

Ref. No.SH/13/2024.
22nd May, 2024

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, 2024.

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 2023-24, which forms part of the Annual Report for the financial year 2023-24.

Please take the same on record.

Thanking Your
Yours Faithfully
For The Supreme Industries Ltd.


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





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	2023-2024
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 Cr
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Shri R.J. Saboo, VP (Corporate Affairs) & Company Secretary Tel: 022-62570000, 62570025 Address: 612, Raheja Chambers, Nariman Point, Mumbai-400021
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 assurance provider	Not applicable for FY 2024
15.	Type of assurance obtained	Not applicable for FY 2024

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	The Supreme Industries Limited manufactures a wide range of plastic products such as piping systems, moulded furniture, composite cylinders, storage and material handling crates, automotive components, cross laminated films, protective packaging, and more	98.24%
2	Trading & Others	Trading and other misc. business income	1.76%

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	98.24%
2	Trading & Others	461	1.76%

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	29	20	49
International	0	1	1

* In addition to above, there are 7 Fabrication Units and 32 Depots.





19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States including UTs)	35
International (No. of Countries)	62

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 62 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 of US \$ 24.29 Million was made during the year 2023-24. The contribution of Exports as a percentage to total turnover is about 2%.

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:

1. 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.
2. 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.
3. 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.
4. 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.
5. Consumer Goods Industry: The company also caters to the consumer goods industry by supplying products such as storage solutions, utility items, and home improvement products.
6. 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)	3,864	3,762	97.36%	102	2.64%
2.	Other than Permanent (E)	557	527	94.61%	30	5.39%
3.	Total employees (D + E)	4,421	4,289	97.01%	132	2.99%
WORKERS						
4.	Permanent (F)	1,144	1,142	99.83%	2	0.17%
5.	Other than Permanent (G)	13,502	12,776	94.62%	726	5.38%
6.	Total workers (F + G)	14,646	13,918	95.03%	728	4.97%

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	100.00%	0	0.00%
2.	Other than Permanent (E)	1	1	100.00%	0	0.00%
3.	Total differently abled employees (D + E)	5	5	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	4	4	100.00%	0	0.00%





21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10.00%
Key Management Personnel*	3	0	0.00%

*MD is one of the member of KMPs

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.81%	9.57%	14.66%	11.80%	0.21%	12.01%	13.46%	0.51%	13.97%
Permanent Workers	3.87%	0.00%	3.86%	2.34%	0.00%	2.34%	3.56%	0.00%	3.56%

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	100.00%	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 Rs.): 10,251.98 Crores
(iii) Net worth (in Rs.): 4,498.50 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 2023-24			FY 2022-23		
		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	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes	61	1	Satisfactory redressal done for shareholder's grievance / complaints	37	0	Satisfactory redressal done for shareholder's grievance / complaints
Employees and workers	Yes	0	0	No grievance received	0	0	No grievance received
Customers	Yes	175	0	Related to process & quality issue	162	4	Regarding manufacturing, packaging, installation & quality. 100% Pending complaints are resolved for previous year
Value Chain Partners	Yes	22	0	General Complaints	0	0	No grievance received





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. 	<ul style="list-style-type: none"> We intend to conduct a climate risk assessment to identify and assess potential risks and opportunities. 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)
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 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 50001:2018 EnMS across all energy intensive plants of Supreme. • We have committed to 1.5 °C Net Zero Science Based Target initiative (SBTi) • We are in the phase of developing our near-term decarbonisation strategy. • We have developed a 3 years ESG Roadmap. • Increasing renewable energy mix in our total energy consumption. • Transitioning to use of clean fuels i.e. LPG/ PNG. 	<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. • Implementing emissions reduction measures and transitioning to low carbon technologies can involve significant investments in the short-term





S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Conservation	Opportunity	<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. <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. 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. 	<ul style="list-style-type: none"> Installation of water flowmeters to ensure effective water balance monitoring. Conducted exhaustive audits across all Supreme sites. Installation of Rainwater Harvesting infrastructure for feasible Supreme sites. Installation of water efficient plumbing fixtures We adopted zero wastewater discharge practices. We intend to conduct a comprehensive water risk assessment to identify potential risks and vulnerabilities. We adopted water management plan that outlines strategies for mitigating risks, such as diversifying water sources, implementing water monitoring systems, and establishing contingency plans for water shortages or disruptions. 	<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 nonadherence 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)
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. 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	Opportunity	<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. 		<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.
7	Product Quality & Safety	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> Emphasizing product quality and safety allows a us to differentiate our offerings in the market. Delivering high-quality and safe products enhances customer satisfaction and builds trust. 		<p>Positive:</p> <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





S. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Occupational Health & Safety	Risk	<p>Risks:</p> <ul style="list-style-type: none"> Factors such as unsafe working conditions, inadequate safety measures, lack of training, or noncompliance with safety regulations can increase the risk of accidents. Excessive workloads, long hours, unrealistic deadlines, lack of work-life balance, or poor management practices can contribute to work-related stress, leading to mental health issues and decreased productivity 	<ul style="list-style-type: none"> We have implemented robust safety policies and procedures. e.g., We have developed an organization-wide Health, Safety & Environment (HSE) policy to ensure a safe and healthy working environment across all plants and offices. This policy includes clear instructions and safety protocols for all employees and workers to follow, preventing damage to life and property. We provide proper training to employees and conduct regular risk assessments, maintaining a safe working environment, promoting a culture of safety. 	<p>Negative:</p> <ul style="list-style-type: none"> In the event of workplace accidents or health-related issues, medical expenses can include immediate medical treatment, hospitalization costs, rehabilitation services, and ongoing healthcare for injured or affected employees. Injured or sick employees may require time off for recovery, resulting in decreased efficiency and increased workloads for other employees. This can impact overall productivity and potentially lead to missed business opportunities.
9	Employee Wellbeing	Opportunity	<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.





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) by FY2024-25 	<ul style="list-style-type: none"> Company plans to conduct LCAs for piping product Company plans to conduct Product Life Cycle Assessment for 10 of its products by 2025 	<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 800 Lac electricity units from RE sources by 2025 Consume 115 lac units from RE sources in 2 of our plants Reduce Water consumption intensity from 3.36 KL / MT to 1.5 KL / MT by FY 2026-27 	<ul style="list-style-type: none"> Zero adverse orders from regulatory authorities for anti-competitive conduct 	<ul style="list-style-type: none"> 3% procurement from MSMEs by year 2025 	<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. 72% of Employees & permanent 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 majority of the piping products like PVC Pipes & fittings, CPVC pipes & fittings & HDPE pipes, Roto Tank contributing 65% to the overall revenue in FY2023-24 Completed Product Life Cycle Assessment for 5 piping products & 1 roto moulding tank in FY2023-24. LCA for 4 additional products will be completed in next year FY 2024-25. 	<ul style="list-style-type: none"> Zero fatalities for employee were reported during FY2023-24 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 FY2023-24 Zero Complaints received from communities in FY2023-24 	<ul style="list-style-type: none"> No complaints on human right related issue in FY2023-24 	<ul style="list-style-type: none"> Consumed 538 Lakhs kWh Renewable Electricity in FY 24 i.e. 21% more compared to FY2022-23 Consumed 93.90 Lac Units from RE sources in 2 of our plants. The consumption decreased by 15% compared to FY2022-23 due to low generation of wind power Water consumption intensity reduced from 1.88 KL/MT to 1.70 KL/MT by ~10% in FY2023-24 as compared to FY2022-23. 	<ul style="list-style-type: none"> No adverse orders from regulatory authorities for anti-competitive conduct 	<ul style="list-style-type: none"> 1.60% procurement from MSMEs in the year FY2023-24 i.e. ~19% more compared to FY2022-23 	<ul style="list-style-type: none"> No data privacy breach cases of customer reported during FY2023-24

Governance, leadership, and oversight

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

As a Managing director of Supreme, I am proud to present our latest Business Responsibility And Sustainability Report, a testament to our unwavering commitment to ESG principles and our readiness to combat climate change. At Supreme, sustainability is not just a buzzword; it's the cornerstone of our business ethos.

We understand that true success lies in balancing economic prosperity with environmental and social responsibility. In FY24, we have gone the extra mile to disclose the BRSR core parameters, showcasing our commitment to comprehensive reporting. We have committed to a Net Zero – Science Based Target Initiative (SBTi) and are about to finalize our strategy. In line with our long-term commitment to sustainability, we are actively procuring renewable energy. Our progress is evident, with 538 Lacs kWh of energy consumed through renewable sources. This not only reduces our carbon footprint but also contributes to a more sustainable energy ecosystem. As part of our environmental stewardship, we are working to reduce our emissions and water intensity.

We have prioritized initiatives like training our employees and workers on NGRBC principles, ensuring that sustainability is ingrained in our organizational culture. In this edition of our report, we have delved deep into all ESG parameters, reflecting our dedication to transparency and accountability. Being in the manufacturing of plastic business, we understand the criticality of conducting Product Life Cycle Assessments (LCA). We have completed LCAs for our piping products contributing a significant proportion to our overall revenue and are committed to analysing the rest of our offerings. This enables us to identify areas for improvement and make informed decisions to minimize our environmental footprint. Recognizing the importance of collaboration in achieving sustainability goals, we have plans to extend ESG training to our value chain partners. By empowering them with knowledge and tools, we aim to create a ripple effect of positive change throughout our supply chain. I'm pleased to report that we achieved zero fatalities during the reporting period, underscoring our commitment to protecting our employees and communities. We have meticulously examined 100% of our sites to ensure compliance with safety standards.

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

At Supreme, sustainability is not just a goal; it's our way of doing business. We remain committed to driving positive change, both within our organization and in the broader community. Together, we can build a more sustainable future for generations to come.





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. M.P. Taparia Managing Director DIN: - 00112461								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details	Yes, Supreme has a Business Responsibility and Sustainable Development Committee (BRSD Committee) which comprises of Mr. M.P. Taparia (Managing Director) as Chairman, Shri P.C. Somani (CFO), Shri R.J. Saboo (VP - Corp. Affairs & Company Secretary), Shri Vasudev Sharma (Senior GM - Energy and Environment) and Shri Saurov Ghosh (CHRO) 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 (BRSD 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 INDICATOR

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	100.00%
Key Managerial Personnel	1	9 Principles of BRSR, Corporate Governance, SEBI Regulations, Environmental & Safety matters	100.00%
Employees other than BoD and KMPs	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	58.88%
Workers	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	35.47%





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

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 has implemented an anti-bribery and anti-corruption policy that aligns with Supreme's Code of Conduct and other existing policies that govern integrity. The policy reflects Supreme's strong commitment to maintaining a zero-tolerance approach towards bribery and corrupt practices. Its primary objective is to promote ethical decision-making and good governance throughout the organization. By emphasizing transparency in all dealings, the policy reinforces Supreme's culture of integrity. The anti-bribery and anti-corruption policy applies to all relevant stakeholders and individuals associated with Supreme, including those acting on behalf of the company. It outlines the expected responsible conduct that must be always adhered to. By implementing and upholding this policy, Supreme strives to ensure that all business activities are conducted in an ethical and transparent manner, fostering trust, and upholding the highest standards of integrity.

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 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

No complaints received pertaining to conflict of interest of the Directors & KMPs in FY 2023 – 24 or FY 2022 – 2023.

	FY 2023-24		FY 2022-23	
	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.

There were no cases of corruption or conflicts of interest which required action by regulators / law enforcement agencies / judicial institutions

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	49	42





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:

Supreme's sales are primarily driven by dealers and distributors, allowing it to reach a wider market and scale its business operations. This indicates that the company's distribution strategy is effective in tapping into a larger customer base through these intermediaries.

Further, related party transactions (RPTs) make up only a small portion of Supreme's total transactions. This reduced dependency on related parties suggests that the company has a lower risk of conflicts of interest or fraudulent activities, since related party transactions can sometimes lead to unfair advantages or improper dealings.

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.04%	0.04%
	b. Number of trading houses where purchases are made from	24	24
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	0.04%	0.04%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	75.95%	77.16%
	b. Number of dealers / distributors to whom sales are made	5,348	4,623
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/ distributors	20.49%	18.48%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	2.07%	2.28%
	b. Sales (Sales to related parties / Total Sales)	0.69%	0.69%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	0.00%	0.00%

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 plans to conduct programs for value chain partners from FY25 onwards.

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, we have processes in place to avoid/ manage conflict of interests involving members of the Board.

The company's structure consists of two layers: the Board of Directors and the Committees of the Board at the highest level, and the Management Team at the operational level. The Board sets the overall corporate objectives and provides guidance and autonomy to the Management Team to achieve these objectives within a defined framework. This professional management approach creates an environment conducive to sustainable business operations and value creation for all stakeholders.

The Board fulfils its fiduciary responsibilities of protecting the interests of the company, operating within the boundaries of the law. The composition and size of the Board are designed to be robust, allowing it to effectively address emerging business development issues and make independent judgments.

Further, the Company has laid down a code of conduct for all Board members and senior management personnel of the Company.

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.

	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Not Applicable
Capex	4.12%	9.10%	<ol style="list-style-type: none"> 1. Installation of Rainwater Harvesting System: Led to increased water conservation, one step ahead towards water stewardship. 2. Installation of flowmeters, piezometer to monitor the water level: Led to accurate measurement and monitoring of water flow rates and groundwater levels, aiming to make improved decisions for improving water efficiency. 3. Commissioning of Roof Top Solar plants: Led to increased mix of renewable mix in the power consumed, thereby reducing the GHG emissions. 4. 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)

Yes, we have established procedures to ensure sustainable sourcing practices recently. The Supreme Industries Limited is dedicated to manufacturing its products responsibly and takes steps to ensure that the procurement process is conducted in an ethical, safe, and environmentally conscious manner.

As a leading company in the manufacturing of plastic products, we recognize the importance of long-term sustainable development for our success, and we value our relationships with suppliers who share our commitment to responsible business practices. In alignment with this commitment, we have developed a Sustainable Procurement Policy that reflects our core values. Policy can be accessed at: [Sustainable Procurement Policy](#). Through this policy, we aim to enhance the sustainability of our operations by:

- a) Adhering to all applicable laws and regulations.
- b) Promoting the highest standards of economic, social, ethical, and environmental practices.
- c) Identifying and moderating the risks associated with our procurement processes.
- d) Communicating the policy to our stakeholders, both internal and external, and raising awareness among our suppliers.

By implementing these measures, we strive to create a sustainable supply chain that aligns with our values and contributes to the overall sustainability goals of the organization.

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

19.91%

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.

The plastic materials are reused 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 at all locations to facilitate the pickup, recycling, reusing, or safe disposal of these materials.

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:

- a) Setting up collection infrastructure: Establishing collection centres, drop-off points, or tie-ups with waste management agencies to ensure convenient and accessible collection of the products and their packaging waste.
- b) Awareness programs: Educate consumers by featuring plastic recycling symbols, also referred to as resin identification codes on our several products. These symbols serve to identify the specific type of plastic resin used in each product, offering guidance on its recyclability.
- c) Tie-ups with waste management agencies: Collaborating with government authorized waste management agencies to handle the collection, transportation, and recycling or disposal of the collected waste in an environmentally responsible manner.
- d) Reporting and compliance: Submitting periodic reports to regulatory authorities, detailing the quantity of waste collected and the measures taken for its proper management.

However, Supreme Industries Limited has taken a proactive step by applying for registration with Extended Producer Responsibility (EPR) to establish waste reduction targets. This initiative reflects Supreme's commitment to take responsibility for the entire lifecycle of their packaging products, encompassing their disposal and recycling processes.

LEADERSHIP INDICATORS

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 FY2024, we carried out Life Cycle Assessments (LCAs) on six of our products, giving us a detailed view of their environmental impact from raw material extraction to the manufacturing of the product. This comprehensive approach has allowed us to pinpoint specific areas where we can reduce our environmental footprint and improve sustainability. By focusing on these insights, we can make more informed decisions that align with our commitment to responsible and eco-friendly practices.

We value the role that LCAs play in assessing our products' environmental performance, and we're committed to implementing this approach across all product lines. As part of our ongoing efforts, we plan to extend LCA studies to four additional products by FY 2025. 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	PVC Pipe	65%	Cradle to Gate	Yes	Detailed reports are provided to customers / suppliers on request
22209	PVC Fitting		Cradle to Gate	Yes	
22209	CPVC Pipe		Cradle to Gate	Yes	
22209	CPVC Fitting		Cradle to Gate	Yes	
22209	HDPE Pipe		Cradle to Gate	Yes	
22208	Roto Tank		Cradle to Gate	Yes	

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 – Life Cycle Assessment study of the products – PVC Pipe, PVC Fitting, CPVC Pipe, CPVC Fitting, HDPE Pipe and Roto Water Tanks.

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, and lower production costs by reintroducing plastic material into the manufacturing cycle.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Recycled In-house Plastic Waste Generation	8.28%	6.08%

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

	FY 2023-24			FY 2022-23		
	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	% of employees covered by										
	Total (A)	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	3,762	3,762	100.00%	3,762	100.00%	0	0.00%	3,762	100.00%	0	0.00%
Female	102	102	100.00%	102	100.00%	102	100.00%	0	0.00%	0	0.00%
Total	3,864	3,864	100.00%	3,864	100.00%	102	2.64%	3,762	97.36%	0	0.00%
OTHER THAN PERMANENT EMPLOYEES											
Male	527	275	52.18%	463	87.86%	0	0.00%	330	62.62%	0	0.00%
Female	30	8	26.67%	19	63.33%	30	100.00%	0	0.00%	0	0.00%
Total	557	283	50.81%	482	86.54%	30	5.39%	330	59.25%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	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	1,142	1,142	100.00%	1,142	100.00%	0	0.00%	431	37.74%	0	0.00%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Total	1,144	1,144	100.00%	1,144	100.00%	2	0.17%	431	37.67%	0	0.00%
OTHER THAN PERMANENT WORKERS											
Male	12,776	5,960	46.65%	5,709	44.68%	0	0.00%	764	5.98%	0	0.00%
Female	726	174	23.97%	354	48.76%	726	100.00%	0	0.00%	0	0.00%
Total	13,502	6,134	45.43%	6,063	44.90%	726	5.38%	764	5.66%	0	0.00%

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.04%	0.03%

2. Details of retirement benefits.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity*	100.00%	35.00%	Yes	100.00%	40.00%	Yes
ESI	45.18%	76.15%	Yes	32.00%	75.00%	Yes
Others-Group Mediclaim	54.82%	23.85%	N.A.	68.00%	25.00%	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.

Yes, all our offices are accessible to accommodate employees and workers with disabilities, following the Rights of Persons with Disabilities Act, 2016. Our manufacturing plants are also tailored to be suitable for differently abled individuals. At Supreme,





we embrace diversity and promote an inclusive workplace where people from various cultures and backgrounds can thrive. We evaluate our premises and install ramps wherever possible to ensure accessibility. We ensure differently abled persons do not face any issues in all Supreme owned plants.

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, We have a policy on equal opportunity and 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.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	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, we have established several mechanisms and committees to address and resolve the grievances of our employees and workers. These include:</p> <ol style="list-style-type: none"> Resolving issues in the presence of the concerned worker, ensuring direct communication and prompt resolution. The Safety Committee team handles grievances that are raised or occur within the company, specifically related to safety concerns. The Working Committee is responsible for addressing and resolving grievances raised at the workplace. A committee of associates is also in place to provide input and assistance in addressing grievances. We have a complaint box located at an easily accessible and visible location within the plant. Employees can submit their grievances into the box. Complaints are regularly reviewed, and appropriate corrective actions are taken based on the feedback received. The Works Committee and Health and Safety Committee have been established to specifically address and redress complaints and grievances from employees and workers. These committees play a vital role in ensuring that grievances are handled effectively and resolved in a timely manner. <p>These mechanisms and committees collectively contribute to a robust grievance resolution process, ensuring that the concerns and grievances of our employees and workers are taken seriously and appropriately addressed. By actively seeking and incorporating employee feedback for workplace improvement, Supreme aims to build trusted relationships with its employees and promote talent management, leading to higher retention rates and a reduction in grievances that require prompt resolution.</p> <p>The above details are also available in our Grievance redressal policy accessible on our website.</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 2023-24			FY 2022-23		
	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	3,864	0	0.00%	3,409	0	0.00%
Male	3,762	0	0.00%	3,302	0	0.00%
Female	102	0	0.00%	107	0	0.00%
Total Permanent Workers	1,144	913	79.81%	1,238	902	72.85%
Male	1,142	913	79.95%	1,236	902	72.97%
Female	2	0	0.00%	2	0	0.00%





8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	4,289	2,557	59.62%	2,761	64.37%	4,072	2,380	58.45%	2,909	71.43%
Female	132	46	34.85%	45	34.09%	148	58	39.19%	55	37.16%
Total	4,421	2,603	58.88%	2,806	63.47%	4,220	2,438	57.77%	2,964	70.24%
WORKERS										
Male	13,918	5,037	36.19%	4,745	34.09%	12,300	8,344	67.84%	7,574	61.58%
Female	728	158	21.70%	116	15.93%	523	461	88.15%	372	71.13%
Total	14,646	5,195	35.47%	4,861	33.19%	12,823	8,805	68.66%	7,946	61.97%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	4,289	4,289	100.00%	4,072	4,072	100.00%
Female	132	132	100.00%	148	148	100.00%
Total	4,421	4,421	100.00%	4,220	4,220	100.00%
WORKERS						
Male	13,918	13,918	100.00%	12,300	12,300	100.00%
Female	728	728	100.00%	523	523	100.00%
Total	14,646	14,646	100.00%	12,823	12,823	100.00%

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, accreditation of ISO 45001 certification for 14 of our plants signifies a major milestone in our commitment to ensuring the safety and health of our workforce. ISO 45001 is an international standard for occupational health and safety management systems, designed to help organizations create safer workplaces by reducing workplace risks and promoting employee well-being. This certification reduces risks to everyone on site, cuts costs, and decreases incidents.

Alongside ISO 45001, we've established a comprehensive Health, Safety & Environment (HSE) policy throughout our organization, ensuring safety and health standards are met across all locations. This policy provides clear instructions and safety protocols for all employees and workers, protecting lives and property, employee training and education, regular safety audits and emergency preparedness.

By implementing ISO 45001 and our comprehensive HSE policy we aim to create a safer, more efficient, and productive workplace. Our commitment to Health & Safety not only protects our employees and assets but also strengthens our reputation as a responsible and safety-conscious 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?

Supreme has effectively integrated HIRA, PTW, and JHA to create a comprehensive approach to identifying hazards, assessing risks, implementing control measures, ensuring compliance, and fostering continuous improvement. This has resulted in a safety-conscious culture, fewer accidents and injuries, better protection for personnel and assets, and improved operational efficiency. Here are the benefits:

1. Risk Management: Supreme manages risks proactively, preventing accidents, injuries, and property damage, leading to better safety performance.
2. Safer Work Environment: By collectively implementing these processes, Supreme has created a safer work environment, reducing the likelihood of incidents.
3. Standardized Procedures: Supreme has established standardized procedures and guidelines for hazardous work, ensuring consistency and clarity, which streamlines processes and reduces the risk of errors.
4. Compliance with Regulations: Supreme complies with safety regulations and legal requirements, operating within prescribed safety standards to avoid penalties and legal consequences.





5. Safety Training: Supreme provides tailored safety training programs addressing specific job hazards, equipping employees with the necessary knowledge and skills for safe and effective task performance.

By implementing HIRA, PTW, and JHA collectively, Supreme has created a robust safety framework that not only addresses hazards and risks but also drives continuous improvement in safety practices and procedures.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, Supreme has implemented a robust system that allows workers to report any risks they encounter at work and to take appropriate measures to ensure their safety. The company provides several direct communication channels between workers and supervisors, enabling them to raise concerns or share criticism about workplace safety.

One of the key elements of this system is the availability of multiple ways for workers to communicate with management about safety-related matters. Supreme has established a dedicated suggestion box where workers can anonymously submit their feedback, concerns, or safety improvement ideas. This gives workers a discreet way to voice their opinions without fear of repercussions.

Additionally, workers can bring up safety issues directly with the Work's Committee or the Health and Safety Committee. These committees are designed to represent workers' interests and focus on maintaining a safe workplace. By involving workers in these committees, Supreme fosters a sense of ownership and collaboration in its safety culture. These various platforms promote open communication and encourage workers to engage in candid discussions about workplace safety. This approach ensures that workers' feedback is not only heard but also acted upon, leading to timely resolutions and continuous improvement of safety practices.

By encouraging active participation from workers in safety-related discussions, Supreme aims to create an environment where safety is a shared responsibility. This open dialogue strengthens the company's commitment to a safe workplace and ensures that all safety concerns are effectively addressed.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	4.94	9.32
	Workers	6.76	9.76
Total recordable work-related injuries	Employees	46	112
	Workers	168	391
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Supreme takes several measures to ensure a safe and healthy working environment for all employees, workers, and other stakeholders such as visitors. These measures, which include but are not limited to, are as follows:

- a) Provision of Personal Protective Equipment (PPE): Supreme ensures that employees and workers have access to appropriate PPE to protect themselves from potential hazards.
- b) Installation of a Complete Fire Hydrant System: Supreme has installed a comprehensive fire hydrant system along with fire extinguishers to effectively address fire-related risks.
- c) Availability of Safe Emergency Assembly Area: A designated emergency assembly area is provided to ensure the safe gathering of individuals during emergencies.
- d) Accessible Utilities: Supreme ensures easy accessibility to utilities such as drinking water facilities and proper sanitary systems, contributing to a hygienic work environment.
- e) Enhanced Physical Security: CCTV cameras are strategically installed to enhance physical security and surveillance within the premises.
- f) Defined Safety and Health SOPs: Supreme has established clear and communicated Standard Operating Procedures (SOPs) related to safety and health, ensuring that employees are aware of and adhere to safety protocols.
- g) Health and Safety Trainings and Mock Drills: Supreme conducts regular health and safety trainings as well as mock drills at all locations to prepare employees and workers for emergency situations and reinforce safety practices.
- h) Regular 5S and Safety Audits: Supreme conducts periodic audits, including 5S (Sort, Set in order, Shine, Standardize, Sustain) and safety audits, to evaluate and improve the overall safety standards within the organization.
- i) Effective Permit to Work (PTW) System: Supreme has implemented a robust PTW system to ensure that hazardous work activities are authorized, monitored, and conducted safely.

By implementing these measures, Supreme aims to create a secure and healthy work environment that prioritizes the well-being and safety of all individuals associated with the organization.





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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

14. Assessments for the year:

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

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

The risks/ concerns identified in ISO 45001, utilizing the Hazard Identification and Risk Assessment (HIRA) process, have been effectively addressed. Corrective actions were implemented after engaging and consulting with both managerial and non-managerial employees and workers. The effectiveness of these corrective actions is regularly monitored to ensure that the risks and concerns have been addressed adequately.

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 checks, and statutory compliance evaluations are conducted during their shortlisting process at Supreme.
- When registering new distributors/ vendors, Supreme verifies their online GST Return filing status.

This helps Supreme ensure that the statutory dues have been deducted and deposited by the value chain partners.

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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
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, Supreme offers transition assistance programs to support employees in managing career changes like retirement or termination. They may also be offered advisory roles based on the management's decision. Additionally, employees receive gratuity or severance pay depending on their tenure with the company.

5. Details on assessment of value chain partners:

Currently, we do not assess our value chain partners on Health & Safety practices and Working Conditions.

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





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.

Currently, we do not evaluate our value chain partners based on the risks or concerns that may arise from their health and safety practices and working conditions. However, we intend to implement an assessment process to evaluate our value chain partners in these areas. This will enable us to consider and address any potential risks or concerns related to health and safety practices and working conditions throughout our value chain.

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.

The stakeholders of the Company include individuals, groups, and entities that are affected by the business operations and projects. Among these stakeholders, there are key stakeholders who hold significant value for the business and have a greater impact on its operations. This group of key stakeholders includes employees, shareholders/investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulators, and government agencies.

The process of identifying these key stakeholders considers input and feedback from various departments within the organization, as well as senior management and the Board. This collaborative approach ensures that a comprehensive assessment is made to identify the stakeholders who hold the most importance and influence in relation to the company's activities. By engaging in this process, Supreme effectively manages its relationships and engage with key stakeholders to meet their expectations and address their concerns.

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

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

LEADERSHIP INDICATOR

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.

Supreme facilitates multiple platforms to encourage ongoing engagement and communication between stakeholders and the Board. These platforms include regular meetings involving the Managing Director (MD), Executive Director (ED), Senior Management, and stakeholders. Through maintaining these channels, Supreme seeks to grasp the needs and expectations of stakeholders across economic, environmental, and social dimensions.





This ongoing interaction enables the company to integrate stakeholder requirements and expectations into its strategies, enhancing overall performance to better serve stakeholders. The Board actively follows up on development initiatives, suggestions, and feedback from individual members, ensuring all perspectives are considered.

Through active engagement and staying updated, Supreme seeks to improve its understanding of stakeholder priorities and concerns, enabling informed decision-making and alignment of operations with stakeholder interests.

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

By actively involving stakeholders in the policy formulation process, Supreme ensures that its policies effectively address key environmental and social issues relevant to its operations. This collaborative approach not only integrates sustainability considerations into the company's practices but also builds positive relationships with stakeholders based on mutual understanding and shared objectives.

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

The Company directly or 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, and contributing towards medical equipment for the treatment of patients. Detailed CSR activities given in Corporate Social Responsibility Report.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATOR

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,864	2,455	63.54%	3,409	2,527	74.13%
Other than permanent	557	481	86.36%	811	538	66.34%
Total Employees	4,421	2,936	66.41%	4,220	3,065	72.63%
Workers						
Permanent	1,144	1,082	94.58%	1,238	1,079	87.16%
Other than permanent	13,502	9,730	72.06%	11,585	6,624	57.18%
Total Workers	14,646	10,812	73.82%	12,823	7,703	60.07%

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

Category	FY 2023-24					FY 2022-23				
	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	3,864	21	0.54%	3,843	99.46%	3,409	17	0.50%	3,392	99.50%
Male	3,762	21	0.56%	3,741	99.44%	3,302	17	0.51%	3,285	99.49%
Female	102	0	0.00%	102	100.00%	107	0	0.00%	107	100.00%
Other than Permanent	557	320	57.45%	237	42.55%	811	522	64.36%	289	35.64%
Male	527	290	55.03%	237	44.97%	770	485	62.99%	285	37.01%
Female	30	30	100.00%	0	0.00%	41	37	90.24%	4	9.76%





Category	FY 2023-24					FY 2022-23				
	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)
Workers										
Permanent	1,144	0	0.00%	1,144	100.00%	1,238	0	0.00%	1,238	100.00%
Male	1,142	0	0.00%	1,142	100.00%	1,236	0	0.00%	1,236	100.00%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100.00%
Other than Permanent	13,502	10,947	81.08%	2,555	18.92%	11,585	7,799	67.32%	3,786	32.68%
Male	12,776	10,251	80.24%	2,525	19.76%	11,064	7,402	66.90%	3,662	33.10%
Female	726	696	95.87%	30	4.13%	521	397	76.20%	124	23.80%

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)	9	28,00,000	1	29,50,000
Key Managerial Personnel *	3	2,95,95,077	0	0
Employees other than BoD and KMP	4,289	4,10,213	132	4,43,788
Workers	13,918	1,42,074	728	1,54,866

* MD is also one of the member of KMP.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages paid by the entity	0.69%	0.57%

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 manager's/ community grievance redressal officers. A dedicated committee is formed to address human rights issues and resolve stakeholder concerns.

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

Supreme has established a robust mechanism to effectively address grievances related to human rights. This mechanism includes various institutional structures such as the Grievances Committee. Any individual who believes that She/he has been discriminated against as per the policy shall bring his/her grievances to HR manager in writing/in person. Supreme will ensure that for any such complaint, a committee will be formed within 48 hours and the grievance is addressed within 96 hours of filing the complaint. Our Stakeholder grievance redressal policy provides details of grievance redressal and escalation mechanism.

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

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

	FY 2023-24			FY 2022-23		
	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 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0





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

Supreme has implemented robust mechanisms to prevent any adverse consequences for the complainant. Initiatives such as the establishment of a works committee and Health and Safety Committee provide the necessary protection and support to the individual filing a complaint. Furthermore, Supreme strictly adheres to a zero-tolerance policy regarding such cases, ensuring that the identity and information of the complainant remain confidential.

Also, our vigil mechanism encourages the complainant to bring any issues pertaining to a human rights violation to the management's attention without fear of retaliation or unfair treatment by reporting at designated e-mail addresses or contact information. Our Audit Committee has appointed whistle blower officer who is responsible for review of employee concerns reported through the Whistle Blower mechanism. The Whistle Blower Policy is present on the Company's website and can be assessed at the link: [Vigil Mechanism Policy](#)

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

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

10. Assessments of the year:

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

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.

At Supreme, we are committed to upholding and respecting human rights. We have a dedicated standalone Human Rights Policy that guides our actions and decisions. Our policy aligns with the United Nations Guiding Principles on Business and Human Rights, and we proactively address and resolve issues related to business and human rights. We regularly communicate these principles to our senior management, emphasizing their importance in our operations. Furthermore, we actively promote the adoption of best practices in human rights among our business associates and partners. We believe in continuous learning and strive to incorporate global best practices into our systems and processes.

Additionally, we intend to conduct Human Rights Due Diligence, which will involve the following steps:

- 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.

4. Details on assessment of value chain partners:

The process for formulating a mechanism to assess/evaluate the value chain partners on these factors is underway. We intend to disclose these parameters in coming years.

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

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

Currently, we have not conducted assessments of our value chain partners. However, we plan to assess our value chain partners to identify and address any significant risks or concerns that may arise from these assessments, in the coming future. By conducting thorough evaluations, we can take appropriate corrective actions to mitigate any identified risks and ensure that our value chain partners align with our expectations and standards. This proactive approach will enable us to strengthen our supply chain and promote responsible practices throughout our value chain network.

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

ESSENTIAL INDICATOR

1. Details of total energy consumption (KJ) and energy intensity:

Parameter	FY 2023-24	FY 2022-23*
From renewable sources		
Total electricity consumption (A)	193,453,804,800	160,085,649,600
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	193,453,804,800	160,085,649,600
From non-renewable sources		
Total electricity consumption (D)	1,166,860,982,951	966,375,082,458
Total fuel consumption (E)	819,747,172,904	668,644,063,858
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,986,608,155,854	1,635,019,146,316
Total energy consumed (A+B+C+D+E+F)	2,180,061,960,654	1,795,104,795,916
Energy intensity per rupee of turnover (Total energy consumed, KJ / Revenue from operations)	21.26	19.34
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	486.54	442.43
Energy intensity in terms of physical output (KJ/MT)	3,357,500	3,524,886

*Figures restated

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

No, we haven't conducted any independent assessments, evaluations or assurance checks yet, but we intend to start doing it from next year.

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 2023-24	FY 2022-23*
Water withdrawal by source (in kilolitres)		
(i) Surface water	13,576	11,300
(ii) Groundwater	549,459	447,300
(iii) Third party water	605,901	499,189
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,168,936	957,789
Total volume of water consumption (in kilolitres)	1,103,564	957,789
Water intensity per rupee of turnover (Total water consumption, KL / Revenue from operations)	0.000011	0.000010
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000246	0.000236
Water intensity in terms of physical output (KL/MT)	1.70	1.88

*Restated figures

**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.**

An independent water audit was carried out by M/s CII and M/s TUV India for 5 of our manufacturing facilities located in Kanpur, Jadcherla, Jalgaon-I, Gadegaon and Kharagpur.

4. Provide the following details related to water discharged

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

**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

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

Supreme Industries has established a sustainable water management system, utilizing treated water from its Sewage Treatment Plants (STP) for green area development and flushing within the plant premises. This recycling approach prevents water discharge outside the plant boundaries and promotes efficient water resource management and strengthening Supreme's water stewardship.





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

Parameter	Please specify unit	FY 2023-24	FY 2022-23*
NOx	Tonnes	54.55	49.65
SOx	Tonnes	3.63	3.30
Particulate matter (PM)	Tonnes	0.34	3.30
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

*Previous year's figure was expressed in concentration. The Pollutants are shown by specific weight as per 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, we haven't conducted any independent assessments, evaluations or assurance checks yet, but, we intend to start doing from next year.

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

Parameter	Unit	FY 2023-24	FY 2022-23*
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	18,257	13,897
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	232,076	180,390
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	0.0000024	0.0000021
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 / PPP adjusted INR turnover	0.0000559	0.0000479
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent / MT of production	0.386	0.382
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*Restated Figures

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

No, we haven't conducted any independent assessments, evaluations or assurance checks yet, but we intend to start doing from next year.

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 our manufacturing activities.
- We have upgraded our HT power infrastructure from mixed consumer to express feeder at our Khopoli Talegaon, Urse and Kanpur facilities to optimise DG Run Hours.
- We closely monitor the energy performance of our energy-intensive units. Already 15 of our facilities have been certified with ISO-50001:2018 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 24, we have scaled up our solar capacity to 34 MWp. This means that we are now able to generate solar power at that capacity. However, our ambition does not stop there, we have set a target to further increase our solar capacity to 42 MWp by FY25. This expansion will enable us to harness even more renewable solar energy, reducing our carbon footprint and contributing to a more sustainable future.





- f) We are proactively boosting the utilization of renewable energy in our units across all plants. We achieved this through the implementation of roof-top solar installations and by procuring clean energy through Power Purchase Agreements (PPAs) for wind and solar projects at various locations throughout India. These efforts enable us to reduce our dependence on non-renewable energy sources and contribute to a more sustainable energy ecosystem.
- g) During FY24, our Chennai and Hosur facilities made significant contributions to green energy, accounting for 85% and 57% 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 FY24, our efforts resulted in a notable increase in avoided emission levels. Specifically, we reduced emissions of 38,476 tCO₂e (metric tons of carbon dioxide equivalent) during this period. This marks a significant improvement compared to the previous FY23, where we reduced 29,883 tCO₂e (re-stated) 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.
- i) In our efforts to enhance the renewable energy mix in our power consumption, we have engaged in long-term Power Purchase Agreements (PPAs) for solar power, wind power, and hybrid power at various locations. These agreements play a crucial role in increasing the proportion of renewable energy sources utilized in our operations. By partnering with renewable energy providers, we are able to secure a significant and sustainable supply of clean energy, furthering our commitment to reducing our environmental impact and promoting a greener energy ecosystem.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	59,302	33,605
E-waste (B)	6	6
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	21	11
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	118	2,224
Other Non-hazardous waste generated (H).	6,019	3,598
Total (A+B + C + D + E + F + G + H)	65,465	39,444
Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000065	0.00000042
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00001481	0.00000972
Waste intensity in terms of physical output (MT/MT)	0.10	0.08
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	54,205	31,286
(ii) Re-used	5	372
(iii) Other recovery operations	0	0
Total	54,210	31,658
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	11,255	7,786
Total	11,255	7,786

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

No, we haven't conducted any independent assessments, evaluations or assurance checks yet, but we intend to start doing from next year.





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.

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 2023-24	FY 2022-23
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.

No, we haven't conducted any independent assessments, evaluations or assurance checks yet, but we intend to start doing from next year.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The calculations are underway, will be published in the Sustainability Report for FY 23-24	1,549,579
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/turnover		0.000017
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent/ MT of production		3.04

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

No, we haven't conducted any independent assessments, evaluations or assurance checks yet, but we intend to start doing from next year.

3. With respect to the ecologically sensitive areas reported at Question 10 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 forests, national park/sanctuaries, seacoast, and ecologically sensitive elements. It is outside the buffer zone of any such sensitive areas.





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 34 MWp Roof top solar power plants at different manufacturing locations across India	- Improved renewable energy mix in production facilities. i.e., contributed ~9 % of the total energy consumption in FY 2023-24. - GHG emissions reduction.
2	Engagement for long term renewable energy PPAs	Signed long term Solar, Wind and Hybrid PPAs at various locations across the India	- Improved renewable energy mix in production facilities. i.e., contributed ~6 % of the total electricity consumption in FY 2023-24. - GHG emissions reduction.
3	Installation of energy efficient equipment	Installation of energy efficient machinery - Injection moulding, extruders & Utility equipment such as chiller, compressor, vacuum pump, water pumps	- Energy Consumption Reduction - GHG Emissions Reduction
4	In-house recycling of plastic waste generated	Plastic waste generated from the end trimmings and other manufacturing processes is grinded and converted into plastic granules, making them ready for reusing as a raw material	- Recycled 8.28% of the total waste generated by value in FY24. - Improved material efficiency
5	Maintaining no liquid discharge	After recycling of water from Supreme's Sewage Treatment Plants (STP), the treated water is utilized for green area development within the plant premises and for flushing purposes after undergoing tertiary treatment ensuring a no liquid discharge.	- Improved water efficiency

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

Yes, Supreme Industries has implemented a robust business continuity and disaster management plan. The purpose of this plan is to allow for Continuity of Business Operations at all facilities of The Supreme Industries Limited in the event of an emergency. The plan provides adequate information on preventing and limiting the consequence of incidents and handling the emergency. These procedures are aimed primarily at serving as guidance for the Emergency Response Teams at plant level who are responsible for managing the employees to safety during times of crisis.

The plan provides details of ERT, emergency responsibilities, emergency communication, emergency preparedness, business continuity process, safety procedures, mock drill. The plan also provides details on climate risk mitigation strategy and emergency actions for hazards such as fire, earthquake, flood, and cyclones.

This plan is designed to ensure the prevention and mitigation of incidents, as well as the effective handling of emergency situations. By having this plan in place, we aim to minimize the impact of emergencies and swiftly respond to any crisis that may occur.

We are committed to maintaining a safe and secure working environment for our employees and stakeholders, and our business continuity and disaster management plan plays a crucial role in achieving this goal. Regular drills, training sessions, and updates to the plan are conducted to ensure its effectiveness and readiness in the face of any emergency.

Link: [Business Continuity & Disaster Management plan](#)

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

We recognize the importance of identifying key environmental issues that may have a significant adverse impact throughout our value chain. As part of our commitment to sustainable practices, we are currently in the process of conducting an assessment to identify these key issues.

This assessment involves a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, product use, and disposal. We are evaluating various aspects such as energy consumption, greenhouse gas emissions, water usage, waste generation, and pollution.

By identifying these key environmental issues, we aim to prioritize and address them effectively. This will enable us to develop targeted strategies and initiatives to mitigate the adverse environmental impacts throughout our value chain. We are committed to implementing sustainable practices and minimizing our environmental footprint. Through this assessment, we will gain valuable insights into the areas where we can make the most significant improvements and take appropriate actions. We are dedicated to continuous improvement and will work closely with our stakeholders to ensure that our environmental efforts align with their expectations and contribute to a more sustainable future.





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

We are in the process of integrating Environmental, Social, and Governance (ESG) key performance indicators into the evaluation of our value chain partners. This involves creating a structured framework to assess our suppliers' ESG practices. We target to evaluate 80% of our suppliers, based on total spending, on the ESG framework from next year onwards.

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

By embedding ESG considerations into our value chain, we aim to foster relationships with partners who share our values. This not only helps us build a more sustainable business model but also contributes to a broader positive impact on the environment and society.

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

ESSENTIAL INDICATOR

1. a. Number of affiliations with trade and industry chambers/ associations.

10

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	Plastindia Foundation (PIF)	National
2	Organisation of Plastic Processors of India (OPPI)	National
3	Confederation of Indian Industries (CII)	National
4	Automotive Component manufacturers Association of India (ACMA)	National
5	Indian Plastic Federation (IPF)	National
6	Indian Institute of Packaging (IIP)	National
7	Tool & Gauge Mfgs. Association of India (TGMA)	National
8	Federation of Indian Export Organisation (FIEO)	National
9	Bureau of Indian standards (BIS)	National
10	Deccan Chamber of Commerce, Industries and Agriculture, Pune (DCCIA)	National

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 actively engages and maintains regular interactions with various government bodies, regulators, and legislative entities. Recognizing its responsibilities within the democratic setup and constitutional framework, Supreme operates in compliance with applicable laws and regulations. We have not advocated any public policy in FY 2023-24.

As a leading manufacturer of plastic products in India, Supreme actively participates in chambers and associations. The company ensures that its public communications and disclosures align with the Code of Conduct and principles outlined in the relevant regulatory framework.

Supreme adopts a constructive approach in policy and regulatory matters, prioritizing consensus, cooperation, compliance, persuasion, and meaningful discussions over conflicts. The company believes that policy advocacy should serve the broader public good and avoids advocating for policy changes that solely benefit itself or a select few in a partisan manner. Company is having policy on Responsible Advocacy with Public and Regulatory Bodies, 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 INDICATOR

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.

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

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

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

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 2023-24	FY 2022-23*
Directly sourced from MSMEs/ small producers	1.60%	1.36%
Directly from within India	72.81%	69.20%

*FY23 figures updated on account of extended coverage of input materials to all type of inputs procurement (i.e. goods, raw materials, services etc.), which was earlier reported for Raw Materials only.

Our commitment to sustainability is demonstrated by our increased sourcing from small-scale producers and suppliers within India. This year, we sourced 0.24% 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.

Further, we sourced 72% of our procurement from Indian suppliers, an increase of 3% compared to last year. This demonstrates our ongoing efforts to reduce environmental impact while fostering local partnerships. This indicates our focus on creating a more robust and sustainable supply chain.

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 ~44% 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 2023-24	FY 2022-23
Rural	44.06%	45.57%
Semi-urban	22.55%	19.75%
Urban	8.46%	8.82%
Metropolitan	24.93%	25.86%

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





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	1,011,043

In FY24, 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 11,835, marking a significant increase from the previous year's tally of 8,950. 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 Girl's Health Education Program	11,835	Yet to be ascertained
2	Education program by Supreme Foundation, Jaswantgarh (Rajasthan)	110,462	Yet to be ascertained
3	Construction of Public Community Toilets	Not ascertained	Not ascertained

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

ESSENTIAL INDICATOR

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

We at Supreme Industries have developed a comprehensive system to handle customer complaints efficiently. We value our customers' feedback and take their concerns seriously. When we receive a complaint, it undergoes a thorough analysis and resolution process.

Our Regional Marketing Officers play a key role in managing complaints. They gather and document complaints, then pass them to the relevant product marketing head for action. For quality issues, the Production Team works with the Quality Department to analyze complaints and implement corrective measures.





We keep a customer complaint register for transparency and accountability, updating it regularly once actions are completed. Customers can reach us through various channels, including a toll-free number and our website.

We strive to address customer complaints promptly and effectively, with the goal of continuously improving our products and services. Our commitment to customer satisfaction is reflected in our proactive approach to resolving issues and maintaining open lines of communication 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	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

	FY 2023-24			FY 2022-23		
	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	49	0	Related to products and Bills, all these have been resolved

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

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

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

Throughout our value chain, we employ robust quality control tools and processes to minimize the occurrence of product recalls. In the event of any issues, we conduct thorough investigations to identify the root cause, whether it be a manufacturing problem or a design flaw. This allows us to address the issue effectively and implement corrective measures to prevent similar occurrences in the future. Our commitment to quality control is an ongoing endeavor, and we continuously evaluate and improve our practices to ensure the highest level of product quality and customer satisfaction.

	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.

Yes, we at Supreme, prioritize data privacy and cyber security as critical aspects of our operations. We have implemented comprehensive policies and procedures to safeguard customer data and ensure its confidentiality.

Our technical infrastructure and physical asset management practices are designed to meet industry standards and regulatory requirements for data protection. We recognize the importance of maintaining the integrity and security of sensitive information, and we have measures in place to prevent data loss, abuse, or unauthorized disclosure to third parties, including competitors and business partners.

We understand that any compromise of data privacy or cyber security can have significant repercussions for our business, both financially and legally. We remain vigilant in safeguarding sensitive information and upholding the highest standards of information security throughout our operations.

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 2024 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 2023-24

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

No instances of data breach were reported or observed for FY 2023-24. 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

Information about how to use our products and their applications is easily accessible through various channels, including our product catalogue, website, and mobile app.

To ensure that our Piping Systems are used correctly, we organize live demonstrations at our knowledge Centre, tailored for plumbers, architects, and distributors to learn the proper installation and usage procedures.

For our furniture products, we supply Assembly Instruction Manuals for Knock Down furniture that requires self-assembly. These manuals provide a step-by-step guide to ensure safe and proper usage of the furniture. Additionally, we offer on-site visits to demonstrate specific safety protocols.

This personalized approach allows us to address any concerns and provide hands-on guidance to customers, ensuring they understand and follow the recommended safety practices. By providing comprehensive information, conducting live demonstrations, and offering personalized assistance, we aim to ensure that our customers have a clear understanding of how to use our products safely and effectively. Our commitment to customer satisfaction and safety remains a top priority.

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

We regularly communicate with our customers to provide updates and information about our products and services. While our offerings aren't essential services, we recognize the importance of keeping customers informed about any changes that may affect their experience.

Using various channels like newsletters, email updates, social media, and our website, we ensure customers have access to the latest information about our products, including new features, enhancements, or service changes. Our goal is to offer clear and transparent communication to keep customers well-informed and engaged.

By staying in touch with our customer base, we address any questions, concerns, or inquiries they may have, and we value their feedback as it helps us improve and refine our products and services. Our commitment to communication and customer engagement is an integral part of our business philosophy, enabling us to build strong and lasting relationships 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)

Yes, the company ensures that it complies with all relevant laws regarding providing necessary information about our products. We recognize the importance of giving customers comprehensive information so they can make informed decisions about what we offer.

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

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

