

Ref. No.SH/13/2026
5th June, 2026

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.,
1st 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, 2026.

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 2025-26, which forms part of the Annual Report for the financial year 2025-26.

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



The Supreme Industries Limited

Regd. Office : 612, Raheja Chambers, Nariman Point, Mumbai 400021, INDIA.
CIN : L35920MH1942PLC003554 PAN : AA ACT1344F

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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details 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 Fax: 022-4043 0099 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	2025-2026
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

II. Products/services

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

S.No.	Description of the main activity	Description of business activity	% of the turnover of the entity
1	Manufacturing of Plastic Products	Manufacturing range of plastic products such as Plastic Piping System, Cross Laminated Films & Products, Protective Packaging Products, Industrial Moulded Components, Moulded Furniture, Storage & Material Handling Products, Performance Packaging Films, Composite LPG Cylinders and Window Doors & Profile	97.67%
2	Trading & Others	Trading and other misc. business income	2.33%

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	97.67%
2	Trading & Others	461	2.33%

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	35	20	56
International	–	1	1

*In addition to above, there are 9 Fabrication Units and 32 Depots.



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States including UTs)	34
International (No. of Countries)	55

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 55 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 2.09%.

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 Griham Doors & Windows, 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 (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	5,015	4,887	97.45%	128	2.55%
2.	Other than Permanent (E)	479	452	94.36%	27	5.64%
3.	Total employees (D + E)	5,494	5,339	97.18%	155	2.82%
WORKERS						
4.	Permanent (F)	1,066	1,064	99.81%	2	0.19%
5.	Other than Permanent (G)	15,356	14,672	95.55%	684	4.45%
6.	Total workers (F + G)	16,422	15,736	95.82%	686	4.18%

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	4	4	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	4	4	100%	0	0%



21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11%
Key Management Personnel*	5	0	0%

*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 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.69%	20.88%	15.83%	14.36%	8.07%	14.19%	14.81%	9.57%	14.66%
Permanent Workers	3.51%	0.00%	3.50%	3.12%	0.00%	3.11%	3.87%	0.00%	3.86%

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 ₹): 11,217.67 Crores
(iii) Net worth (in ₹): 5,452.01 Crores

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 group from whom complaint is received	Grievance Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes Supreme Industries Ltd.	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes Investor Information	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes Shareholders	27	2	Satisfactory redressal done for shareholder's grievance / complaints.	56	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.	308	0	Related to process & quality issue	47	0	Related to process & quality issue
Value Chain Partners	Yes Supreme Industries Ltd.	0	0	General Complaints	5	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)
1	Climate Strategy	Risk	<p>Risk:</p> <ul style="list-style-type: none"> 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. Introduction for Carbon Boarder Adjustment Mechanism (CBAM) may impact the export. 	<ul style="list-style-type: none"> Climate risk assessment study completed during the year by external party. These assessments identify both transition and physical risks and leverage scenario analysis to quantify the financial impacts of climate-related risks and opportunities. This initiative supports long-term value creation and builds organizational resilience. 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. Engaging with stakeholders, including customers, suppliers, and investors, to demonstrate commitment to climate action and sustainability. Monitoring and reporting on climate performance, including setting targets and tracking progress towards emissions reductions and other climate-related goals. Staying informed about evolving climate related regulations and policies to ensure compliance and mitigate regulatory risk 	<p>Negative:</p> <ul style="list-style-type: none"> 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)
				<ul style="list-style-type: none"> Will perform detailed carbon footprint assessments for material exports to the EU, to prepare accurate CBAM. 	
2	GHG & Air Emissions	Risk / Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> Many financial institutions and investors are increasingly interested in supporting companies with strong environmental performance. 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. Collaborating with suppliers, customers, and industry peers to reduce emissions throughout the supply chain can lead to shared benefits. <p>Risks:</p> <ul style="list-style-type: none"> Customers and business partners are increasingly considering the carbon footprint of products and favouring environmentally sustainable options. GHG emissions can contribute to increased operational costs. As carbon pricing mechanisms become more prevalent. Companies may face higher costs for energy, transportation, and sustainable raw materials. 	<ul style="list-style-type: none"> Introduced an energy 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 near-term decarbonisation strategy. Increasing renewable energy mix in our total energy consumption. Transitioning to use of clean fuels i.e. LPG/ PNG. 12 Products LCA completed by external party to identify the carbon footprint of the products. Exploring the sustainable RM Engaging with suppliers to identify the ESG impact beyond their direct operation. 	<p>Positive:</p> <ul style="list-style-type: none"> 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. <p>Negative:</p> <ul style="list-style-type: none"> Limited market access or a competitive disadvantage compared to companies offering lower-carbon alternatives, impacting the revenue of the company.



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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)
					<ul style="list-style-type: none"> Implementing emissions reduction measures and transitioning to low carbon technologies can involve significant investments in the short-term
3	Energy Conservation	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> Energy conservation measures often involve optimizing processes, equipment, and systems to operate more efficiently. Implementing energy conservation measures can lead to significant cost savings 		<p>Positive:</p> <ul style="list-style-type: none"> 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	<p>Opportunities:</p> <ul style="list-style-type: none"> 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. Being a responsible corporate supreme taking various efforts for water conservation Adoption of efficient water management practices enhances long-term operational resilience and strengthens business sustainability and continuity. Improved operational water-use efficiency supports compliance, reputation and stakeholder confidence. <p>Risks:</p> <ul style="list-style-type: none"> The availability and access to water sources may be limited or unstable, leading to potential disruptions in manufacturing processes. 	<ul style="list-style-type: none"> Water metering & monitoring system. Regularly conducting detailed water audit. Implementing rainwater collection and direct reuse or recharge. 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. Awareness session and Oath activities to staff for water conservation on water day. 	<p>Positive:</p> <ul style="list-style-type: none"> Achieving long-term cost benefits and improved financial performance. <p>Negative:</p> <ul style="list-style-type: none"> 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 wastewater Fines and penalties on account of non-adherence to water pollution regulations.



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)
			<ul style="list-style-type: none"> • 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. 		
5	Waste Management & Circular Economy	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> • 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. Recycle plastic waste within our manufacturing units is a significant sustainable management. • 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. 		<p>Positive:</p> <ul style="list-style-type: none"> • 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
6	Innovation & Sustainable Product Design	Risk/ Opportunity	<p>Risk:</p> <p>Opportunity loss, hindrance to participate in tender process</p> <p>Opportunities:</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Initiative for Green Certification of the plastic products • Increasing post-consumer recyclable content in the product • Low carbon products 	<p>Positive:</p> <ul style="list-style-type: none"> • 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 10 Nos of Foam products are green certified by CII Green Products and Service Council.



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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)
					<ul style="list-style-type: none"> Supreme Lifeline CPVC Pipe and Fitting, Lifeline CPVC Plus Pipe & Fittings, Supreme Serene, Serene Plus also certified under Green Pro Certification.
7	Product Quality & Safety	Opportunity	Opportunities: <ul style="list-style-type: none"> Emphasizing product quality and safety allows us to differentiate our offerings in the market. Delivering high quality and safe products enhances customer satisfaction and builds trust. 		Positive: <ul style="list-style-type: none"> 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 Increased brand reputation
8	Occupational Health & Safety	Risk	Risks: <ul style="list-style-type: none"> Unsafe working conditions, inadequate safety controls, insufficient training, or non-compliance with statutory safety requirements can lead to workplace incidents and injuries. High workloads, extended working hours, poor work-life balance and ineffective management practices may result in work-related stress, impacting employee mental health and productivity. 	<ul style="list-style-type: none"> Implemented and enforced a comprehensive organization-wide Health, Safety & Environment (HSE) Policy to ensure safe and healthy workplaces across all operations. We are conducting regular hazard identification, risk assessments and safety audits to proactively manage workplace risks. Establishing standardized safety procedures, work instructions and control measures to prevent incidents and protect life and assets. Delivering structured training programs and competency development initiatives for employees and contractors as per the level and function wise training need identification. 	<ul style="list-style-type: none"> Increased medical expenses including emergency treatment, hospitalization, rehabilitation and long-term healthcare costs. Loss of productivity due to absenteeism, recovery time and operational disruptions. Potential legal liabilities, penalties, and compensation claims arising from non-compliance or workplace incidents. Reputational damage impacting business continuity and stakeholder trust.



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)
				<ul style="list-style-type: none"> Promoting a strong safety culture through leadership commitment, employee engagement and continuous improvement practices. 	
9	Employee Wellbeing	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> 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. 		<p>Positive:</p> <ul style="list-style-type: none"> 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	<p>Opportunities:</p> <ul style="list-style-type: none"> 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. 		<p>Positive:</p> <ul style="list-style-type: none"> 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.



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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Sustainable Procurement Policy 	<ul style="list-style-type: none"> Risk Management Policy Employee Safety Policy Health Safety and Environment Policy Equal Opportunities Policy Statement 	<ul style="list-style-type: none"> Policy on Stakeholders Engagement and Inclusiveness 	<ul style="list-style-type: none"> Vigil Mechanism Policy Nomination and Remuneration Policy POSH Policy Policy Human rights Statement 	<ul style="list-style-type: none"> Environment Policy 	<ul style="list-style-type: none"> Policy on Responsible Advocacy with Public and Regulatory Bodies 	<ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Policy Policy on Inclusive and Equitable Development 	<ul style="list-style-type: none"> IT security Policy Privacy policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards adopted by your entity and mapped to each principle.	NGRBC	ISO 14001-2015; ISO 50001:2018; ISO 9001:2015	ISO 18001:2007; ISO 45001:2018; GRI	SA8000 GRI	SA8000 GRI	ISO 14001-2015; ISO 50001:2018; GRI	NGRBC	SA8000; GRI	ISO 11119-3/ EN 12245/ EN14227 IS: 14611-2016 ISO/TS 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> Company plans to conduct Product Life Cycle Assessment for 1-2 of its products by 2027 	<ul style="list-style-type: none"> Zero fatalities for employee Ensure 100% assessment of plants and offices on health and safety and working conditions every year. 	<ul style="list-style-type: none"> Ensure 100% adherence to concerns raised by stakeholders. Zero Complaints from communities 	<ul style="list-style-type: none"> Zero complaints on human right related issue 	<ul style="list-style-type: none"> Consume 1400 Lac electricity units from RE sources by FY 2027 Reduce Water consumption intensity from 1.46 KL / MT to 1.40 KL / MT by 2027 	<ul style="list-style-type: none"> Zero adverse orders from regulatory authorities for anti-competitive conduct 	<ul style="list-style-type: none"> 10% procurement from MSMEs by year 2027 	<ul style="list-style-type: none"> Zero data privacy breach of customer



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> Zero case of fines / penalties / punishment from any regulatory/enforcing agency in reporting year. 100% of Permanent Employees and 50% workers covered under training & awareness programs on NGRBCs The company is planning to train suppliers on BRSR principles 	<ul style="list-style-type: none"> Completed Product Life Cycle Assessment for the 12 Nos of majority of products like PVC Pipes & fittings, CPVC pipes & fittings & HDPE pipes, Roto Tanks, MHD Crates, Furniture, ABF, Capcell, EPE Foam, and Composite Cylinder. 	<ul style="list-style-type: none"> Zero Fatality for employees and one fatalities for workers were reported during FY26 Achieved 100% assessment of plants and offices on health and safety, and working conditions during the reporting period 	<ul style="list-style-type: none"> Ensured 100% adherence to concerns raised by stakeholders in FY26 Zero Complaints received from communities in FY26 	<ul style="list-style-type: none"> No complaints on human right related issue in FY26 	<ul style="list-style-type: none"> Consumed 1258.44 Lakhs kWh Renewable Electricity in FY 26 i.e. 7.48% more compared to FY25 Water consumption intensity reduced from 1.59 KL/MT to 1.46 KL/MT by 8.17% in FY26 compared to FY 25 	<ul style="list-style-type: none"> No adverse orders from regulatory authorities for anti-competitive conduct 	<ul style="list-style-type: none"> 6.12% procurement from MSMEs in the year FY 26 i.e. 3.18% more compared to FY25 	<ul style="list-style-type: none"> No data privacy breach cases of customer reported during FY26

Governance, leadership, and oversight

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

As the Executive director of Supreme, over eight decades company is embedding the sustainability practices in its all business operations by taking several efforts like advanced energy-efficient equipment, optimizing water cooling system, green energy, plantation, plastic recycle, climate risk assessment, LCA etc. Company is conscious about the global issue of Green House Gas (GHG) Emission and taking the proactive approach towards reducing the GHG Emission. It is not just our responsibility & accountability towards the society but at a larger extent it is commitment for our nation for better tomorrow.

During the reporting year company SBTi targets validated, through this initiative we have to align our business strategy with most ambitious pathway of 1.5°C level. This requires us to significantly decarbonise our operation and value chain. Company has also completed the Climate Risk Assessment during FY 25-26.

Company is scaling its renewable solar capacity from 35 Mwp to 43 Mwp which is also evident that during the year RE Mix ratio is 28.93% of total units consumed as compared to 21% in last year. Company strive to develop sustainable products that are easily recyclable, company diverse range of eco-friendly 14 Nos of Green-certified building products not only contribute in minimizing our environmental footprint but also position us as a leader in sustainable manufacturing.

Supreme prioritize in employee well-being by fostering an environment of continuous learning and development on NGBRC Principles. Our commitment to social responsibility extends beyond our organization, we have rolled out community development initiatives, enriching the lives of those around us. Through Supreme Foundation's CSR activities, Supreme actively engage in CSR activities and incurring expenses on Aspirational District also i.e. "Nandurbar" district of Maharashtra. Supreme supporting local and community bases business and sourcing 6% out of total purchase from MSME. During the year company has also initiated the Double Materiality Assessment to identify the Key ESG Material topics. Company is also improving disclosure transparency and reporting at DJSI and CDP Platform. Organisation policies outline our commitments to responsible business conduct, demonstrating how these commitments are integrated into business operations.

We have completed LCAs for our 12 Nos of products contributing a significant proportion to our overall revenue, 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, during the year ESG Assessment sent to top VCP and some of them also responded, it will help us to identify the ESG risk associated with the value chain. Supplier sustainability is also a priority, and we are developing plans to ensure that our entire supply chain aligns with our sustainability goals.

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 Strategy build upon three pillars Environment, Social and Governance, Supreme focused on sustainability to drive the long-term success by creating value for all stakeholders. Through a holistic approach we aim to foster a sustainable future for our business, community and planet. We believe that success is always been cumulative and continuous to be add on.



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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. S.J. Taparia Executive Director DIN: - 00112513								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details	Yes, Supreme has a Business Responsibility and Sustainable Development Committee (BRSD Committee) which comprises of Mr. S.J. Taparia, Executive Director as Chairman, Shri P.C. Somani, CFO, Shri R.J. Saboo VP (Corp. Affairs) & Company Secretary, Shri Vasudev Sharma, Associate Vice President (Energy and Environment) as members. Company's Business Responsibility activities, performance and targets are reviewed by the BRSD Committee and Board of Directors on an annual basis. Risk Management Committee of the Board also assesses the risks pertaining to ESG and certain principles of BRSR.								

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Other Committee – BSRD Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	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)	Not Applicable								
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)									
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	0	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	0
Key Managerial Personnel	0	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	0



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
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.	100%
Workers	Multiple	Health and Safety trainings, Anti-corruption, Skill Upgradation, Human Rights, Bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	50%

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					
Settlement					
Compounding fee					
Not Applicable					
NON-MONETARY					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes / No)
Imprisonment					
Punishment					
Not Applicable					

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

4. **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](#)

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

	FY 2025-26	FY 2024-25
Directors	–	–
KMPs	–	–
Employees	–	–
Workers	–	–



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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 2025-26 and FY 2024-2025.

	FY 2025-26		FY 2024-25	
	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

7. 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 2025-26	FY 2024-25
Number of days of accounts payables *	39	42

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

9. Open-ness of business :

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.17%*	4.50%
	b. Number of trading houses where purchases are made from	2,406	3,904
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	26.23%	18.75%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	81.73%	79.62%
	b. Number of dealers / distributors to whom sales are made	7,045	5,104
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	20.17%	23.68%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.60%	1.99%
	b. Sales (Sales to related parties / Total Sales)	1.77%	0.98%
	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)	36.40%	35.80%

* As per nature of transaction within the system numbers have been reduced from previous year.

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	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

Supreme conducted the 2 Nos of training session for VCP to familiarize them about online module for ESG evaluation on dated 28th Jan-26 and 29th Jan-26

2. 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 fulfil 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](#)

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

ESSENTIAL INDICATOR

1. **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.**

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	0%	0%	Not Applicable
Capex	1.74%	4.66%	1. Roof Top Solar plants: Lead to increased green energy quantum and subsequently reduce the GHG emissions. 2. 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.
- Promoting the highest standards of economic, social, ethical, and environmental performance.
- 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 compliant with social and environmental standards such as SA 8000, ISO 14001, and OHSAS 18001 which percentage is yet to be ascertained for the FY 26.

3. **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	Disposed through authorized vendor
Hazardous waste	
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 following components:

- 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.
- 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.
- 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.
- 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. In the FY 24-25, 943 Ton of recycle material used in the production. In FY 25-26, 1524 ton of recycle material used in the production.

LEADERSHIP INDICATORS

1. 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 FY 2026, we carried out Life Cycle Assessments (LCAs) on one of our composite product, 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 1-2 additional products by FY 2027. 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	Composite LPG Cylinder	0.77%	Cradle to Gate	Detailed reports are provided to customers / suppliers on specific request bases	Detailed reports are provided to customers / suppliers on request

2. 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 this products.

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

3. 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.

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Recycled In-house Plastic Waste Generation	16.53%	15.99%



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

	FY 2025-26			FY 2024-25		
	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:



Category	Total (A)	% of employees covered by									
		Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	4,887	4,887	100.00%	4,887	100.00%	0	0.00%	4,887	100.00%	97	1.98%
Female	128	128	100.00%	128	100.00%	128	100.00%	0	0.00%	2	1.56%
Total	5,015	5,015	100.00%	5,015	100.00%	128	100.00%	4,887	100%	99	1.97%
OTHER THAN PERMANENT EMPLOYEES											
Male	452	438	96.90%	438	96.90%	0	0.00%	0	0.00%	11	2.43%
Female	27	22	81.48%	22	81.48%	0	0.00%	0	0.00%	1	3.70%
Total	479	460	96.03%	460	96.03%	0	0.00%	0	0.00%	12	2.51%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	1,064	1,064	100.00%	1,064	100.00%	0	0.00%	297	27.91%	43	4.04%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Total	1,066	1,070	100.38%	1,066	100.00%	2	100.00%	297	27.91%	43	4.03%
OTHER THAN PERMANENT WORKERS											
Male	14,672	14,520	98.96%	14,520	98.96%	0	0.00%	100	0.68%	243	1.66%
Female	684	641	93.71%	641	93.71%	384	56.14%	0	0.00%	113	16.52%
Total	15,356	15,161	98.73%	15,161	98.73%	384	56.14%	100	0.68%	356	2.32%



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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company *	0.06%	0.07%

* 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.

Benefits	FY 2025-26			FY 2024-25		
	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	98.13%	98.31%	Yes	100%	97.39%	Yes
Gratuity*	100.00%	100.00%	Yes	87.34%	31.62%	Yes
ESI	17.02%	83.98%	Yes	20.32%	88.04%	Yes
Others-Group Medclaim	82.96%	11.80%	N.A.	79.68%	6.96%	N.A.

*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 fostering an inclusive and accessible workplace for all employees. In line with the Rights of Persons with Disabilities Act, 2016, we ensure that all our offices and facilities are designed and maintained to support individuals with disabilities.

Our manufacturing plants and office spaces are assessed and modified to ensure they are accessible for differently abled individuals. This includes the installation of ramps, barrier free pathways and other accessibility features, wherever possible, to facilitate safe and convenient movements for all.

We actively promote a culture of diversity, equity, and inclusion, where individuals from different backgrounds and abilities to contribute and succeed. Supreme committed to eliminate barriers and ensuring that no differently abled person faces challenges in accessing or within our premises.

Through continuously improving our infrastructure and policies, we reaffirm our dedication to creating a workplace where every individual is treated with dignity, respects and equal opportunities to grow.

4. 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, company have a policy on equal opportunity. Supreme is committed to eliminate all forms of unlawful discrimination (which includes direct / indirect discrimination), bullying and harassment of employees. Company also strive to ensure that all our facilities, technologies, information and privileges are accessible to all employees 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.

Company provide parental leave to support 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. These initiatives contribute to improve employee engagement, satisfaction, and work life balance. By integrating supportive policies and well-being programs, the Company reinforces its commitment to creating a workplace that values care, inclusivity, and sustainable employee growth.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	93.53%	85.06%	100.00%	100.00%
Female	80.00%	0.00%	NA	NA
Total	93.20%	84.52%	100.00%	100.00%



6. 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	<p>Yes, At Supreme, we are committed to ensuring that every employee and worker has access to a fair, transparent, and responsive grievance resolution process. We have established several mechanisms and committees to address workplace concerns effectively and in a timely manner:</p> <p>i. Direct Resolution: Issues are addressed in the presence of the concerned individual, encouraging open dialogue and immediate resolution.</p> <p>ii. Safety Committee: Handles grievances related to workplace safety, ensuring compliance with health and safety standards.</p> <p>iii. Working Committee: Focuses on resolving general workplace grievances and fostering a positive working environment.</p> <p>iv. Associate Committee: Comprises selected team members who provide support, input, and recommendations for addressing employee concerns.</p> <p>v. 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.</p> <p>vi. 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.</p> <p>These systems work collectively to form a robust grievance redressal framework, promoting trust, transparency, and accountability across all levels of the organization.</p> <p>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.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Benefits	FY 2025-26			FY 2024-25		
	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	5,015	0	0%	4,269	0	0%
Male	4,887	0	0%	4,148	0	0%
Female	128	0	0%	121	0	0%
Total Permanent Workers	1,066	847	79.45%	1,105	1,008	91.22%
Male	1,064	847	79.61%	1,103	1,007	91.30%
Female	2	0	0.00%	2	1	50.00%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	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	5,339	2,946	55.18%	3,315	62.09%	4,737	4,737	100%	3,313	100%
Female	155	105	67.74%	71	45.81%	151	151	100%	62	100%
Total	5,494	3,051	55.53%	3,386	61.63%	4,888	4,888	100%	3,375	100%
WORKERS										
Male	15,736	7,425	47.18%	8,261	52.50%	16,131	7,443	46.14%	3,125	19.37%
Female	686	545	79.45%	370	53.94%	885	212	23.95%	190	21.47%
Total	16,422	7,970	48.53%	8,631	52.56%	17,016	7,655	44.99%	3,315	19.48%



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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	5,339	5,339	100%	4,737	4,737	100%
Female	155	155	100%	151	151	100%
Total	5,494	5,494	100%	4,888	4,888	100%
WORKERS						
Male	15,736	15,736	100%	16,131	16,131	100%
Female	686	686	100%	885	885	100%
Total	16,422	16,422	100%	17,016	17,016	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 Company has implemented an occupational health and safety management system across its operation. Company follows a structured approach for managing workplace health and safety risks, aligned with internationally recognized standards such as ISO 45001. This ISI standard enables the organization to systematically identify hazards, assess risks, implement control measures, and continuously improve its occupational health and safety performance. At Supreme, health, safety, and well-being of our workforce is a preferred priority. The successful accreditation of ISO 45001 certification across 22 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 work place 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 individuals lives by preventing occurrence in works,

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) Accident reporting, investigation and corrective actions, safety training as per the level wise/function wise training need identification. A safety gap assessment of all sites has been conducted to determine areas for improvement and prepare a comprehensive safety management system and safety policies/procedures are revised accordingly and implemented after training of all concerned. 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:

- i. **Proactive Risk Management:** Through the systematic application of HIRA, Supreme identifies and mitigates risks before they lead to incidents, helping to prevent accidents, injuries, property damage, and improving overall safety performance.
- ii. **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.
- iii. **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:** Company adopts a proactive approach to regulatory compliance by identifying and adhering to all applicable occupational health and safety (OHS) legal requirements. It strives to go beyond mere compliance by aligning its practices with industry standards and best practices, thereby minimizing legal risks and reinforcing its commitment to safe and responsible operations. A dedicated compliance management software will implement in FY 26-27 to systematically track, monitor, and ensure timely compliance with all applicable legal requirements.
- v. **Targeted Safety Training:** A level wise and function wise training need identification is done and 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.
- vi. **Safety governance system:** A structured safety governance system has been established and implemented across all sites. Safety performance is periodically reviewed to drive continuous improvement and strengthen overall safety standards. Incidents, learnings, and best practices are systematically shared across locations to ensure consistent implementation and enhancement of safety performance.

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 risks. (Yes/ No)

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:

- i. **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.
- ii. **Anonymous 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.
- iii. **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. **Action Tracking to timely resolution and continuous improvement:** All reported concerns are systematically tracked, reviewed, and resolved through timely implementation of corrective and preventive actions (CAPA). Structured feedback mechanisms ensure that employees are informed of actions taken, reinforcing trust, transparency, and a culture of continuous improvement.

By creating a culture of shared responsibility and open dialogue, Supreme ensures that workplace safety is not only a top-down initiative but also 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 of the entity have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:  

Safety Incident/Number	Category	FY 2025-26**	FY 2024-25*
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0.16	3.28
	Workers	0.31	5.57
Total recordable work-related injuries	Employees	31	41
	Workers	46	182
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* LTI includes minor injuries (first aid cases) as well for this reporting period.

** LTIFR does not include minor injuries compared to last year.

Corrective Actions & Preventive Actions (CAPA) | Fatal Incident

Following the fatal accident at the Chennai plant, a comprehensive set of corrective and preventive actions has been implemented, focusing on elimination of exposure to hazards, strengthening machine safety systems, and improving operational discipline.

1. Engineering Controls (Primary Focus)

- All machines were immediately stopped, and 100% interlock validation was carried out, ensuring restoration of missing components (e.g., striper plate) and safe functionality prior to restart.



- Additional emergency stop (E-stop) systems have been installed at accessible locations within and around the hazard zone to enable immediate shutdown during emergency situations.
- Door open end sensors and cut-off mechanisms have been introduced to ensure adequate safe clearance and prevent unsafe door movement.
- A long-term engineering solution is under implementation through robotic systems for product removal, eliminating the need for human entry into the machine danger zone.

2. System Strengthening & Process Controls

- A structured machine safety audit and validation system has been implemented, covering interlocks, guards, sensors, and critical safety components.
- Standard Operating Procedures (SOPs) have been developed and enforced, including pictorial dos and don'ts for safe operation and intervention.
- A "My Area, My Responsibility" system has been deployed, ensuring defined ownership, preventive maintenance tracking, functional safety devices, and high housekeeping standards.
- Regular HIRA reviews, safety audits, and behavioral observations have been institutionalized to identify and mitigate risks proactively.

3. People & Contractor Safety Controls

- A mandatory competency-based training and certification system has been introduced for all operators prior to deployment.
- A contractor safety management system has been strengthened, including skill validation and restriction of new workers from high-risk activities.
- A buddy system and close supervision have been implemented for new employees during initial deployment to ensure safe work practices.

4. Sustainability & Monitoring

- Monthly monitoring through safety audits and compliance tracking is being conducted.
- Key learnings from the incident have been horizontally deployed across all plants to ensure uniform safety standards.
- Continuous improvement actions are being tracked through defined timelines and accountability.

The CAPA framework has been designed to eliminate human exposure through engineering controls, supported by strengthened systems, supervision, and competency management. These actions collectively address the identified root causes and significantly enhance machine safety and operational risk control.

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

At Supreme, we are committed to providing a safe, healthy, and risk-free workplace for all employees, contractors, and visitors. A structured Environment, Health & Safety (EHS) management system is implemented across all operations, aligned with applicable legal requirements and global best practices.

Key measures include:

- Robust Safety Governance:** A well-defined safety governance framework with clear roles, responsibilities, and accountability at all levels. Periodic leadership reviews are conducted to monitor safety performance and drive continuous improvement.
- Compliance Management:** Systematic identification and compliance with all applicable occupational health and safety (OHS) legal requirements, supported by a digital compliance tracking system to ensure timely adherence.
- Risk Assessment and Control:** Comprehensive risk assessments (HIRA/JSA) are conducted for all critical activities. Identified risks are mitigated through engineering controls, administrative measures, and use of appropriate PPE.
- Safe Design and Engineering Controls:** Integration of safety in design and procurement processes, ensuring machines, equipment, and processes meet safety standards, including necessary guarding, interlocks, and fail-safe mechanisms.
- Incident Reporting and Learning System:** All incidents, near misses, and unsafe conditions are reported, investigated, and analysed. Corrective and preventive actions (CAPA) are implemented, and learnings are shared across sites to prevent recurrence.
- Training and Competency Development:** Regular safety training programs, including induction, refresher, and job-specific training, are conducted to ensure competency of employees and contractors.
- Emergency Preparedness and Response:** Site-specific emergency response plans are established, including mock drills, trained emergency response teams, and availability of firefighting and first aid facilities.
- Occupational Health Management:** Periodic health check-ups, medical surveillance, and wellness programs are conducted to monitor and promote employee health, especially for those exposed to occupational hazards.
- Employee Engagement and Participation:** Active involvement of employees through safety committees, toolbox talks, safety observations, and suggestion schemes to foster a strong safety culture.
- Contractor Safety Management:** Strict contractor safety management systems including pre-qualification, training, supervision, and performance monitoring to ensure compliance with safety standards.



- k) **Continuous Monitoring and Improvement:** Regular safety audits, inspections, and performance tracking using KPIs (e.g., LTIFR) to drive continual improvement in safety performance.

Our approach to workplace safety goes beyond regulatory compliance and focuses on embedding safety as a core organizational value. We implement structured safety management systems, regular risk assessments, safety audits, and continuous training programs to identify and mitigate potential hazards effectively.

Through continuous monitoring, improvement initiatives, Supreme remains dedicated to maintaining the highest standards of occupational health and safety across all its facilities.

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

Category	FY 2025-26			FY 2024-25		
	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.

Risks and concerns are systematically managed through a structured Hazard Identification and Risk Assessment (HIRA) process implemented across all sites. In addition, a proactive hazard reporting mechanism is in place, enabling employees and contractors to report unsafe conditions and behaviours in a timely manner.

All identified significant risks, hazards, and concerns are evaluated and addressed through timely implementation of corrective and preventive actions (CAPA). These actions are derived through active consultation and participation of both managerial and non-managerial employees, ensuring transparency and inclusiveness in decision-making.

A centralized action tracking system is deployed across all locations to monitor closure of identified actions within defined timelines. The effectiveness of implemented actions is periodically reviewed through audits, inspections, and performance monitoring to ensure sustained risk mitigation and continuous improvement in workplace safety.

LEADERSHIP INDICATORS

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

	(Y/N)
Employees	Y
Workers	Y

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

2. 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 members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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:

- i. 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; this enables the organization to retain valuable institutional knowledge while offering retired employees an opportunity to continue contributing in a meaningful manner.
- iii. Eligible employees are provided with gratuity or severance pay, in accordance with their tenure of service 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:

In FY 25-26, we have sent the ESG assessment to our 462 VCPs to filled the FY 24-25 ESG Data. Out of which 15 value chain partners filled the responses and we are in process of evaluation of their responses.

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	6.06%
Working Conditions	6.06%

* Calculated only on Upstream Value Chain Partners.

6. 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, Video – conferences	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

1. 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:

- i. 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.

2. 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 enabling company to identify, understand and effectively manage environmental and social matters. Through continuous engagement with key stakeholders including government and regulatory authorities, distributors, suppliers, and the local community, company gather diverse perspective and feedback to enable them to develop the



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policies accordingly. Stakeholder inputs always help in identifying material issues and anticipated risk. 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.

3. 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 part of this Annual 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 2025-26			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	5,015	2,853	56.89%	4,269	3,510	82.22%
Other than permanent	479	294	61.38%	619	619	100.00%
Total	5,494	3,147	57.28%	4,888	4,129	84.47%
Workers						
Permanent	1,066	897	84.15%	1,105	1,105	100.00%
Other than permanent	15,356	7,092	46.18%	15,911	9,344	58.73%
Total	16,422	7,989	48.65%	17,016	10,449	61.41%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	5,015	211	4.21%	4,804	95.79%	4,269	0	0%	4,269	100%
Male	4,887	204	4.17%	4,683	95.83%	4,148	0	0%	4,148	100%
Female	128	7	5.47%	121	94.53%	121	0	0%	121	100%
Other than Permanent	479	258	53.86%	221	46.14%	619	0	0%	619	100%
Male	452	241	53.32%	211	46.68%	589	0	0%	589	100.00%
Female	27	17	62.96%	10	37.04%	30	0	0%	30	100.00%
Workers										
Permanent	1,066	0	0.00%	1,066	100.00%	1,105	0	0.00%	1,105	100%
Male	1,064	0	0.00%	1,064	100.00%	1,103	0	0.00%	1,103	100%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100%
Other than Permanent	15,356	12,203	79.47%	3,153	20.53%	15,911	15,159	95.27%	752	4.73%
Male	14,672	11,540	78.65%	3,132	21.35%	15,028	14,373	95.64%	655	4.36%
Female	684	663	96.93%	21	3.07%	883	786	89.01%	97	10.99%



3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	27,00,000	1	32,00,000
Key Managerial Personnel *	5	18,25,62,222	0	0
Employees other than BoD and KMP	5,339	4,90,314	155	5,24,637
Workers **	1,064	5,12,049	2	2,86,031

* MD and EDs are also considered as KMP.

** We have considered Permanent workers only

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages paid by the entity *	4.06%	3.41%

* Contractual Female worker salary also considered.

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.

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

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

	FY 2025-26			FY 2024-25		
	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

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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.



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- iii. A well-defined Vigil Mechanism, which encourages employees and stakeholders to report any concerns related to human rights violations, ethical misconduct, or other grievances. Complaints can be raised through designated email addresses and contact points made available by the company. The policy can be accessed here at the link [Vigil Mechanism Policy](#)
- iv. An independent Whistle blower Officer, appointed by the Audit Committee, is responsible for reviewing and addressing concerns raised through the Whistle blower Mechanism. The policy can be accessed 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 and.

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 also taken care by our business partners.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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:

- 1) **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 25-26. However, we intend to conduct Human Rights Due Diligence, which involve the followings:

- a) Identification and assessment of human rights risks.
- b) 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.



3. 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. Our manufacturing plants and office spaces are assessed and modified to ensure they are accessible for differently abled visitors. This includes the installation of ramps, barrier free pathways and other accessibility features, wherever possible, to facilitate safe and convenient movements for all visitors.

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	6.06%
Discrimination at workplace	6.06%
Child Labour	6.06%
Forced Labour/Involuntary Labour	6.06%
Wages	6.06%

* Calculated only on Upstream Value Chain Partners.

5. 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

1. Details of total energy consumption (GJ) and energy intensity: ♣️ ✓

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	4,53,040.18	3,05,047.32
Total fuel consumption (B)		-
Energy consumption through other sources (C)		-
Total energy consumed from renewable sources (A+B+C)	4,53,040.18	3,05,047.32
From non-renewable sources		
Total electricity consumption (D)	11,04,894.64	11,08,261.59
Total fuel consumption (E)	2,85,192.28	2,73,178.34
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)	13,90,086.92	13,81,439.93
Total energy consumed (A+B+C+D+E+F)	18,43,127.10	16,86,487.25
Energy intensity per rupee of turnover (Total energy consumed, GJ / Revenue from operations)	0.000016	0.000016
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / USD Million (PPD Adjusted Revenue))	334.20	333.57
Energy intensity in terms of physical output (GJ/Production MT)	2.39	2.46

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.

2. 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.



3. Provide details of the following disclosures related to water.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres) *		
(i) Surface water	4,17,618.45	3,77,462.60 ^
(ii) Groundwater	5,95,484.55	6,03,782.20
(iii) Third party water	2,63,844.74	2,64,482.95 ^
(iv) Seawater / desalinated water	0	0
(v) Others	0	2,403.20
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,76,947.74	12,48,130.95
Total volume of water consumption (in kilolitres)	11,24,837.09	10,87,912.40
Water intensity per rupee of turnover (Total water consumption, KL / Revenue from operations)	0.000010	0.000010
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Million USD (PPP adjusted turnover))	203.96	215.18
Water intensity in terms of physical output (KL/MT Production)	1.46	1.59

* Water provided to contractors for expansion of projects not included.

^ (Figures Restated)

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

Parameter	FY 2025-26	FY 2024-25
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)	21,380.69 *	64,219.81 *
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	21,380.69	64,219.81

* The current reported figure under water discharge is the one used for CSR activity. 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.

5. 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 2025-26	FY 2024-25
NOx	Tonnes	42.09	47.00
SOx	Tonnes	2.78	3.12
Particulate matter (PM)	Tonnes	3.22	3.54
Persistent organic pollutants (POP)	–	–	–
Volatile organic compounds (VOC)	–	–	–
Hazardous air pollutants (HAP)	–	–	–
Others – please specify	–	–	–

*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  

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19,983.24	18,976.48
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,17,909.78	2,23,807.27
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / INR of turnover	0.0000021	0.0000023
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent / Million USD (PPP adjusted turnover)	43.14	48.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent / MT production	0.308	0.354
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:

- 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.
- We have substituted fossil fuels with PNG/LPG in some of our manufacturing activities.
- We closely monitor the energy performance of our energy-intensive units. Already 20 of our facilities and 1 PPD Fab Unit 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
- We have demonstrated a strong commitment to solar energy by significantly expanding our own solar capacity. As of FY 26, we have scaled up our solar capacity to 43.30 MWp. This means that we are now able to generate solar power at this capacity. However, we have set a target to further increase our solar capacity to 10 MWp by FY27. This expansion will enable us to harness even more renewable solar energy, reducing our carbon footprint and contributing to a more sustainable future.
- We are proactively boosting the utilization of renewable energy in our units across all plants. We achieved this through the implementation of rooftop 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.



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- f) Company has signed 9 Million hybrid power supply for Tamil Nadu Plants, which will reduce the GHG emission by 6,300 tCO₂e.
- g) During FY 26, our Chennai Hosur and Erode facilities made significant contributions to green energy, accounting for 57%, 91% & 68% 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 FY 26, our efforts resulted in a notable increase in avoided emission levels. Specifically, we reduced emissions of 89,350 tCO₂e during the reporting period FY 25-26 this marks a significant improvement compared to the previous FY 25, wherein we have reduced 61,603 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 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9,131.60	8,026.81
E-waste (B)	21.06	21.97
Bio-medical waste (C)	0.015	0.0075
Construction and demolition waste (D) **	0.00	0.00
Battery waste (E)	11.56	8.73
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G)	295.03	385.15
Other Non-hazardous waste generated (H) *	6,105.68	6,323.34
Total (A+B + C + D + E + F + G + H)	15,564.95	14,766.01
Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000014	0.00000014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Million USD (PPP Adjusted Revenue from operations)	2.82	2.92
Waste intensity in terms of physical output (MT/ Production MT)	0.0202	0.0215
Waste intensity (optional) – the relevant metric may be selected by the entity	–	–
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11.56	8.73
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	11.56	8.73
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	15,553.39	14,757.28
Total	15,553.39	14,757.28

* Other non-hazardous waste contains wooden scrap, metal scrap, cardboard etc. Food waste and landscape waster is not accounted for currently.

** 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 do not have any office or 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:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable. Supreme has not undertaken any projects that require an Environmental Impact Assessment (EIA)					

- 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
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 2025-26	FY 2024-25
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 the entity	–	–
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	–	–
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(ii) Into Groundwater	–	–
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iii) Into Seawater	–	–
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(iv) Sent to third-parties	–	–
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
(v) Others	–	–
- No treatment	–	–
- With treatment – please specify level of treatment	–	–
Total water discharged (in kilolitres)	–	–

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 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The calculations are underway, will be published in the Sustainability Report for FY 25-26	22,59,681.88
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/turnover		0.000022
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ MT of production		3.29

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 limited assured by the independent agency BSI Group India Private Limited. GRI Limited Level of assurance shall be conduct by BSI Group India Private Limited.



3. 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 40.22 MWp Roof top solar power plants at different manufacturing locations across India. 3.08 MWp capacity under WIP.	- Improved renewable energy mix in production facilities. i.e. is contributed 9% of the total energy consumption in FY 26. - Reduction in GHG emissions.
2	Engagement for long term renewable energy PPAs	Signed long term Solar, Wind and Hybrid PPAs at various locations across the India	- Improved renewable energy mix in production facilities. i.e., contributed 20% of the total electricity consumption in FY 26. - Reduction in GHG emissions
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 and cost Reduction - Reduction in GHG Emissions - Reducing dependency on natural resources - Process Optimization
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 FY 26. - Reduction need of new plastic raw material - Minimize environmental impact associated with disposal
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 - Lower dependency on fresh natural water

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

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

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

The core components of the plan:

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



We periodically review the disaster management plan to adapt to emerging risks, regulatory changes, and best practices. Training sessions and mock drills are conducted across all locations to keep our employees prepared and responsive.

Through our robust Business Continuity and Disaster Management framework, Supreme ensures operational resilience, minimizes disruptions, and upholds the safety and well-being of our employees, customers, and stakeholders. **Business Continuity & Disaster Management plan**

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?

In FY 25-26, we have sent the ESG assessment to 462 Nos of our value chain partners through SaaS based platform. Out of which 15 Nos of VCP filled the assessment. We are in process of evaluation the VCPs response.

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

In FY 25-26, we have sent the ESG assessment FY 24-25 questionnaire to our 462 Nos of value chain partners including Upstream or Downstream through SaaS based platform. Out of which 15 Nos of value chain partners filled the assessment questionnaire. This involves creating a structured framework to assess our suppliers' ESG practices. We are targeting to evaluate 80% of our suppliers, based on total spending, on the ESG framework.

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

b. 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 And Gauge Manufacturers Association of India (TAGMA)	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

2. 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

1. 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 Applicable					

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 FY 26, 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

1. 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					

2. 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 R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

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.

We also have internal procedures in place for implementing and monitoring compliance with stakeholder grievance redressal policy.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	6.12%	2.94%
Directly from within India *	65.30%	70.87%

* This percentage does not include the MSME percentage, which is reported separately.



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Our commitment to sustainability is demonstrated by our increased sourcing from small-scale producers and suppliers within India. This year, we sourced 3.18% 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 46.92% 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 2025-26	FY 2024-25
Rural	46.92%	46.44%
Semi-urban	24.57%	25.34%
Urban	9.69%	9.74%
Metropolitan	18.83%	18.48%

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

*Calculation of this KPI includes RBI classification, however for some employees (marketing), cost centre is considered in job creation rather than actual locations

LEADERSHIP INDICATORS

1. 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
Not Applicable	

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

S.No.	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	14,26,224/-

In FY 26, 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 20,941 marking a significant increase from the previous year's tally of 15,105. 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.

3. (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.

4. 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				



5. 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	20,941	Yet to be ascertained
2	Education Program by Supreme Foundation, Jaswantgarh (Rajasthan)	1,14,512	Yet to be ascertained

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 due 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:

	FY 2025-26			FY 2024-25		
	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 reporting 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 reinforce customer trust in the safety and performance of our products.

We prioritize product safety at every stage across the entire 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 promote responsible product



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use, comprehensive guidance materials such as user manuals, brochures, and product packaging are provided. These materials offer clear and concise safe-use instructions, helping customers use our products effectively while minimizing potential risks.

To ensure 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. Through ongoing monitoring, process optimization, and a strong culture of quality, company remain committed to delivering superior products that meet the evolving needs of our customers while adhering to the highest standards of safety, quality, compliance and manufacturing excellence.

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

5. 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.

The Company has a structured framework and approved policies in place to address cyber security and data privacy risks. These policies are designed to safeguard the confidentiality, integrity, and availability of information assets, including personal data and other sensitive business information, in line with applicable legal and regulatory requirements.

Appropriate administrative, technical, and physical controls have been implemented to mitigate cyber security risks. These include defined access controls, information classification, protection of IT, physical assets, and periodic reviews and audits of systems to prevent unauthorized access, data leakage, or misuse of information.

The Company has established protocols to manage data privacy risks associated with third-party engagements. Data shared with vendors, service providers, and business partners is governed through contractual and internal control mechanisms. Employees are sensitized through periodic training and awareness initiatives on information security and data handling responsibilities.

Cyber security and data privacy risks are monitored on a continual basis, considering the evolving threat landscape and changes in regulatory expectations. Controls are reviewed and strengthened periodically to mitigate potential financial, operational, legal, and reputational risks arising from cyber incidents or data breaches.

Through these measures, the Company aims to ensure responsible data management, business continuity, and sustained stakeholder trust.

The policy can be accessed 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 2026 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.

7. 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 2026

b. Percentage of data breaches involving personally identifiable information of customers:

No instances of data breach were reported or observed for FY 2026. 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 available).

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 (wherever 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. This approach helping us to enhance satisfaction, loyalty, and repeat engagement.



INDEPENDENT ASSURANCE OPINION STATEMENT

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

Holds Statement No.: **SRA 820851-3**

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 2025-2026 of The Supreme Industries Limited (TSIL).

Scope

The scope of engagement agreed upon with The Supreme Industries 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 2025 to 31st March 2026 (FY 2025-2026).

- 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 2025-2026 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 2025 to 31st March 2026.

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 14064-1, ISO 14067, ISO 14068-1, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 19-05-2026

For and on behalf of BSI:

Ishan

Ishan Mehrotra, Lead Assurer

Emmanuel Herve, Managing Director,
South & South East Asia (S&SEA)

APPENDIX A

Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
1	GHG Emissions	Total Scope-1 Emissions <i>IPCC, UK Defra, CEA_V21 emission factors used</i>	tCO ₂ e	19983.24	P6-E7
		Total Scope-2 Emissions <i>Market based emission calculations using GHG protocol</i>	tCO ₂ e	217909.78	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO ₂ e) / million USD (PPP adjusted revenue from operations)	43.14	
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (tCO ₂ e) / total product output (tonne) tCO ₂ e/tonne of product output	0.308	
2	Water Footprint	Total water consumption	KL	1124837.09	P6-E3, E4
		Water consumption intensity	KL/million USD (PPP adjusted revenue from operations)	203.96	
		Water consumption intensity	KL/ tonne of product output	1.46	
		Water Discharge by destination and levels of Treatment	KL <i>Refer note-a</i>	21380.69	
3	Energy Footprint	Total Energy Consumed	GJ	1843127	P6-E1
		Percentage of energy consumed from renewables	%	24.58%	
		Energy Intensity	GJ / million USD (PPP adjusted revenue from operations)	334.20	
		Energy Intensity	GJ / tonne of product output	2.39	



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Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR
4	Embracing circularity -details related to waste management by the entity	Plastic waste (A)	MT	9131.60	P6-E9
		E-waste (B)	MT	21.06	
		Bio-medical waste (C)	MT	0.015	
		Construction and demolition waste (D)	MT	Refer note-b	
		Battery waste (E)	MT	11.56	
		Radioactive waste (F)	MT	NA	
		Other Hazardous waste. Please specify, if any. (G)	MT	295.03	
		Other Non-hazardous waste generated (H).	MT	6105.68 <i>Refer note-c</i>	
		Total waste generated ((A+B + C + D + E + F + G + H)	MT	15564.95	
		Waste intensity	MT/million USD (PPP adjusted revenue from operations)	2.82	
		Waste intensity	MT/tonne of product output	0.0202	
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT recycled	11.56	
			Intensity (recycled/total generated)	0.0007	
		For each category of waste generated, total waste disposed by nature of disposal method – other disposal options	MT	15553.39	
Intensity (other disposal option/total generated)	0.99				
5	Enhancing Employee Wellbeing and Safety	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	0.06% <i>Refer note-d</i>	P3- E1(C) P3- E11
		Details of safety related incidents for employees and workers (including contract-workforce)	Safety Incidents: Permanent Disability	0	
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees – 0.16 Workers – 0.31 <i>Refer note-e</i>	
			No. of fatalities	1	
6	Enabling gender diversity in business	Gross wages paid to females as % of wages paid(permanent, other than permanent- employee and workers)	In % age terms	4.96% (#)	P5-E3(b), E7
		Complaints on POSH (including permanent and other than permanent)	Total Complaints on Sexual Harassment (POSH) reported	Nil	
			Complaints on POSH as a % of female employees/ workers	Nil	
			Complaints on POSH upheld	Nil	
7	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	6.12%	P8-E4,E5
		Directly from within India	In % terms - As % of total purchases by value	65.30% <i>Refer note-f</i>	
		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 – 46.92% Semi-urban – 24.57% Urban – 9.69% Metropolitan – 18.83% <i>Refer note g</i>	



Sr. No.	Attribute	Parameter	Unit of Measurement	Final Value	Cross Reference to BRSR	
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0	P9-E7 P1-E8	
		Number of days of accounts payable	Days	39 <i>Refer note h</i>		
		Purchases from trading houses as % of total purchases		1.17% <i>Refer note i</i>		
		Number of trading houses where purchases are made from		2406		
9	Openness of business	Concentration of purchases and sales done with trading houses, dealers/ distributors	Purchases from top 10 trading houses as percentage of total purchases from trading houses	26.23%	P1-E9	
			Sales to dealers / distributors as % of total sales	81.73%		
			Number of dealers / distributors to whom sales are made	7045		
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	20.17%		
			Share of RPTs (as respective %age) in	Purchases with related parties / Total Purchases	1.60%	
			Sales to related parties / Total Sales	1.77%		
			Loans & advances given to related parties / Total loans & advances	0		
			Investments in related parties / Total Investments made	36.40%		

- a- The current reported figure under water discharge is the one used for CSR activity. Other discharge which is reported as nil 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 wellbeing expenses.
- e- LTIFR does not include minor injuries compared to last year.
- f- This percentage does not include the MSME percentage which is reported separately.
- g- For employees (marketing), their cost centre is considered in job creation identification.
- h- Accounts payable includes trade payable as per financial statement and also includes payable under other financial liability (payable towards property, plant and equipment)
- i- Trading house identification may be improved, currently as per nature of transactions within the system, numbers have reduced from previous year comparison.
- # Organization may look into improving internal controls and establish improved practices for data collection, compilation for KPIs such as MSME, Job creation, trading house and gross wages to females.

** 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.

PPP rate for India is ₹ 20.34 and same can be accessed at: [PPP reference link](#)

APPENDIX B : List of locations included in the assurance boundary

In current reporting period (FY 25-26), below was the assessment boundary:

- 1- 35 manufacturing plants
- 2- 32 Depots
- 3- 9 fabrication units
- 4- 20 offices