

Ref. No.SH/13/2025. 3rd June, 2025

National Stock Exchange of India Ltd., Exchange Plaza, 5th floor, Plot No. C/1, G. Block, Bandra-Kurla Complex, Bandra (East), MUMBAI - 400051

BSE Limited. Market-Operation Dept., 1<sup>st</sup> Floor, New Trading Ring, Rotunda Bldg., P.J. Towers, Dalal Street. Fort, MUMBAI 400023

# Ref: Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2025.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms part of the Annual Report for the financial year 2024-25.

The Company has undertaken Reasonable Assurance on BRSR Core KPIs/metrics under 9 ESG attributes.

Please take the same on record.

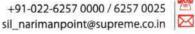
Thanking You,

Yours Faithfully, For The Supreme Industries Ltd.

(R. J. Saboo) VP (Corporate Affairs) & Company Secretary



CIN: L35920MH1942PLC003554 PAN: AAACT1344F









# **BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING**

# SECTION A: GENERAL DISCLOSURES

## I. Details of the listed entity

Jeta	ils of the listed entity	
1.	Corporate Identity Number (CIN) of the Listed Entity	L35920MH1942PLC003554
2.	Name of the Listed Entity	The Supreme Industries Limited
3.	Year of incorporation	17-02-1942
4.	Registered office address	612, Raheja Chambers, Nariman Point, Mumbai-400021 Tele: 022-62570000, 62570025 Email: investor@supreme.co.in
5.	Corporate office address	1161 & 1162 Solitaire Corporate Park, 167, Guru Hargovindji Marg, Andheri Ghatkopar Link Road, Andheri (E), Mumbai 400 093 Tele: 022-4043 0000 Website: http://www.supreme.co.in Email: supreme@supreme.co.in
6.	E-mail	investor@supreme.co.in
7.	Telephone	022-62570000/25
8.	Website	www.supreme.co.in
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 25.41 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Yogesh Gupta DGM- Commercial Tel: 0120-3584472 y_gupta@supreme.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	This report is disclosed on Standalone basis only for The Supreme Industries Limited
14.	Name of assessment or assurance provider	BSI Group India Private Limited
15.	Type of assessment or assurance obtained	Reasonable Assurance

### 11. Products/services

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

S.No.	Description of the main activity	main activity nufacturing of Plastic Manufacturing range of plastic products such as piping	
1	Manufacturing of Plastic Products		
2	Trading & Others	Trading and other misc, business income	2.35%

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

S.No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Plastic products	222	97.65%
2	Trading & Others	461	2.35%

# III. Operations

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

Location	Number of plants	Number of offices	Total *
National	30	21	51
International	0	1	1

<sup>\*</sup>In addition to above, there are 9 Fabrication Units and 33 Depots.



## 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States including UTs)	34
International (No. of Countries)	54

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 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.

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

Exports sales contribution to total turnover is 2.17%.

#### c. A brief on types of customers

The Supreme Industries Limited is one of the leading plastic products manufacturers in India catering a wide range of customers across various sectors. Some of the key customer segments for the company include:

- Construction Industry: The Supreme Industries caters to the construction industry by providing a range of
  construction and infrastructure-related products such as pipes, bathroom fittings, septic tanks, valves etc.
- Packaging Industry: The company supplies packaging solutions to customers in industries such as FMCG (Fast Moving Consumer Goods), pharmaceuticals, chemicals, and others. These solutions include packaging films, containers, crates, pallets, and other packaging materials.
- Automotive Industry: The company serves the automotive sector by providing components and solutions for automobile interiors, such as dashboards, door panels, seat assemblies, and other automotive parts.
- Furniture Industry: Supreme Industries is a prominent player in the furniture industry, offering a wide range of furniture products including chairs, tables, cabinets, and other household and office furniture items.
- Consumer Goods Industry: The company also caters to the consumer goods industry by supplying products such as storage solutions, utility items, and home improvement products.
- Agriculture and Irrigation Industry: Supreme Industries provides a range of products for the agriculture and irrigation sector, including pipes, fittings, and water storage tanks used for irrigation, water supply, and agricultural applications.

These are just a few examples of the customer segments served by The Supreme Industries Limited. The company's diverse product portfolio enables it to cater to a broad customer base across multiple industries.

## IV. Employees

## 20. Details as at the end of the Financial Year:

# a. Employees and workers (including differently-abled):

S.No.	Particulars	Total	M	Male		nale
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
		EMPL	OYEES			
1.	Permanent (D)	4,269	4,148	97.17%	121	2.83%
2.	Other than Permanent (E)	619	589	95.15%	30	4.85%
3.	Total employees (D + E)	4,888	4,737	96.91%	151	3.09%
		WOR	KERS			
4.	Permanent (F)	1,105	1103	99.82%	2	0.18%
5.	Other than Permanent (G)	15,911	15,028	94.45%	883	5.55%
6.	Total workers (F + G)	17,016	16,131	94.80%	885	5.20%

# b. Differently abled Employees and workers:

S.No.	Particulars	Total	M	ale	Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY	ABLED EMPI	OYEES			
1.	Permanent (D)	4	4	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	4	4	100.00%	0	0.00%
	DIFFERENTLY	ABLED WO	RKERS			
4.	Permanent (F)	4	4	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	4	4	100.00%	0	0.00%





# 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percen	tage of Females
	Total (A)	No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel*	5	0	0%

<sup>\*</sup>MD/ED are also the member of KMP's

# 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25		FY 2023-24			FY 2022-23			
	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				3.87%					

# V. Holding, Subsidiary and Associate Companies (including joint ventures)

# 23. a. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Supreme Industries Overseas (FZE)	Subsidiary	100%	No
2	Supreme Petrochem Limited	Associate	30.78%	No

# VI. CSR Details

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
  - (ii) Turnover (in ₹): 10,446.25 Crores
  - (iii) Net worth (in ₹): 4,985.94 Crore

## VII. Transparency and Disclosures Compliances

# 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder	Grievance		FY 2024-25	5		FY 2023-	24	
group from whom complaint is received	Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy)	Number of complaints filed during the year the close of the year		Remarks	Number of complaints filed during the year	complaints	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	



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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Climate Strategy	Risk	Risk:  Changes in climate-related regulations, policies, and carbon pricing mechanisms can impact the operations and profitability of a plastic products manufacturer.  Climate-related events such as extreme weather conditions, natural disasters, or disruptions in raw material availability can affect our supply chain.  Increasing public awareness and concern about climate change may result in reputational risks for companies that are perceived to have a negative environmental impact.  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.  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.	<ul> <li>We are conducting a climate risk assessment to identify and assess potential risks and opportunities.</li> <li>We are implementing mitigation measures to reduce greenhouse gas emissions (engaging in long term renewable PPAs, installation of roof top solar plants etc) improve energy efficiency (by installing energy efficient injection moulding machines, switching to energy efficient equipment and transition to more sustainable materials and processes.</li> <li>Engaging with stakeholders, including customers, suppliers, and investors, to demonstrate commitment to climate action and sustainability.</li> <li>Monitoring and reporting on climate performance, including setting targets and tracking progress towards emissions reductions and other climate-related goals.</li> <li>Staying informed about evolving climate related regulations and policies to ensure compliance and mitigate regulatory risk.</li> </ul>	Negative: Non-compliance with evolving environmental standards and regulations can lead to penalties, fines, or legal consequences. This can lead to delays in production, increased costs, and potential loss of customers, impacting the revenue. Failure to address climate-related issues or implement sustainable practices can lead to reputational damage and loss of customer trust. Changes in investor preferences and the availability of funding may impact access to capital or increase the cost of borrowing. Stranded assets, reduced market share, and decreased competitiveness.





S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	GHG & Air	Risk /	Opportunities:	Introduced an energy	Positive:
	Emissions	Opportunity	<ul> <li>Many financial institutions and investors are increasingly interested in supporting companies with strong environmental performance.</li> <li>Addressing GHG emissions and demonstrating a commitment to sustainability can improve stakeholder relations. Customers, employees, investors, and community members often value companies that take responsibility for their environmental impact.</li> <li>Collaborating with suppliers, customers, and industry peers to reduce emissions throughout the supply chain can lead to shared benefits.</li> <li>Risks:</li> <li>Customers and business partners are increasingly considering the carbon footprint of products and favouring environmentally sustainable options.</li> <li>GHG emissions can contribute to increased operational costs. As carbon pricing mechanisms become more prevalent,</li> <li>Companies may face higher costs for energy, transportation, and raw materials.</li> </ul>	policy prioritizing acquisition of energy efficient equipment only.  Introduced sustainable sourcing policy.  Establishing ISO 50001 EnMS across all energy intensive plants of Supreme.  We have committed to 1.5 °C Net Zero Science Based Target initiative (SBTi)  We have developed a 3 years ESG Roadmap.  We are in the phase of developing our nearterm decarbonisation strategy.  Increasing renewable energy mix in our total energy consumption.  Transitioning to use of clean fuels i.e. LPG/PNG.	By effectively managing and reducing GHG emissions, plastic product manufacturers may gain access to green financing options, grants, incentives, and partnerships with investors focused on sustainable initiatives.  Engaging with stakeholders and incorporating their feedback in GHG reduction strategies can lead to stronger relationships and increased brand loyalty.  Joint efforts to optimize cost, transportation, implement energy saving practices, and promote sustainable practices can reduce overall GHG emissions and enhance supply chain efficiency. By embracing these opportunities, plastic product manufacturers can position themselves as responsible corporate citizens, drive innovation, gain a competitive edge, and contribute to a more sustainable future by reducing GHG emissions and promoting environmentally friendly practices.  Negative:  Limited market access, or a competitive disadvantage compared to companies offering lower-carbon alternatives, impacting the revenue of the company.  Implementing emissions reduction measures and transitioning to low carbon technologies can involve significant investments in the short-term.



S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Conservation	Opportunity	Energy conservation measures often involve optimizing processes, equipment, and systems to operate more efficiently.     Implementing energy conservation measures can lead to significant cost savings.		Positive:  Improved productivity, reduced downtime, and streamlined operations, resulting in overall business efficiency gains.  Lowering of utility bills and operational expenses, resulting in improved profitability.
4	Water Conservation	Risk / Opportunity	Implementing water conservation measures can lead to significant cost savings by reducing water consumption and associated expenses, such as water supply and wastewater treatment costs.      Risks:     The availability and access to water sources may be limited or unstable, leading to potential disruptions in manufacturing processes.     Non-compliance with water-related regulations and permits can result in legal and financial penalties.     Inadequate water supply or disruptions in water availability can impact production schedules and lead to delays, downtime, or reduced productivity.	Nater monitoring system. Regularly conducting detailed water audit. Ensuring rain water harvesting system in place in the organisation. Installation of water efficient plumbing fixtures. We adopt zero wastewater discharge practices. We adopted water management plan that outlines strategies for mitigating risks, such as diversifying water sources.	Positive:  Achieving long-term cost benefits and improved financial performance.  Negative:  Business disruption due to non-availability of requisite quality of water.  Cost implications due to rising water prices.  Reputational implications due to improper treatment and discharge of waste water.  Fines and penalties on account of non-adherence to water pollution regulations.
5	Waste Management & Circular Economy	Opportunity	Implementing effective waste management practices allows for the recovery and recycling of plastic waste.      Recycling and reusing plastic waste reduce the expenses associated with waste disposal and the procurement of new raw materials.		Positive:  • Encouraging recyclability and circular economy initiatives can lead to resource efficiency and cost efficiency in the longer run.  • Opening of new market opportunities will cater to the growing demand for sustainable products





Material Issue	Indicate	Rationale for identifying	In case of rick approach	Financial implications of
Identified	whether risk or opportunity	the risk/opportunity	to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Embracing the circular economy encourages product innovation and design for recycling. Manufacturers can develop products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment, or remanufacturing.		
Innovation &	Risk/	Risk:	Initiative for Green	Positive:
Sustainable Product Design	Opportunity	Opportunity loss, hinderance to participate in tender process  Opportunities:  Developing innovative and sustainable plastic products can help us stand out in the market.  Creating innovative and sustainable products demonstrates a commitment to environmental stewardship and can enhance our brand reputation.	Certification of the plastic products  Increasing post consumer recyclable content in some of the product  Low carbon products	Increasing revenues due to increasing demand for more sustainable products can impact revenue.  R&D and innovation leading to launch of new blends and designs will serve rising demands for innovative products and impact the revenue.  Supreme 11 Nos of Foam products are green certified by CII Green Products and Service Council.  Supreme Lifeline CPVC Pipe and Fitting also certified under Green Pro Certification.
Product Quality & Safety	Opportunity	Emphasizing product quality and safety allows a us to differentiate our offerings in the market.     Delivering high-quality and safe products enhances customer satisfaction and builds trust.		Positive:  Highlighting features such as certifications, rigorous testing processes, and compliance with industry standards can attract safety-conscious customers and create a unique selling proposition.  Satisfied customers can lead to repeat purchase, thereby increasing revenues.  New product development as per customer demands
	Innovation & Sustainable Product Design	Innovation & Sustainable Product Design  Product Quality  Product Quality  Opportunity	Identified whether risk or opportunity  * Embracing the circular economy encourages product innovation and design for recycling. Manufacturers can develop products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment, or remanufacturing.    Innovation & Sustainable   Product Design	Innovation & Sustainable Product Design  Risk/ Opportunity  Risk/ Opportunity  Risk/ Opportunity  Risk/ Opportunity  Risk Opportunity Interdeption of the plastic products can help us stand out in the market.  Creating innovative and sustainable products demonstrates a commitment to environmental stewardship and can enhance our brand reputation.  Product Quality  & Safety  Cpportunities:  Deportunities:  Deportunities:  Developing innovative and sustainable products demonstrates a commitment to environmental stewardship and can enhance our brand reputation.  Product Quality  Opportunity  Cpportunities:  Emphasizing product quality and safety allows a us to differentiate our offerings in the market.  Delivering high-quality and safe products enhances customer satisfaction and builds



S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Occupational Health & Safety	Risk	Risks:  Factors such as unsafe working conditions, inadequate safety measures, lack of training, or noncompliance with safety regulations can increase the risk of accidents.  Excessive workloads, long hours, unrealistic deadlines, lack of work-life balance, or poor management practices can contribute to work-related stress, leading to mental health issues and decreased productivity.	We have implemented robust safety policies and procedures. e.g., We have 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 to follow, preventing damage to life and property.  We provide proper training to employees and conduct regular risk assessments, maintaining a safe working environment, promoting a culture of safety.	Negative:  In the event of workplace accidents or health-related issues, medical expenses can include immediate medical treatment, hospitalization costs, rehabilitation services, and ongoing healthcare for injured or affected employees.  Injured or sick employees may require time off for recovery, resulting in decreased efficiency and increased workloads for other employees. This can impact overall productivity and potentially lead to missed business opportunities.
9	Employee Wellbeing	Opportunity	Prioritizing employee well-being can lead to increased productivity, efficiency, and overall job satisfaction.  By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.		Positive:  Healthy and engaged employees tend to be more motivated, focused, and committed to their work.  When employees feel valued and their wellbeing is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.
10	Customer Satisfaction	Opportunity	By prioritizing customer satisfaction, we can foster customer loyalty and improve customer retention rates. We conduct customer satisfaction surveys to get the customer feedback and valuable insights.      A reputation for high customer satisfaction can provide a competitive advantage in the market.		Positive:  Satisfied customers are more likely to continue purchasing products from the company, reducing customer churn, and increasing repeat sales.  Differentiation with competitors and giving customers a compelling reason to choose our products over alternatives.  Satisfied customers are more likely to make repeat purchases and potentially increase their spending with a manufacturer. This can lead to higher sales volumes and revenue growth.





# SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7.	P8	P9
Policy and management processes									
<ol> <li>a. Whether your entity's policy/ policie cover each principle and its core element of the NGRBCs. (Yes/No)</li> </ol>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<ul> <li>Has the policy been approved by the Board? (Yes/No)</li> </ul>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Code of Conduct for Members of the Board and Senior Management Personnel     Policy on Related Party Transaction     Anti-Bribery and Anti-Corruption policy     Ethics and Code policy	ment Policy	agement	Policy on Stakeholders Engagement and Indu- siveness	Vigil     Mechanism     Policy     Nomination     and Remuneration     Policy     POSH     Policy     Policy Human rights     Statement	Policy	Policy on Responsible Advocacy with Public and Regula- tory Bodies	Corporate Social Responsibility (CSR) Policy on Inclusive and Equitable Development	IT security Policy     Privacy policy
Whether the entity has translated the policy into procedures. (Yes / No)	- Brancolo	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<ol> <li>Do the enlisted policies extend to your value chain partners? (Yes/No)</li> </ol>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<ol> <li>Name of the national and international codes: certifications/labels/ standards adopted by your entity and mapped to each principle.</li> </ol>	NGRBC	ISO 14001- 2015; ISO 50001:2018; ISO 9001:2015	ISO 18001:2007; ISO 45001:2018 GRI	\$A8000 GRI	SA8000 GRI	SO 14001- 2015 ISO 50001:2018 GRI	NGRBC	SA8000 GRI	ISO 11119-3/ EN 12245/ EN 12245/ IS: 14611- 2016 ISO/TS 16949
<ol> <li>Specific commitments, goals and targets set by the entity with defined timelines, if any.</li> </ol>	Zero case of fines / penalties / punishment from any regulatory/ enforcing agency in reporting year.     Cover 100% of Employees & workers under training & awareness programs on NGRBCs.     Train 80% of suppliers by spend on BRSR (NGRBC Principles)	Company plans to conduct Product Life Cycle Assessment for 2-3 of its products by 2026	Zero fatalities for employee     Ensure 100% assessment of plants and offices on health and safety and working conditions every year.	Ensure 100% adherence to concerns raised by stakeholders.     Zero Complaints from communities	Zero complaints on human right related issue	Consume 1,500 Lac electricity units from RE sources by FY 2026  Reduce Water consumption intensity from 3.36 KL / MT to 1.5 KL / MT by 2027	Zero adverse orders from regulatory authorities for anti- competitive conduct	3% procure- ment from MSMEs by year 2026	Zero data privacy breach of customer



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<ol> <li>Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.</li> </ol>	Zero case of fines / penalties / penalties / punishment from any regulatory/ enforcing agency in reporting year.     100% of Permanent Employees and 45% workers covered under training & awareness programs on NGRBCs     The company is planning to train suppliers on BRSR principles	Completed Product Life Cycle Assessment for the 11 Nos of majority of products like PVC Pipes & fittings, CPVC pipes & fittings, & HDPE pipes, Roto Tanks, MHD Crates, Furniture, ABF, Capcell, EPE Foam.	Zero fatalities for employee were reported during FY25     Achieved 100% assessment of plants and offices on health and safety, and working conditions during the reporting period	Ensured 100% adherence to concerns raised by stakeholders in FY25     Zero Complaints received from communities in FY25	complaints on human right related issue in FY25	Consumed 847 Lakhs kWh Renewable Electricity in FY 25 i.e. 57.7% more compared to FY24 Water consumption intensity reduced from 1.70 KL/MT to 1.59 KL/MT by ~6.5% in FY25 compared to previous year	No adverse orders from regulatory authorities for anti- competitive conduct	2.94% procurement from MSMEs in the year FY 25 i.e. 1.34% more compared to FY24	No data privacy breach cases of customer reported during FY25

Governance, leadership, and oversight

 Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements

As the Managing director of Supreme, I am proud to present our latest Business Responsibility Sustainability Report, a testament to our unwavering commitment to ESG principles and our readiness to combat climate change. At Supreme, sustainability is not just a goal, it is our way of doing business.

We firmly believe that true success is defined by balancing economic prosperity with environmental stewardship and social responsibility. We have successfully integrated Environmental, Social, and Governance (ESG) principles into our core business strategies, resulting in noteworthy advancements in energy efficiency, waste reduction, and community engagement. We have committed to a Net Zero – Science Based Target Initiative (SBTi) and submitted the targets for validation. In line with our long-term commitment to sustainability. We are actively procuring renewable energy, our progress is evident, with 847 Lacs kWh which constitute 21.45% of energy consumed through renewable sources. Producing eco-friendly, Green-certified building products not only contribute to minimizing our environmental footprint but also position us as a leader in sustainable manufacturing. This not only reduces our carbon footprint but also contributes to a more sustainable energy ecosystem. As part of our environmental stewardship, we are working to reduce our emissions and water intensity.

We have prioritized initiatives like training our employees and workers on NGRBC principles, ensuring that sustainability is ingrained in our organizational culture. Being in the manufacturing of plastic business, we understand the criticality of conducting Product Life Cycle Assessments (LCA). We have completed LCAs for our 11 Nos of products contributing a significant proportion to our overall revenue and are committed to analysing the rest of our offerings. This enables us to identify areas for improvement and make informed decisions to minimize our environmental footprint. Recognizing the importance of collaboration in achieving sustainability goals, we have initiated the ESG Assessment to our VCP Partners through online platform.

In alignment with Sustainable Development Goal 6, which emphasizes 'Clean Water and Sanitation', and Sustainable Development Goal 12, which focuses on 'Responsible Production and Consumption', we are actively engaged in a water conservation drive.

Our commitment to social responsibility extends beyond our organization. Through Supreme Foundation's CSR activities, we have rolled out community development initiatives, enriching the lives of those around us. Supplier sustainability is also a priority, and we are developing plans to ensure that our entire supply chain aligns with our sustainability goals.

We remain committed to continuing our journey toward a more sustainable and resilient future.

 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. M.P. Taparia Managing Director DIN: - 00112461





9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details

P1 P2 P3 P4 P5 P6 P7 P8 P9

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10. Details of Review of NGRBCs																		
Subject for Review		ndical by Di	rector	/ Co	mmit		the				(Aı		y/ Ha		rly/ C	Quarte pecify		
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3		P5	The second second	P7	P8	P9
Performance against above policies and follow up action												diana	The vi	THE PROPERTY.	1000	1150%	Remi	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Othe	er Con	nmitte	ee – B	SRD	Comr	nittee					А	nnua	lly			
11. Has the entity carried out	inde	pende	ent as	sess	men	t/ eva	luati	on of	the	P1	P2	P3	P4	P5	P6	P7	P8	P9
working of its policies by an e of the agency.	extern	al age	ency?	(Yes/	No).	If yes	, prov	ide n	ame	No	No	No	No	No.	No	No	No	No

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5.	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)		Latera	4			1836 193	-	and the same of	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)				Not	Appli	cable			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

# SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

## **ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	100%
Key Managerial Personnel	1	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	100%
Employees other than BoD and KMPs	Multiple	9 Principles of BRSR, 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.	
Workers	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	45%



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

		MONETARY			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine					11
Settlement		Not App	licable		
Compounding fee		W-923 70 C4	1000000000		#2
		NON-MONETARY	WITE IT	1 = 1/1 9 1/1	
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the	e Case	Has an appeal been preferred? (Yes / No)
Imprisonment			ACCUSATION TO		1.000
Punishment		Not App	licable		

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

There have been no cases registered by the entity or by Directors/KMPs which resulted in fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings with regulators/law enforcement agencies/judicial institutions, in the reporting year.

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Nil

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

Yes, Supreme is committed to the highest standards of integrity and ethical conduct. In alignment with our Code of Conduct and other integrity-related policies, we have implemented a robust Anti-Bribery and Anti-Corruption Policy that reflects our zero-tolerance approach towards bribery and corrupt practices.

The policy is designed to promote ethical decision-making, good governance, and transparency across all business activities. It applies to all stakeholders, including employees, representatives, and third parties acting on behalf of Supreme.

Clear guidelines have been outlined to define responsible conduct and ensure compliance with all applicable anti-corruption laws.

By upholding this policy, Supreme reinforces its culture of integrity, fosters trust, and ensures that all operations are conducted in a lawful and transparent manner. The policy can be accessed at: Anti Bribery and Anti-Corruption Policy.

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

	FY 2024-25	FY 2023-24		
Directors				
KMPs	-			
Employees				
Workers	-			

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

There are no complaints received with respect to the conflict of interests of Directors & KMPs for the consecutive years FY 2024-25 and FY 2023-2024.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of interest of KMPs	0	None	0	None

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

Not applicable. Since, 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.





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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	42*	49

 <sup>\*</sup> Accounts payable includes trade payable as per financial statement and also includes payable under other financial liability (payable towards property, plant and equipment)

## 

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, In the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24 **
Concentration of	a. Purchases from trading houses as % of total purchases	4.50%	0.04%
Purchases	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/ distributers 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/ distributers as % of total sales to dealer/ distributers	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% *

<sup>\*</sup>Figure Restated

#### LEADERSHIP INDICATOR

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

Total number of awareness programmes held	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes

Supreme conducted the 5 Nos of training session for VCP to familiarize them about online module for ESG evaluation.

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

Yes. Supreme has established robust processes to identify, avoid, and manage conflicts of interest involving members of the Board. These measures ensure that all decisions are made in the best interests of the company and its stakeholders, maintaining transparency and ethical conduct at the highest level.

The company operates through a two-tier governance structure:

- The Board of Directors and its Committees, responsible for setting strategic direction, corporate objectives, and governance oversight.
- The Management Team, which operates independently within a defined framework to implement the Board's vision and manage day-to-day operations.

This professional management structure enables accountability, strategic clarity, and sustainable value creation, while fostering an environment of autonomy and ethical leadership.

The Board is structured to be balanced and effective, with the appropriate size and composition to respond to evolving business dynamics, exercise independent judgment, and fulfill its fiduciary responsibilities in accordance with legal and regulatory requirements.

To reinforce a culture of integrity, the company has also implemented a Code of Conduct for all Board members and senior management. This code serves as a guiding framework to ensure ethical behaviour, transparency, and commitment to good governance across all levels of leadership.

The code of conduct can be accessed at: Code of Conduct for Members of the Board and Senior Management Personnel

<sup>\*\*</sup>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.



# PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

#### **ESSENTIAL INDICATOR**

Percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental
and social impacts of products and processes to total R&D and CAPEX investments made by the entity, respectively.

	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Not Applicable
Capex	4.66%	4.12%	Roof Top Solar plants: Lead to increased green energy quantum and subsequently reduce the CHG emissions.     Enhancing the wastewater treatment capacity generated by installing additional STPs and ETPs.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

At The Supreme Industries Limited, we are committed to manufacturing our products responsibly and ensuring that our procurement processes are ethical, safe, and environmentally conscious. As a leader in the plastic manufacturing industry, we understand that long-term sustainable development is vital to our continued success and resilience.

Recognizing the critical role of our supply chain in this journey, we have recently established formal procedures to promote sustainable sourcing practices. We are proud to have developed and adopted a Sustainable Procurement Policy, which is aligned with our core values and long-standing commitment to responsible business practices. Policy can be accessed at: Sustainable Procurement Policy.

Through this policy, we aim to strengthen the sustainability of our operations by:

- Adhering to all applicable legal and regulatory requirements.
- b) Promoting the highest standards of economic, social, ethical, and environmental performance.
- c) Identifying and mitigating risks associated with procurement and supply chain activities.
- Engaging with stakeholders—both internal and external—to raise awareness and encourage supplier alignment with our sustainability goals.

By implementing these measures, we aim to build a responsible and resilient supply chain that not only reflects our values but also contributes meaningfully to our organization's broader sustainability objectives.

b. If yes, what percentage of inputs were sourced sustainably?

Company is procuring sustainable material from the vendors who are certified to be compliant with social and environmental standards such as SA 8000, ISO 14001, OHSAS 18001 which percentage is yet to be ascertained for the FY 25.

Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for

 (a) Plastics (including packaging)
 (b) E-waste (c) Hazardous waste and (d) other waste.

Type of waste	Mechanism						
Plastics (including packaging	Plastic materials are recycled/re-used in accordance with the regulatory and standard norms of the State/Country. In certain instances, the waste is either sold to registered vendors or transported to authorized recyclers.						
	Internally generated materials are grinded and reused in a manner that ensures optimal quantity without compromising quality.						
	Additionally, Supreme has established agreements with authorized agencies to facilitate the pickup, recycling, reusing, or safe disposal of these materials.						
E-waste							
Hazardous waste	Disposed through authorized vendor						
Other waste							

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

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

- a) Setting up collection infrastructure: Establishing collection centres, 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.





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.

#### LEADERSHIP INDICATORS

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

In FY2025, we carried out Life Cycle Assessments (LCAs) on five of our products, giving us a detailed view of their environmental impact from raw material extraction to the manufacturing of the product. This comprehensive approach has allowed us to pinpoint specific areas where we can reduce our environmental footprint and improve sustainability. By focusing on these insights, we can make more informed decisions that align with our commitment to responsible and eco-friendly practices.

We value the role that LCAs play in assessing our products' environmental performance, and we're committed to implementing this approach across all product lines. As part of our ongoing efforts, we plan to extend LCA studies to 2-3 additional products by FY 2026. This is a crucial step in our journey towards greater sustainability and underscores our dedication to continuous improvement in sustainable product stewardship.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
22209	MHD Crate		Cradle to Gate	Yes	185 W 52 10 0
22209	Furniture		Cradle to Gate	Yes	Detailed reports are provided to customers /
22209	EPE Foam	12.03%	Cradle to Gate	Yes	suppliers on request
22209	ABF		Cradle to Gate	Yes	. SANTASA SESAGERS
22209	Capcell		Cradle to Gate	Yes	

 If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

No such significant impact identified towards environment during the Cradle to Gate of the five products.

Name of Product / Service	Description of the risk / concern	Action Taken
	Not Applicable	

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

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.

	Recycled or re-used input material to total material				
Indicate input material	FY 2024-25	FY 2023-24			
Recycled In-house Plastic Waste Generation	15.99%	8.28%			

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

		FY 2024	-25		FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed	
Plastics (including packaging)	0	0	0	0	0	0	
E-waste	0	0	0	0	0	0	
Hazardous waste	0	0	0	0	0	0	
Other waste	0	0	0	0	0	0	

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 identify 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 handled appropriately at the end of their life cycle.



This aligns with our commitment to environmental sustainability and responsible product stewardship. We understand the importance of effective waste management and are continuously exploring opportunities to enhance the recyclability and sustainability of our products.

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

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

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### **ESSENTIAL INDICATOR**

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

					% of emp	oloyees co	overed by		THE RES		
Category	Total	Health I	nsurance	Accident	insurance	Maternit	y benefits	Paternity	Benefits	Day Care	<b>Facilities</b>
	Category	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)
				PER	RMANENT	EMPLOY	EES				
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%
				OTHER TH	IAN PERM	ANENT E	MPLOYEES	5			
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%

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

					% of wo	orkers cov	ered by				
Catagory	Total (A)	Health I	nsurance	Accident	insurance	Maternit	y benefits	Paternity	Benefits	Day Care	<b>Facilities</b>
Category		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
				PE	RMANENT	WORKE	RS				
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 TH	IAN PERM	IANENT V	VORKERS				
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%

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.07%*	0.04%

<sup>\*</sup> Group medical expense(OPD related claims) are also considered under welfare expenditure apart from the 5 pre-defined heads as per SEBI guidance dated Dec. 20, 2024.





#### 2. Details of retirement benefits.

		FY 2024-25			FY 2023-24		
Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	
Provident Fund	100.00%	97.39%	Yes	100.00%	100.00%	Yes	
Gratuity*	87.34%	31.62%	Yes	100.00%	35.00%	Yes	
ESI	20.32%	88.04%	Yes	45.18%	76.15%	Yes	
Others-Group Mediclaim	79.68%	6.96%	N.A.	54.82%	23.85%	N.A.	

<sup>\*</sup>Company is maintaining Gratuity Trust.

### 3. Accessibility of workplaces:

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

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. Supreme ensures that no differently abled person faces barriers in accessing or working within any of our company-owned premises.

By continuously improving our infrastructure and policies, we reaffirm our commitment to creating an environment where everyone is treated with dignity and given equal opportunities to excel.

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

Yes, we have a policy on equal opportunity. The policy can be accessed at: Equal Opportunities Policy

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

We provide parental leave to support our employees during significant life milestones, recognizing the importance of work-life balance and family responsibilities. This policy reflects our belief in creating a workplace that is empathetic and accommodating to the diverse needs of our workforce.

In addition, we place a strong emphasis on both the financial and physical well-being of our employees. Through comprehensive benefits, wellness initiatives, and a focus on safety, we ensure that our team members are supported in all aspects of their lives—professionally and personally.

	Permanent e	Permanent workers		
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	94.48%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	NA	NA
Total	94.51%	100.00%	100.00%	100.00%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	At Supreme, we are committed to ensuring that every employee and worker has access to a fair,
Other than Permanent Workers	transparent, and responsive grievance resolution process. We have established several mechanisms and committees to address workplace concerns effectively and in a timely manner:
	i. Direct Resolution: Issues are addressed in the presence of the concerned individual, encouraging
Permanent Employees	open dialogue and immediate resolution.
Other than Permanent Employees	<ol> <li>Safety Committee: Handles grievances related to workplace safety, ensuring compliance with health and safety standards.</li> </ol>
	<ol> <li>Working Committee: Focuses on resolving general workplace grievances and fostering a positive working environment.</li> </ol>
	<ol> <li>Associate Committee: Comprises selected team members who provide support, input, and recommendations for addressing employee concerns.</li> </ol>



# Yes/No (If yes, then give details of the mechanism in brief)

- Complaint Box: A physical complaint box is placed in an easily accessible location within the plant. Submissions are regularly reviewed, and corrective actions are taken based on the feedback received.
- Works Committee & Health and Safety Committee: These statutory committees play a critical role in resolving complaints related to work conditions, employee welfare, and occupational health and safety.

These systems work collectively to form a robust grievance redressal framework, promoting trust, transparency, and accountability across all levels of the organization.

By actively engaging with employees and valuing their feedback, Supreme not only fosters a culture of continuous improvement but also enhances employee satisfaction, retention, and overall workplace harmony.

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

Benefits		FY 2024-25		FY 2023-24			
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)	
Total Permanent Employees	4269	0	0.00%	3864	0	0.00%	
Male	4148	0	0.00%	3762	0	0.00%	
Female	121	0	0.00%	102	0	0.00%	
Total Permanent Workers	1105	1008	91.22%	1144	913	79.81%	
Male	1103	1007	91.30%	1142	913	79.95%	
Female	2	1	50.00%	2	0	0.00%	

## 8. Details of training given to employees and workers:

			FY 2024-25					FY 2023-24		
Category	The state of the s		On Health and Safety measures		On Skill upgradation		On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					EMPLOYEES					
Male	4737	4737	100%	3313	69.94%	4289	2557	59.62%	2761	64.37%
Female	151	151	100%	62	41.06%	132	46	34.85%	45	34.10%
Total	4888	4888	100%	3375	69.05%	4421	2603	58.88%	2806	63.47%
					WORKERS					
Male	16131	7443	46.14%	3125	19.37%	13918	5037	36.19%	4745	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%	14646	5195	35.47%	4861	33.19%

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

Category		FY 2024-25			FY 2023-23	
	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%





## 10. Health and safety management system:

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

Yes. At Supreme, health, safety, and well-being of our workforce is a preferred priority. The successful accreditation of ISO 45001 certification across 16 of our plants marks a significant milestone in our journey toward creating safer and more resilient workplaces.

By achieving this certification, Supreme has demonstrated its commitment to:

- i. Reducing operational risks and incidents
- ii. Lowering costs associated with workplace hazards
- iii. Enhancing employee safety and well-being

Complementing this, we have implemented a robust Health, Safety & Environment (HSE) Policy that extends across all company locations. The policy ensures:

- i. Clear safety protocols and operational guidelines
- ii. Regular employee training and awareness programs
- iii. Comprehensive safety audits and risk assessments
- iv. Emergency preparedness and response systems
- v. Protection of lives, property, and the environment

By integrating the principles of ISO 45001 with our comprehensive HSE framework, we aim to cultivate a workplace that is not only safe but also productive, efficient, and resilient.

Our proactive approach to health and safety reflects our broader commitment to responsible business practices and enhances our reputation as a safety-focused and employee-centric organization.

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

At Supreme, we have successfully implemented a comprehensive safety management framework by integrating Hazard Identification and Risk Assessment (HIRA), Permit to Work (PTW), and Job Hazard Analysis (JHA). This proactive approach enables us to identify potential hazards, assess and control risks, and ensure regulatory compliance, while fostering a culture of continuous safety improvement across our operations.

This integrated safety approach leads to the key benefits such as :

- Proactive Risk Management: Through the systematic application of HIRA, Supreme identifies and mitigates risks before they lead to incidents, helping to prevent accidents, injuries, and property damage, and improving overall safety performance.
- Safer Work Environment: The combined application of HIRA, PTW, and JHA has contributed to creating a safer, more secure work environment, significantly reducing the likelihood of incidents and reinforcing a safety-first mindset among employees.
- Standardized Safety Procedures: We have developed clear, standardized procedures for hazardous tasks, ensuring
  consistency across all locations. This reduces the risk of errors, enhances operational clarity, and streamlines work
  processes.
- iv. Regulatory Compliance: Our adherence to HIRA, PTW, and JHA ensures compliance with all relevant occupational health and safety regulations. By aligning with legal requirements and industry best practices, Supreme minimizes legal risks and upholds its commitment to safe operations.
- v. Targeted Safety Training: We provide tailored safety training programs that focus on job-specific hazards, equipping employees with the knowledge and skills needed to perform their tasks safely and responsibly.

By integrating HIRA, PTW, and JHA into our daily operations, Supreme has built a robust and dynamic safety framework that encourages continuous improvement in safety performance and workplace culture.

# c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such

Yes, at Supreme, we have implemented a robust and inclusive system that empowers our workers to identify, report, and respond to workplace risks. This framework supports our overarching commitment to health and safety by ensuring that all employees have a voice in the continuous improvement of our safety culture. Few of the prominent features of our Risk Reporting and Safety Communication System are as follows:

- Open Communication Channels: Multiple direct communication pathways have been established between workers and supervisors, enabling individuals to raise safety concerns or provide constructive feedback without hesitation.
- Suggestion Box: To further support openness, a dedicated suggestion box is available at all locations, allowing workers to submit feedback, report hazards, or propose safety improvements anonymously. This encourages candid communication and reduces fear of reprisal.
- Work's Committee and Health & Safety Committee Access: Workers are encouraged to bring forward concerns directly to the Work's Committee or Health and Safety Committee. These committees represent employee interests



and play a central role in ensuring a safe and healthy working environment. Worker participation in these committees fosters ownership and active engagement in safety processes.

iv. Timely Resolution and Continuous Improvement: All reported concerns are reviewed systematically, and corrective actions are implemented promptly. Feedback loops ensure that workers are aware their concerns are valued and addressed, promoting trust and transparency.

By creating a culture of shared responsibility and open dialogue, Supreme ensures that workplace safety is not only a topdown initiative but a collaborative effort. This approach not only enhances employee morale and trust but also contributes to a safer, more productive, and resilient organization.

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

## 11. Details of safety related incidents: ( )

Safety Incident/Number	Category*	FY 2024-25 *	FY 2023-24
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

<sup>\*</sup> LTI includes minor injuries(first aid cases) as well for this reporting period.

### 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At Supreme, ensuring a safe, healthy, and secure work environment for all employees, workers, and other stakeholders—including visitors—is a fundamental priority. We have adopted a wide range of proactive measures to protect individuals and promote a culture of safety across all operational locations. Some of the key health and Safety Initiatives:

- a) Provision of Personal Protective Equipment (PPE): Supreme ensures that all employees and workers are equipped with the appropriate PPE, tailored to their specific job roles, to minimize exposure to occupational hazards.
- Installation of Fire Safety Systems: A comprehensive fire hydrant system along with strategically placed fire extinguishers has been installed across all facilities to effectively manage and mitigate fire-related risks.
- Emergency Assembly Area: Clearly marked and accessible emergency assembly areas have been designated at all sites, facilitating safe evacuation and coordination during emergencies.
- d) Accessible Utilities: To maintain a hygienic and comfortable environment, Supreme provides easily accessible drinking water stations and sanitary facilities for all employees and visitors.
- e) Physical Security Measures: CCTV surveillance systems are installed across all critical areas to enhance security and monitor premises in real time, ensuring a safe workplace.
- f) Defined Safety & Health SOPs: Detailed Standard Operating Procedures (SOPs) for safety and health practices are developed, communicated, and enforced across all operational levels to promote consistency and compliance.
- g) Training and Emergency Preparedness: Regular health and safety training sessions and mock emergency drills are conducted to prepare employees for potential incidents and to reinforce best practices in safety.
- h) Periodic 5S and Safety Audits: We carry out regular 5S audits (Sort, Set in Order, Shine, Standardize, Sustain) and comprehensive safety audits to ensure continuous improvement in housekeeping, process safety, and risk mitigation.
- Robust Permit to Work (PTW) System: A well-established Permit to Work system is in place to ensure that high-risk activities are authorized, supervised, and carried out with all necessary precautions.

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

Category		FY 2024-25	FY 2023-24			
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)		
Health and safety practices	100.00%		
Working conditions	100.00%		





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

The risks/ concerns identified in ISO 45001, utilizing the Hazard Identification and Risk Assessment (HIRA) process, have been effectively addressed.

Corrective actions were promptly implemented based on the findings of the HIRA process. These actions were taken after thorough engagement and consultation with both managerial and non-managerial employees, ensuring an inclusive and transparent approach.

The effectiveness of these corrective actions is regularly monitored to ensure that the risks and concerns have been addressed adequately.

#### LEADERSHIP INDICATORS

Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N).

	(Y/N)
Employees	Υ
Workers	Y

The compensatory package has been extended to all permanent employees and workers currently on the company's payroll.

- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
  - Distributors undergo GST verification and statutory compliance evaluations during the shortlisting phase to ensure alignment with regulatory requirements.
  - When registering new distributors/ vendors, Supreme verifies their online GST Return filing status.
  - Monthly tracking for PF/ESIC deposit by the contractor.

These measures help to ensure that statutory dues are correctly deducted and deposited by our partners, reinforcing our commitment to ethical business practices and legal compliance throughout our value chain.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family membe have been placed in suitable employment			
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24		
Employees	0	0	0	0		
Workers	0	0	0	0		

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

Yes, at Supreme, we are committed to support our employees through every stage of their career journey—including transitions such as retirement, role change, or separation. To ensure a smooth and respectful transition process, we have put the following measures in place:

- Transition Assistance are offered to help employees manage career changes effectively like retirement or termination, as well as guidance for future career opportunities.
- ii. In few cases, based on management's discretion, advisory roles such as internal consultants are extended to experienced employees post-retirement, enabling continued contribution while valuing institutional knowledge.
- Eligible employees are provided with gratuity or severance pay, in accordance with their tenure and applicable laws, as a
  gesture of appreciation and financial support.

These practices reflect our commitment to employee well-being, respect, and long-term support, even beyond active employment.

5. Details on assessment of value chain partners:

We have sent the assessment module our value chain partners through SaaS based platform. The value chain partners are in process of filling the assessment questionnaire,

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0



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

The corrective actions against any potential risks or concern related to health and safety practices and working conditions will be taken after the evaluation is wholly completed.

# PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

#### **ESSENTIAL INDICATOR**

1. Describe the processes for identifying key stakeholder groups of the entity.

At Supreme, we recognize that our stakeholders comprise a wide range of individuals, groups, and entities who are directly or indirectly impacted by our operations and business activities. Among these, a select group of key stakeholders holds particular significance due to their influence on and interest in the company's performance and sustainability. This key stakeholder group includes:

- i. Employees
- ii. Shareholders/Investors
- iii. Distributors and Channel Partners
- iv. Customers
- v. Vendors and Suppliers
- vi. Research Analysts
- vii. Regulators and Government Agencies
- viii. Communities

The identification of key stakeholders is carried out through a structured process that incorporates:

- i. Cross-functional inputs from relevant departments
- ii. Insights from senior management
- iii. Guidance from the Board of Directors

This collaborative approach ensures a holistic assessment of stakeholders based on their relevance, influence, and expectations. Through proactive engagement and transparent communication, Supreme strives to maintain strong and trusted relationships with these stakeholders—addressing their concerns, meeting their expectations, and nurturing mutual value creation.

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

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	Follow up for SOPs and compliances with polices 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 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





#### LEADERSHIP INDICATOR

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

At Supreme, we are committed to develop transparent, consistent, and meaningful engagement with our stakeholders. To support this, the company has established multiple platforms for continuous dialogue between stakeholders and the Board. These platforms include:

- Regular meetings and interactions involving the Managing Director (MD), Executive Director (ED), senior management, and various stakeholder groups.
- ii. Structured feedback mechanisms to capture stakeholder expectations across economic, environmental, and social dimensions. These interactions allow Supreme to understand stakeholder needs, integrate their perspectives into decision-making, and align strategic priorities with stakeholder interests. The Board of Directors actively tracks development initiatives, reviews stakeholder suggestions, and ensures that diverse viewpoints are considered in corporate planning and performance enhancement.

By nurturing these relationships, Supreme strengthens its responsiveness, accountability, and ability to make informed, inclusive decisions—ultimately fostering long-term stakeholder trust and business sustainability.

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

Yes, stakeholder consultation plays a crucial role in helping Supreme identify and manage environmental and social matters. The development of Company Policies concerning the environment and social aspects directly results from ongoing engagements with various stakeholders, such as government regulatory authorities, distributors, suppliers, and the local community. Through these consultations, Supreme gathers valuable insights and feedback, enabling a deeper understanding of environmental and social concerns. This input is then used to create strong policies that meet regulatory requirements, stakeholder expectations, and industry best practices.

By actively involving stakeholders in this process, Supreme ensures that its environmental and social policies are both relevant and robust, enhancing their effectiveness and credibility. This collaborative and inclusive approach not only strengthens policy outcomes but also builds mutual trust and shared ownership, reinforcing our commitment to responsible and sustainable business practices.

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

Supreme Industries directly/through Supreme Foundation actively engages in CSR activities. This includes uplifting of under privilege in the society, supporting needy and poor students in the vicinity of its operations, providing education, free medical assistance and check-ups through NGOs, contributing towards medical equipment for the treatment of patients and supplying fresh water to village. Detailed CSR activities given in Corporate Social Responsibility Report.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### **ESSENTIAL INDICATOR**

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

Category		FY 2024-25						
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)		
Employees								
Permanent	4,269	3,510	82.22%	3,864	2,455	63.54%		
Other than permanent	619	619	100.00%	557	481	86.36%		
Total	4,888	4,129	84.47%	4,421	2,936	66.41%		
		Wo	rkers					
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%		



## 2. Details of minimum wages paid to employees and workers:

			FY 2024-25	+				FY 2023-24		N
Category	Total (A)		al to im Wage	100000000000000000000000000000000000000	e than im Wage	Total (D)		ial to im Wage		e than ım Wage
		No. (B)	% (B / A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F / D)
				1	Employees					
Permanent	4,269	0	0.00%	4,269	100.00%	3,864	21	0.54%	3,843	99.46%
Male	4,148	0	0.00%	4,148	100.00%	3,762	21	0.56%	3,741	99.44%
Female	121	0	0.00%	121	100.00%	102	0	0.00%	102	100.00%
Other than Permanent	619	0	0.00%	619	100.00%	557	320	57.45%	237	42.55%
Male	589	0	0.00%	589	100.00%	527	290	55.03%	237	44.97%
Female	30	0	0.00%	30	100.00%	30	30	100.00%	0	0.00%
					Workers					
Permanent	1,105	0	0.00%	1,105	100.00%	1,144	0	0.00%	1,144	100.00%
Male	1,103	0	0.00%	1,103	100.00%	1,142	0	0.00%	1,142	100.00%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100.00%
Other than Permanent	15,911	15,159	95.27%	752	4.73%	13,502	10,947	81.08%	2,555	18.92%
Male	15,028	14,373	95.64%	655	4.36%	12,776	10,251	80.24%	2,525	19.76%
Female	883	786	89.01%	97	10.99%	726	696	95.87%	30	4.13%

### 3. Details of remuneration/salary/wages:

#### a. Median renumeration/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

<sup>\*</sup> MD and EDs are also considered as KMP.

## 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%

<sup>\*</sup> Contractual Female worker salary also considered which was not considered in FY 2023-24.

# 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, human right related issues can be raised to HR Managers/Grievance Committee.

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

We have established a mechanism to address grievances related to human rights. This mechanism includes various institutional structures such as the Grievances Committee. Any aggrieved individual who believes to have faced discrimination with respect to human rights, shall bring the grievances to HR manager.

For any such complaints, a committee will be formed within 48 hours and the grievance is addressed within 96 hours of filing the complaint. Further, our Stakeholder grievance redressal policy provides details of grievance redressal and escalation mechanism.

These structures are in place to ensure that grievances pertaining to human rights are promptly and appropriately addressed within the organization.

<sup>\*\*</sup> We have considered Permanent workers only.





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

		FY 2024-25		The second	FY 2023-24	
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Human Rights Issues	0	0	None	0	0	None

## 

	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	0.00%	0.00%
Complaints on POSH upheld	0	0

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

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:

- 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.
- 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 accesses here at the link <u>Vigil Mechanism Policy</u>.
- 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 accesses here at the link Vigil Mechanism Policy

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

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

Yes, human rights requirements form part of your business agreements and contracts. We are working towards establishing a monitoring mechanism to ensure human rights issues are taken care by our business partners.

# 10. Assessments of the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
Others – please specify	-

# 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

We implement necessary measures and take corrective actions in accordance with the applicable laws. We continuously monitor these aspects and keep checks & balances in place.

### LEADERSHIP INDICATOR

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

Supreme has implemented a robust process in place that effectively addresses various concerns and issues. As a testament to its effectiveness, no grievances or complaints related to human rights have been received. Consequently, no modifications or changes were required in the business processes to address such matters.

The current process includes the following key steps:



- Assessing actual and potential human rights impacts: This step involves conducting a thorough assessment of the company's
  operations, supply chains, and business relationships to identify any actual or potential human rights impacts. This may
  involve engaging with stakeholders, conducting audits, and reviewing relevant policies and practices.
- 2) Integrating and acting on the findings: Once the human rights impacts are identified, the company integrates the findings into its policies, procedures, and decision-making processes. This may involve developing or updating human rights policies, implementing due diligence measures, and establishing mechanisms to address and mitigate any identified risks or negative impacts.
- 3) Tracking responses: The company tracks and monitors its responses to the identified human rights impacts. This includes monitoring the effectiveness of implemented measures, assessing progress, and addressing any emerging issues or challenges.
- 4) Communicating about how impacts are addressed: The company communicates transparently about its efforts to address human rights impacts. This includes sharing information with relevant stakeholders, such as employees, customers, investors, and communities, about the steps taken to address the impacts, the progress made, and any challenges faced. Effective communication helps build trust, accountability, and understanding among stakeholders.

By following these key steps, the company aims to ensure that human rights are respected and upheld throughout its operations and value chain. The process helps identify and address any negative impacts, promote responsible practices, and contribute to the protection and promotion of human rights.

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

There is no human rights due diligence conducted in the FY 24-25. However, we intend to conduct Human Rights Due Diligence, which involve the followings:

- a) Identification and assessment of human rights risks.
- Implementation of measures to prevent and mitigate adverse human rights impacts.
- c) Accountability for addressing any human rights impacts that may arise.

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

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

Yes, Supreme actively encourages an inclusive workplace for people of various cultures and backgrounds. We endeavor to provide an inclusive environment that takes into consideration our workforce's diversity.

4. Details on assessment of value chain partners:

We are in a process to assess the value chain partners on the ESG parameters through an online support channel platform. We intend to disclose these parameters in coming years.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

The corrective actions against any potential risks or concern related to health and safety practices and working conditions will be taken after the evaluation is wholly completed.

# PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### **ESSENTIAL INDICATORS**

Details of total energy consumption (GJ) and energy intensity:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	3,05,047.32	1,93,453.80
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	=	-
Total energy consumed from renewable sources (A+B+C)	3,05,047.32	1,93,453.80
From non-renewable sources		
Total electricity consumption (D)	11,08,261.59	11,66,860.98
Total fuel consumption (E)	2,73,178.34	4,53,946.09 *
Energy consumption through other sources (F)	ani .	-
Total energy consumed from non-renewable sources (D+E+F)	13,81,439.93	16,20,807.07
Total energy consumed (A+B+C+D+E+F)	16,86,487.25	18,14,260.87





Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumed, GJ / Revenue from operations)	0.000016	0.000018
Power Parity (PPP) (Total energy consumed / USD Million (PPD Adjusted Revenue from operations)	333.57	404.90
Energy intensity in terms of physical output (GJ/Production MT)	2.46	2.79

<sup>\*</sup>Figure restated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes. The stated figures are assured reasonably by the independent agency BSI Group India Private Limited.

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

No, none of our sites are covered under PAT scheme.

	Parameter	FY 2024-25*	FY 2023-24
Water withdrawal by sou	rce (in kilolitres)		
(i) Surface water		7,342.40	13,576
(ii) Groundwater		6,03,782.20	549,459
(iii) Third party water		6,34,603.15	605,901
(iv) Seawater / desalinate	d water		0
(v) Others		2,403.20	0
Total volume of water wi	thdrawal (in kilolitres) (i + ii + iii + iv + v)	12,48,130.95	1,168,936
Total volume of water co	nsumption (in kilolitres)	10,87,912.40	1,103,564
Water intensity per rupee (Total water consumption,	of turnover KL / Revenue from operations)	0.000010	0.000011
	of turnover adjusted for Purchasing Power Parity (PPP)  / Million USD (PPP adjusted turnover from operations)	215.18	246.00
	of physical output (KL/MT Production)	1.59	1.70

<sup>\*</sup> Water provided to contractors for expansion of projects not included.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. The stated figures are assured reasonably by the independent agency BSI Group India Private Limited.

4. Provide the following details related to water discharged : 

O

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment	(in kilolitres)	
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment (Govt. supply water)	64,219.81 *	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	64,219.81	0



\* The current reported figure under water discharge is the one used for CSR activity at Gadegaon. Other water discharge which is reported as nil currently is based upon the estimation approach on water monitoring and consumption for process usages

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. The stated figures are assured reasonably by the independent agency BSI Group India Private Limited.

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

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

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	47.00	54.55
SOx	Tonnes	3.12	3,63
Particulate matter (PM)	Tonnes	3.54	0.34
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	-	_	_
Hazardous air pollutants (HAP)	122	_	_
Others – please specify	_		_

<sup>\*</sup>Reference for Emissions: Methodology adopted from US-EPA, AP-42.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, Air Emission was not assured reasonably by the external agency.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity: 🍨 🗸

282 (50) - (51) (60)				
Parameter	Unit	FY 2024-25	FY 2023-24	
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	18,976.48	18,257	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>3</sub> equivalent	223,807.27	232,076	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Metric tonnes of CO <sub>2</sub>	0.0000023	0.0000024	
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	equivalent / INR of turnover			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO <sub>2</sub> equivalent / Million USD	48.02	55.86	
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(PPP adjusted revenue from operations)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent / MT production	0.354	0.386	
Total Scope 1 and Scope 2 emission intensity (optional)  – the relevant metric may be selected by the entity	-	>=	-	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. The stated figures are assured reasonably by the independent agency BSI Group India Private Limited.

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

Yes, please find below the several GHG emissions reduction initiatives undertaken by Supreme:

- a) We have formulated an Energy Policy that focuses on procuring advanced energy-efficient equipment for our process machinery such as injection moulding, extruders, and utility equipment including chillers, compressors, vacuum pumps, and water pumps. Our continuous efforts towards energy efficiency improvement have led to a reduction in our specific energy consumption. We consistently strive to enhance our energy efficiency performance.
- b) We have substituted fossil fuels with PNG/LPG in our manufacturing activities.
- c) We closely monitor the energy performance of our energy-intensive units. Already 16 of our facilities have been certified with ISO-50001 EnMS (Energy Management System) to monitor energy efficiency. This certification highlights Supreme's commitment to implementing effective energy management practices throughout our operations.





- d) We have demonstrated a strong commitment to solar energy by significantly expanding our own solar capacity. As of FY 25, we have scaled up our solar capacity to 35.65 MWp. This means that we are now able to generate solar power at that capacity. However, we have set a target to further increase our solar capacity to 42 MWp by FY26. This expansion will enable us to harness even more renewable solar energy, reducing our carbon footprint and contributing to a more sustainable future.
- e) We are proactively boosting the utilization of renewable energy in our units across all plants. We achieved this through the implementation of roof-top solar installations and by procuring clean energy through Power Purchase Agreements (PPAs) for wind and solar projects at various locations throughout India. These efforts enable us to reduce our dependence on non-renewable energy sources and contribute to a more sustainable energy ecosystem. 33.75 kWp captive solar power for six locations in Maharashtra started from Feb-2025 which will reduce the annual GHG emission by 38746 tCO2e.
- Company has signed 2.5 MWp hybrid power supply for two locations in Gujarat which will reduce the GHG emission by 8578 tCO2e.
- g) During FY25, our Chennai Hosur and Erode facilities made significant contributions to green energy, accounting for 65%, 75% and 61% respectively, of their total energy consumption. These figures demonstrate our ongoing progress towards achieving our goal of utilizing 100% renewable energy across our operations. By prioritizing renewable energy sources and minimizing our reliance on non-renewable resources, we aim to drive sustainable practices and reduce our environmental impact.
- h) We have achieved significant success in avoiding emissions. Over the course of FY25, our efforts resulted in a notable increase in avoided emission levels. Specifically, we reduced emissions of 61,603 tCO2e (metric tons of carbon dioxide equivalent) during this period. This marks a significant improvement compared to the previous FY24, where we reduced 38,476 tCO2 emissions. Our commitment to emission reduction and sustainability remains steadfast as we continue to prioritize measures that contribute to a greener and more environmentally responsible future.

# 9. Provide details related to waste management by the entity: ( )

	Parameter	FY 2024-25	FY 2023-24
	Total Waste generated (in metric tonnes)		
Plastic waste (A)		8,026.81	59,302 *
E-waste (B)		21.97	6
Bio-medical waste (C)		0.0075	0
Construction and demoliti	on waste (D) **	0	0
Battery waste (E)		8.73	21
Radioactive waste (F)		0	0
Other Hazardous waste. P	Please specify, if any. (G)	385.15	118
Other Non-hazardous was	ste generated (H).	6,323.34	6019
Total $(A+B+C+D+E$	+ F + G + H)	14,766.01	65,465
	Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupe (Total waste generated / Re	Common and the Common of the C	0.00000014	0.00000065
	e of turnover adjusted for Purchasing Power Parity (PPP) iillion USD (PPP Adjusted Revenue from operations)	2.92	14.61
Waste intensity in terms	of physical output (MT/ Production MT)	0.0215	0.10
Waste intensity (optional)	- the relevant metric may be selected by the entity	-	<del>-</del> %
For e	each category of waste generated, total waste recovered the re-using or other recovery operations (in metric tor		
Category of waste			
(i) Recycled		8.73	54,205
(ii) Re-used		0	5
(iii) Other recovery opera	ations	0	0
Total		8.73	54,210
For each category of	of waste generated, total waste disposed by nature of disp	osal method (in m	etric tonnes)
Category of waste			
(i) Incineration		0	0
(ii) Landfilling		0	0
(iii) Other disposal opera	tions	14,757.28	11,255
		14,757.28	11,255

<sup>\*</sup> In FY 23-24 Plastic waste discarded and generated which was recycle within the plant also considered.

<sup>\*\*</sup> C&D waste generated for plant expansion purpose is utilised within plant and reported nil.



Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes. The stated figures are assured reasonably by the independent agency BSI Group India Private Limited.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At Supreme, we are deeply committed to responsible and sustainable waste management within our manufacturing operations. Our approach focuses on minimizing environmental impact and advancing circular economy principles through effective recycling, reuse, and resource recovery.

Recycling plastic waste within our manufacturing units is a significant step towards sustainable waste management at Supreme, By utilizing grinders and shredders, we can process and reuse plastic waste, reducing the need for new plastic production and minimizing the environmental impact associated with plastic disposal.

In addition to plastic waste, 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 that require specialized handling and treatment to prevent harm to the environment and human health. By engaging authorized vendors, we ensure that these waste materials are managed in compliance with relevant regulations and best practices.

Furthermore, we are committed to effectively managing horticultural waste generated on-site. Through vermi-composting, a natural process involving the use of earthworms, we convert horticultural waste into nutrient-rich compost. This compost is then utilized to maintain and develop the green areas within our premises, promoting a sustainable and lush environment.

Similarly, the sludge produced from our Sewage Treatment Plant (STP) is recycled and repurposed as organic manure. This nutrient-rich sludge contributes to the fertilization of our green areas, supporting their healthy growth and maintenance. Lastly, we take responsible measures to manage food waste generated from our canteen. By diverting this waste to nearby animal farms, we ensure that it is utilized as a valuable resource, providing feed for domestic cattle, and reducing the amount of waste sent to landfills.

Through these waste management practices, we strive to minimize our environmental impact, promote sustainability, and contribute to a circular economy by repurposing waste materials for beneficial reuse.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details:

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)  If no, the reasons thereof and corrective action taken, if any.
Not	Applicable. Supreme d	o not have any office or p	plant location in the buffer zone of any ecological sensitive area.

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

Date	Whether conducted by independent external agency (Yes / No)	in public domain (Yes / No)	Relevant Web Link
	Date	independent external	independent external in public domain

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder. If not, provide details of all such non-compliances:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
		1	Not Applicable	

Supreme is already in full compliance with all applicable laws and regulations. The company has diligently adhered to the required standards and legal obligations.

## LEADERSHIP INDICATORS

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable





(iii) Water withdrawal, consumption, and discharge:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in	kilolitres)	
(i) Surface water	-	_
(ii) Groundwater	=	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	_	
(v) Others	_	_
Total volume of water withdrawal (in kilolitres)	-	_
Total volume of water consumption (in kilolitres)	_	
Water intensity per rupee of turnover (Water consumed / turnover)	_	-
Water intensity (optional) – the relevant metric may be selected by tentity	he –	-
Water discharge by destination and level of t	treatment (in kilolitres)	
(i) Into Surface water	-	-
- No treatment	-	- u
- With treatment - please specify level of treatment		70
(ii) Into Groundwater	-	=0
- No treatment	-	243
- With treatment – please specify level of treatment		===
(iii) Into Seawater	7.	_
- No treatment	-	1-3
- With treatment - please specify level of treatment	#5	_
(iv) Sent to third-parties	_	1-1
- No treatment	-	:-:
- With treatment - please specify level of treatment		1-
(v) Others	-	_
- No treatment	*:	-
- With treatment - please specify level of treatment		59 <del>4</del>
Total water discharged (in kilolitres)	200	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Not assured by any independent assurance agency.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The calculations are underway, will be	22,37,204
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/turnover	published in the Sustainability	0.000022
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent/ MT of production	Report for FY 24-25	3.44

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, we haven't conducted any independent assessments, evaluations or assurance checks yet. GRI Limited Level of assurance shall be conduct by BSI Group India Private Limited during Sustainability Reporting.

With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

With respect to the ecologically sensitive areas, all locations are away from the buffer zone of the forests, national park/sanctuaries, seacoast, and ecologically sensitive elements.



4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Roof top solar power plants	Installation of 32.22 MWp Roof top solar power plants at different manufacturing locations across India. 3.43 MWp capacity under WIP.	- Improved renewable energy mix in production facilities. i.e., contributed 9% of the total energy consumption in FY25.  - GHG emissions reduction.
2	Engagement for long term renewable energy PPAs	Signed long term Solar, Wind and Hybrid PPAs at various locations across the India	<ul> <li>Improved renewable energy mix in production facilities: i.e., contributed 12% of the total electricity consumption in FY25.</li> <li>GHG emissions reduction.</li> </ul>
3	Installation of energy efficient equipment	Installation of energy efficient machinery - Injection moulding, extruders & Utility equipment such as chiller, compressor, vacuum pump, water pumps	- Energy Consumption Reduction - GHG Emissions Reduction
4	In-house recycling of plastic waste generated	Plastic waste generated from the end trimmings and other manufacturing processes is grinded and converted into plastic granules, making them ready for reusing as a raw material	Recycled 16% of the total waste generated by value in FY25.     Improved material efficiency
5	Maintaining no liquid discharge	After recycling of water from Supreme's Sewage Treatment Plants (STP), the treated water is utilized for green area development within the plant premises and for flushing purposes after undergoing tertiary treatment ensuring a no liquid discharge.	- Improved water efficiency

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

YAt 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:

- 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.
- Preparedness Protocols: Standard Operating Procedures (SOPs) for managing incidents like fire, earthquakes, floods, and cyclones.
- Mock Drills & Training: Regular simulations are conducted to test readiness and familiarize employees with emergency actions.
- 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.





6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

We have sent the assessment module our value chain partners through SaaS based platform. The value chain partners are in process of filling the assessment questionnaire. We intend to support the entity to adopt the mitigation measures once the material issues are identified.

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

We have sent the assessment module our value chain partners through SaaS based platform. The value chain partners are in process of filling the assessment questionnaire. This involves creating a structured framework to assess our suppliers' ESG practices. We target to evaluate 80% of our suppliers, based on total spending, on the ESG framework from next year onwards.

At Supreme, we prioritize collaborating with contractors, suppliers, and vendors who are certified to international standards such as ISO-14001, which focuses on environmental management, and ISO-45001, which emphasizes occupational health and safety. This approach helps ensure that our major service providers share our commitment to sustainability and workplace safety. Furthermore, our value chain partners are required to have robust human resources policies that address key issues like disciplinary practices, remuneration, working hours, and health, environment, and safety clauses in their contracts. This ensures that our value chain partners maintain ethical and sustainable working conditions.

- 8. How many Green Credits have been generated or procured :
  - a. By the listed entity- Nil
  - b. By the top tem (in terms of value of purchases and sales, respectively) value chain partners- Not assessed yet.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

#### **ESSENTIAL INDICATORS**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Plast India Foundation	National
2	Organisation of Plastic Processors of India (OPPI)	National
3	Confederation of Indian Industries (CII)	National
4	Automotive Component manufacturers Association of India (ACMA)	National
5	Indian Plastic Federation (IPF)	National
6	Indian Institute of Packaging (IIP)	National
7	Tool & Gauge Mígrs. Association of India (TGMA)	National
8	Federation of Indian Export Organisation (FIEO)	National
9	Bureau of Indian standards (BIS)	National
10	Deccan Chamber of Commerce, Industries and Agriculture, Pune (DCCIA)	National

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

Company has not received any adverse order from the regulatory authority.

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

### LEADERSHIP INDICATORS

Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			Not Applicab	e	

Supreme Industries actively engages and maintains regular interactions with various government bodies, regulatory authorities, and legislative institutions. As a responsible corporate entity, Supreme recognizes its role within a democratic and constitutional framework and ensures full compliance with all applicable laws and regulations. During the financial year FY25, Supreme did not engage in any form of public policy advocacy.



As a leading manufacturer of plastic products in India, the Company participates in industry chambers and trade associations, contributing to sectoral development and dialogue. Supreme ensures that all its public communications and disclosures are aligned with its Code of Conduct and the guiding principles set forth in applicable regulatory frameworks.

Supreme adopts a constructive and collaborative approach to public policy and regulatory matters, prioritizing consensus, cooperation, compliance, and informed dialogue. The company firmly believes that policy advocacy should advance the broader public interest and refrains from lobbying for changes that disproportionately benefit a narrow group or the company alone.

To guide its conduct in such matters, Supreme has a formal Policy on Responsible Advocacy with Public and Regulatory Bodies, which outlines its principles for ethical and transparent engagement. The same can be accessed at: Policy on Responsible Advocacy with Public and Regulatory Bodies.

# PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

#### **ESSENTIAL INDICATORS**

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

The company has not conducted any Social Impact Assessments (SIA). However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
			Not Applicable		

Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.

S.No. Name of Project for which S	itate District	No. of Project Affected	% of PAFs	Amounts paid to PAFs in
R&R is ongoing		Families (PAFs)	covered by R&R	the FY (In INR)
		Not Applicable		

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

All grievances are dealt with in accordance with our stakeholder grievance redressal policy. Stakeholders can register their grievances via email, phone or in writing. All grievances are acknowledged by the concerned stakeholder contact officer of the Company. The stakeholder contact officer is responsible for investigating the concern and may form a team for investigation, if required.

Based on findings from investigation, team creates an action plan outlining the steps to be taken to resolve the grievance. The team defines roles and responsibilities for assigning actions and monitoring the actions undertaken and ensures that timelines committed for implementing the action plan are adhered to.

The resolution and closure of the complaint is documented over an email providing stakeholder an opportunity to share their feedback on the resolution in case, the stakeholder is not satisfied by the resolution provided, he/she may escalate his/her grievance to next level using the escalation matrix.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	2.94%	1.60%
Directly from within India	70.87% *	72.81%

<sup>\*</sup> This percentage does not include the MSME percentage which is reported separately.

Our commitment to sustainability is demonstrated by our increased sourcing from small-scale producers and suppliers within India. This year, we sourced 1.34% 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.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Job creation in smaller towns represents a significant aspect of sustainable social contribution, with an  $\sim$  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.





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)

### LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
N	ot Applicable

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

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

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, check-ups 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.

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

No, we do not have a preferential procurement policy.

- (b) From which marginalized /vulnerable groups do you procure?
  - Considering the nature of business and availability of raw materials, companies procure raw materials from the best available sources.
- (c) What percentage of total procurement (by value) does it constitute?

Not ascertained.

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

We have not engaged with any entity during the reporting period for deriving or sharing any benefits from the intellectual properties owned and acquired by us.

S.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

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

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Mobile Clinic Van & Adolescent Girls Health Education Program	15,105	Yet to be ascertained
2	Education Program by Supreme Foundation, Jaswantgarh (Rajasthan)	1,10,794	Yet to be ascertained
3	Construction of Public Toilets	Not Ascertained	Yet to be ascertained

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



# PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

#### **ESSENTIAL INDICATORS**

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

At Supreme Industries, we have established a comprehensive and structured system to manage customer complaints effectively. We place high value on customer feedback and view it as a critical input for continuous improvement. Every complaint we receive is handled with diligence and care, undergoing a thorough process of analysis and resolution.

Our Regional Marketing Officers serve as the first point of contact, responsible for collecting and documenting complaints. These are then forwarded to the respective Product Marketing Heads for necessary action. In cases involving quality-related concerns, the Production Team collaborates closely with the Quality Department to investigate the root cause and implement appropriate corrective actions.

To ensure transparency and accountability, we maintain a Customer Complaint Register, which is updated regularly once issues are resolved. Customers can reach out to us via multiple channels, including a dedicated toll-free number and our official website, allowing easy access and prompt communication.

Our objective is to respond to and resolve complaints efficiently while using the insights to enhance our products, services, and processes. This customer-centric approach underscores our commitment to delivering excellence and building lasting trust with our valued customers.

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

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

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

	35-11-1	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark	
Data privacy	0	0	None	0	0	None	
Advertising	0	0	None	0	0	None	
Cyber-security	0	0	None	0	0	None	
Delivery of essential services	0	0	None	0	0	None	
Restrictive Trade Practices	0	0	None	0	0	None	
Unfair Trade Practices	0	0	None	0	0	None	
Other	0	0	None	0	0	None	

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

During the fiscal year, Supreme Industries upheld its strong track record of product excellence, reporting zero cases of product recalls. This achievement underscores our unwavering commitment to stringent quality control measures and reflects the trust our customers place in the safety and reliability of our products.

We prioritize product safety at every stage of the value chain. Our dedicated teams ensure that all offerings not only comply with regulatory standards but also exceed industry benchmarks for safe usage and handling. To further support responsible product use, we provide comprehensive guidance materials such as user manuals, brochures, and product packaging. These materials offer clear and concise safe-use instructions, helping customers use our products effectively while minimizing potential risks.

To maintain consistent product integrity, we implement robust quality control systems across our manufacturing processes. These include real-time inspections, performance testing, and preventive checks designed to minimize the likelihood of recalls. In the rare instance of a concern, our teams conduct thorough investigations to determine the root cause, whether stemming from a manufacturing process or design anomaly. We then apply corrective and preventive actions to ensure such issues do not recur.

At Supreme, quality control is not a one-time initiative but a continuous journey of improvement. We remain committed to delivering superior products that meet the evolving needs of our customers while adhering to the highest standards of safety, quality, and compliance.

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable





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

At Supreme Industries, data privacy and cyber security are treated as vital pillars of our business integrity and operational resilience. We have implemented robust policies, procedures, and systems to protect the confidentiality, integrity, and availability of sensitive information — especially customer data.

Our technical infrastructure is fortified with advanced security protocols that align with industry best practices and regulatory requirements. This includes secure physical asset management, restricted data access controls, regular system audits, and encryption measures to prevent unauthorized data access or breaches.

We maintain strict protocols to avoid data loss, misuse, or unauthorized disclosure—particularly with respect to third parties, including competitors and business partners. Employees are trained regularly on data handling practices, ensuring a culture of awareness and responsibility.

Recognizing the potentially serious financial, legal, and reputational implications of any compromise, we remain vigilant and proactive. Our information security practices are continuously evaluated and enhanced to respond to emerging cyber threats and evolving data privacy regulations.

By prioritizing cyber security, we aim not only to safeguard stakeholder trust but also to reinforce Supreme's reputation as a responsible and secure enterprise in today's digital-first business landscape.

The policy can be accesses at : Privacy policy

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

No such cases were raised for FY 2025 and hence no corrective actions were taken. However, we take utmost care on safety of products/service and prioritize educating customers on technical specifications, product usage and any health hazards/ precautionary measures associated with products.

Provide the following information relating to data breaches:



a. Number of instances of data breaches:

No instances of data breach were reported or observed for FY 2025

Percentage of data breaches involving personally identifiable information of customers:

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.

c. Impact, if any, of the data breaches:

Not Applicable

#### LEADERSHIP INDICATORS

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

We have provided detailed information on our products through our website which can be accessed at: https://www.supreme. co.in/brochures

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

At Supreme Industries, we are committed to ensuring that our customers have the knowledge and resources they need to use our products safely, efficiently, and with confidence. To facilitate this, we provide easy access to detailed product information and application guidance across multiple platforms, including our product catalogue, website, and mobile app.

For our Piping Systems, we conduct live demonstrations at our dedicated Knowledge Centre, specially designed for plumbers, architects, and distributors. These sessions offer hands-on training on installation techniques and correct usage, helping to prevent misuse and ensure system longevity.

When it comes to our furniture products, we supply Assembly Instruction Manuals with clear, step-by-step directions for safe and proper assembly. For added support, our teams conduct on-site visits where needed, offering direct demonstrations of safety protocols and best practices.

This personalized and educational approach enables us to proactively address customer queries and promote safe product usage. Through comprehensive information dissemination, training initiatives, and customer engagement, we reinforce our commitment to safety, satisfaction, and product excellence at every stage of the customer journey.



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

At Supreme Industries, we believe that regular, transparent communication is key to building lasting relationships with our customers. While our products may not fall under the category of essential services, we fully understand the importance of keeping customers informed about developments that may impact their experience.

To ensure timely and effective outreach, we leverage a range of communication channels, including newsletters, email updates, social media platforms, and our official website. Through these mediums, we provide updates on new product features, enhancements, and service changes, ensuring customers always have access to the most current and relevant information.

We also maintain open lines of communication to address customer questions, concerns, and feedback. This ongoing dialogue not only helps resolve issues promptly but also offers valuable insights that drive the continuous improvement of our products and services.

Our customer-centric communication approach reflects our core business values—transparency, responsiveness, and collaboration. It is through this proactive engagement that we continue to strengthen trust and foster meaningful connections with our customers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

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:

- i. Product specifications
- ii. Usage and installation instructions
- iii. Safety guidelines and precautions
- iv. Environmental impact details (where applicable)
- v. 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





# INDEPENDENT ASSURANCE OPINION STATEMENT

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

Holds Statement No.: SRA 820851

The British Standards Institution (BSI) has conducted a reasonable assurance engagement on the sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2024-2025 of The Supreme Industries Limited (TSIL).

#### Scope

The scope of engagement agreed upon with The Supreme Industrie Limited includes the following:

The assurance covers the information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period of 1st April 2024 to 31st March 2025 (FY 2024-2025).

- Green-house gas (GHG) footprint P6:E7
- · Water footprint P6:E3 and P6:E4
- Energy footprint P6:E1
- Embracing circularity P6:E9
- Enhancing Employee Wellbeing and Safety P3:E1(C), P3:E11
- Enabling Gender Diversity in Business P5:E3(B), P5:E7
- Enabling Inclusive Development P8:E4, P8:E5
- Fairness in Engaging with Customers and Suppliers P9:E7, P1:E8
- Open-ness of business P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's).

The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

#### **Opinion Statement**

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2024-2025 covering core KPIs mentioned in Annexure-I: format of BRSR core, provided by SEBI, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

In our opinion, the accompanying sustainability information is fairly presented, in all material aspects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period 1st April 2024 to 31st March 2025.

## 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 the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on reasonable level sampling including asking for internal controls and implementation of internal controls, SOPs for data gathering and reporting mechanism.
- Interviews with staffs involved in sustainability management, BRSR report preparation and 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 BRSR Core 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 Business Responsibility and Sustainability Report (Core KPIs).

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 required in SEBI-BRSR Core Format, more particularly described in the Scope above and detailed in Appendix-A.

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: 16-05-2025	
For and on behalf of BSI:	s
Ishan Mehrotra	torze'
Ishan Mehrotra, Lead Assurer	Theuns Kotze, Managing Director – IMETA Assurance





# APPENDIX A

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
	GHG Emissions	Total Scope-1 Emissions	tCO2e	18976.48	to busic
1		Total Scope-2 Emissions	tCO2e	223807.27	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / Total Revenue from Operations adjusted for PPP: tCO2e/million USD (PPP adjusted revenue from operations)	48.02	P6-E7
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO2e) / total product output (tonne) tCO2e/tonne of product output	0.35	
		Total water consumption	KL	1087912.4	
	S NOON STEEL ST. STORES	Water consumption intensity	KL/million USD (PPP adjusted revenue from operations)	215.18	
2	Water Footprint	Water consumption intensity	KL/ tonne of product output	1.59	P6-E3, E4
		Water Discharge by destination and levels of Treatment	KL	64219.81 Refer note-a	
		Total Energy Consumed	GJ	1686487.25	
	Energy Footprint	Percentage of energy consumed from renewables	%	18.08%	
3		Energy Intensity	GJ / million USD (PPP adjusted revenue from operations)	333.57	P6-E1
		Energy Intensity	GJ / tonne of product output	2.46	
		Plastic waste (A)	MT	8026.81	
	P	E-waste (B)	MT	21.96	
		Bio-medical waste (C)	MT	0.0075	
		Construction and demolition waste (D)	MT	Refer note-b	
		Battery waste (E)	MT	8.73	
		Radioactive waste (F)	MT	NA	
		Other Hazardous waste. Please specify, if any. (G)	MT	385.15	
	Embracing	Other Non-hazardous waste generated (H).	MT	6323.34	
	circularity -details	Refer note-c	N. Same	4 7 8 7 7	
4	related to waste management by the entity	Total waste generated ((A+B+C+D+E+F+G+H)	MT	14766	P6-E9
		Waste intensity	MT/million USD (PPP adjusted revenue from operations)	2.92	
		Waste intensity MT/tonne of product output	0.0215		
		For each category of waste	MT recycled	8.73	
		generated, total waste recovered through <b>recycling</b> , re-using or other recovery operations	Intensity (recycled/total generated)	0.0005	
		For each category of waste	MT	14757.27	
		generated, total waste disposed by nature of disposal method – other disposal options	Intensity (other disposal option/total generated)	0.99	



Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR	
		Spending on measures towards well—being of employees and workers (including permanent and other than permanent)	Cost incurred on well-being measures as a % of total revenue of the company	0.07% Refer note-d	7% d	
5	Enhancing Employee Wellbeing and Safety	Details of safety related incidents for employees and workers	Safety Incidents: Permanent Disability	0	P3- E1(C	
		(including contract-workforce)	Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	Employees – 3.28 Workers – 5.57 Refer note-e		
			No. of fatalities	0		
		Gross wages paid to females as % of wages paid(permanent, other than permanent- employee and workers)	In % age terms	3.41%		
6	Enabling gender diversity in business	Complaints on POSH (including permanent and other than	Total Complaints on Sexual Harassment (POSH) reported	0	P5-E3(b) E7	
		permanent)	Complaints on POSH as a % of female employees/ workers	0		
			Complaints on POSH upheld	0		
	Enabling inclusive development	Input material directly sourced from MSMEs/ small producers from within India, as percentage of total purchase (Viz., raw material, spares, services, capex procurement items etc.)	In % terms - As % of total purchases by value	2.94%		
7			Directly from within India	In % terms - As % of total purchases by value	70.87% Refer note-f	P8-E4.E5
		Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or other than permanent) as % of total wage cost	In % terms - As % of total wage cost	Rural – 46.44% Semi-urban – 25.34% Urban – 9.74% Metropolitan – 18.48%		
	Fairness in Engaging	Instances involving loss/ breach of data of customers as a percentage	Nos.	Refer note g	DO 57	
8	with Customers and	of total data breaches or cyber security events			P9-E7	
	Suppliers	Number of days of accounts	Days	42	P1-E8	
		payable		Refer note h		
			Purchases from trading houses as % of total purchases	4.50%		
	business of		Number of trading houses where purchases are made from	3904		
		Openness of business  Concentration of purchases and sales done with trading houses, dealers/distributors  Concentration of purchases and sales done with trading houses, dealers/distributors  Sales to dea as % of tota  Number of	Purchases from top 10 trading houses as percentage of total purchases from trading houses	18.75%		
9			Sales to dealers / distributors as % of total sales	79.62%	P1-E9	
			Number of dealers / distributors to whom sales are	5104		
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	23.68%		





Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
			Purchases with related parties / Total Purchases	1.99%	
		Share of RPTs (as respective %age) in	Sales to related parties / Total Sales	0.98%	
			Loans & advances given to related parties / Total loans & advances	0	
			Investments in related parties / Total Investments made	35.80%	

- The current reported figure under water discharge is the one used for CSR activity. Other discharge which is reported as nill currently is based upon the estimation approach on water monitoring and consumption for process usages.
- b- C&D waste generated for plant expansion purpose is utilised within plant and reported nil.
- c- Other non-hazardous waste contains wooden scrap, metal scrap, cardboard etc. food waste and landscape waste is not accounted for currently.
- d- Group medical expense(OPD related claims) are also considered under welfare expenditure apart from the 5 pre-defined heads as per SEBI guidance dated Dec. 20, 2024.
- e- LTI includes minor injuries(first aid cases) as well for this reporting period.
- f- This percentage does not included the MSME percentage which is reported separately.
- g- Calculation of this KPI includes RBI classification, however for some employees(marketing), the location of billing for them are considered rather than actual locations.
- h- Accounts payable includes trade payable as per financial statement and also includes payable under other financial liability (payable towards property, plant and equipment)
- \*\* While responding to BRSR core KPIs, organization has also referred to latest SEBI circular, dated 20th Dec. 2024, ref: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177.



# APPENDIX B: List of locations included in the assurance boundary

S.No.	States	Locations	Locations		
1	Assam	Guwahati Unit-I	The Supreme Industries Limited  Dag No. 275 & 306, Epip Zone, Post Amingaon, Village Numalijolahko Mouza,		
2	Assam	Guwahati Unit-II	SilasundariGopa, North Guwahati Dist. Kamrup, Assam-781031, India The Supreme Industries Limited Patta No.55,16,113,27, Dag No.199,200,1,490,472,473, BR Industrial Park, Phase - 1, Nh - 27, Vill-Dinkar, Pobaihata, PS-Kamalpur, Kami-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. Panchmahals Gujarat- 389 350, India		
4	Gujarat	Halol Unit-II	The Supreme Industries Limited Survey No. 123/1 & 123/2 Paiky -1 Village - Muvala, Khakhariamadhvasraod, Get Muvala Taluka :Halol Dist. Godhra (pms)-389350 Gujrat, India		
5	Gujarat	Halol Unit-III	The Supreme Industries Limited Survey No. 188/1 & 189 (part) Chandrapura Dist. Panchmahal, Halol-389350 Gujrat India		
6	Gujarat	Halol Unit- IV	The Supreme Industries Limited 703 GIDC Halol – Dist. Panchmahals-389350, Gujrat, 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 Ghirongiindl Area, Malanpur, Madhy Pradesh-477116, India		
9	Madhya Pradesh	Malanpur Unit-III & IV	The Supreme Industries Limited Roto Moulding Division Gag-14 Chironghi 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	Gadegaon	The Supreme Industries Limited Factory At Unit No. Iii, Plot No. 47,47/2, 48-50,55-66,69,70,72,73,77 To 83/1, 83/2, 8 & 85, Gadegaon, 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 242/ 1& 2, 245/03 And Survey N 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 Mide,ajanta Road Jalgaon-425003 Maharashtra, India		
13	Maharashtra	Khopoli	The Supreme Industries Limited Factory At Takaiadoshi Road Village Honad, Khopoli-410203, Maharashtra India		
14	Maharashtra	Kanhe	The Supreme Industries Limited Factory At Post Kanhe, Tal Maval,talegaon, Pune-412106, Maharashtra, India		
15	Maharashtra	Sangli	The Supreme Industries Limited Gate No.11/1, R.S.394, Near MIDC Khupwad Bamnoli, Sangali, Maharashtra-41643		
16	Maharashtra	Urse	The Supreme Industries Limited Gut No. 420 To 424, Ursemaval Talegaon Dabhade, Pune-410506, Maharashtra, Indi		
17	Orissa	Cuttack	The Supreme Industries Limited Mauza Bhogara, Plot No - 837, 876 and 771 and 40 sub plots, Beside Khuntuni 132/33k GIS Power Grid Substation, NH - 55 Thana Gurudijhatia, Tahasil - Athagarh, Cuttack Odisha, 754029		
18	Puducherry (Union Territory)	Puducherry-I	The Supreme Industries Limited R.s.no.90 & 91 Sanyasikuppam Village, Thirubhuvani Post, Pondy-605107, India		
19			The Supreme Industries Limited R.s.no.95/1, 95/2 And 4/1a, Sanyasikuppam Village, Thirubhuvanai - Post, Pondicherr Puducherry, 605107		
20	Punjab	Derabassi	The Supreme Industries Limited Village Sersani, Near Lalru, Ambala Chandigarh Highway, Dist. Sas Nagar, Punjab-140501 India		





S.No.	States	Locations	Locations		
21	Rajasthan	Ghiloth	The Supreme Industries Limited Plot No.: A-211, Ghiloth Industrial Area, Rajasthan-301705, India		
22	Silvassa (Union Territory)	Silvassa	The Supreme Industries Limited Factory At Survey No.175/1 And 175/2, Via Athal Tin Rasta Near Luhariphatal, Village Kharadpada, Dadra & Nagar Haveli, Silvassa-396230, India		
23	Tamilnadu	Hosur - I	The Supreme Industries Limited S.f. No. 22/3, 22/2b, 23/1b, 24/1a, & 593/1b1 Biramangalam Village Denkanikotta Taluka, Dist. Krishnagiri, Hosur-635109, India		
24	Tamilnadu	Sriperumbudur	The Supreme Industries Ltd. Plot G -14 & 15 Sipcot Indl. Park, Sripermbudur, Dist. Kancheepuram, Chennai-602105, India		
25	Tamilandu	Perundurai	The Supreme Industries Limited Plot No Nn-7 And Nn-8, Sipcot 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, Gip-jadcherla, Jadcherla Manda Polepally Village, mahabubnagar, Telangana, 509301		
27	Uttar Pradesh	Kanpur Unit-I	The Supreme Industries Limited H1-h8, H1/a, H9/1 And Khasra No. 135,136,137 & 141 Upsido Ind. Area Jainpur 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-20130: 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 Banskopa, Bidhan Nagar, Durgapur, Dist.burdvan, West Bengal-713212, India		
30	West Bengal	Kharagpur	The Supreme Industries Limited Villbagabhera & imampatna, Katai Khal P.oloha Baran Chak, P.snarayan Garh, Nea Narayangarh Power Station Dist paschim Midnapur, Pin-721437 West Bengal, India		
31	Maharashtra	Mumbai (Office)	The Supreme Industries Limited 1161/1162, Solitaire Corporate Park, 167, Guru Hargovindji, Marg, Andheri Ghatkopa Link Road, Chakala, Andheri East, Mumbai, Maharashtra 400093		
32	Uttar Pradesh	Noida (Office)	The Supreme Industries Limited 701, WTT Building, DND Flyway, Sector 16, Noida, Uttar Pradesh 201301		
33	West-Bengal	Kolkata (Office)	The Supreme Industries Limited Biowonder, Unit No, 801, 8th floor, Block-A, 789, Anandpur, Kolkata-700107		
34	Tamilnadu	Chennai (Office)	The Supreme Industries Limited Hallmark towers, No. 35(SP), 4th floor, Developed plot estate, backside of Olympia tech park, Guindy, Chennai- 600032		