

EMBRACING SUSTAINABLE GROWTH



Supreme[®]

People who know plastics best



SUSTAINABILITY REPORT 2022-2023

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Message from MD

Dear Stakeholders,

As a Managing Director of The Supreme Industries Limited (Supreme), I am pleased to present our 1st sustainability report. This report outlines our progress and performance in the areas of environmental and social responsibility.

Unprecedented challenges such as climate change highlight the importance for businesses to take a proactive approach to sustainability. At Supreme, we acknowledge the vital role of sustainability for our people, planet, business, and are committed to embedding sustainable practices in our business strategy and operations. As a plastic manufacturing organization, we embrace our responsibility to create shared value for stakeholders and mitigate environmental, social, and governance risks.

We align our operations with UN Sustainable Development Goals (SDGs) and integrate National Guidelines on Responsible Business Conduct (NGRBC) principles in business strategy. Supreme's dedicated ESG team drives our commitment to Sustainable Development. Our ESG priorities include expanding renewables, improving energy efficiency, responsible water and waste management, fostering a safe and inclusive work environment, supporting community development, practicing strong corporate governance, and ensuring a sustainable supply chain. Our commitment extends to fair and ethical business practices, ensuring clean, safe, and unbiased working conditions for all.

We strive to create a positive impact in the communities we operate and are committed to providing our employees with a safe and inclusive work environment. We've established policies for the environment, health and safety, human rights, diversity, and inclusion.

We recognize the importance of minimizing our environmental impact and are taking concrete steps to reduce our carbon footprint. We focus on increasing renewable energy usage in our operations and aim to consume 75 Million RE units by 2025 (short term) and 97 Million RE units by 2030 (long term). We're expanding our on-site solar generation capacity

and sourcing off-site renewable energy through power purchase agreements. Recognizing water scarcity, we prioritize water conservation, water usage optimization, and rainwater harvesting. Managing plastic waste remains a significant challenge. We at Supreme re-process 93% of manufacturing waste. Sustainable procurement and eventual adoption of circular economy practices are part of our long-term vision.

We're proud of our facilities' achievements, with awards such as CII 23rd National Award for Excellence in Energy Management, Econaur Sustainability Award 2022, and Grow Care India Sustainability Award 2022.

This year, we took a significant step by publishing our first sustainability report, offering stakeholders a transparent view of our business. We are committed to continuous improvement to drive positive change and create value for all stakeholders.

We thank our stakeholders for their support in our journey towards achieving a better and sustainable future for all.



M. P. Taparia
Managing Director



Message from Senior GM

Embracing a Sustainable Future with Renewable Energy



The concerns surrounding climate change and the global pandemic have accelerated the shift towards an ESG-driven economic transformation. Recent geopolitical instabilities have underscored the urgency for a more environmentally conscious transition within the global business landscape. Throughout this decade of action, prioritizing sustainability is imperative in tackling the critical challenge of climate change. Organizations that embrace a sustainable business model will find themselves better equipped to mitigate climate-related risks, enhance profitability, and leave a positive impact on the world. The latest report from the UN's Intergovernmental Panel on Climate Change (IPCC) serves as a stark warning, for human-induced global warming. There is a real possibility of breaching the 1.5°C threshold by 2040, if not sooner. This would lead to a heightened frequency and severity of extreme weather events, resulting in catastrophic consequences. Against this backdrop, global leaders convened at the COP-26 Climate Conference in Glasgow to revisit and expedite the climate commitments made under the Paris Agreement.

Supreme has not only emerged as a leader in plastic processing but has also set new benchmarks in the plastics industry. It's imperative that we acknowledge the dwindling nature of our non-renewable resources. As a growing organization, our Greenhouse Gas (GHG) emissions and consumption of natural resources have been on the rise, which poses a significant challenge for the environment.

Considering this, we have adopted a forward-thinking strategy for achieving sustainable growth focused on

using renewable energy sources and reducing specific energy consumption. By proactively pursuing a decarbonization strategy, we're expanding our reliance on renewable energy, thereby strengthening our green infrastructure. Presently, we're procuring 28.4 MW of renewable energy from rooftop solar installations.

In FY23, we sourced 14% energy from renewable sources, marking a 2% increase from the previous year. It is noteworthy to highlight that two of our plants in Chennai & Hosur are operating on a renewable mix exceeding 78%. Furthermore, our Environment team has launched a concerted campaign for water conservation, aiming to monitor, conserve, recycle, and decrease our overall consumption of fresh water. The motto "Catch the Rain, Stop the Drain" has been central to our rainwater harvesting initiatives, addressing the critical need for water security.

Adhering to business responsibilities in sustainability reporting, ESG reporting, Carbon disclosure Projects, and meeting all environmental compliances, including Extended Producer Responsibility (EPR), present significant challenges for our business. We're fortunate to be supported by a team of motivated and dedicated professionals who are carrying forward the vision of our organization. With the steadfast support of our plant teams, we're confident in reaching new heights in the realm of sustainability. This collective effort is integral to our commitment to a greener, more sustainable future.

A handwritten signature in black ink that reads "Vasudev Sharma". The signature is stylized and written in a cursive-like font.

Vasudev Sharma

Senior GM (Energy and Environment)

● Today, Sustainability is providing a Competitive Edge...
Tomorrow, it will become a license to operate! ●



About the Report

Welcome to The Supreme Industries Limited Sustainability Report for FY23. In this report, we showcase our sustainability framework, highlight our top-priority material concerns, share our strategic approach, and outline the various initiatives we've undertaken concerning Environmental, Social, and Governance (ESG). This report also sheds light on our strategies to address some of the significant sustainability challenges our business faces. Through this report, we aim to illustrate our sustainability objectives, policies, and management practices. We eagerly anticipate feedback and recommendations from our stakeholders to the email id - investor@supreme.co.in, Mr. R. J. Saboo, VP (Corporate Affairs) & Company Secretary to enhance and refine our ESG efforts.

Our leadership, corporate culture, and strategic direction are harmonized to create value while effectively managing risks and adapting to shifts in the external landscape. Additionally, we provide both quantitative and qualitative insights into the ESG metrics associated with our sustainability agenda. We firmly believe that transparent reporting is crucial for embarking on a meaningful journey towards responsible and sustainable manufacturing of plastic products.

Reporting frameworks and standards

This Report has been prepared in reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and focuses on the material aspects of sustainability that are best suited for our business.

This report also aligns with the Business Responsibility and Sustainability Reporting (BRSR) requirements of the Securities and Exchange Board of India (SEBI) and includes our contribution towards the diverse objectives delineated in the United Nations Sustainable Development Goals (SDGs).



Scope & Boundary

The FY23 Annual Sustainability Report of Supreme is a part of our earnest endeavor to communicate our environmental, social and governance (ESG) approach, efforts, and performance over the past financial year.

Through this report, we aim to showcase our journey towards integrating ESG into our core business strategy to deliver a shared value proposition for all stakeholders. This report communicates the sustainability performance of our business spread across India.

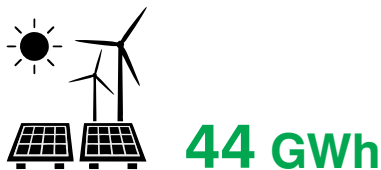
ESG Highlights FY 2022 - 2023



~8% Reduction in Scope 1 + 2 GHG Emissions Intensity compared to FY22



Emissions Avoided



~14% Renewable Energy Mix



Water Intensity Reduction



Performance & career development review



Employees / workers paid more than or equal to minimum wages



Employees trained on Human Rights



Independence in Audit Committee



Independence in Nomination & Remuneration Committee

About The Supreme Industries Limited

Founded in 1942, Supreme (TSIL) has had a pre-eminent history spanning 81 years in the plastics industry, we are a complete solution provider to all our stakeholders. Our focus remains on financial prudence, increasing our share in value added product sales, environment, and sustainability.



Our Vision

- We at Supreme envision to contribute to the growth of the Indian economy through the largest range of plastic products. ●

As one of the largest plastics processors in the nation, we effectively handle volumes of over 5 lakhs metric tons of polymers annually and provide a diverse and comprehensive selection of plastic products in India. Our broad selection of products spans many categories and is known for quality and innovation. Supreme has been home to quality innovation, with the foundation being its mission & vision.



Our Mission

- We aim to 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. ●



Our Memberships & Associations

We understand and greatly value the crucial contributions that industry associations make to our achievements. Supreme has forged strong affiliations with numerous trade and industry chambers / associations, including but not limited to Plastindia Foundation, Organization of Plastic Processors of India (OPPI), Confederation of Indian Industries (CII), Automotive Component Manufacturers Association of India (ACMA), Indian Plastic Federation (IPF), Indian Institute of Packaging (IIP), Federation of Indian Export Organization (FIEO), Bureau of Indian Standards (BIS), Deccan Chamber of Commerce, Industries and Agriculture (DCCIA), among others.

These affiliations serve as a testament to our commitment to being actively engaged in industry dialogues, staying abreast of sectoral developments, and contributing to the growth and advancement of our respective industries. By aligning ourselves with these esteemed associations, we not only gain access to a wealth of industry knowledge and resources, but also have the opportunity to collaborate on initiatives that drive progress and innovation. It's a symbiotic relationship that allows us to collectively elevate industry standards and foster a culture of excellence.

Supreme Products & Services

Supreme, with its diverse business verticals, holds the distinction of being the largest plastic product manufacturer catering to a wide array of applications to meet diverse customer requirements.

Supreme operates across multiple product categories, including Plastic Piping Systems, Multi-layer Cross Laminated Films & Products, Protective Packaging Products, Industrial Molded Products, Molded Furniture,

Storage & Material Handling Products, Performance Packaging Films, and Composite LPG Cylinders.

Our extensive product range spans across numerous categories and is renowned for its quality and innovation. We consistently exceed customer expectations with an unparalleled product portfolio that comprises over 15,000 different product SKUs. To provide further clarity, the company's four major product groups have been restructured as follows:

A) Plastic Piping Systems



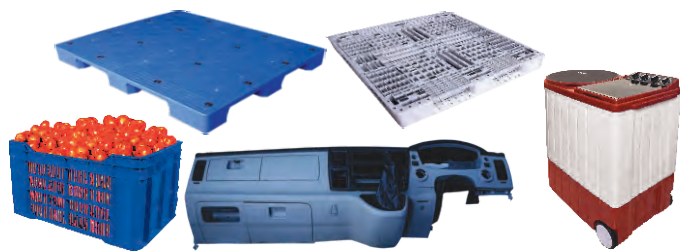
This product group encompasses products like uPVC Pipes, Injection Moulded PVC fittings and handmade fittings, Polypropylene Random Co-polymer pipe system, HDPE Pipe Systems, CPVC Pipes Systems, Inspection Chambers, manholes, Toilets Bath fittings, Roto-moulded Tanks and Fittings and Solvents, Industrial Piping System, DWC, PEX Pe Pipe System and Fire Sprinkler System.

B) Packaging Products



This product group encompasses products like Flexible packaging film products, Protective Packaging Products, Cross Laminated Film products.

C) Industrial Products



This product group encompasses products like Industrial Components (car dashboards, interiors etc.), Material handling System and Pallets - Rotomoulded crates, pallets and garbage bins and Composite LPG Cylinder.

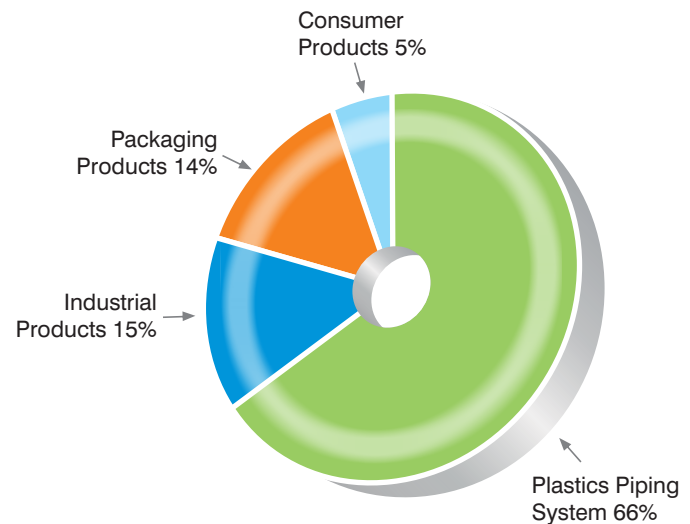
D) Consumer Products



This product group encompasses furniture sets and related products.

In FY 2022 - 2023, the company achieved sales of 5,06,501 tons of plastic products, marking a significant growth of 29% in product turnover by volume compared to the corresponding period in the previous year when 3,93,908 tons of plastic products were sold.

Product Group-wise share in turnover (%)



The net turnover (including other income) of the Company for FY23 stands at INR 9282.94 Crores (including INR 71.84 Crores by way of trading in other related products) as against INR 7840.51 Crores (including R 105.89 Crores by way of trading in other related products) during the previous year.

Supreme has sold 5,06,501 tons of Plastic products in FY23 as against 3,93,908 tons of Plastic products in FY22, reflecting growth of 29% in product turnover by volume.

Plastic piping systems constituted most of our turnover, accounting for 66%, with industrial products contributing 15% to our overall revenue. This underscores the significant role played by plastic piping systems in our business operations. The robust performance of this segment reflects its strong market demand and our expertise in providing high-quality solutions in this category. Furthermore, our industrial products, packaging products & consumer products segment made a notable contribution, demonstrating our diversified product portfolio and our ability to serve various sectors within the industry.

Supreme exported goods worth US \$ 29.27 million as against US \$ 29.11 million during the corresponding period of the previous year.

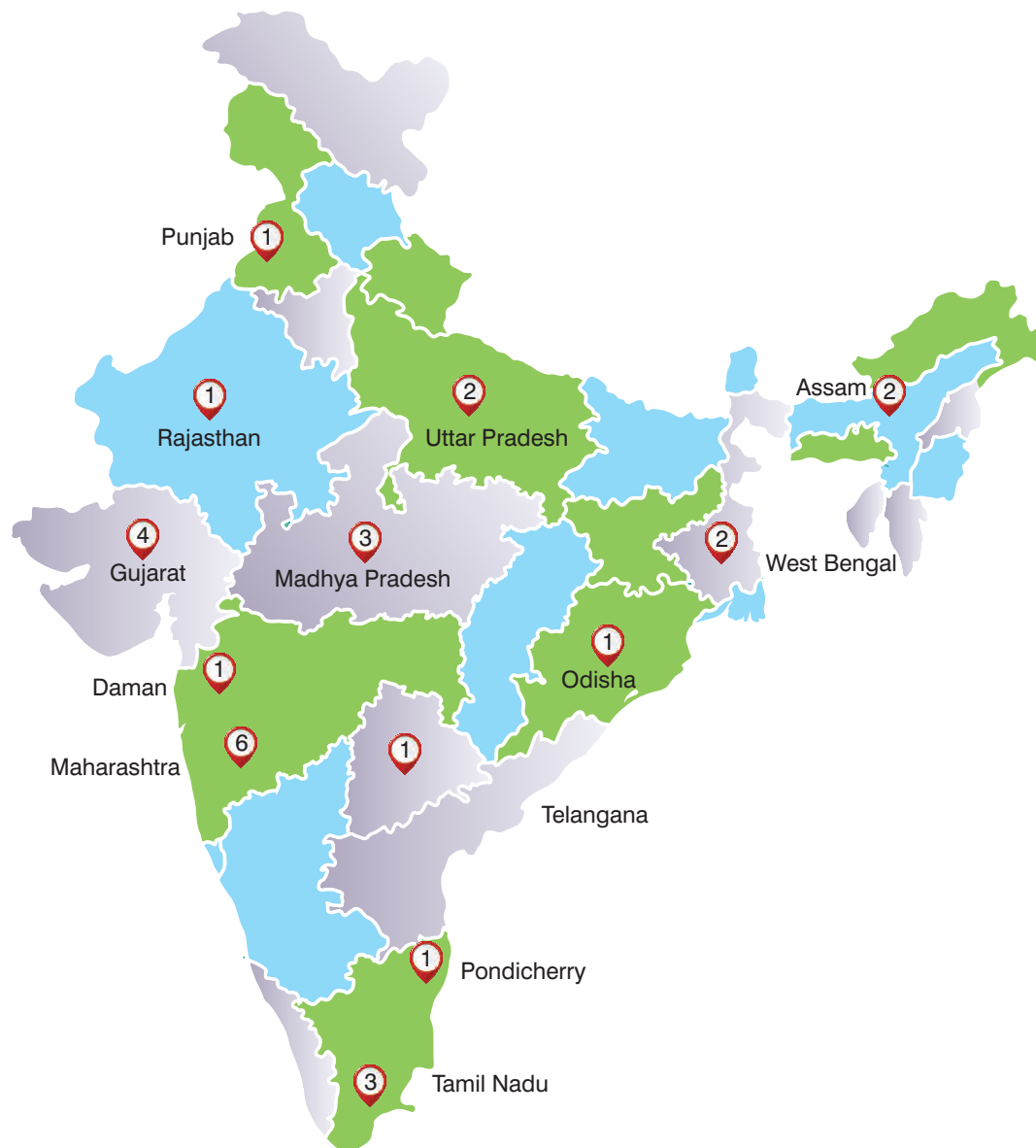
Supreme Locations

We're India's one of the leading plastic processing companies, headquartered in Mumbai, Maharashtra; with our manufacturing and distribution roots spread across the country. Every facility is outfitted with best-in-class machinery and storage facilities with our largest facility spanning 130 acres at Gadegaon, Maharashtra. This enables us to serve our supply chain stakeholders better.

We have a wide reach and serves customers across PAN India. In addition to its extensive domestic presence, Supreme's products are exported to 54 countries and efforts are being made to expand its reach to other

countries and attract new customers. This broad customer base allows us to cater to diverse markets and meet the needs of customers both within India and around the world.

In FY22, we added three new greenfield sites which went into commercial production. We are now operating from 28 manufacturing sites across 12 States and Union Territories. Pan India geographical spread of manufacturing facilities provides excellent support in servicing the customers efficiently and economically. We have plans to add more Green Field Projects and work for the 29th state of the art facility at Malanpur (Madhya Pradesh) to manufacture Industrial and Ball Valves. The same is being taken in hand and is likely to be in operation soon



We have a PAN India presence with 28 - Manufacturing plants; 8 - Fabrication Units; 19 - Branch Offices and 32 Depots to serve our diverse customer base across different locations.

Awards & Accolades



NATIONAL AWARD FOR EXCELLENCE IN ENERGY MANAGEMENT – 2022

Supreme's Lalru, Kanpur and Jalgaon plants won CII's 23rd National awards for Excellence In Energy Management



ECONAUR SUSTAINABILITY AWARD – 2022

Supreme was declared winner for best practices in Sustainability for its outstanding contribution towards the environment and resource efficiency.



GROW CARE SUSTAINABILITY AWARD – 2022

Supreme was recognized with a 'Gold Award' for 'Outstanding Achievement in Sustainability Management' category within the Plastic Industry Sector.



DUN & BRADSTREET AWARD – 2022

Supreme was recognized in top 500 companies list for its exemplary financial performance, by Dun & Bradstreet

Economic Performance

Financial Performance

Supreme is one of the largest plastic processors in India, with a sale of above 5 lakh MT annually. We have had a presence in the Indian plastic industry for over 81 years and have a diversified revenue model with a large product portfolio across 4 verticals. We have 28 plants situated across India with an asset base of over Rs. 4000 crores.

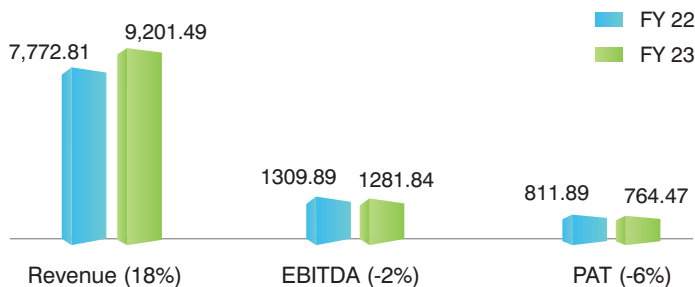


Figure 1 : Financial performance (in Crores)

Supreme has demonstrated a commendable track record of financial performance, showcasing significant achievements in various key indicators. There has been a marginal 2% decrease in EBITDA & 6% decrease in Profit After Tax (PAT) for the fiscal year 2023, in contrast to the figures recorded in FY22. However, it is noteworthy to mention that there has been an 18% surge in the revenue generated. This performance highlights the company's resilience and strategic adaptability in navigating the evolving economic landscape.

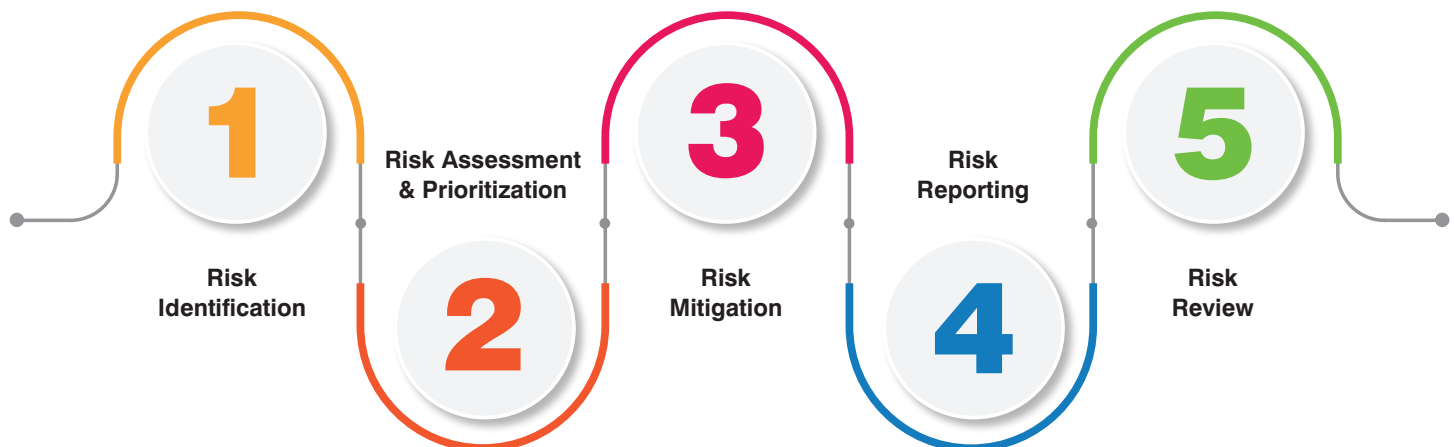
Our recent infrastructure investments

Supreme has invested Rs. 188 crores in new plants in Cuttack (Odisha) and Erode (Tamil Nadu). This investment will not only strengthen our manufacturing capabilities but will also help to generate employment and provide logistical mobility for people in the nearby areas due to the development of roads in the vicinity of the facility.

Our proactive approach towards managing risks

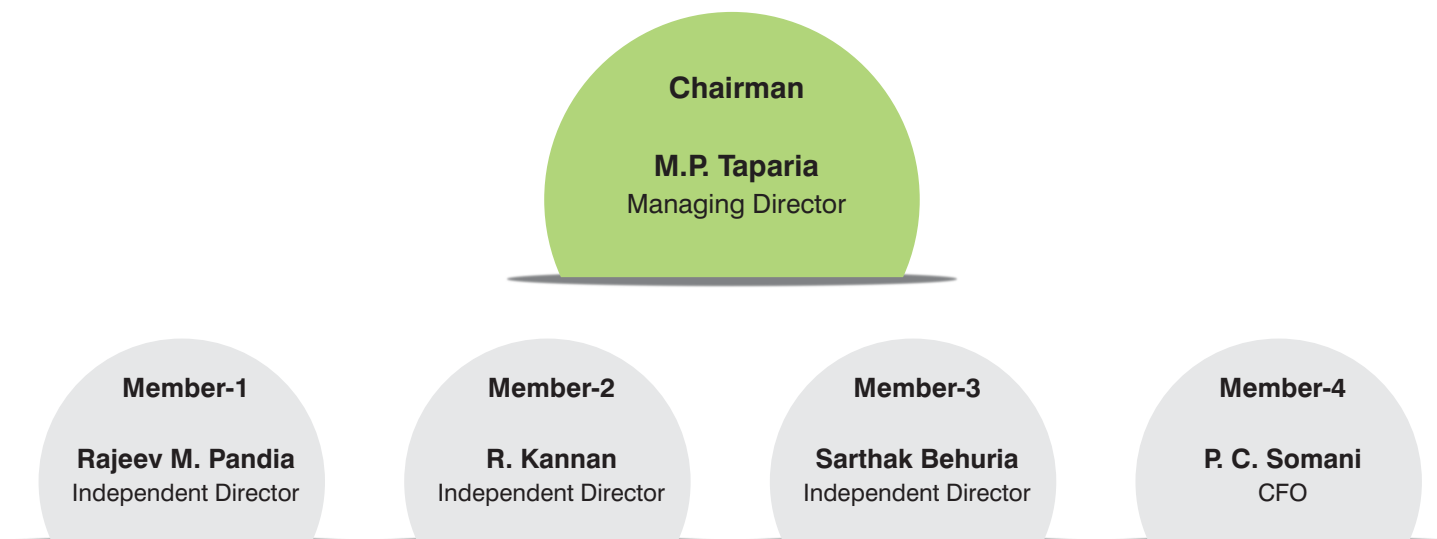
In the current dynamic and competitive business landscape, it is crucial to have strategies in place for minimizing the inherent risks that come with pursuing the Company's growth plans. Among the key risks are factors such as Business Operations Risks, Quality and Project Management Risks, Raw Material buying Risks, Legal and Compliances Risks, Cyber Security Risks, and Fire & Safety Risk. These risks are carefully evaluated, and appropriate measures are put in motion to mitigate their impact.

At Supreme, we have a comprehensive risk management procedure that follows a systematic approach designed to effectively address risks related to Environmental, Social and Governance (ESG) factors and climate change. By taking this stance, we aim to ensure that our mitigation efforts are not only reactive but also align with our stated objectives, ultimately safeguarding our operations and driving sustainable growth. This systematic approach will not only strengthen our resilience in the face of potential challenges but also 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.



The Board of Directors of the Company constituted a **Risk Management Committee** comprising Shri M.P. Taparia, Managing Director-Chairman; Shri Rajeev M. Pandia, Independent Director- Member; Shri R. Kannan, Independent Director- Member; Shri Sarthak Behuria, Independent Director – Member and Shri P. C. Somani, CFO- Member.

Details of the composition of the Risk Management Committee



The Risk Management Committee has been entrusted with the responsibility to assist the Board in the following:

1. Formulating a detailed Risk Management Policy
2. Ensuring that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company.
3. Monitoring and overseeing implementation of the risk management policy, including evaluating the adequacy of Risk Management Systems.
4. Keeping the board of directors informed about the nature and content of its discussions, recommendations, and actions to be taken.

5. Assessing the Risk pertaining to ESG.

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



ESG Strategy

ESG risks may have a significant impact on our performance; hence it is becoming important for us to address these risks.

We at Supreme are aware of the fast-depleting natural resources. Being a fast-growing company, every year we are reducing our GHG emissions, and consumption of natural resources leads to a lower adverse impact on the environment. Thus, we aspire to adopt a holistic approach to mitigate climate change.

We focused on conserving natural resources, reducing emissions, managing waste, protecting worker dignity and safety, ensuring the integrity of the business operations, and producing plastic products without impacting the environment. Further, we extensively promote the use of recycled plastics (from in-house plastic waste rejection) in manufacturing and ensure that all our plastic waste associated with manufacturing operations is recycled and reused as input material.

Additionally, we have adopted a low-carbon growth strategy which focuses on enhanced use of renewable energy resources as well as the reduction of specific energy consumption. We are enhancing our green infrastructure by adding on-site solar generation capacity every year to increase our renewable energy footprint & at present are using renewable energy in 24 facilities. We also source off-site renewable energy through power purchase agreements with third party wind, hybrid, and solar power generators. As overwhelming as the challenges are, it is our unshakeable belief that our business possesses immense capability to make a transformational contribution by integrating sustainability as a core component of our business strategy.

Our Commitment to SDGs

The United Nations' establishment of the 17 Sustainable Development Goals (SDGs) stands as a visionary framework aimed at mobilizing global efforts for a sustainable and equitable future. At Supreme, we wholeheartedly align ourselves with this transformative initiative, pledging our commitment to actively contribute to the attainment of these vital goals. In the realm of environmental stewardship, we embark on a multifaceted approach aimed at achieving key SDGs. Affordable and clean energy is a cornerstone of sustainable development, and we tirelessly work towards promoting access to such resources. By doing so, we not only facilitate economic

growth but also alleviate environmental stressors associated with conventional energy sources. Simultaneously, our unwavering dedication extends to the provision of clean water and sanitation, recognizing the intrinsic value of these necessities in fostering healthy communities and prosperous societies. These initiatives underscore our commitment to responsible environmental management.

Climate action stands as a central pillar of our sustainability efforts. We are resolute in our determination to combat the challenges posed by climate change. Through innovative strategies and conscientious resource utilization, we strive to minimize our carbon footprint and contribute to the global fight against climate instability. Additionally, we embed responsible consumption and production practices into our manufacturing processes. This entails adopting resource-efficient techniques and waste reduction measures, ensuring that our operations are in harmony with the principles of sustainable development.

Turning to our social responsibilities, we extend our efforts towards inclusive and equitable growth. We recognize the imperative of creating an environment where individuals can thrive with dignity and economic prosperity. This encompasses not only our workforce but also the communities we operate in. The well-being and health of our employees and community members are paramount, as we understand that a robust and healthy workforce is the bedrock of sustainable development. Addressing inequalities is a moral and ethical imperative for us. We are dedicated to creating an inclusive environment where all individuals, regardless of background or circumstance, have access to equal opportunities and are treated with fairness and respect. Gender equality is not merely a goal, but a fundamental principle that permeates all facets of our operations. It is reflected in our workforce composition, in our interactions with stakeholders, and in the opportunities we provide for growth and advancement. Education, we firmly believe, is a catalyst for positive change. Through our Corporate Social Responsibility (CSR) efforts, we invest in providing quality education to underprivileged communities. We view education as a powerful tool for empowerment, one that not only enhances individual capabilities but also uplifts entire communities. Maintaining the highest standards of corporate governance and business ethics is non-negotiable for us. This commitment is the bedrock of trust, ensuring transparency,

accountability, and fairness in all our dealings. By upholding these principles, we contribute to the overarching goal of fostering peace, justice, and strong institutions, both within our organization and in the broader societal context.

In essence, our dedication to the UNSDG is woven into the very fabric of our operations at Supreme. Through targeted environmental and social initiatives, and an unwavering commitment to governance and ethics, we actively work towards building a sustainable, inclusive, and just future for all.

UN SDGs

SUPREME'S COMMITMENTS



We proactively support initiatives and programs that strive to eliminate poverty for vulnerable communities.



We actively support initiatives and programs that aim to eliminate hunger and ensure food security for vulnerable populations.



We take an active role in establishing an environment that nurtures both physical and mental wellness.



We support initiatives that enhance educational opportunities, and promote skill development, empowering individuals to reach their full potential and contribute to society.



We are committed to providing equal opportunities, fair treatment, and a supportive environment for everyone, irrespective of gender, thereby fostering a diverse and inclusive workplace.



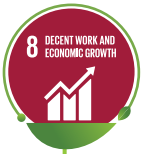
We actively support initiatives that improve access to clean water sources, promote hygiene practices, and ensure proper sanitation facilities, aiming to enhance public health and well-being.



We actively adopt renewable energy sources, invest in energy-efficient technologies, and encourage responsible energy consumption practices, contributing to a greener and more environmentally friendly future.

UN SDGs

SUPREME'S COMMITMENTS



We prioritize fair labor practices, providing safe and inclusive work environments. We actively promote skill development and contribute to the overall growth of the economy, all while fostering social well-being and prosperity.



We actively invest in technological advancements, foster innovation in our operations, and contribute to initiatives that benefit society and drive economic growth.



We promote diversity and inclusivity, ensuring equal opportunities for all employees.



It is our endeavor to support in creating livable, inclusive, and environmentally friendly communities.



We focus on reducing and recycling waste, optimizing resource usage, promoting sustainable manufacturing practices, and ensuring the production of goods and services that minimize environmental impact. Our efforts contribute to a more sustainable and eco-friendly future.



We are committed to acting on climate change. We strive to minimize our environmental impact by reducing our carbon emissions, adopting sustainable practices, promoting the use of renewable energy and collaborating with stakeholders to address the challenges of climate change and build a more sustainable future.



We firmly commit to protecting life below water and promote sustainable practices that safeguard the health and well-being of marine life.



We actively engage in environment conservation initiatives to contribute to a healthier and more sustainable planet.

UN SDGs **SUPREME'S COMMITMENTS**



We support initiatives that promote good governance.



We are actively involved in collaborative efforts with a various stakeholders to accomplish the Sustainable Development Goals (SDGs).

ESG Initiatives

We are working towards achieving our ESG targets through various initiatives. A few of these are encompassed below:

01 **Installation of 28 MWp Solar Rooftop**

- Improved renewable energy mix in production facilities; contributed total 8% of energy consumption in FY23.

02 **ISO Certifications**

- 9 Units for ISO 50001
- 14 Units for ISO 45001
- 15 Units for ISO 14001

03 **In-house Recycling**

- Recycled 6.08% the. total waste generated in FY23
- Improved material efficiency

04 **Maintaining zero-liquid discharge**

- Improved water efficiency & management.
- Rainwater harvesting one step head towards water stewardship

05 **Providing safe work-environment**

- HSE policy & procedurse
- Regular trainings to help maintain a safe work environment

Stakeholder Management

Effective stakeholder engagement process is crucial for achieving effective sustainable development in an equitable and inclusive manner. We believe in building a strong foundation of engagement with stakeholders which is underpinned by understanding, trust and responsiveness.

Stakeholder Identification

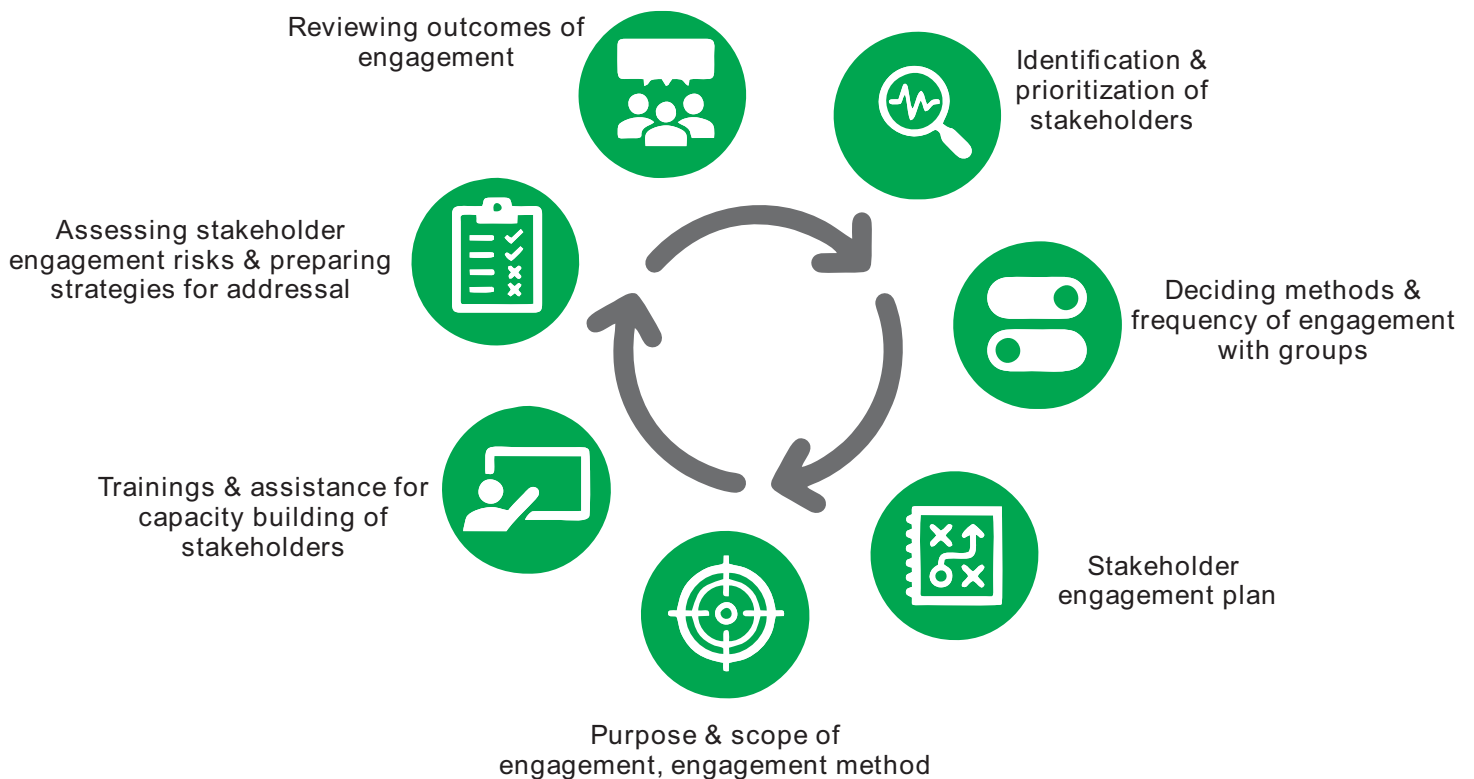
The process of identifying the key stakeholders considers input and feedback from various departments within the organization, as well as senior management and the Board. This collaborative approach ensures that a comprehensive assessment is made to identify the stakeholders who hold the most importance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








Through our stakeholder identification process, we recognize employees, business partners (suppliers, distributors/channel partners, vendors, and service

providers), shareholders / investors, bankers, regulatory authorities, customer / consumers, and surrounding communities as key stakeholders.

Stakeholder Engagement

We are committed to constructive dialogue, open and participative engagement with our stakeholders and have a **Stakeholder Engagement Policy**. The following is an overview of our stakeholder engagement process.



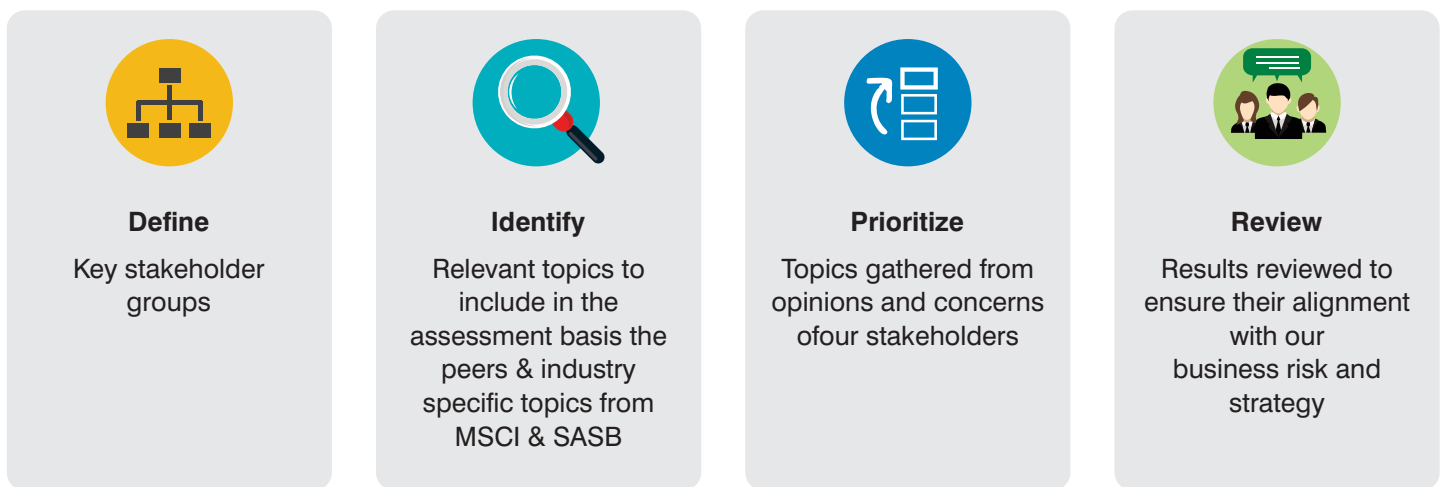
Stakeholder Group	Whether identified as vulnerable & marginalized group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement
EMPLOYEES 	No	Emails, Notice Board, and other communication mechanisms	Daily	Understand and resolve key concerns, take suggestions, share updates, and follow up for SOPs and compliances with policies of the company
Shareholders / Investors 	No	Emails, Newspaper, Advertisement, Website, Notice Board, Other	Quarterly and as and when need arises	Disclosing Quarterly/ Half Yearly/Yearly Results, sending Annual Reports and Notice \ for General Meetings
Distributors / Channel Partners	No	Email, Other	Frequent and need based	Sales Orders, Discount Policies, Advertisement etc
Customers 	No	Multiple Channel – physical and digital	Frequent and need based	Through Distributors and direct interaction
Research Analyst 	No	Email/ con-calls, meetings, Video – conferences	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	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

Our Approach to Materiality

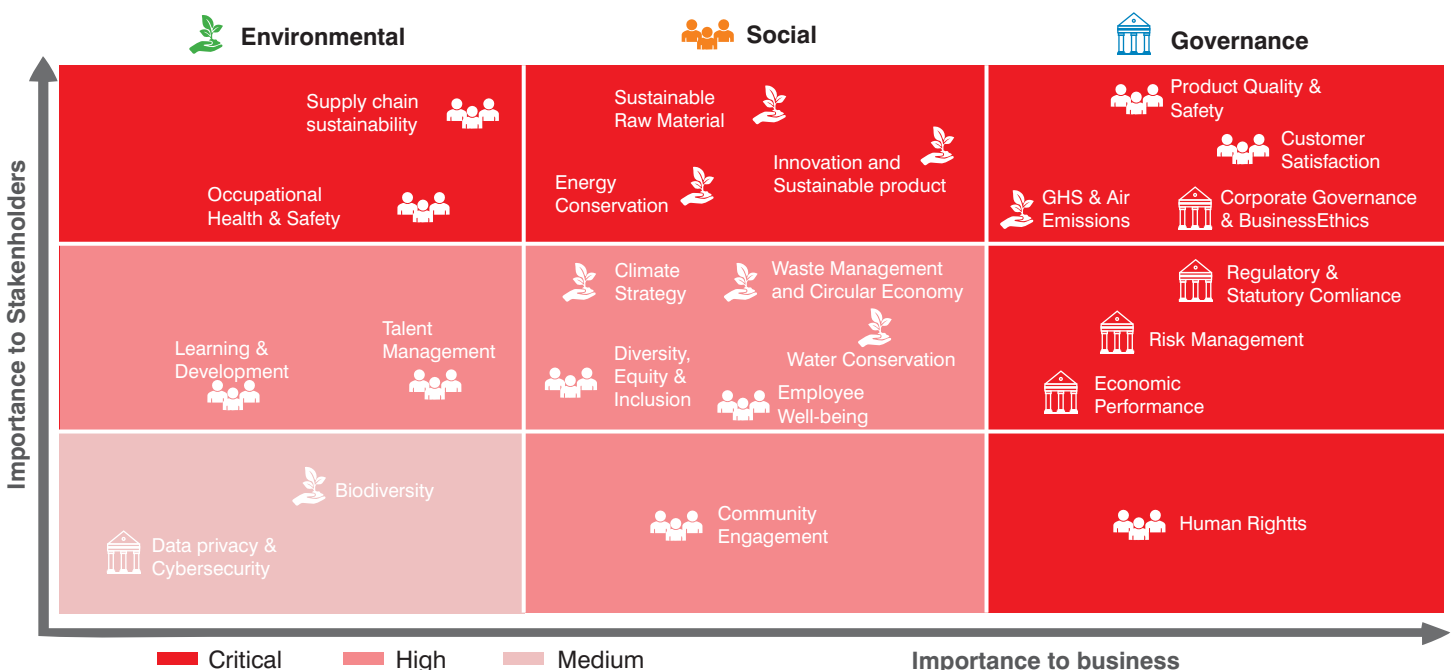
Mapping our priorities

Identification of issues that are of material importance to the organisation help us determine our priorities for our Environmental, Social and Governance goals. With a diverse universe of stakeholders, it is important to remain cognisant of the issues that matter so that the work we do remains meaningful and carries long-term impact.

Stakeholder priorities are constantly changing, and we must continually evolve to meet expectations. Conducting a thorough materiality assessment helps us identify and prioritise the issues that matter most to our business and stakeholders and potentially impact our value creation abilities over the long term. We have identified 23 material topics, which have been ranked based on business priorities and stakeholder expectations and were also mapped with the relevant United Nations Sustainable Development Goals (UN SDGs).

















Material Topics


















We assess the significance of our material concerns by considering their relevance to stakeholders and their influence on our value creation. Through this evaluation, we have identified key material matters that align with industry concerns as defined by Morgan Stanley Capital International (MSCI) ESG ratings and recommendations




from the Sustainability Accounting Standards Board (SASB). Our commitment as an organization is to continuously enhance and refine our practices. Introducing a new material topic is yet another stride in this ongoing journey of improvement.

STRATEGIC PILLAR	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
ENVIRONMENTAL	Biodiversity	Biodiversity and climate crisis are closely connected and reinforce each other. Supreme believes in protecting the flora and fauna and has undertaken measures to maintain harmony with nature in accordance with its 'Environment Policy.	
	Climate Strategy	Supreme is proactively preparing for climate change impacts on its business, implementing measures to prevent damage from physical and transition risks. A comprehensive disaster management plan is in place to safeguard operations. We also stay updated on climate-related regulations to ensure compliance and manage regulatory risks effectively.	
	GHG & Air Emissions	Supreme is dedicated to tackling GHG emissions and emphasizing sustainability to enhance stakeholder relations. Recognizing the importance of environmental responsibility, Supreme aims to meet the expectations of customers, employees, investors, and the community.	
	Energy Conservation	Supreme prioritizes judicious energy use, implementing management and efficiency initiatives across plants and offices. Currently, nine facilities hold ISO-50001 EnMS certification, with plans to certify six more, and 15 facilities are ISO 14001 certified, demonstrating our dedication to effective environment and energy management practices.	
	Water Management	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. 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.	
	Waste Management & Circular Economy	Supreme acknowledges the significance of efficient waste management, facilitating recovery and recycling of materials like plastic to promote the circular economy. We consistently seek ways to improve product recyclability and sustainability.	

STRATEGIC PILLAR	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
	Sustainable Raw Material Sourcing	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.	
SOCIAL	Innovation & Sustainable Product Design	Supreme is dedicated to manufacturing its products responsibly and takes steps to ensure that our products are environment friendly and sustainable in nature. Our insulation products have been recognized as environmentally friendly and certified by the CII Green Products and Service Council.	
	Product Quality & Safety	We prioritize customer satisfaction and trust by delivering high-quality and safe products. Our commitment to quality control is continuous, as we evaluate and enhance practices to ensure utmost product safety and reliability.	
	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, underscoring its dedication to employee well-being and productivity.</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>	  

STRATEGIC PILLAR	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
SOCIAL	Employee Well-being	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.	 
	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>	
	Talent Management	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.	
	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>	 

STRATEGIC PILLAR	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
SOCIAL		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.	 
	Supply chain sustainability	Supreme actively manages ESG risks in the supply chain, employing a framework for screening, selecting, monitoring, and engaging with suppliers on their environmental and social impacts. We 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.	
	Customer Satisfaction	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.	
GOVERNANCE	Economic Performance	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. 738 Cr as of Mar 2023 further demonstrates the company's commitment to generating positive long-term stakeholder returns.	
	Risk Management	Supreme recognizes the significance of a strong enterprise risk management framework, encompassing risk identification, assessment, response planning, monitoring, and governance. A dedicated Risk Management Committee, along with a systematic approach, enables the company to effectively address ESG and climate change-related risks.	
	Corporate Governance & Business Ethics	Supreme Industries Limited upholds strong corporate governance, blending professionalism, growth, and shareholder equity with fairness and ethical principles. We emphasize ethics as a cornerstone, implementing policies and programs that promote ethical behaviour, transparency, and accountability. Various committees ensure compliance with the highest standards.	

STRATEGIC PILLAR	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
	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.	 



Environmental Stewardship



Environmental Stewardship

Climate strategy

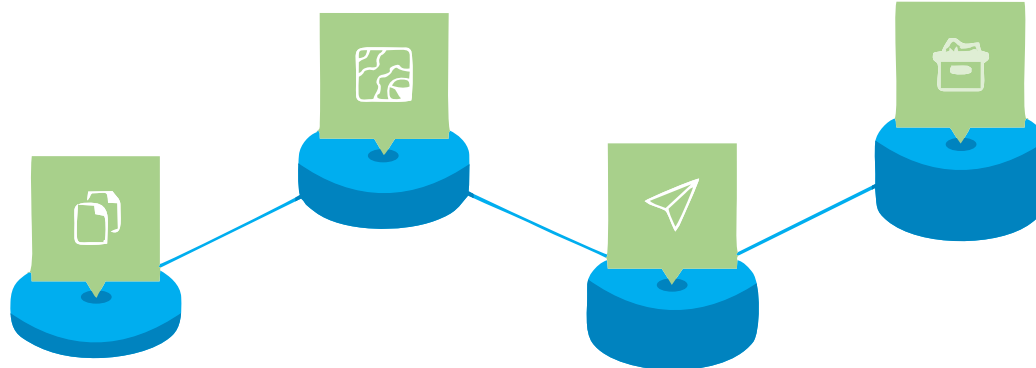
As a manufacturer of plastic products, The Supreme Industries Limited is confronted with a set of distinct challenges stemming from climate change. These challenges can be broadly categorized into two main types: physical risks and transition risks. Physical risks pertain to the tangible and observable impacts of a changing climate on our operations. This includes factors such as 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. For instance, 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.

Transition risks represent a specific subset of climate-related challenges encountered by businesses worldwide. 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. For companies like ours, transition risks might involve factors like 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.

Supreme is aware of climate risks that it is susceptible to, these include:

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.

Risk to the operations and profitability of the company due to impact of changes in climate-related regulations, policies, and carbon pricing mechanisms.



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.

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

Effectively managing both physical and transition risks is imperative for ensuring the resilience and long-term viability of our operations. This involves adopting a multi-faceted approach that encompasses strategies like implementing energy-efficient technologies, diversifying supply chains to mitigate weather-related disruptions, and

staying attuned to evolving regulatory frameworks and market trends. 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.

At Supreme, we place significant emphasis on recognizing and proactively mitigating reputational risks associated with environmental impact. With increased public awareness and growing concerns about climate change, companies with perceived negative environmental footprints face potential reputational challenges. We understand that these risks have financial implications and can have an impact on our bottom line. Non-compliance with evolving environmental standards and regulations carries the potential for serious consequences, including penalties, fines, and legal repercussions. This non-compliance can, in turn, lead to production delays, increased operational costs, and even the loss of valued customers, ultimately affecting our revenue streams.

Neglecting to address and rectify climate-related issues in a timely manner, or failing to implement sustainable practices, can result in significant reputational harm and a loss of trust from our customer base. We recognize the importance of acting swiftly and decisively in this regard. To effectively manage these risks, we are in the process of conducting a thorough climate risk assessment. This assessment will help us identify and evaluate potential risks and opportunities, as well as determine their severity and potential impact on our operations.

We are actively transitioning towards more sustainable materials and processes, underscoring our commitment to environmental stewardship. Furthermore, we are 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 molding machines.

Additionally, we engage with key stakeholders including customers, suppliers, and investors to demonstrate our dedication to climate action and sustainability. As part of our environmental consciousness, we take the responsibility to monitor and report on our climate performance. This includes setting clear targets and tracking our progress towards emissions reductions and other climate-related goals.

To ensure compliance and mitigate regulatory risks, we stay informed about evolving climate-related regulations and policies. This proactive approach helps us adapt and adhere to the changing landscape of environmental standards. Through these concerted efforts, we aim to not only uphold our commitment as an environmentally conscious organization but also to lead by example in the pursuit of sustainable practices and climate resilience.

Energy & Emissions

Over the past few years, the world has witnessed significant shifts and upheavals. Recent events have underscored the pressing and increased relevance of sustainability to businesses world-wide.

At Supreme, we are acutely aware of our duty and dedication to the well-being of the society in which we operate, and to the preservation of the environment. Our aim is to create, maintain, and ensure a safe and clean environment that supports sustainable development.

Throughout our journey, Supreme has consistently made choices that prioritize the nurturing and safeguarding of the environment. To further solidify our commitment, we have established a dedicated vertical called 'Energy and Environment'. This vertical focuses on initiatives related to climate change, energy efficiency, and renewable energy, aligning with our vision for sustainable development.

As an organization, we take a proactive stance towards addressing climate change. We have instituted a range of policies to ensure that these critical issues are handled effectively. Examples of such policies include the Health, Safety, and Environment Policy, the Environment Policy, and the Sustainable Procurement Policy.

In the fiscal year 22-23, nine of our facilities have earned certification for ISO 50001 Energy Management System (EnMS). We are intensifying our efforts to enhance energy efficiency by pursuing ISO 50001 certification for additional six facilities. Furthermore, 15 facilities have achieved ISO 14001 certification. These certifications serve as a testament to Supreme's unwavering dedication to implementing robust energy and environmental management practices across our operations.

We are steadfast in our dedication to advancing Sustainable Development Goal 7 pertaining to 'Affordable and Clean Energy', as well as Goal 13 focused on 'Climate Action'. Currently, Supreme has integrated ESG policies into its operations, encompassing strategies to tackle climate risk, address water crises, and prepare for natural disasters. Our overarching objective is to implement proactive mitigation measures to effectively manage ESG-related risks in the long run.

Energy Consumption

Our energy consumption needs are mostly met through electricity and fuel consumption. Our energy consumption details are represented below:

Figure 1 Details of Total Energy Consumption within the organization

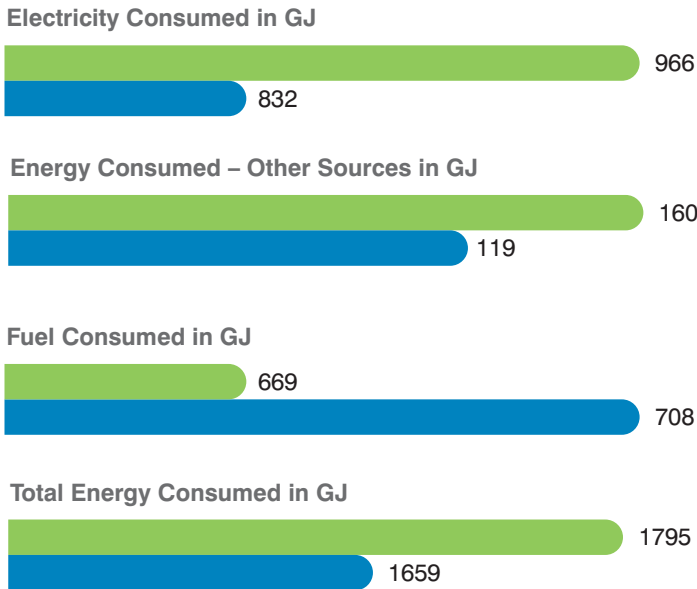


Figure 2 Energy Intensity

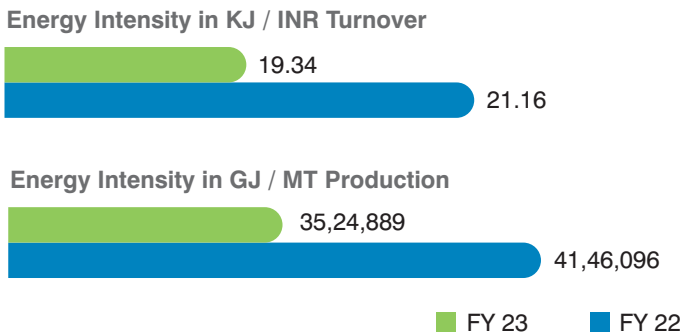
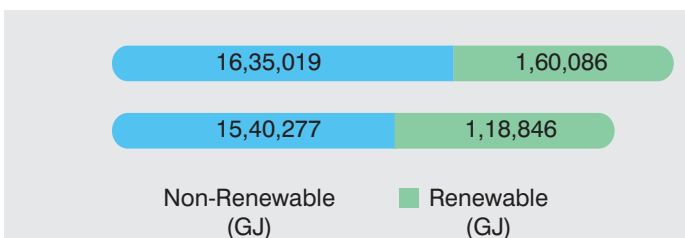


Figure 3 Break-up of the total energy consumed from renewable and non-renewable sources



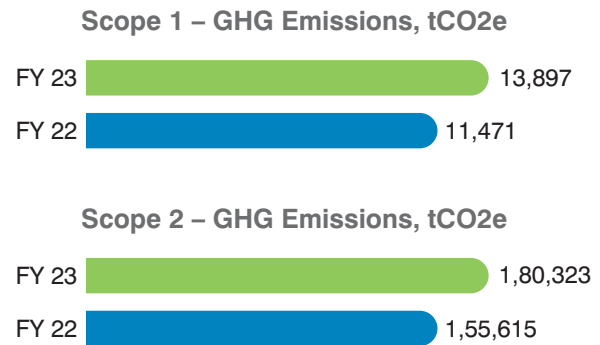
In FY23, our company experienced a notable upswing in the utilization of renewable energy sources, marking an impressive overall increase of approximately 35% compared to the previous fiscal year. This surge signifies a substantial commitment to sustainable practices and underscores our dedication to reducing our carbon

footprint. It also demonstrates a proactive approach in aligning with environmental conservation goals and embracing cleaner energy alternatives. This accomplishment reflects our steadfast pursuit of a greener and more sustainable future.

GHG Emissions

At Supreme, we are committed to addressing GHG emissions and demonstrating a commitment to sustainability to improve our stakeholder relations. We realize that customers, employees, investors, and community members value companies that take responsibility for their environmental impact and it is our best endeavor to make sure that we can meet the expectations of our stakeholders.

Figure 4 Details of Scope 1 & Scope 2 GHG Emissions



Scope 1 emissions primarily stem from the combustion of fuels such as Diesel, Petrol, LPG, CNG, utilized in our company-owned equipment, vehicles, as well as from refrigerant gases like HFCs and PFCs. On the other hand, Scope 2 emissions are associated with the emissions arising at the electricity generating station on account of the grid electricity consumed in our operations. In essence, Scope 1 encompasses emissions originating directly from our immediate activities and resources, while Scope 2 relates to the emissions indirectly associated to the electricity we consume.

Scope 1 + 2 – GHG Emissions Intensity, tCO2e / MT



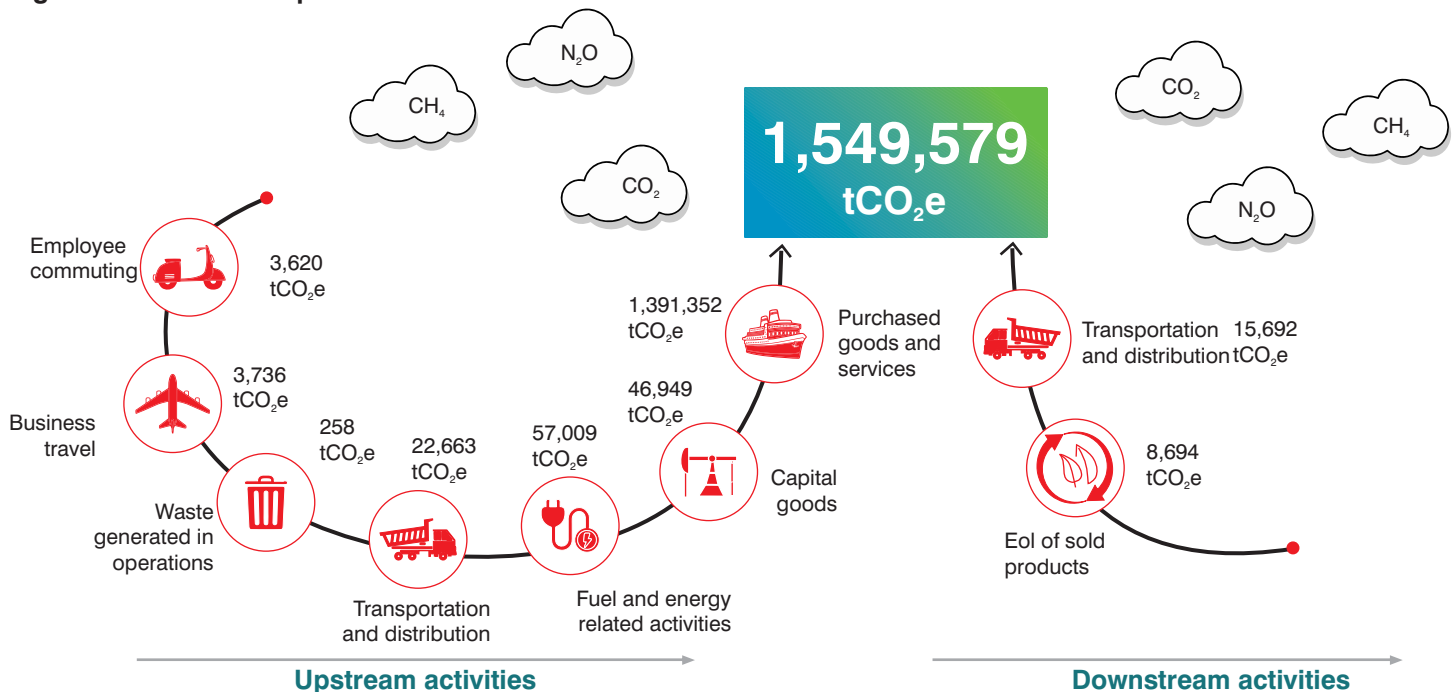
We've achieved a commendable 8% reduction in our greenhouse gas (GHG) emissions intensity, decreasing it from 0.418 tCO2e per metric ton of output in FY22 to 0.384 tCO2e per metric ton of output in FY23. This achievement signifies a substantial improvement in our environmental performance, demonstrating our commitment to

sustainability and responsible business practices. It indicates that for every metric ton of output, we emitted significantly fewer greenhouse gases in FY23 compared to FY22, showcasing our dedication to mitigating climate change. This reduction was a result of deliberate efforts and initiatives implemented across our operations.

Our goals are to minimize GHG emissions and increase the proportion of renewable energy in our operations' total energy mix. We strive to reduce carbon emissions in our operations by increasing the use of renewable energy and low-carbon fuels. We have taken concrete steps to move forward in sustainable development by establishing rooftop solar power plants of 28.4MWp at different locations across India and are also procuring green energy from the market. Already 24 manufacturing units have started utilizing renewable (solar/wind) sources in their energy mix.

As we progress on our ongoing journey towards sustainability, we have undertaken a thorough assessment of our Scope 3 greenhouse gas (GHG) emissions for the fiscal year 2023, in accordance with the GHG Protocol. This initiative aims to pinpoint areas within our supply chain where emissions are most concentrated and extract valuable insights to enact targeted reduction strategies. We have assessed all the 9 out of 15 Scope 3 GHG Emissions categories that are relevant to us. Our purchased goods & services contribute maximum (more than 80%) to our Scope 3 GHG emissions followed by upstream & downstream transportation related emissions. Our Scope 3 GHG emissions intensity stands as 3.06 tCO₂e / MT for FY23. Furthermore, it's important to note that we've already initiated initiatives such as carpooling to optimize our GHG emissions associated with employee commuting.

Figure 5 Details of Scope 3 GHG Emissions



Ozone Depleting Substances

Ozone Depleting Substances (ODS) contributed emissions equivalent to 11.85 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.

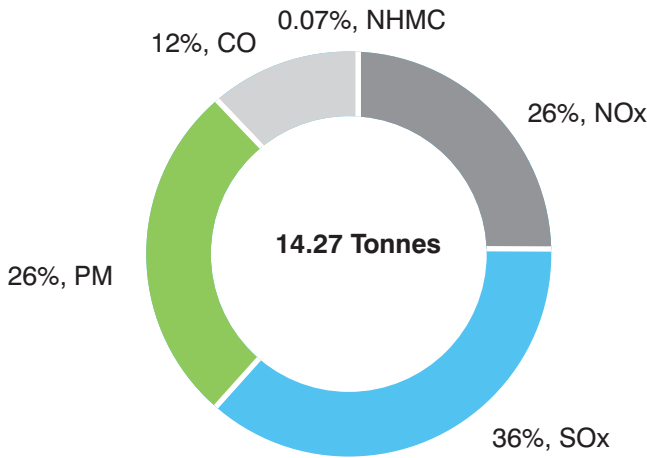
Table 1 Details of Ozone Depleting Emissions

Gas	UoM	Quantity
R-22 as CFC-11 equivalent	KG	11.85

Air Emissions

We take significant steps to maintain the air quality in and around our plant facilities and keep the level of dust (particulate matter), NO_x, and SO_x – well within the permissible limits. We constantly monitor emissions from the stacks and diesel generator sets across all facilities. As part of our effort to keep the local communities safe, we try to constantly improve the quality of diffused dust in the air.




Figure 6 Air Emissions, Tonnes



Initiatives to reduce Energy Consumption & Emissions

Our continuous efforts towards energy efficiency improvement have led to a reduction in our specific energy consumption. We consistently strive to enhance our energy efficiency performance. Energy efficiency, Renewable Energy & process-reconfiguration together have led to the substantial energy savings of ~17,190 GJ & GHG emissions reduction of ~3,898 tCO₂ in FY23.

In our quest for a positive environmental impact, we have embraced a low-carbon growth strategy. This strategic approach is centered around two key pillars: maximizing the utilization of renewable energy resources and actively minimizing our specific energy consumption. This dual focus underscores our dedication to not only reducing our carbon footprint but also contributing positively to the environment.

 FUEL SUBSTITUTION	 DRIVING ENERGY EFFICIENCY	 PROCESS RE - CONFIGURATION	 INCREASED RENEWABLE MIX	 POLICY INITIATIVES
<ul style="list-style-type: none"> • Transitioning to low carbon fuel. • Replacing carbon-intensive fossil fuels to LPG/CNG in our fabrication processes • Replacing diesel-based forklifts to electrically-operated forklifts. • Replacing conventional diesel trucks with CNG powered low-carbon trucks 	<ul style="list-style-type: none"> • Replacement of energy-inefficient motors, chillers, vacuum pumps extruders etc. • Switching to servo-machines • Installing & maintaining heat shield jackets for barrel heaters • Use of condensate water recovery for boiler fuel • Use of centralized vacuum pump • Use of screw type compressors • Installing VFD panels • Harmonics reduction • Switching to LEDs 	<ul style="list-style-type: none"> • Installation of automatic timer control system • LT to HT feeder changes • Injection molding machine design modifications for increased productivity • Installation of liquid drain trap in place of conventional timer-based auto drain trap to eradicate the compressed air loss 	<ul style="list-style-type: none"> • Installing roof-top solar power plants • Signing short-term, medium-term & long-term Renewable Hybrid Power (Solar & Wind) PPAs • Ensuring RE power mix available for upcoming new manufacturing units 	<ul style="list-style-type: none"> • Introduced energy policy • Policy prioritizes acquiring energy-efficient equipment, including injection molding, extruders, etc.

We're actively taking steps to significantly enhance the integration of renewable energy sources across all our units and plants. This commendable effort has resulted in an impressive 14.09% increase in the adoption of renewable energy within our operations. One notable achievement is a year-on-year boost in renewable energy utilization. In FY 22, renewable energy contributed 31.2 million kWh to the overall group consumption, accounting for 12.37%. However, FY 23, this contribution surged to an impressive 44.46 million kWh, representing 14.09% of the total consumption.

In FY 2023, 24 out of our 28 plants have successfully incorporated renewable energy into their operations. This demonstrates a widespread and committed approach towards sustainable energy practices within our organization. The renewable energy usage at Hosur and Chennai facilities is particularly noteworthy. These plants achieved outstanding levels of renewable energy utilization, contributing 77.82% and 84%, respectively, in FY23. This marks a commendable improvement from the previous year, where the contributions stood at 73.47% and 73.19% for Hosur and Chennai plants, respectively.

These initiatives underscore our dedication to sustainable practices and our ongoing efforts to significantly reduce our environmental impact. By prioritizing the adoption of renewable energy sources, we not only contribute to a greener and more sustainable future but also set a noteworthy example for the industry at large. These efforts enable us to reduce our dependence on non-renewable energy sources and contribute to a more sustainable energy ecosystem. We have taken concrete steps in the solar energy forefront by establishing rooftop solar power plants across various locations in the country and procuring green energy from the market. Our solar capacity has seen significant growth, rising from 17.38 megawatts peak (MWp) in FY22 to 28.05 MWp in FY23. We have ambitious plans to augment this capacity further, ultimately reaching a total capacity of 40 MWp by FY 2024.



In our efforts to enhance the renewable energy mix in our power consumption, we have engaged in long-term Power Purchase Agreements (PPAs) for solar power, wind power, and hybrid power at various locations. These agreements play a crucial role in increasing the proportion of renewable energy sources utilized in our operations. By partnering with renewable energy providers, we can secure a significant and sustainable supply of clean energy, furthering our commitment to reducing our environmental impact and promoting a greener energy ecosystem.

Upcoming Renewable Energy Plans

TRANSITIONING TO RENEWABLE SOURCES OF ENERGY

Fossil fuels, including coal, oil, and gas, constitute the largest share of global greenhouse gas emissions, responsible for over 75% of the total, and accounting for nearly 90% of all carbon dioxide emissions. Recognizing the imperative to shift away from this reliance on fossil fuels and embrace alternative, clean, accessible, and sustainable energy sources, Supreme is fully committed to integrating renewable energy as a fundamental component of its business strategy.

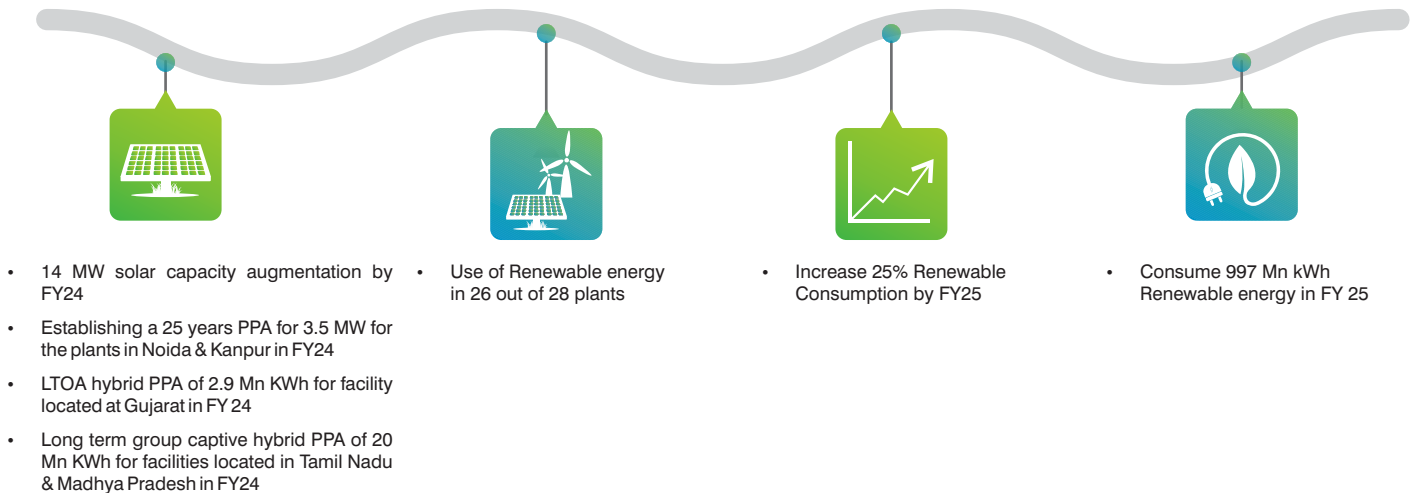
Currently, 24 out of our 28 facilities have adopted renewable energy, and by 2024, we aim to extend this to 26

facilities. Moreover, we're dedicated to 25% expansion of our renewable energy capacity by 2025. To catalyze this transformative change, we've already implemented rooftop solar panels at various locations nationwide, to bolster our green energy capabilities.

These initiatives have led to a notable increase in our solar capacity, escalating from 17.38 MWp in FY22 to 28.05 MWp in FY23. However, our commitment to progress does not end here. We have ambitious plans to install 40 MWp of solar capacity by 2024. This expansion will significantly

amplify our ability to harness renewable solar energy, substantially reducing our carbon footprint and contributing to a more sustainable future.

The shift to clean energy sources like wind and solar power not only addresses climate change but also plays a crucial role in mitigating air pollution and safeguarding public health. This transition stands as a testament to our unwavering dedication to a greener and more sustainable tomorrow.



Water Management

Water stands as a valuable, finite resource, pivotal to the well-being of humanity. Presently, over 1.7 billion individuals reside in regions where the rate of water consumption surpasses its natural replenishment, marking a concerning trend. If left unchecked, this trajectory is expected to result in two-thirds of the global population residing in water-scarce areas by 2025.



India, like many other nations, grapples with the pressing issue of water scarcity. Recognizing the gravity of this challenge, we've taken proactive measures to address it. Early on, we conducted a comprehensive assessment of the water risk, enabling us to adopt a robust and sustainable water management strategy. This approach places significant emphasis on closely monitoring water usage, implementing efficient recycling processes, and reusing wastewater generated from our day-to-day operations.

In our pursuit of responsible water management, Supreme diligently adheres to the legal stipulations outlined in the Water (Prevention & Control of Pollution) Act of 1974. This commitment to compliance not only underscores our dedication to upholding regulatory standards but also reinforces our resolve to play a positive role in safeguarding our water resources. By taking a proactive stance and embracing a comprehensive water management strategy, we aim to not only mitigate the impact of water scarcity on our operations but also contribute to the broader global efforts in conserving this precious resource. In doing so, we hope to set an example of responsible water stewardship or others to follow.

At Supreme, we strive to improve the groundwater level by building ponds and pits to collect & conserve rainwater. We follow/use a rainwater harvesting system (catch the rain) and no discharge (stop the drain) policy for water management.

Water Consumption

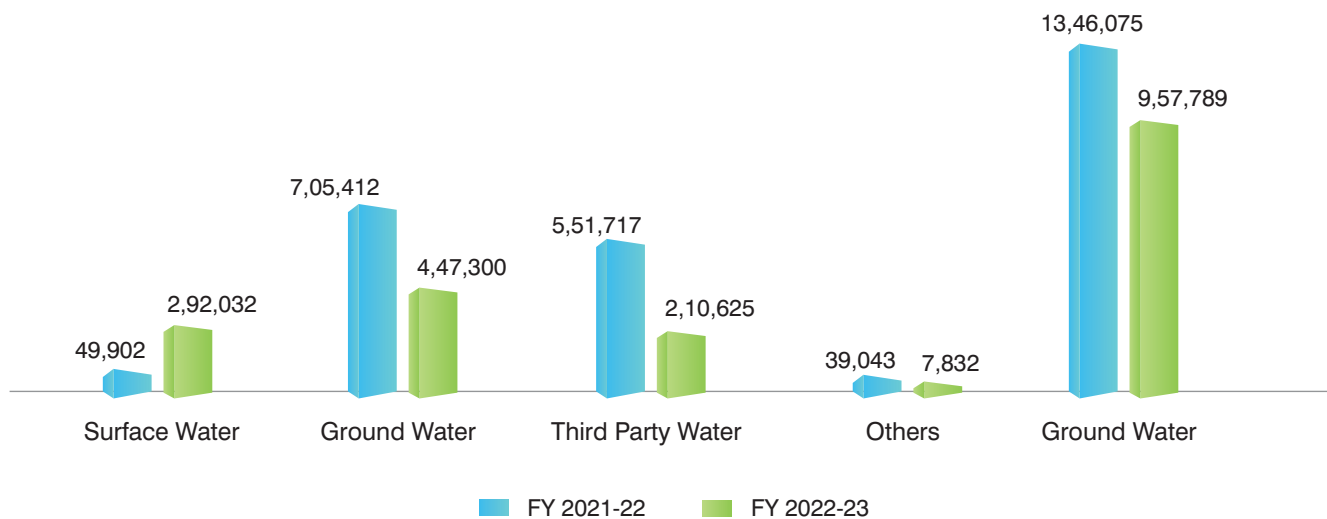
We rely on a diverse range of water sources to meet our consumption needs. The primary source, providing approximately half of our water requirements, is groundwater.

In addition to groundwater, we also utilize surface water, which includes rivers, pond and reservoirs. This source contributes significantly to our overall water supply,

complementing the groundwater extraction. Additionally, we tap into various other sources of water to ensure a reliable and consistent supply for our operations. These sources may encompass rainwater harvesting, recycled water from treatment facilities, and potentially other localized water reservoirs.

By diversifying our water sources, we are not only ensuring a stable and sustainable supply for our needs but also reducing the strain on any one particular source. This approach aligns with our commitment to responsible water management and conservation, safeguarding this precious resource for the long-term benefit of our operations and the environment.

Figure 7 Details of Water Withdrawal, KL



We ensure that 100% of the water we draw from various sources is utilized within our operations. Notably, we achieved a substantial reduction in water consumption in FY23 when compared to FY22. Moreover, we have taken proactive measures to give precedence to surface water withdrawal over groundwater and third-party water sources. This strategic shift towards prioritizing surface water resources not only aligns with sustainable water management practices but also reflects our commitment to responsible environmental stewardship.

Figure 8 Water Consumption Intensity, KL / MT



Thanks to our diligent adoption of sustainable water management practices and the integration of rainwater harvesting systems, we've achieved a remarkable

reduction of approximately 44% in our water consumption intensity during FY 23, in comparison to the preceding year. This accomplishment highlights our unwavering dedication to conserving this invaluable resource and underscores our commitment to environmentally responsible practices.

Water Discharge

We do not discharge water outside our plants. The wastewater is treated in STP. Once the wastewater undergoes the necessary treatment up to the tertiary level at Supreme Industries' Sewage Treatment Plant (STP) and is recycled, it serves specific purposes within the plant premises. The treated water is utilized for two primary purposes:

- **Green Area Development:** The recycled water is used for the development and maintenance of green areas within the plant premises. This includes watering plants and gardens, promoting a sustainable and environmentally friendly approach to landscaping.

- **Flushing:** After undergoing tertiary treatment, the treated water is also used for flushing purposes. This ensures that water from the STP is effectively utilized, minimizing the need for additional freshwater resources for flushing toilets and other sanitation facilities within the plant.

By reusing the treated wastewater for green area development and flushing, Supreme Industries demonstrates its commitment to responsible water management and conservation. Thus, we preserve our water resources by reusing STP-treated water for internal purposes and no liquid discharge.

Water Management Initiatives

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 quantifying and scrutinizing our water utilization. We have established a clear objective to curtail our water consumption, demonstrating our commitment to reducing our environmental impact.

Driven by the goal of optimizing our water usage and enhancing our water management practices, we have initiated a water conservation initiative encompassing a comprehensive approach that includes upgrading our water accounting system. One notable facet of this endeavor involves the implementation of rainwater harvesting pits and ponds. This strategic step is instrumental in augmenting groundwater levels, thereby contributing to sustainable water conservation.

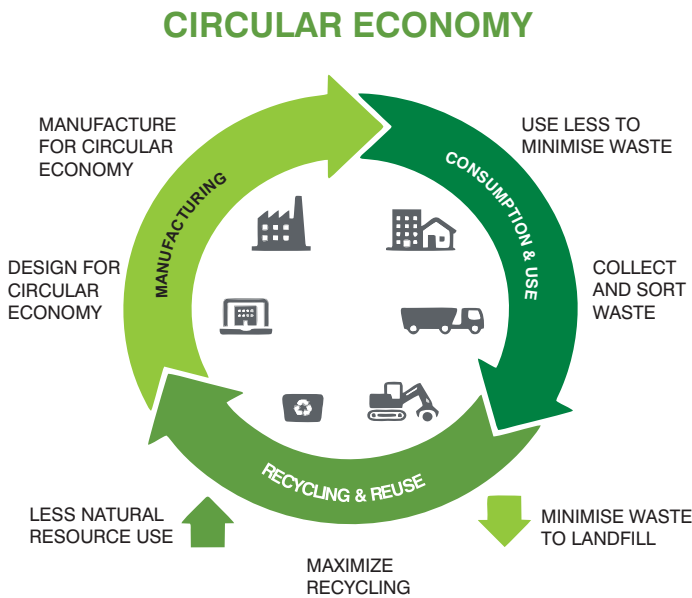
Furthermore, the installation of flowmeters and piezometers represents a significant technological advancement in our water management strategy. These tools allow for precise and real-time measurement and monitoring of water quantities, flow rates, and groundwater levels. This enhanced accuracy empowers us to make informed decisions aimed at maximizing water efficiency. Through these concerted efforts, we are not only adhering to global sustainability goals but also actively implementing practical measures to reduce our water footprint. This multifaceted approach reflects our dedication to responsible water usage, environmental stewardship, and sustainable production practices.



Glimpse of our Rainwater harvesting pond at Gadegaon, Maharashtra

Waste Management and Circularity

At Supreme, waste management is a central focus, governed by rigorous corporate oversight and a commitment to recycling. We prioritize the reduction and reutilization of waste within our manufacturing processes, emphasizing responsible waste disposal.



This steadfast dedication is in alignment with our broader pledge to environmental sustainability and the conscientious stewardship of our products. We recognize the pivotal role effective waste management plays in minimizing our environmental impact and are continually seeking ways to enhance the recyclability and sustainability of our offerings.

In dealing with plastic materials, we adhere strictly to the regulatory and standard norms established by the State/Country. Depending on the circumstances, waste materials are either sold to registered vendors or transported to authorized recyclers. Internally generated materials are meticulously processed, ensuring their reintegration into the production cycle in a manner that optimizes quantity without compromising quality.


Furthermore, we have forged partnerships with accredited agencies at all our locations. These collaborations facilitate the efficient collection, recycling, reuse, or safe disposal of materials, reinforcing our commitment to responsible waste management.

Taking a proactive approach, Supreme Industries Limited has taken steps to register for Extended Producer Responsibility (EPR). This strategic move underscores our

dedication to establishing targets for waste reduction. It demonstrates our commitment to assuming responsibility for the entire lifecycle of our packaging products, encompassing their proper disposal and recycling processes. This initiative is a testament to our proactive stance in addressing environmental challenges and promoting sustainable practices within our industry.

Management & disposal of waste

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



We have recycled 6.08% of the total waste generated by value in FY23, thus improving material efficiency.

We also prioritize the proper disposal of other types of waste such as e-waste, battery waste, spent oil, and scraps. These materials often contain hazardous components that require specialized handling and treatment to prevent harm to the environment and human health. By engaging authorized vendors, we ensure that these waste materials are managed in compliance with relevant regulations and in accordance with the best practices.

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

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

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



Waste Management Strategy at Supreme

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

1. **Setting Up Collection Infrastructure:** This entails the establishment of dedicated collection centers, drop-off points, or strategic partnerships with reputable waste management agencies. These measures ensure that our products and their packaging waste are conveniently and readily accessible for collection.
2. **Awareness Programs:** We are committed to educating consumers about responsible plastic usage. To this end, we prominently feature plastic recycling symbols, also known as resin identification codes, on many of our products. These symbols serve the vital purpose of indicating the specific type of plastic resin used in each product, offering clear guidance on its recyclability. By displaying these symbols, our aim is to encourage the proper handling and disposal of our products, ensuring they undergo appropriate treatment at the end of their life cycle.
3. **Tie-Ups with Waste Management Agencies:** We actively collaborate with government-authorized waste management agencies. Through these partnerships, we ensure that the collected waste is handled, transported, and ultimately recycled or disposed of in a manner that aligns with stringent environmental standards.
4. **Reporting and Compliance:** We uphold transparency and accountability by regularly submitting comprehensive reports to regulatory authorities. These reports detail the quantity of waste collected and provide an overview of the measures implemented to ensure its proper management. This commitment to reporting

underscores our dedication to regulatory compliance and environmental responsibility.




By meticulously following these components, we are taking significant steps towards a more sustainable and environmentally conscious approach to waste management. This integrated approach serves to promote responsible consumption and contribute positively to environmental preservation.

Table 2 Waste generated by category, Metric Tonnes

Parameter	FY22	FY23
Plastic waste	45,492	33,605
E-waste	4	6
Battery waste	8	11
Hazardous waste	191	2,224
Non-hazardous waste	3,680	3,598
Total	49,375	39,444

Plastic waste contributes 85% of the total waste generated in our operations. We have undertaken substantial modifications in how we handle and manage materials throughout our operations. These changes have been instrumental in achieving a remarkable outcome: a notable and tangible decrease of 26% in the absolute amount of plastic waste generated within our operations. This accomplishment signifies a crucial achievement in our commitment to sustainability and responsible environmental stewardship. The implementation of these revised practices reflects our dedication to reducing our environmental footprint and contributing positively to a more sustainable future.

Table 3 Waste Recovery, Metric Tonnes

Parameter	FY22	FY23
Recycled	45,363	31,268
Reused	32	372
		

Within our operations, we've implemented a robust waste recovery system, successfully recovering 80% of the waste generated. An impressive 79% of this recovered waste undergoes a recycling process right here within our plants. Specifically, any internally rejected or generated plastic waste is meticulously processed. It undergoes a grinding procedure and is transformed into granules, effectively preparing it for re-using into our operational processes.

This comprehensive approach not only underscores our dedication to environmental responsibility but also demonstrates our commitment to maximizing resource efficiency and minimizing waste.

We ensured the responsible disposal of 7,786 Metric Tonnes unrecovered waste for FY23. Our waste management approach involves a structured process of sending waste to government-authorized waste processors and recyclers. This ensures that our waste is handled in accordance with established regulations and environmental standards. By adhering to this responsible disposal method, we contribute to a sustainable waste management ecosystem while also supporting the efforts of authorized entities in recycling and processing waste materials. This approach not only aligns with legal requirements but also reflects our commitment to environmentally conscious practices.

Innovation and Sustainable product design

Embracing the circular economy encourages product innovation and design for recycling, Supreme strives to develop products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment, or remanufacturing. Our diverse offering of products manufactured in an eco-friendly manner serves to save natural resources to abide by SDG 12 'Responsible Production and Consumption'.



Supreme manufactures insulation products recognized as environmentally friendly and certified by the **CII Green Products and Service Council**. Following is the list of the qualified products:

Green Products



INSU Sound XLO

INSU Sound BN

INSU Sound B CAP

INSU BXL

INSU Tape

INSUflex Hose & Sheet

INSU Reflector

INSU Shield

INSU Shield Tubing

INSU MELA foam



We recognize the importance of LCA in evaluating the environmental performance of our products, and we are actively working towards implementing it across all our product segments. We are embarking on a significant initiative by planning to initiate Life Cycle Assessment (LCA) for our piping products starting in FY 24. This strategic move underscores our commitment to gaining a holistic understanding of the environmental impacts associated with our products from their production to their eventual disposal.

Through the comprehensive process of LCA, we will meticulously examine every phase in the life cycle of our piping products. This includes stages such as raw material extraction, manufacturing, transportation, installation, usage, and end-of-life disposal. By scrutinizing these various aspects, we aim to pinpoint specific areas where we can implement improvements to curtail the environmental footprint of our products.

The primary goal of conducting LCA is to enhance the overall sustainability of our piping products. By identifying opportunities for refinement, we can adopt more eco-friendly practices and make informed decisions that prioritize environmental conservation. This proactive approach demonstrates our dedication to not only meeting industry standards but surpassing them in our pursuit of sustainable manufacturing practices. We firmly acknowledge the pivotal role that LCA plays in evaluating the environmental performance of our products. As a result, we are committed to extending this assessment methodology across all our product segments.

In essence, our adoption of Life Cycle Assessment represents a significant stride towards achieving greater environmental accountability and sustainability. It reinforces our pledge 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 contribute meaningfully to a more sustainable future.

Sustainable Raw Material

The Supreme Industries Limited is dedicated to manufacturing its products responsibly and takes steps to ensure that the procurement process is conducted in an ethical, safe, and environmentally conscious manner.

As a leading company in the manufacturing of plastic products, we recognize the importance of long-term sustainable development for our success, and we value our relationships with suppliers who share our commitment to responsible business practices. In alignment with this commitment, we have developed a **Sustainable Procurement Policy** that reflects our core values.

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

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

Plastic waste generated from the end trimmings and other manufacturing processes is grinded and converted into plastic granules, making them ready for reusing as a raw material.

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

Sustainable Supply Chain

We are committed to effective management of ESG risks within our supply chain. We acknowledge the importance of addressing issues associated with environmental and social externalities created by suppliers through their operational activities. Such issues include environmental responsibility, human rights, labor practices, and ethics and corruption. To effectively address these issues we have adopted a holistic approach focusing on screening, selection, monitoring, and engagement with suppliers on their environmental and social impacts.

We have extensive focus on sustainable procurement to

enable the transition towards a sustainable supply chain. We recognize the importance of identifying key environmental issues that may have a significant adverse impact throughout our value chain. As part of our commitment to sustainable practices, we are currently in the process of conducting an assessment to identify these key issues. This assessment involves a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, product use, and disposal. We are evaluating various aspects such as energy consumption, greenhouse gas emissions, water usage, waste generation, and pollution. By identifying these key environmental issues, we aim to prioritize and address them effectively. Through this assessment, we will gain valuable insights into the areas where we can make the most significant improvements and take appropriate actions. This will enable us to develop targeted strategies and initiatives to mitigate the adverse environmental impacts throughout our value chain.

Furthermore, we are in the process of integrating ESG KPI for our value chain partners and assess them systematically for these parameters. Supreme has adopted the policy of working with ISO-14001 and ISO - 45001 certified contractors/ suppliers/ vendors for its major services.

We are dedicated to continuous improvement and will work closely with our stakeholders to ensure that our environmental efforts align with their expectations and contribute to a more sustainable future. Throughout our value chain, we employ robust quality control tools and processes to prevent the occurrence of any product recall/s. 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.

It's worth highlighting that approximately 2% of our total procurement expenditure in FY23 was directed towards Micro, Small, and Medium Enterprises (MSMEs). Supreme in no manner promotes preferential treatment towards suppliers and provides a fair opportunity for collective bargaining. Considering the nature of business and availability of raw materials, we procure raw materials from best available sources. We have conducted several assessments to conclude that we have zero child labor assistance in our value chain. In the long term we also plan to adopt circular economy practices and raise sustainability standards through regular monitoring and audits in our supply chain.

Biodiversity

Biodiversity and climate crisis are closely connected and reinforce each other. SDG 15 aims to protect 'Life on Land' and take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened species.



While Supreme does not have any office or plant location in the buffer zone of any ecologically sensitive areas, our 'Environment Policy' promotes tree plantation, green surrounding and protection of biodiversity at various locations to achieve harmony with nature.

We are doing our utmost to minimize the impacts of raw material extraction and production on the environment. We are committed to nature conservation and the improvement of biodiversity by following sustainable procurement measures. Further, Supreme tries to manufacture environmentally friendly products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment, or remanufacturing. We have planted over **100,000 trees** as a part of our afforestation program.



CSR Activity; Environmental Awareness through Tree Plantation Tree Vector

In Rajasthan, dedicated volunteer teachers, under the guidance and encouragement of the trustees, have undertaken a commendable initiative to plant trees within the school premises. This proactive step not only signifies their commitment to environmental conservation but also serves as a catalyst for cultivating eco-friendly practices.

The tree plantation drive carries multiple benefits. Firstly, it contributes significantly to the creation of a lush and sustainable environment within the school premises. The greenery not only beautifies the surroundings but also fosters a healthier, more pleasant atmosphere for both students and educators.

More importantly, this initiative imparts invaluable lessons to the students. By witnessing and participating in the tree planting activities, students are instilled with a deep appreciation for the importance of preserving natural resources. They learn firsthand about the positive impact of their actions on the environment, instigating a sense of responsibility towards their surroundings.

The active involvement of volunteer teachers, combined with the careful oversight of the main trustee, has been instrumental 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, in turn, contribute to a greener and healthier ecosystem, benefitting not only the students but the entire community. The impact of this initiative ripples beyond the school premises, positively influencing the wider environment and reinforcing the value of collective action in pursuit of a sustainable future.



Contribution to Society

UN SDGs Addressed



Contribution to Society

Community engagement

The Company directly or through Supreme Foundation actively engages in CSR activities. This includes uplifting of under privilege in the society, supporting needy and poor students in the vicinity of its operations, providing education, free medical assistance, and check-ups through NGOs, and contributing towards medical equipment for the treatment of patients.

CSR

Being a responsible corporate, our core values have an embedded responsibility towards the communities around our operational sites. With a firm belief in an inclusive society, we are committed to empowering our communities through various social development activities.

The industrial intervention for social upliftment is ensured

by its CSR Policy. The sole motto of “Sarvena Sukinah Bhava”

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

Table 4 CSR Expenditure, INR Crores

Particulars	Amount
Average net profit of the company as per sub-section (5) of section 135.	940.01
Total CSR obligation for the financial year	18.80
Amount spent on CSR Projects	18.69
Amount spent in Administrative Overheads	0.27
Amount spent on Impact Assessment	0.01
Total amount spent on CSR for FY 23	18.97

- Upgradation of basic education at foundation level in primary/secondary schools
- Promotion of girls' education
- Encouraging sports & cultural activities
- Uplifting level of education for children from the backward section of the society
- Recognition of meritorious students
- Making School Campus green, clean and environment friendly
- Learning of computer application
- Tree plantation

Education

Supreme Foundation works towards excellence in education through its educational programs, which include access to educational facilities, providing of resources, and necessary training. It is providing the platforms for the rural children of the feeder villages to join the education program, so that their educational skills can be improved through serving and supporting the government schools of rural areas.

Supreme foundation is playing important & constructive role in balancing the socio-economic structure of the Rajasthan region by deputing teachers, professors, & volunteers in the field of education and providing necessary resources so that the quality of education at Government Schools can be improved. It works towards minimising the disparity in the quality of education between public and private schools.

Supreme Foundation is also working to promote Sanskrit language. It is providing lecturers at various Sanskrit Colleges in Rajasthan to promote & augment Sanskrit language among students the purpose of which is to spread the spirit of universal brotherhood & make them understand importance of Indian cultural values & its rich heritage.

Following activities undertaken in Government Sanskrit College & Government Sanskrit School yielded significant achievements in various districts of Rajasthan

- Engagement of subject-wise volunteers/ teachers/ lecturers by Supreme Foundation, has helped in ensuring that schools are running regularly and has resulted in overall improvements in the performance of students.
- Due to the special effort of teaching through remedial courses in mathematics, Science & English, extra ordinary progress has been seen in the examination result in these subjects. This had resulted the upgradation of schools of Sanskrit education by the department in their record.
- Different learning techniques were provided in reading/ writing and skills development during teachers training in summer vacation. This has enabled them to update their skills and techniques while they impart education/teaching to students & to provide better coaching to them in a more professional & systematic method.
- Due to the lockdown and closure of the schools there has been degradation in the level of primary/ upper classes, learning gap was created in the studies due to promotion of students as per Government Policy without exams, which was reflected in almost all the schools at different locations viz. Ladnun, Sujangarh, Ajmer, BhilwaraNagaur, Tonk, Churu, Bikaner, Hanumangarh, Ganganagar& Jhunjhunu. To bridge the same and to improve subject wise learning skills of the students, special efforts were made, after carrying out baseline assessment of primary class students, to provide education through “Bridge Course Classes” by deputing additional primary teachers in the schools, conducting extra classes to cover extra course for general education & Sanskrit education to complete the syllabus on timeline and with proper comprehension. Duration of these Bridge Courses was for 27 days in which 220 schools participated which resulted in the benefit of 5,834 students.
- As an ongoing initiative of Supreme Foundation for supporting & mentoring sporting talents, the students

have participated in traditional sports and cultural activities and shown good performance in various types of competition. The participation of college girls in these activities was also encouraging. The winner/ runner up students were received various rewards. These competitions have improved physical fitness amongst students and enabled them to perform daily activities in timely & disciplined manner.

- The volunteer teachers, with the guidance and interest of the trustees, have taken the initiative to plant trees in school premises, contributing to environmental conservation and promoting green practices. This tree plantation drive not only helps in creating a green and sustainable environment, but also instils in students the value of preserving natural resources. The active involvement of volunteer teachers and the supervision of the main trustee have resulted in successful tree plantation efforts in government schools, promoting a greener and healthier ecosystem for the benefit of the students and the community at large.
- Due recognition and respect were given to community students & equal opportunities were provided to underprivileged students, which encouraged them to attain higher educational level. This initiative has helped in overall improvement amongst students and especially boosted the confidence of weaker students while they study.
- Foreseeing the winter season, when the climate is too cold in Rajasthan, sweaters were distributed in different districts amongst students, well before the peak winter. Total around 30,000 sweaters were distributed amongst the students to protect them from cold winter and it has provided much relief to the needy students. Students were provided free notebooks, erasers, pencils, and other educational materials.
- Computer bus facility helps in imparting practical knowledge of computer to students. Besides students, young people are also taking interest in learning applications of computer. Presently two computer buses are moving in several districts of Rajasthan, fully equipped with 20 computer station in each bus and a computer teacher & coordinator. The Supreme Foundation has provided Used Computer Sets for primary/ upper schools for Computer Literacy Program for those students who wanted to learn computer but are deprived of these benefits due to non-availability of "Computer Bus" in their area. These computers are also helping the staff to do their basic computer work on Shala Darpan portal.

- Supreme foundation has supported schools by undertaking repairs, renovations & other civil work & providing necessary infrastructure to individual schools which are situated in different districts of Rajasthan which has created meaningful impact across the schools through infrastructure development.



Village health improvement initiatives

The health centre's main camp is located at Dhadgaon in the District of Nandurbar, Maharashtra. This facility comprises of a mobile medical van equipped with necessary diagnostic equipment, medicines, injectables etc., which is manned by a team of 4 persons, which includes a Doctor, a Nurse, a Kishorico-ordinator, and a Driver.

The whole activity is conducted under the guidance and supervision of a Project Coordinator. This facility has benefited as many as 8,950 villagers from 29 villages/ hamlets, mostly of the tribal areas and residing in remote villages of Nandurbar District.



The health improvement programme initiative includes:

- Kishori Karyashalas (Kishori Workshops) at villages for adolescent girls.
- Free distribution of medicines during epidemics.
- Free distribution of medicines such as haemoglobin, iron, and calcium supplements.
- Company's Ambulance is provided to the needy and critical patients of nearby villages for first aid as well as transferring patients to the government or private hospitals in bigger towns for better treatment.

Construction of Public Toilet Block at Ramdas Park, Jalgaon

The newly inaugurated public toilet block, which became operational on January 21, 2023, stands as a significant contribution to the community. This facility operates on a pay-and-use model and is meticulously managed and run by our company. Remarkably, this marks the third such facility of its kind that our company has established in Jalgaon city, demonstrating our steadfast commitment to the Government of India's "Swacchh Bharat Abhiyaan" or Clean India Mission.

By providing this amenity, we aim to actively support the Jalgaon Municipal Corporation in their mission to attain recognition for the city as a Clean and Smart City. This public toilet block is strategically located in the heart of the city, positioned on a prominent road near M. J. College and adjacent areas known for their vibrant educational and commercial activities.



Furthermore, our company has entered into an agreement with the Jalgaon Municipal Corporation, outlining the operation and maintenance responsibilities for a substantial period of 30 years. This arrangement may be extended further upon mutual agreement. This long-term commitment underscores our dedication to the ongoing cleanliness and welfare of the city, aligning seamlessly with our broader mission of community development and civic well-being.

Case Studies on Key CSR Projects

The Supreme Industries Ltd. has CSR project activities in Dhadgaon (Akrani) block of Nandurbar district and Jalgaon-Jamner city of Jalgaon district. Special focus of work activities has been on the health aspect of community Development through Mobile Clinic, Adolescent Girl Health Education programs and Community Toilet facilities.

Mobile Clinic' and 'Girls Adolescent Health Education Program'

Objectives:

- To provide health care services to remote tribal hamlets for ensuring a decrease in the morbidity rate amongst indigenous people.
- To ensure the accessibility of primary health care services and referral services to indigenous people.
- To improve awareness of personal health and hygiene amongst tribal adolescent girls.
- To reduce the financial burden of illness from families of indigenous people

Mobile Clinic project started in 2011. The outreach of the van was to 29 hamlets in six days except Monday. Monday is the day to organize, document, evaluate the stock of medicines and prepare for next week's project activities. Each day of the week, a van with health care unit of a driver, doctor, nurse and social worker starts from the Dhadgaon village at YMO office. Van is well equipped with medicines, injectables and sitting arrangements for the health team. As the hamlets came nearby on the route, horn siren alerted all the people in surrounding. There are a few places on the way which are fixed as halting points of the mobile clinic. The patients along with the kids gather around the van. The mobile clinic helps in delivering services of consultation, prescription, and counselling to the patients. Each patient must pay rupees 10 to access the services of mobile clinic.

Mobile clinic vans also visit the nearby ashram school/schools in the hamlets and conducts health checkups for these students. The adolescent girls in the ashram schools are identified to disseminate personal hygiene and community health care knowledge, develop a health-conscious attitude, and train them in community health practices. Workshop programs on Personal hygiene, Child Marriages and Community Health are regularly organized to achieve these goals.

7998 beneficiaries benefited from this project. The beneficiaries of the project include mobile clinic patients, students in Health checkup of ashram schools, patients in Public Health Camps, Participants in Health Knowledge exams, Children in Anganwadi Checkup, Families received seeds for community Kitchen, Workshop participants in Ashram schools, participants such as adolescent girls, children, and women in village level workshops.



Veri



Piprapani



Kathi



The four public toilet facilities are made available by the Supreme Industries Ltd in collaboration with Jalgaon Municipal Corporation and Jamner Corporation. These toilets are constructed under a public private scheme. These facilities are located near areas such as a Police station, Government offices, educational institutions, central market and commercial establishments.

The facility is provided to all end-users with minimal charges as Rs. 1/- for use of urinal and Rs.5/- for use of Indian or western commode toilet. At Jamner site, charges for use of urinal facility are waived. The liquid soap at wash basin is available free of cost to the end-users.

These facilities accommodate the requirements of the children, the elderly and differently abled people and have an average daily footfall of around 450 people.



Near Bus Stand,
Jamner Location



Infront Fule Market,
Jalgaon Location

Urban Construction and Maintenance of Community Toilets in Jalgaon and Jamner Cities of Jalgaon district

Objectives:

- To create Community Toilet Facilities in crowded places of the city.
- To provide professional health sanitation and hygiene services at minimal cost.
- To ensure professional maintenance of community toilets.
- To create social change and a healthy environment to access the basic needs of community toilet facilities.

“WE FOR VILLAGE”

Most of our facilities share neighborhoods with villages across different states in India. As a socially responsible corporate, we remain engaged in promoting a better lifestyle in these villages and close by. To overcome an acute drinking water shortage, Supreme supplies 1,50,000 liters of water to the Gadegaon village in Maharashtra every day from a water pond at its Gadegaon facility.

Supreme Foundation is continuously setting up public convenience facilities in Jalgaon to help the district maintain public sanitation.



“ENVIRONMENTAL CONSERVATION”

We at Supreme are committed to environmental conservation, and we encourage our employees to do so. We undertake plantation programs across our facilities & manufacturing plants. We also partner with various NGOs for plantation programs in various regions.



We have even taken up plantation in many villages. With the help of our 'Volunteer Teachers,' we have planted over 100,000 trees as a part of our afforestation program.

Future plans for CSR activities

Supreme Industries is committed to contribution for various CSR activities around its plant locations for development of public facilities and upliftment of underprivileged including sponsoring of health care programmes. We also have plans to spend about Rs 25 Crores on various CSR activities during the year 2023-2024.

Supreme Foundation shall continue to provide support to

Govt. schools/Govt. colleges through recruitment of subject wise volunteer, teachers, and lecturers in the programme area so as to provide quality education in Govt. school/Govt. colleges in rural areas for all around progress and holistic development of the students through training, mentoring and Monitoring of teachers as well as improving learning skill through Computer literacy programme.

Supreme Foundation has also entered MOU dt. 21st February 2023 with Chief District Education Officer of Churu District. Following are objectives of the MOU:

- (i) Developing smart schools and installation of interactive digital boards in various government schools in Churu districts
- (ii) Construction of convenience facility for girl’s students
- (iii) Repairs/ construction of toilet blocks
- (iv) Making existing Information & Communication Technology (ICT) labs fully functional in various government school in Churu district of Rajasthan.



Well-being of employees

UN SDGs Addressed



Focus on employee Well-being and Development

Occupational Health and Safety

Excessive workloads, long hours, unrealistic deadlines, lack of work-life balance, and poor management practices can contribute to work-related stress, leading to mental health issues and decreased productivity of workers and employees. Factors such as unsafe working conditions, inadequate safety measures, lack of training, or non-compliance with safety regulations can increase the risk of accidents.

To prevent this, Supreme 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 to follow, preventing damage to life and property. We have also implemented robust safety policies and procedures.

Through the policy, we have set objective-targets, develop, implement, and maintain management standards and systems, and go beyond compliance of the relevant industry standards, legal and other requirements to ensure zero harm to people we work with and society at large and are integral to them in any way we do business.

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

We have also implemented occupational health and safety management system at all our locations. We provide personal protective equipment to our employees as required and have installed CCTV camera to enhance security and surveillance. We also have a well-defined Safety & Health related SOP and conduct regular Safety Audits and training programmes.

commitment to implement proper and effective health and safety management practices in the workplace. This certification not only minimizes risks to employees, visitors, and external contractors on the premises but also leads to cost savings and reduces incidents.

We have successfully implemented Hazard Identification and Risk Assessment (HIRA), Permit-To-Work (PTW), and Job Safety Analysis (JSA) in a cohesive manner, providing a comprehensive approach to identify hazards, assess risks, implement control measures, ensure compliance, and drive continuous improvement. This has fostered a safety-conscious culture, leading to a reduction in accidents and injuries, enhanced protection for personnel and assets, and improved overall operational efficiency. The adoption of these processes has enabled us to achieve the following benefits:

- **Proactive Risk Management:** By implementing HIRA, PTW, and JSA, we have been able to proactively manage risks, preventing accidents, injuries, and property damage. This has significantly improved the organization’s overall safety performance.
- **Safer Work Environment:** Through the collective implementation of these processes, we have effectively determined appropriate control measures, created a safer work environment, and reduced the likelihood of incidents.
- **Standardized Procedures:** We have established standardized procedures and guidelines for hazardous work, ensuring consistency and clarity in operations. This has streamlined processes and reduced the risk of errors or oversights.
- **Compliance with Regulations:** The adoption of HIRA, PTW, and JSA has enabled TSIL to comply with safety regulations and meet legal requirements. This ensures that we operate within the prescribed safety standards, mitigating the risk of penalties and legal consequences associated with non-compliance.
- **Tailored Safety Training:** We have tailored safety training programs to address specific hazards associated with each job. This approach ensures that employees are equipped with the necessary knowledge and skills to perform their tasks safely and effectively.

14 of our plants have already obtained OHSAS 45001 certification



14 of our plants have already obtained OHSAS 45001 certification, indicating Supreme’s unwavering

Provision of personal protective equipment

Supreme ensures that its employees and workers have access to PPE to protect them.



Accessible Utilities

Supreme ensures easy availability of utilities like access to safe drinking water, sanitary systems, contributing to a hygienic environment



Defined Safety and Health SOPs

Supreme has defined and established SON related to the safety and health ensuring that the employees are aware of the safety protocols



Availability of Safe Emergency assembly area

A designated assembly area is provided to ensure easy assembly of people in case of an emergency



Enhanced Physical Security

CCTV cameras are strategically installed to enhance physical security and surveillance within the premises



We are determined and committed to improve the occupational health and safety of all the employees and workers in our organisation.

EHS Statistics

Table 5 EHS Statistics

Parameter	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	9	172
	Workers	10	284
Total recordable work-related injuries	Employees	112	57
	Workers	391	221

There has been a substantial improvement in LTIFR in addition to the zero fatalities for our operations during the FY23. We are maintaining a safe and secure work environment for all our employees.

Grievance Redressal

We have established Work's Committee and Health and Safety Committee and several other mechanisms to address and resolve the grievances of our employees and workers. The have been established to specifically address and redress complaints and grievances from employees and workers.

These committees play a vital role in ensuring that grievances are handled effectively and resolved in a timely manner. 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 speaks volumes about our unwavering commitment to providing a workplace environment that prioritizes the well-being and satisfaction of our employees. It is a testament to the effectiveness of our rigorous safety protocols, comprehensive training programs, and continuous efforts to maintain and enhance the quality of working conditions. This accomplishment not only reflects

our dedication to upholding the highest standards of occupational health and safety but also serves as a source of pride for our organization.

The Work's Committee and Health and Safety Committee:

1. Resolves issues in the presence of the concerned worker, ensuring direct communication and prompt resolution.
2. Handles grievances that are raised or occur within the company, specifically related to safety concerns.
3. Addresses and resolving grievances raised at the work place.

Further, we have a complaint box located at an easily accessible and visible location within the plant. Employees can submit their grievances into the box. Complaints are regularly reviewed, and appropriate corrective actions are taken based on the feedback received. The Works Committee and Health and Safety Committee have been established to specifically address and redress complaints and grievances from employees and workers. These committees play a vital role in ensuring that grievances are handled effectively and resolved in a timely manner. These mechanisms and committees collectively contribute to a robust grievance resolution process, ensuring that the concerns and grievances of our employees and workers are taken seriously and appropriately addressed. By actively seeking and incorporating employee feedback for work place improvement, TSIL aims to build trusted relationships with its employees and promote talent

management, leading to higher retention rates and a reduction in grievances that require promptre solution. Detailed mechanism for grievance redressal for employees and workers can be explained in following steps:

Step-1 Member Grievances and Provider Complaints: The employee should raise his or her grievance with the immediate supervisor. Timely Identified the Problem, Accepting the Grievances.

Step-2 Grievances and Investigations Concerning Persons: Collecting the Facts, collect all the relevant facts and proofs relating to the grievance. The analysis of the cause will involve studying various aspects of the grievance such as the employee's history, frequency of the occurrence, management practices.

Step-3 Decision Taken/Notice Requirements and Appeal Process: Taking Decision-a decision is taken which is best suited to the given situation in the organization. Such decision should serve as a both within the department and the organization. Incase, he is not satisfied with the decision, he goes to the departmental head for the settlement of his grievance.

Step-4 Provider Claim Disputes resolution/Action: If the employee is still dissatisfied, he forwards it to the appropriate Superiorof the Factory Management. Their decision is final and binding on both the parties. The individual grievances considered by Factory Management pertain to promotion, suspension, discharge, and dismissal.

Diversity, Equity, and Inclusion

We consistently strive to provide an inclusive workplace for people of various cultures and backgrounds. We endeavour to provide an inclusive environment that takes into consideration our workforce's diversity.

Our strategy supports promoting diversity in the workforce while ensuring each employee feels empowered at work. We have a robust human resource framework and processes which support the smooth functioning of workforce and wellbeing of all the employees.

Our strategy supports promoting diversity in workforce while ensuring each employee feels empowered at work. We have a robust human resource framework and processes which support the smooth functioning of workforce and wellbeing of all the employees. Further, we provide a minimum notice of 30 days to employees and

their representatives prior to the implementation of significant operational changes that could substantially affect them.



Table 6 : Employee Diversity

Management Permanent Employees	Category		Total
Senior Management	Gender	Male	75
		Female	0
	Age Group	Below 30 years	0
		30 to 50 years (including 30 and 50)	19
		More than 50 years	56
Middle Management	Gender	Male	423
		Female	10
	Age Group	Below 30 years	0
		30 to 50 years (including 30 and 50)	301
		More than 50 years	132
Junior Management	Gender	Male	2,646
		Female	93
	Age Group	Below 30 years	718
		30 to 50 years (including 30 and 50)	1,790
		More than 50 years	231
Staff & Workmen (direct / on rolls)	Gender	Male	1,428
		Female	6
	Age Group	Below 30 years	168
		30 to 50 years (including 30 and 50)	1,113
		More than 50 years	153
Temporary/Contractual Employees			
Employees	Gender	Male	736
		Female	41
	Age Group	Below 30 years	632
		30 to 50 years (including 30 and 50)	130
		More than 50 years	15
Total			
All	Gender	Male	5,308
		Female	150
	Age Group	Below 30 years	1,518
		30 to 50 years (including 30 and 50)	3,353
		More than 50 years	587

The fact that 61% of our workforce falls within the age range of 30 to 50 years is a notable demographic characteristic that speaks to the strength and stability of our team. This suggests that a significant portion of our employees are in the prime of their professional careers, bringing with them a wealth of experience, expertise, and maturity. It signifies a balanced blend of seasoned professionals who have

honed their skills over time, alongside dynamic individuals in the midst of their career growth. This diversity in age groups contributes to a rich tapestry of perspectives, fostering a well-rounded and resilient workforce that is poised to tackle a wide array of challenges and opportunities.

Figure 9 Employee Diversity

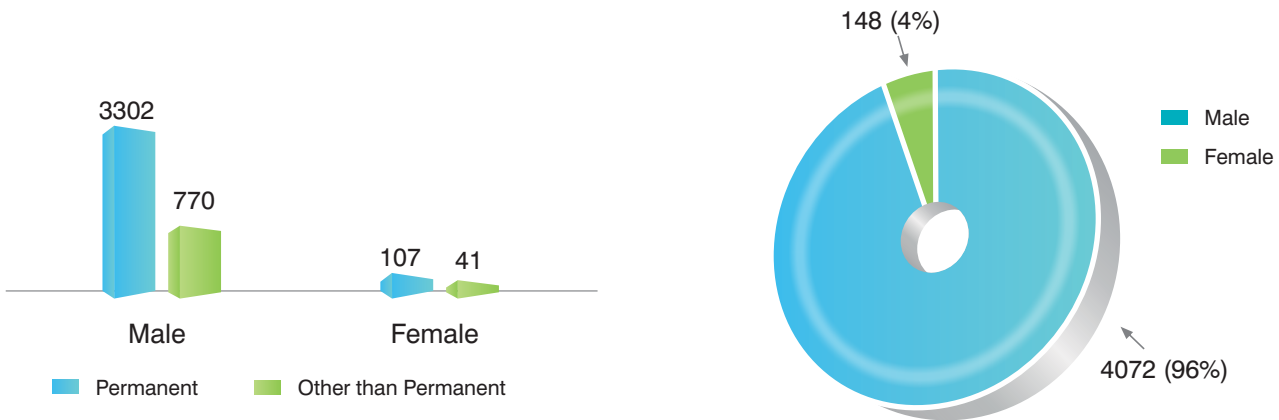


Figure 10 Worker Diversity

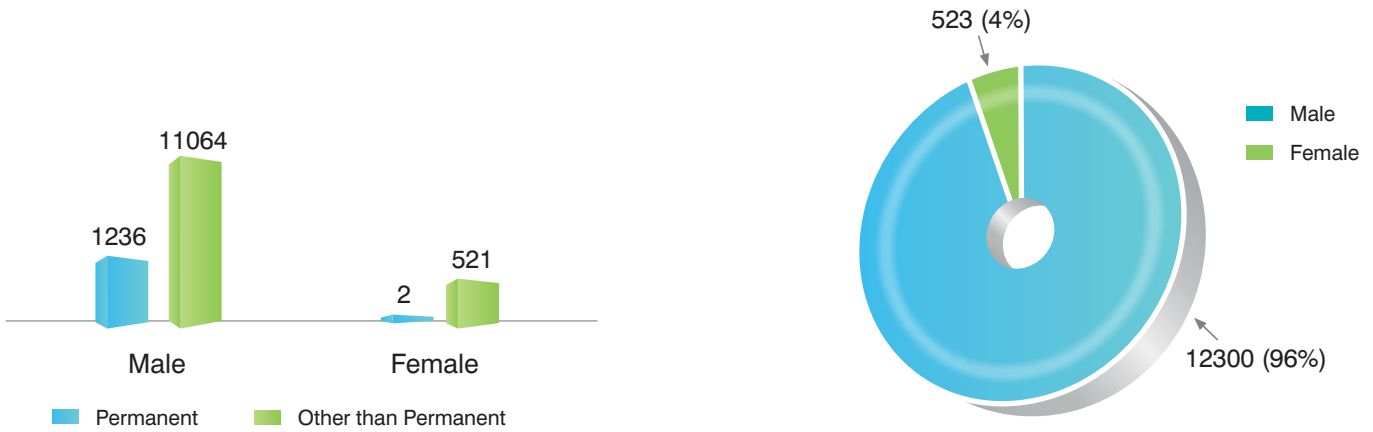
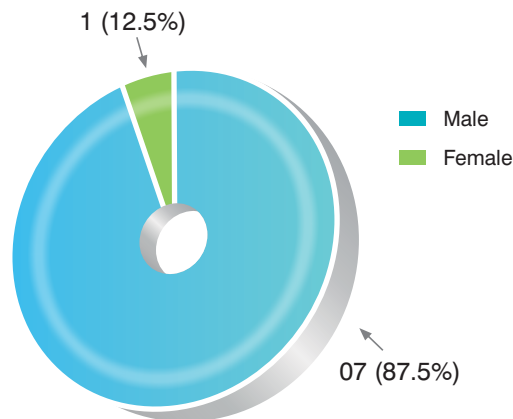


Figure 11 Board Diversity



Our board comprises of eight members, each of whom possesses a wealth of experience and expertise, boasting an age of 50 years or older. This collective wealth of knowledge and seasoned perspective is a testament to the board's depth and maturity. The combined wisdom of these accomplished individuals significantly contributes to the

strategic direction and decision-making process of our organization. Their extensive experience equips them with the insights needed to navigate complex challenges and seize opportunities, ensuring that our company is well-positioned for sustainable growth and success.

Table 7 New employee hires and employee turnover

Category	Parameter		Total
Total number of new employee hires	Gender	Male	785
		Female	9
	Age Group	Below 30 years	522
		30 to 50 years (including 30 and 50)	264
		More than 50 years	8
Total number of employee turnover	Age Group	Below 30 years	274
		30 to 50 years (including 30 and 50)	274
		More than 50 years	50

66% of our recent hires are individuals under the age of 30. This highlights a significant trend towards bringing in younger talent into our organization. This age group is often associated with fresh perspectives, technological adeptness, and a high level of energy and enthusiasm. By

incorporating a substantial number of younger employees, we aim to infuse our workforce with innovation and a forward-looking mindset. This can be instrumental in adapting to rapidly evolving industries and staying at the forefront of emerging trends.

Employee Well-being

The safety and well-being of our employees and workers are paramount to us. To this end, we have implemented a range of measures aimed at creating a secure and healthy working environment for everyone involved.

As a part of our comprehensive "Employee Wellness" strategy, we offer Group Medical Insurance and Group Personal Accident Insurance. This coverage provides our workforce with essential financial protection in case of

medical emergencies or accidents. It ensures that they have access to quality healthcare and are financially safeguarded against unforeseen circumstances. Additionally, we prioritize preventive care by offering Annual Health Check-ups to our employees and workers. These check-ups play a crucial role in early detection of potential health issues, enabling timely intervention and promoting overall well-being.

Table 8 Employee Benefits

Category	No. of employees covered by				
	Total	Health Insurance	Accident Insurance	Maternity benefits	Paternity benefits
Permanent employees					
Male	3302	3302	332	0	3302
Female	107	107	107	107	0
Total	3409	3409	3409	107	3302
Other than Permanent employees					
Male	770	665	665	0	403
Female	41	38	38	35	0
Total	811	703	703	35	403

A notable aspect of our employee benefits package is that 100% of our permanent employees enjoys comprehensive coverage under health insurance and accidental insurance. Furthermore, we go a step further by extending additional benefits related to maternity and paternity. This

means that our employees have access to essential healthcare and are financially safeguarded in case of unforeseen accidents. The extension of maternity and paternity benefits further underscores our commitment to supporting our employees during important life events.

Table 9 Worker Benefits

Category	No. of worker covered by				
	Total	Health Insurance	Accident Insurance	Maternity benefits	Paternity benefits
Permanent Worker					
Male	1236	1236	1236	0	485
Female	2	2	2	2	0
Total	1238	1238	1238	2	485
Other than Permanent worker					
Male	11064	9242	7550	0	386
Female	521	272	431	438	0
Total	11585	9514	7981	438	386

Additionally, we also extend these vital benefits to our workers. This means that both our employees and workers are entitled to the health and accidental insurance along with the extended maternity and paternity benefits. This inclusive approach ensures that all members of our workforce, regardless of their employment status, have access to essential healthcare and are financially protected in the event of unforeseen accidents. These efforts reinforce our belief in treating all members of our workforce with equal consideration and respect.

We provide transition assistance programs to help employees manage career endings due to retirement or termination. The individual may be considered for an advisory role at the discretion of management. Furthermore, employees are eligible for gratuity or severance pay, which is determined based on their age and length of service with the company.

We are proud to share that we have achieved a remarkable **100% rate of employees returning to work** after any period of absence. We are committed to provide the necessary support and accommodations for our employees to successfully reintegrate into the workforce. Furthermore, we have also maintained a perfect track record with a **100%** retention rate for our employees. This means that once individuals join our organization, they tend to stay with us, showcasing a high level of job satisfaction and contentment with their roles.

These exceptional rates demonstrate not only the effectiveness of our employee support and development programs but also the positive work environment and organizational culture that we have cultivated. It reflects our dedication to nurturing a workforce that is engaged, motivated, and invested in the success and growth of our company.

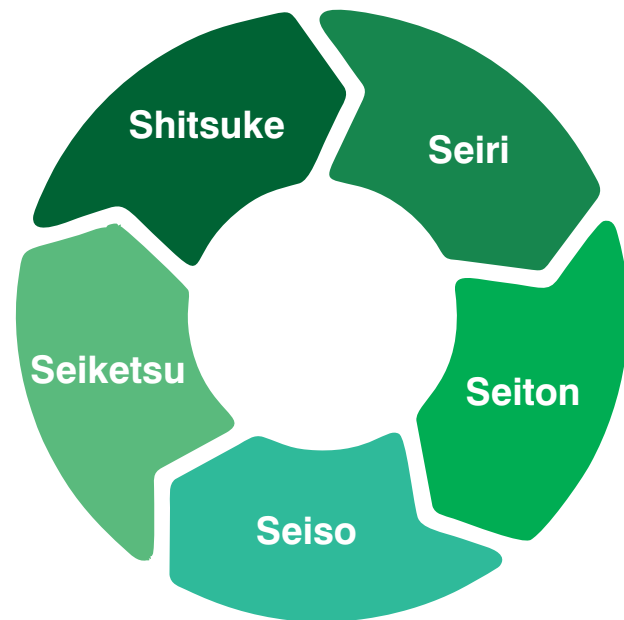
Workplace Management

Our organization has implemented a holistic approach to workplace management, aimed at enhancing operational efficiency. This is achieved through the application of the well-regarded 5S methodology. This methodology centres around five fundamental steps: Sorting, Organizing,

Cleaning, Standardizing, and Sustaining, collectively referred to as the 5S's. These steps are meticulously followed, leading to significant improvements in efficiency and the elimination of wastages.

To elaborate further, 'Sorting' involves the systematic identification and removal of unnecessary items, ensuring that only essential materials are retained. 'Organizing' focuses on arranging the remaining items in a logical and efficient manner, facilitating easy access, and reducing search time. 'Cleaning' entails regular maintenance and cleanliness practices to ensure a safe and pleasant working environment. 'Standardizing' involves establishing consistent procedures and practices, ensuring that improvements are sustained over time. Finally, 'Sustaining' emphasizes the ongoing commitment to maintaining these improvements and embedding them as standard operating procedures.

By adhering to the 5S methodology, we have significantly optimized our operations, resulting in a more streamlined and productive work environment. This approach not only enhances efficiency but also cultivates a culture of continuous improvement and waste reduction within our organization.



Learning and Development

We believe in continuous learning and strive to incorporate global best practices into our systems and processes. We provide training and skill development programs regularly to our employees and workers and hold regular sessions.

We are committed to equip our employees with the required skills and know-how to be future ready. Our training programs are based on inputs from the training

needs identified linked to a cadre-based approach which enables targeted training to the role across job levels.

The learning interventions are designed on various job skills along with the desired competencies broadly classifying into skill upgradation, leadership development and compliance.

Table 10 Training hour details

Status	Category	Level	Gender	Number of participants	Number of Hours
Permanent	Management	Senior	Male	118	317
			Female	-	-
		Middle	Male	742	1,077
			Female	12	70
		Junior	Male	2,915	5,778
			Female	75	203
	Staff	Staff	Male	1,282	4,816
		Female	43	35	
Temporary	Contract Employees	Contract	Male	7,059	7,042
			Female	241	711
Others	Others	Others	Male	710	1,229
			Female	2	-
Total			Male	12,826	20,259
			Female	373	1,019

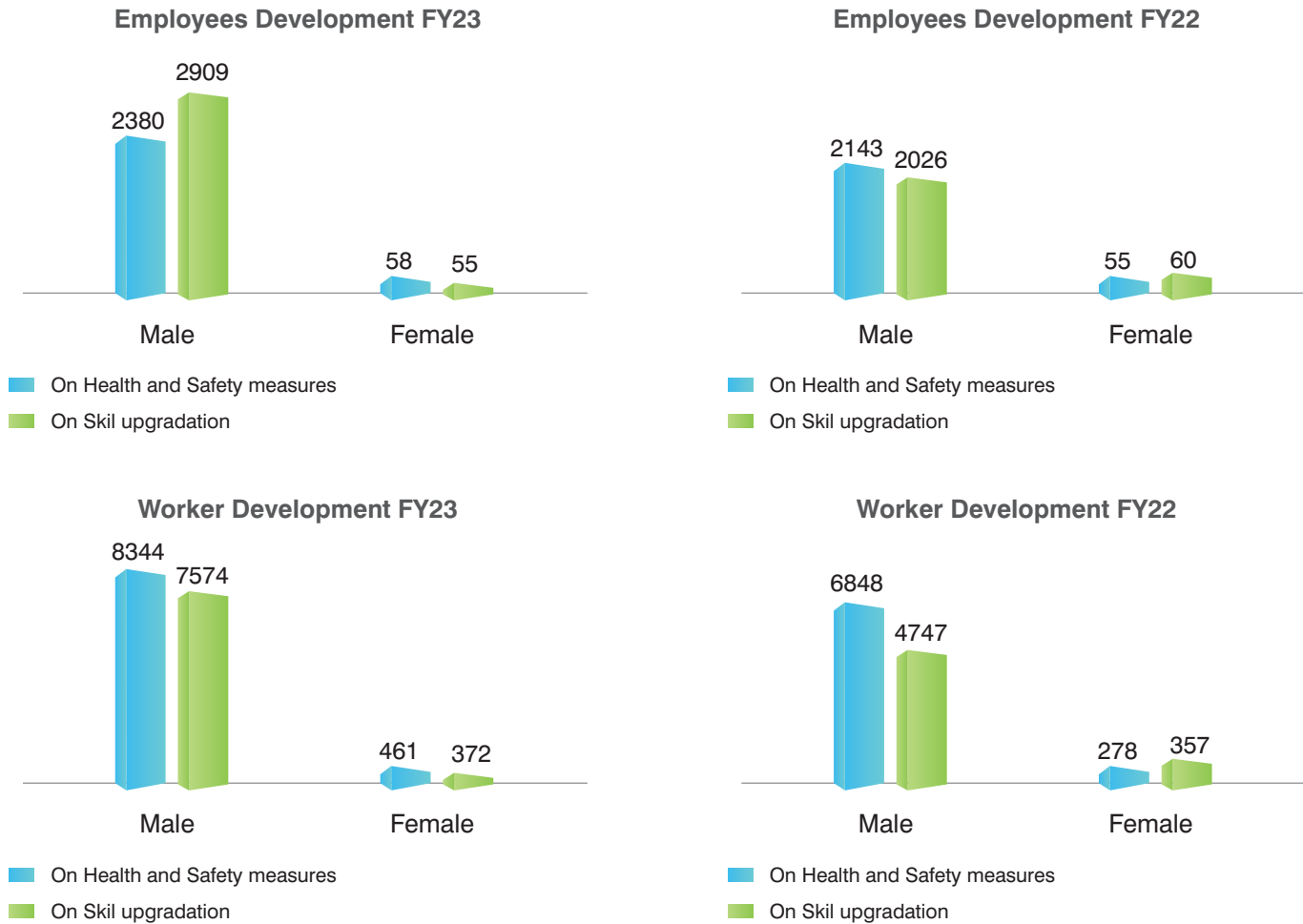
As part of our comprehensive employee development program, we organize a series of training sessions for our diverse workforce. These sessions encompass a wide range of critical topics including Health and Safety, Anti-corruption and bribery awareness, Prevention of Sexual

Harassment, Energy efficiency practices, and more.

These training programs are designed to cater to employees at various levels, ensuring that everyone within the organization has access to essential knowledge and skills.



Figure 12 Number of Employee & Worker trained



In addition to our comprehensive training initiatives, we're pleased to report significant progress in our employee development efforts. In the fiscal year 2023, we successfully trained 58% of our workforce on essential health and safety measures, representing a 2% increase from the previous year. Moreover, our commitment to on-skill job upgradation is evident as we extended this training to 70% of our total employees in FY23, marking an impressive 18% rise compared to the preceding year.

These advancements are 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 bolsters this commitment. By prioritizing employee well-being, integrity, and sustainable practices, we aim to foster a workplace culture that reflects these values at its core. This dedicated focus on employee development not only enhances individual skills but also collectively strengthens our organizational capacity to excel in a dynamic and competitive landscape.

In addition to our training initiatives for our employees, Supreme has established several Knowledge Centres nationwide to extend product related trainings to our value-chain. These centres serve as hubs for training plumbers and engaging with farmers, architects, and plumbing consultants within their respective zones. Currently, these centres are operational in Gadegaon, Kochi, Malanpur, and Kharagpur, catering to specific regional needs.

Furthermore, we have plans underway to extend this network with the introduction of new centres in Jadcherla and Erode later this year. These Knowledge Centres 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.

Talent Management

We strive for parity in salaries provided to male and female employees at entry level. The salaries provided at entry level are at par with local minimum wage We recognize

human capital as our key assets. Developing, retaining, and recruiting key talent is key to achieve our growth plans and aspirations.



We ensure all eligible employees undergo regular performance review and receive career development feedback.

We strive for parity in salaries provided to male and female employees at entry level. The salaries provided at entry level are at par with local minimum wage

Institutionalizing a framework as an ongoing process to identify succession gaps, loss of expertise and retained knowledge of the organization, continuity of critical roles, loss of time and efforts to recruit and train the employees is a critical focus area for us. Any gap in these efforts could impact the performance of the Company. Defining and implementing structured interventions has been initiated as an approach to minimize such risks. We have on-boarded senior managerial personnel as Chief Human Resource Officer to oversee and take required effective steps.

Mitigating Risk in the Talent Management Space

A well-structured talent management process has been strategically implemented, focusing on specific job levels and roles. This approach encompasses two key components: identifying critical roles and evaluating potential talent to cultivate a robust leadership pipeline in accordance with the succession planning framework.

To begin, critical roles and their respective job levels were carefully identified. Subsequently, development strategies were formulated based on three crucial inputs: a thorough training needs analysis, a comprehensive competency framework, and a foresight into future skills and behaviours aligned with the overarching business strategy and role requirements.

External benchmarking and strategic partnerships were considered in the design and delivery of program content. A pivotal aspect of this approach is the 60:40 principle, wherein 60% of the learning is directed towards addressing current skill gaps, while the remaining 40% is dedicated to cultivating skills that align with future organizational needs. The learning methodology emphasizes practical application, ensuring that acquired knowledge is directly applicable to both work and personal life.

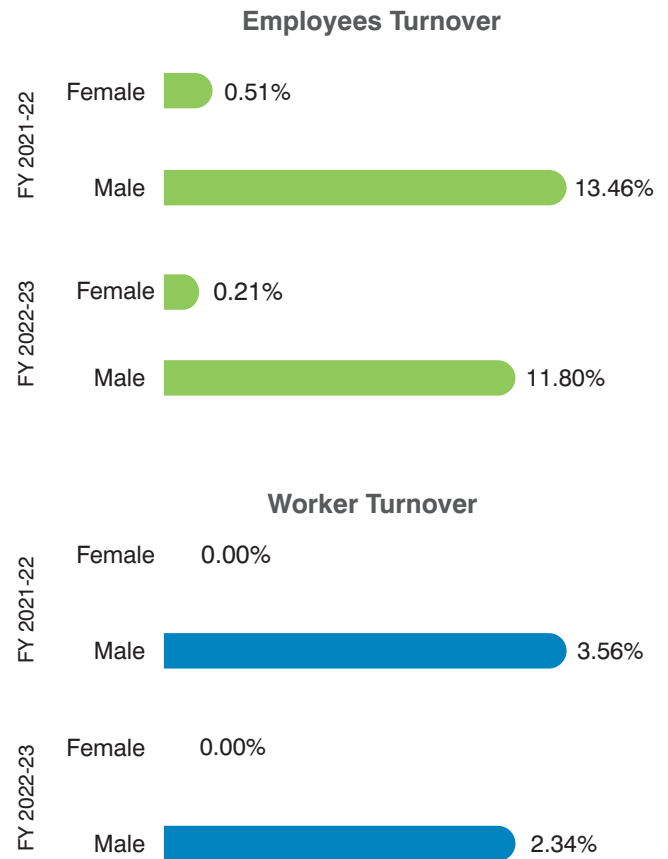
Roadmaps have been developed to nurture and fortify the leadership pipeline, incorporating the 70:20:10 principle. This balanced approach blends a variety of interventions, including classroom sessions, peer cohort coaching, individualized coaching, action learning projects, and digital content for self-directed learning.

Moreover, a paradigm shift has been instituted in the learning approach, transitioning from module-based learning with defined time frames to more extensive and sustained learning journeys. These journeys are tailored to address both role-specific and functional skill development. Additionally, each learning intervention is structured to maintain continuous engagement, encompassing pre-work and post-work assignments, regular check-ins, and informative webinars.

This comprehensive talent management strategy reflects a forward-thinking and dynamic approach to nurturing and evolving the skills and competencies of our workforce. It aligns closely with our organizational goals, ensuring that our talent pool remains adaptable and equipped to meet both current and future challenges.

In FY23, every single member of our workforce, which includes 4,220 employees and 12,823 workers, underwent comprehensive and systematic performance and career development assessments. These regular reviews are a testament to our dedication towards nurturing a culture of continuous growth and professional advancement within our organization. By providing constructive feedback and tailored development plans, we aim to empower every individual to reach their full potential and contribute effectively to the success of our company. This commitment to regular performance evaluations underscores our belief in recognizing and nurturing talent at all levels of our workforce.

Figure 13 Employee & Worker Turnover



Moreover, we are pleased to report a significant improvement in our turnover rates. The employee turnover rate has seen a notable reduction from approximately 14% to about 12%, while the workers turnover rate has decreased from around 4% to just 2%. These figures are indicative of our steadfast commitment to employee well-being and career development.

At Supreme, we place great emphasis on fostering trust and open communication with our employees. Our focus on talent management plays a pivotal role in achieving these positive results. By investing in our workforce and providing opportunities for growth and advancement, we aim to create an environment where employees feel valued and motivated to stay with us for the long term. This strategic approach not only leads to higher retention rates but also minimizes the occurrence of grievances, allowing for swift and effective resolutions when needed. This commitment to building enduring relationships with our employees is fundamental to our organizational ethos and contributes to a thriving and harmonious work environment.

Human Rights

At Supreme we strongly believe in the fundamental of human rights. Our company remains fully committed to uphold the highest standards on human rights protection by adopting a proactive approach. **Supreme Industries strictly prohibits child labour, forced labour and discrimination of any kind based on gender, caste, creed, religion, pregnancy, culture, etc.**

We are committed to upholding and respecting human rights. We have a dedicated standalone **Human Rights Policy** that guides our actions and decisions. Our policy aligns with the **United Nations Guiding Principles on Business and Human Rights**, and we proactively address and resolve issues related to business and human rights. We regularly communicate these principles to our senior management, emphasizing their importance in our operations. We received zero incidents of violations involving rights of indigenous people in FY23.

In addition to our internal efforts, we extend our commitment to human rights by actively encouraging our business associates and partners to adopt best practices in this regard. We firmly believe in the importance of ongoing education and development, and we work diligently to integrate globally recognized best practices into our operational systems and processes.

As part of our proactive approach, we regularly organize training sessions and awareness programs for our employees. These initiatives are designed to sensitize our workforce on matters directly linked to the protection of human rights. By doing so, we ensure that our values regarding human rights protection are not only understood but also upheld in both principle and practice.

Table 11 Training hours on Human Rights

Category	FY23	FY22
Employees		
Permanent	2527	2143
Other than permanent	538	55
Total Employees	3065	2198
Workers		
Permanent	1079	278
Other than permanent	6624	6848
Total Workers	7703	7126

We trained 17% more employees & 8% more workers in FY23 when compared to FY22. This comprehensive approach underscores our dedication to not only abide by human rights standards ourselves but to also champion them throughout our network of associates and partners.

It reinforces our commitment to creating an inclusive, respectful, and responsible business environment that upholds the dignity and rights of every individual involved in our operations.

Supreme has established a robust mechanism to effectively address grievances related to human rights.

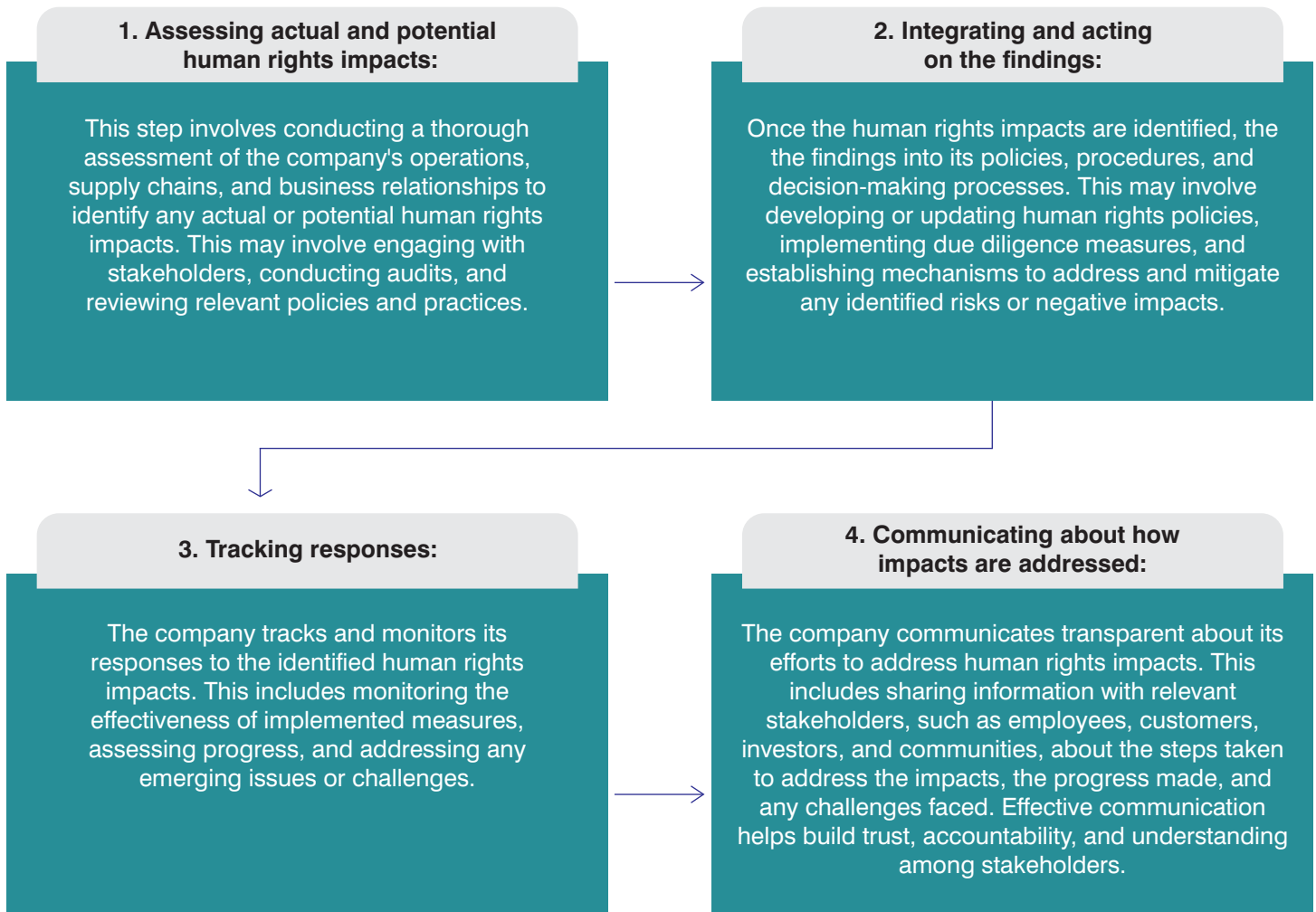
This mechanism includes various institutional structures such as the Grievances Committee. Any individual who believes that he/she has been discriminated against as per the policy shall bring his/her grievances to HR manager in writing/in person.

Supreme will ensure that for any such complaint, a committee will be formed within 48 hours and the grievance is addressed within 96 hours of filing the complaint.

Grievance Redressal

Supreme has implemented a robust process in place that effectively addresses various concerns and issues. As a testament to its effectiveness, **no grievances or complaints related to human rights have been received.** We follow a streamlined process to ensure that human rights are respected and upheld throughout its operations and value chain. The process helps identify and address any negative impacts, promote responsible practices, and contribute to the protection and promotion of human rights. It is our best endeavour to train all our security personnel in human rights policies and procedures.

Our vigil mechanism encourages the complainant to bring any issues pertaining to a human rights violation to the management's attention without fear of retaliation or unfair treatment by reporting at designated e-mail addresses or contact information.



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

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



By undertaking these steps, we aim to ensure that our operations align with human rights principles and

standards, and that we proactively address any potential risks or impacts on human rights.



Responsibility towards customers

UN SDGs Addressed



Responsibility towards customers

Product Quality and Safety

Investing in quality is a foolproof strategy that yields the highest returns. By prioritizing quality across every facet of our operations, from functions to processes and our people, we aim to cultivate a culture where striving for excellence and maintaining a leading position becomes second nature. Our goal is to deliver consistently manufacture high-quality products and enhance our processes, offerings, and services, with a sharp focus on ensuring satisfaction for our customers and stakeholders.

We are committed to fulfilling the demands of customers, as well as meeting the standards set by statutory and regulatory authorities through adherence to product and process compliance. Our product information and labelling also provides guidance on safe use and handling of products to minimize adverse environmental and social impact. At Supreme, we advocate for the implementation of esteemed methodologies such as Quality Circle, 5S, and Kaizen, and actively pursue ongoing enhancements in every facet of our business operations.

We've 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 System is a potent approach to attain excellence and sustain competitiveness. This system places emphasis on 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. 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 more standards. This ensures that our products consistently adhere to the required quality & specifications. Further, our plastic packaging products comply to RoHS and REACH.

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 safety. 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.



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.

To minimize the occurrence of product recalls, we have instituted comprehensive quality check protocols throughout our value chain. We conduct in-depth customer complaint analyses and perform a meticulous risk-benefit assessment of any concerns raised. The initial step involves pinpointing the root cause, be it a design flaw or a production issue. It is noteworthy that we recorded zero recalls in FY23, a testament to the effectiveness of our quality control efforts. This solid track record underscores Supreme Industries' unwavering commitment to maintaining rigorous quality control measures and reinforces our dedication to delivering products of exceptional quality.

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.

Customer Satisfaction

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



We are steadfast in our commitment to promptly and effectively address any customer complaints, with the ultimate 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 hold our customers' feedback in high regard and treat their concerns with the utmost seriousness.

Upon receiving a complaint, it undergoes a thorough analysis and resolution process. The Regional Marketing Officer assumes 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

with the Quality Department to assess the nature of the complaint and implement necessary corrective measures.

We also offer multiple avenues for customers to reach out to us, including a toll-free number and contact details readily available on our company website. At Supreme, we firmly believe in transparency and strive to furnish customers with a comprehensive understanding of our products, including their features and benefits. This may encompass supplementary information about environmental impact or other pertinent details that empower customers to make well-informed choices.

Our dedication to customer satisfaction is exemplified by our proactive approach in addressing issues and maintaining open lines of communication with our esteemed customers.



Ethical Conduct

UN SDGs Addressed



Data Privacy and Cyber security

Cyber Security Risk

Today, we live in a world that deals with and generates huge quantities of data every day. Securing this data, maintaining data integrity, and assuring data privacy is important to keep our modern society functioning. Cybersecurity is a concern for everyone today, from organizations to individuals. Organizations focus on physical and information security, due to regulatory requirements, the value of data in the current times and the risks of a security compromise.



Digital attacks on systems, networks and programs aimed at accessing, changing, or destroying sensitive information; extorting money from organizations; or interrupting normal business processes are cyber-attacks. There are potential risks associated with leakage/ misuse of confidential information resulting in financial losses and disruptions to business operations due to failure of IT infrastructure and inability to ramp up security measures and protect data.

Mitigation Strategy

Cyber security aims at making the internet safer and reliable for everyone. Cyber security consists of technologies, processes, and controls, designed to protect systems, networks, programs, devices and data from cyber-attacks. Effective cyber security reduces the risk of cyber-attacks and protects against the unauthorized exploitation of systems, networks, and technologies. A successful cybersecurity approach has multiple layers of protection spread across the computers, networks, programs, or data that one intends to keep safe. It involves people, processes and technology working in tandem to deal with both attempted and successful cyber-attacks. We have a well-defined policy to protect the infrastructure and secure its information. The policy clearly stands to safeguard all information in the interest of the Company.

All applications, critical end points and servers have their backup scheduled automatically at regular intervals on to the company appliance. Company's Network is secured

with "Enterprise Edition Next Generation Firewall" installed at its primary/production data center as well as secondary/DR data centers. We use robust endpoint protection EDR system and user's access to data or appliance or Infrastructure, is controlled as per Industry Best Practices. Central Database has high availability; Disaster recovery is in place for ERP infrastructure with regular DR drills.

Keeping in mind the ever-expanding cyber threat landscape, we have implemented a robust and real-time monitoring solution. This includes state-of-the-art technology, a multivendor environment from top Technology and Security partners. Projects on AI ML based Security Operations Centre (SoC) are in progress while Network Operations Centre (NoC) is already functional. Email ATP (Advanced Threat Protection) solution has been implemented for better email security. External Audit from CERT-IN Certified Audit Firm has also been conducted thereby ensuring Company's systems are protected from external threats.

We are continuously looking at newer ways of securing its data, network, and all related infrastructure. We at Supreme prioritize data privacy and cyber security as critical aspects of our operations. We have implemented comprehensive policies and procedures to safeguard customer data and ensure its confidentiality. Our technical infrastructure and physical asset management practices are designed to meet industry standards and regulatory requirements for data protection. We recognize the importance of maintaining the integrity and security of sensitive information, and we have measures in place to prevent data loss, abuse, or unauthorized disclosure to third parties, including competitors and business partners. We understand that any compromise of data privacy or cyber security can have significant repercussions for our business, both financially and legally.

We remain vigilant in safeguarding sensitive information and upholding the highest standards of information security throughout our operations. Supreme has an exclusive IT Policy which includes cyber security and risks related to data privacy.

Corporate Governance & Business Ethics

Good governance ensures adoption of best business practices, and accountability of the person(s) in-charge of the Company's operations. Our directors are committed to good governance practices and the company has been sharing all vital information about its various business segments and operations through Quarterly Results, Press release, Chairman's Statement, Annual Reports, Investors'

meet with Management, TV interview of Managing/ Executive Directors and Telephonic Con calls with Investors by the Management.

We maintain the highest standard of Corporate Governance; it is our constant endeavor to adopt the best Corporate Governance Practice.

Governance Structure

Our Governance Structure comprises a dual layer, the Board of Directors and the Committees of the Board at the apex level and the Management Team at an operational level.

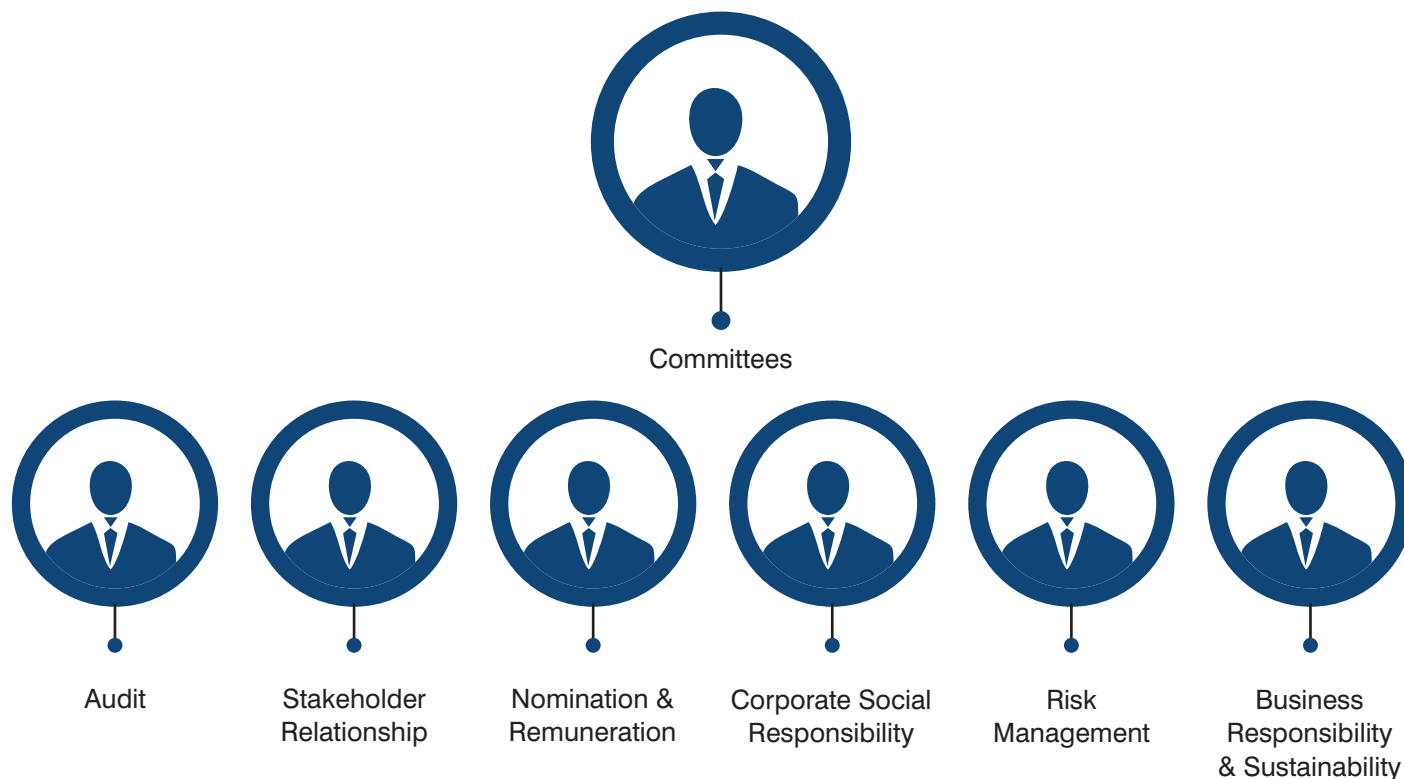
The Board lays down the overall corporate objectives and provides direction and independence to the management team to achieve these objectives within a given framework.

The Board of Directors and the Committees of the Board play a fundamental role in upholding and furthering the principals of good governance which translates into ethical

business practices, transparency, and accountability in the company's dealing with its stakeholders. This professional management process results in building a conducive environment for sustainable business operations and value creation for all stakeholders.

The Board discharges its fiduciary duties of safeguarding the interests of the company within the framework of law. The Committee of Directors assists the Board of Directors in discharging its duties and responsibilities.

The Board has constituted the following Committees:



1. Audit Committee

Supreme has an independent Audit Committee. The composition, procedure, role/function of the committee complies with the requirements of the Companies Act, 2013 as well as those of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Terms of Reference of the Committee:

- To oversee the company’s financial report process and the disclosure of its financial information

- To review quarterly, half yearly and annual financial results before submission to the Board
- To review the statement of significant related party transactions submitted by management
- To review the adequacy of internal control systems with the management, external & internal auditors
- To discuss with external auditors about the nature and scope

Table 12 Audit committee details

Members	Category	Meetings Held	Meetings Attended
Sh. Rajeev Pandia (Chairman)	Independent /Non-Executive Director	8	8
Ms. Ameeta Parpia	Independent /Non-Executive Director	8	8
Sh. R Kannan	Independent /Non-Executive Director	8	8

2. Stakeholders Relationship Committee



Table 13 Stakeholder relationship committee details

Members	Category	Meetings Held	Meetings Attended
Sh. Rajeev Pandia (Chairman)	Independent /Non-Executive Director	6	6
Ms. Ameeta Parpia	Independent /Non-Executive Director	6	6
Sh. R Kannan	Independent /Non-Executive Director	6	6

3. Nomination & Remuneration Committee

Pursuant to Section 178 of the Companies Act, 2013 and Regulation 19 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Board of Directors of every listed Company shall constitute the Nomination and Remuneration Committee, accordingly Company constituted the Remuneration Committee comprising of three non-executive Independent Directors.

In accordance with Section 178 of the Act, the Committee has framed a Nomination and Remuneration Policy. The Policy ensures that:

- The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate Directors of the quality required to run the Company successfully
- Relationship of remuneration to performance is clear and meets appropriate performance benchmarks
- Remuneration to Directors, Key Managerial Personnel and Senior Management involves a balance between fixed

and incentive pay reflecting short- and long-term performance objectives appropriate to the working of the Company and its goals

Key Objectives of the Committee

- To guide the Board in relation to appointment and removal of Directors, Key Managerial Personnel and Senior Management
- To evaluate the performance of the members of the Board and provide a necessary report to the Board for further evaluation.
- To recommend the Board on Remuneration payable to the Directors, Key Managerial Personnel and Senior Management

Role/Brief Terms of Reference of the Committee

- To formulate a criterion for determining qualifications, positive attributes, and independence of a director
- To formulate criteria for evaluation of Independent Directors and the Board

- To identify persons who are qualified to become Directors and who may be appointed in Senior Management in accordance with the criteria laid down in the Nomination and Remuneration Policy
- To carry out evaluation of every Director's performance
- To recommend to the Board the appointment and removal of Directors and Senior Management
- To recommend to the Board policy relating to remuneration for Directors, Key Managerial Personnel and Senior Management
- To ensure that the level and composition of remuneration is reasonable and sufficient, the relationship of remuneration to performance is clear and meets appropriate performance benchmarks.
- To devise a policy on Board diversity
- To perform such other functions as may be necessary or appropriate for the performance of its duties.

Table 14 Nominations and Remuneration Committee details

Members	Category	Meetings Held	Meetings Attended
Sh. Sarthak Behuria (Chairman)	Independent /Non-Executive Director	4	4
Sh. Rajeev M Pandia	Independent /Non-Executive Director	4	4
Ms. AmeetaParpia	Independent /Non-Executive Director	4	4

4. Corporate Social Responsibility (CSR) Committee

The Corporate Social Responsibility Committee is constituted pursuant to section 135 of the Companies Act 2013.

Terms of Reference/Role of the Committee

- To formulate and recommend to the Board, a CSR Policy
- To recommend to the Board, CSR activities to be undertaken by the Company during any financial year

along with detailed plan, modalities of execution, implementation, schedule, monitoring process and amount to be incurred on such activities

- To monitor the CSR Policy of the Company from time to time and ensure its compliance
- To submit to the Board a half-yearly/yearly report providing status of the CSR activities undertaken, expenditure incurred, and such other details as may be required by it.

Table 15 CSR Committee details

Members	Meetings Held	Meetings Attended
Sh. R Kannan-Chairman	1	1
Sh. BL Taparia	1	1
Sh. MP Taparia	1	0

5. Risk Management Committee

The Risk Management Committee constituted by the Board ensures that timely actions are taken on the actual and /or potential threats, so as to mitigate the adverse effects. It also assesses the Risk pertaining to ESG and certain principles of BRSR.

The Committee Assists the Board in:

- Overseeing and approving the Company's enterprise risk management framework
- Overseeing all the risks that the organization faces.

Table 16 Risk Management Committee details

Members	Category	Meetings Held	Meetings Attended
Sh. MP Taparia (Chairman)	Promoter/Managing Director	2	2
Sh. Rajeev Pandia	Independent /Non-Executive Director	2	2
Sh. R Kannan	Independent /Non-Executive Director	2	2
Sh. Sarthak Behuria		0	0
Sh. PC Somani	Chief Financial Officer	2	2

6. Business Responsibility and Sustainable Sustainability Committee

Supreme has a Business Responsibility and Sustainability Committee (BRSC Committee) comprises of Mr. M.P. Taparia, Managing Director as Chairman, Shri P.C. Somani, CFO (Chief Financial Officer), Shri R.J. Saboo VP (Corp. Affairs) & Company Secretary and Shri Vasudev Sharma, Senior GM (Energy and Environment) as members. The Company's Business Responsibility activities, performance and targets are reviewed by the BRSD Committee and Board of Directors on an annual basis. The

performance of the BRSR Policies is also reviewed by the BRSR Committee on an annual basis and as and when need arises.

The updates to policies are carried out after considering the reviews and suggestions of the Executive Directors and Business heads. All implementations of policies are done under surveillance of BRSR Committee. The Management Structure for the day-to-day business operations and management of the company is in place with appropriate delegation of powers and responsibilities.

Table 17 Business Responsibility and Sustainability Committee details

Members	Category	Meetings Held	Meetings Attended
Sh. MP Taparia (Chairman)	Promoter/Managing Director	1	1
Sh. PC Somani	Member	1	1
Sh. RJ Saboo	Member	1	1
Sh. Vasudev Sharma	Member	NA	NA

Note: Shri Vasudev Sharma inducted as member of the BRSD committee w.e.f 29.04.2022

Board of Directors

Supreme has a broad-based Board of Directors, constituted in compliance with the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements),

Regulations 2015 “Listing Regulations” and is in accordance with best practices in Corporate Governance.



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

As on 31st March 2023, the Board comprised of 8 Directors viz Managing Director, Two Executive Directors, and Five Non-Executive Directors out of which four Directors are Independent Directors. The Chairman of the Company / Board is a Non-Executive Director.

Table 18 Composition and Categories of Board of Directors

Name of Directors	Category	No. of outside Directorship*		No. of Committees Chairperson/Membership held including Supreme	
		Public	Private	Chairperson	Members
Shri BL Taparia	Promoter/Non-Executive Chairman	2	1	-	-
Shri MP Taparia	Promoter/Managing Director	2	1	1	1
Shri SJ Taparia	Promoter/Executive Director	2	1	-	2
Shri VK Taparia	Promoter/Executive Director	1	1	-	-
Shri R. Kannan	Independent/ Non-Executive Director	1	-	1	3
Shri Rajeev M Pandia	Independent/ Non-Executive Director	5	-	4	6
Shri Sarthak Behuria	Independent/ Non-Executive Director	2	-	-	2
Ms. Ameeta Parpia	Independent/ Non-Executive Director	5	-	4	10

Note:

- Shri Vipul Shah appointed as Non-Executive Independent Director of the Company with effect from 28th April, 2023
- Shri Pulak Prasad appointed as Non-Executive Director of the Company with effect from 28th April, 2023
- Attendance of Directors at the Board Meeting held during 2022-23 and at last AGM held on 29th June, 2022

Table 19 Attendance of Directors at the Board Meeting

Name of Directors	Category	Meetings held during the tenure of the Directors	Meetings Attended	Attendance at the last AGM
Shri BL Taparia	Promoter / Non-Executive Chairman	5	5	Yes
Shri MP Taparia	Promoter / Managing Director	5	4	Yes
Shri SJ Taparia	Promoter / Executive Director	5	5	Yes
Shri VK Taparia	Promoter / Executive Director	5	5	Yes
Shri R. Kannan	Independent / Non-Executive Director	5	5	Yes
Shri Rajeev M Pandia	Independent / Non-Executive Director	5	5	Yes
Shri Sarthak Behuria	Independent / Non-Executive Director	5	5	Yes
Ms. Ameeta Parpia	Independent / Non-Executive Director	5	5	Yes

Table 20 Annual Compensation Details

Management Category	Male		Female	
	Number	Median remuneration/ salary/ wages*	Number	Median remuneration/ salary/ wages*
Board of Directors (BoD)	7	3,500,000	1	3,000,000
KMPs	3	24,714,563	0	0
Employees other than BoD and KMPs	4,072	304,248	148	285,180
Workers	12,300	136,482	523	128,676

*Note: Median remuneration / salary / wages pertains to the median yearly CTC.

Table 21 Key Competencies & Skillset of the Board

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

Performance evaluation of the board

The Board, in consultation with the Nomination and Remuneration Committee, has established comprehensive criteria for evaluating the performance of Independent Directors, Board/Committees, and individual Directors. This framework encompasses assessments for both Non-Executive and Executive Directors. The performance evaluation process aligns with the guidelines outlined in the

Nomination & Remuneration Policy.

Following the enactment of the Companies (Amendment) Act, 2017, effective from May 7, 2018, the Nomination and Remuneration Committee acknowledged the amendment and took the initiative to conduct evaluations for the Board, its Committees, and individual Directors. This evaluation was carried out on January 24, 2023.

In addition to the collective evaluation, the Independent

Directors underwent a separate performance assessment. Furthermore, the Chairman, Managing Director, and Executive Directors were evaluated by the independent Directors in a dedicated meeting, also held on January 24, 2023.

Furthermore, the Board, based on the recommendation of the Nomination & Remuneration Committee, has formulated a comprehensive Nomination & Remuneration Policy. Additionally, the Board has established a Policy concerning the criteria for selection, appointment, and removal of Directors and Senior Management Personnel. These policies are appended as Annexure IV (A) & Annexure IV (B) to the [Annual Report for FY23](#).

Familiarisation Programs for Directors

An Appropriate induction programmed for new Directors and ongoing familiarization with respect to the Business/working of the company for all Directors is a major contributor for meaningful Board Level deliberations and sound business decisions.

Supreme has adopted a structured program for orientation of Independent Directors at the time of their joining to familiarize them with the company’s operations, business, industry, and environment in which it functions and the regulatory environment applicable to it. We update the Board Members on a continuing basis on any significant changes therein and provide them an insight to their expected roles and the responsibilities to be in a position to take well-informed and timely decisions and be able to contribute significantly to the company.

Through our Managing Director / Executive Directors / Senior Management Personnel, we make presentations regularly to the Board, Audit Committee, Risk Management Committee or such other Committees, as may be required, covering, inter alia, business environmental, business strategies, operations review, quarterly and annual results, budgets, review of Internal Audit Report and Action Taken, statutory compliance, risk management, etc.

The details of the familiarization program held for the Independent Directors are provided on our website.

Independent Directors

Independent Directors of the Company fulfils the conditions specified in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended and are Independent of the Management.

Meeting

In Compliance with the Companies Act, 2013 and Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015, the Independent Directors Meeting of the Company was held on 24th January 2023.

Independent Directors Meeting considered the performance of Non-Independent Directors and Board as whole, reviewed the performance of Chairman of the Company, considering the views of Executive Directors and Non-Executive Directors and assessed the quality, quantity, and timeliness of flow of information between the Company Management and the Board. Shri Rajeev M Pandia is the Chairman of Independent Directors Meeting.

Table 22 Independent Directors Meetings

Directors	Meetings Held	Meetings Attended
Sh. Rajeev M Pandia (Chairman)	1	1
Sh. R Kannan	1	1
Sh. Sarthak Behuria	1	1
Ms. Ameeta Parpia	1	1

Business Ethics

The Supreme Industries Limited is committed to good corporate governance and has consistently maintained its organizational culture as a remarkable confluence of high standards of professionalism, growth, and building shareholder equity with principles of fairness, ethics and Corporate Governance in spirit.

Code of Conduct

The Board has adopted the Code of Conduct for Members of the Board and Senior Management Personnel of the Company. The Code lays down, in detail, the standards of business conduct, ethics and governance.

As provided under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all Board members and Senior Management Personnel have affirmed compliance with The Supreme Industries Limited Code of Conduct for the year ended 31st March 2023.

The code is intended to focus on all the Board Members and Senior Management personnel on areas of ethics, integrity and honesty, providing guidance to help them recognize and deal with ethical issues; mechanisms to report unethical/dishonest conduct; and help foster a culture of honesty and accountability.

Vigil Mechanism Policy

The Company believes in conducting its affairs in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity, and ethical behavior.

A "Vigil Mechanism Policy" for Directors and employees of the Company is constituted, to provide a mechanism which ensures adequate safeguards to employees and Directors from any victimization on raising of concerns by them of any violations of legal or regulatory requirements, incorrect or misrepresentation of any, financial statements and reports, etc.

This policy has been adopted to provide a secure environment and encourage employees of the Company to report unethical, unlawful, or improper practice, acts or activities.

Aim of the Policy

- To provide avenues for employees and Directors to raise concerns and receive feedback on any action taken.
- To provide avenues for employees and Directors to report breach of Company's policies.
- To reassure employees and Directors that they will be

protected from reprisals or victimization for **Whistle Blowing** in good faith.

Anti-Corruption and Anti-Bribery Policy

The Company has an anti-bribery and anti-corruption policy. The policy has been formulated in alignment with the Supreme's Code of Conduct and various existing policies governing integrity. It reinforces Supreme's culture of transparency in all its dealings. Supreme conducts training for employees on Anti-Corruption and Anti-Bribery on regular basis.

The policy emphasizes Supreme's commitment towards zero tolerance for bribery and corrupt practices. The policy facilitates ethical decision making and governance.

The policy applies to all employees, Associate, Subsidiary Company, Distributors, Channel Partners, all other Stakeholders, or any other person who may be acting on behalf of the Supreme. It sets out responsible conduct that must always be adhered to.

Policy Framework

1) Employees and other representatives of Supreme are prohibited from:

- All forms of bribery and corruption practices and offering, promising, giving or authorizing, directly or indirectly, any kick back to or for the benefit of any person (whether in the public or private sector) in order to obtain or keep any improper business or other advantage for Supreme, for themselves, or for their family, friend, associates or acquaintances, or otherwise using improper means to influence the actions of others.
- Soliciting, accepting, or receiving any bribe or kick back from any person (whether in the public or private sector)
- Acting as an intermediary for a third party in the solicitation, acceptance, payment or offer of a bribe or kick back.
- Prohibits the making or accepting of facilitation payments of any kind for any favors to facilitate or expedite official business or work.

2) Gifts, Hospitality and Entertainment

- All employees (including their immediate family members) shall not accept or give a gift or favor of any nature from any supplier, vendor, dealer,

contractor, customer, competitor, or any business associate.

- No gifts including cash gifts, hospitality or entertainment may be offered or provided in exchange for any favor (or promise of any favor) for or benefit to Supreme under any circumstances to any Government Official or any private person.
- This prohibition does not apply to routine two-way exchange of normal business courtesies, which might be expected to be exchanged in the ordinary course of business. These courtesies include business lunch/dinner and exchange of company diaries and calendars, pens with company logo and the like that are not lavish in any way.
- If a gift is inadvertently received it should be promptly returned with a polite note explaining that it is contrary to the Company policy. Any favor which is inadvertently received or extended is to be brought to the notice of the CFO immediately. In case of any favor being received or extended in the context of an emergency (e.g., medical emergency), the event of such a favor being received or extended is to be brought to the notice of the reporting manager by the employee.

3) Charitable Donations

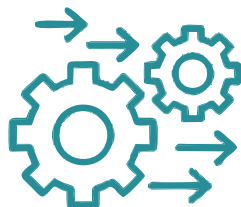
- Supreme may make charitable donations that are legal and ethical under local laws and practices. It ensures that the charity or a support is for a legitimate cause, and that donations are not being used as a channel for bribery.
- Any Stakeholder may also, in their personal capacity, make donations that are legal and ethical under local laws and practices. However, it must be ensured that charitable contributions are not used as a scheme to conceal Bribery

4) Political Contributions

- Supreme does not make contributions to any political party or politicians. Stakeholders must not use Supreme's name or trademark for political activities of any kind or provide money or other forms of support to political parties on behalf of the Supreme.

Whistle Blower Policy

The objective of this policy is to provide employees and Business Associates a framework and to



establish a formal mechanism or process whereby concerns can be raised in line with the company's commitment to highest standards of ethical, moral, and legal business conduct and its commitment to open communication.

Supreme prohibits its employees from unethical work practices and irregularities and prevent discrimination or retaliation against employees and business associates who report irregularities. and Supreme encourage employees and Business Associates to report evidence of fraudulent activities.

The employees can make Protected Disclosures on becoming aware of any wrongful conduct or activity through any of the channels and as per the procedure defined in the Whistle Blower policy.

Approach to tax

The income tax expense or credit for a specific period represents the taxes payable or receivable on the current period's taxable income, calculated based on the applicable income tax rate. This amount is adjusted for changes in deferred tax assets and liabilities resulting from temporary differences and unused tax losses, if applicable. Income tax comprises both current tax and deferred tax components.



Current tax is determined by considering the taxable profit for the year, which can differ from the accounting profit due to temporary differences between the treatment of certain items in accounting and tax regulations. Additionally, some items may be non-taxable or non-deductible. We have the option to offset tax assets and liabilities when it has a legally enforceable right and the intention to settle or realize them on a net basis.

Deferred income tax assets are reviewed at each reporting date and reduced if it is unlikely that sufficient taxable profit will be available to utilize all or part of the asset. These assets and liabilities are measured using the tax rates expected to apply when the asset is realized or the liability is settled, based on tax rates and laws that have been enacted or substantively enacted at the reporting date. Further details of our tax strategy can be accessed in our [Annual Report](#).

Regulatory and Statutory Compliance

As per the legal requirements, Supreme provides all the necessary information on its 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. We ensure that the remuneration and commission to be paid to Managerial Person shall be as per the statutory provisions of the Companies Act, 2013, and the rules made there under for the time being in force.

The Company Secretary being Compliance Officer is primarily responsible for assisting and advising the Board in conducting the affairs of the Company, to ensure the compliances with applicable statutory requirements, to provide guidance to Directors and to facilitate convening of Meetings and conducts the Secretarial Audit of the company.

We have complied with the requirements of regulatory authorities on capital markets and no penalties / strictures have been imposed against us in the last three years. No fines/penalties/action has been taken by regulatory agencies such as pollution control boards or by courts Corrective action .

There have been no issues related to anti-competitive conduct by us. Additionally, distributors undergo GST checks, and statutory compliance evaluations are conducted during their shortlisting process at Supreme. When registering new distributors/ vendors, Supreme verifies their online GST Return filing status. This helps Supreme ensure that the statutory dues have been deducted and deposited by the value chain partners.



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Supreme[®]
People — who know plastics best

THE SUPREME INDUSTRIES LIMITED

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