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2023-2024

**SUSTAINABILITY
REPORT**

Supreme[®]
People who know plastics best



**DRIVING CHANGE FOR A
SUSTAINABLE TOMORROW**

THE SUPREME INDUSTRIES LIMITED

Driving change for a sustainable tomorrow

In a world that is evolving at an unprecedented pace, the urgency for sustainability has never been more critical. As we face the challenges of climate change, depleting resources, and social inequality, the call for decisive action is imperative.

At the heart of The Supreme Industries Limited's sustainability efforts lies an unwavering commitment to enact positive change. We believe that by leading the way, we can inspire others to follow our pathway. Through innovation, collaboration and unwavering determination, we are developing a culture that drives continuous improvement. Our teams are dedicated to finding creative solutions to complex challenges to amplify the impact of climate change. We are teaming up with likeminded organizations and stakeholders allowing us to share knowledge, leverage resources and tackle systemic issues that demand collective action.

As we envision the future, we are filled with optimism and determination. The challenges ahead are significant, but we are confident that by driving change and shaping a sustainable tomorrow, we can build a better world for all. Together, let's chart a course towards a future that is **sustainable, prosperous and resilient**.



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List of abbreviations

- **ADF** - Abiotic Depletion Factor
- **BRSR** - Business Responsibility and Sustainability Reporting
- **BRSD Committee** - Business Responsibility and Sustainable Development Committee
- **BOD** - Board of Directors
- **CFO** - Chief Financial Officer
- **CAPEX** - Capital Expenditure
- **CFC** - Chlorofluorocarbon
- **CNG** - Compressed Natural Gas
- **CO₂** - Carbon Dioxide
- **CPVC** - Chlorinated Polyvinyl Chloride
- **CPCB** - Central Pollution Control Board
- **CSR** - Corporate Social Responsibility
- **DG** - Diesel Generator
- **EPR** - Extended Producer Responsibility
- **ETP** - Effluent Treatment Plant
- **FY** - Financial Year
- **GST** - Goods & Service Tax
- **GHG** - Greenhouse Gas
- **GRI** - Global Reporting Initiative
- **GWP** - Global Warming Potential
- **HDPE** - High-Density Polyethylene
- **HFC** - Hydrofluorocarbon
- **ICT** - Information and Communication Technology
- **IUCN** - International Union for Conservation of Nature
- **ISO** - International Organization for Standardization
- **KL/MT** - Kiloliters per Metric Ton
- **KMP** - Key Managerial Person
- **LCA** - Life Cycle Assessment
- **LHV** - Lower Heating Value
- **LPG** - Liquefied Petroleum Gas
- **MJ** - Mega Joules
- **MT** - Metric Ton
- **MSME** - Micro, Small, and Medium Enterprises
- **NGRBC** - National Guidelines on Responsible Business Conduct
- **NO_x** - Nitrogen Oxides
- **OHSAS** - Occupational Health and Safety Assessment Series
- **ODP** - Ozone Depletion Potential
- **ODS** - Ozone Depleting Substances
- **PFC** - Perfluorocarbon
- **PPA** - Power Purchase Agreement
- **PNG** - Piped Natural Gas
- **PVC** - Polyvinyl Chloride
- **PWM** - Plastic Waste Management
- **SBTi** - Science-Based Targets Initiative
- **SDG** - Sustainable Development Goal
- **SEBI** - Securities and Exchange Board of India
- **SO₂** - Sulfur Dioxide
- **SO_x** - Sulfur Oxides
- **SOP** - Standard Operating Procedure
- **STP** - Sewage Treatment Plant
- **TJ** - Tera Joules



About the report

Welcome to The Supreme Industries Limited's Sustainability Report for FY24. "Driving Change for a Sustainable Tomorrow" marks the second edition of our sustainability reporting journey. Within this report, we present our sustainability framework, our key material concerns, share our strategic approach, and outline various initiatives undertaken regarding Environmental, Social, and Governance (ESG) matters. Additionally, we shed light on our strategies for addressing significant sustainability challenges our business encounters. This report has been crafted with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, focusing on the material aspects of sustainability most relevant to our business. Furthermore, it aligns with the Business Responsibility and Sustainability Reporting (BRSR) core requirements of the Securities and Exchange Board of India (SEBI), showcasing our contributions to the diverse objectives outlined in the United Nations Sustainable Development Goals (SDGs).

Covering the period from 1 April 2023 to 31 March 2024 (FY 24), this report presents our annual disclosures completely aligning with our financial reporting. This report encompasses qualitative and quantitative information on the performance of The Supreme Industries Limited on a standalone basis only. However, the audited financial statement includes the Subsidiaries and Associates of the entity.

Further, this report encompasses the environmental, social, and governance indicators of The Supreme Industries Limited only. We have included 100% of our revenue-generating operations for FY 24, covering our 29 plants, 7 Fabrication units, 32 depots, and 21 office spaces (India & UAE) which we consider as our significant locations of operation. The Business responsibility & sustainability committee believes that The Supreme's Sustainability Report for FY 2023-24 addresses all material topics relevant to the Company, providing insight into our approach and processes to address the needs of stakeholders and create long-term value. The committee acknowledges the content of the report, developed under the guidance of senior management.

This report contains forward-looking statements reflecting Supreme's views on future events and performance. These statements are based on reasonable assumptions and past performance but involve a variety of risks and uncertainties. They include statements other than historical facts, covering performance highlights, objectives, approaches, and mitigation plans. Such statements are subject to change based on industry developments, market conditions, government regulations, laws, and other incidental factors. Consequently, no forward-looking statement can be guaranteed, and actual results may vary materially, potentially impacting on the Company's operations and performance. The reported data has not undergone independent third-party assurance. We eagerly await feedback and recommendations from stakeholders, which can be directed to the email ID - investor@supreme.co.in to Mr. R. J. Saboo, Vice President (Corporate Affairs) & Company Secretary, to enhance and refine our ESG efforts.




SUSTAINABLE DEVELOPMENT GOALS



Key ESG highlights




5%
reduction in
Energy Intensity
from FY23 levels



21%
increase in
Renewable energy
consumption
compared to FY23



10%
reduction in
Water Intensity
from FY23 levels




38,476 tCO₂e
Emissions
avoided in FY24



100%
Performance &
Career development
reviews in FY24



100%
plants and offices
that were
assessed in FY24



74%
Workers trained
on Human Rights
in FY24



1.22
Lakhs of
CSR beneficiaries
in FY24



100%
BODs & KMPs
trained on ESG
aspects in FY24



ZERO
Cases reported on
Anti Bribery & Anti
Corruption in FY24

Awards and Accolades



CII 24th National Award for Excellence in Energy Management 2023 presented to Jadcherla, Kanpur and Malanpur PVC Units



MP PVC Unit receives the SEEM (Society of Energy Engineers and Managers) Gold Award 2022 for outstanding efforts in enhancing energy efficiency



Recipient of the Sustainability Champion Award, recognizing our ongoing dedication to sustainability & advancement in the utilization of renewable energy sources.



Global Sustainability Leadership Award 2023 held at LE MERIDIAN LLE Mauritius

Message from the Executive Director

“At Supreme, sustainability is not just a goal; it is 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”



I am pleased to present the second addition of the Sustainability report FY 23-24, which reflects our unwavering dedication to ESG (Environmental, Social, and Governance) principles and our proactive stance against climate change. At Supreme, sustainability is not just a corporate term—it is the cornerstone of our business philosophy.

We firmly believe that true success is defined by balancing economic prosperity with environmental stewardship and social responsibility. In FY24, we have elevated our sustainability practices by aligning with GRI (Global Reporting Initiative) standards, reaffirming our commitment to comprehensive and transparent reporting. Our pledge to the Net Zero – Science Based Target Initiative (SBTi) is a significant milestone, and we are working out our strategies to achieve the same.

One of the cornerstones of our sustainability journey is our commitment to scale up the usage of renewable energy, reduction in carbon footprint and focused approach on water conservation initiatives. To address our environmental challenges, we have conducted Product Life Cycle Assessments (LCA) for our piping products, which contribute significantly to our revenue. These assessments provide crucial insights into areas for improvement and enable us to make informed decisions to minimize environmental impact. Moving forward, we shall be conducting LCAs for the rest of our product portfolio as well.

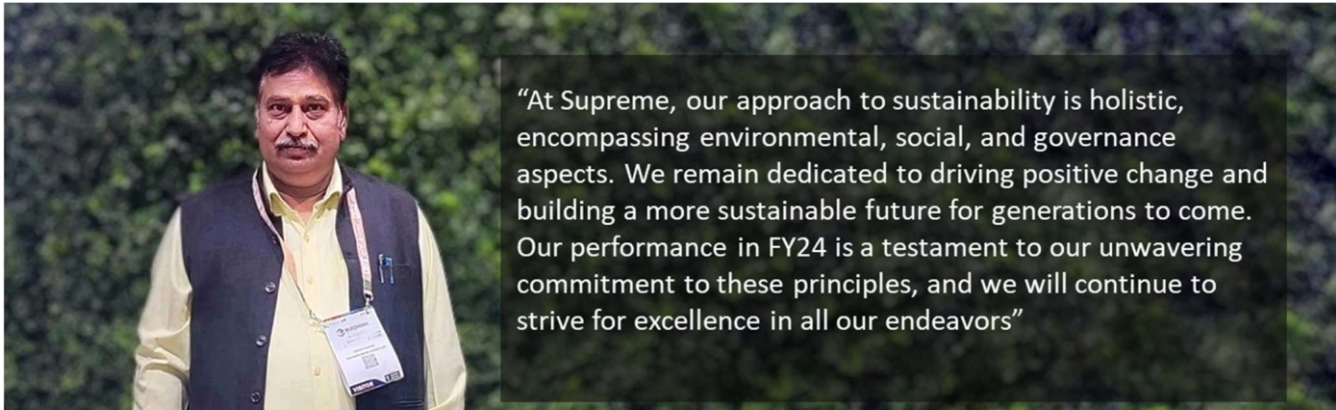
Recognizing the importance of collaboration, we are extending ESG training to our value chain partners. By empowering them with the necessary knowledge and tools, we aim to create a ripple effect of sustainable practices throughout our entire supply chain.

Our Supreme Foundation’s CSR activities continue to play a crucial role in community development, enriching the lives of those around us. Focus areas chosen are education, uplifting of underprivileged community of the society, water, sanitation, healthcare and environment.

In conclusion, this report reflects Supreme’s steadfast commitment to integrate sustainability into every facet of our operations. We believe that by acting today, we are securing a better tomorrow for our next generations to come

S J Taparia – Executive Director

Message from Sustainability Head



I am pleased to present Supreme's Sustainability Report for FY24, a testament to our ongoing commitment to responsible business practices and environmental stewardship. This report reflects the hard work and dedication of our teams in driving sustainability across all dimensions of our operations.

We have successfully integrated Environmental, Social, and Governance (ESG) principles into our core business strategies, resulting in noteworthy advancements in energy efficiency, waste reduction, and community engagement. We are proud to report zero regulatory fines or penalties, showcasing our strong compliance and ethical standards.

The increased participation in our training programs, particularly on the National Guidelines on Responsible Business Conduct (NGRBCs), highlights our commitment to embedding sustainability within our corporate culture. We also remain focused on extending these practices throughout our value chain by engaging our suppliers in these critical programs. Company is committed towards the sustainable future and taken a various Initiative for the sustainable development being a responsible corporate working closely to reduce the GHG Emission by scaling up our renewable energy usages to making a positive impact and contributing to a greener environment.

As the first Indian company in the building product category committed to the Net Zero Science Based Target Initiative (SBTi), we are actively reducing our carbon emissions and increasing our renewable energy usage. Completed Life Cycle Assessments (LCA) for six of our plastic products to enhance their environmental performance i.e. PVC pipe, CPVC Pipe, HDPE Pipe, PVC Fitting, CPVC Fitting and Water tank.

Producing eco-friendly, Green-certified building products not only contribute to minimizing our environmental footprint but also position us as a leader in sustainable manufacturing. Supreme have taken initiative for reduction of water demand by judicious monitoring & awareness campaign. In alignment with Sustainable Development Goal 6, which emphasizes 'Clean Water and Sanitation', and Sustainable Development Goal 12, which focuses on 'Responsible Production and Consumption', we are actively engaged in a water conservation drive.

As we look ahead, we remain dedicated to building on these achievements and continuing our journey toward a more sustainable and resilient future. I extend my sincere thanks to all our employees, partners, and stakeholders for their invaluable contributions to these successes. Thank you for your continued support.

Vasudev Sharma – Sustainability Head

About The Supreme Industries Limited

The Supreme Industries Limited, established in 1942, is one of India's leading plastic processing companies. The Supreme Industries Limited is public limited company incorporated and domiciled in India and has registered office at 612, Raheja Chambers, Nariman Point, Mumbai 400021. It is incorporated under the Indian Companies Act, 1913 and its shares are listed on the Bombay Stock Exchange Limited and National Stock Exchange in India. "Supreme Industries Overseas (FZE)", is incorporated in the UAE and is wholly owned by The Supreme Industries Limited, with a 100% shareholding. The associate, "Supreme Petrochem Limited," is incorporated in India, with The Supreme Industries Limited holding a 30.78%. The company has a strong presence across the country, with 29 advanced manufacturing facilities that enable us to cater to diverse customer needs. Currently, the products are being exported to 62 countries and efforts are being made to reach more countries and new customers in existing countries. Supreme Industries is renowned for its innovative approach and commitment to sustainability, reflected in their extensive range of products and eco-friendly practices. The company prioritizes quality and customer satisfaction, continually adapting to market demands and technological advancements.



Corporate Snapshot

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

India's Largest Plastic Processor

Powered by a robust infrastructure and expertise, Supreme is India's largest plastic manufacturing and processing company.

10000 CR

Annual Turnover

55+

Export Countries

29

Manufacturing Plants

640000+ MT

Products sold

5000+

Distributors

AA+

CRISIL Stable Rating

5500+

Employee Strength

8

Business Verticals

Corporate Values

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



Vision

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

Mission

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



Products & Offerings

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

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

To provide better clarity, the company's four key product groups have been restructured as follows:



Plastics Piping Systems

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



Consumer Products

This category includes furniture sets and related products.



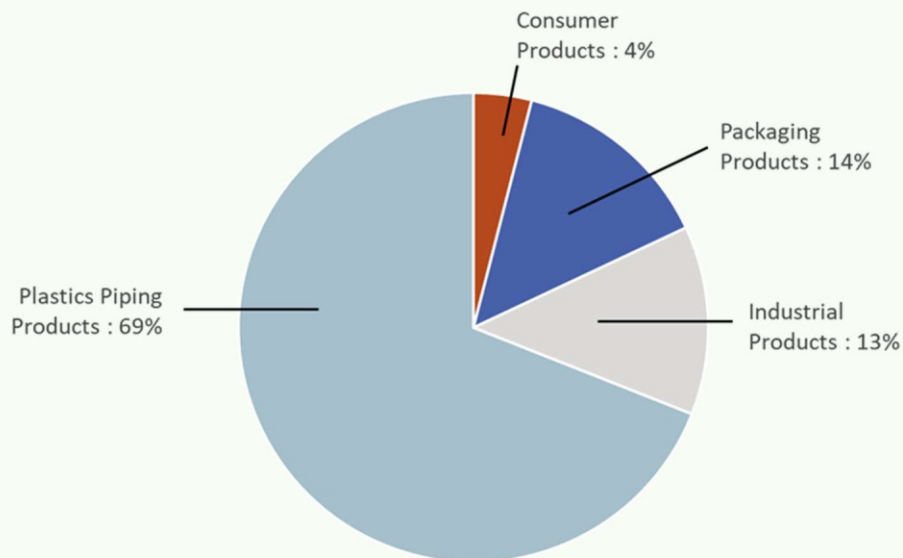
Packaging Products

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



Industrial Products

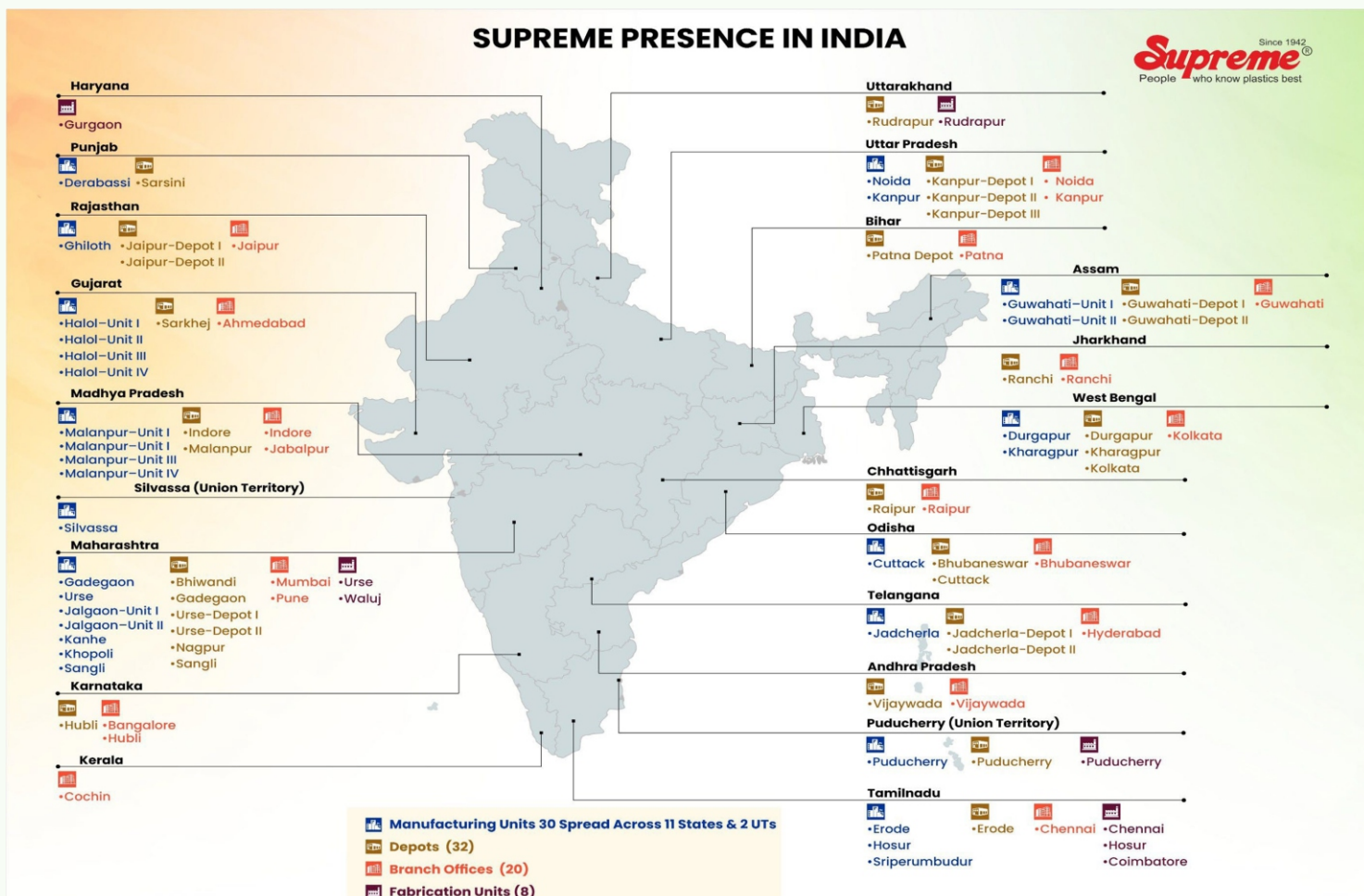
This group covers Industrial Components, Material Handling Systems, Pallets, Roto Molded Crates, Pallets and Garbage Bins, and Composite LPG Cylinders.



Product group wise share in turnover (% of value)

The Supreme Industries Limited – Footprint

The Supreme Industries Limited boasts a substantial operational footprint, with 29 manufacturing plants, 20 offices, and 7 fabrication units distributed across India. Additionally, the company manages 32 depots nationwide to ensure efficient distribution and logistics. Extending its presence internationally, the company also operates an office in Dubai, UAE.



Our ESG Approach

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



Environment 	Social 	Governance 
Emissions Reduction 	Employee Well-being 	Corporate Governance 
Energy Management 	Occupational Health & Safety 	ESG Framework 
Waste Management & Circularity 	Customer Relationship Management 	Business Ethics 
Water Management 	Sustainable Supply Chain 	Risk Management 
Sustainable Product Design 	Corporate Social Responsibility 	

Resilient Governance

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

Sustainable Environment











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







Prosperous Social

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



Our Targets and progress

 Environment	Target for FY 25	Achievement in FY24
 Life Cycle Assessment Study (LCA)	4 Products	6 Products
 Renewable Energy Consumption (RE)	800 Lakhs Kwh	538 Lakhs Kwh
 Water consumption Intensity (KL/MT)	1.62 KL/MT	1.70 KL/MT
 Social	Target for FY 25	Achievement in FY 24
 Employee & Workers Training	100%	72%
 Suppliers Training	80%	
 HSE : Fatalities of Employees	Zero	Zero
 Assessments of Plants & Offices	100%	100%
 Procurement from MSMEs	3%	1.60%

	Governance	Target for FY 25	Achievement in FY24
	Regulatory Compliance	Zero Cases of fines / penalties	Zero Cases of fines / penalties
	Anti-competitive conduct	Zero Adverse orders	Zero Adverse orders
	Cyber security - No of Breaches	Zero	Zero
	Adherence to stakeholder concerns	100%	100%
	Training of Board members	100%	100%

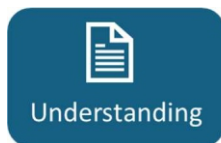


Stakeholder Engagement



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

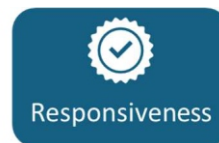
At The Supreme Industries Limited, we firmly believe in fostering a robust foundation of engagement with all stakeholders, rooted through



Understanding



Trust



Responsiveness

Effective stakeholder engagement is not just a checkbox; it's a fundamental principle that guides our approach to sustainable development. By fostering strong, inclusive, and transparent relationships with our stakeholders, we believe that we can create shared value and drive positive impact for both our company and the communities we serve.

Stakeholder Engagement and Inclusiveness Policy

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

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



Stakeholder Relationship Committee:

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



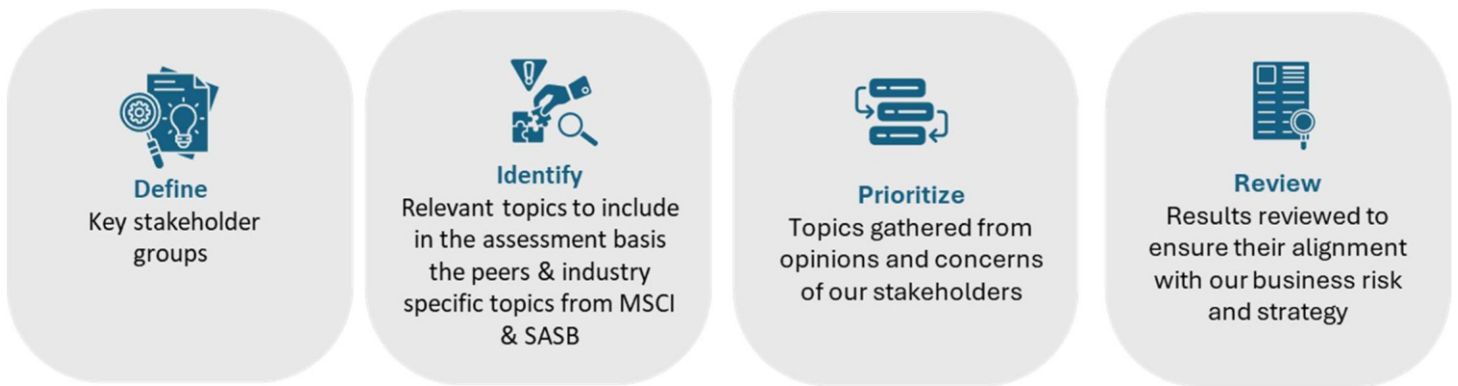
List of Stakeholders and Engagement plan

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

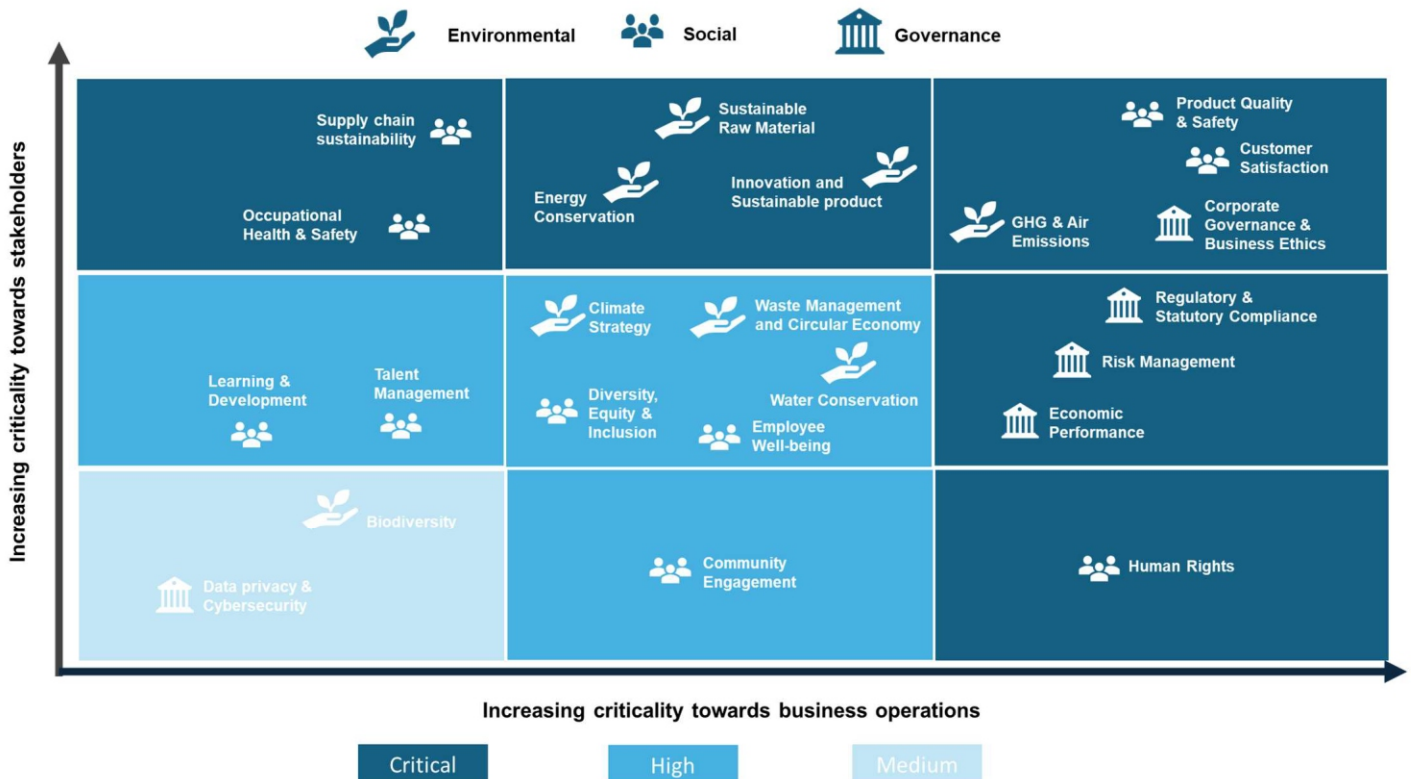
Materiality Assessment












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












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














Material topics








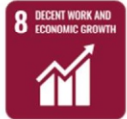




	Environment Material issues	Description	Relevant SDGs
	Biodiversity	<p>Biodiversity and climate crisis are closely connected and reinforce each other. Supreme believes in protecting the flora and fauna and has undertaken measures to maintain harmony with nature in accordance with its Environment Policy</p>	
	Climate Change	<p>Supreme is proactively preparing for climate change impacts on its business, implementing measures to prevent damage from physical and transition risks.</p> <p>A comprehensive disaster management plan is in place to safeguard operations. We also stay updated on climate-related regulations to ensure compliance and manage regulatory risks effectively</p>	
	GHG & Air Emissions	<p>Supreme is dedicated to tackling GHG emissions and emphasizing sustainability to enhance stakeholder relations. Recognizing the importance of environmental responsibility, Supreme aims to meet the expectations of customers, employees, investors, and the community</p>	
	Energy Conservation	<p>Supreme prioritizes judicious energy use, implementing management and efficiency initiatives across plants and offices. Currently, 15 facilities hold ISO-50001 EnMS certification, and 15 facilities are ISO 14001 certified, demonstrating our dedication to effective environment and energy management practices.</p>	
	Water Management	<p>Water is a finite and irreplaceable resource that is fundamental to human well-being and water scarcity is a critical challenge in India as well as globally.</p> <p>At Supreme, we consider water as an important resource and have adopted resilient water management approach that focuses on monitoring, recycling, and reusing water in our daily operations</p>	

 Environment Material issues	Environment Material issues	Description	Relevant SDGs
	Waste Management & Circular Economy	<p>Supreme acknowledges the significance of efficient waste management, facilitating recovery and recycling of materials like plastic to promote the circular economy. We consistently seek ways to improve product recyclability and sustainability.</p>	
	Sustainable Raw Material Sourcing	<p>As stakeholders increasingly prioritize ESG factors, Supreme has made ethical and sustainable sourcing a central corporate objective. Supreme aims to procure and operate transparently, considering economic, social, labor, and environmental aspects. To enforce responsible ESG practices within our supply chain, we have established a Sustainable Procurement Policy that embodies our core values.</p>	
 Social Material issues	Social Material issues	Description	Relevant SDGs
	Innovation & Sustainable Product Design	<p>Supreme is dedicated to manufacturing its products responsibly and takes steps to ensure that our products are environment friendly and sustainable in nature. Our insulation products have been recognized as environmentally friendly and certified by the CII Green Products and Service Council.</p>	
	Occupational Health & Safety	<p>Work-related stress arising from excessive workloads, long hours, unrealistic deadlines, poor work-life balance, and inadequate management practices can significantly impact employees' mental health and productivity.</p> <p>To proactively address these issues, we have implemented an organization-wide Health, Safety & Environment (HSE) policy to foster a safe and healthy working environment throughout its plants and offices. Committed to enhancing occupational health and safety, Supreme has obtained OHSAS 45001 certification for 14 of its plants.</p>	 

	Social Material issues	Description	Relevant SDGs
	Product Quality & Safety	<p>We prioritize customer satisfaction and trust by delivering high-quality and safe products. Our commitment to quality control is continuous, as we evaluate and enhance practices to ensure utmost product safety and reliability.</p>	
	Diversity, Equity & Inclusion	<p>A diverse workplace fosters a wealth of ideas and approaches, benefiting from a broader range of skills, experiences, and perspectives among employees.</p> <p>Supreme values the collective and individual backgrounds, identities, and experiences of its employees, treating everyone equally, regardless of gender, race/caste, religion /beliefs, disability, or marital status.</p> <p>Our commitment to diversity, equity, and inclusion (DEI) goes beyond mere policies, programs, or numbers, creating a truly inclusive and supportive work environment.</p>	  
	Employee Well-being	<p>The COVID-19 pandemic has highlighted the significance of employee well-being on organizational performance and results. Recognizing this, Supreme prioritizes a safe and healthy workplace, offering Group Medical Insurance, Group Personal Accident Insurance, and Annual Health Check-ups as part of their Employee Wellness strategy, addressing the rising need for empathy towards employees.</p>	 
	Learning & Development	<p>A trained workforce is critical to a company's success, as employees who are competent and on top of changing industry standards help the company hold a position as a leader and strong competitor within the industry.</p> <p>Multiple certification courses and workshops are made available to all employees throughout the year along with several other modes of knowledge and capability building</p>	

	Social Material issues	Description	Relevant SDGs
	Talent Management	<p>At Supreme, we acknowledge the importance of skilled professionals and their recruitment, retention, motivation, and training. To manage talent effectively, we have implemented a structured process for select job levels, identifying critical roles, and assessing potential talent to develop a leadership pipeline following the succession planning framework.</p>	
	Human Rights	<p>Supreme values sustainable relationships with stakeholders, acknowledging the importance of respecting human rights. Our dedicated Human Rights Policy, inspired by the United Nations Guiding Principles on Business and Human Rights, guides our actions.</p> <p>Supreme takes proactive measures to address and resolve any issues pertaining to business and human rights, ensuring a commitment to upholding ethical practices and responsible business conduct.</p>	 
	Community Engagement	<p>Supreme is dedicated to managing socio-economic community impacts through various measures, including community engagement, CSR projects, and fostering local workforces.</p> <p>We recognize our responsibility to ensure a positive impact on local businesses, maintain license to operate, and conduct environmental and social impact assessments.</p> <p>To address these aspects, Supreme carries out Social Development Programmes directly and through the Supreme Foundation, established for this purpose. The primary focus areas encompass education, uplifting underprivileged communities, water and sanitation initiatives, healthcare, and environmental initiatives, reflecting our commitment to promoting holistic development and sustainability within the communities it operates.</p>	   

	Social Material issues	Description	Relevant SDGs
	Supply chain sustainability	<p>Supreme actively manages ESG risks in the supply chain, employing a framework for screening, selecting, monitoring, and engaging with suppliers on their environmental and social impacts. We prioritize sustainable procurement, aiming for a transition to a sustainable supply chain and aspiring to adopt circular economy practices while continually enhancing sustainability standards through regular monitoring and audits</p>	
	Customer Satisfaction	<p>We value our customers as vital assets. Any negative experience could lead to customer loss and reputational damage. To maintain customer satisfaction, we prioritize feedback through surveys and open communication. Emphasizing transparency and customer-centricity, we aim to build trust, foster relationships, and meet evolving customer needs.</p>	
	Governance Material issues	Description	Relevant SDGs
	Economic Performance	<p>Amid challenges, Supreme excels in delivering long-term value to stakeholders through wise management and capital allocation strategies. Remaining debt-free and holding a cash surplus of Rs 1178.19 crores as of March '24 further demonstrates the company's commitment to generating positive long-term stakeholder returns.</p>	
	Risk Management	<p>Supreme recognizes the significance of a strong enterprise risk management framework, encompassing risk identification, assessment, response planning, monitoring, and governance.</p> <p>A dedicated Risk Management Committee, along with a systematic approach, enables the company to effectively address ESG and climate change-related risks</p>	



**Governance
Material issues**

Description

**Relevant
SDGs**



**Corporate
Governance
& Business
Ethics**

Supreme Industries Limited upholds strong corporate governance, blending professionalism, growth, and shareholder equity with fairness and ethical principles. We emphasize ethics as a cornerstone, implementing policies and programs that promote ethical behavior, transparency, and accountability. Various committees ensure compliance with the highest standards



**Regulatory &
Statutory
Compliance**

We prioritize staying informed about regulatory changes and strictly adhere to all statutory requirements and financial services best practices to avoid any violations that may lead to legal consequences or damage to our reputation. Ensuring zero non-compliance is paramount through adherence to relevant laws, regulations, and guidelines.



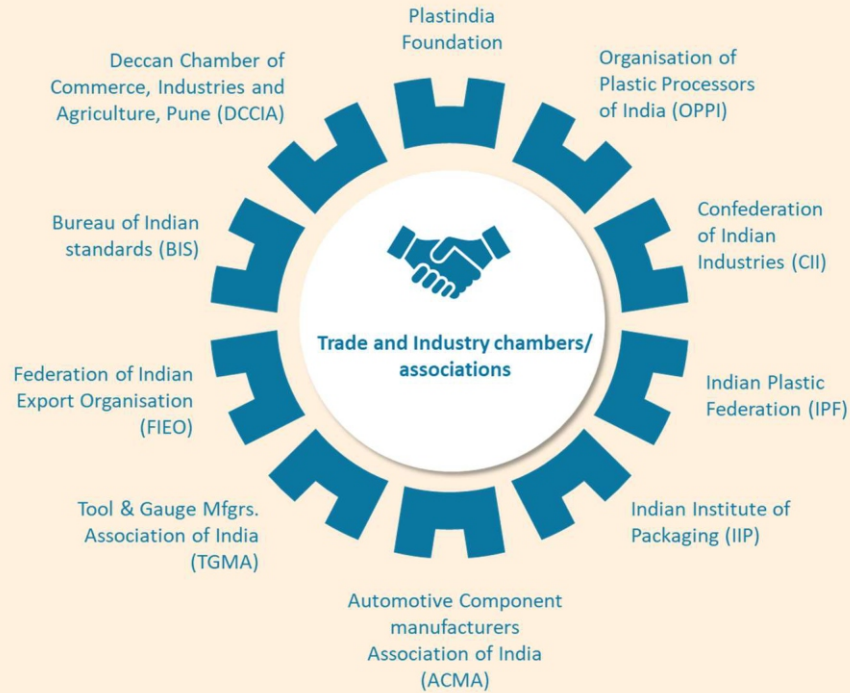
**Data privacy
& Cyber
security**

Supreme recognizes the vital importance of cyber security amid technological advancements. The company implements a comprehensive approach encompassing IT infrastructure, staff training, record keeping, and cooperation with law enforcement to secure customer data. A strong cyber security architecture and resilience framework safeguard data integrity and privacy, while regular sensitization efforts educate employees, customers, and stakeholders about cyber frauds and data privacy.



Membership & Associations

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



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



Our Resilient Governance Structure



Sitting from left to right

Shri R. Kannan
Independent Director

Shri R. M. Pandia
Independent Director

Shri B. L. Taparia
Chairman

Shri Sarthak Behuria
Independent Director

Ms Ameeta Aziz Parpia
Independent Director

Standing from left to right

Shri S. J. Taparia
Executive Director

Shri M. P. Taparia
Managing Director

Shri Vipul Shah
Independent Director

Shri Pulak Prasad
Non Executive Director

Shri V. K. Taparia
Executive Director

SDGs impacted



Material Topics Covered

Corporate Governance & Business Ethics , Regulatory & Statutory Compliance , Risk Management , Economic Performance , Data privacy & Cyber security

Our Resilient Governance Structure

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

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

FY 24 Highlights





Corporate Governance Overview

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

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




The Board Committees

Audit Committee 

Chaired by Independent Director | **3** Members | **100%** Independence

Stakeholder Relationship Committee 

Chaired by Independent Director | **3** Members | **100%** Independence

Nomination & Remuneration Committee 

Chaired by Independent Director | **3** Members | **100%** Independence

Corporate Social Responsibility Committee 

Chaired by Independent Director | **3** Members | **33%** Independence

Risk Management Committee 

Chaired by Managing Director | **5** Members | **60%** Independence

Business Responsibility & Sustainability Committee 

Chaired by Managing Director | **5** Members

Operations Management Committee 

Chaired by Managing Director | **4** Members



The Board of Directors



Name : Shri B. L. Taparia
 Category of Directorship : Promoter / Non-Executive Chairman
 No. of outside Directorship : 3
 No. of Committees Chairpersonship / Membership held including Supreme : -
 Chairperson : -
 Members : -



Name : Shri M P Taparia
 Category of Directorship : Promoter / Managing Director
 No. of outside Directorship : 3
 No. of Committees Chairpersonship / Membership held including Supreme : -
 Chairperson : 1
 Members : 1



Name : Shri S J Taparia
 Category of Directorship : Promoter / Executive Director
 No. of outside Directorship : 3
 No. of Committees Chairpersonship / Membership held including Supreme : -
 Chairperson : -
 Members : 2



Name : Shri V K Taparia
 Category of Directorship : Promoter / Executive Director
 No. of outside Directorship : 2
 No. of Committees Chairpersonship / Membership held including Supreme : -
 Chairperson : -
 Members : -



Name : Shri R Kannan
 Category of Directorship : Independent / Non-Executive Director
 No. of outside Directorship : 1
 No. of Committees Chairpersonship / Membership held including Supreme : -
 Chairperson : 1
 Members : 3



Name :

Shri Rajeev M. Pandia

Category of Directorship :

Independent / Non-Executive Director

No. of outside Directorship

5

No. of Committees Chairpersonship /
Membership held including Supreme

Chairperson : 4

Members : 6



Name :

Ms. Ameeta Parpia

Category of Directorship :

Independent / Non-Executive Director

No. of outside Directorship

5

No. of Committees Chairpersonship /
Membership held including Supreme

Chairperson : 4

Members : 10



Name :

Shri Sarthak Behuria

Category of Directorship :

Independent / Non-Executive Director

No. of outside Directorship

4

No. of Committees Chairpersonship /
Membership held including Supreme

Chairperson : -

Members : 2



Name :

Shri Vipul Shah

Category of Directorship :

Independent / Non-Executive Director

No. of outside Directorship

1

No. of Committees Chairpersonship /
Membership held including Supreme

Chairperson : -

Members : 1



Name :

Shri Pulak Prasad

Category of Directorship :

Non-Executive and Non-Independent Director

No. of outside Directorship

3

No. of Committees Chairpersonship /
Membership held including Supreme

Chairperson : -

Members : 1

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

Table 1: Core Skills, Expertise, And Competencies of the Board Of Directors

Particulars	Detailed List of Core Skills, Expertise and Competencies	Name of Directors									
		Shri B.L. Taparia	Shri M.P. Taparia	Shri S.J. Taparia	Shri V.K. Taparia	Shri R Kannan	Shri R M Pandia	Shri Sarthak Behuria	Ms. Ameeta Parpia	Shri Pulak Prasad	Shri Vipul Shah
Core Skills	Strategic policy formulation and advising	✓	✓	✓	✓		✓	✓		✓	
	Regulatory framework knowledge	✓	✓	✓	✓			✓	✓		
	Financial performance	✓	✓	✓	✓	✓	✓	✓		✓	✓
	Advising on Risk mitigation and Compliance requirements	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Expertise	Knowledge of Petrochemicals	✓	✓	✓	✓	✓	✓	✓			✓
	Commercial acumen	✓	✓	✓	✓	✓	✓	✓			✓
	Able to guide in building the right environment for Human Assets Development	✓	✓	✓	✓		✓	✓	✓		
Competencies	Strategic Leadership	✓	✓	✓	✓		✓	✓			✓
	Execution of policies framed by the Board	✓	✓	✓	✓			✓	✓		
	Identifying the growth areas for expanding the business in India and outside India	✓	✓	✓	✓	✓	✓	✓			✓
	Advising on Business Risks & environment	✓	✓	✓	✓	✓	✓	✓		✓	✓



Performance evaluation of the board

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

Board Diversity

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

Table 2: Breakdown of BODs by Age

Breakdown of BODs by Age	FY 24		
	Male	Female	Total
Below 30 years	-	-	-
30 to 50 years (including 30 and 50)	-	-	-
More than 50 years	9	1	10
Total BODs	9	1	10

Independent Directors:

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

Independent Directors Meeting:

In compliance with the Companies Act, 2013, and Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Independent Directors Meeting was held on 19th January, 2024. The meeting assessed the performance of non-independent directors, the board as a whole, and the chairman, considering feedback from executive and non-executive directors. It also evaluated the quality, quantity, and timeliness of information flow between the management and the board.

Nomination & Remuneration of the Board

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

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

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

Table 3 : Compensation details

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	477.60
Percentage increase in annual total compensation for the organization's highest-paid individual and the median percentage increase in annual total compensation for all employees	25.53%
Percentage increase /(decrease) in the median remuneration of employees in the financial year (2023-2024 vis-à-vis 2022-2023)	(2.09) %

Director Familiarization Programs

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

Table 4: Percentage coverage by training and awareness programmes to BPDs on ESG aspects

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



ESG Governance

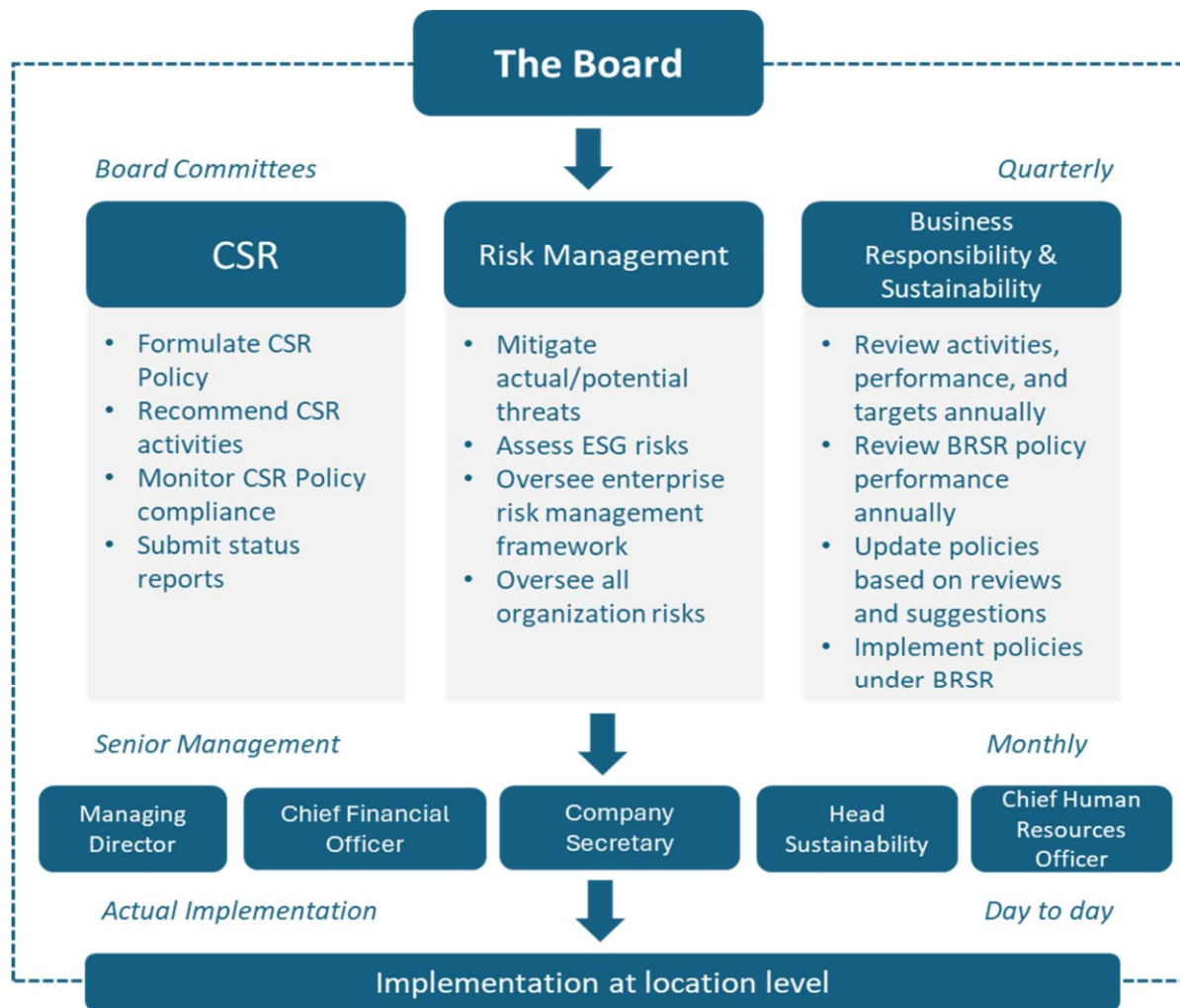
ESG Governance Framework

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



The organization's policies outline commitments to responsible business conduct, demonstrating how these commitments are integrated into its business activities and stakeholder relationships. All the polices are approved within the organization and at the Board level. All the policies are extented to our value chain partners as well, the policies are communicated regularly through various channels, including emials, conference calls, in-person meetings and video conferences. These diverse methods ensure effective and timely communication among all relevant stakeholders. For more detailed information on the policies Visit- <https://www.supreme.co.in/investor>

ESG Governance Structure



The Managing director, Chief Financial Officer, Company Secretary and Senior General Manager - Energy & Environment and Chief Human Resources Officer (CHRO) are a part of the Supreme has a Business Responsibility and Sustainable Development Committee (BRSD Committee). The committee reviews, updates and sets targets on ESG related issues within the organization. The Business Responsibility & Sustainability Report (BRSR) & other sustainability reports are reviewed by this committee to ensure transparency and quality of the sustainability reporting at an organization level. The CSR committee and Risk committee aids the BRSD in developing, approving, and updating the organization’s strategies, policies, and goals related to sustainable development. Furthermore, the management ensures the implementation of these strategies, policies, and goals are carried out at each location level by delegating the responsibility at site level. The BRSD committee meetings are held on annual basis where the discussions, progress monitoring, reviews are done at a board committee level along with senior executives of the organization who are a part of these committees overseeing the sustainable practices of the organization.

Business Ethics

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

Code of Conduct

The Board has established a Code of Conduct for Board Members and Senior Management Personnel of The Supreme Industries Limited. This Code comprehensively outlines the standards of business conduct, ethics, and governance. In accordance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all Board members and Senior Management Personnel have affirmed their compliance with the Code of Conduct for the financial year ending on 31st March 2024. This Code is designed to guide Board Members and Senior Management Personnel on ethical conduct, integrity, and honesty. It provides guidance for recognizing and addressing ethical issues, mechanisms for reporting unethical or dishonest behavior, and aims to cultivate a culture of accountability and integrity. The Company has laid down a code of conduct for all Board members and senior management personnel of the Company. The code of conduct can be accessed at: [Code of Conduct for Members of the Board and Senior Management Personnel](#)



Managing Conflict of Interest

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

the board and relevant stakeholders to assess the situation transparently and take necessary actions to ensure that decisions are made in the best interests of the Company and its shareholders.

Vigil Mechanism Policy

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

Concerns at The Supreme Industries Limited are communicated to the highest governance body through a structured Vigil Mechanism Policy, which allows employees and directors to report issues such as unlawful acts, policy breaches, or unethical behavior, ensuring protection from reprisals. Concerns can be raised with relevant business heads or directly with the Managing Director or Executive Director if senior management is involved. The Audit Committee oversees serious complaints, and whistleblowers can contact the Chairman directly. The policy emphasizes confidentiality and protection, encouraging written submissions via a dedicated email or direct contact with the CFO. Periodic reports are submitted to the Audit Committee, and the CFO, as the Compliance Officer, manages the policy's implementation. Notably, there were zero such concerns reported during FY24.

Whistleblower mechanism

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





Anti-Corruption and Anti-Bribery

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

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

The policy framework includes prohibitions on:

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

Zero
Instances of
Corruption & bribery

Regulatory and Statutory Compliance:

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

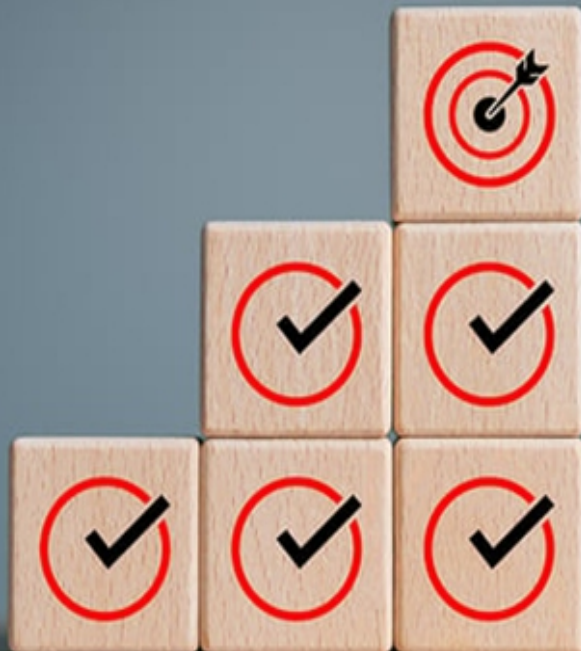
Supreme has fully complied with regulatory requirements in the capital markets, with no penalties or fines imposed during the reporting. There have been no fines, penalties, or actions taken by regulatory agencies such as pollution control boards or courts. Additionally, there have been no instances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

In terms of corrective action, suppliers undergo GST checks, and statutory compliance evaluations are conducted during their shortlisting process at Supreme. When registering new suppliers/vendors, Supreme verifies their online GST Return filing status to ensure that statutory dues have been correctly deducted and deposited by value chain partners.

Zero
instances of non-compliance with laws and regulations

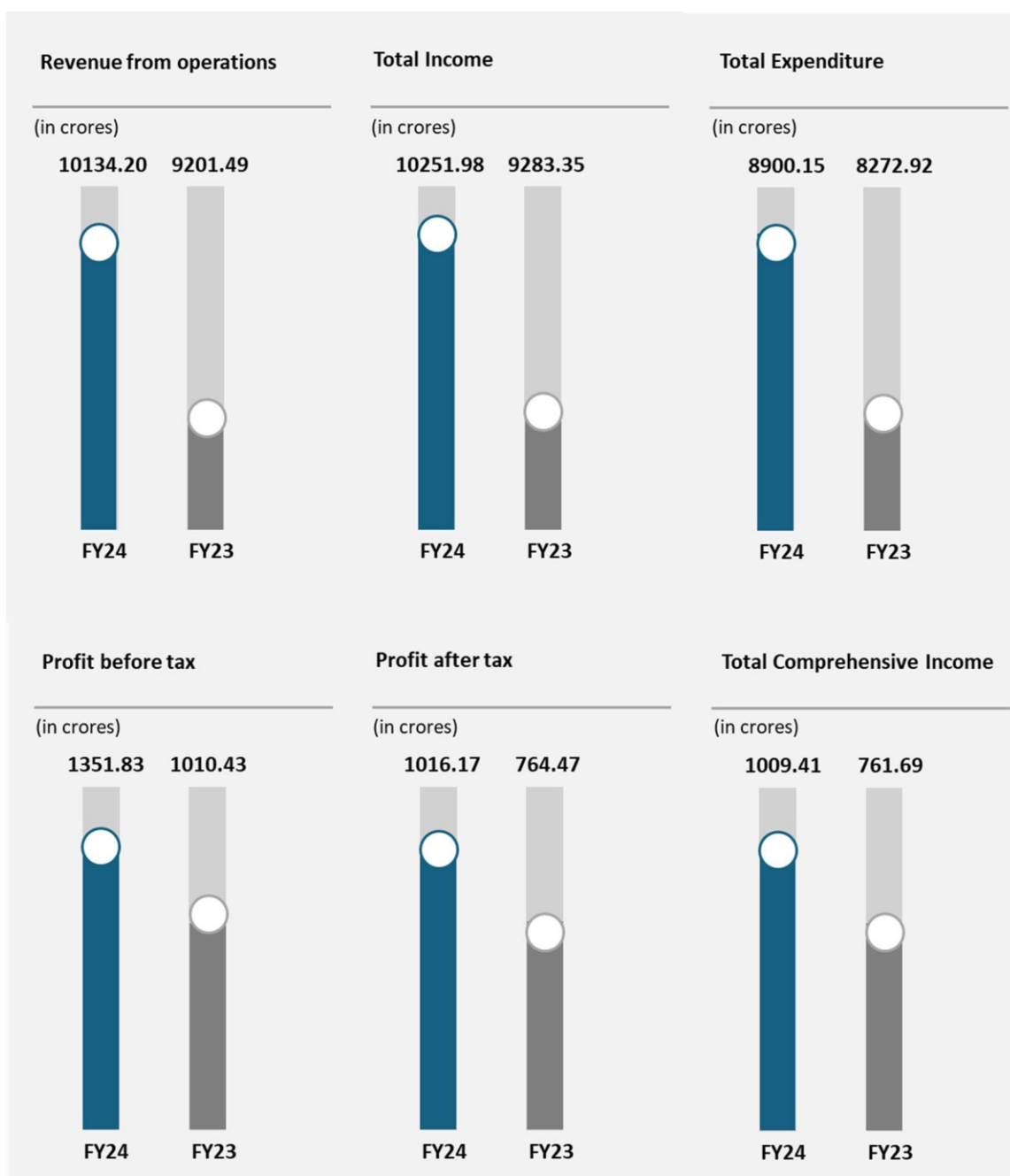
Zero
instances of anti-competitive conduct

No
monetary fines for noncompliance with laws and regulations paid



Financial Performance

The Statement of Profit and Loss for the year ended 31st March 2024 reveals a positive financial performance for the company. Revenue from operations increased significantly by ₹932.71 crores, reaching ₹10,134.20 crores in 2023-2024, compared to ₹9,201.49 crores in the previous year. This growth in revenue is accompanied by an increase in expenditure, with the total expenditure rising to ₹8,900.15 crores from ₹8,272.92 crores. Key components of this expenditure include the cost of materials consumed, which rose to ₹6,759.24 crores, employee benefits expenses at ₹440.90 crores, and other expenses at ₹1,286.37 crores.



Despite the higher expenses, the company's profitability improved markedly. Profit before tax increased to ₹1,351.83 crores from ₹1,010.43 crores, and profit after tax rose to ₹1,016.17 crores from ₹764.47 crores in the previous year. Total comprehensive income for the year stood at ₹1,009.41 crores, up from ₹761.69 crores. This indicates strong financial health and efficient management, as the company managed to achieve substantial profit growth while effectively managing increased costs.

Total monetary value of financial assistance received by the organization from any government

	2023 – 2024	2022 – 2023
Government grants/subsidy	4.67	18.49
Export incentives	6.04	6.33
Interest on income tax refund	11.45	-
Refunds due/balances from/with government authorities	31.48	29.95
Total monetary value	53.64	54.77



During the FY24, The Company has incurred capital expenditure (CAPEX) of INR 541 crores entirely funded from internal accruals. 4.12% of the total CAPEX expenditure was spent on the environmental and social front across the following initiatives:

- Installation of Rainwater Harvesting System: Led to increased water conservation, one step ahead towards water stewardship.
- 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.
- Commissioning of Roof Top Solar plants: Led to increased mix of renewable mix in the power consumed, thereby reducing the GHG emissions.
- Enhancing the wastewater treatment capacity generated by installing additional STPs and ETPs.

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 towards SDG 8, Decent Work and Economic Growth by promoting economic growth, reducing urban migration, and fostering community development in smaller towns and rural areas.

Approach to Tax

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

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

Additionally, the organization offsets tax assets and liabilities where there is a legally enforceable right and an intention to settle on a net basis.

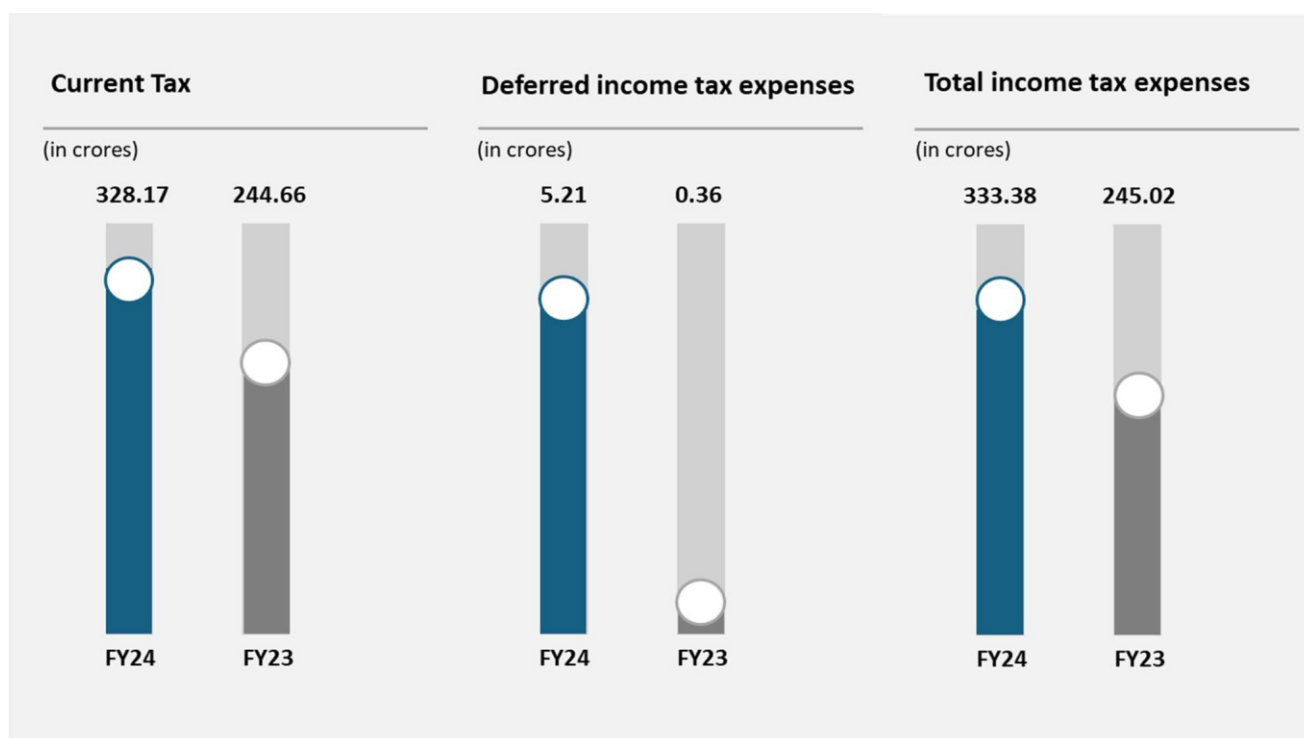


The assurance process for the consolidated financial statements involves auditing in accordance with the Standards on Auditing (SAs) specified under Section 143(10) of the Companies Act, 2013. The auditors maintain independence in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI). Audit evidence is obtained from multiple auditors, including branch auditors. The process includes evaluating internal controls, accounting policies, and the reasonableness of estimates. Auditors assess the appropriateness of the going concern basis of accounting and communicate with those charged with governance about significant findings and deficiencies in internal control. Key audit matters are determined and communicated in the auditor’s report. For additional details, please refer to the “Independent Auditors’ Report on Consolidated Financial Statements” section in FY24 Annual Report.

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

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

Income Taxes



Risk Management

Enhanced Risk Management Approach

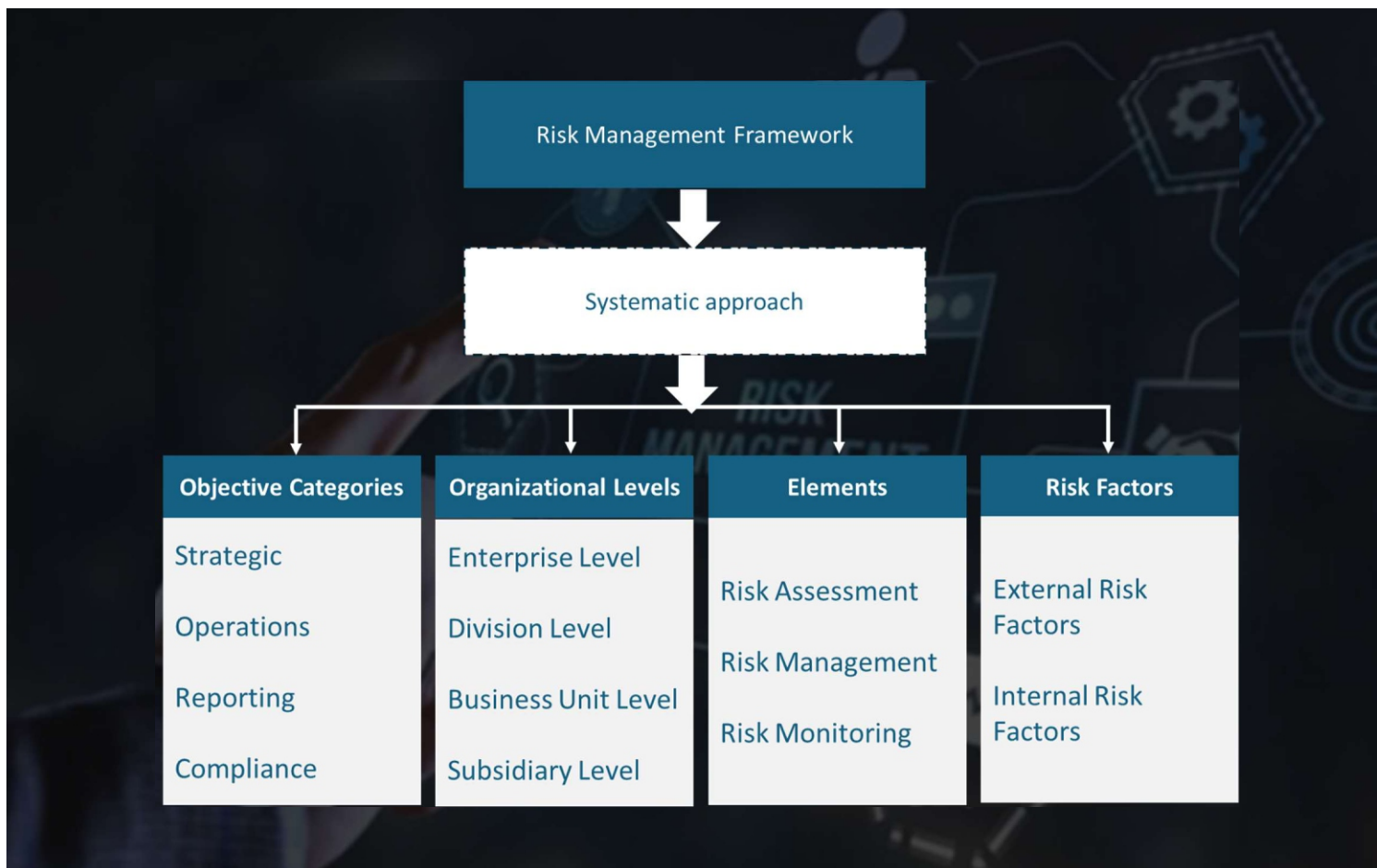
In the current dynamic and competitive business landscape, it is essential to have robust strategies in place to minimize the inherent risks associated with the Company's growth plans. Supreme recognizes key risks and these risks are meticulously evaluated, and appropriate measures are implemented to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

Comprehensive Risk Management Procedure

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

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





Risk Management Committee

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

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

The key risks and mitigating actions are also presented to the Audit Committee of the Company. Significant audit observations and follow-up actions are reported to the Audit Committee, which reviews the adequacy and effectiveness of the Company's internal control environment. The Audit Committee monitors the implementation of audit recommendations, including those related to strengthening Supreme's risk management policies and systems. By taking this proactive stance, Supreme ensures that its risk management efforts are comprehensive, strategic, and integral to its mission of achieving sustainable and responsible growth. For detailed information on identified risks and mitigation plans please refer to Company Annual Report FY 24 Page 44 under Risk Management/ Governance Framework section.

Data Privacy & Cybersecurity

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

Mitigation Strategy:

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

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

Zero
complaints on
breaches of customer
privacy and
losses of data

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

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

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

Our Sustainable Environmental Practices

SDGs impacted



Material Topics Covered

Climate Strategy, Energy Conservation, GHG & Air Emissions, Waste Management & Circular Economy, Water Conservation, Innovation and Sustainable product, Sustainable Raw Material, Biodiversity

Our Sustainable Environmental Practices

FY 24 Highlights

34 MWp

solar capacity

54,205

MT of waste recycled

15

facilities certified with ISO-50001

Zero

water withdrawal from water stress zones

19.91%

of inputs sourced sustainably

6

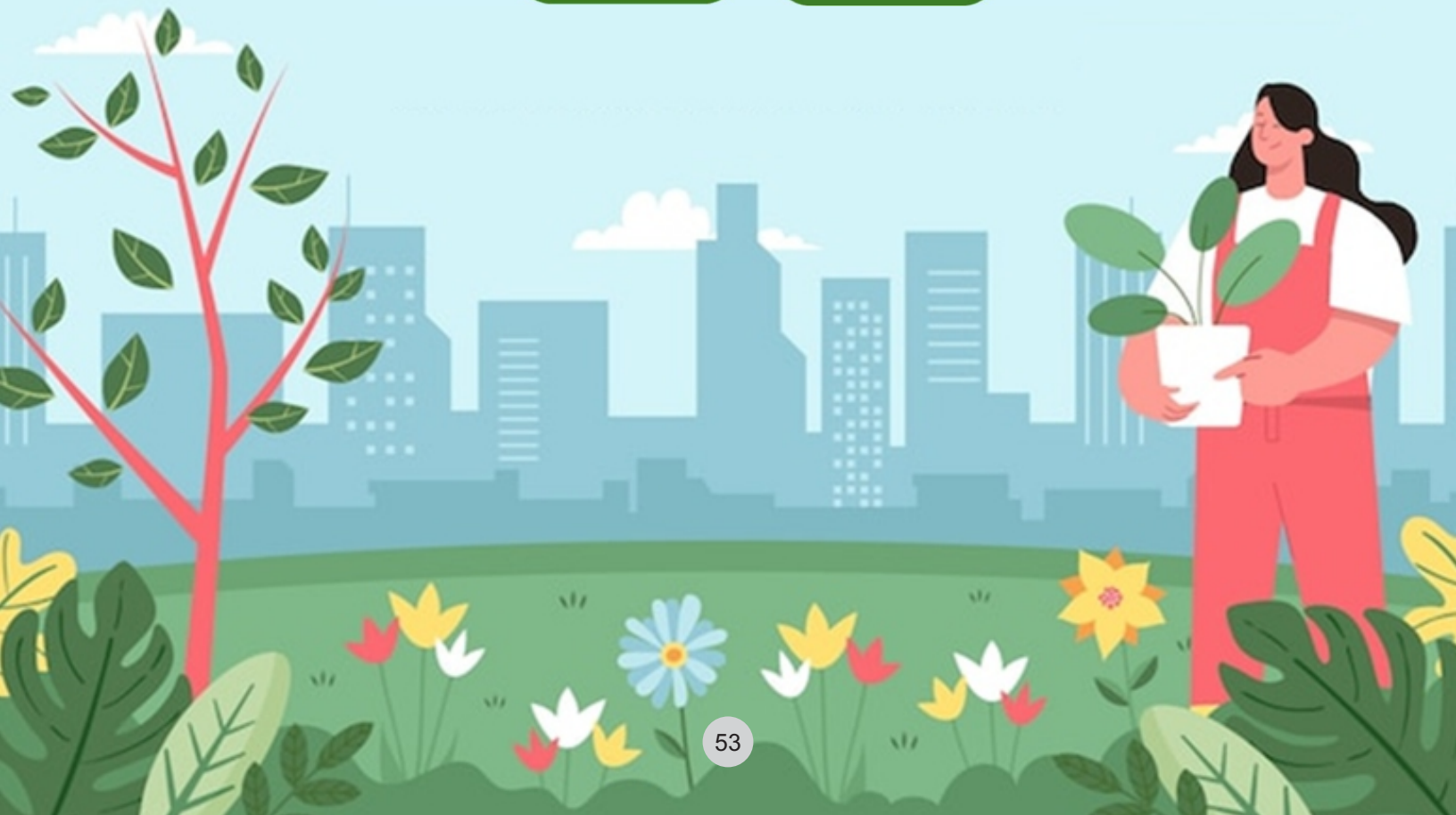
Products have undergone Life Cycle Assessment

5

Sites Water Audit completed

8.28%

Recycled In-house Plastic Waste Generation




Combating Climate Change

Climate change is the long-term alteration of temperature and typical weather patterns in a place. It's largely driven by human activities such as burning fossil fuels, deforestation, and industrial processes, which release greenhouse gases like carbon dioxide (CO₂) into the atmosphere. These gases trap heat, leading to global warming and a range of climate impacts including rising temperatures, more frequent and severe extreme weather events, sea level rise, and disruptions to ecosystems and biodiversity.

As a leading plastic manufacturer in India, Supreme recognizes its responsibility to address climate change. The company acknowledges that plastics production contributes to greenhouse gas emissions, both through the manufacturing process and through the disposal and degradation of plastic waste. To combat climate change and reduce its environmental impact, Supreme has committed to a 1.5°C Net Zero Science Based Target Initiative (SBTi).

This commitment means that Supreme has already aligned its near term business strategies with the scientific consensus to limit global warming to 1.5 degrees Celsius above pre-industrial levels while long term strategies are being finalized. To achieve this goal, Supreme is implementing measures to reduce its carbon footprint, improve energy efficiency, invest in renewable energy sources, and innovate in sustainable materials and manufacturing processes. This commitment not only benefits the company but also contributes to global efforts to mitigate climate change and create a more sustainable future for all.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

First Indian Company in building product category committed to SBTi
Net Zero Target on 22nd February 2024



Climate Risks

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

Type of Risk	Physical risks pertain to the tangible and observable impacts of a changing climate on operations.	Transition risks represent a specific subset of climate related challenges encountered by businesses worldwide
Affecting factors	Escalating temperatures, alterations in typical weather patterns, and a heightened frequency of extreme weather events. These changes pose direct threats to our business and necessitate proactive management and adaptation strategies.	Regulatory changes, evolving market demands for eco-friendly alternatives, and potential shifts in investor preferences towards sustainable enterprises. As the global economy pivots towards greener practices, businesses must be vigilant in anticipating and adapting to these transition risks.
Impact	Rising temperatures might lead to increased energy consumption for cooling processes, potentially affecting production costs. Similarly, unpredictable weather patterns can disrupt supply chains and distribution networks, impacting both production timelines and product delivery	These risks arise from the uncertainties associated with the global shift towards a more sustainable and net-zero economy. This transition, driven by a collective push for reduced carbon emissions and increased sustainability, introduces a level of unpredictability for industries that have historically operated within a carbon-intensive framework.

<p>Identified Risk</p>	<p>Climate-related events such as extreme weather conditions, natural disasters, or disruptions in raw material availability can negatively affect our supply chain and create disruptions, impacting manufacturing and production</p>	<ul style="list-style-type: none"> • As the global economy shifts towards a low carbon future, plastic product manufacturers may face risks associated with the transition. This includes technological advancements, changing consumer preferences, and evolving regulations. • Climate-related risks can have financial implications for Supreme as a plastic products manufacturer, including increased costs of energy, raw materials, and compliance with environmental regulations. Companies with negative environmental footprints may face potential reputational challenges. • Risk to the operations and profitability of the company due to impact of changes in climate related regulations, policies, and carbon pricing mechanisms.
<p>Mitigation Strategy</p>	<p>Diversifying supply chains to mitigate weather-related disruptions.</p>	<ul style="list-style-type: none"> • Implementing a range of mitigation measures designed to reduce our greenhouse gas emissions. This includes engaging in long-term renewable Power Purchase Agreements (PPAs), increasing our solar energy capacity through investments in rooftop solar plants, and enhancing energy efficiency by installing state-of-the-art injection moulding machines • Carrying out thorough climate risk assessment. Which will help in identifying and evaluating the potential risks and opportunities, as well as determine their severity and potential impact on operations. • We stay informed about evolving climate-related regulations and policies. • Engagement with key stakeholders including customers, suppliers, and investors to demonstrate dedication to climate action and sustainability • Clear target setting and tracking the progress towards emissions reductions and other climate-related goals

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

Energy & Emissions Management

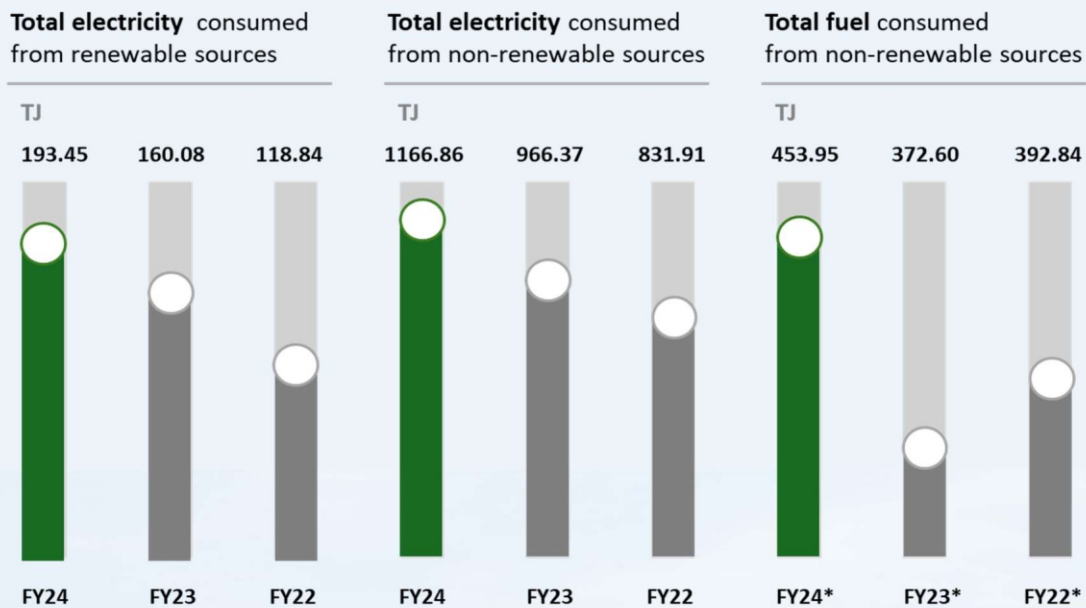
At Supreme, we are deeply committed to the well-being of society and the environment in which we operate. Our goal is to create and maintain a safe and clean environment that supports sustainable development. Throughout our journey, we have consistently prioritized environmental nurturing and protection. To strengthen our commitment, we've established a dedicated vertical called 'Energy and Environment', focusing on climate change, energy efficiency, and renewable energy initiatives. We take a proactive approach to address climate change, implementing various policies to ensure effective management of these critical issues.

15 of our facilities earned certification for ISO 50001 Energy Management System (EnMS) and 15 facilities have achieved ISO 14001 certification, showcasing our dedication to robust energy and environmental management practices.

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

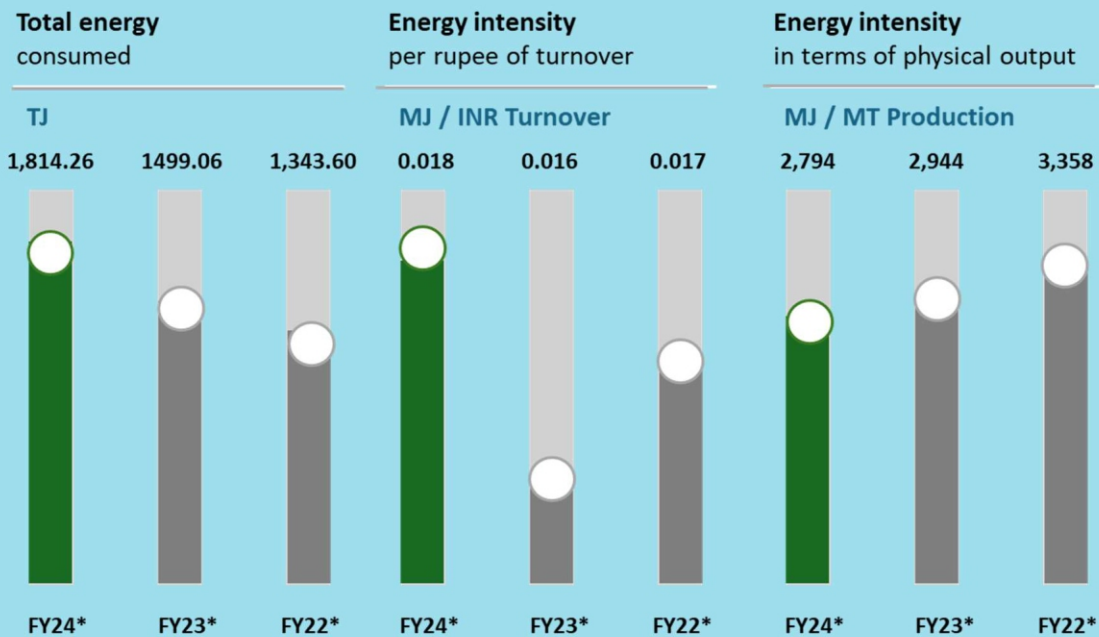
Energy Consumption

Our energy requirements are primarily fulfilled by electricity and fuel usage. Below are the details of our energy consumption within the organization.

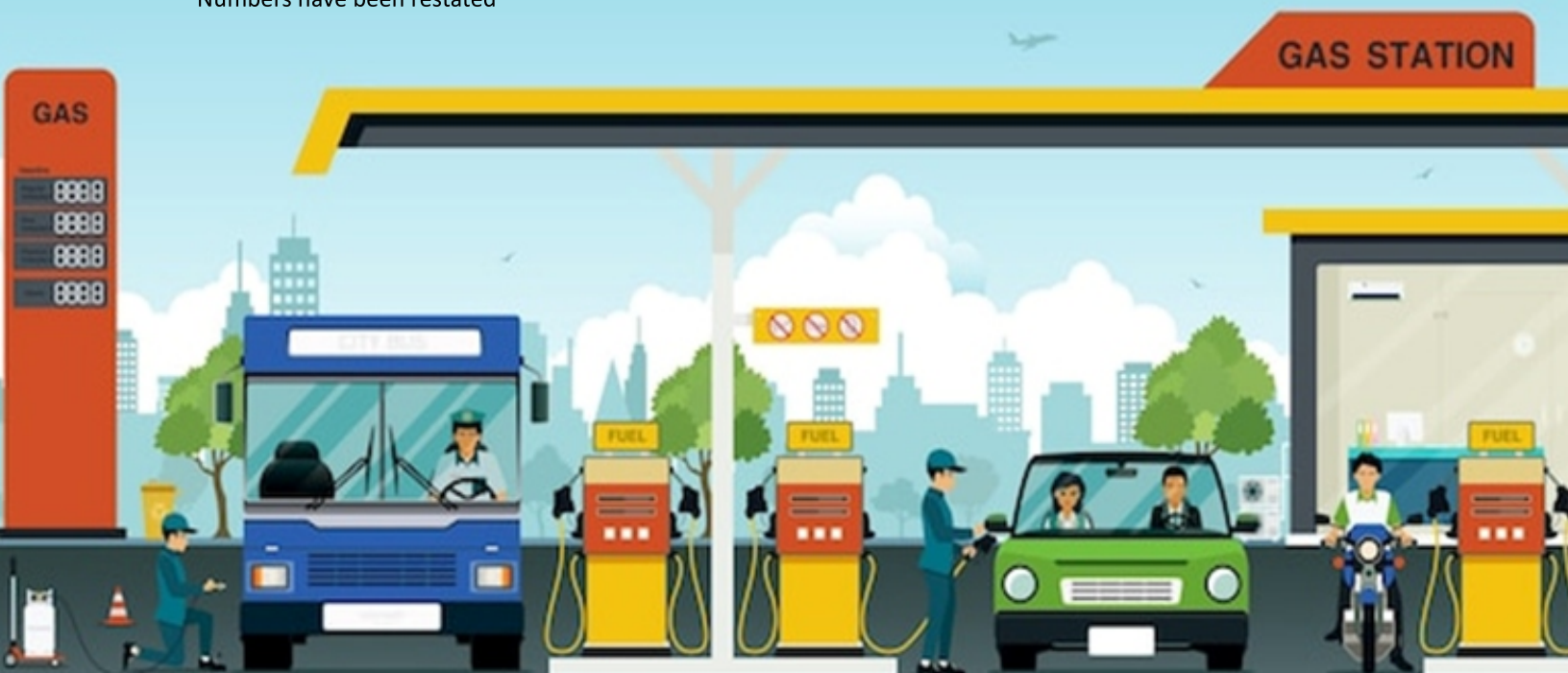


*Numbers have been restated

In FY24, there was a notable rise in our consumption of renewable energy, showing an impressive overall increase of around 21% compared to the previous year. This increase demonstrates a significant commitment to sustainable practices and highlights our dedication to reducing our carbon footprint. It also shows a proactive stance in aligning with environmental conservation objectives and adopting cleaner energy options. The energy intensity in terms of physical output decreased by 5%. This reduction highlights the lower energy requirements of the products we sold. This achievement showcases our firm commitment to building a greener and more sustainable future.



*Numbers have been restated



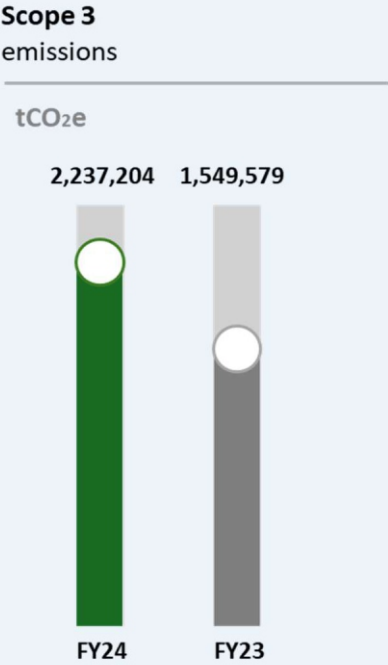
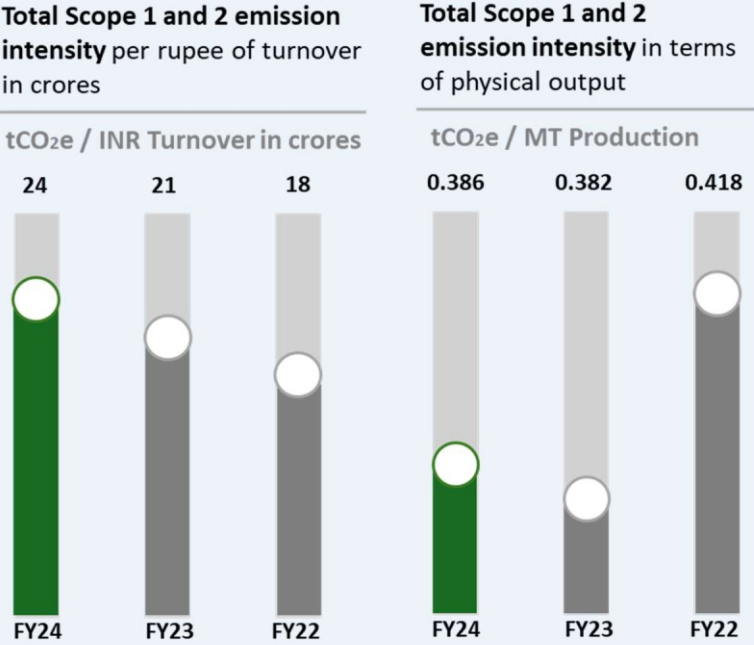
GHG Emissions

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

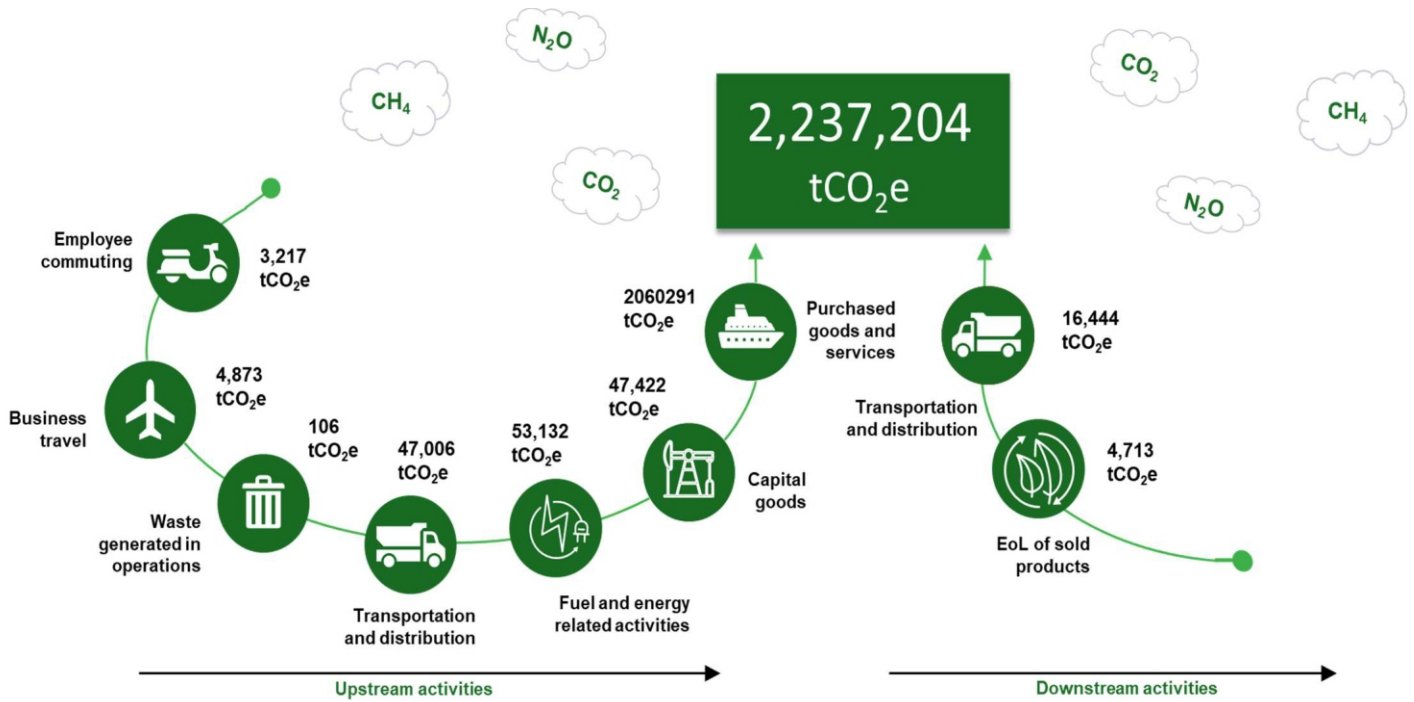
Scope 1 emissions primarily come from burning fuels like Diesel, Petrol, LPG, and CNG in our company-owned equipment and vehicles, as well as from refrigerant gases. Meanwhile, Scope 2 emissions are linked to the electricity generated at power stations due to the grid electricity we use in our operations. Essentially, Scope 1 covers emissions directly from our immediate activities and resources, while Scope 2 refers to emissions indirectly associated with the electricity we consume. Gases include CO₂, CH₄, N₂O, HFC_s, PFC_s and SF₆. However, the emissions are reported in tCO₂e only. We have made a detailed GHG inventorization for Scope 1, 2 & 3 to monitor our emissions from FY24 onwards and we will be reporting with the same set of standards to enhance the transparency and consistency of our disclosure. Operational control approach was used to compute our emissions footprint. Our objectives are to minimize GHG emissions and increase the proportion of renewable energy in our total energy mix. Our emissions intensities are derived only for our Scope 1 & Scope 2 emissions. We aim to cut carbon emissions in our operations by expanding the use of renewable energy and low-carbon fuels. We've taken concrete steps toward sustainable development by installing rooftop solar power plants totaling 34MWp at various locations across India and by sourcing green energy from the market.



As we progress on our sustainability journey, we've conducted a comprehensive assessment of our Scope 3 greenhouse gas (GHG) emissions for the reporting period, following the GHG Protocol. This initiative aims to identify areas in our supply chain where emissions are highest and gain valuable insights to implement targeted reduction strategies. We've assessed nine out of fifteen Scope 3 GHG Emissions categories relevant to us. Purchased goods and services contribute the most to our Scope 3 GHG emissions, followed by emissions from upstream and downstream transportation. Our Scope 3 GHG emissions intensity stands at 3.45 tCO₂e / MT for FY24 emissions. Furthermore, it's worth noting that we've already implemented initiatives such as carpooling to reduce GHG emissions associated with employee commuting.



Details of Scope 3 GHG Emissions of FY 24



Ozone Depleting Substances

During the reporting period the emissions from Ozone Depleting Substances (ODS) are equivalent to 32.92 times the ozone depleting potential of CFC-11. This metric serves as a significant indicator of the environmental impact of ODS within our operational context. Addressing ODS emissions remains a critical aspect of our commitment to environmental stewardship and sustainable business practices.

Table 7: Ozone Depleting Substances

ODS	Consumption in KG	KG of CFC11 equivalent
R-22	598.59	32.92
R-134a	193.21	0
R-407a	3.50	0
R-407c	23.00	0
R-410a	71.00	0

Note: The ODP of R-407a, R407c, R-410a and R-134a is zero. The ODP of R22 is 0.055 ([US EPA 2024](#)).

Air Emissions

We take substantial measures to preserve air quality in and around our plant facilities, ensuring that levels of dust (particulate matter), NOx, and SOx remain well within permissible limits. Continuous monitoring of emissions from stacks and diesel generator sets is carried out across all facilities. As part of our commitment to the safety of local communities, we strive to continually enhance the quality of air by reducing dust dispersion

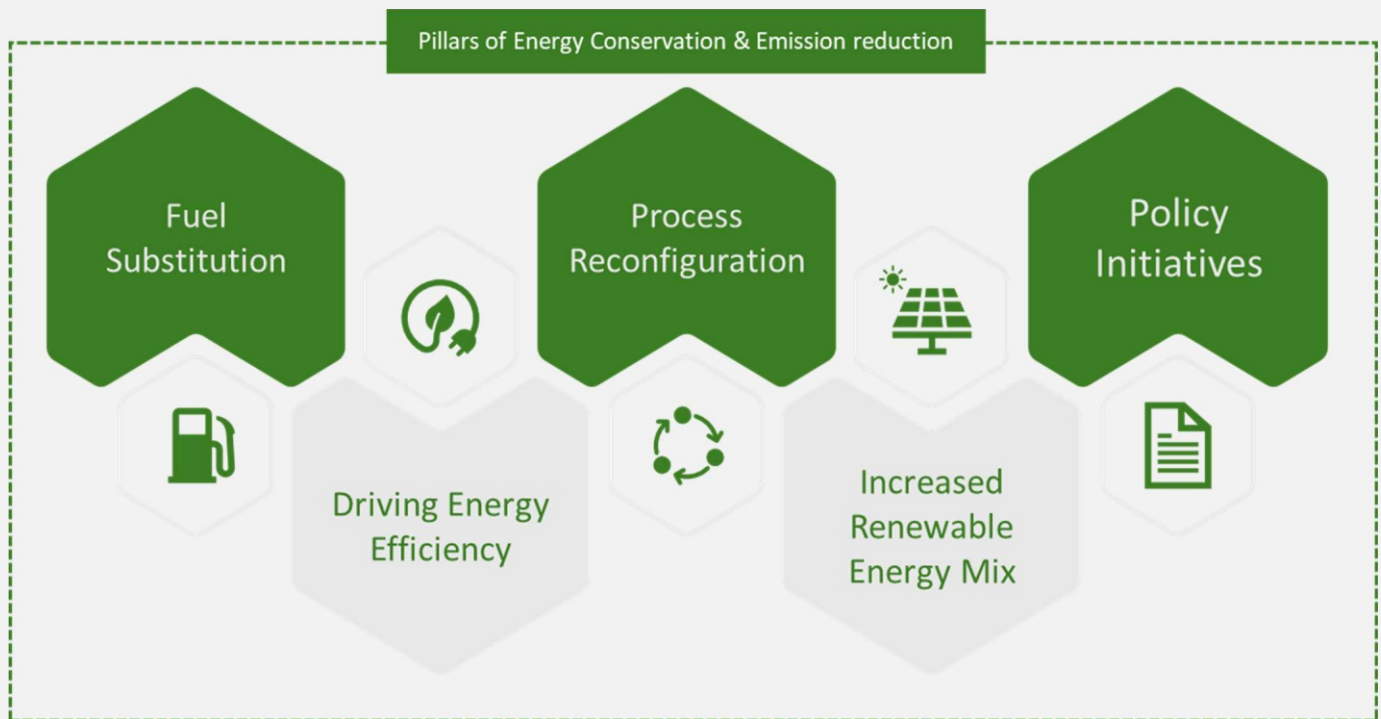
Table 8: Air Emissions

Type of Air Emissions	Unit	FY 24	FY 23*
NOx	MT	54.55	49.65
SOx	MT	3.63	3.30
Particulate matter (PM)	MT	0.34	3.30

**Previous year's figure was expressed in concentration. The Pollutants are shown by specific weight as per methodology adopted from US-EPA, AP-42.*



Energy Conservation and Emission reduction initiatives



Driving Energy Efficiency

- **IoT-Based Energy Monitoring:** Implementing an Internet of Things (IoT) based energy monitoring system in our plants to ensure efficient energy utilization.
- **Energy-Efficient Equipment:** Acquiring advanced technology energy-efficient equipment for operations. New facilities are designed with cutting-edge engineering technologies.
- **ISO 50001:2018 Implementation:** Implementing the Energy Management System (EnMS) ISO 50001:2018 across 15 plants. Adopting EnMS best practices significantly reduces energy consumption of 20,432 GJ Annually.

Fuel Substitution

- **Fossil Fuel Substitution:** Replacing fossil fuels with PNG (Piped Natural Gas) and LPG (Liquefied Petroleum Gas) to reduce carbon intensity.
- **Dual Fuel Utilization:** Encouraging the use of dual fuel systems for DG sets to lower the carbon footprint and costs.

Process Reconfiguration

- **Solar and DG Integration:** Integrating solar systems with diesel generators (DG) to decrease diesel consumption.
- **Harmonic Filters:** Installing harmonic filters to enhance the power quality of the electrical system.

Increased Renewable Energy Mix

- **Renewable Energy Mix:** We are committed to increasing the percentage of renewable energy by installing rooftop solar systems and purchasing green energy through open access, group captive, and captive modes. In FY 23-24, green energy consumption was 53.73 million units, contributing to a 14.11% renewable energy mix, compared to 44.47 million units and 14.09% in FY 22-23
- **Wind Energy Utilization :** During FY 23-24, we consumed 106.02 lakh wind units across various units, contributing 2.78% of the group's total energy consumption. A wind power purchase agreement (PPA) for an additional 20 lakh units at our Hosur unit is planned for FY 24-25.
- **Captive Solar Power Initiatives :** During FY 24, we signed a PPA for 33.75 MWp of captive solar power for six locations in Maharashtra, expected to be operational from August 2024, subject to regulatory approval and installation of required metering infrastructure at sites.
- **Hybrid Power Supply :** We have commenced hybrid power supply at our Erode plant. In FY 24, we signed a PPA for 105 lakh additional hybrid units per annum for our units located at Malanpur and Erode plants, both for the Plastics Piping System.
These 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.

Policy Initiatives

- Introduced plant specific energy policies.
- Policy prioritizes acquiring energy-efficient equipment, including injection molding, extruders, etc.

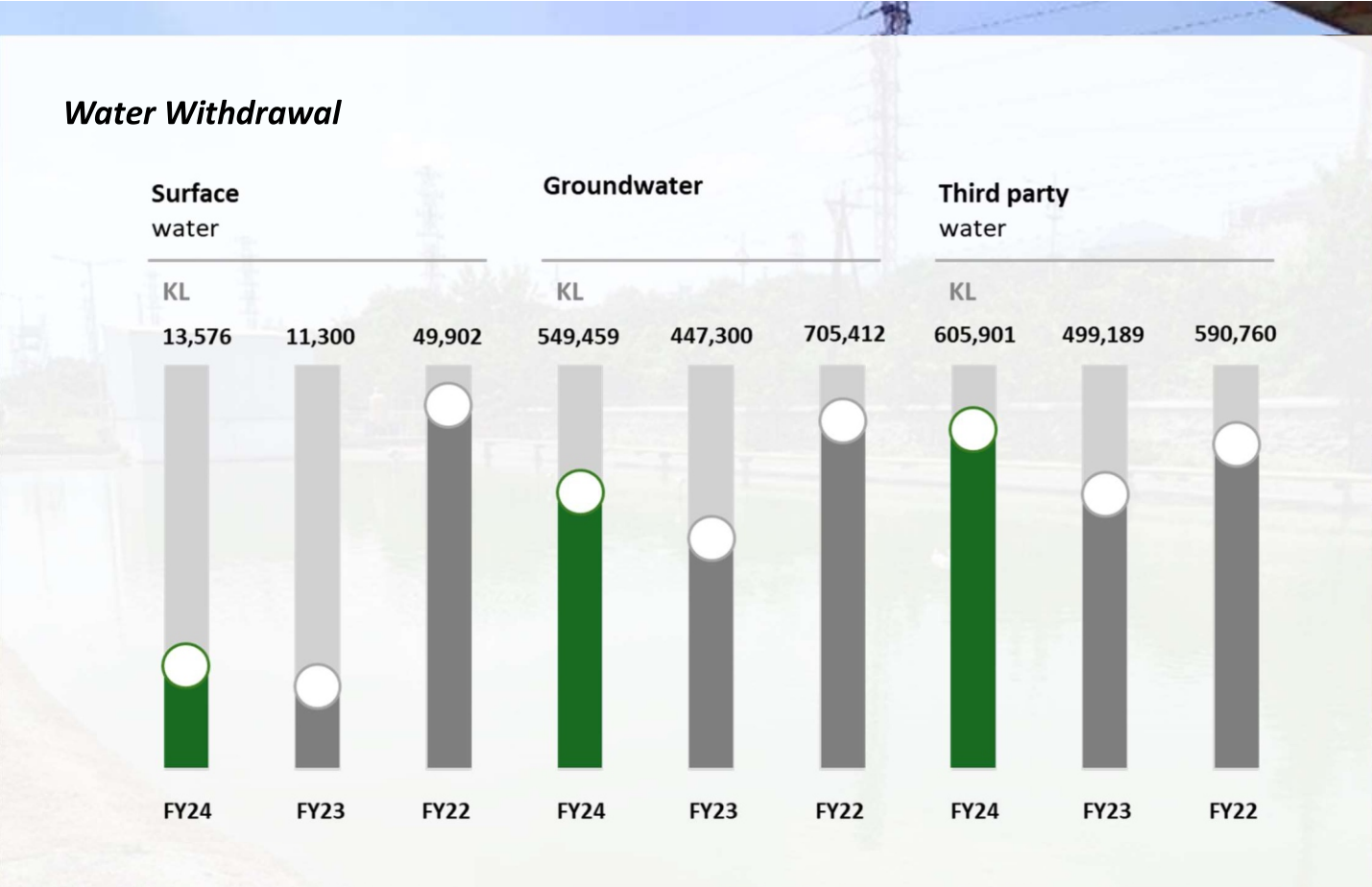
Water Management

India, like many other nations, faces the challenge of water scarcity. Acknowledging this, we have taken proactive steps to address it. We conducted comprehensive water risk assessments, leading to the adoption of a robust water management strategy. We conducted detailed water audits at five of our locations namely Gadegaon, Jalgaon, Kanpur, Jadcherla and Kharagpur. This strategy emphasizes closely monitoring water usage, implementing efficient recycling processes, and reusing wastewater from our operations. Supreme adheres to legal requirements outlined in the Water (Prevention & Control of Pollution) Act of 1974, emphasizing compliance with regulatory standards and our commitment to safeguarding water resources. Our proactive approach and comprehensive strategy aim not only to mitigate the impact of water scarcity on our operations but also to contribute to global conservation efforts. We aim to set an example of responsible water stewardship for others to follow.

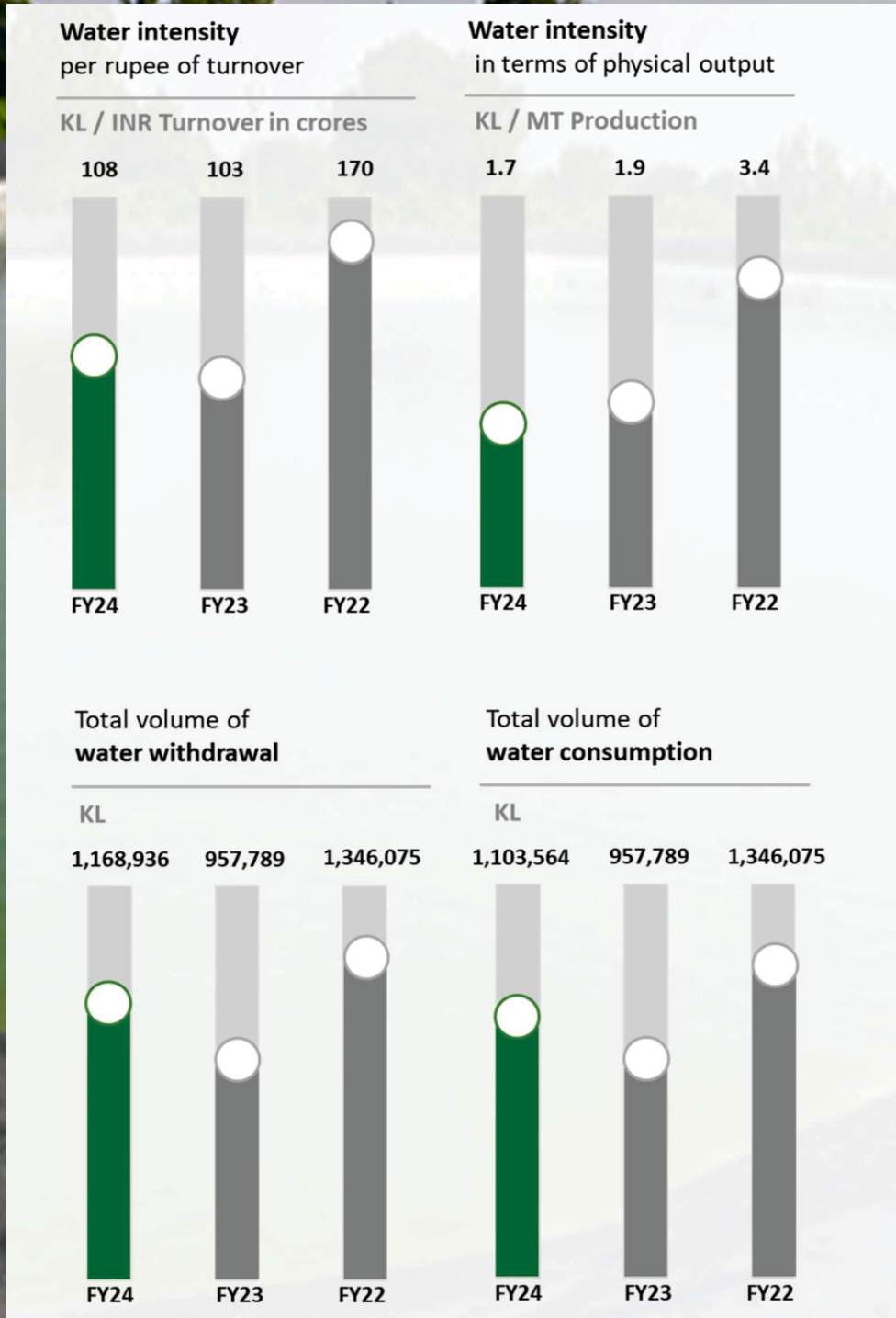
“At Supreme, we aim to improve groundwater levels by constructing ponds and pits to collect and conserve rainwater. We implement rainwater harvesting systems and a no-discharge policy to manage water effectively”

Water withdrawal and consumption

We draw water from various sources to meet our needs. We rely substantially on third-party water, we also draw heavily from groundwater indicating significant dependence on subterranean water resources. Diversifying our water sources ensures stability and sustainability while reducing strain on any single source. This aligns with our commitment to responsible water management, benefiting our operations and the environment. All the water withdrawal are from the freshwater sources only.



By implementing sustainable water management practices and rainwater harvesting, we decreased our water consumption intensity by about 10% in FY24 compared to the previous year. This achievement reflects our dedication to conserving water and adopting environmentally responsible practices. With the installation of water meters and other monitoring techniques, we now accurately measure water consumption.



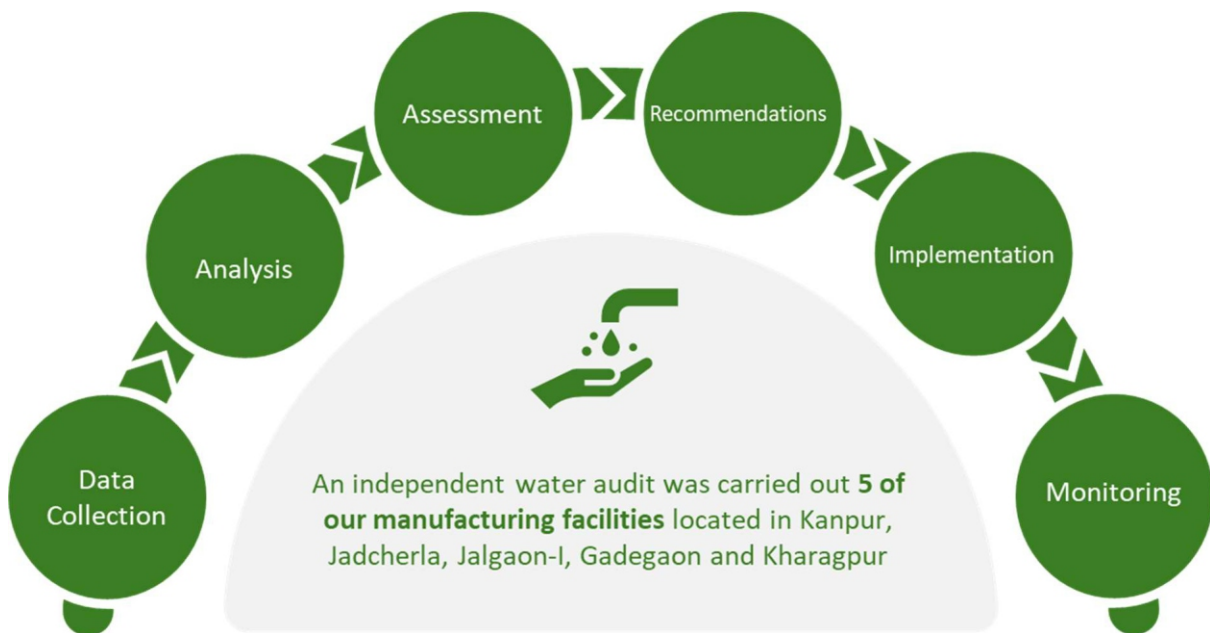
Water Discharge

We do not discharge water outside our plants. Wastewater undergoes treatment up to the tertiary level at our Sewage Treatment Plant (STP) and is recycled for specific purposes within the plant premises. Recycled water is used for green area development and flushing, reducing the need for freshwater. This demonstrates our commitment to responsible water management and conservation.

Water Management Initiatives

Aligned with Sustainable Development Goals 6 and 12, we actively quantify and scrutinize water utilization. Our goal is to reduce our water consumption, demonstrating our commitment to reducing our environmental impact. To optimize water usage, we have initiated a water conservation initiative. This involves upgrading our water accounting system and implementing rainwater harvesting pits and ponds. We've also installed flowmeters and piezometers for precise monitoring of water quantities and flow rates. We have recycled 95,538 KL of water through our STPs, the treated water being reused for gardening and landscaping minimizing our freshwater consumption. These measures reflect our dedication to responsible water usage, environmental stewardship, and sustainable practices.

Furthermore, we've conducted independent water audits at five manufacturing sites. These assessments evaluate water usage efficiency, identify inefficiencies, and develop strategies for conservation and management.



These water audits help conserve resources, reduce costs, and minimize environmental impact. Through these studies, we've identified opportunities for conservation and improvement, ensuring sustainable water management practices

Waste Management and Circularity

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

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

Waste Management Strategy at Supreme:

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

- **Setting Up Collection Infrastructure:** Establishing dedicated collection centers or partnerships with waste management agencies ensures convenient access for waste collection.
- **Awareness Programs:** We educate consumers about responsible plastic usage, prominently displaying plastic recycling symbols on our products.
- **Tie-Ups with Waste Management Agencies:** Collaborating with government-authorized agencies ensures waste is handled, transported, and recycled or disposed of according to environmental standards.
- **Reporting and Compliance:** We submit comprehensive reports to regulatory authorities, detailing waste quantity and management measures, ensuring compliance and accountability.

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



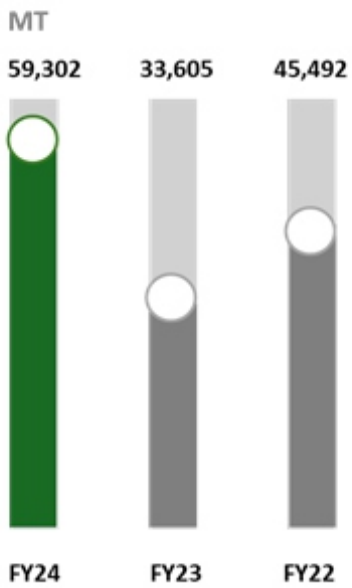


Waste management process

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

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

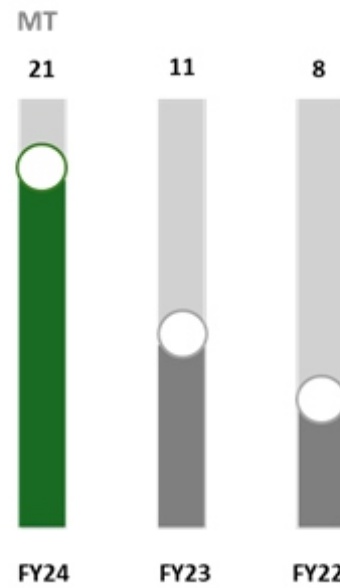
Plastic waste



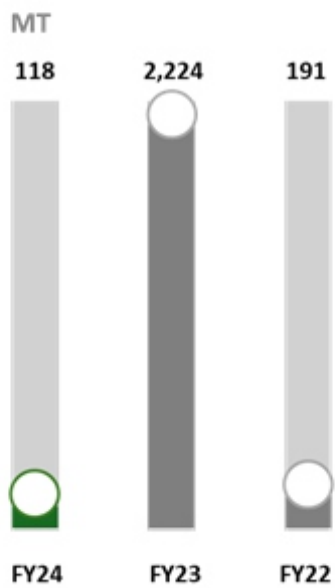
E-waste



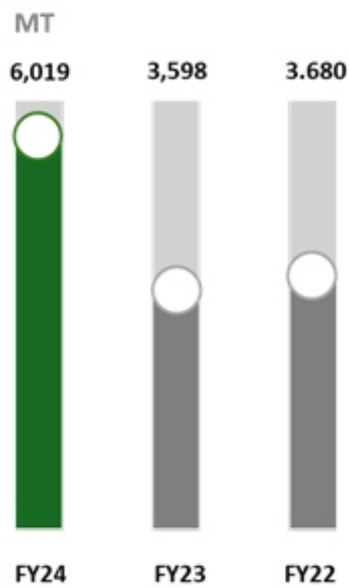
Battery waste



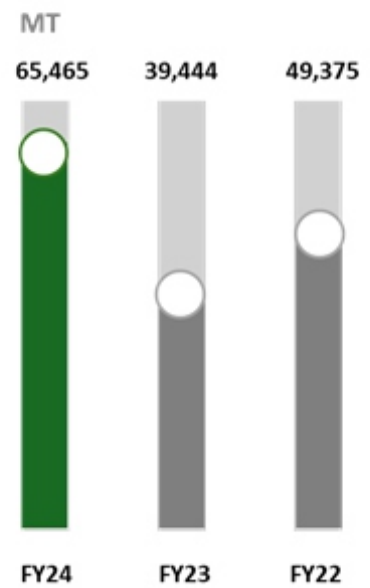
Other Hazardous waste

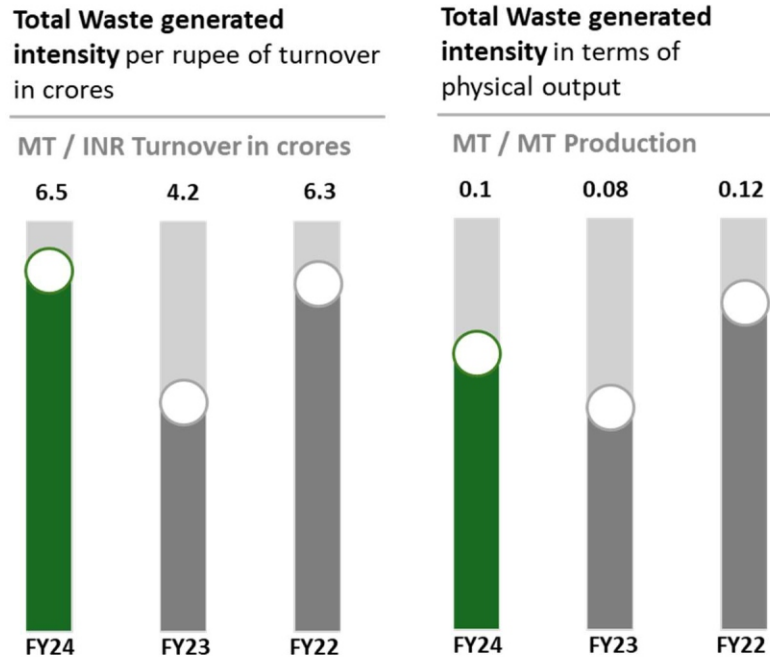


Other Non-hazardous waste



Total Waste generated





Waste diverted from disposal

Within our operations, we've implemented a robust waste recovery system, successfully recovering 82% of total waste generated within our permits on-site. Recycling in-house plastic waste involves reprocessing of plastic scraps, offcuts, and standard rejections generated during the manufacturing process. This recycling process aims to reduce waste, minimize environmental impact, and lower production costs by reintroducing plastic material into the manufacturing cycle.

Table 9: Waste diverted from disposal

Waste diverted from disposal	Unit	FY 24	FY 23	FY 22
Recycled	MT	54,205	31,286	45,363
Re-used	MT	5	372	32
Other recovery operations	MT	0	0	0
Total waste divered from disposal	MT	54,210	31,658	45,396

Waste directed to disposal

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

Table 10: Waste directed to disposal

Waste directed to disposal	Unit	FY 24	FY 23	FY 22
Incineration	MT	0	0	0
Landfilling	MT	0	0	0
Other disposal operations	MT	11,255	7,786	5,674
Total waste directed to disposal	MT	11,255	7,786	5,674



Innovation and Sustainable product design

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

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



Sustainable product design

Recognizing the importance of Life Cycle Assessment (LCA) in evaluating environmental performance, we are actively implementing it across all our product segments. In FY24, we initiated LCA for six of our piping products. This strategic move underscores our commitment to understanding the environmental impacts of our products from production to disposal.

Through the LCA process, we meticulously examined every phase in the life cycle of 6 of our piping products, including raw material extraction, manufacturing, transportation, installation, usage, and end-of-life disposal (cradle to gate). By scrutinizing these aspects, we have identified areas for improvement to reduce the environmental footprint of our such products. The primary goal is to enhance the overall sustainability of our piping products by adopting more eco-friendly practices and making informed decisions that prioritize environmental conservation.

We recognize the pivotal role of LCA in evaluating our product's environmental performance and are committed to extending this assessment to additional 4 of our product segments in the coming year. This adoption of Life Cycle Assessment represents a significant step towards achieving greater environmental accountability and sustainability. It reinforces our commitment to responsible and forward-thinking business practices, placing environmental stewardship at the forefront of our operations.

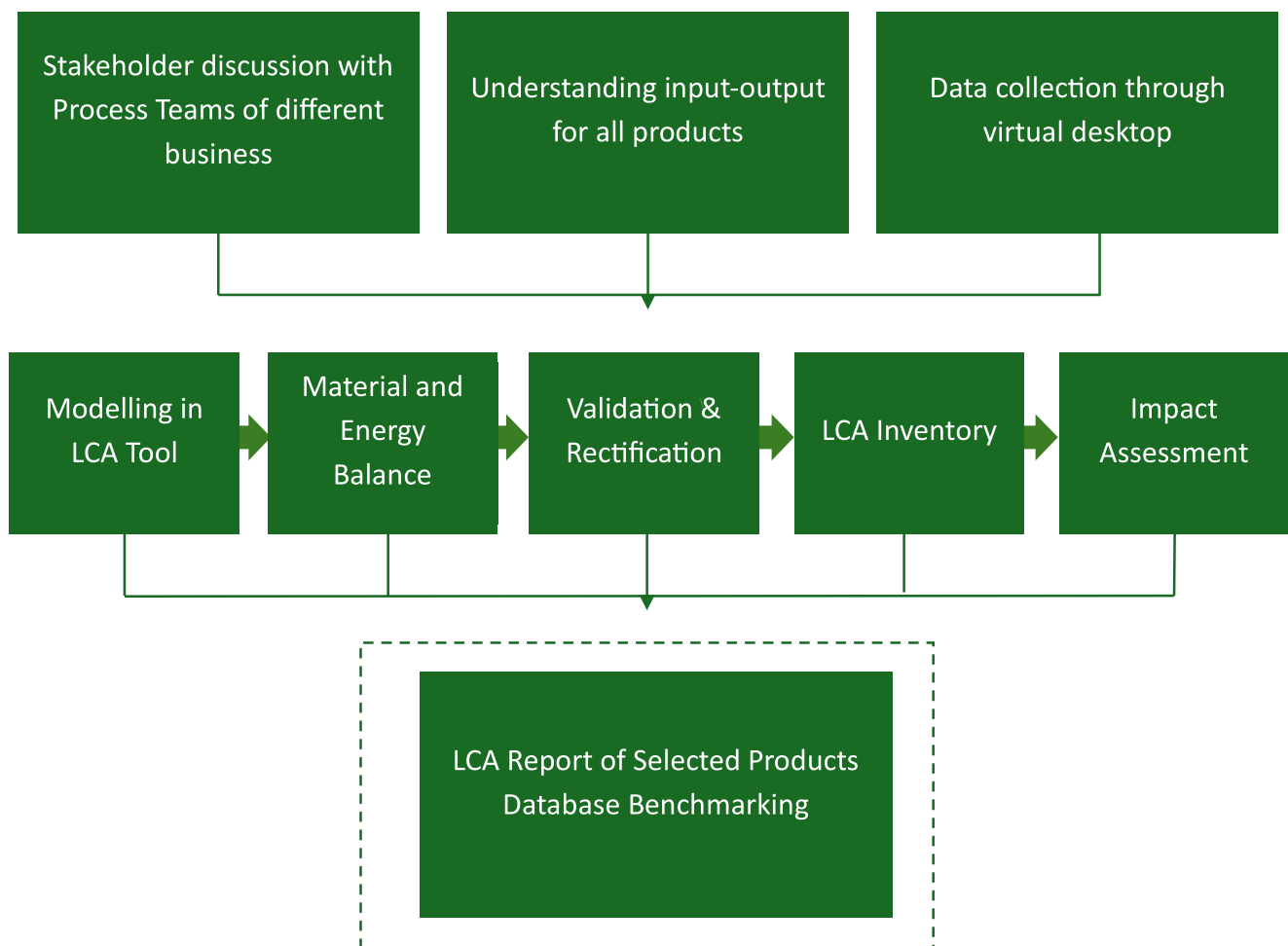
Through these measures, we aim to not only meet but exceed the expectations of our stakeholders and make a meaningful contribution to a more sustainable future.

Lifecycle Assessment (LCA)

Objective

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

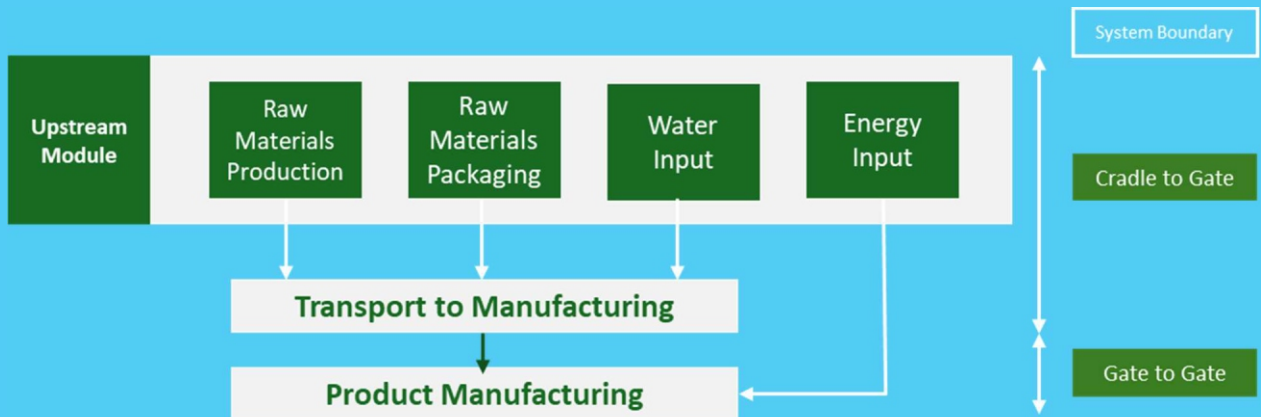
The inventory data for FY 24 has been modeled using an LCA tool. This data encompasses all unit processes related to the production and transportation of raw materials, fuels, and packaging materials. The assessment included 11 key environmental impact categories: Abiotic depletion, Abiotic depletion (Fossil fuels), Global Warming Potential (GWP 100a), Ozone layer depletion (ODP), Human Toxicity, Freshwater aquatic ecotoxicity, Marine aquatic ecotoxicity, Terrestrial ecotoxicity, Photochemical oxidation, Acidification and Eutrophication.



Scope

Boundary

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



Functional Unit

The functional unit for this assessment is defined as one kilogram (kg) of the manufactured product.



LCIA Methodology

To identify and evaluate the significance of potential environmental impacts arising from the lifecycle inventory (LCI), inputs and outputs are assigned to impact categories. The LCA study was simulated using SimaPro v.9.5.0 software, incorporating the Ecoinvent v3.9.1 database for analysis. Primary data was sourced directly from the plant, while secondary data was obtained from the database. The study utilized the CML-IA methodology developed by the Centre of Environmental Science (CML) of Leiden University in The Netherlands. This method, an update of the CML 2 baseline 2000, corresponds to files published by CML in August 2016 (version 4.7) and employs a problem-oriented (midpoint) approach.

Impact Categories

Table 11 : Details of Contribution & Contributors for the impact factors

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

Factors	Potential Contribution	Contributors
Acidification	Evaluates the potential of a product towards the contribution in acidifying effects to the environment	SO ₂ equivalents
Eutrophication	Evaluates the potential of a product to contribute to all potential impacts of excessively high levels of macronutrients, the most important of which nitrogen (N) and phosphorus (P).	kPO ₄ equivalents

Results

- Production of Raw Materials, Fuels, and Packaging Materials**

This initial stage compiles both foreground and background data related to the raw materials, packaging materials, and fuels used in production.

- Transportation of Raw Materials, Fuels, and Packaging Materials**

This stage assesses the environmental implications of transportation logistics for raw materials, packaging materials, and fuels, incorporating comprehensive foreground and background data.

- Manufacturing**

This pivotal stage includes detailed data on water usage, fuel combustion in DG sets, electricity consumption, emissions to air, and waste generation during the manufacturing process.

- Recycling of Rejected Products**

The final stage addresses the management of waste generated throughout the product lifecycle. Waste materials are recycled and reintegrated into the system, reducing dependency on virgin resources. Recycled materials are accounted for as avoided products within the Technosphere.

- Lifecycle Impact Analysis**

The LCA results have been calculated across 11 impact categories for the six products assessed. Detailed results can be provided on a case-by-case basis upon request.

Table 12: % of total Turnover contributed by the products

NIC Code	Name of Product /Service	% of total Turnover contributed
22209	PVC Pipe	65%
22209	PVC Fitting	
22209	CPVC Pipe	
22209	CPVC Fitting	
22209	HDPE Pipe	
22208	Roto Tank	

Summary: No significant social or environmental concerns or risks arising from production or disposal of our products were identified during the Cradle to Gate – Life Cycle Assessment study of 6 products mentioned in the table.

Sustainable Procurement Practices

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

Through this policy, our objectives are to:



Comply with all applicable laws and regulations



Promote the highest standards of economic, social, ethical, and environmental practices.



Identify and mitigate risks associated with our procurement processes



Communicate the policy to our stakeholders, both internal and external, and raise awareness among our suppliers.

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

reduce waste, minimize environmental impact, and lower production costs by reintroducing plastic material into the manufacturing cycle.

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

Recycled In-house Plastic Waste Generation

% of input material to total material

8.28%

6.08%



FY24



FY23

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



Biodiversity Conservation

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



Celebration of World Environment Day 2023

In celebration of World Environment Day 1200 plants were planted across 15 sites. The event featured a variety of engaging activities, including a poster competition, pledge, rally and more.





CSR Activity: Environmental Awareness through Tree Plantation:

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

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

Our Prosperous Social Systems

SDGs impacted

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



15 LIFE ON LAND



Material Topics Covered

Employee Well-being, Product Quality & Safety, Human Rights, Occupational Health & Safety, Customer Satisfaction, Learning & Development, Talent Management, Diversity, Equity & Inclusion, Community Engagement, Supply chain sustainability

Our Prosperous Social Systems

FY 24 Highlights

14

Plants certified with ISO 45001

Zero

Complaints on POSH

18%

increase in MSME sourcing from FY23

Zero

Complaints on human rights related issues

47%

Reduction in LTIFR for employees from

31%

Reduction in LTIFR for Workers from FY23

21.57

Crores spent on Community Development

Zero

Fatality Reported for Employees

Company as one of the leading plastic manufacturers in India, we understand that the quality and safety of our products are paramount for our customers. With our vast scale of operations, it is our responsibility to ensure that our employees and workers are safe. We prioritize our employees, believing in their well-being and fostering an environment of continuous learning and development. Upholding the highest standards in product quality, safety, and environmental protection is ingrained in our corporate culture, and we extend these principles throughout our entire supply chain. However, our commitment doesn't stop there. We actively engage in community development initiatives and ensure respect for human rights in all aspects of our operations. This holistic approach reflects our dedication to sustainability and responsible business practices.

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

Our People

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

Moreover, our commitment to transparency and fairness extends to our operational practices. We believe in providing ample notice, at least 30 days, to employees and their representatives before implementing significant changes that could affect them. This ensures that our employees have sufficient time to prepare and adapt to any forthcoming adjustments, fostering a sense of trust and collaboration throughout the organization. At Supreme Industries, we recognize that embracing diversity and nurturing our employee's well-being are not just ethical imperatives but also essential elements of our long-term success. By fostering an inclusive workplace culture and prioritizing the empowerment of our workforce, we are not only driving positive change within our organization but also contributing to a more equitable and sustainable future for all.

Equal Opportunities

Workforce diversity isn't just a moral imperative; it's also vital for our business success. We aim to ensure that our workforce is reflective of all segments of society, believing that this diversity enhances our ability to develop and deliver accessible and inclusive products and services. By meeting the needs of both society and our customers, we strive for business excellence. Discrimination, bullying, or harassment of any form is not tolerated at Supreme and Zero cases were registered during the reporting period. Our pledge is to provide equal and fair opportunities for employment, and to ensure that all our facilities, technologies, information, and privileges are accessible to every employee. We maintain confidentiality regarding any disability or medical condition shared by an employee. In all our decisions regarding employment, career progression, training, or any other benefits, we focus solely on merit, competence, and the potential of the individual.

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



Women's day celebration

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



Table 13: Breakdown of employees & workers by gender

Breakdown of employees & workers by gender	FY 24			FY 23		
	Male	Female	Total	Male	Female	Total
Employees						
Number of Permanent Employees	3,762	102	3,864	3,507	107	3,614
Temporary/Contractual Employees	527	30	557	736	41	777
Total Employees	4,289	132	4,421	4,243	148	4,391
Workers						
Number of Permanent Workers	1,142	2	1,144	1,065	2	1,067
Number Other than Permanent Workers	12,776	726	13,502	11,065	521	11,586
Total Workers	13,918	728	14,646	12,300	523	12,823

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

The temporary employment model is largely driven by the nature of the work, which often fluctuates based on demand. Most of the workers engaged in these operations are laborers who are hired on a project or task-based basis. This flexible hiring approach allows the company to adapt quickly to changes in workload, ensuring that staffing levels are aligned with operational needs.

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

Employee Well being

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

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

Table 14: Details of measures for the well-being of employees

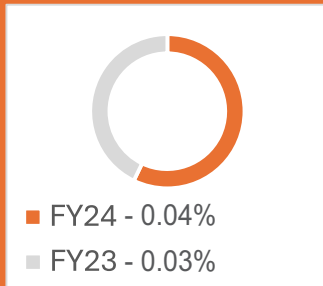
Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent employees											
Male	3,762	3,762	100.00%	3,762	100.00%	0	0.00%	3,762	100.00%	0	0.00%
Female	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%
Temporary/Contractual 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%

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



Table 15: Details of measures for the well-being of workers

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	1142	1142	100.00%	1142	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	1144	1144	100.00%	1144	100.00%	2	0.17%	431	37.67%	0	0.00%
Other than Permanent workers											
Male	12776	5960	46.65%	5709	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	13502	6134	45.43%	6063	44.90%	726	5.38%	764	5.66%	0	0.00%



Share of 0.04% of cost incurred on well-being measures of total revenue in FY24, 33% increase from FY23.

Retirement benefits:

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

Table 16: Retirement benefits

Benefits	FY 24			FY 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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
Provident Fund	100.00%	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 Medclaim	54.82%	23.85%	N.A.	68.00%	25.00%	N.A.

*Company is maintaining Gratuity Trust.

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

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

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

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

Table 17: Return to work and Retention rates

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





Celebration of Yoga Day

An online event, where Smita Singh, an internationally certified yoga trainer, conducted a training session for employees at Halol Muvala site with more than 50 active participants.

Freedom of Association and Collective bargaining

We recognize the worker's right to form association(s) or Unions across all our locations and we have almost 80% of our workers exercising their right by being a part of an association or a union. There were no collective bargaining agreements in place during the reporting period. However, Supreme acknowledges the right of workers to form unions.

Table 18: Association & Unions

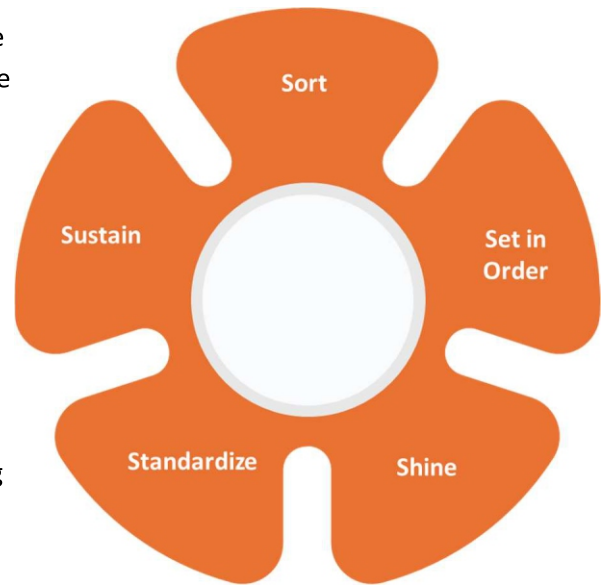
Category	FY 24			FY 23		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	%
Total Permanent Workers	1,144	913	79.80%	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%

Workspace management

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

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

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



Learning and Development

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

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



Table 19 : Trainings imparted

Segment	Total number of trainings imparted	Topics covered under the training	%age of persons in respective category covered
Employees	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	58%
Workers	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	36%

Additionally, we're proud to share our progress in employee development efforts. In the FY 2024, we successfully trained our workforce on essential health and safety measures, underscoring our commitment to job skill upgradation. This dedication is integral to our mission of cultivating a secure, inclusive, and ethically responsible work environment. Our emphasis on continuous learning and adherence to industry best practices further reinforces this commitment. By prioritizing employee well-being, integrity, and sustainability, we aim to foster a workplace culture that reflects these values at its core, enhancing individual skills and strengthening our organizational capacity to excel in a dynamic and competitive landscape

Table 20 : Coverage of training

Category	FY 24					FY 23				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
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	34.10%	148	58	39.19%	55	37.16%
Total	4,421	2,603	58.40%	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%

Table 21: Breakdown of Average hours trained by Roles

Breakdown of Average hours trained. by Roles	FY 24			FY 23		
	Male	Female	Overall	Male	Female	Total
Senior Management	11.69	0	11.69	2.69	0	2.69
Middle Management	6.48	8.59	6.56	1.45	5.83	1.52
Junior Management	8.54	13.03	8.65	1.98	2.71	2.00
Staff & Workmen	7.58	9.50	7.59	3.76	0.81	3.66
Contract Employees (Temporary)	3.10	6.78	3.23	1.00	2.96	1.06
Others (Interns, trainees, part time employees etc.)	9.73	0	9.73	1.73	0.00	1.73

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

Strategic Leadership Programme

The Strategic Leadership Program (SLP) was imparted to approx. 30 senior leaders in The Supreme Industries Ltd to groom the Leadership Skills, Analytical Decision Making and Communications and Collaborations. The program was conducted by Dale Carnegie over a span of 1 year.



Talent acquisition and retention

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

Table 22 : Ratio Of Basic Salary And Remuneration For Women To Men

Employees other than BoD and KMP	1 : 1.08
Workers	1 : 1.09

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

Table 23: Details of minimum wages paid to employees and workers

Category	FY 24					FY 23				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No.	%	No.	%		No.	%	No.	%
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%
Workers										
Permanent	1,144	0	0.00%	1,144	100.00%	1,238	00	0.00%	1,238	100.00%
Male	1,142	0	0.00%	1,142	100.00%	1,236	00	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%	2555	18.92%	11,585	7,799	67.32%	3,786	32.68%
Male	12,776	10,251	80.24%	2525	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%

Table 24: Ratio of the entry level wage to minimum wage by gender

	Male	Female
Employees	1.18 : 1	1.20 : 1

Institutionalizing a framework for ongoing succession planning is a critical focus area for us. This involves identifying succession gaps, loss of expertise, and retaining organizational knowledge to ensure continuity of critical roles and minimize disruptions. Structured interventions have been initiated to mitigate these risks, including the onboarding of a Chief Human Resource Officer to oversee and implement necessary measures.

New employee hiring

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

In FY24 , every member of our workforce underwent comprehensive performance and career development assessments. These regular reviews demonstrate our commitment to nurturing a culture of continuous growth and professional advancement. By investing in talent management, we aim to create an environment where employees feel valued and motivated to stay long-term. This commitment to building enduring relationships contributes to a thriving work environment and organizational success

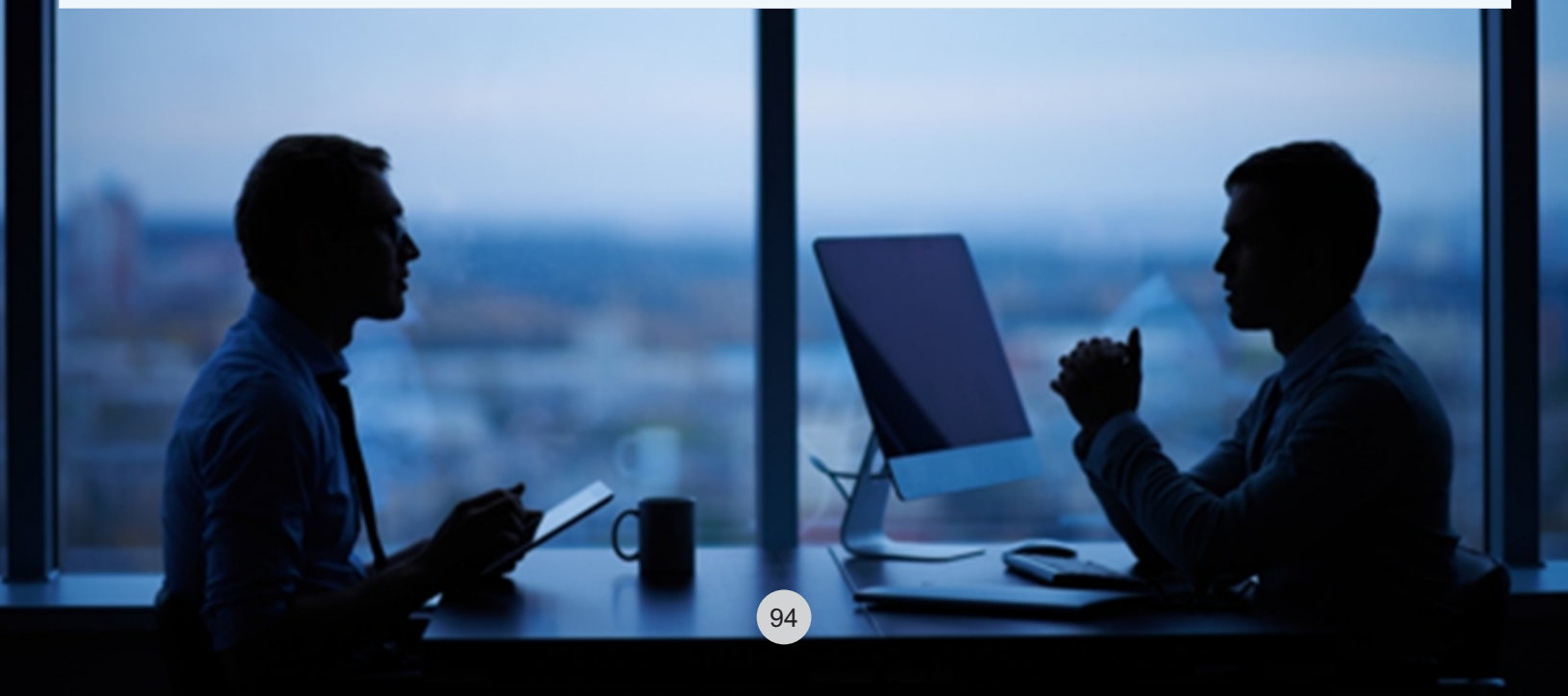


Table 25: New employee hired by gender

	FY 24
	Total
Male	794
Female	15
Total Employees	809

Table 26: New employee hired by Age

	FY 24
	Total
Below 30 years	459
30 to 50 years (including 30 and 50)	344
More than 50 years	6
Total Employees	809

Table 27: Employee Turnover by gender

	FY 24			FY 23			FY 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%	3.86%	2.34%	0.00%	2.34%	3.56%	0%	3.56%



Commitment to Human Rights

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

Our commitment to human rights is underscored by a standalone Human Rights Policy that guides our actions and decisions. This policy aligns with the United Nations Guiding Principles on Business and Human Rights, ensuring we proactively address and resolve issues related to business and human rights. We consistently communicate these principles to our senior management, emphasizing their critical role in our operations. Notably, in FY24, we reported zero incidents of rights violations involving indigenous peoples. Beyond our internal efforts, we extend our commitment by actively encouraging our business associates and partners to adopt best practices in human rights protection. We believe in continuous education and development, striving to integrate globally recognized best practices into our operational systems and processes.

Training and Awareness

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





Table 28: Coverage of Human Rights training

	FY 24			FY 23		
	Total	No. of employees / workers covered	%	Total	No. of employees / workers covered	%
Employees						
Permanent	3,864	2,455	63.54%	3,409	2,527	74.13%
Other than permanent	557	481	86.35%	811	538	66.34%
Total	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	14,646	10,812	73.82%	12,823	7,703	60.07%

Table 29: Training hours on Human Rights

	FY 24	FY 23
	Training hours	Training hours
Employees		
Permanent Employees	1,228	2527
Temporary/Contractual Employees	250	538
Total Training hours	1,468	3065
Workers		
Permanent Workers	541	1079
Other than Permanent Workers	4,865	6624
Total Training hours	5,406	7703

84% of security personnel have received formal training in the organization’s human rights policies and procedures.

Grievance Redressal Mechanism for internal stakeholders

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

Table 30: Number of Complaints

	FY24		FY23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination at workplace	0	0	0	0
Child Labour	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0
Wages	0	0	0	0
Human Rights Issues	0	0	0	0

We acknowledge the risk of human rights related issues such child labour, Forced/involuntary labour and other discrimination and harassment related concerns in our operations and our value chain, As a part of mitigation strategy we carried out assessments in our plants and office falling under our operational boundary as testimony of our commitment to abolition of any kind of child labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace or any wages related issues

Table 31: Assessments during the year

	% of plants and offices that were assessed
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

We implement necessary measures and take corrective actions by the applicable laws. We continuously check these aspects and keep checks & balances in place. The process for formulating a mechanism to assess/evaluate the value chain partners on these factors is underway. We intend to disclose these parameters in coming years. Further, no incidents were reported on the violations involving the rights of indigenous peoples during the reporting period.



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



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

Grievance Redressal

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

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



These committees play a vital role in ensuring grievances are handled effectively and resolved in a timely manner. By actively seeking and incorporating employee feedback for workplace improvement, we aim to build trusted relationships with our employees, promote talent management, and increase retention rates, thereby reducing grievances requiring prompt resolution.

Grievance Redressal Mechanism

Step 1

Member Grievances and Provider Complaints

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

Step 2

Grievances and Investigations

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

Step 3

Claim Disputes Resolution

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

Step 4

Decision and Appeal Process

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



By following this detailed mechanism, we ensure that concerns and grievances are taken seriously and appropriately addressed, fostering a supportive and safe work environment for all.

Occupational Health & Safety

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

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

Promoting a Culture of Safety

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

Occupational Health and Safety Management

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

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

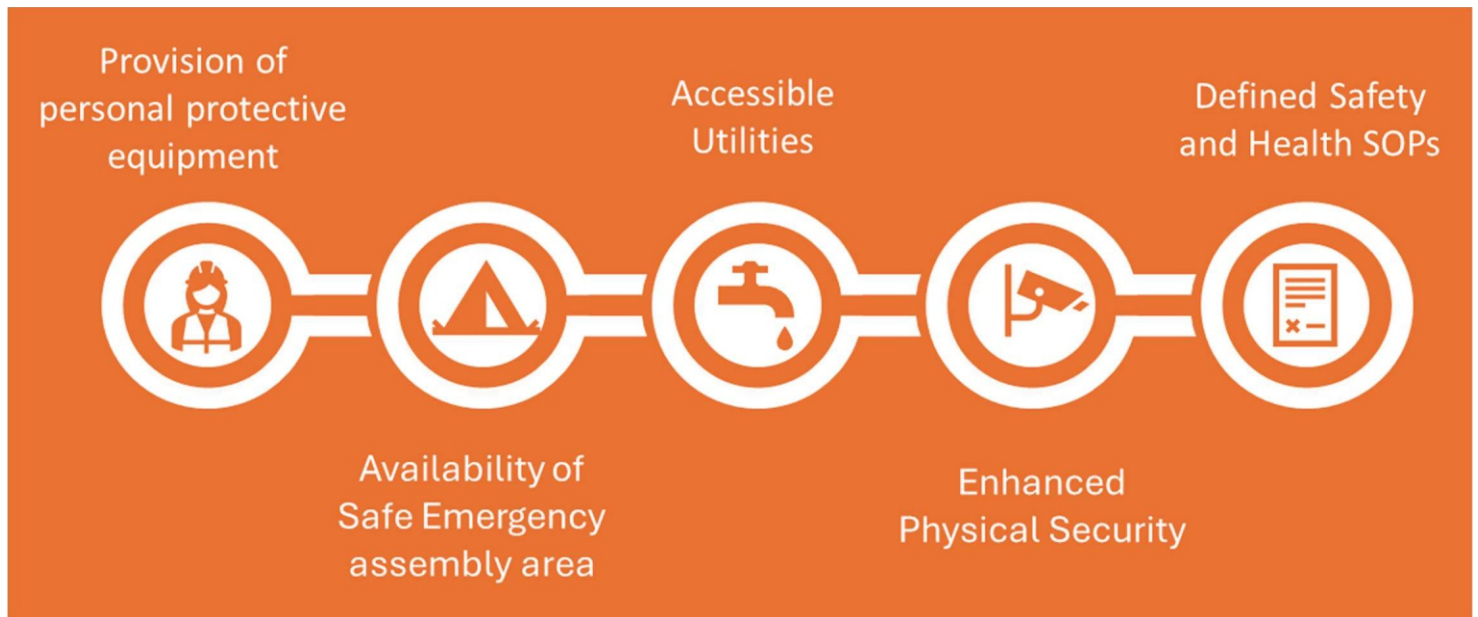


Table 32: Safety Related Incidents

Safety Incident/Number	Category*	FY 24	FY 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

*Including in the contract workforce

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



Comprehensive Safety Risk Assessment:

Safer Work Environment:

The collective implementation of these processes has determined appropriate control measures, created a safer work environment, and reduced the likelihood of incidents

Compliance with Regulations:

The adoption of HIRA, PTW, and JSA has enabled us to comply with safety regulations and meet legal requirements, ensuring we operate within prescribed safety standards and mitigating the risk of penalties and legal consequences associated with non-compliance



Proactive Risk Management:

By implementing HIRA, PTW, and JSA, we have proactively managed risks, preventing accidents, injuries, and property damage, significantly improving our overall safety performance

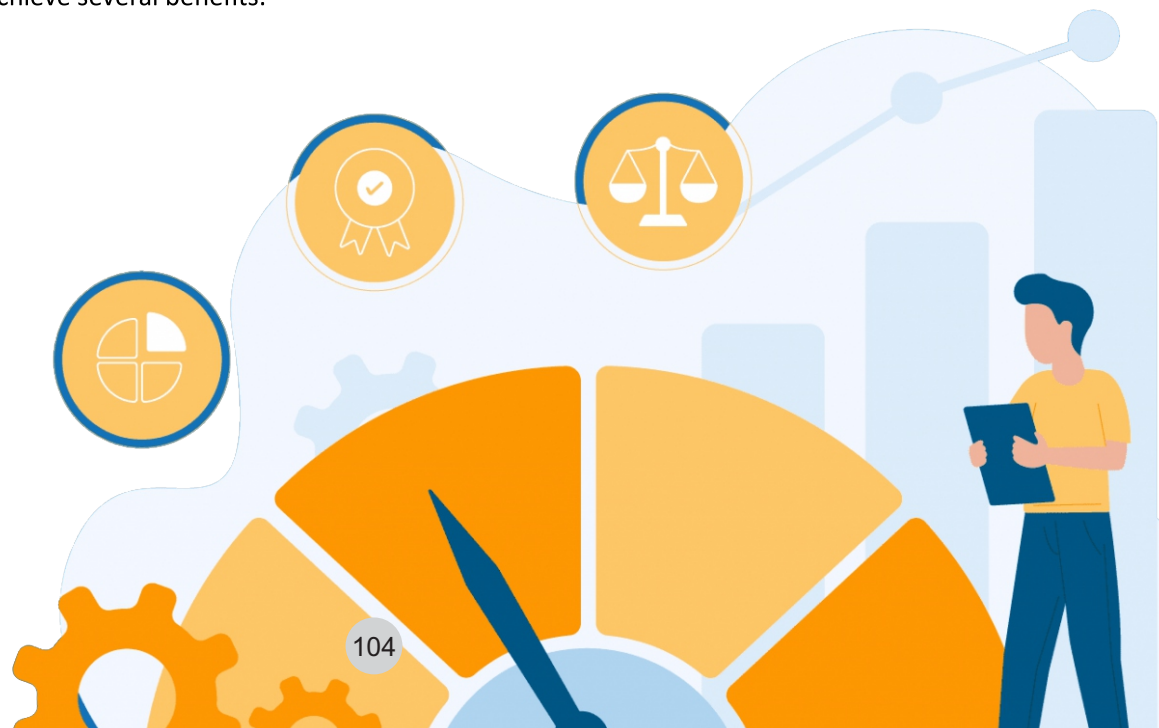
Standardized Procedures:

We have established standardized procedures and guidelines for hazardous work, ensuring consistency and clarity in operations, reducing the risk of errors or oversights

Tailored Safety Training:

We have tailored safety training programs to address specific hazards associated with each job, ensuring employees are equipped with the necessary knowledge and skills to perform their tasks safely and effectively

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

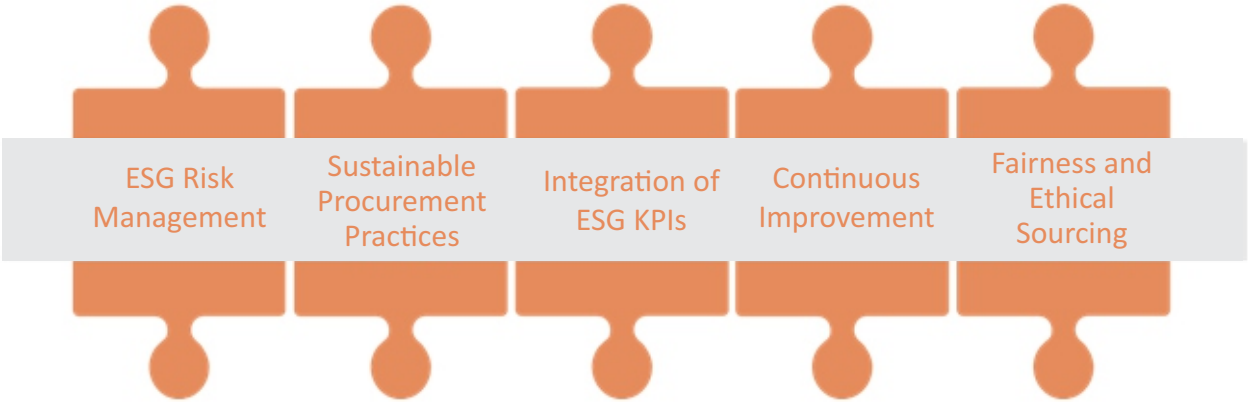


Sustainable Supply Chain

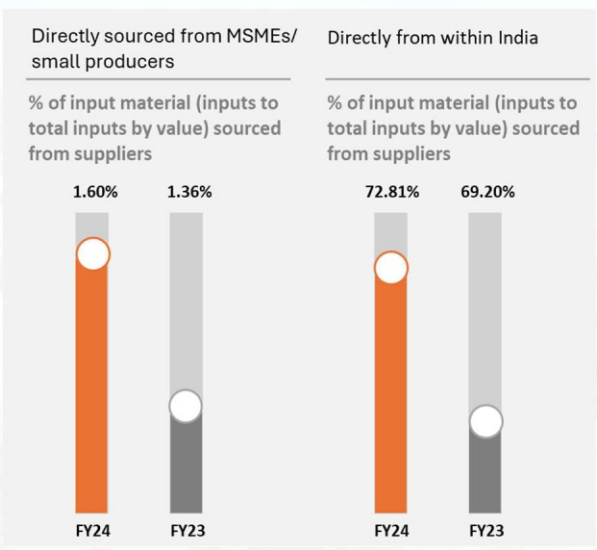
We are deeply committed to managing Environmental, Social, and Governance (ESG) issues within our supply chain. Recognizing the critical impact of supplier activities, we focus on environmental responsibility, human rights, labor practices, and ethics. To address these issues effectively, we employ a comprehensive approach that includes screening, selecting, monitoring, and engaging with suppliers regarding their environmental and social impacts. Our approach to sustainable procurement aims to transition our supply chain towards sustainability. We are actively identifying significant environmental issues that could negatively impact our value chain. Currently, we are conducting a thorough assessment to identify these key issues. This involves a detailed review of our value chain, from raw material sourcing to product disposal. We are evaluating factors such as energy consumption, greenhouse gas emissions, water usage, waste generation, and pollution. Our goal is to identify priorities and address them effectively to make substantial improvements.

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





Local sourcing



Our commitment to sustainability is demonstrated by our increased sourcing from small-scale producers and suppliers within India. This year, we sourced 18% more from small producers compared to the previous year, reflecting our dedication to supporting local and community-based businesses contributing to economic growth, and supporting regional development.

Further, we sourced 72.81% of our procurement from Indian suppliers, an increase of 3.61% compared to last year. This shows our ongoing efforts to reduce environmental impact while fostering local partnerships. This shows our focus on creating a more robust and sustainable supply chain.

Customer Relationship Management

Investing in Quality: A Strategy for Product safety

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

Table 33: Turnover of products and/service as a percentage of turnover from all products/service that carry information about

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

During the financial 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.

ZERO
Voluntary or
Forced recalls
made

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



Adherence to Standards and Compliance

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

As per the 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 aid customers in making well-informed choices.

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

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

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

Table 34: Consumer complaints

	FY24		FY23	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Advertising	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Other	0	0	49	0



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.

Advanced Quality Tools and Techniques

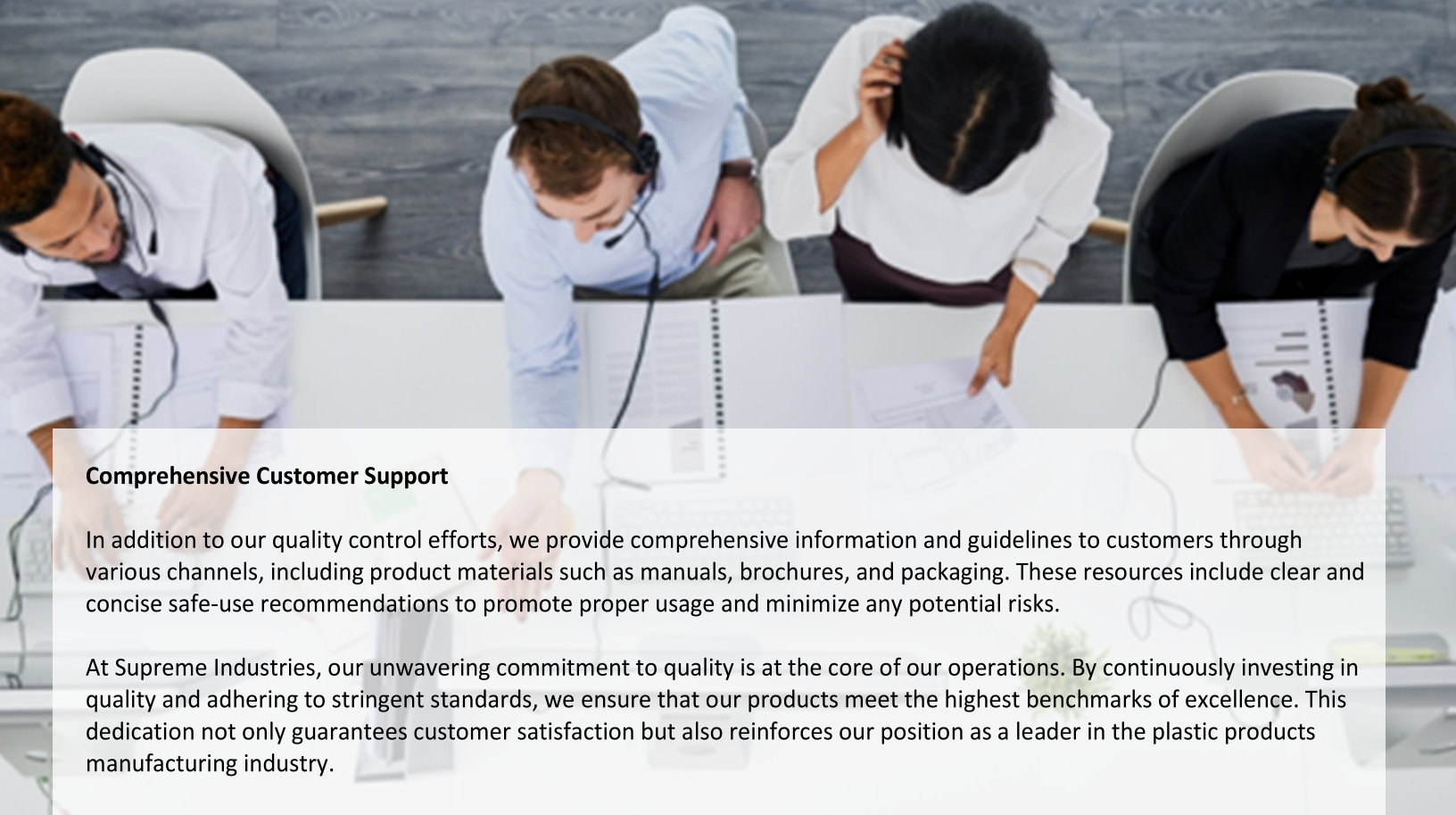
We have implemented advanced tools and techniques to enhance our quality performance. Our products undergo stringent quality assessments, including tests for bending, collapse, ball pressure, compression, tensile strength, and more. Concurrently, we are fortifying our overall quality management system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

Compliance with International Standards

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

Ongoing Quality Control Efforts

Our commitment to quality control is an ongoing endeavor. We continuously evaluate and improve our practices to ensure the highest level of product quality and safety. We prioritize the safety and reliability of our products, with our dedicated team ensuring that our products meet and set industry benchmarks for safe usage and handling. Throughout our value chain, we employ robust quality control tools and processes to minimize the occurrence of product recalls. In the event of any issues, we conduct thorough investigations to identify the root cause, whether it be a manufacturing problem or a design flaw. This allows us to address the issue effectively and implement corrective measures to prevent similar occurrences in the future. Notably, we recorded zero recalls in FY24, a testament to the effectiveness of our quality control efforts.



Comprehensive Customer Support

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

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

Ensuring Customer Satisfaction

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

Efficient Handling of Customer Complaints

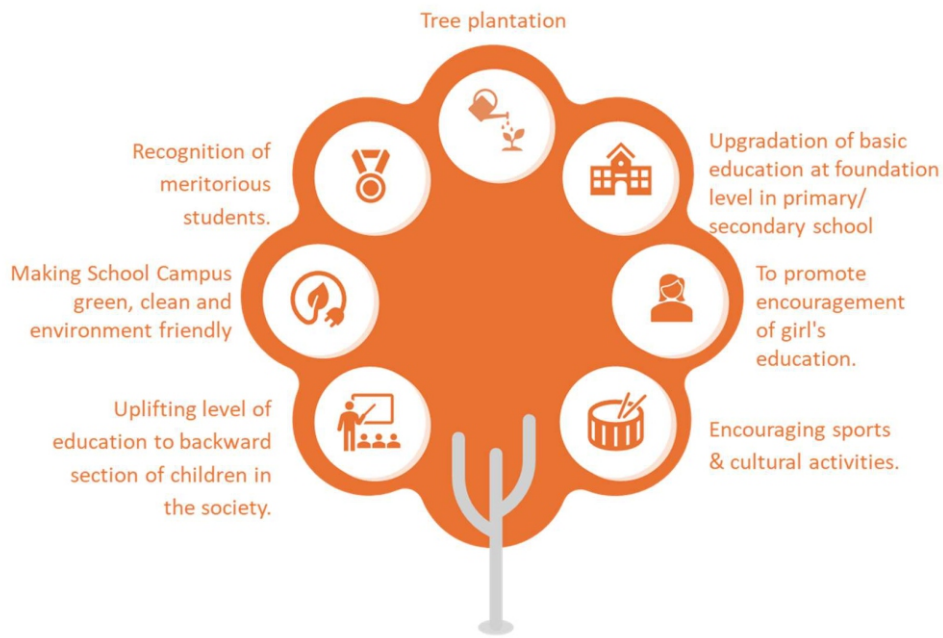
We are steadfast in our commitment to address any customer complaints promptly and effectively, with the goal of consistently enhancing our products and services. To this end, we have established a comprehensive system dedicated to the efficient handling and resolution of customer concerns. We highly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

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

Corporate Social Responsibility

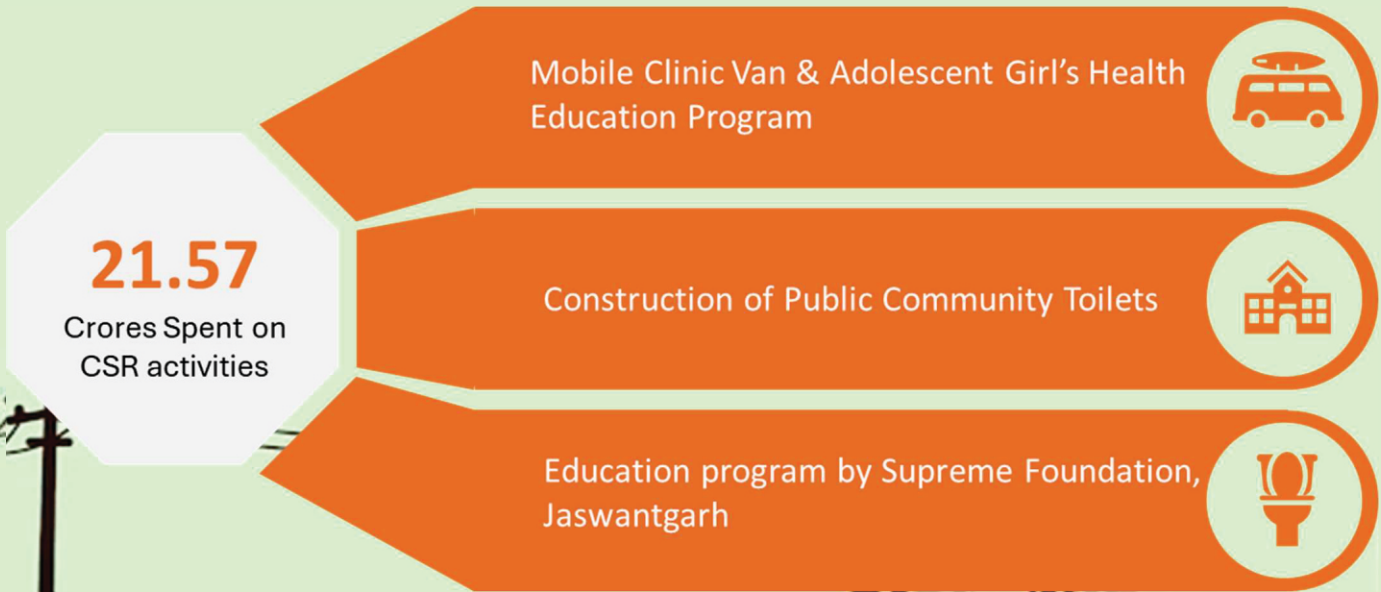
Community Engagement

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



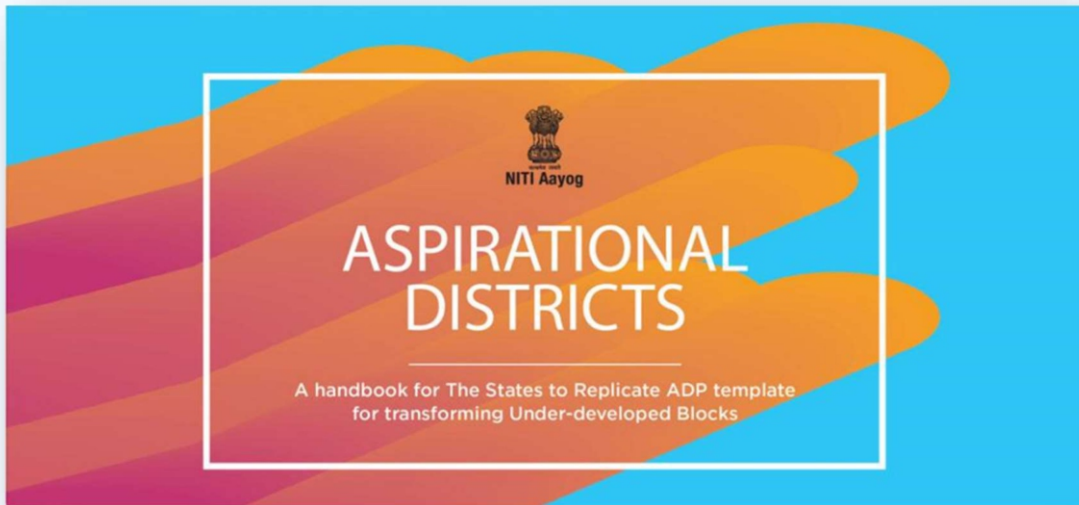
As a responsible corporate entity, Supreme Industries upholds core values that emphasize a strong responsibility towards the communities surrounding its operational sites. Believing firmly in an inclusive society, the company is committed to empowering these communities through a variety of social development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





Inclusive and Equitable Development

The Supreme Industries Limited emphasizes that societal welfare and community development are essential for business growth and economic progress. This policy encourages the company to innovate and contribute to the overall development of the country, with a particular focus on disadvantaged, vulnerable, and marginalized sections of society. It underscores the interdependence of business prosperity, inclusive growth, and equitable development.



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

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

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

Realizing the importance of community development in such districts, Supreme foundation carried out an initiative of Mobile Clinic and Adolescent Girls Education Program in Nandurbar district. Being identified as an aspirational district, this initiative has not only contributed to the upliftment of these regions but also align corporate growth with inclusive and equitable development.

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.

Education:

Supreme Foundation worked directly with the following government departments to work in education.

- General Education
- Sanskrit School Education
- Sanskrit College Education

While working with these departments, it was also understood that the Foundation should start programs like bridge courses (which have been used in the past by many institutions and even the Education Department) with children who are lagging in education. Keeping in mind the needs of modern times, computer education is necessary and innovative programs like computer bus were also taken up.

General Education:

Intervention in general education by Supreme Foundation started in 2016 the condition of schools in the area was pathetic due to lack of teachers. Supreme Foundation had provided volunteers on behalf of the foundation in these schools. This work has started from Ladnun block and currently this work is going on continuously in three blocks. Training of these volunteers is done every year so that the quality in their teaching is maintained. Apart from this, along with developing physical resources in schools as per requirement, necessary materials have also been distributed to the students.

Sanskrit Education:

The ancestors of the Chief Trustee of the Supreme Foundation have played a big role in the rise of Sanskrit education in the region. Taking this tradition forward, the Supreme Foundation started work in schools of Sanskrit education in the year July 2017.



Health Sectoral Intervention

Company CSR initiatives, facilitating informed decision-making and driving positive social change. Supreme Industries Ltd has been supporting public initiatives aimed at enhancing community welfare in the Nandurbar district, including the mobile healthcare services for indigenous tribes residing in remote areas. The Community Toilet Project, funded by Supreme Industries Ltd, has been implemented in Jalgaon and Jamner cities of the Jalgaon district for 30 years, operating in three locations: Ramdas Colony near Moolji Jetha College, near Sagar Park area, and Fule Market area. The project has also established a new community toilet facility near the new B J Market in 2024. The Mobile Clinic and Adolescent Girl's Health Education Program is sponsored by Supreme Industries Ltd, serving residents of 29 tribal hamlets and adolescent girls from 10 Ashram Schools/Schools. The clinic operates weekly on six different routes, serving residents of 29 tribal hamlets and adolescent girls from 10 Ashram Schools/Schools. Major stakeholders include local panchayat members, beneficiaries, students, project staff, and the project manager. The Community Toilets Project aims to restore human rights and dignity by providing clean and accessible toilet facilities, preventing environmental pollution, creating better civic and infrastructure facilities, and mobile clinic is providing health care awareness, consultation, treatment, and cure to indigenous people.

The program provides doorstep access to medical professionals, facilitating diagnosis, treatment, and referrals as needed. The Mobile Clinic and Adolescent Girl's Health Education Program seeks to educate adolescent girls about healthcare practices and raise health awareness. The inclusion of workshops conducted by social workers in ashram schools and local schools has contributed to the development of these programs. Overall, the project has had a significant positive high impact on improving public health, hygiene, and well-being in urban community of Jalgaon- Jamner city area. The impact on tribal communities is beneficial in terms of access to health care facilities through the mobile clinic project, but unresolved difficulties with project staff and management resulted in a medium impact.



Intervention Strategy and CSR Project

At the global context sustainability of any development practice is measured as success in its true sense. Sectoral intervention focus of Gadegaon CSR unit of Supreme industries is well appreciated. Monthly thousands of people are the beneficiaries of the public toilets, designed, constructed and managed by Supreme Industries as sanitation facilities. Daily hundreds of tribal are beneficiaries, living in the remote areas of the Akrani and Akkalkuva block of Nadurbar district, of health care facilities of mobile clinic. The micro intervention strategy of social work is implemented by catering services to the community. The nominal charges are the effective strategy for getting sense of a responsible client to access the public facilities.

History of the Project Initiation and Implementation

The historical review of community development initiatives were undertaken by Supreme Industries Ltd. in collaboration with local authorities and YMO (Yahamogi Multipurpose Organization) in the regions of Gadegaon village, Jalgaon block, and Nandurbar district. These initiatives primarily focus on addressing issues related to health, sanitation, and empowerment across urban, rural, and tribal communities. Since its inception, Supreme Industries Ltd. Gadegaon has been committed to promoting Sustainable Development Goals (SDGs), particularly SDG 3 (Good Health and Wellbeing) and SDG 6 (Clean Water and Sanitation). Recognizing the pivotal role of health and sanitation in community development, the company has actively engaged in various projects aimed at improving these aspects within the communities it serves.

Community Health and Sanitation-The earlier survey reports and documents highlights the dire need for basic sanitation facilities, particularly in crowded urban areas like Mahatma Fule Market, Moolji Jetha College Area, Ramdas Colony and Sagar Park in Jalgaon city. Supreme Industries Ltd. identified this pressing issue and proposed the Community Toilet Project to Jalgaon Municipal Corporation in 2020-21. The project was implemented in phases, starting from Mahatma Fule Market and extending to other areas. Additionally, the company extended its efforts to Jamner city by establishing a community toilet near the Jamner Bus Stand. This proactive approach towards addressing sanitation issues reflects the company's commitment to community welfare. Partnership with YMO: Yahamogi Multipurpose Organisation (YMO), a non-governmental organization dedicated to tribal welfare in Nandurbar district, identified health disparities among tribal communities, leading to increased morbidity rates in 2010-11. Recognizing the urgency of the situation, YMO proposed a comprehensive project to Supreme Industries Ltd. This project aimed to address health-related expenses, provide transportation support, and promote adolescent health education through a Mobile Clinic and Girls Adolescent Health Education Program. The collaboration between Supreme Industries Ltd. and YMO 13 exemplifies the synergy between corporate entities and grassroots organizations in tackling complex social challenges.

Expansion and Impact

Over the years, these collaborative efforts have expanded to encompass broader geographical areas, including Gadegaon, Jalgaon, and Jamner, demonstrating the scalability and sustainability of the initiatives. The establishment of a new community toilet near BJ Market area in 2024 further underscores the continuous commitment of The Supreme Industries Ltd. towards improving community health and sanitation

Community Toilet and Mobile Clinic Project :

Under its CSR policy, Supreme Industries Ltd has extended support to public initiatives aimed at enhancing community welfare in the Nandurbar district. This support includes the establishment and maintenance of community toilets and the provision of mobile healthcare services for indigenous tribes residing in remote areas.

Community Toilet Project:

- In Jalgaon and Jamner cities of the Jalgaon district, Supreme Industries Ltd has funded the construction and maintenance of community toilets for 30 years.
- In Jalgaon, the project operates in three locations: Ramdas Colony near Moolji Jetha College, near Sagar Park area, and Fule Market area. Additionally, a new community toilet facility has been established near the new B J Market in 2024.
- Noteworthy structural enhancements have been made to the new toilet complex, including the addition of bathroom facilities.
- Stakeholders for the project include residents, the company's project manager, caretaker, and end-users.



Mobile Clinic and Adolescent Girl's Health Education Program:

- Supreme Industries Ltd sponsors a mobile clinic and health education program targeting remote tribal hamlets.
- The clinic operates weekly on six different routes, serving residents of 29 tribal hamlets and adolescent girls from 10 Ashram Schools/Schools.
- Major stakeholders include local panchayat members, beneficiaries, students, project staff, and the project manager.



Way Forward :

- In the upcoming year, Supreme Foundation will continue to support government schools and colleges by recruiting subject-specific volunteer teachers and lecturers in the program area. This initiative aims to enhance the quality of education in rural government institutions, ensuring the holistic development of students through training, mentoring, and monitoring of teachers, as well as improving learning skills through computer literacy programs. The foundation has received numerous requests from educational authorities to increase the number of volunteer teachers due to the many vacant positions and plans to allocate the necessary resources accordingly.
- Supreme Foundation signed an MOU on February 21, 2023, with the Chief District Education Officer of Churu District to develop smart schools and install interactive digital boards in various government schools. The agreement also includes constructing facilities for female students, repairing, and constructing toilet blocks, and making existing Information & Communication Technology (ICT) labs fully functional in government schools in Churu District, Rajasthan.
- On March 21, 2023, Supreme Foundation entered into an agreement with the Municipal Corporation of Jalgaon for the construction and development of public convenience facilities in prominent localities of Jalgaon. The foundation will also manage and maintain these facilities for the next 30 years.
- The company is committed to contributing to various CSR activities around its plant locations, focusing on developing public facilities and supporting the underprivileged, including sponsoring healthcare programs.
- The company will contribute INR 5 crores in a phased manner to establish the state-of-the-art Plast India University in Vapi, under the Plast India Foundation.
- To transform “Anganwadi Centers” into learning centers, the foundation will support Anganwadi Centers in Didwana to provide a solid educational foundation at the primary level. A survey of 195 Anganwadi Centers has been completed, and the foundation will contribute INR 200 lakhs for this initiative.
- The company/foundation plans to spend approximately INR 25 crores on various CSR activities during the year 2024-2025.

GRI Content Index

Statement of use	The Supreme Industries Limited has reported the information cited in this GRI content index for the period FY23-24 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

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	2-3 Reporting period, frequency and contact point	3, 4
	2-4 Restatements of information	Wherever applicable
	2-5 External assurance	No External Assurance In FY 23-24
	2-6 Activities, value chain and other business relationships	11, 12, 18
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THE SUPREME INDUSTRIES LIMITED

1161 & 1162 Solitaire Corporate Park, 167 Guru Hargovindji Marg, Andheri-Ghatkopar Link Road,
Chakala, Andheri (East), Mumbai 400093, India | Tel.: (022) 68690000, 40430000

Website : www.supreme.co.in E-mail : supreme@supreme.co.in

Regd. Office : 612 Raheja Chambers, Nariman Point, Mumbai 400 021, India | Tel.: (022) 62570000, 62570025