

Human Rights Policy Statement

In line with the UN Guiding Principles on Business and Human Rights, At M/s The Supreme Industries Limited (herein after referred to as “Supreme”), we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We are committed to acknowledging and respecting all relevant national and International regulations/ Guidelines pertaining to Human rights.

Supreme is committed to (i) maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. (ii) Respecting and protecting human rights, wherever it conducts business.

Supreme prohibit the following practices and will not knowingly do business with any individual or company that participates in the following:

- The exploitation of children including child labour;
- Physical punishment;
- Gender-based violence;
- Forced or compulsory labour;
- Unlawful discrimination in employment and hiring practices;
- Provision of unsafe working conditions;
- Salary payments (or deductions) that illegally leave the worker below minimum wage;
- Illegal overtime regulations.

Supreme believes that every workplace shall be free from violence, harassment, intimidation and/ or any other unsafe or disruptive conditions, either due to external or internal threats. Supreme aims to provide reasonable safeguards for the benefit of employees at the workplace while having due regard for their privacy and dignity.

Supreme also has zero-tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

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M.P.Taparia
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