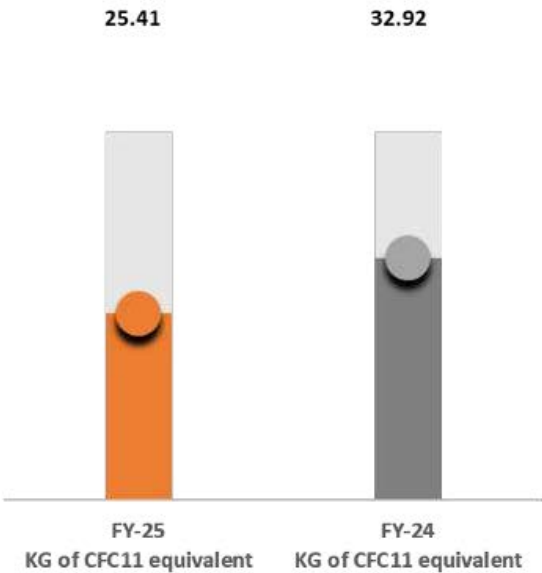


Ozone Depleting Substances

During the reporting period the emissions from Ozone Depleting Substances (ODS) reduced by approx. 22.8% from last FY2023–24. In FY 25, it is reported to be 25.41 kg CFC11 equivalent. This metric serves as a significant indicator of the environmental impact of ODS within our operational context

Table 12 : Ozone Depleting Substances

ODS	FY 25		FY 24	
	Consumption in KG	KG of CFC11 equivalent	Consumption in KG	KG of CFC11 equivalent
R-22	462.01	25.41	598.59	32.92
R-134a	485.8	0	193.21	0
R-407a	0	0	3.50	0
R-407c	16	0	23.00	0
R-410a	21.9	0	71.00	0
NOTE –GWP OF R407-C, R410-A, R134-A,R-407A IS ZERO The ODP of R22 is 0.055 (US EPA 2024).				



Air Emissions

We take substantial measures to preserve air quality in and around our plant facilities, ensuring that levels of dust (particulate matter), NOx, and Sox remain well within permissible limits. Continuous monitoring of emissions from stacks and diesel generator sets is carried out across all facilities. The resource fuel efficiency and the reduced fuel consumption has led to the reduced air emissions in FY 25 (14% reduction in absolute weight for NOx and Sox)

Table 13 : Air Emissions

Type of Air Emissions	Unit	FY 25	FY 24
NOx	MT	47	54.55
SOx	MT	3.11	3.63
Particulate matter (PM)	MT	3.54	0.34



Energy Efficiency: A Journey, Not a Destination

At TSIL, we always prioritize the energy utilization and energy reduction and always be committed to the reduction in the Specific Energy Consumption and Conduct energy audits continuously around every plant in 3 years from the Third party certified auditor, where as we have internally created a Centralized department which consist of a BEE Certified Energy Auditor & BEE Certified Energy Manager which regularly takes care of the auditing and energy improvement in the plant

Key Initiatives Undertaken:

- Internet of Things (IoT) – Integrated Energy and Water Monitoring Systems have been installed across various plants to ensure efficient resource utilization.
- Replacement of IE-1 and IE-2 motors with high efficiency IE-4 motors in extruder machines, and installation of servomotors in injection moulding machines.
- In injection moulding plants, optimized cooling circuits have been implemented: high-pressure, low water circuits for mould and low-pressure, high-volume circuits for heat exchangers to ensure efficient use of chilled water.
- Screw barrel insulation has been added to injection moulding machines and extruders to minimize radiation heat loss.
- Introduction of a centralized barrel vacuum system in extrusion plants.
- Synchronization of captive solar power systems has helped minimize diesel generator (DG) fuel consumption.
- Promotion of dual-fuel DG sets to reduce both carbon emissions and operational costs.
- Emphasis on reactive energy management through the installation of 3rd-level IGBT inverter harmonic filters, enhancing power quality and active energy usage.
- Implementation of ISO 50001:2018 certified Energy Management Systems across 16 plants, contributing significantly to energy conservation.
- Specific energy consumption reduced from 0.58 unit/kg in FY 2024-25 as compared to 0.59 unit/kg in FY 2023-24.
- Company's Green Energy mix for the month of March 2025 i.e. 28.93%.
- Encourage efficient energy use to reduce consumption and prevent losses.

Energy Awareness Activities:-

To promote awareness of energy conservation, renewable energy adoption, and their impact on the environment and climate change, the Company has Publication and circulation of 'Energy Nuggets'—emails shared with employees focusing on energy and environmental topics.

Contribution to accelerating energy efficiency in India

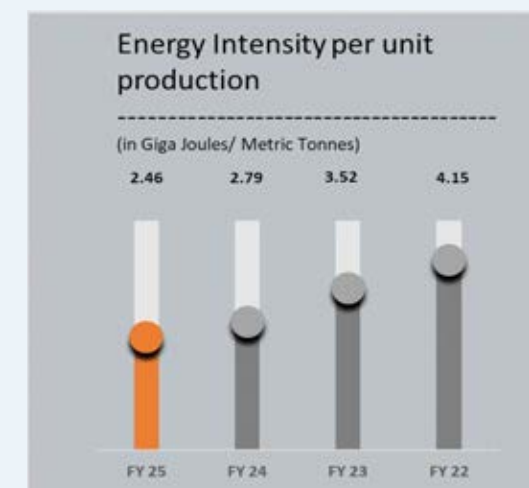
Our vision for India's energy efficiency progress is rooted in transformative, inclusive, and innovation-driven growth that positions India as a global leader in sustainable development while ensuring economic prosperity and energy security for all.

Our Sustainable Vision:

- To be the most Sustainable Plastic Company
- Use emerging technologies—IoT, Trigger sensing—to make energy usage transparent, predictable, and controllable culture of "smart consumption."

56,381 GJ

Energy Saving Reduction Activity Done In FY 24-25



Renewable Energy mix

- Company has invested 124 crore in renewable energy and plan to invest further 38 crore in the next year to increase the captive Solar generation
- On-site Solar Capacity: Rooftop and ground-mounted solar installations now total 35.65 MWp.
- 3rd-Party Power Purchase Agreement (PPA): 2.50 MW Hybrid PPA in Gujarat will generate 1.18 crore units annually.
- Captive Solar Supply from O2 Renewable Energy started from Feb-25 for our six locations in Maharashtra.
- Green Energy Use: Our year-on-year increase in green energy consumption contributes to a notable reduction in Scope 2 emissions.
- Energy Celebration Week (December 11 to 16, 2024)
- Promote awareness of energy conservation in daily life.
- 28 No of Plant equipped with Renewable Mix
- Company targeting to achieve the group RE MIX – 35%

Energy Efficiency and ISO 50001 Certification

- Supreme Industries remains committed to energy efficiency as part of its Science-Based Targets strategy:
- 16 plants are EnMS ISO 50001 certified, underscoring our dedication to continuous energy performance improvement



Supreme - Cuttack Plant

Towards A Sustainable Future!



Malanpur Unit IV
(Madhya Pradesh)



Guwahati Unit II
(Assam)



Kanhe Unit
(Maharashtra)

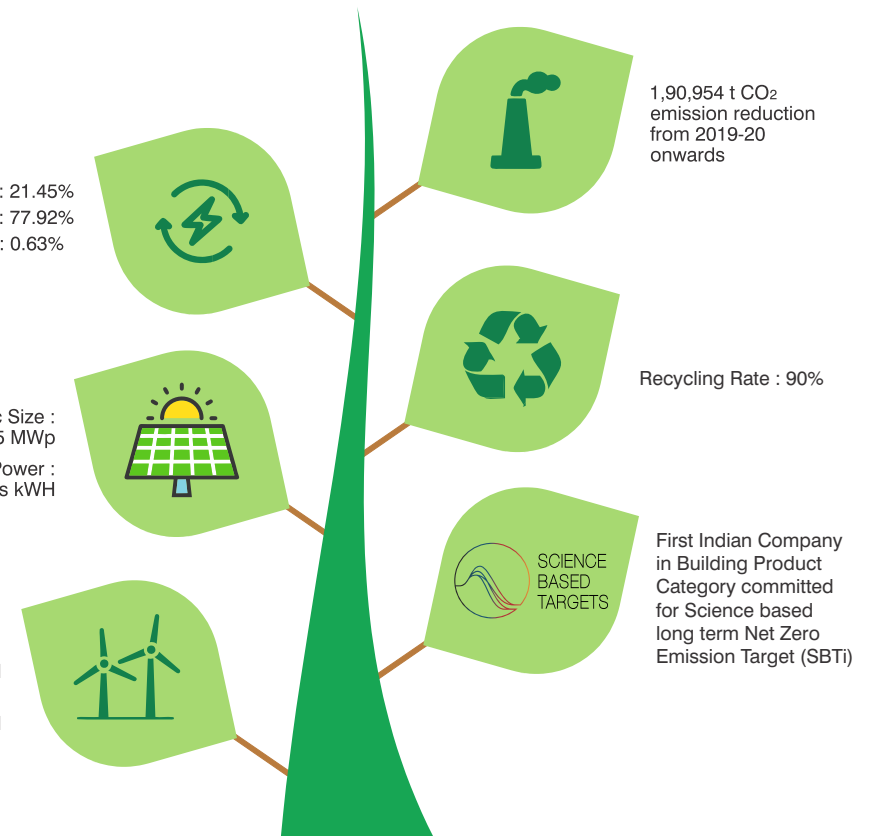


Silvassa Unit
(Union Territory)

RE Mix : 21.45%
Grid : 77.92%
D.G : 0.63%

Solar Dc Size :
35.65 MWp
Solar Power :
491.05 Lakhs kWh

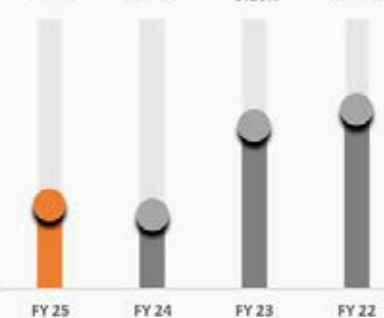
Wind Power :
126.50 lakhs kWh
Hybrid Power :
229.80 Lakh kWh



Environment Capex Investment

(in % Turnover)

4.66% 4.12% 9.10% 10.00%



Water Management

Water scarcity is an escalating global concern. At Supreme, we recognize the vital importance of conserving water and managing this critical resource responsibly for the continuity of our operations. In response, we have taken proactive and strategic measures to address water risks across our manufacturing locations. We conducted comprehensive water risk assessments, which led to the development and implementation of a robust water management strategy. As part of this initiative, detailed water audits were carried out at Puducherry Plant. This strategy is built around three core pillars:

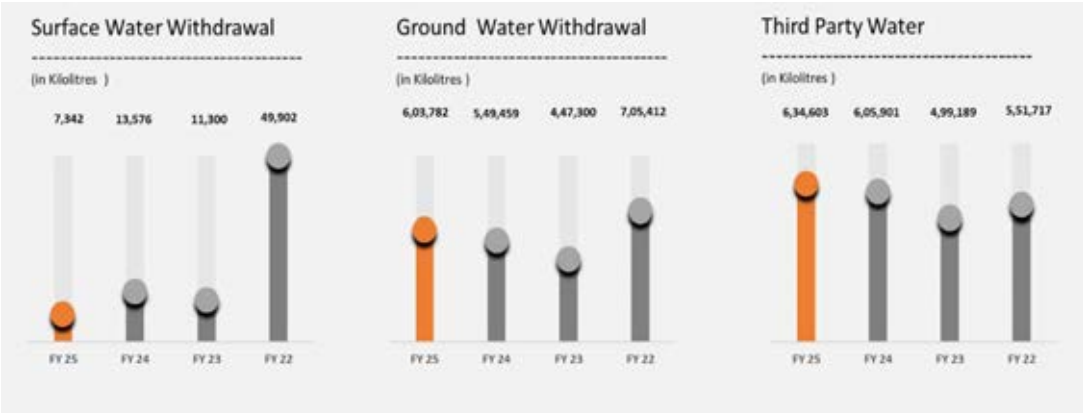
- Monitoring continuous tracking of water consumption and efficiency metrics.
- Recycling Implementation of advanced processes to recycle water within operations.
- Reusing: Maximizing reuse of treated wastewater to reduce freshwater dependency.

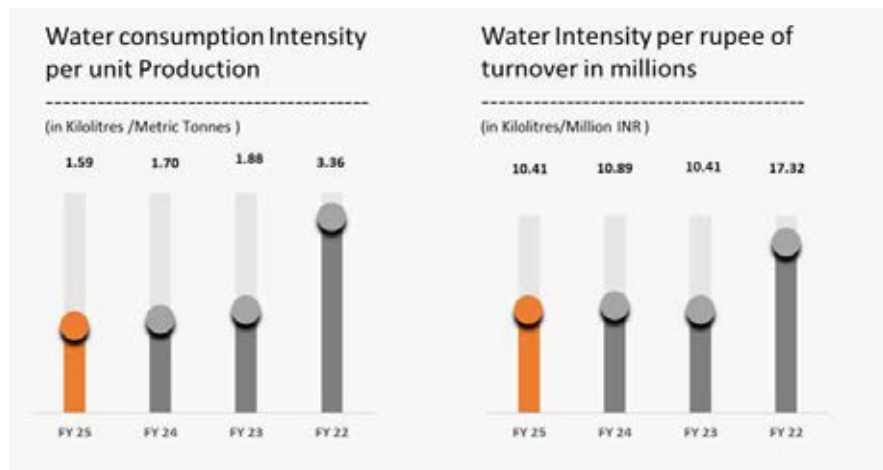
We strictly adhere to all applicable legal and environmental regulations, including the Water (Prevention & Control of Pollution) Act, 1974, reinforcing our commitment to regulatory compliance and environmental responsibility. Our proactive approach to water management is not only designed to mitigate the operational impacts of water scarcity but also to contribute meaningfully to broader global water conservation efforts. At Supreme, we aspire to serve as a model of responsible water stewardship, demonstrating that sustainable industrial growth and environmental protection can go hand in hand.

Water Withdrawal and Consumption

We source water from the surface water, ground water along with the third party sources such as govt supply, tanker supply and from bottled cans. Apart from this, we collect rainwater during monsoon in the rainwater-harvesting tank to use for the processes. In the FY 25, we collected approx. 2403 KL of storm water in a tank at Talegaon plant. Diversifying our water sources ensures stability and sustainability while reducing strain on any single source. This aligns with our commitment to responsible water management, benefiting our operations and the environment. All the water withdrawal are from the freshwater sources only.

By implementing sustainable water management practices, rainwater harvesting, we decreased our specific water intensity by physical output by approx. 6.5% in FY25 compared to the previous year. In terms of specific water intensity by turnover in millions INR, we were able to achieve the reduction of 4.40 % in FY 25. This achievement reflects our dedication to conserving water and adopting environmentally responsible practices.





Water Discharge

We do not discharge water outside our plants. Wastewater undergoes treatment up to the tertiary level at our Sewage Treatment Plant (STP) and is recycled for specific purposes within the plant premises. Recycled water is used for green area development and flushing, reducing the need for freshwater. However, as a part of Corporate Social Responsibility, In FY 25, we supplied the 64,220 KL of fresh water to the village in Gadegaon. This demonstrates our commitment to responsible water management and conservation as well as our responsibility towards the local community.

Water Management Initiatives

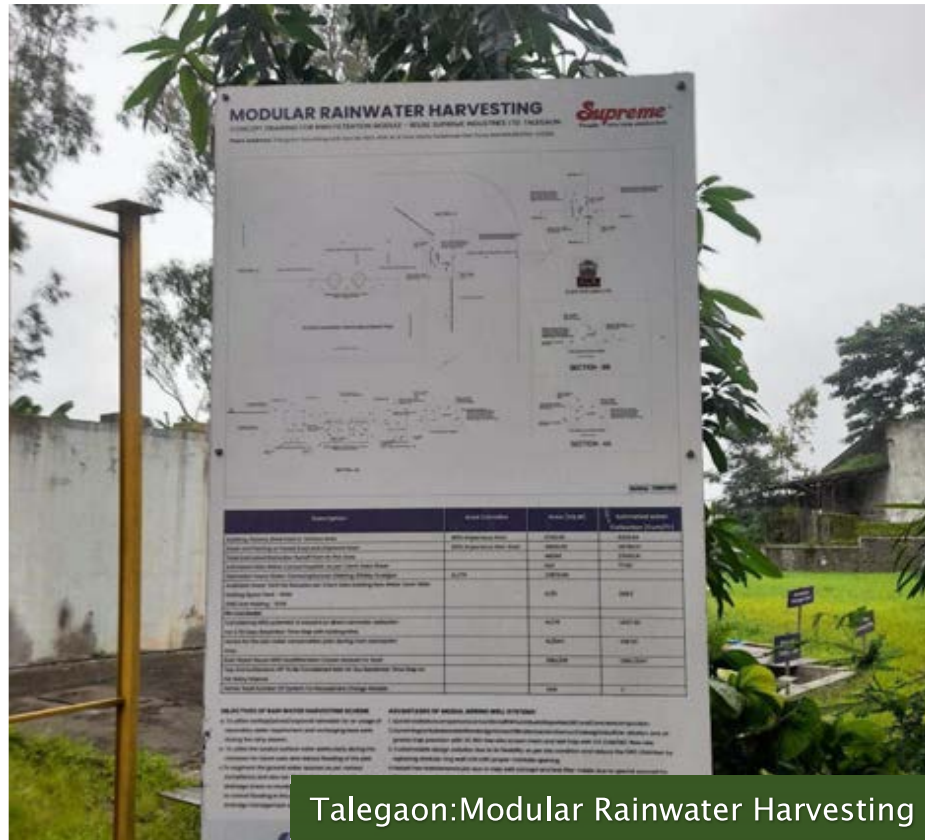
Aligned with Sustainable Development Goals 6 and 12, we actively quantify and scrutinize water utilization. Our goal is to reduce our water consumption, demonstrating our commitment to reducing our environmental impact. To optimize water usage, we have initiated a water conservation initiative measures such as directing the rainwater towards cooling tower make up, installation of low flow fixtures, arresting the leakages, replacing the conventional watering to green area by drip irrigation and sprinklers. Additionally, we have recycled 1,25,909 KL of water through our STPs, the treated water being reused for gardening and landscaping minimizing our freshwater consumption. These measures reflect our dedication to responsible water usage, environmental stewardship, and sustainable practices. Furthermore, we have conducted independent water audit at Pondy plant. These assessments evaluate water usage efficiency, and develop strategies for conservation and management

We are re-utilizing the treated wastewater recovered from the installed sewage treatment plant for the purpose of maintaining green area and flushing purposes. We have implemented No Liquid Discharge from our units

- Water Discharge (Drinking Water) is discharged for drinking usage at Gadegaon plant for CSR activity



“Catch The Rain :Stop The Drain”



Talegaon: Modular Rainwater Harvesting



RAINWATER HARVESTING: THE NEED OF THE HOUR

By introducing the “Aquasource Smart RW Filtration System”, Supreme Industries takes an important step towards addressing the pressing challenges to ensure a more sustainable water future



Supreme Rain Water Harvesting



Smart Rainwater Harvesting Filter

Rainwater Harvesting (RWH) is a topic of growing importance in today's world. With growing population, rapid urbanization, depleting groundwater resources, and fluctuating climate conditions, the need for active management of rainfall has become increasingly vital. Besides this, mandatory rainwater harvesting requirements for a certain size of projects also highlights the importance of this subject. Recognizing the gravity of this situation, Supreme Industries Ltd., have decided to focus on this important

Supreme offers an array of solutions such as SWR and roof gutter systems for rainwater collection, different piping systems with inspection chambers for stormwater collection, and efficient Raingain rainwater filters for domestic applications.

rainwater management segment.

Rainwater collection, filtration, and storage or groundwater recharge are the three important aspects of any rainwater harvesting system. Supreme offers an array of solutions such as SWR and roof gutter systems for rainwater collection, different piping systems with inspection chambers for stormwater collection, and efficient Raingain rainwater filters for domestic applications. The brand recently introduced a scientifically designed rainwater filtration system for surface water under the brand name “Aquasource Smart Rainwater Filters”.

The “Aquasource Filters” are meticulously designed for efficient filtration of rainwater collected from large surface areas such as rooftops, open grounds, and lawns. These filters are supplied with the necessary piping arrangements and the option to install an ultrasonic water flow meter, facilitating the conveyance of filtered water for groundwater recharge through various means like recharge pits, dug wells, defunct borewells, open wells, or borewells. By effectively separating impurities like silt, soil, organic, and non-organic substances from collected surface water, these filters prevent blockages in recharge wells and contamination of groundwater. Their versatility makes them suitable for residential, commercial, and industrial projects while adhering to CGWA guidelines.

Smart rainwater filters are made using a specially developed food grade polyethylene (PE) compound and are made available in 600, 800, 1000, and 1200 mm sizes, to cater to different plot sizes. It is designed to comply all the structural strength requirements as per EN-standard and meets all the hydraulic and functional requirements.

The Supreme Industries Limited
Web: www.supreme.co.in
Toll Free No: 1800 - 102 - 4707
Download the App: Supreme Pipes
(Android & IOS)

Waste Management and Circularity

We understand the crucial role of effective waste management practices in minimizing our environmental impact and continuously seek ways to improve the recyclability and sustainability of our products. When dealing with plastic materials, we strictly adhere to regulatory norms established by the State/Country. Waste materials are either sold to registered vendors or transported to authorized recyclers, and internally generated materials are processed carefully to reintegrate them into the production cycle without compromising quality.

Furthermore, we have established partnerships with accredited agencies at all our locations to facilitate efficient collection, recycling, reuse, or safe disposal of materials, reinforcing our commitment to responsible waste management. Taking a proactive approach, Supreme Industries Limited has registered for Extended Producer Responsibility (EPR), demonstrating our dedication to setting waste reduction targets. This initiative highlights our commitment to taking responsibility for the entire lifecycle of our packaging products, including their proper disposal and recycling. It is a testament to our proactive stance in addressing environmental challenges and promoting sustainable practices in our industry.



Waste Management Strategy at Supreme:

Our waste management strategy is seamlessly integrated with our Extended Producer Responsibility plan and includes the following key components:

EPR is applicable to our activities pertaining to plastic packaging production as well as consumption. Yes, the waste collection plan is aligned with EPR plan. It includes flowing components:

- a) **Setting Up Collection Infrastructure:** Establishing collection centers, drop-off points, or tie-ups with waste management agencies to ensure convenient and accessible collection of the products and their packaging waste.
- b) **Awareness Programs:** Educate consumers by featuring plastic recycling symbols, also referred to as resin identification codes on our several products. These symbols serve to identify the specific type of plastic resin used in each product, offering guidance on its recyclability.
- c) **Tie-Ups with Waste Management Agencies:** Collaborating with government authorized waste management agencies to handle the collection, transportation, and recycling or disposal of the collected waste in an environmentally responsible manner. With government-authorized agencies ensures waste is handled, transported, and recycled or disposed of according to environmental standards.
- d) **Reporting And Compliance:** Submitting periodic reports to regulatory authorities, detailing the quantity of waste collected and the measures taken for its proper management. However, Supreme Industries Limited has taken a proactive step by submitting the annual filing of Extended Producer Responsibility (EPR) on CPCB portal to establish waste reduction targets. This initiative reflects Supreme's commitment to take responsibility for the entire lifecycle of their packaging products, encompassing their disposal and recycling processes

Through these components, we are taking significant steps toward a more sustainable and environmentally conscious approach to waste management, promoting responsible consumption and environmental preservation.

- e) Recycling pre consumer as well as post-consumer waste and consuming the RPG (Recycled Plastic Granules) in our products.

Waste management process

In the production process, various inputs are utilized, including PVC resins, CPVC resins, HDPE granules, and master batches. These materials are essential for manufacturing our wide range of offerings. The process also generates waste, such as plastic waste, e-waste, battery waste, waste oil, and other non-hazardous waste. To manage these wastes responsibly, they are either recycled within our premises or directed to disposal through a government-authorized waste processor and recycler. This approach ensures that waste is effectively diverted from disposal, minimizing any potential environmental impact. Effective waste management strategies are in place to promote sustainability and compliance with regulatory standards. Recycling plastic waste within our manufacturing units is a significant step toward sustainable waste management at Supreme. Using grinders and shredders, we process and reuse plastic waste, reducing the need for new plastic production and minimizing environmental impact. We also prioritize the proper disposal of other types of waste, such as e-waste, battery waste, spent oil, and scraps. These materials often contain hazardous components requiring specialized handling and treatment to prevent harm to the environment and human health. By engaging authorized vendors, we ensure these waste materials are managed in compliance with relevant regulations and best practices.

Additionally, we are committed to effectively managing horticultural waste on-site. Through vermicomposting, we convert horticultural waste into nutrient-rich compost, utilized for green area development within our premises. Similarly, sludge from our Sewage Treatment Plant (STP) is recycled as organic manure, contributing to the fertilization of our green areas. We responsibly manage food waste from our canteen by diverting it to nearby animal farms for utilization. Through these practices, we aim to minimize our environmental impact, promote sustainability, and contribute to a circular economy by repurposing waste materials for beneficial reuse. During the reporting period, plastic recycle waste contributed to over 90% of total waste generated in our operations.



15.99%

Of the Recycled Input Material to Total Material (By Value) Used In the Production

Waste Intensity per unit Production

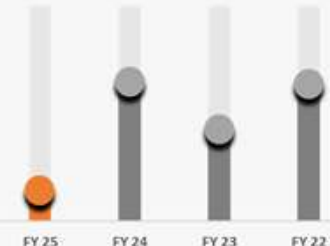
(in Metric Tonnes /Metric Tonnes Production)

0.022 0.101 0.077 0.123

**Waste Intensity Per Rupee Of Turnover In Millions**

(in Metric Tonnes /Million INR Turnover)

0.141 0.646 0.429 0.635

**Waste diverted from disposal**

Within our operations, we have implemented a robust waste recovery system, within our premises on-site. Recycling in-house plastic waste involves reprocessing of plastic scraps, offcuts, and standard rejections generated during the manufacturing process. This recycling process aims to reduce waste, minimize environmental impact, and lower production costs by reintroducing plastic material into the manufacturing cycle

Table 14 : Waste diverted from disposal

Particulars	Unit	FY 25	FY 24	FY 23
Recycled	MT	8.73	54,205	31,286
Re-used	MT	0	5	372
Other recovery operations	MT	0	0	0
Total Waste Diverged From Disposal	MT	8.73	54,210	31,658

Waste directed to disposal

We ensure responsible disposal of 100% unrecovered waste offsite, which includes sending it to government-authorized waste processors and recyclers. By adhering to this method, we contribute to a sustainable waste management ecosystem, aligning with legal requirements and supporting recycling efforts.

Table 15 : Waste directed to disposal

Particulars	Unit	FY 25	FY 24	FY 23
Incineration	MT	0	0	0
Landfilling	MT	0	0	0
Other disposal operations	MT	14,757	11,255	7,786
Total waste directed to disposal	MT	14,757	11,255	7,786

Supreme: Extended Producer Responsibility (EPR): A Key Driver of Circular Economy

In an era of rising environmental concerns, Extended Producer Responsibility (EPR) has emerged as a powerful policy tool to hold producers accountable for the lifecycle of the products they create—especially after consumer use. Rooted in the "polluter pays" principle, EPR shifts the responsibility of waste management from governments and municipalities to the producers, encouraging sustainable design and reducing the environmental burden of products.

Extended Producer Responsibility

Extended Producer Responsibility is a legislative strategy that assigns end-of-life responsibility for products to producers. Under EPR, producer, importers, and brand owners are legally obliged to manage waste collection, recycling, and disposal of their products in an environmentally sound manner. This responsibility may be financial, physical, or both.

Key Objectives of EPR

- **Waste Reduction:** Encourage producers to design for durability, reusability, and recyclability.
- **Resource Efficiency:** Minimize resource use through closed-loop systems.
- **Cost Sharing:** Shift the burden of waste management from public authorities to private companies.
- **Pollution Control:** Prevent environmental degradation caused by improper disposal.

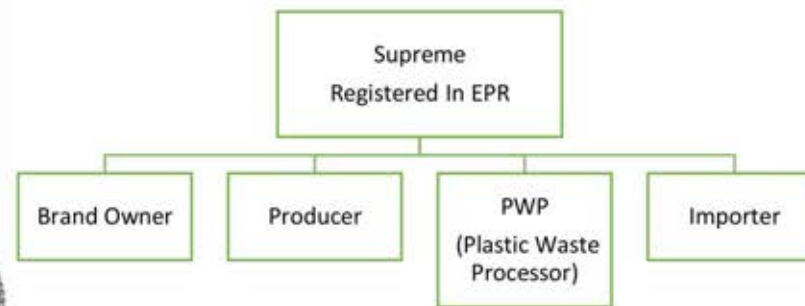
EPR Works

EPR can be implemented through:

- **Take-back schemes:** Producers are required to accept returns of used products.
- **Deposit-refund systems:** Consumers pay a deposit, refunded upon proper disposal.
- **Recycling targets:** Mandatory recycling and recovery goals for specific products.
- **Product redesign incentives:** Regulatory and economic incentives for eco-friendly designs.

These mechanisms are commonly applied in sectors like **electronics (e-waste), plastic packaging, batteries, automobiles, and textiles**.

- **Promotes Circular Economy:** EPR encourages eco-design and use of recyclable materials, enabling a closed-loop system where products are reused, recycled, or repurposed.
- **Reduces Environmental Impact:** By making producers accountable for the lifecycle of their products, EPR reduces landfill waste, pollution, and resource extraction.
- **Drives Innovation:** Companies are incentivized to design durable, sustainable products that are easier to recycle.
- **Shifts Financial Burden:** It alleviates pressure on public waste management systems and shifts costs to the product manufacturers.



Sustainable Procurement Practices

As a leading manufacturer of plastic products, we understand the critical importance of long-term sustainable development for our success. We highly value our relationships with suppliers who share our commitment to responsible business practices. In line with this commitment, we have established Sustainable Procurement Policy that reflects our core values.

Through this policy, our objectives are to:



To support these objectives, we employ sustainable practices within our manufacturing processes. Plastic waste generated from end trimmings and other manufacturing processes is ground and converted into plastic granules, ready for reuse as raw material. Recycling in-house plastic waste involves reprocessing of plastic scraps, offcuts, and standard rejections generated during the manufacturing process. This recycling process aims to reduce waste, minimize environmental impact, and lower production costs by reintroducing plastic material into the manufacturing cycle.

During the reporting period, none of our products and their packaging materials were reclaimed. However, we remain dedicated to promoting responsible waste management practices. As part of this commitment, many of our products feature plastic recycling symbols, also referred to as resin identification codes. These symbols serve to find the specific type of plastic resin used in each product, offering guidance on its recyclability. By displaying these symbols, we aim to encourage proper treatment and disposal of our products, ensuring they can be managed appropriately at the end of their life cycle. By implementing these measures, we aim to establish a sustainable supply chain that not only aligns with our values but also contributes to the overall sustainability goals of our organization.

“At Supreme we are committed to manufacturing our products responsibly, ensuring that our procurement process is conducted ethically, safely, and with environmental consciousness.”



15.99%

Of the Recycled Input Material to Total Material (By Value) Used In the Production

Innovation and Sustainable Product Design

Supreme is committed to embracing the circular economy, which promotes product innovation and design for recycling. We strive to develop products that are easily recyclable, made from recycled materials or designed for extended use through repair, refurbishment, or remanufacturing. Our diverse range of eco-friendly products helps conserve natural resources, aligning with Sustainable Development Goal 12: 'Responsible Consumption and production. We manufacture insulation products that are recognized for their environmental friendliness and certified by the CII Green Products and Service Council.

The following products have been qualified:

- INSU Sound XLO
- INSU Sound BN
- INSU Sound B CAP
- INSU BXL
- INSU Tape
- INSU Flex Hose & Sheet
- INSU Reflector
- INSU Shield
- INSU Shield Tubing
- INSUSOUND PE
- INSU MELA foam
- CPVC Lifeline Pipes & Fittings
- CPVC Lifeline Plus Pipes & Fittings



Sustainable Product Design

At Supreme Industries Limited, we recognize the critical importance of Life Cycle Assessment (LCA) as a tool for evaluating and improving the environmental performance of our products. LCA enables us to assess environmental impacts across all stages of a product's life—from raw material extraction to end-of-life disposal—empowering us to make informed, sustainable decisions. In FY25, we initiated LCA studies for five key products across diverse segments: – ABF Film, Capcell, EPE Foam, MHD Crate and Chair was conducted by independent external 3rd party

These assessments were conducted following a cradle-to-gate approach, thoroughly analyzing each phase including raw material sourcing, manufacturing, transportation, installation, and usage. The primary aim of this initiative is to identify environmental hotspots, reduce the overall carbon and ecological footprint, and adopt more sustainable practices throughout our value chain.

By applying the insights gained through LCA, we are actively enhancing the sustainability of our offerings—particularly in our plastic piping and furniture product lines—by prioritizing eco-friendly materials, improving energy efficiency, and optimizing manufacturing processes.

Looking ahead, we are committed to extending LCA to an additional 2 product segments in the coming year, further embedding sustainability and environmental accountability into our core operations as designing products for the environment, which include, but are not limited to, reducing or substituting hazardous substances from products, implementing take-back programmes (EPR) for used products, and educating consumers about proper disposal methods.

This ongoing adoption of Life Cycle Assessment:

- Reinforces our dedication to environmental stewardship
- Strengthens our alignment with global sustainability benchmarks
- Demonstrates our proactive approach to responsible product innovation

Through these efforts, Supreme Industries aims not only to meet the expectations of our stakeholders but also to lead by example in promoting a sustainable, circular economy within the plastic manufacturing industry.



Green Product –Our Future

It is the policy of our Supreme Industries to produce products, which are social and environmentally friendly. Our selective foam products manufactured for thermal and acoustic insulation applications are GreenPro certified. GreenPro Certification is an Ecolabel recognized by the Confederation of Indian Industry – Green Business Centre (CII-GBC). It certifies products that demonstrate environmental sustainability across their entire lifecycle, from raw material sourcing to end-of-life disposal.

The Certification calls for demonstration of product performance through testing as per specified standards and implementation of measures at every stage of the Life Cycle of the product, leading to clearly measurable environmental benefits.

The Supreme GreenPro product shows that:

- Our product is an eco-friendly product
- Our product enables our stakeholders to be informed of environmental choices
- Our product can be promoted for green building materials and technologies aligned with LEED, IGBC, and GRIHA standards

Our thermal and acoustic insulation foam products are gone through evaluation at every stage of product life.

1. Raw materials sourcing
2. Manufacturing process
3. Product performance
4. Packaging and logistics
5. Use phase and End-of-life management



01

INSU Sound XLO

HVAC equipment for a building is one of the major sources of interior noise and its effect on the acoustical environment is important. Operation of HVAC equipment can also induce mechanical vibration that propagates into occupied spaces through structure borne paths such as piping, ductwork and mounts. These vibrations can cause direct discomfort and create secondary radiation of noise from vibrating walls, floors, piping, etc.



02

INSU Sound Bn

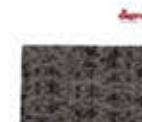
INSUsound-Bn is a highly flexible open cell engineered high performance, elastomeric noise control product with an excellent sound absorption quality. It has sound insulation (barrier) and inherent vibration damping properties due to high density. It has super complex pore geometry results into optimal airflow resistivity value, making it an eHive product for acoustic insulation.



03

INSU Sound B CAP

INSUsound-Bcap is a versatile acoustic insulator designed for noise control in the outdoors. Manufactured by special bonding technique of engineered open cell cross-linked microcellular hydrophobic polyethylene. It provides better noise control and weathering resistance, which is ideal for outdoor conditions. INSUsound-Bcap has inherent self-stiffness and hardness required to last long in adverse environment.



04

INSU BXL

INSU sound- Bxl is an engineered high-performance acoustic foam. It is manufactured using exclusively developed high-tech machines with precise selection and bonding of engineered open cell hydrophobic polyethylene in lightweight.



05

INSU Tape

INSU Tape is an inherently flame-retardant (FR) NBR-based foam tape, designed to enhance thermal insulation by preventing temperature loss through gaps. It is widely used for sealing joints between rubber-based insulation sheets, closing gaps, and joining insulation surfaces in HVAC and refrigeration systems.



06

INSU Flex Hose & Sheet

Nitrile Foam Sheet for Insulation
INSUflex is a flexible closed cell elastomeric nitrile insulation foamed rubber designed to control condensation. It effectively prevents heat energy gain & loss.



07

INSU Reflector

Reflective Insulation 'INSUreflector' is a radiant heat reflective insulation material made of polyethylene Air Bubble Film (ABF) laminated with aluminum foil on one or both sides. It is a low e-reflective insulation material with a low mass-to-air ratio, which effectively blocks the radiant heat transfer



08

INSU Shield

Closed-cell, cross-linked Polyethylene Foam 'INSUshield' is a non-fibrous, fire-retardant, closed-cell, tri-dimensional chemically cross-linked polyethylene foam. It confirms to 'Class O' in Fire Propagation and 'Class 1' in Surface Spread of Flame. It is an ideal environment-friendly insulation material, with a perfect solution for all your insulation needs.



09

INSU Shield Tubing

INSUshield-tubing is a non-fibrous, FR, closed-cell, tri-dimensionally cross-linked polyethylene foam available in pre-formed tubing for thermal insulation. It confirms to Class 'O' for fire propagation, Class '1' for surface spread of flame as per BS 476 Part 6 & Part 7 and UL-94 HF-1 also. It is an ideal environment-friendly material with a perfect solution for thermal insulation in piping to retard heat gain or loss during service.



10

INSUSOUND PE

INSUSound PE is a lightweight, recyclable polyethylene foam with a high Noise Reduction Coefficient (NRC). It is designed for soundproofing applications and available with an aesthetically pleasing finishes. Common applications include theatres, malls, offices, and other commercial or public spaces requiring acoustic comfort.



11

INSU MELA foam

'INSUmelfoam' is a unique, flexible non-fibrous open cell foam, possessing a combination of low weight, a Class 'O' non-flammable fire specification and good sound absorption properties. Produced from Melamine resins –a thermoset polymer, INSUmelfoam exhibits superior fire, temperature and chemical resistance.



12

Lifeline CPVC pipes & fittings

Lifeline C-PVC and CPVC fittings are designed for hot and cold water supply in residential, commercial and public projects, high and low rise buildings, corporate houses and academic institutes, solar heater applications, etc.



13

Lifeline plus CPVC pipes & fittings

Manufactured using the world's best Japanese material and technology, Supreme Lifeline plus C-PVC, is an ideal solution for hot and cold-water usage. This system is one of the best substitutes for GI and other metal piping systems being used for water supply and distribution and for industrial applications.

Lifecycle Assessment (LCA)

Objective

In alignment with Supreme's commitment to sustainable product design and environmental stewardship, the company has conducted a Lifecycle Assessment (LCA) for 5 products. This initiative aims to evaluate the environmental impacts associated with the lifecycle of these products, following the guidelines prescribed by ISO 14040 and ISO 14044 standards.

The assessment included 11 key environmental impact categories: Abiotic depletion, Abiotic depletion (Fossil fuels), Global Warming Potential (GWP 100a), Ozone layer depletion (ODP), Human Toxicity, Freshwater aquatic Eco toxicity, Marine aquatic Eco toxicity, Terrestrial Eco toxicity, Photochemical oxidation, Acidification and Eutrophication.

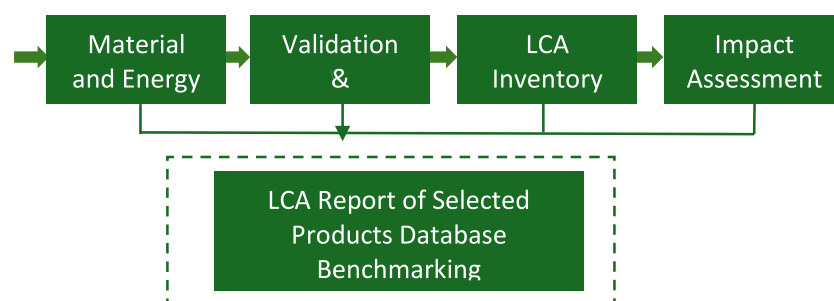
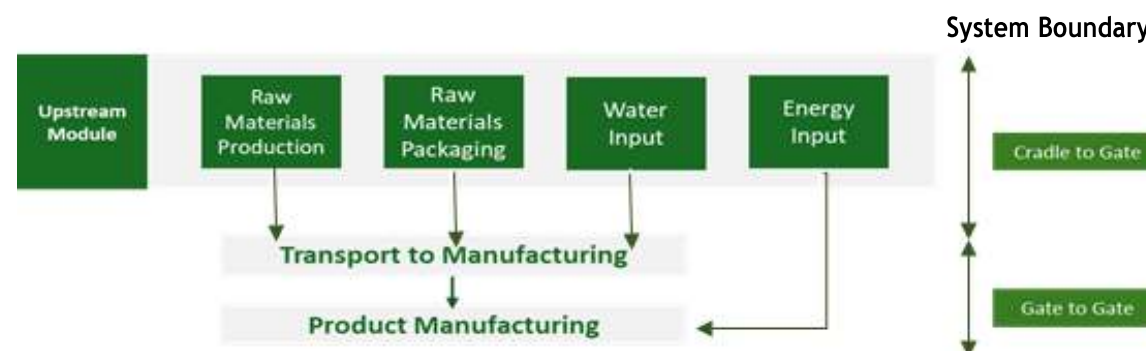


Table 16 :LCA Product Assessed

Product Assessed	Product Segment	Assessment Scope
ABF Film	Packaging Films	Cradle-to-Gate
Capcell	Insulation Material	Cradle-to-Gate
EPE Foam	Protective Packaging	Cradle-to-Gate
MHD Crate	Industrial Storage	Cradle-to-Gate
Chair	Plastic Furniture	Cradle-to-Gate

Boundary

The product system analyzed includes processes from the 'Cradle-to-Gate' phase, covering the extraction of raw materials to the manufacturing of products. The boundary encompasses the extraction, processing, and production of raw materials and packaging materials at the supplier's followed by transportation to Supreme's plant



Functional unit – This Assessment Is Defined as One-Kilogram (Kg) Of the Manufacturing Product

LCIA Methodology

To identify and evaluate the significance of potential environmental impacts arising from the lifecycle inventory (LCI), inputs and outputs are assigned to impact categories. The LCA study was simulated using SimaPro v.9.5.0 software, incorporating the Eco invent v3.9.1 database for analysis. Primary data was sourced directly from the plant, while secondary data was obtained from the database.

Table 17 : Details of Contribution & Contributors for the impact factors

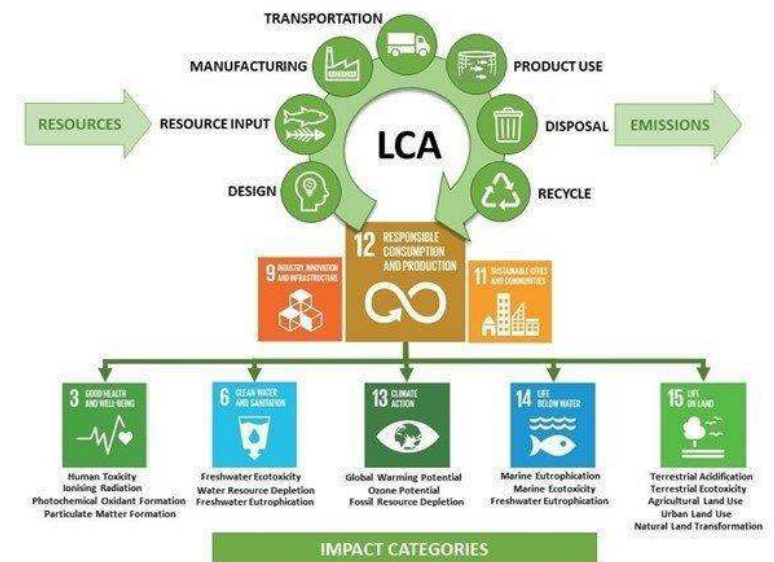
Factors	Potential Contribution	Contributors
Abiotic depletion	Evaluates the potential of a product to contribute to extraction of non-living and non-renewable elements and minerals	The Abiotic Depletion Factor (ADF)
Abiotic depletion (Fossil fuels)	Evaluates the potential of a product to contribute to extraction of non-living and non-renewable fossil fuels	Lower Heating Value (LHV)
Global Warming Potential (GWP 100a)	Evaluates the potential of a product to contribute to climate change by releasing Greenhouse Gases (GHGs)	CO ₂ and methane
Ozone layer depletion (ODP)	Evaluates the potential of a product to contribute to air emissions that contribute to the depletion of the stratospheric ozone layer.	ozone depletion potential
Human Toxicity	Evaluates the potential contribution of a product towards emission of some substances (such as heavy metals) which can have impacts on human health	1,4-dichlorobenzene equivalents
Freshwater aquatic Eco toxicity	Evaluates the potential of a product towards impact on freshwater ecosystems	1,4-dichlorobenzene equivalents
Marine aquatic Eco toxicity	Evaluates the potential of a product towards impact on marine water ecosystems	1,4-dichlorobenzene equivalents
Terrestrial Eco toxicity	Evaluates the potential of a product towards impact on land-dependent organisms and their environment	1,4-dichlorobenzene equivalents
Photochemical oxidation	Evaluates the potential of a product to contribute to emissions of precursors that contribute to ground level smog formation (ozone O ₃)	C ₂ H ₄ equivalents
Acidification	Evaluates the potential of a product towards the contribution in acidifying effects to the environment	SO ₂ equivalents
Eutrophication	Evaluates the potential of a product to contribute to all potential impacts of excessively high levels of macronutrients, the most important of which nitrogen (N) and phosphorus (P).	kPO ₄ equivalents

LCA Summary:

No significant social or environmental concerns or risks arising from production or disposal of our products were identified during the Cradle to Gate – Life Cycle Assessment study of 5 products mentioned in the table.

Table 18 : % of total Turnover contributed by the products

NIC Code	Name of Product /Service	% of total Turnover contributed
22209	MHD Crate	12.03 %
22209	Furniture	
22209	EPE Foam	
22209	ABF	
22209	Capcell	



Biodiversity Conservation

The link between biodiversity and the climate crisis is profound, with each reinforcing the other. Sustainable Development Goal (SDG) 15 aims to protect 'Life on Land' by taking urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect threatened species from extinction. While Supreme does not have any offices or plants located in buffer zones of ecologically sensitive areas, our 'Environment Policy' emphasizes tree plantation, green surroundings, and biodiversity protection across various locations to achieve harmony with nature. During the reporting period, there were no habitat restoration initiatives undertaken, nor were any species adversely impacted by our operations. This outcome reflects our commitment to minimizing our ecological footprint and maintaining a responsible approach to biodiversity management. We are dedicated to minimizing the environmental impacts of raw material extraction and production, committed to nature conservation, and improving biodiversity through sustainable procurement measures. Additionally, we strive to manufacture environmentally friendly products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment, or remanufacturing. As part of our tree plantation drive, we have planted trees over a significant area.

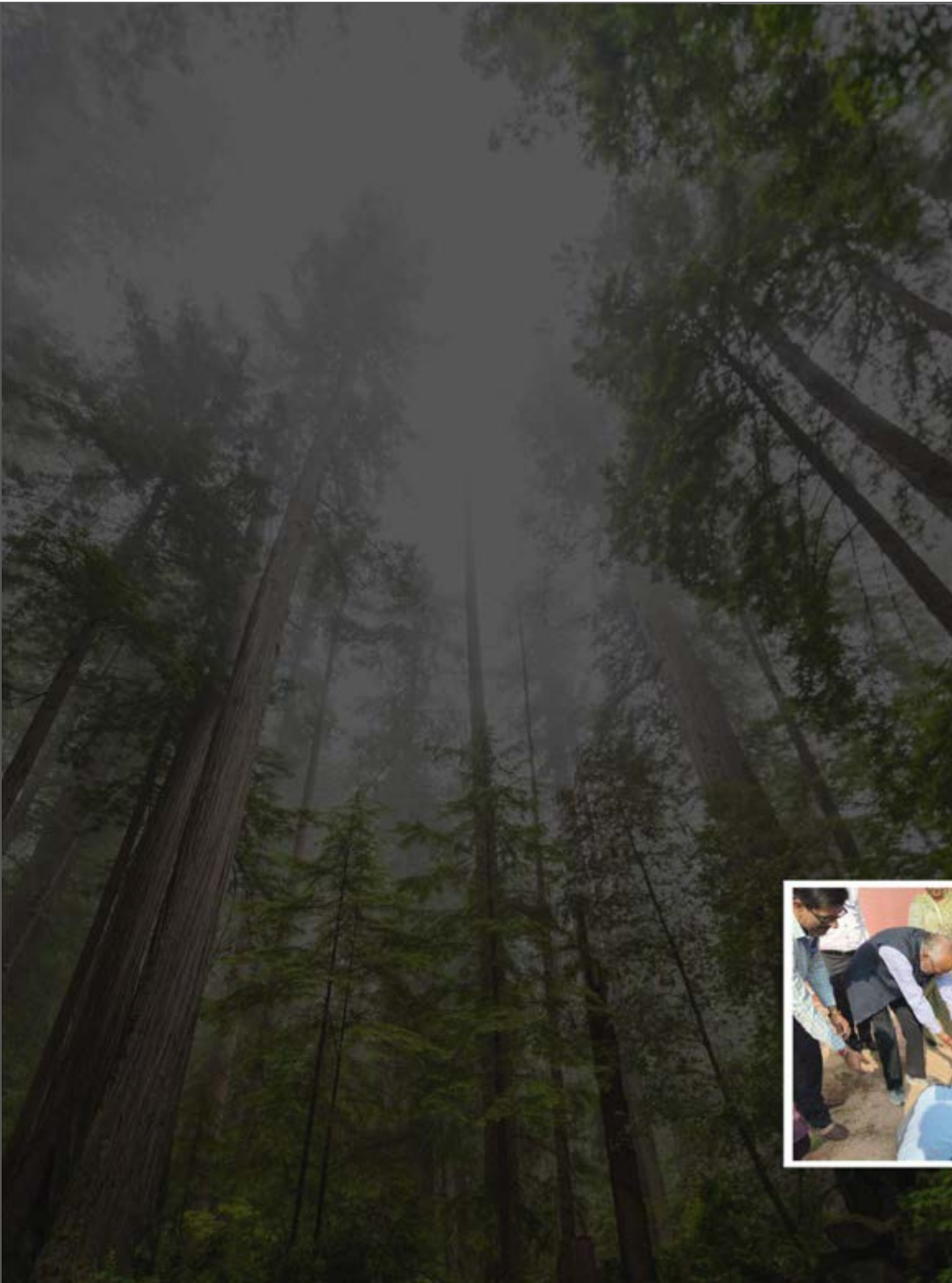


Environment Day Drive at Gwalior



Celebration of World Environment Day 2024

In celebration of World Environment Day, around 1000 plants were planted across 15 sites. The event featured a variety of engaging activities, including a poster competition, pledge, rally and more.



- **Activity:** Environmental awareness through tree plantation :

The volunteer teachers with the guidance and interest of the Trustees have taken special initiative to plant trees in several districts viz.

Bikaner, Hanumangarh, Ganganagar, Bidasar, Churu, Jhunjhunu, Ladnun, Sujangarh, Ajmer, Nagaur & Tonk Kekri-Beawar, Bhiwara.

Total 162054 trees were planted in 2024-2025, as compared to 13970 tree plantations in 2023-2024. It will have an overall impact of combat desertification, improve water cycles and maintain ecological balances.

In Rajasthan, dedicated volunteer teachers, under the guidance and encouragement of trustees, have initiated a commendable tree plantation drive within school premises. This proactive step displays their commitment to environmental conservation and encourages eco-friendly practices. The tree plantation drive yields multiple benefits. Firstly, it significantly contributes to creating a lush and sustainable environment within the school premises. The greenery not only enhances aesthetics but also fosters a healthier, more pleasant atmosphere for students and educators alike. Importantly, this initiative imparts invaluable lessons to students. By witnessing and participating in tree planting activities, students develop a deep appreciation for preserving natural resources. They learn about the positive impact of their actions on the environment, instilling a sense of responsibility towards their surroundings.

The active involvement of volunteer teachers, along with oversight from trustees, has been crucial in ensuring the success of these tree plantation efforts. Their dedication and passion for environmental stewardship have led to the establishment of thriving green spaces in government schools. These efforts contribute to a greener and healthier ecosystem, benefiting not only students but also the entire community. The impact of this initiative extends beyond school premises, positively influencing the wider environment and reinforcing the value of collective action towards a sustainable future



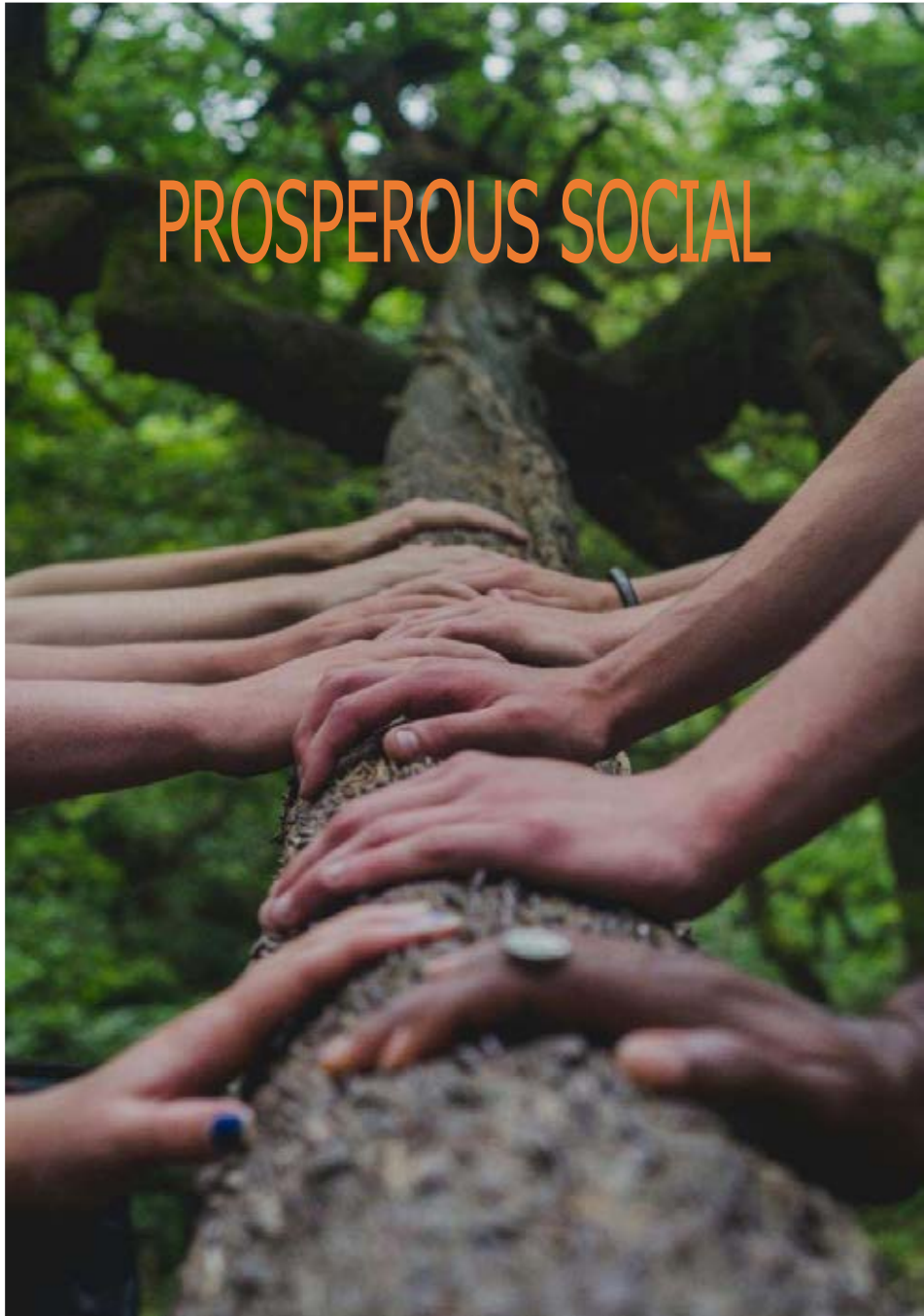
Biodiversity Protection

A Miyawaki forest, funded in part by The Supreme Industries Ltd. (Mumbai) and other organizations, was established at the Kappalur Industrial Estate in Madurai. This project, executed by seven Rotary Clubs in Madurai, including RC Madurai Innovators and RC Madurai Metro Heritage, involved planting approximately 46,000 trees on 4.25 acres. The initiative aimed to create a dense forest using the Miyawaki method, which is known for its rapid growth and ability to create self-sustaining forests within a short period— TNN / Aug 13, 2022

Govt .of Madhya Pradesh Grant 16 Acre of Land to Company for Plantation Drive in the Area to protect and Conserve the Biodiversity



Zero: Fine & Penalty & Number of incidents of non-compliance with environmental laws and regulations resulting in fines



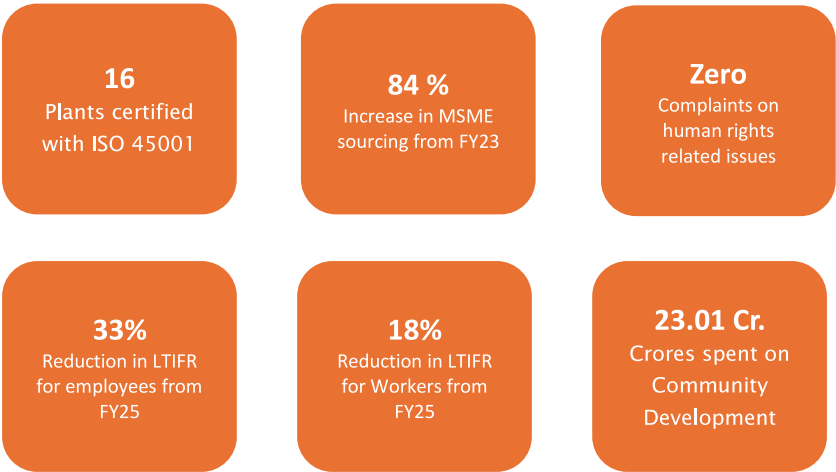
Material Topics Covered

- Diversity, Equity & inclusion
- Employee Well Being
- Work Space Management
- Learning & development
- Human Rights
- Talent Management
- Occupational Health & Safety
- Supplier Chain Sustainability
- Local Sourcing
- Product Quality & Safety
- Corporate Social Responsibility
- Disaster Management

UN SDGs Mapping



o Sustainability Practices Highlights



Prosperous Social System

Supreme Industries, as one of the leading plastic manufacturers in India, we understand that the quality and safety of our products and service to our valued customers are paramount for the business. With our vast scale of operations, it is our responsibility to ensure safety of our employees and stakeholders.

We prioritize in employee wellbeing by fostering an environment of continuous learning and development. Upholding the highest standards in product quality, safety, service and environmental protection is ingrained in our corporate culture, and we extend these principles throughout our entire supply chain. However, our commitment does not stop there. We actively engage in community development initiatives and ensure respect for human rights in all aspects of our operations. This holistic approach reflects our dedication to sustainability and responsible business practices.



Our commitment to employee well-being, product quality, and environmental protection defines us at The Supreme Industries. We don't just aim for sustainability; we embody it."





5,993 Total Employee Workforce

- 5,840 Male Employees & workers
- 153 Women Employees & workers
- 8 Differently abled of permanent employee & worker

15,911 Total number of temporary / contractual / casual employees

- 15,028 Number of male temporary worker
- 883 Number of female temporary worker

Our People

We are deeply committed to cultivating an inclusive workplace that celebrates and respects individuals from a wide array of cultural and socio-economic backgrounds. Our goal is to establish an environment where every member of our diverse workforce feels not only welcomed but also empowered to contribute their unique perspectives and talents. To achieve this, we have implemented a multifaceted strategy that promotes diversity at all levels of our organization, fostering a culture of inclusivity and mutual respect. Central to our approach is the well-being and empowerment of our employees. We understand that when our workforce feels supported and valued, they are better equipped to thrive both personally and professionally. We have a robust human resource framework and processes that prioritize employee welfare and engagement. From comprehensive training programs to ongoing support initiatives, we strive to provide necessary resources and tools for our employees to succeed.

Our commitment to transparency and fairness extends to our operational practices. We believe in providing ample notice and time at least 30 days, to employees and their representatives before implementing significant changes that would require them to gear up and imbibe the same. This ensures that our employees have sufficient time to prepare and adapt to any forthcoming adjustments, fostering a sense of trust and collaboration throughout the organization. At Supreme Industries, we recognize that embracing diversity and nurturing our employee's well-being are not just ethical imperatives but also essential levers of our long-term success. We strongly believe that by fostering a culture of inclusivity and prioritizing the empowerment of our workforce, we are not only driving change within our organization but also contributing to the larger purpose of equitable and sustainable future for all.

Diversity Equity & Inclusion

"We recognize the immense value of a diverse workforce at Supreme Industries. Our commitment is to provide equal opportunities in employment and to cultivate an inclusive workplace where every employee is treated with respect and dignity.



Table 19 : Breakdown of employees & workers by gender

Particulars	FY 25			FY 24		
	Male	Female	Total	Male	Female	Total
Employees						
Number of Permanent Employees	4,148	121	4,269	3,762	102	3,864
Temporary/Contractual Employees	589	30	619	527	30	557
Total Employees	4,737	151	4,888	4,289	132	4,421
Workers						
Number of Permanent Workers	1103	2	1,105	1,142	2	1,144
Number Other than Permanent Workers	15,028	883	15,911	12,776	726	13,502
Total Workers	16,131	885	17,016	13,918	728	14,646

All the numbers are reported in head count basis, which provides the overall insight into the number of individual employees falling under each category.

The temporary / contractual employment model is largely driven by the nature of the work, which varies based on demand. Most of the resources engaged in these operations are laborers who are hired on a project or task-based basis. This flexible hiring approach allows the company to adapt quickly to changes as per operational requirements ensuring that staffing levels are aligned to the business needs.

The company emphasizes skill development through its internship programs. Interns are recruited and are provided structured, hands-on training that equips them with the necessary skills to contribute effectively to the work and enhance their capabilities. This not only supports their professional growth but also allows the company to cultivate a pool of talent that can potentially be engaged for future projects

#WOMENS_ROCK

Celebration of women's day with series of engaging activities and inspirational talks. The event highlighted the achievement of women in the workplace, fostering a spirit of empowerment and recognition among employees.

Andheri Corporate Office



Malanpur Unit



Noida Plant

Employee Well being

At Supreme Industries, the safety and wellbeing of our employees and workers are our top priorities. We have implemented a comprehensive set of measures to ensure a secure and healthy working environment for everyone involved.

As part of our extensive Employee Wellness strategy, we provide Group Medical Insurance/ESIC and Group Personal Accident Insurance, offering essential financial protection in case of medical emergencies or accidents. This coverage guarantees access to quality healthcare and financial security against unforeseen circumstances. Additionally, we emphasize preventive care through Annual Health Check-ups for early detection of potential health issues, promoting overall wellbeing. A significant aspect of our employee benefits package is that all our permanent employee's benefit from comprehensive coverage under health insurance and accidental insurance/ ESIC. Moreover, we extend additional benefits related to maternity and paternity, demonstrating our commitment to supporting our employees during significant life events.



Table 20 : Details of measures for the well-being of employees

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent employees											
Male	4148	4148	100.00%	4148	100.00%	0	0.00%	4148	100.00%	0	0.00%
Female	121	121	100.00%	121	100.00%	121	100.00%	0	0.00%	0	0.00%
Total	4269	4269	100.00%	4269	100.00%	121	100.00%	4148	100.00%	0	0.00%
Temporary/Contractual Employees											
Male	589	589	100.00%	589	100.00%	0	0.00%	589	100.00%	0	0.00%
Female	30	30	100.00%	30	100.00%	30	100.00%	0	0.00%	0	0.00%
Total	619	619	100.00%	619	100.00%	30	100.00%	589	100.00%	0	0.00%

At Supreme, we are committed to promote an inclusive and accessible workplace for all. In line with the Rights of Persons with Disabilities Act, 2016, all our offices and facilities are designed to accommodate employees and workers with disabilities.

Our manufacturing plants and office spaces are evaluated and modified to ensure they are suitable for differently abled individuals. This includes the installation of ramps and other accessibility features, wherever possible, to facilitate ease of movements. We embrace a culture that values diversity, equity, and inclusion, enabling individuals from different backgrounds and abilities to thrive.

These vital benefits are also extended to our workers, ensuring that all members of our workforce have access to essential healthcare and financial protection, regardless of their employment status. This inclusive approach highlights our dedication to treating all members of our workforce with equal consideration and respect.

- Spending measure toward well being

■ FY 24 ■ FY 25

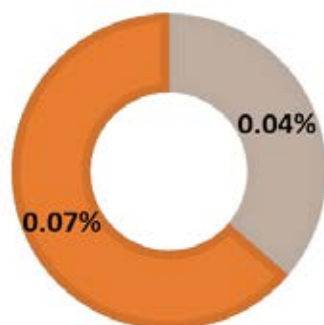


Table 21: Details of measures for the well-being of workers

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	1103	1103	100.00%	1103	100.00%	0	0.00%	1103	100.00%	0	0.00%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Total	1,105	1105	100.00%	1,105	100.00%	2	100.00%	1,103	100.00%	0	0.00%
Other than Permanent workers											
Male	15,028	13,267	88.28%	13,267	88.28%	0	0.00%	1,401	9.32%	0	0.00%
Female	883	782	88.56%	782	88.56%	546	61.83%	0	0.00%	0	0.00%
Total	15,911	14,049	88.30%	14,049	88.30%	546	61.83%	1401	9.32%	0	0.00%

Job creation in smaller towns represents a significant aspect of sustainable social contribution, with a ~ 46% of our job opportunities located in these regions. This demonstrates our commitment to promoting economic growth, reducing urban migration, and fostering community development in smaller towns and rural areas. Creating jobs in smaller towns has a profound impact on local economies and society. This aids in stimulating local economic inclusivity, reducing urban migration, and strengthening communities.

Table 22: Job creation in smaller towns

Location	FY 2024-25 *	FY 2023-24
RURAL	46.44%	44.06%
SEMI URBAN	25.34%	22.55%
URBAN	9.74%	8.46%
METROPOLITAN	18.48%	24.93%

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

*Calculation of this KPI includes RBI classification, however for some employees (marketing), the location of billing for them are considered rather than actual locations.



Retirement benefits:

To assist employees in managing career transitions due to retirement, we provide transition assistance programs and consider them for advisory roles based on management discretion. Additionally, employees are eligible for gratuity based on their age and length of service with the company.

At Supreme, we prioritize fostering a healthy and inclusive workplace environment. We offer parental leaves to all our employees, recognizing the importance of supporting them during significant life events. We also place a strong emphasis on the financial and physical well-being of our employees, ensuring their overall welfare is taken care of.

Table 23 : Retirement benefits

Benefits	FY 25			FY 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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
Provident Fund	100%	97.39%	Yes	100%	100%	Yes
Gratuity*	87.34%	31.62%	Yes	100%	35%	Yes
ESI	20.32%	88.04%	Yes	45.18%	76.15%	Yes
Others-Group Medicaid	79.68%	6.96%	N.A.	54.82%	23.85%	N.A.

*Company is maintaining Gratuity trust

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

We are proud to report a remarkable 100% return-to-work rate for employees after any period of absence. We are committed to providing the necessary support for successful workforce Reintegration. Furthermore, we have maintained a perfect record of accomplishment with a 100% retention rate for employees, indicating high job satisfaction and contentment with their roles.

These outstanding rates not only reflect the effectiveness of our employee support and development programs but also the positive work environment and organizational culture we have fostered. It underscores our dedication to nurture an engaged, motivated, and invested workforce, driving the success and growth of our company.

Table 24 : Return to work and Retention rates

Gender	Permanent employees		Permanent workers	
	Return to Work Rate	Retention rate	Return to work. rate	Retention rate
Male	94.48 %	100%	100%	100%
Female	100%	100%	NA	NA
Total	94.51%	100%	100%	100%

Freedom of Association and Collective bargaining

We recognize the worker's right to form association(s) or Unions across all our locations and we have almost 91% of our workers exercising their right by being a part of an association or a union. Company had signed 2 agreements with The Maharashtra General Kamgar Union representing on roll workmen through collective bargaining for Gadegaon Plant & MIDC D101/102 Jalgaon on 21/11/2024 effective from 01/01/24. The agreements were signed in a peaceful and cordial manner.

However, Supreme acknowledges the right of workers to form unions.

Table 25 : Association & Unions

Category	FY 25			FY 24		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
Total Permanent Workers	1105	1008	91.22%	1144	913	79.81%
Male	1103	1007	91.30%	1142	913	79.95%
Female	2	1	50%	2	0	0%

Workspace management

Our organization has embraced a comprehensive approach to workplace management, with the goal of enhancing operational efficiency. We have adopted the renowned 5S methodology, which encompasses five key steps: Sorting, Organizing, Cleaning, Standardizing, and Sustaining collectively known as the 5S's. By diligently following these steps, we have seen remarkable improvements in efficiency and the reduction of wastage.

To delve deeper, 'Sorting' involves the systematic identification and elimination of unnecessary items, ensuring that only essential materials are retained. 'Organizing' focuses on arranging the remaining items in a logical and efficient manner, making them easily accessible and reducing search time. 'Cleaning' involves regular maintenance and cleanliness practices to ensure a safe and pleasant working environment.

'Standardizing' is about establishing consistent procedures and practices, ensuring that improvements are sustained over time. Lastly, 'Sustaining' emphasizes the ongoing commitment to maintaining these improvements and embedding them as standard operating procedures. Through our adherence to the 5S methodology, we have significantly optimized our operations, leading to a more streamlined and productive work environment. This approach not only enhances efficiency but also fosters a culture of continuous improvement and waste reduction within our organization.



Learning and Development

We are dedicated to continuous learning and strive to integrate the best practices into our systems and processes. Regular training and skill development programs are provided to our employees and workers, with a focus – to ensure they are equipped with the necessary skills and knowledge for the future. These programs are tailored based on identified training needs, categorized according to job roles and levels.

As part of our holistic employee development approach, we conduct a series of training sessions covering a wide range of critical topics such as Health and Safety, Anti-corruption and bribery awareness, Prevention of Sexual Harassment, Human Rights, Energy efficiency practices, and more. These sessions are designed to cater to employees.

Strategic Leadership Programme

Leadership Program on Managing Self was imparted to approx. 25 leaders in The Supreme Industries Ltd to groom the Leadership Skills and Self Management led by COO – Mr. Susanta Patnaik



Additionally, we're proud to share our progress in employee development efforts. In the FY 2025, we successfully trained our workforce on essential health and safety measures, underscoring our commitment to job skill upgradation. This dedication is integral to our mission of cultivating a secure, inclusive, and ethically responsible work environment. Our emphasis on continuous learning and adherence to industry best practices further reinforces this commitment. By prioritizing employee well-being, integrity, and sustainability, we aim to foster a workplace culture that reflects these values at its core, enhancing individual skills and strengthening our organizational capacity to excel in a dynamic and competitive landscape

Table 26: Breakdown of Average hours trained by Roles

Breakdown of Average hours trained. by Roles	FY 25			FY 24		
	Male	Female	Overall	Male	Female	Total
Senior Management	1.12	2.00	1.14	11.69	0	11.69
Middle Management	4.22	1.57	4.13	6.48	8.59	6.56
Junior Management	5.14	6.39	5.18	8.54	13.03	8.65
Staff & Workmen	2.63	10.45	2.76	7.58	9.50	7.59
Contract Employees (Temporary)	-	-	-	3.10	6.78	3.23
Others (Interns, trainees, part time employees etc.)	-	-	-	9.73	0	9.73

Apart from internal training initiatives, Supreme has established Knowledge Centers nationwide to provide product-related training to our value chain. These centers serve as hubs for training plumbers and engaging with farmers, architects, and plumbing consultants within their respective zones. Currently operational in Gadegaon, Kochi, Erode Malanpur, and Kharagpur, with plans for expansion to Jadcherla Centers play a crucial role in disseminating specialized knowledge, enhancing skills, and facilitating valuable interactions within the plumbing and agriculture communities. Through these initiatives, Supreme is contributing to the empowerment and professional development of individuals across various sectors, aligning with our commitment to knowledge sharing and industry advancement.

Table 27 : Coverage of training

Category	FY 25					FY 24				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	4737	4737	100%	3313	69.94%	4,289	2,557	59.62%	2,761	64.37%
Female	151	151	100%	62	41.06%	132	46	34.85%	45	34.10%
Total	4888	4888	100%	3375	69.05%	4,421	2,603	58.40%	2,806	63.47%
Workers										
Male	16131	7443	46.14%	3125	19.37%	13,918	5,037	36.19%	4,745	34.09%
Female	885	212	23.95%	190	21.47%	728	158	21.70%	116	15.93%
Total	17016	7655	44.99%	3315	19.48%	14,646	5,195	35.47%	4,861	33.19%

Table 28 : Training Imparted

	Total number of trainings imparted	Topics covered under the training	%age of persons in respective category covered
Employees	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Human Rights, Code of Conduct, Energy efficiency, Water Conservation, Waste Management, etc.	100%
Workers	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	45%



Commitment to human rights

At Supreme Industries, we firmly uphold the principles of human rights. We are dedicated to maintaining the highest standards in human rights protection through a proactive approach. Our company strictly prohibits child labor, forced labor, and any form of discrimination based on gender, caste, creed, religion, pregnancy, culture, or other such criteria.

Our commitment to human rights is underscored by a standalone Human Rights Policy that guides our actions and decisions. This policy aligns with the United Nations Guiding Principles on Business and Human Rights, ensuring we proactively address and resolve issues related to business and human rights. We consistently communicate these principles to our senior management, emphasizing their critical role in our operations. Notably, in FY25, we reported zero incidents of rights violations involving indigenous peoples. Beyond our internal efforts, we extend our commitment by actively encouraging our business associates and partners to adopt best practices in human rights protection. We believe in continuous education and development, striving to integrate globally recognized best practices into our operational systems and processes.

Training and Awareness

To reinforce our values on human rights, we regularly organize training sessions and awareness programs for our employees. These initiatives aim to sensitize our workforce on matters directly linked to human rights protection, ensuring our values are understood and upheld in both principle and practice. Our workforce has received comprehensive human rights training carried out by corporate/ site HR, reflecting our dedication to championing these standards throughout our network of associates and partners. This commitment fosters an inclusive, respectful, and responsible business environment that upholds the dignity, and rights of every individual involved in our operations.

Table 29 : Coverage of Human Rights training

	FY 25			FY 24		
	Total	No. of employees / workers covered	%	Total	No. of employees / workers covered	%
Employees						
Permanent	4,269	3,510	82.22%	3,864	2,455	63.54%
Other than permanent	619	619	100.00%	557	481	86.35%
Total	4,888	4,129	84.47%	4,421	2,936	66.41%
Workers						
Permanent	1,105	1,105	100.00%	1,144	1,082	94.58%
Other than permanent	15,911	9,344	58.73%	13,502	9,730	72.06%
Total	17,016	10,449	61.41%	14,646	10,812	73.82%



919 - Security personnel have received formal training in the organization's human rights policies and procedures.

Grievance Redressal Mechanism for internal stakeholders

Supreme has established a robust mechanism to effectively address grievances related to human rights. This includes various institutional structures, such as the Grievances Committee. Any individual who believes they have been discriminated against according to our policy can bring their grievance to the HR manager, either in writing or in person. A committee is formed within 48 hours, and the grievance is addressed within 96 hours of filing the complaint.

Man Power Contactor supply labour at our plants so there is no any case of forced or compulsory labor in our all PAN India plant.

We also acknowledge the risk of human rights related issues such child labour, Forced/involuntary labour and other discrimination and harassment related concerns in our operations and our value chain, as a part of mitigation strategy we are carrying out the online assessment of our VCP partner falling under our operational boundary as testimony of our commitment to abolition of any kind of child labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace or any wages related issues.

Table 31 : Assessments during the year

	% of plants and offices that were assessed
Child labour	100% *
Forced/involuntary labour	100% *
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
*While joining security check Aadhar card of person at gate and check age is more than 18 year so no child labor join. Same again verified by HR Team to ensure no child labour enter in the factory.	

We implement necessary measures and take corrective actions by the applicable laws. We continuously check these aspects and keep checks & balances in place. The process for formulating a mechanism to assess/evaluate the value chain partners on these factors is underway. We intend to disclose these parameters in coming years. Further, our plants are located in zones / areas defined for industrial purpose with due clearance on all aspects of land procurement with due government and statutory approvals to conduct and operate our business. This ensures we are not in violation of rights of any indigenous people PAN India

Table 30 : Number of Complaints

	FY25		FY24	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination at workplace	0	0	0	0
Child Labor	0	0	0	0
Forced Labor/ Involuntary Labor	0	0	0	0
Wages	0	0	0	0
Human Rights Issues	0	0	0	0

Step 1

Member Grievances and Provider Complaints

Employees should raise grievances with their immediate supervisor. Timely identification and acceptance of the grievance is crucial.

Step 2

Grievances and Investigations

Collect all relevant facts and proofs related to the grievance. Analyze the cause, considering various aspects such as the employee's history, frequency of occurrence, and management practices.

Step 3

Claim Disputes Resolution

If still dissatisfied, the employee forwards the grievance to the appropriate superior of Factory Management, whose decision is final and binding.

Step 4

Decision and Appeal Process

A decision is taken that is best suited to the situation. If unsatisfied, the employee can escalate the grievance to the departmental head for further resolution.





Our grievance process is designed to respect and uphold human rights throughout our operations and value chain. This process helps identify and address negative impacts, promote responsible practices, and contribute to the protection and promotion of human rights. Our vigil mechanism ensures complainants can report issues without fear of retaliation or unfair treatment. Human rights requirements form part of our business agreements and contracts. We are working towards establishing a monitoring mechanism to ensure human rights issues are taken care of by our business partners. Similarly, we do have a plan to conduct Human Rights Due Diligence, which shall include the following steps.



By undertaking these steps, we aim to align our operations with human rights principles and standards, proactively addressing any potential risks or impacts on human rights.

Grievance Redressal Committee

We are determined and committed to improving the occupational health and safety of all our employees and workers. We have established a Work's Committee, Health, and Safety Committee, along with other mechanisms to address and resolve employee grievances. These committees are crucial in ensuring that grievances are effectively handled and resolved promptly.

For the past year, we are proud to report that we have not received a single complaint regarding working conditions, health, and safety within our operations. This achievement highlights our unwavering commitment to providing a workplace that prioritizes employee well-being and satisfaction. It is a testament to the effectiveness of our rigorous safety protocols, comprehensive training programs, and continuous efforts to enhance working conditions. This accomplishment reflects our dedication to upholding the highest standards of occupational health and safety and serves as a source of pride for our organization.



These committees play a vital role in ensuring grievances are handled effectively and resolved in a timely manner. By actively seeking and incorporating employee feedback for workplace improvement, we aim to build trusted relationships with our By following this detailed mechanism, we ensure that concerns and grievances are taken seriously and appropriately addressed, fostering a supportive and safe work environment for all. Employees, promote talent management, and increase retention rates, thereby reducing grievances requiring prompt resolution.

At Supreme, we are committed to promote a safe, transparent, and ethical work environment to uphold this commitment, the company has implemented robust mechanisms to ensure the protection of complainants and to prevent any adverse consequences arising from the act of reporting a grievance or violation.

The key measures include:

- i. The establishment of dedicated platforms such as the Works Committee and the Health and Safety Committee, providing a secure and supportive framework for individuals to report concerns without apprehensions.
- ii. Adherence to a strict zero-tolerance policy towards retaliation or victimization of any complainant. All complaints are handled with utmost confidentiality, and the identity of the complainant is protected throughout the process.
- iii. A well-defined Vigil Mechanism, which encourages employees and stakeholders to report any concerns related to human rights violations, ethical misconduct, or other grievances. Complaints can be raised through designated email addresses and contact points made available by the company. The policy can be accessed here at the link [Vigil Mechanism Policy](#)
- iv. An independent Whistleblower Officer, appointed by the Audit Committee, is responsible for reviewing and addressing concerns raised through the Whistleblower Mechanism. The policy can be accessed here at the link [Vigil Mechanism Policy](#)

By institutionalizing these practices, Supreme prevents adverse consequences to the complainant in discrimination and harassment cases, empowers employees and stakeholders to speak up, and protect the rights of every individual.

Table: 32 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 (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 the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes Supreme Industries Ltd.	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes Investor Information	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes Shareholders	56	1	Satisfactory Redressal done for shareholder's grievance / complaints.	61	1	Satisfactory Redressal done for shareholder's grievance / complaints.
Employees and workers	Yes Supreme Industries Ltd.	0	0	No grievance received	0	0	No grievance received
Customers	Yes Supreme Industries Ltd.	47	0	Related to process & quality issue	175	0	Related to process & quality issue
Value Chain Partners	Yes Supreme Industries Ltd.	5	0	General Complaints	22	0	General Complaints

Talent acquisition and retention

Talent Development

We are committed to ensuring pay parity between male and female employees at the entry level, aligning with local minimum wage standards. Recognizing human capital as our key asset, we prioritize the development, retention, and recruitment of talent to achieve our growth plans and aspirations.

Table 33 : Ratio Of Salary\Remuneration For Women To Men

Employees other than BoD and KMP	1.07:1
Workers*	0.53:1

Human resources personnel stationed at each of TSIL's plants ensure that all workers employed by the company receive wages that meet or exceed the minimum wage standards set by regulatory authorities.

Institutionalizing a framework for ongoing succession planning is a critical focus area for us. This involves identifying succession gaps, loss of expertise, and retaining organizational knowledge to ensure continuity of critical roles and minimize disruptions. Structured interventions have been initiated to mitigate these risks.

New Employee Hiring

Mitigating risks in talent management is achieved through a strategic talent management process, focusing on specific job levels and roles. We have carefully identified critical roles and developed strategies based on thorough training needs analysis, competency frameworks, and foresight into future skills aligned with business strategy. External benchmarking and partnerships have been integral to program design and delivery. Our talent management approach emphasizes a balanced learning journey, blending interventions such as classroom sessions, coaching, action learning projects, and digital content. We adopt a 60:40 principle, allocating 60% of learning to current skill gaps and 40% to future organizational needs. This approach ensures practical application and sustained learning.

In FY25, every member of our workforce underwent comprehensive performance and career development assessments. These regular reviews demonstrate our commitment to nurturing a culture of continuous growth and professional advancement. By investing in talent management, we aim to create an environment where employees feel valued and motivated to stay long-term. This commitment to building enduring relationships contributes to a thriving work environment and organizational success.

Table 34 : New Employee hire by Gender

	Male	Female
Employees	44	1233

	FY 25
	Total
Below 30 years	782
30 to 50 years	483
More than 50 years	12
Total Employees	1277



Information Section

Table 35 : Employee Turnover By Gender

	FY 25			FY 24			FY 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.36%	8.07%	14.19%	14.81%	9.57%	14.66%	11.80%	0.21%	12.01%
Permanent Workers	3.12%	0.00%	3.11%	3.87%	0.00%	3.86%	2.34%	0.00%	2.34%

Table 36 : Details Of Minimum Wages Paid To Employee & Worker

Category	FY 25					FY 24				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No.	%	No.	%		No.	%	No.	%
Employees										
Permanent	4269	0	0%	4269	100%	3,864	21	0.54%	3,843	99.46%
Male	4148	0	0%	4148	100%	3,762	21	0.56%	3,741	99.44%
Female	121	0	0%	121	100%	102	0	0%	102	100%
Other than Permanent	619	0	0%	619	100%	557	320	57.45%	237	42.55%
Male	589	0	0%	589	100.00%	527	290	55.03%	237	44.97%
Female	30	0	0%	30	100.00%	30	30	100%	0	0%
Workers										
Permanent	1105	0	0.00%	1105	100%	1,144	0	0%	1,144	100%
Male	1103	0	0.00%	1103	100%	1,142	0	0%	1,142	100%
Female	2	0	0.00%	2	100%	2	0	0%	2	100%
Other than Permanent	15911	15159	95.27%	752	4.73%	13,502	10,947	81.08%	2555	18.92%
Male	15028	14373	95.64%	655	4.36%	12,776	10,251	80.24%	2525	19.76%
Female	883	786	89.01%	97	10.99%	726	696	95.87%	30	4.13%

Occupational Health and Safety

Excessive workloads, long hours, unrealistic deadlines, poor work-life balance, and inadequate management practices can lead to work-related stress, resulting in mental health issues and reduced productivity. Additionally, factors like unsafe working conditions, inadequate safety measures, lack of training, or non-compliance with safety regulations can significantly increase the risk of accidents.

To mitigate these risks, Supreme Industries has developed an organization-wide Health, Safety & Environment (HSE) policy to ensure a safe and healthy working environment across all plants and offices. This policy includes clear instructions and safety protocols for all employees and workers, preventing harm to life and property. We have implemented robust safety policies and procedures, set objective targets, and developed, implementing, and maintaining management standards and systems. We aim to exceed compliance with industry standards, legal, and other requirements to ensure zero harm to our employees and society.



Promoting a Culture of Safety

We provide comprehensive training to our employees and conduct regular risk assessments to maintain a safe working environment and promote a culture of safety. Regular health and safety trainings, as well as mock drills at all locations, prepare employees and workers for emergency situations and reinforce safety practices.



Provision of
personal protective
equipment



Accessible
Utilities



Defined Safety
and Health SOPs



Availability of
Safe Emergency
assembly area



Enhanced
Physical Security



Occupational Health and Safety Management

We have implemented an occupational health and safety management system at all our locations. We provide personal protective equipment to our employees as needed and have installed CCTV cameras to enhance security and surveillance. Our well-defined Safety & Health Standard Operating Procedures (SOPs), regular safety audits, and training programs ensure compliance and continuous improvement.

16 of our plants have obtained OHSAS 45001 certification, highlighting our unwavering commitment to effective health and safety management practices. This certification minimizes risks to employees, workers, visitors, and external contractors, leading to fewer incidents.

Table 37 : Safety Related Incidents

Safety Incident/Number	Category*	FY 25*	FY 24
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	3.28	4.94
	Workers	5.57	6.76
Total recordable work-related injuries	Employees	41	46
	Workers	182	168
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*LTI Includes Minor Injuries, First aid case for this reporting year

Note: the rates have been calculated based on 1,000,000 hours worked



Comprehensive Safety Risk Assessment:

We have successfully implemented Hazard Identification and Risk Assessment (HIRA), Permit-To-Work (PTW), and Job Safety Analysis (JSA), providing a comprehensive approach to identifying hazards, assessing risks, implementing control measures, ensuring compliance, and driving continuous improvement. This safety-conscious culture has led to reduced accidents and injuries, enhanced protection for personnel and assets, and improved overall operational efficiency. The adoption of these processes has enabled us to achieve several benefits.





Wellness For Staff

In an era where the pace of life and workplace demands constantly escalate, fostering a holistic approach to employee well-being is imperative.

Supreme explores and hold exemplary health and wellness programs in the workplace, delving into strategies that transcend conventional employee wellness programs. As organizations increasingly acknowledge the interconnectedness of personal lives and professional performance, prioritizing employee well-being becomes pivotal.

- **Physical Wellness:** Encourage regular physical activity through fitness classes or gym access to improve overall health and fitness levels.
- **Mental Health Support:** Provide access to mental health resources, counseling, and stress management workshops to support employees' emotional well-being.
- **Preventive Health Programs:** Promote vaccinations to prevent the spread of illnesses and protect employees' health.
- **Health Education:** Offer information and support for healthy eating habits, including access to nutritious snacks and balanced meals.
- **Work-Life Balance:** Support a healthy work-life balance through flexible schedules and policies to reduce burnout and improve overall job satisfaction.

Table : 38 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	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

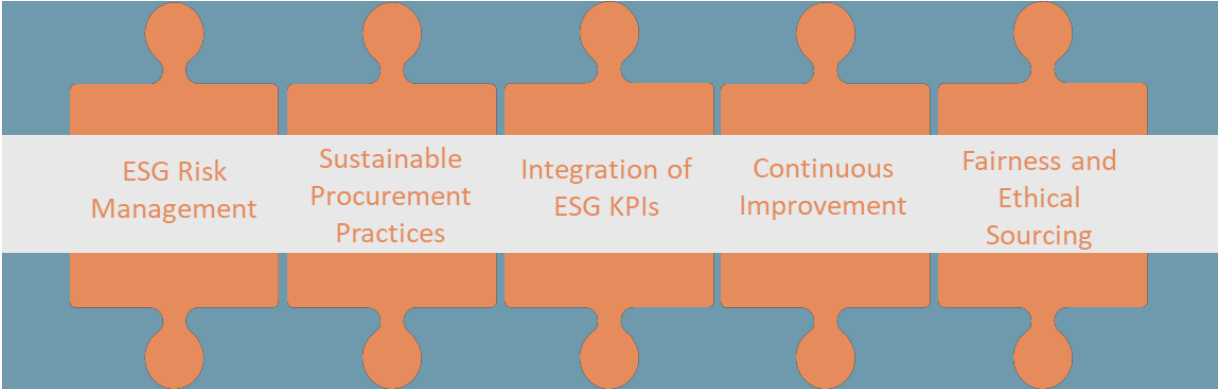


Sustainable Supply Chain

We are deeply committed to managing Environmental, Social, and Governance (ESG) issues within our supply chain. Recognizing the critical impact of supplier activities, we focus on environmental responsibility, human rights, labour practices, and ethics.

To address these issues effectively, now we have started to assess our VCP through online portal and assessing their environmental and social impacts. Our approach to sustainable procurement aims to transition our supply chain towards sustainability. We are actively identifying significant environmental issues that could negatively impact our value chain. Currently, we are conducting a thorough assessment to identify these key issues. This involves a detailed review of our value chain, from raw material sourcing to product disposal. We are evaluating factors such as energy consumption, greenhouse gas emissions, water usage, waste generation, and pollution. Our goal is to identify priorities and address them effectively to make substantial improvements.

Additionally, we are integrating ESG Key Performance Indicators (KPIs) for our value chain partners and systematically assessing them. Supreme partners with ISO-14001 and ISO-45001 certified contractors, suppliers, and vendors for major services, ensuring alignment with high environmental and safety standards. We are committed to continuous improvement and collaborate closely with stakeholders to meet environmental expectations and contribute to a sustainable future. Throughout our value chain, we implement robust quality control processes to prevent product recalls. If issues arise, we conduct thorough investigations to identify and correct root causes, preventing future occurrences. We source raw materials from the best available sources, ensuring no child labor within our value chain. In the long term, we plan to adopt circular economy practices and enhance sustainability through regular monitoring and audits of our supply chain



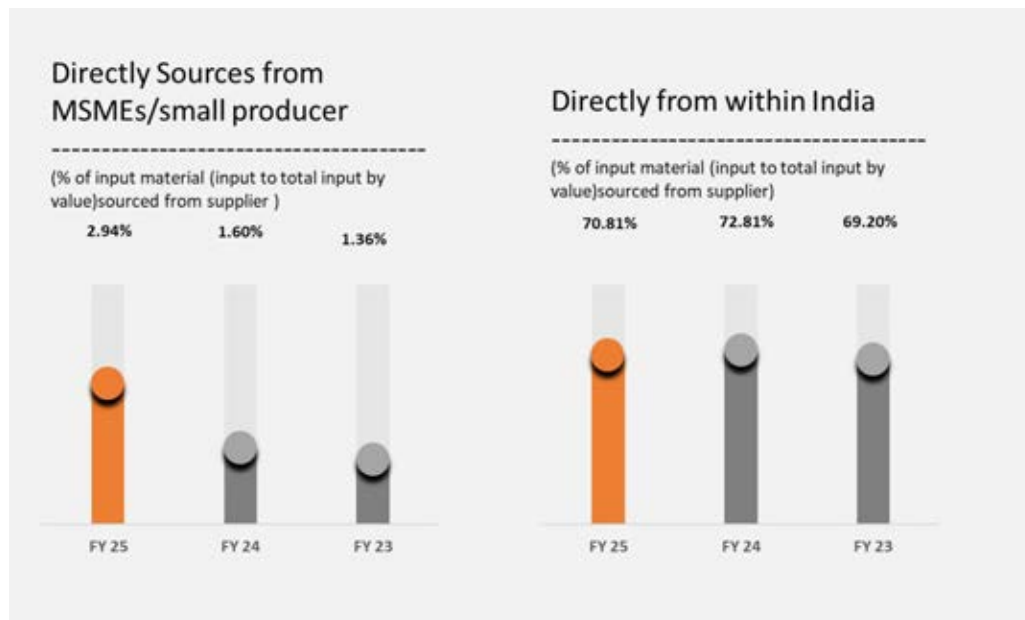
156 value chain partner were identified for the ESG assessment which include 56 upstream supplier & 100 downstream customer on 29th of March 2025 to whom, we have send ESG value chain assessment form to them.

The company is planning to do ESG assessment for the new supplier while onboarding and negative impact if any will be evaluated.

Local sourcing

Our commitment to sustainability is demonstrated by our increased sourcing from small-scale producers and suppliers within India. This year, we sourced 84 % more from small producers compared to the previous year, reflecting our dedication to supporting local and community-based businesses contributing to economic growth, and supporting regional development.

We are targeting to enhance it by 3%. This shows our ongoing efforts to reduce environmental impact while fostering local partnerships. This shows our focus on creating a more robust and sustainable supply chain.



Customer Relationship Management

Investing in Quality: A Strategy for Product safety

At Supreme Industries, we prioritize quality across every facet of our operations, from functions to processes and our people. Our aim is to cultivate a culture where striving for excellence and maintaining a leading position becomes second nature and none of our products or services are identified with health and safety impacts this commitment ensures that we consistently manufacture high-quality products, enhancing our processes, offerings, and services to guarantee satisfaction for our customers and stakeholders.

During the financial year, Supreme Industries has maintained a strong record of accomplishment in terms of product quality, as we have no cases of product recalls. This further reinforces our commitment to stringent quality control measures. We prioritize the safety and reliability of our products. Our dedicated team ensures that our products meet and set industry benchmarks for safe usage and handling.

In addition to our quality control efforts, we provide comprehensive information and guidelines to customers through various channels, including product material such as manuals, brochures, and packaging. These resources include clear and concise safe-use recommendations to promote proper usage and minimize any potential risks.

Throughout our value chain, we employ robust quality control tools and processes to minimize the occurrence of product recalls. In the event of any issues, we conduct thorough investigations to identify the root cause, whether it be a manufacturing problem or a design flaw.

This allows us to address the issue effectively and implement corrective measures to prevent similar occurrences in the future. Our commitment to quality control is an ongoing endeavor, and we continuously evaluate and improve our practices to ensure the highest level of product quality and customer satisfaction.

Adherence to Standards and Compliance

We are dedicated to meeting the demands of our customers while adhering to the standards set by statutory and regulatory authorities. This commitment is reflected in our strict compliance with product and process standards. Our product information and labeling provide guidance on the safe use and handling of products, minimizing adverse environmental and social impacts. At Supreme, we advocate for the implementation of esteemed methodologies such as Quality Circle, 5S, and Kaizen. We actively pursue ongoing enhancements in every facet of our business operations.

As per the regulatory requirements, we provide all the necessary information on our product labels, packaging, and documentation. This includes details such as product specifications, usage instructions, safety precautions, and any other information mandated by regulatory authorities. We believe in transparency and strive to provide customers with a complete understanding of our products, their features, and their benefits. This may include supplementary information about environmental impact, or other relevant details that can aid customers in making well-informed choices.

To ensure continuous improvement and customer satisfaction, we actively seek feedback through customer satisfaction surveys and encourage open communication channels. Our channel partners play a vital role in this process as they support regular contact with customers, addressing their queries and concerns and ensuring transparent communication throughout the value chain. By fostering a culture of transparency and customer-centricity, we aim to build trust, strengthen relationships, and meet the evolving needs of our customers effectively.

As a testament to our efforts there were no identified cases on any of the non-compliance with regulations and/or voluntary codes concerning to

- Health and safety impacts of products and services within the reporting period
- Product and service information and labeling
- Marketing communications, including advertising, promotion, and sponsorship.

There is no any non-compliance with regulation resulting in fine or penalty /warning /concerning marketing communication including promotion and advertisement.



Table 39 : Turnover of products and services as a percentage of turnover from all products/service that carry information about

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

Table 40 : Consumer complaints

	FY25		FY24	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data Privacy	0	0	0	0
Advertising	0	0	0	0
Cyber Security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Other	0	0	0	0

At Supreme Industries, we are committed to full compliance with all applicable laws and regulations pertaining to product information and labeling. We recognize that transparency and accurate product communication are essential for helping customers make well-informed decisions.

In accordance with legal requirements, we ensure that all product labels, packaging, and associated documentation clearly display key information such as:

- Product specifications
- Usage and installation instructions
- Safety guidelines and precautions
- Environmental impact details (where applicable)
- Any other regulatory disclosures required

Beyond compliance, our goal is to empower customers with a comprehensive understanding of our products—their features, benefits, and responsible use. To support continuous improvement, we actively collect customer feedback through satisfaction surveys and maintain open communication channels. Our channel partners serve as crucial touchpoints, regularly engaging with customers to address queries, gather insights, and ensure transparent communication throughout the value chain. By fostering a customer-centric and transparent culture, we aim to build lasting relationships rooted in trust, reliability, and shared values.





Information about how to use our products and their applications is easily accessible through various channels, including our product catalogue, website, and mobile app. To ensure that our Piping Systems are used correctly, we organize live demonstrations at our knowledge Centre, tailored for plumbers, architects, and distributors to learn the proper installation and usage procedures.

For our furniture products, we supply Assembly Instruction Manuals for Knock Down furniture that requires self-assembly. These manuals provide a systematic guide to ensure safe and proper usage of the furniture. Additionally, we offer on-site visits to demonstrate specific safety protocols. This personalized approach allows us to address any concerns and provide hands-on guidance to customers, ensuring they understand and follow the recommended safety practices. By providing comprehensive information, conducting live demonstrations, and offering personalized assistance, we aim to ensure that our customers have a clear understanding of how to use our products safely and effectively. Our commitment to customer satisfaction and safety remains a top priority.



Advanced Quality Tools and Techniques

We have implemented advanced tools and techniques to enhance our quality performance. Our products undergo stringent quality assessments, including tests for bending, collapse, ball pressure, compression, tensile strength, and more. Concurrently, we are fortifying our overall quality management system with the aim of attaining excellence. Embracing a Total Quality Management (TQM) System is a potent approach to achieving excellence and sustaining competitiveness. This system emphasizes the efficient utilization of our resources to fulfill the demands of both customers and stakeholders. Since its inception, Supreme has been dedicated to implementing quality management practices, aspiring to become a globally renowned plastics-products manufacturing company.

Compliance with International Standards

To affirm our commitment to quality, our Quality labs have implemented a management system in accordance with ISO 9001:2015, ISO 11119-3, EN 12245, EN14227, IS: 14611-2016, ISO/TS 16949, WRAS, and other standards. This ensures that our products consistently adhere to the required quality and specifications. Further, our plastic packaging products comply with RoHS and REACH regulations.

Ongoing Quality Control Efforts

Our commitment to quality control is an ongoing endeavor. We continuously evaluate and improve our practices to ensure the highest level of product quality and safety. We prioritize the safety and reliability of our products, with our dedicated team ensuring that our products meet and set industry benchmarks for safe usage and handling. Throughout our value chain, we employ robust quality control tools and processes to minimize the occurrence of product recalls. In the event of any issues, we conduct thorough investigations to identify the root cause, whether it be a manufacturing problem or a design flaw. This allows us to address the issue effectively and implement corrective measures to prevent similar occurrences in the future. Notably, we recorded zero recalls in FY25, a testament to the effectiveness of our quality control efforts.

Comprehensive Customer Support

In addition to our quality control efforts, we provide comprehensive information and guidelines to customers through various channels, including product materials such as manuals, brochures, and packaging. These resources include clear and concise safe-use recommendations to promote proper usage and minimize any potential risks.

At Supreme Industries, our unwavering commitment to quality is at the core of our operations. By continuously investing in quality and adhering to stringent standards, we ensure that our products meet the highest benchmarks of excellence. This dedication not only guarantees customer satisfaction but also reinforces our position as a leader in the plastic products manufacturing industry.

Ensuring Customer Satisfaction

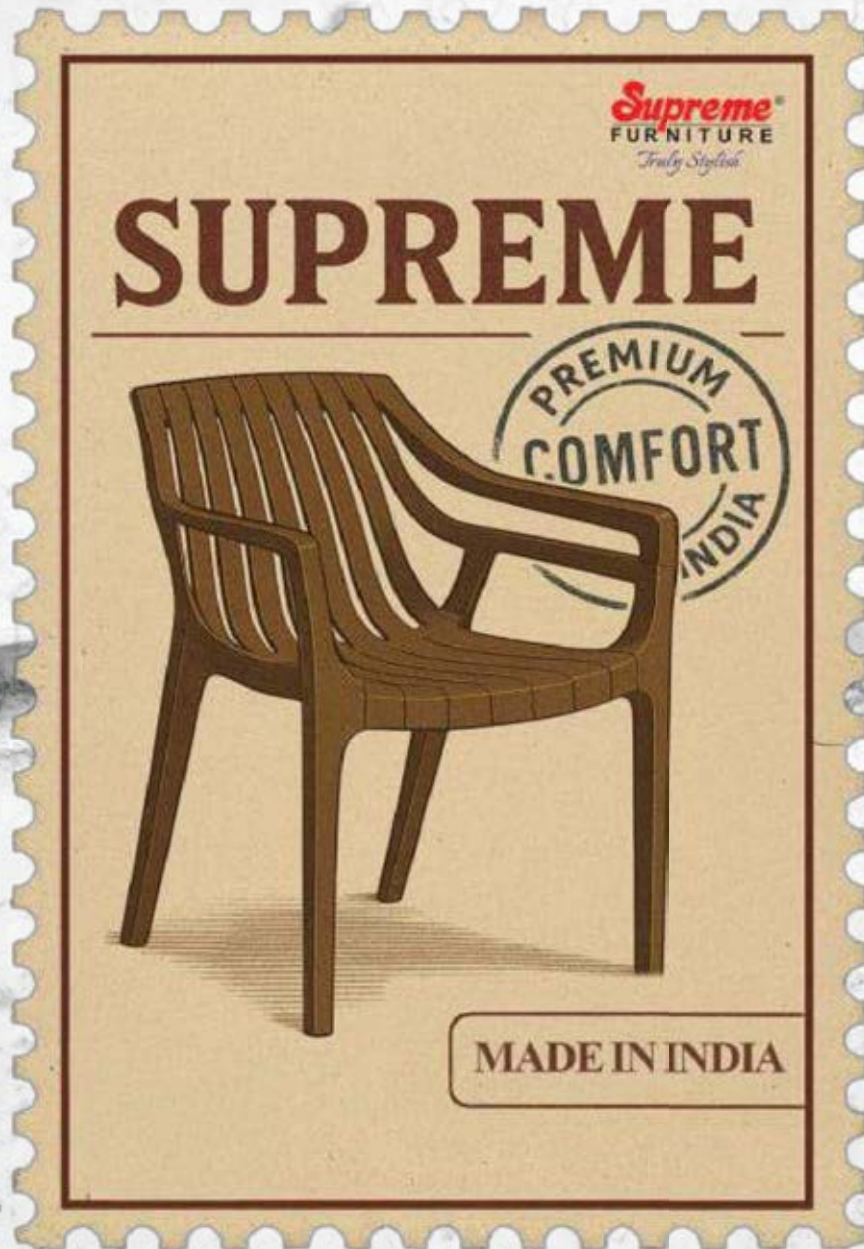
To ensure continuous improvement and uphold high levels of customer satisfaction, we actively solicit feedback through customer satisfaction surveys and maintain open channels of communication. Our channel partners play a pivotal role in this process, maintaining regular contact with customers, addressing their inquiries and concerns, and ensuring transparent communication throughout the entire value chain. By fostering a culture centered on transparency and customer centricity, we aim to cultivate trust, fortify relationships, and adeptly meet the evolving needs of our valued customers.

Efficient Handling of Customer Complaints

We are steadfast in our commitment to address any customer complaints promptly and effectively, with the goal of consistently enhancing our products and services. To this end, we have established a comprehensive system dedicated to the efficient handling and resolution of customer concerns. We highly value our customers' feedback and treat their concerns with the utmost seriousness.

Upon receiving a complaint, it undergoes a thorough analysis and resolution process. The Regional Marketing Officer plays a critical role in managing customer complaints. They meticulously collect and document each complaint, providing feedback to the respective product marketing head for further action. In cases involving quality-related issues, the Production Team collaborates closely to ensure a swift and effective resolution. This integrated approach allows us to address issues promptly and implement corrective measures, ensuring continuous improvement and customer satisfaction.

Plastic: Resilient Future



Plastic, when used responsibly it is a powerful enabler of sustainability and Supreme is at the forefront of highlighting its potential. By replacing the conventional material like wood & metal with high performance plastics. Supreme is helping to conserve material resources and reduce carbon footprint

Many of our product is 15 to 30 years or many more which reduces the frequency of replacement by transforming product categories with smarter, more durable .When ensuring that plastic plays a constructive role in building greener or more resilient future.



Corporate Social Responsibility (CSR)

Community Engagement

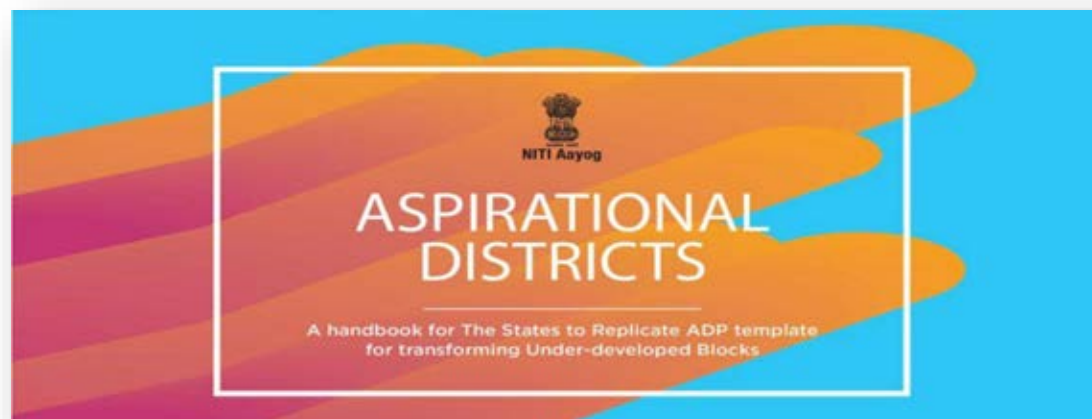
Supreme Industries Limited, either directly or through the Supreme Foundation, actively participates in CSR activities aimed at community upliftment. These initiatives include:



As a responsible corporate entity, Supreme Industries upholds core values that emphasize a strong responsibility towards the communities surrounding its operational sites. Believing firmly in an inclusive society, the company is committed to empowering these communities through a variety of social development activities. This commitment is guided by the company's CSR policy, which ensures industrial interventions for social upliftment. The guiding principle, encapsulated in the motto "Sarvena Sukinah Bhavantu" (May all be happy), reflects the company's dedication to fostering a harmonious and prosperous society.







Community development activities in Aspirational districts identified by Government of India :

The Government of India categorizes certain districts as "Aspirational Districts" to focus on transforming regions that are lagging in key socio-economic indicators. The primary reasons for this categorization include:

- 1. Underdevelopment:** These districts typically exhibit lower levels of socio-economic development compared to other regions.
- 2. Poor Infrastructure:** There are significant gaps in infrastructure, such as roads, schools, healthcare facilities, and sanitation.
- 3. Low Human Development Index (HDI):** These areas often have lower scores in indicators related to education, health, and income.
- 4. High Poverty Rates:** A substantial proportion of the population in these districts lives below the poverty line.
- 5. Inequitable Access to Resources:** There is often unequal access to resources and opportunities, leading to marginalized and vulnerable communities.
- 6. Focus on Improvement:** The government aims to trigger development in these regions by providing targeted interventions and support.

In FY25, the number of beneficiaries engaged in the Mobile Clinic and Adolescent Girls Education Program activities in the Molgi and Akkakuwa blocks of Nandurbar district surged to 15,105, marking a significant increase from the previous year's tally of 11,835. The Mobile Clinic Van played a pivotal role in serving these beneficiaries, enabling health check-ups directly within their communities. The van spearheaded health campaigns, delivering vital services such as health awareness sessions, checkups at Ashram Schools, and counseling for students. Moreover, it expanded its outreach to village-level check-ups for children, adolescent girls, and women, ensuring comprehensive healthcare access at the grassroots level.

Table 41 : Amount Spend On Aspirational District

Sl.No.	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	29,09,358

Activities undertaken under Corporate Social Responsibility

The Supreme Industries Limited executes its social development initiatives, both directly and indirectly, through Supreme Foundation, which has been established specifically to drive these efforts. The Foundation's core focus areas include education, healthcare, sanitation, community upliftment, water conservation and environmental sustainability. The Foundation plays an active role in improving socio-economic conditions in Rajasthan, especially in rural and underserved areas.

1. Education Initiatives:-

To bridge the educational gap between public and private institutions, the Foundation supports Government schools & colleges, by providing qualified teachers, educational resources and training. It promotes access to quality education in General Education Schools, Sanskrit Schools, Sanskrit colleges and Ved Vidyalaya, across multiple districts of Rajasthan. To support the Sanskrit higher education, Foundation provided the various subject wise lecturers to Jagatguru Ramanandacharya Sanskrit University, Jaipur.

Supreme Foundation is committed to promote excellence in education through comprehensive program which includes (i) Facilitating educational infrastructure & learning resources, (ii) Offering capacity building & training program for educators, (iii) Creating platform for rural children participation in structured educational activities.

2. Project Purpose & Implementation:-

- (i) To support rural development, especially in remote and inferior regions, Supreme Foundation has launched multiple initiatives in both academic & non-academic domains, which are located in Ladnun, Sujangarh & Bidasar Blocks and in Sanskrit Schools across Ajmer, Kekri, Shahpura, Bhilwara, Beawar, Nagaur, Didwana-Kuchaman, Tonk, Churu, Bikaner, Hanumangarh, and Ganganagar & Jhunjhunu. (ii) To meet the above objective, Supreme Foundation from time to time renewed the existing Agreements/ MOUs regarding recruitment of volunteers, teachers in the primary to Senior Secondary Schools in various Districts of Rajasthan. It also renewed a MOU with
- (a) Divisional Sanskrit Education Officer, Ajmer,
 - (b) Govt. of Rajasthan
 - (c) Education Department, Nagaur.
- It has also executed an Agreement on 1st July 2024 for up gradation of Anganwadi centers as "Maiya Ghar" to benefit around 6000 children.

3. Key objectives:-

Supreme foundation has been working with primary objective summarized as under:-

- a. Enhancing foundation education at primary to senior secondary levels.
- b. Promoting girls education & ensuring gender inclusivity.
- c. Encouraging sports & cultural activities among schoolchildren.
- d. Empowering students from marginalized communities through inclusive educational support and specific support for sports at state/national level.
- e. Identifying & recognizing meritorious students to foster academic excellence.
- f. Facilitating digital literacy through computer application training, ICT labs' repairing of Govt. schools.
- g. Creating clear, green and sustainable school campus.
- h. Promoting environmental awareness via tree plantation drives & eco-friendly practices.
- i. Support to the administrative departments like District Education Office, CBEO offices.

The Foundation also places a strong emphasis on the preservation & promotion of Sanskrit language and Indian cultural values. By appointing lecturers in Sanskrit colleges and academic institutions, it aims to instill deep appreciation of India's rich heritage and spread the spirit of universal brotherhood, tradition and moral consciousness among student



Various initiatives taken in the Academic/ Non-Academic Area



Government Schools on General Education,

Government Sanskrit Schools and Government Sanskrit Colleges

i) Increase in enrolment and overall improvements in performance of Students:

Enrollment in number of students have increased significantly as compared to the Base Year 2016-2017. In 2024-2025, number of students benefitted were 110794 as compared to 20906 in the Base Year due to the deputation of additional volunteers, teachers & lecturers who dedicatedly and sincerely worked for improvement in academic study, to teach moral values & working skills amongst the students. Improvement in the admission of Girls was noted due to deputation of female teachers. Interactive sessions, community meetings and public get-togethers have been organized for the development of Govt. schools, to uplift their standard and motivate & encourage them to attend the schools on a regular basis. Very good progress has been seen in the examination results in Math's, Science and English. Many students achieved over 90% marks in the Board exams. Hundred percent passing has also been recorded in few of the schools.

- ii) **Plastic recycling initiative:**
Supreme Foundation in collaboration with ICPE recycle Olympiad 2024-2025, successfully promoted plastic recycling awareness and action across multiple blocks in Rajasthan, to foster environmental stewardship through plastic waste collection recycling education & competitive exams. 95 schools were engaged in recycling workshops, campaigns & exams. 1.47 tons of plastic from landfills were diverted. Top performing schools & students were awarded ranks at State/ National level.
- iii) **Initiative of Supreme Foundation for cleanliness drive in Didwana-Kuchaman:**
Under the "Cleanliness is service" campaign, the Foundation has launched an innovative creativity to promote cleanliness in the Didwana-Kuchaman District for disposal of wet & dry waste. These campaigns have strengthened the sanitation system in the region. This initiative will make the Waste Management System in Didwana-Kuchaman District more efficient. It will also contribute to environmental conservation & raise awareness about cleanliness in rural communities. This campaign will serve as an inspiration for other Districts, as well.
From March 2025, DWC (District Waste Collection) center started at Jaswantgarh Village to develop the habit of sorting the dry/wet garbage at home as well as to convert this habit as small earning process.
- iv) **Environmental awareness through tree plantation:**
The volunteer teachers with the guidance and interest of the Trustees have taken special initiative to plant trees in several districts viz. (i) Bikaner, Hanumangarh, Ganganagar, (ii) Bidasar, (iii) Churu, (iv) Jhunjhunu, (v) Ladnun, (vi) Sujangarh, (vii) Ajmer, Nagaur & Tonk and (viii) Kekri-Beawar, Bhiwara. Total 162054 trees were planted in 2024-2025, as compared to 13970 tree plantations in 2023-2024. It will have an overall impact of combat desertification, improve water cycles and maintain ecological balances.

(ii) **Upgradation of Anganwadi Centre as “Maiya Ghar” by Supreme Foundation :**

Pursuant to the Agreement executed on 1st July 2024 between Women and child development department of Rajasthan Govt. & Trustees of Supreme Foundation, the Foundation has undertaken a project to upgrade Anganwadi centre in the project area –Ladnun to model centers of excellence, where in 197 Anganwadis centers (AWC) are being developed, benefiting 5919 children. This initiative will help the nearby Govt. schools to increase enrollment in primary classes and foundation is working like a bridge between School & AWC of that village.

(iii) **Support to (SBH) Sujanmal Bagadia Sub- district Hospital- Sujangarh:-**

Supreme Foundation Jaswantgarh started to support SBH– Sujnagarh by providing the required Manpower like Lab Technician, Nursing Officer, Physiotherapist, Security Guard and Female cleaner. As this hospital have lot of responsibilities to take care the health of pregnant female and other medical issues but without work force, the testing lab and other important machines were not in use. After the supreme foundation's support, the OPD and IPD patients got the relief. This hospital covers the patients nearby districts and villages and the support of Supreme Foundation made a visible impact.

(iv) **AI-Shiksha - AI based educational initiative:** Supreme Foundation is leveraging AI technology to enhance education quality for the students at Government schools in rural India, by focusing on underperforming children. By introducing an AI tutor, it intends to provide personalized educational support to improve learning outcomes and assisting teachers in delivering better education. Under this pilot project of 14 selected schools, Foundation is developing the interest of students in Use of AI, especially for the weak students of that particular school.

(v) **Appreciation for best performance:-**

- (a) To promote Girls education: – Under “Gargi Puraskar Scheme”, Scholarship and “Gargi Award” were given to the girls, who scored above distinction in 10th / 12th Board Exams.
- (b) To promote innovation in the field of Science & Technology: – Under the banner of “Innovation in Science Pursuit”, (INSPIRE) national program is being organized by Department of Science and Technology for inspired researchers to attract young students to study Science and pursue career in Research. Accordingly, INSPIRE Award were accorded to the student, whose article or Model has been selected as “The best original creative idea”.
- (c) Reward & recognition of Board students for $\geq 90\%$ Marks and Volunteer teachers: Supreme Foundation felicitate the meritorious students of all Active Govt. Schools from program area to encourage the efforts of students and Volunteer teachers.





(vi) Summer & Winter training camp:

The residential summer/winter training camp organized for volunteer teachers (Grade I & II) in two phases. Large number of volunteer's teachers from various regions participated in the camp with great enthusiasm, despite the intense heat. This training helps them in enhancing the quality of education with renewed energy in the new academic session in the Government schools. It also motivated to enhance effectiveness of the teaching system, thereby creating interest in the students and ensuring better learning outcomes for the students.

(vii) Bridge course initiative:

Various Bridge courses were conducted in summer vacation to improve students' creative thinking, enhance in basic knowledge and improve cognition level of students, increase in self-confidence at overall learning level & academic performance of all weak students. With these initiatives, the foundation skills of the students in math's & science have strengthened. The Dropout ratio of the students have reduced. Migrant and rural students integrated smoothly into mainstream education leading to improvement in overall skill development.

(viii) Distribution of sweaters & notebooks:

In the winter season, sweaters were distributed in different districts of Rajasthan. 9667 sweaters were distributed in 508 schools and notebooks were distributed in various schools of Rajasthan districts. 2,96,780 notebooks were distributed in 1,225 schools, which benefited 73,755 number of students.

(ix) Other initiatives :

- (i) To make students aware to respect their parents & teachers
- (ii) not to become victim of drug addiction which is having treacherous pitfalls
- (iii) monthly meetings with parents were arranged,
- (iv) Students to attend prayer meeting in regular uniform and attention is being given to 100% attendance,
- (v) To educate children with fun,
- (vi) Usage of Information Technology to create interest amongst students,
- (vii) To make aware children regarding their responsibilities for environment (Plantation with ownership, care of plants during extreme cold and summer holidays when schools become close for breaks)
- (viii) Keeping and maintaining the water pots/food for birds in summer.

i) Computer Literacy Programme:

(i) Operations of 2 mobile buses:

To provide quality education to the students studying in the Government schools, the computer literacy Programme is being run by Supreme Foundation in Sujangarh & Ladnun blocks. Under this Programme, to understand the importance of technical education, Basic Computer knowledge & to improve computer skills, two computer mobile buses are being operated in rural areas with installation of 40 computer systems with the basic aim to provide digital literacy training to volunteer teachers and local students.

(ii) Digital Board on school education in 7 districts of Rajasthan :

Through Digital Board, graphics/visuals presentation were made. Visual learning was conducted and personalized learning through e-books, online tutorials etc. was carried out. It allowed volunteers to tailor lesson content as per specific needs & learning pace of students so that they could grasp topics more easily by visualizing them graphically and understanding and sensitivity towards the subject could be enhanced. It improved cognitive learning. It saves time & effort and enables innovative teaching techniques for the teachers. Teachers & students get access to online libraries, educational software & multimedia.

(iii) Used Computer sets Distribution:

(i) Supreme Foundation, Jaswantgarh provided one Computer set in Primary school where Computer Buses are not covering the students so that the students can understand the basics of Computer.

(iv) Distribution of Computer Book:

Supreme Foundation Provides a Computer book to each learner for effective literacy of computer & (ii) To get understanding of computer usage in real life & to make students aware of basic knowledge of hardware & software (Microsoft Office including MS Paint, MS Word & MS Excel) & knowledge of internet were undertaken through theory & Practical sessions.

(v) Computer Literacy Program for women were conducted as and when required.

(vi) For development of computer literacy for volunteers, computer

teachers were recruited, who conducted proper computer classes. For recruitment of teachers, basic understanding of MS office is made necessary for all the candidates to apply. This will help to provide more IT friendly teacher in Govt. School for proper utilization of ICT Labs and Computers for students.

ii) Infrastructure & rural development work in Sujangarh, Bidsar & Ladnun blocks:

(i) Construction of new girl's toilet blocks/ repairing of old toilet blocks in different Government schools were undertaken, which enabled girls to feel more comfortable & dignified in school environment. Construction & repair and renovation was also carried out at the public toilets in above Block.

(ii) Road construction work were carried out by constructing durable CC (Cement Concrete) roads, drainage systems & levelling of land for soil filling in lanes of Jaswantgarh. It has resulted in smoother transportation & enhance ease of movement for vehicles & villagers. It has also reduced waterlogging and flooding during monsoons.

(iii) Repairs/ renovation in Centers, educational paintings fixed on wall, coloring of wall, development of activity-based learning, rooms featuring educational tools, repairs of wall ceiling & providing additional facilities at various schools was carried out, which has created a modern & safe learning environment equipped with essential facilities, fostering a conducive space for student's growth.

(iv) Installation of electrical fittings, LED lights, tube lights, and fans was carried out in different classrooms.

(v) Provided small chairs, tables, furniture for workers & Bluetooth for speakers.

(vi) Provided water tanks with motors and two campers for clean drinking water.

(vii) Provided two sets of uniforms & sweaters per child, mats along with utensils for serving meals to the students.

iii) Support to Administrative Department

- (i) Toilet construction/Roof repairing were carried out in CBEO office, Bidasar.
- (ii) Manpower support was provided to Hospital at Sajungarh.
- (iii) Renovation of Anganwadi centers at Ladnun & Sujangarh were carried out.
- (iv) Auto tippers to Gram Panchayat at Didwana were provided for collection of garbage.

iv) Village health improvement Initiative:

This initiative has entered its 17th year of successful operation since its inception in the Year 2008. The health center's main facility is located at Dhadgaon in the district of Nandurbar, Maharashtra.

This facility comprises of a Mobile Dispensary Van, which is equipped with necessary diagnostic equipment, medicines, injectable etc. This Mobile Dispensary Van is manned by a team of 4 persons which includes a Doctor, a Nurse, a Kishori co-coordinator & a driver.

The whole activity is conducted under the guidance & supervision of a project co-coordinator.

During the year under review, this initiative has benefited as many as 19246 villagers (as against 11835 in the previous year) who hail predominantly from tribal areas & residing in remotely located villages of Nandurbar District.

The program geographically covers inhabitants from 29 villages / hamlets. The village health improvement program's salient features are as under –

- Kishori Karyashalas (Kishori Workshops) at villages for adolescent girls.
- Medical Check-up of students in Aashramshalas and Aanganwadis.
- General health knowledge written test held for youngsters. During the current year, 2579 students participated in this event belonging to 8 nos. of Aashramshalas.

- Guidance workshop on prevention of child marriage during NSS camps in colleges of Dhadgaon & Molagi.
- Provided health services to devotees of Astambha Rishi Yatra, which is held every year during Diwali Festival.
- Free distribution of medicines such as hemoglobin, iron & calcium supplements.
- Free distribution of medicines for treatment of primary level ailments to the patients from villages during the scheduled visits of Mobile Dispensary Van, Ashram Shala has & during the medical camps organized at various places.
- The Mobile Dispensary Van is provided to the needy patients from villages for giving first aid.
- Regular workshops are carried out for the villagers for creating awareness on the following broader topics –
 - Personal hygiene
 - Social hygiene
 - First aid for common ailments, snake bite etc.
 - Yoga practices
 - Sports activities
 - Clean & Happy home
 - Kitchen Garden
 - Career counselling to students
 - Prevention of child marriage
 - Eradication of alcoholism
 - Eradication of superstition

These programs have improved the quality of life of the villagers, both at personal & family levels, which is amply evident from the Social Impact Assessment (SIA) studies / surveys carried out by the company from competent third parties from time to time.

Corporate Social Responsibility Wall



Upgradation of Anganwadi Centres at Rajasthan as "Maiya Ghar" benefiting more than 6K+ Children



Modern Auto Trippers to promote cleanliness in Didwana - Kuchaman District of Rajasthan



Plastics Recycling Awareness program in Schools (Rajasthan)



Students felicitation at schools for their achievements in various fields



Winter Training Camps for Primary Class Teachers at Rajasthan



Toilet Blocks in Girl's School at Churu District, Rajasthan

Impact Assessment Report

Project - 1:- To enhance community welfare in Nandurbar District

This report presents the annual social impact assessment of the CSR project conducted by Supreme Industries Pvt Ltd in Gadegaon. It is structured into five chapters. The document captures the project's impact on the designated target demographics, comparing these findings with those from the previous year's SIA report to provide a comprehensive understanding of progress. The first chapter contains detailed information regarding the CSR initiatives undertaken by Supreme Industries Pvt Ltd in Gadegaon, outlining the specific activities implemented within the project. The second chapter elucidates the methodology employed, explaining the scientific tools, techniques, and approaches applied in the SIA. The third chapter outlines the intervention strategies and CSR activities, providing a comparative analysis of last year's action points, recommendations, and the actual work completed. The fourth chapter focuses on analysis and interpretation, detailing how the collected data is interpreted through established frameworks such as the OECD and Social Change Theory. The fifth chapter encompasses suggestions and recommendations. The study's outcomes are summarized in the table below. The OECD framework is utilized to analyze the CSR project's interventions across six aspects. The two projects, the Public Toilet Project and the Mobile Health Clinic Van, are evaluated separately using this framework. For the Public Toilet Project, sustainability, effectiveness, and coherence were rated lower compared to previous years, classified as 'Medium', while impact, relevance, and efficacy were rated higher at 'High'. In contrast, the Mobile Health Clinic Van project received 'High' ratings across all aspects compared to the previous year, attributed to the acceptance and implementation of the major recommendations from last year's SIA report.

Table 42: Impact assessment

NGO /GO	Year	Relevance	Coherence	Effectiveness	Efficiency	Impact	Sustainability
YMO	2024-25	High	High	High	High	High	High
	2023-24	High	High	Medium	High	Medium	Low
	2022-23	High	High	Medium	High	High	Low
JMC-JC*	2024-25	High	Medium	Medium	High	High	Medium
	2023-24	High	High	High	Medium	High	High
	2022-23	High	High	High	High	High	High

*JMC – Jalgaon Municipal Corporation, JC – Jamner Corporation



Project - 2:- Initiatives taken in the Impact Assessment Study 2024-25 at Deedwana-Kuchaman, Rajasthan undertaken by Anil Kumar Gupta, Education Consultant.

Scope of Project:-

- (i) To enhance Foundation education at primary to senior secondary levels,
- (ii) To promote girls education & ensuring gender inclusivity,
- (iii) To empower students from marginalized communities through inclusive educational support
- (iv) To provide digital literacy through computer applications
- (v) Promoting environmental awareness via tree plantation drives & eco-friendly practices
- (vi) Infrastructure and rural development for rural community
- (vii) Support to the administrative department i.e. District Education Office.

Key highlights of impact created:-

- (i) Due to infrastructure & rural development, construction of homes, RCC roads, convenience facilities at schools and public places, resulted in providing housing facilities, water conservation, sanitation & basic infrastructural facilities to underprivileged families, (ii) Very good progress in the examination results with 90% marks in important subjects, (iii) Around 1100 volunteer teachers participated in the summer-winter camps, resulted in enhancing quality of education in Government schools, (iv) Support to Sujanmal Bagadia Hospital, which provided much needed relief to nearby district and villagers in Sujangarh, (v) Plastics recycling awareness workshops conducted in more than 95 schools helped to divert 1.47 tons of plastics from landfills across multiple blocks in various districts of Rajasthan, (vi) Around 5900 children were benefitted due to upgradation of Anganwadi Centers as "Maiya Homes" in various districts of Rajasthan. Moreover, due to quality education, overall development of children were enhanced, (vii) More than 2000 students were benefitted from operations of 2 mobile buses, (viii) Around 1.5 Lacs trees were planted across all the blocks in various districts of Rajasthan. These initiatives has combated desertification, improved water cycles & maintained ecological balance, (ix) Under the campaign of "Swachh Bharat Abhiyan", public convenience facilities were constructed/renovated at prominent schools/ public places, (x) Under the "Cleanliness is service" drive, the Foundation has provided five modern Auto tippers to village panchayats for proper disposal of wet & dry waste & (xi) Around 3,00,000 notebooks were distributed to improve handwriting of 73,722 No. of primary class students. Around 10,000 sweaters were distributed in more than 500 schools, (xii) University students performed at many platforms to bring glory to the university, in which sports, music, Sanskrit language, yoga, computer education were prominent.

Recommendation :- (i) Though the strength of the teachers and volunteers have improved, there is still shortage of subject-wise teachers for Grades 11 & 12, for providing quality education, (ii) Students of marginalized community lack conducive learning environment at home, which needs to be improved, (iii) In rural areas, extreme weather conditions make attendance in school difficult, which needs attention (iv) Due to absence of new appointments at Government schools, there was severe shortage of teachers in Sanskrit colleges. These colleges are functional only due to Foundation's support. Government support is largely required for efficient functioning of schools, (v) Anganwadi workers need more focus on nutrition & vaccination, rather than early childhood education, (vi) Provision of computers & instructors should be prioritized to conduct computer related course to work effectively, (vii) Modern teaching methodologies should be integrated into classroom lessons to make study enthusiastic & enjoyable for the students, (viii) More focus needed on teachings with real life examples by using Teaching Learning Materials (TLMs) & ensuring conceptual clarity, (ix) Career counselling sessions can help students to explore diverse opportunities.

Way Forward:

- (A) In coming year, Supreme Foundation through recruitment of subject wise volunteer, teachers and lecturers shall continue to provide quality education in Govt. school/Govt. colleges in rural areas for all around progress and holistic development of the students through training, mentoring and Monitoring of teachers as well as improving learning skill through Computer literacy Programme. Foundation has received many requests from educational authorities & representatives to further increase the strength of volunteer teachers, as many posts are vacant. Supreme foundation would accordingly increase the requisite resources.
- (B) Pursuant to execution of Agreement by Supreme foundation with Chief District Education Officer of Churu District it shall continue to undertake the projects to (a) develop smart schools and installation of interactive digital boards in various government schools in Churu districts by leveraging AI based Technology. (b) Provide additional mobile Computer Bus with all necessary infrastructure to promote digital education among the students at different villages (c) repairs/ construction of toilet blocks and (d) Making existing Information & Communication Technology (ICT) labs fully functional in various government school in Churu district of Rajasthan.
- (e) Conduct other computer literacy Programme for villagers (f) Initiative of recycling of Plastics (g) Creating Environment awareness to the students & to the rural community at large (h) Other infrastructure & rural development initiatives in the interior district of Rajasthan & Maharashtra (i) Recognizing of meritorious students for their outstanding performance & talented students for their creative idea & innovations and honoring them. Also rewarding them to provide encouragement to them.
- (C) The Company is also committing contribution for various CSR activities around its plant locations for development of public facilities and upliftment of underprivileged including sponsoring of health care programmes.
- (D) Out of the commitment of INR 5 crores, to set-up State-of-the-Art, Plast India University in Vapi under the banner of Plast India Foundation by Supreme Foundation has already contributed R 1.5 crores during the year under review & balance R 3.5 crores shall be contributed during a period of 2 years.
- (E) With the main objectives to develop "Anganwadi Centre's" as learning Centre's, Foundation has decided to support, Anganwadi 's Centre's at Didwana for good learning foundation at primary level & accordingly necessary work has been taken in hand to make such Anganwadi best place for children to spend time and learn.
- (F) The Company/Foundation has made plans to spend about R 28 Crores on various CSR activities during the year 2025-2026.

Business Continuity and Disaster Management Plan

At Supreme Industries Limited, we have implemented a comprehensive Business Continuity and Disaster Management Plan to ensure the uninterrupted functioning of our operations and the safety of all stakeholders during emergencies. This plan is a critical component of our risk management framework and reflects our commitment to resilience, preparedness, and operational excellence.

The main objectives of the plan are as follows:

- i. To Ensure continuity of business operations across all Supreme facilities during emergencies.
- ii. To Mitigate the impact of crises through proactive planning and rapid response.
- iii. To Safeguard employees, assets, and the environment through systematic emergency protocols.

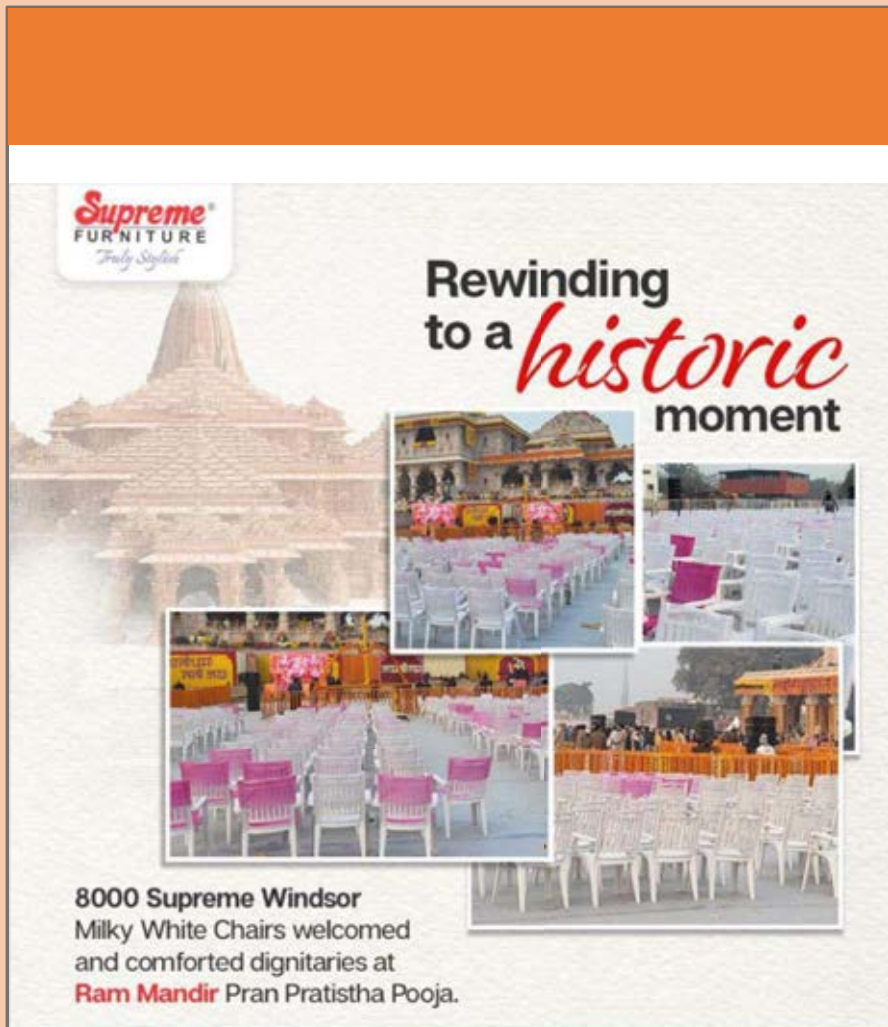
The core components of the plan:

- i. Emergency Response Team (ERT): Each facility has a designated team responsible for coordinating emergency actions and ensuring personnel safety.
- ii. Defined Roles & Responsibilities: Clear assignments for managing emergencies at various organizational levels.
- iii. Emergency Communication Channels: Structured communication pathways to ensure timely alerts and information dissemination.
- iv. Preparedness Protocols: Standard Operating Procedures (SOPs) for managing incidents like fire, earthquakes, floods, and cyclones
- v. Mock Drills & Training: Regular simulations are conducted to test readiness and familiarize employees with emergency actions.
- vi. Business Continuity Process: Strategic actions and redundancies to ensure mission-critical functions continue during disruptions.
- vii. Climate Risk Mitigation Strategy: Proactive measures to assess and address risks posed by climate-induced disasters.

We periodically review the disaster management plan to adapt to emerging risks, regulatory changes, and best practices. Training sessions and mock drills are conducted across all locations to keep our employees prepared and responsive. Through our robust Business Continuity and Disaster Management framework, Supreme ensures operational resilience, minimizes disruptions, and upholds the safety and well-being of our employees, customers, and stakeholders. [Business Continuity & Disaster Management plan.](#)



Our Social initiative



Reminiscing about the moment that happened exactly a year ago.

A proud day for us that is recorded in the history books of Supreme Industries



Social Initiative – Kids Friendly Product



Annexure – ESG Data

Environment - Key Performance Indicators

• Scope-3 emission

			FY 2024 - 25	FY 2023 - 24	FY 2022 - 23
Emissions Intensity , tCO ₂ e / INR Crore Turnover			216.31	223.68	168.41
Turnover INR Crore			10,446.25	10,134.20	9,201.49
Total Emissions , tCO ₂ e			22,59,681.88	22,66,791.00	15,49,579.00
Category	Total tCO ₂ e		Total tCO ₂ e	Total tCO ₂ e	Total tCO ₂ e
Upstream	1	Purchased goods & Services	19,34,373.11	20,60,291.00	13,91,352.00
	2	Capital goods	12,870.74	46,831.00	46,949.00
	3	Fuel and energy related activities	48,924.57	53,132.00	57,009.00
	4	Upstream transportation and distribution	49,192.10	47,006.00	22,663.00
	5	Waste generated in operations	94.92	106.00	258.00
	6	Business Travel	1,161.79	3,445.00	3,736.00
	7	Employee commuting	5,077.73	3,217.00	3,620.00
Downstream	9	Downstream transportation and distribution	1,83,993.61	26,923.00	15,698.00
	10	Processing of sold product emissions	6,103.00	6,181.00	-
	12	End-of-life treatment of sold products	4,991.31	4,713.00	8,294.00
	15	Investments	12,899.00	14,946.00	-

Social - Key Performance Indicators

Employee Diversity (Permanent Employees)

Management	Category	Particulars	As At 31-03-2025	Total
Senior Management (M4 & Above)	Gender	Male	97	99
		Female	2	
	Age Group	Below 30 years	0	
		30 to 50 years (including 30 and 50)	27	
		More than 50 years	72	
Middle Management (M1, M2, M3)	Gender	Male	515	533
		Female	18	
	Age Group	Below 30 years	3	
		30 to 50 years (including 30 and 50)	385	
		More than 50 years	145	
Junior Management (EXEC 3, EXEC2, EXEC1, OFFICER3, OFFICER2, OFFICER1)	Gender	Male	2748	2,839
		Female	91	
	Age Group	Below 30 years	738	
		30 to 50 years (including 30 and 50)	1929	
		More than 50 years	172	
Staff & Associates (S4 & below)	Gender	Male	2480	2,522
		Female	42	
	Age Group	Below 30 years	807	
		30 to 50 years (including 30 and 50)	1468	
		More than 50 years	247	
		Total		5,993

Training Hours and Avg Training Hours

Management Grade	Category	Training Hours	Head Count	Avg Training Hrs	Overall
Senior	Male	108.50	97	1.12	1.14
	Female	4.00	2	2.00	
Middle	Male	2,173.75	515	4.22	4.13
	Female	28.30	18	1.57	
Junior	Male	14,133.86	2,748	5.14	5.18
	Female	581.16	91	6.39	
Others	Male	6,531.54	2,480	2.63	2.76
	Female	438.90	42	10.45	

- Employee Turnover

Category	Parameter	Particulars	FY 2024-25	Total
Total number of permanent employee/Worker turnover	Gender	Male	563	571
		Female	8	
	Age Group	Below 30 years	212	
		30 to 50 years (including 30 and 50)	341	
		More than 50 years	18	
Total number of Other than Permanent employee turnover	Gender	Male	438	471
		Female	33	
	Age Group	Below 30 years	402	
		30 to 50 years (including 30 and 50)	69	
		More than 50 years	0	

- 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)	% (D / C)
Employees						
Male	4,737	4,737	100%	4289	4289	100%
Female	151	151	100%	132	132	100%
Total	4,888	4,888	100%	4421	4421	100%
Workers						
Male	16131	16131	100%	13918	13918	100%
Female	885	885	100%	728	728	100%
Total	17,016	17,016	100%	14646	14646	100%

- Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages paid by the entity	3.41% *	0.69%

* Contractual Female worker salary also considered which was not considered in FY 2023-24

- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

- Concentration Of Purchases And Sales With Trading Houses, Dealers, And Related Parties Along-With Loans And Advances & Investments, With Related Parties,

Parameter	Metrics	FY 2024-25	FY 2023-24 **
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.50%	0.04%
	b. Number of trading houses where purchases are made from	3,904	24
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	18.75%	0.04%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	79.62%	75.95%
	b. Number of dealers / distributors to whom sales are made	5,104	5348
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/ distributors	23.68%	20.49%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	1.99%	2.07%
	b. Sales (Sales to related parties / Total Sales)	0.98%	0.69%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	35.80%	55.98% *

*Figure Restated

**In FY 23-24 Purchase, we have considered traders who were dealing in import only and in FY 24-25 as per SEBI guidance note, domestic traders also considered.

- Ratio Of The Entry Level Wages To Minimum Wage By Gender:-

Locations Name	Ratio	
	Male	Female
Chennai Plant	1.07:1	1.57:1
Cuttack	1.09:1	0:1
Erode	1.06:1	0:1
Durgapur	1.17:1	1.48:1
Gadegaon	1.06:1	1.8:1
Ghiloth	1.34:1	0:1
Guwahati Piping	1.56:1	0:1
Guwahati Moulding	1.72:1	0:1
Halol - XF - I	1.34:1	0:1
Halol - XF & XF II	1.46:1	2.4:1
Halol Composite	1.32:1	0:1
Hosur Unit	1.12:1	0:1
Jadcherla Piping & Roto	1.38:1	3.11:1
Jalgaon (2 Units)	1.52:1	2.65:1
Kanpur	1.33:1	3.67:1
Kharagpur	1.36:1	3.58:1
Lalru	1.13:1	2.51:1
Malanpur PPD	1.22:1	0:1
Malanpur-PVC	1.33:1	6.77:1
Malanpur-Roto & Valve	1.11:1	2.48:1
Noida Plant	1.16:1	11.76:1
Pondicherry	1.53:1	0:1
Sangli	1.07:1	1.57:1
Silvasa	1.09:1	0:1

Locations Name	Ratio	
	Male	Female
Talegaon	1.06:1	4.22:1
Khopoli	1.58:1	2.03:1
Urse Unit-1	1.36:1	3.7:1
Kolkata Branch	1.89:1	1.82:1
Kanpur Branch	2.38:1	3.93:1
Noida Branch	2.74:1	2.41:1
Pune-Baner Office	2.31:1	1.9:1
Ahmedabad Office	1.85:1	0:1
Chennai Office	1.93:1	3.64:1
Bangalore Office	1.77:1	2.05:1
Hyderabad Office	3.01:1	0:1
Hubli Office	2.03:1	0:1
Indore Office	2.71:1	0:1
Jaipur Office	4.82:1	4.23:1
Corporate Office - Mumbai	1.69:1	1.95:1

Assurance Statement - Sustainability Report



INDEPENDENT ASSURANCE OPINION STATEMENT

To Mr. M.P. Taparla, Managing Director, The Supreme Industries Limited (TSIL)

Holds Statement No.: **SRA 820851-2**

The British Standards Institution (BSI) has conducted a Limited level assurance engagement on the sustainability information (described in the "Scope") in the ESG Report for FY 2024-2025 of **The Supreme Industries Limited (TSIL)**.

Scope

The scope of engagement agreed upon with **The Supreme Industries Limited (TSIL)** includes the following:

The assurance covers the information of the following material topics (non-financial information) in the ESG report for the reporting period of 1st April 2024 to 31st March 2025 (FY 2024-2025), "with reference to" the GRI universal standards 2021:

Topic	GRI Disclosure Reference
Energy Conservation	GRI 302: Energy 2016: GRI 302-1,3,4
GHG & Air Emissions	GRI 305: Emissions 2016: GRI 305-1 to 7
Water Conservation	GRI 303: Water & Effluents 2018: GRI 303-1 to 5
Waste Management	GRI 306: Waste 2020: GRI 306-1 to 5
Sustainable Raw Material Sourcing	GRI 204: Procurement Practices 2016: GRI 204-1 GRI 301: Materials 2016: GRI 301-1,2 GRI 308: Supplier Env. Assessment 2016: GRI 308-1,2 GRI 414: Supplier Social Assessment 2016: GRI 414-1,2
Occupational Health & Safety, Learning & Development, Employee Well Being	GRI 401: Employment 2016: GRI 401-1 to 3 GRI 403: OHS 2018: GRI 403-1 to 10 GRI 404: Training & Education 2016: GRI 404-1 to 3 GRI 405: Diversity & Equal Opportunity: GRI 405-1 GRI 407: Freedom of association and collective bargaining 2016: GRI 407-1

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	GRI 408: Child Labor 2016: GRI 408-1 GRI 410: Security Practices 2016: GRI 410-1
Community Engagement	GRI 413: Local Communities 2016: GRI 413-1,2
Product Quality & safety	GRI 416: Customer health & safety 2016: GRI 416-1,2 GRI 417: Marketing & Labelling 2016: GRI 417-1,2
Corporate Governance & Business Ethics	GRI 205: Anti-Corruption 2016: GRI 205-1 to 3 GRI 206: Anti-Competitive Behaviour 2016: GRI 206-1

The selected information's are reported "with reference to the GRI universal standards 2021".

For locations under assessment, please refer to Appendix A in this independent assurance opinion statement.

Opinion Statement

We have conducted a limited level assurance engagement on the sustainability information described in the "Scope" above.

In our opinion, based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, & with reference to the GRI universal standards 2021 for the reporting period 1st April 2024 to 31st March 2025.

While assessing the information, the evidence was gathered at limited level assurance to ensure that the organization has practices and procedures in place to demonstrate the characteristics of relevance, completeness, reliability, neutrality and understandability in their data collection, consolidation and presentation in the annual ESG report.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of organization's control over the data recording processes at various plants, checking the ESG software logs, approval levels and data management.
- Consolidation of ESG information: KPIs covered under material topics.
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on limited level sampling.

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- Interviews with staffs involved in sustainability management, ESG report preparation, ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.
- Traceability of information from the origin and testing at site for measurement procedures.
- Review of data pertaining to the sampled units of TSIL, to confirm the data collection processes, record management practices, and check ESG material KPI's physically and through virtual mode.

Responsibility

The Supreme Industries Limited (TSIL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to The Supreme Industries Limited (TSIL) and has no financial interest in the operation of The Supreme Industries Limited (TSIL) other than for the assurance of the sustainability statements contained in the ESG report (non- financial KPIs covered under list of material topics).

This independent assurance opinion statement has been prepared for the stakeholders of The Supreme Industries Limited (TSIL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as reported by the organization in its ESG report, more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by The Supreme Industries Limited (TSIL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by The Supreme Industries Limited (TSIL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 29-08-2025

For and on behalf of BSI:

Ishan Mehrotra

Ishan Mehrotra, Lead Assurer

Theuns Kotze, Managing Director – IMETA Assurance

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Appendix A: List of locations included in the assurance boundary:

S. No.	States	Locations	Address
1	Assam	Guwahati Unit-I	The Supreme Industries Limited Dag No. 275 & 306, Epip Zone, Post Amingaon, Village Numalishah Mouza, Silasundar Gope, North Guwahati Dist. Kamrup, Assam-781031, India
2	Assam	Guwahati Unit-II	The Supreme Industries Limited Patta No. 55, 113, 27, Dag No. 199, 200, 1-490, 472, 473, BK Industrial Park, Phase - I, Nh - 27, Vill-Dinkar, Pobahata, PS-Kamrup, Kamrup, Assam-781380, India
3	Gujarat	Halol Unit-I	The Supreme Industries Limited Factory at Plot No. 1307 & Plot No. 216, GIDC Industrial Estate Halol Dist. Panchmahal, Gujarat- 389 350, India
4	Gujarat	Halol Unit-II	The Supreme Industries Limited Survey No. 123/1 & 123/2 Pasky -1 Village - Muvale, Khakhariamadvivarnad, Get Muvale, Taluka Halol Dist. Godhra (jms)-389350 Gujarat, India
5	Gujarat	Halol Unit-III	The Supreme Industries Limited Survey No. 188/1 & 189 (part) Chandrapura Dist. Panchmahal, Halol-389350 Gujarat, India
6	Gujarat	Halol Unit- IV	The Supreme Industries Limited 703 GIDC Halol - Dist. Panchmahal-389350, Gujarat, India
7	Madhya Pradesh	Malanpur Unit-I	The Supreme Industries Limited Plot No N-1 To N-12, Ghironghi Industrial Area, Malanpur, Bhind, Madhya Pradesh, 477116
8	Madhya Pradesh	Malanpur Unit-II	The Supreme Industries Limited Factory At Plot No. K-1 To K-4 K-8 K-9 Ghironghi Area, Malanpur, Madhya Pradesh-477116, India
9	Madhya Pradesh	Malanpur Unit-III & IV	The Supreme Industries Limited Roto Moulding Division Gag-14 Ghironghi Industrial Area, Malanpur, Dist. Bhind- Madhya Pradesh-477116 India Plot No-N-15 & N-16, Gwalior-Bhind Road, Industrial Area, Malanpur Bhind, Madhya Pradesh-477117
10	Maharashtra	Gadgaon	The Supreme Industries Limited Factory At Unit No. 31, Plot No. 47,47/2, 48-50,55- 66,69,70,72,73,77 To 83/1, 83/2, 84 & 85, Gadgaon, Jalgaon To Aurangabad Road, Taluka - Jamner, Dist.- Jalgaon-425114, Maharashtra, India
11	Maharashtra	Jalgaon Unit-I	The Supreme Industries Limited Factory At D101/102, Midc & Survey (ghat) No 240/ 1& 2, 245/03 And Survey No 244/2,3,4 & 5, Jalgaon-425003 Maharashtra, India
12	Maharashtra	Jalgaon Unit- II	The Supreme Industries Limited Unit No 2,plot No H-20 MidcJalgaon Road Jalgaon-425003 Maharashtra, India
13	Maharashtra	Khopoli	The Supreme Industries Limited Factory At Takasadihi Road Village Honad, Khopoli-410203, Maharashtra India
14	Maharashtra	Kanhe	The Supreme Industries Limited Factory At Post Kanhe, Tal Maval,Jalgaon, Pune-412106, Maharashtra, India
15	Maharashtra	Sangli	The Supreme Industries Limited Gate No.11/1, R.S.394, Near MIDC Khupwad Bemoli, Sangli, Maharashtra-416436

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S. No.	States	Locations	Address
16	Maharashtra	Unse	The Supreme Industries Limited Gut No. 420 To 424, Unsemaul Talegaon Debhade, Pune-410506, Maharashtra, India
17	Orissa	Cuttack	The Supreme Industries Limited Mauza Bhogara, Plot No - 837, 826 and 771 and 40 sub plots, Beside Khuntuni 132/33kv GIS Power Grid Substation, NH - 55 Thana Gundajhata, Tahasil - Athagerh, Cuttack, Odisha, 754029
18	Puducherry (Union Territory)	Puducherry	The Supreme Industries Limited R.L.No.90 & 91 Senyaskuppam Village, Thirubhuvani Post, Pondy-605107, India
19	Puducherry (Union Territory)	Puducherry	The Supreme Industries Limited R.L.No.95/1, 95/2 And 4/1a, Senyaskuppam Village, Thirubhuvani - Post, Pondicherry, Puducherry, 605107
20	Punjab	Derabassi	The Supreme Industries Limited Village Sensari, Near Lahu, Ambala Chandigarh Highway, Dist. Sas Nagar, Punjab-140501, India
21	Rajasthan	Ghioth	The Supreme Industries Limited Plot No.: A-211, Ghioth Industrial Area, Rajasthan-301705, India
22	Sikkim	Silvassa	The Supreme Industries Limited Factory At Survey No.175/1 And 175/2, Via Athal Tin Rasta Near Luherphatal, Village Kharadpada, Donda & Nagar Haveli, Silvassa-395230, India
23	Tamilnadu	Hosur - I	The Supreme Industries Limited S.F. No. 22/3, 22/2b, 23/1b, 24/1a, & 593/1b1 Biramangalam Village Denkurikotta Taluka, Dist. Krishnagiri, Hosur-635509, India
24	Tamilnadu	Sripurambudur	The Supreme Industries Ltd. Plot G-14 & 15 Spicot Indl. Park, Sripurambudur, Dist. Kancheepuram, Chennai-602105, India
25	Tamilnadu	Perundurai	The Supreme Industries Limited Plot No Nn-7 And Nn-8, Spicot Industrial Growth Centre, Perundurai, Erode, Tamil Nadu, 638052
26	Telangana	Jadcherla	The Supreme Industries Limited Plot No. 24, 26 To 40, 43 To 45, 41p, 42p, 47p, 48p, Gp-jadcherla, Jadcherla Mandal, Palepally Village,mahabubnagar, Telangana, 509301
27	Uttar Pradesh	Kanpur Unit-I	The Supreme Industries Limited H1-H8, H1/a, H9/1 And Khara No. 135,136,137 & 141 Upside Ind. Area Jaipur, Kanpur Dehat-up 209311, India
28	Uttar Pradesh	Noida	The Supreme Industries Limited Factory At C 30 To 31 Phase II Noida District, Gautam Budh Nagar, Uttar Pradesh-201305, India
29	West Bengal	Durgapur	The Supreme Industries Limited Export Promotion Indl. Park (e.p.i.p.), No. 3017-19, 3183-87, 29-35,39,40,42,43,49-54,56 Benskop, Buhari Nagar, Durgapur, Dist.Burdwan, West Bengal-713212, India
30	West Bengal	Kharagpur	The Supreme Industries Limited Vil-bagabhera & irampatna, Katar Khul P.O.,Joha Baran Chak, P.O.-narayan Garh, Near Narayanagarh Power Station Dist.- paschim Midnapur, Pin-721417 West Bengal, India

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S. No.	States	Locations	Address
31	Maharashtra	Mumbai- Office	The Supreme Industries Limited 116/1162, Solitaire Corporate Park, 167, Guru Hargovindji, Marg, Andheri Ghatkopar Link Road, Chakala, Andheri East, Mumbai, Maharashtra 400093
32	Uttar Pradesh	Noida- Office	The Supreme Industries Limited 701, WTT Building, GND Pkwy, Sector 16, Noida, Uttar Pradesh 201301
33	West-Bengal	Kolkata- Office	The Supreme Industries Limited Bowender, Unit No. 801, 8 th floor, Block-A, 789, Anandpur, Kolkata-700107
34	Tamilnadu	Chennai- Office	The Supreme Industries Limited Hallmark towers, No. 35/5P, 4 th floor, Developed plot estate, backside of Olympia tech park, Gundy, Chennai- 600032

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GRI Content Index

Statement of use		The Supreme Industries Limited has reported the information cited in this GRI content index for the period FY2024-25 with reference to the GRI Standards.	
GRI 1 used		GRI 1: Foundation 2021	
GRI Standard	Disclosure	Data Header	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	About The Supreme Industries limited	9
	2-2 Entities included in the organization's sustainability reporting	About The Report	4
	2-3 Reporting period, frequency and contact point	About The Report	4
	2-4 Restatements of information		Where ever Applicable
	2-5 External assurance	Assurance Statement	134-135
	2-6 Activities, value chain and other business relationships	Supreme -Vision & Mission ,Product & Offering ,Stakeholder Engagement	9-10,12-14,49
	2-7 Employees	Our People : Text Box	90
	2-8 Workers who are not employees	Our People : Text Box	90
	2-9 Governance structure and composition	Corporate Governance Overview ,The Board Committee	35-37,41,45
	2-10 Nomination and selection of the highest governance body	Nomination & Remuneration Of The Board	43
	2-11 Chair of the highest governance body	Corporate Governance Overview, The Board of Director	35,41
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance Structure	37
	2-13 Delegation of responsibility for managing impacts	ESG Governance Structure	37
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance Structure	37
	2-15 Conflicts of interest	Managing Conflict Of Interest	38
	2-16 Communication of critical concerns	Whistle Blower Mechanism	39
	2-17 Collective knowledge of the highest governance body	Table 6 : Core Skills, Expertise, And Competencies Of The BOD	46
	2-18 Evaluation of the performance of the highest governance body	Performance Evaluation Of The Board	42
	2-19 Remuneration policies	Nomination & Remuneration Of The Board	43
	2-20 Process to determine remuneration	Nomination & Remuneration Of The Board	43
	2-21 Annual total compensation ratio	Nomination & Remuneration Of The Board	43
	2-22 Statement on sustainable development strategy	Our ESG Approach, ESG Motto	23-25
	2-23 Policy commitments	ESG Governance Framework	36
	2-24 Embedding policy commitments	ESG Governance Framework	36
	2-25 Processes to remediate negative impacts	Vigil Mechanism Policy	39
	2-26 Mechanisms for seeking advice and raising concerns	Vigil Mechanism Policy, Grievance Redressal Mechanism	39,98
	2-27 Compliance with laws and regulations	Regulatory And Statutory Compliance	40
	2-28 Membership associations	Membership & Associations	49
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	26
	2-30 Collective bargaining agreements	Freedom Of Association And Collective Bargaining	94

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GRI Standard	Disclosure	Data Header	Page Number
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	29
	3-2 List of material topics	Material Topics	30-33
	3-3 Management of material topics	Materiality Assessment	29
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Performance	11
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Risk Assessment	59-65
	201-3 Defined benefit plan obligations and other retirement plans	Retirement benefits	94
	201-4 Financial assistance received from government	Table 7 : Total monetary value of financial assistance received by the organization from any government	50
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Ratio Of The Entry Level Wages To Minimum Wage By Gender	133
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Financial Performance	11
	203-2 Significant indirect economic impacts	Table 22: Job creation in smaller towns	93
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local sourcing	107
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery	38,39
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery	39
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Anti-Bribery	38,39
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Regulatory and Statutory Compliance	40
GRI 207: Tax 2019	207-1 Approach to tax	Approach The Tax	50-51
	207-2 Tax governance, control, and risk management	Approach The Tax	50-51
	207-3 Stakeholder engagement and management of concerns related to tax	Approach The Tax	50-51
	207-4 Country-by-country reporting	Approach The Tax	50-51
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Financial Highlights, Supreme: Extended Producer Responsibility (EPR): A Key Driver of Circular Economy	11,78
	301-2 Recycled input materials used	TEXT BOX	77
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Performance Highlights	18
	302-3 Energy intensity	Energy Efficiency: A Journey, Not a Destination	69
	302-4 Reduction of energy consumption	Energy Efficiency: A Journey, Not a Destination	69

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GRI Standard	Disclosure	Data Header	Page Number
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	72
	303-2 Management of water discharge-related impacts	Water Discharge	73
	303-3 Water withdrawal	Water Withdrawal and Consumption	72
	303-4 Water discharge	Water Discharge	73
	303-5 Water consumption	Water Withdrawal and Consumption	72,73
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	85
	304-2 Significant impacts of activities, products and services on biodiversity	LCA ,Biodiversity Conservation, Biodiversity Protection	83-87
	304-3 Habitats protected or restored	LCA ,Biodiversity Conservation, Biodiversity Protection	83-87
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions	66
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions	66
	305-3 Other indirect (Scope 3) GHG emissions	Scope-3 GHG Emissions of FY 25	67,129
	305-4 GHG emissions intensity	Scope-3 GHG Emissions of FY 25	67,129
	305-5 Reduction of GHG emissions	Energy Efficiency: A Journey, Not a Destination	69
	305-6 Emissions of ozone-depleting substances (ODS)	Ozone Depleting Substances	68
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	Air Emissions	68
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circularity	75
	306-2 Management of significant waste-related impacts	Waste Management and Circularity	75
	306-3 Waste generated	Waste management process	76
	306-4 Waste diverted from disposal	Waste diverted from disposal	77
	306-5 Waste directed to disposal	Waste directed to disposal	77
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	106
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	106


















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GRI Standard	Disclosure	Data Header	Page Number
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent acquisition and retention	101-102
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well being	92-94
	401-3 Parental leave	Return to work and Retention rates of permanent employees and workers that took parental leave	94
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	90 days	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	103
	403-2 Hazard identification, risk assessment, and incident investigation	Comprehensive Safety Risk Assessment:	104
	403-3 Occupational health services	Occupational Health and Safety	103
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	103
	403-5 Worker training on occupational health and safety	Table 28 : Training Imparted	96
	403-6 Promotion of worker health	Employee Well being	92-93
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Grievance Redressal	98-99
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	103
	403-9 Work-related injuries	Table 37 : Safety Related Incidents	104
	403-10 Work-related ill health	Table 37 : Safety Related Incidents	104
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Table 26: Breakdown of Average hours trained by Roles	96
	404-2 Programs for upgrading employee skills and transition assistance programs	Table 27 : Coverage of training	96, 130
	404-3 Percentage of employees receiving regular performance and career development reviews	Annexure	131
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Highlights FY 2024-25, Table 2: Breakdown of BODs by Age	5,42
	405-2 Ratio of basic salary and remuneration of women to men	Table 33 : Ratio Of Salary\Rem For Women To Men,	101
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Table 30 : Number of Complaints	98
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom Of Association And Collective Bargaining , Sustainable Supply Chain	94, 106
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Table:31 Assessments during the year, Sustainable Supply Chain	98,106

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GRI Standard	Disclosure	Data Header	Page Number
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Grievance Redressal Mechanism for internal stakeholders, Sustainable Supply Chain	98,106
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	TEXTBOX	97
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Table 31 : Assessments during the year	98
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility (CSR)	113-124
	413-2 Operations with significant actual and potential negative impacts on local communities	Corporate Social Responsibility (CSR)	113-124
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	106
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	106
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	LCIA Methodology, Customer Relationship Management	84,108
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Relationship Management	108-111
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Customer Relationship Management	108-111
	417-2 Incidents of non-compliance concerning product and service information and labeling	Customer Relationship Management	108-111
	417-3 Incidents of non-compliance concerning marketing communications	Customer Relationship Management	108-111
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy & Cybersecurity	52

Linking the United Nations Sustainable Development Goals (UNSDGs) with the GRI Standards

SDG	Indicators	Chapter / Section							SDG	Indicators	Chapter / Section						
SDG: 1. End poverty in all its forms everywhere		202-1	207-4						SDG: 10. Reduce inequality within and among countries		207-4	401-1					
		203-2	413-2									404-3	404-1				
		207-1										207-1	405-2				
		207-2										207-2					
		207-3										207-3					
SDG: 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture		411-1							SDG: 11. Make cities and human settlements inclusive, safe, resilient and sustainable		203-1						
		413-2										207-3					
												207-4					
SDG: 3. Ensure healthy lives and promote well-being for all at all ages		203-2	305-7	401-2					SDG: 12. Ensure sustainable consumption and production patterns		301-1	303-1	305-7	417-1			
		305-1	306-1	403-6								301-2	305-1	306-1			
		305-2	306-2	403-9								302-1	305-2	306-2			
		305-3	306-3	403-10								302-3	305-3	306-3			
												302-4	305-6	306-4			
SDG: 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		404-1							SDG: 13. Take urgent action to combat climate change and its impacts		201-2	305-2	305-1				
												302-1	305-3				
												302-3	305-4				
												302-4	305-5				
SDG: 5. Achieve gender equality and empower all women and girls		202-1	404-3	414-2					SDG: 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development		304-1	305-3	306-3				
		203-1	405-1									304-2	305-4	306-5			
		401-1	405-2									304-3	305-5				
		401-2	406-1									305-1	305-7				
		401-3	414-1									305-2	306-1				
SDG: 6. Ensure availability and sustainable management of water and sanitation for all		303-1	304-2	306-3					SDG: 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss		304-1	305-3	306-5				
		303-2	304-3	306-3								304-2	305-4				
		303-4	306-1	306-5								304-3	305-5				
		303-5	306-1									305-1	305-7				
		304-1	306-2									305-2	306-3				
SDG: 7. Ensure access to affordable, reliable, sustainable and modern energy for all		302-1							SDG: 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		205-1	403-4	414-2				
		302-3										205-2	403-9	416-2			
		302-4										205-3	408-1	417-2			
												206-1	410-1	417-3			
												403-10	414-1	418-1			
SDG: 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		409-1	204-1	302-4	403-1	403-9	405-1	414-1	SDG: 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development		207-1						
		201-1	301-1	401-1	403-10	404-1	405-2	414-2				207-2					
		202-1	301-2	401-2	403-5	404-2	406-1					207-3					
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		203-2	302-3	402-1	403-8	404-3	408-1										
SDG: 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		201-1															
		203-1															

NGRBC principles alignment with UN SDGs

BRSR	SDGs MAPPING												
PRINCIPLE-1													
PRINCIPLE-2													
PRINCIPLE-3													
PRINCIPLE-4													
PRINCIPLE-5													
PRINCIPLE-6													
PRINCIPLE-7													
PRINCIPLE-8													
PRINCIPLE-9													

ANNEXURE

Business Responsibility and Sustainability Report Linkage

S. No.	Disclosure Description	Page No.
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S. No.	Disclosure Description	Page No.
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S. No.	Disclosure Description	Page No.
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S. No.	Disclosure Description	Page No.
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Notes

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