

SH/13/2022
2nd September, 2022

BSE Limited.,
Market-Operations Dept.
1st floor, New Trading Ring,
Rotunda Bldg. P.J.Towers,
Dalal Street, Fort,
MUMBAI 400023

Sub. : Submission of Business Responsibility and Sustainability Report -2022.

Sirs

We invite your attention to our letter Ref no. SH/13/2022 dated 2nd June, 2022, wherein the Company had submitted in terms of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Annual Report for the financial year 2021 - 22, including the Business Responsibility and Sustainability Report ("BRSR").

Further, pursuant to Exchange notice no. 20220715-14 dated 15th July, 2022, please find enclosed the BRSR for the financial year 2021-22.

Please take the same on records

Thanking you,

Yours faithfully,
For The Supreme Industries Ltd.


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



Encl.: a/a.

The Supreme Industries Limited

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Business Responsibility and Sustainability Report

FOREWORD

In the last couple of decades, the role of the corporate organizations has undergone a gradual change from being a mere vehicle for Financial growth to that of an overall value generating entity not only for the shareholders but for the entire set of its stakeholders. The activities and the operation of the companies are being looked from the lens of the externalities it creates over the period of its lifetime. The demand is maximise the positive environmental and social externalities and reduce the negative externalities.

This paradigm has been at the centre of consideration at our organization, The Supreme Industries Limited. The focus has been to maximise the positive ESG transformation not in just the letter but also the Spirit.

The requirement from the capital markets regulator SEBI to disclose the aspects of ESG by top 1000 listed companies has come at right time and our company has taken this as an opportunity to disclose various activities that the company has been doing around the aspect of ESG in this BRSR report.

At Supreme we have taken a decision to adopt the BRSR report as a voluntary disclosure in the reporting year FY 2021-22.

We sincerely hope that this report will provide key information related to ESG aspects of the Business to all the Key stakeholders and help the organization to strategize its future course of actions and align with National and International best practices.

M.P. Taparia
(Managing Director)

Date: 29th April, 2022

TABLE OF CONTENTS

SECTION A : GENERAL DISCLOSURES	58
SECTION B: MANAGEMENT AND PROCESS DISCLOSURES	65
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE	68
PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE	68
PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE	71
PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS	73
PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS	79
PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS	80
PRINCIPLE 6 : BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE ENVIRONMENT	83
PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT	88
PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT	89
PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER	91

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L35920MH1942PLC003554
2.	Name of the Listed Entity	The Supreme Industries Limited
3.	Year of incorporation	17-02-1942
4.	Registered office address	612, Raheja Chambers, Nariman Point, Mumbai -400021.
5.	Corporate address	1161 & 1162 Solitaire Corporate Park, 167, Guru Hargovindji Marg, Andheri Ghatkopar Link Road, Andheri (E), Mumbai 400 093 Tele: 022-4043 0000 Fax: 022-4043 0099 Website: http://www.supreme.co.in Email: supreme@supreme.co.in
6.	E-mail	investor@supreme.co.in
7.	Telephone	Tele: 022-2285 1159/60
8.	Website	www.supreme.co.in
9.	Financial year for which reporting is being done	2021-2022
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs 25,40,53,740
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri R.J. Saboo, VP (Corporate Affairs) & Company Secretary 612, Raheja Chambers, Nariman Point, Mumbai – 400 021
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	This report is being prepared on a standalone basis for Supreme only.

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1	Manufacturing	Manufacturing Plastic Products	97.38%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Plastic products	222	97.38%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices
National	25	19
International	0	1 (Subsidiary Company)

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. Of Countries)	53

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports sales of US \$ 29.11 Million was made during the year 2021-22. The contribution of Exports as a percentage to total turnover is about 3.07%.

c. A brief on types of customers

For Plastic Piping System: Potable Water Supply, Irrigation, Sewage & Drainage, Plumbing & Sanitation, Industrial Pipe System, Fire Sprinkler System, Overhead Water Tanks, Septic Tanks, , Bathroom Fittings, Valves, etc.

For Consumer Products: Moulded Furniture & Blow Moulded Tables Household, Office Establishments, Institutions,

For Industrial Products: Industrial Components, Material Handling Products (Crates, Pallets, Bins and Dustbins), Composite LPG Cylinders Auto Sector, Electronic Household Appliances, Water Purification – filters, Soft Drink Companies, Agriculture & Fisheries, domestic to outdoor cooking, industrial applications etc.

For Packaging Products: Protective Packaging, Performance Films and Multilayer Cross Laminated Products.

Cross laminated films, Multilayer films, SWR Plumbing Systems, Silent Pipe Systems, Lacquer finish & Painted furniture, Low density cross-linked PE foam, Irradiation cross-linked PE foam, EPDM foam, Injection Moulded Pallets, Underground Drainage System & Manholes are some of the products pioneered in the country by Supreme.

Our Green Products : Supreme Industries is manufacturing the insulation products which are qualified as Green products and certified by CII –Green Products and Service Council. The list of such products and certificates are as follows :

- | | | | |
|-----------------------|--------------------------|---------------------|----------------|
| 1. INSU Sound XLO | 2. INSU Sound BN | 3. INSU Sound B CAP | 4. INSU BXL |
| 5. INSU Tape | 6. INSUflex Hose & Sheet | 7. INSU Reflector | 8. INSU Shield |
| 9. INSU Shield Tubing | 10. INSU MELA foam | | |





Supreme products are well accepted by Indian consumers as well as across the globe.

The Company is committed having its presence throughout the country. It is able to increase the distributorship network and also revamp the same on a continuous basis. The active channel partners' strength remained at 4053 Nos. by end of March 2022.

With a renewed push to reach more International Markets, the Company has participated in several international exhibitions in 2021-22 for its different products.

Company is able to serve its customers in a most efficient manner by maintaining more depots for its different product groups.

The Company is in the process of reaching out to more markets and the export team is working on the same. The participation in international exhibitions is also done on a continuous basis.

IV. Employees

18. Details as at the end of Financial Year: 2021-22

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	3395	3301	97.23	94	2.77
2	Other than permanent (E)	549	540	98.36	9	1.64
3	Total Employees (D+E)	3944	3841	97.39	103	2.61
WORKERS						
4	Permanent (F)	1284	1282	99.84	2	0.16
5	Other than permanent (G)	9191	8714	94.81	477	5.19
6	Total Employees (F+G)	10475	9996	95.43	479	4.57

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers (disclosed trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-2020 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.46	0.51	13.97	10.21	0.40	10.62	13.85	0.52	14.37
Permanent Workers	3.56	0.00	3.56	4.18	0.00	4.18	3.58	0.00	3.58

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. a. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding /subsidiary /associate/companies /joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Supreme Industries Overseas (FZE)	Subsidiary	100%	No
2	Supreme Petrochem Limited	Associate	30.78%	Supreme Petrochem Limited will be publishing its BRSR Report .

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹) - 7840.51 crores
(iii) Net worth (in ₹) - 3387.94 crores

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2021-2022 Current Financial Year			FY 2020-2021 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	21	0	All complaints resolved	13	0	All complaints resolved
Employees and Workers	Yes	4	3	Employee behaviour	3	1	Employee behaviour
Customers	Yes	739	6	Regarding manufacturing, packaging, installation & quality	646	0	Regarding manufacturing, packaging, installation & quality

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2021-2022 Current Financial Year			FY 2020-2021 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners - Distributors	Yes	0	0	Not Applicable	0	Not Applicable	Not Applicable

The process for resolving customer complaints is as follows:

Suppliers	Input(s)	PROCESS	Responsibility	Output(s)	Customer(s)	Document / Record Reference
Marketing Zonal	Complaint by mail Defective sample	Review the complaint as per division.	Q.A. Officer	Day wise complaints	HOD-QA/Plant head	Customer complaint register
HOD QA Plant Head	Nature of Complaints	Check the nature of Customer Complaint	Q.A. Officer	Decision on Nature of complaints	HOD-QA/Plant head	
HOD Plant Head	Actions for closing the non technical complaints	Technical Commercial Take actions for Approval complaints.	HOD Dispatch Plant Head	Complaint Closure	Zonal Head Marketing Head ED	
HOD Plant Head	Decision on Nature of complaints	Visit to customer	HOD QA	Customer Visit	HOD QA	
Q.A. Officer	Customer Visit	Verify defective product Record data / details on the format and get signed by customer.	HOD QA QA Officer	Visit Report Samples if any	HOD QA	Customer complaint Format
HOD QA	Visit Report Samples if any	Study the visit report (if any), process/ quality records of the period when product was manufactured. Use product Trace ability criteria. Also suggest immediately either to replace the goods or to change the product specification for future (if any)	HOD QA Plant head	Decision of Replacement/ credit note of Product	H.O.D. Dispatch Plant Head	
HOD QA Plant Head	Decision of Replacement/credit note of Product	Call Core Team Meeting and review suggestions through interface of different functions and decide Root Cause of the Problem. Decide Corrective Action (preferably Mistake Proofing) to eliminate the cause of the problem.	QA HOD Prod. H.O.D. Plant Head	Root cause, CAPA for closure of NC	Zonal Head Marketing Officer	
QA HOD Prod. H.O.D. Plant Head	Root cause, CAPA for closure of NC	CAPA effective	QA HOD Prod. H.O.D. Plant Head	Decision of Effectiveness on CAPA		
QA. H.O.D.	Decision of Effectiveness on CAPA	Approve the complaints in register and also update trend charts for the customer complaints objectives on Monthly Basis, present summary of Closed as well as Pending Customer Complaints / return and their resolution along with other above objectives in MRM	QA. H.O.D.	Complaint Closure	CPC Team Zonal Head Marketing Head BH	

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health and Safety (OHS) and Environment Safety	Risk and Opportunity	<p><u>Risk:</u> Inherently associated with business activities and processes.</p> <p><u>Opportunity:</u> Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee / worker safety and overall health well-being, leading to improved productivity.</p>	The assessment of health and environmental risks are done on a continuous basis. Various methods to mitigate risk are done from time to time. The Grievance redressal mechanism is in place. At each of the factory, proper remedial action are planned and implemented.	Risk: Negative Opportunity: Positive
2	Social responsibility towards society	Opportunity	<p>Supreme understands the importance of the social license to operate and good and caring relationship towards the society provides for sustained positive externalities over a period of time.</p> <p>The Company had formalized a process of earmarking a portion of its profits each year to support projects which fulfil a social obligation. Thus, returning to society has been ingrained in the Company's philosophy.</p> <p>The Company primarily implements its CSR initiatives through the Supreme Foundation, a charitable institution. Key areas of CSR activities in FY22 were:</p> <ol style="list-style-type: none"> 1. Quality Education 2. Upliftment of underprivileged community of the society. 3. Water, Sanitation, health & hygiene. <p>Preservation & protection of Environment through tree plantation, etc.</p> <p>(Refer to page no. 25 to 32 of this Annual Report for details of activities undertaken under, Corporate Social Responsibility, for further details.</p> <p>Positive: The Company recognizes the importance of being socially responsible.</p>	–	Positive
3	Energy Management	Opportunity	<p>There is direct cost savings and resource efficiency improvement associated with the Energy management and usage of renewable energy. Hence it has been categorized as an opportunity.</p> <p>Encouraging Renewable Energy</p>	–	Positive

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply Chain Management	Risk and Opportunity	<p>Risk: The supply chain and high dependency on limited suppliers / vendors can adversely affect the procurement.</p> <p>Opportunity: The relationships with suppliers/vendors are maintained so as to have the uninterrupted supplies.</p>	<p>The Company's relationship with multiple suppliers/vendors are decades old.</p> <p>Continuous discussions with the suppliers/vendors are maintained to ensure that the production is not hampered due to the required supplies.</p>	Positive
5	Reduction in emission of carbon and other hazardous gases / phasing out lead stabilizers	Opportunity	<p>Opportunity: Geographical presence of Company through its manufacturing plants spread across the country results in reduced transportation and thereby reduction of emission of carbon and other hazardous gases in the environment. Company is gearing up to meet with National Green Tribunal directive of phasing out Lead Stabilizers from manufacturing of different types of Pipe and has already started using lead free stabilizers in many piping systems.</p>	–	Positive
6	Risk Management and Cyber Security	Risk	<p>The inadequacy of risk mapping and management system adversely affects the overall business operations and relationship with the customers.</p>	<p>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.</p>	Negative
7	Branding	Risk	<p>Counterfeit products are introduced by some unscrupulous players in a large way in the Pipe segment, Cross Laminated Films and Furniture Products segment. Hence it is considered a risk.</p>	<p>Active in seeking legal remedy to protect the consumers from getting cheated. Largely successful in containing this menace which however appears to be a recurring problem area.</p>	Negative
8	Customer Education and Awareness	Opportunity	<p>Providing distributors / retailers / customers and consumers with proper guidance and educate about safety standards and guidelines improved the safety related KPIs and hence it is an opportunity for Supreme.</p>	–	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.supreme.co.in/policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The various International Quality Management Systems like ISO/TS 16949, EMS 14001 and OHSAS 45001 and also Energy Management System as per ISO 50001 have been established.</p> <p>Plastic Piping Systems -Eight state-of-the-art plants: Two each at Jalgaon (Maharashtra), Malanpur (Madhya Pradesh) and one each at Kanpur (Uttar Pradesh), Gadegaon (Maharashtra), Kharagpur (West Bengal) and Jadcherla (Telangana) are accredited with ISO 9001-Quality Management System, ISO 14001-Environment Management System and BS OHSAS 18001-Occupational Health & Safety Assessment Series.</p> <p>Composite LPG Cylinders plant at Halol in Gujarat is accredited with ISO 9001, ISO 14001 & OHSAS 18001 Certifications. Also approved by TUV Rhenland for ISO 11119-3/EN 12245/EN14227 and usage of TPED π mark. These Cylinders are also certified by the gas authorities of various countries including PESO (Petroleum Explosive Safety Organization) in India.</p> <p>Multilayer Film is having BRC-IOP certification from UK and ISO 9001-2008 by Bureau Veritas.</p> <p>Silpaulin Film confirms to IS: 14611-2016, which is equivalent to comparable ASTM standards.</p>								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

For both point 5 & 6:

Supreme is committed to develop a strategy to move forward for the Low carbon emissions and monitoring & evaluating ESG related challenges, targets and achievements.

Supreme is in process of developing the mechanism to identify the probable risks and opportunities faced by it in the path of being a socially, environmentally aware and properly governed company.

Supreme steps towards mitigating Environment risks:

- Company is committed towards ESG norms and protection of environment, reduction in carbon emission, utilization of CSR fund through various activities in different locations for development of villages.

- Company is planning to replace 25% of Grid energy with Renewable energy wind, solar by year (2024-2025). Presently our green energy ratio is 12.37%.
- Company is targeting to reduce emission intensity kg CO₂/MT by 2% to 3% every year upto year 2024-2025.

Key Achievement in sustainable Development - FY 21-22

- Green Energy utilization for this year 33 million kWh
- Company increases avoided emission by 36% approximate 26109 tCO₂ in year 2021-2022 as base year 2019-2020 it was 19,147 tCO₂.
- Commissioned 8.48 MW Roof top solar project FY 21-22

Target for FY 22-23 – Sustainable Development

- Green Energy Units target FY (22-23) 76.8 million kWh
- Company is planned to increase avoided emission by ~ 217% approximate 60,700 tCO₂ in year 2022-2023 as base year (19-20) 19147 tCO₂.
- Roof top solar planned for FY 2022-23 - 14 MW

Company's strategies to implement those ESG objectives:-

- Supreme is well poised to become Carbon Neutral two establishment Hosur & Chennai plant by Year (24-25)
- To increase the usages of renewable energy
- Reduction in specific power consumption by adopting energy efficient technology
- Substitution of high carbon fuel with low carbon fuels
- Reduction in diesel consumption
- Increase in green area & encourage more plantation
- Reduction in water footprint & monitoring Environment system
- Continually increase our CSR Funds for development of nearby locality of industries
- Company with strong ESG policies can perform strongly to mitigate ESG Risk in the longer term. These risks included climate changes, water crises, and natural disasters. Company will find ways to bring new techno manufacturing process which become leaders into the ESG conversation.
- Supreme Low Carbon Strategy to reduce the CO₂% throughout its manufacturing process by introducing new technology and high energy efficient equipment. Replacement of fossil base with green energy is the first drive to save environment. Sustainability is now benchmarking organisation performance with respect to laws, norms, codes, performance standards and voluntary initiatives demonstrates organizational commitment to sustainable development which enhance our product demand in global market at competitive rate which will positively increase company EBITDA at low capital employed.
- Company's plan to installed Roof solar panels in factories as under: -
 1. FY 2022-23 : 14 MW
 2. FY 2023-24 : 4 MW
- Company signed agreement for Group captive Green Power at Noida / Kanpur plant having capacity of 1.5 MW & 2.00 MW respectively. From FY (22-23)
- Company signed agreement of Hybrid power combination of Solar & wind power in Gujarat for the Year (2022-2023)
Company is also exploring further Feasibility to increase the Green energy Quantum supplier for purchasing of green energy as feasible. Company is in a process for Implementation of Energy management system ISO 50001:2018 at six locations i.e Gadegaon, Jalgaon, Malanur PVC, Kharagpur, Durgapur and Puducherry

Governance, leadership and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Supreme's sustainable development approach well focuses on ESG parameters. As a testament to our commitment to the environment, we ensure responsibility and commitment towards the needs of society by creating, maintaining and ensuring a safe and clean environment for sustainable development.

Supreme undertakes its development and welfare activities directly and through Supreme Foundation. Supreme foundation has worked with primary objective of Upgradation of Primary level of education, encouraging sports & cultural activities, encouragement to Girl's education, Uplifting level of education to backward section of children in the society, Availability of physical resources required for education, preparation of Playground, Making School Campus lush green, clean and environment friendly etc.

Supreme is moving towards sustainable development by reducing the carbon emission and mitigating the adverse impacts on environment The Company strategy is to combat adverse climate change, transitioning to low a carbon emission and thereby reduction in carbon footprint and taking the required initiatives to monitor and reduce energy consumption.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. M.P. Taparia Managing Director DIN:- 00112461</p>
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<p>9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</p>	<p>Yes.</p> <p>The Company have a Business Responsibility and Sustainable Development Committee (BRSR Committee) which comprises Mr. M.P. Taparia, Managing Director as Chairman, Shri P.C. Somani, CFO, Shri R.J. Saboo VP (Corp. Affairs) & Company Secretary and Shri Vasudev Sharma, Senior GM (Energy and Environment) as members.</p> <p>Company's Business Responsibility activities, performance and targets are reviewed by the BRSR Committee and Board of Directors on an annual basis.</p> <p>Risk Management Committee of the Board also assesses the Risk pertaining to ESG and certain principles of BRSR.</p>
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10. Details of Review of NGRBCs by the Company

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The performance against the BRSR Policies is reviewed by the BRSR Committee on an annual basis and as and when need arises. The updates in policies are carried out after considering the reviews and suggestions of the Executive Directors and Business heads. The implementations of policies are done under surveillance of BRSR Committee.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	Not Applicable								

*N.A.: Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



ESSENTIAL INDICATOR

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	The Board of Directors and KMPs are regularly trained and apprised with all the Business Development, regulations, economy and environmental, social and governance parameters during the Board Meetings and Committee Meetings.		100%
Employees other than BoD and KMPs Workers	No. of trainings for the employees other than BOD and KMP: 30 nos. of training events with approx. 133 hours. Employees of the Company undergo through various training programmes throughout the year. Trainings were undertaken during the year covering a wide spectrum of areas such as: Information and Cyber Security Awareness, learning modules on ESG and Marketing modules. Prevention of Sexual Harassment at the Workplace, etc. :		100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

MONETARY					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

NON-MONETARY				
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Nil	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, 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.

The policy emphasizes Supreme's commitment towards zero tolerance for bribery and corrupt practices. The policy facilitates ethical decision making and governance. It reinforces Supreme's culture of transparency in all its dealings. This policy applies to all relevant stakeholders and people associated with Supreme and who may be acting on behalf of Supreme. It sets out responsible conduct that must be always adhered to.

The policy is placed on the Company's website at, <https://www.supreme.co.in/policies.php>

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

	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest

As there were no fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions on cases of corruption and conflict of interest, hence no corrective actions were required to be taken.

LEADERSHIP INDICATOR

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Supreme takes initiatives to educate its value chain partners, by imparting awareness to them on various latest topics relevant to Environment and Social. Supreme has world class training facilities at Gadegaon Maharashtra, Gwalior M.P, Kharagpur (West Bengal) for engineers, architect, plumbing consultant, plumbing contractors and plumbers. The training program consists of the product display & installation system, hand on training for the various applications which will help to enhance the quality of plumbing work and installation practices for trouble-free performance.

Management have a plan to further expand the training centre by this year in Jadcherla (Hyderabad) and Cuttack (Odisha). The training details of the last two FY are presented below:

Period	Location	Plumbers/ Fitters	Distributors/ Dealer/Sub Dealer	Marketing (SIL) & Channel Partners Staff	Engineers/Architects/ Plumbing Consultants/ Contractors	Other Foreigners	Total
1 st April 2020 to 31 st March 2021	Gadegaon	0	47	15	7	23	92
	Malanpur	124	16	8	1	0	149
	Kharagpur	78	28	4	0	0	110
1 st April 2021 to 31 st March 2022	Gadegaon	97	127	36	149	41	485
	Malanpur	905	51	107	54	0	1117
	Kharagpur	0	0	3	9	0	12
	Total	1204	269	173	220	64	1965

In last 12 years, Supreme trained more than 30,500 professional & 12,000 plumbers from all over India.

To conduct the programs and training sessions, we have a qualified team of engineers who are trained and certified by different reputed institutes like IPA, IAPMO India and IPSSC etc.

In next three months we are going to start a 2-month intensive plumbing course for the plumbers. First batch will be of 30 fresh students who are interested and willing to come in this field. The total expenses against their accommodation, food and practical, stationary etc will be borne by the company. Also, we will help them to start-up in the market.

Looking to the importance, many NGO's Organizations and Engineering colleges approaches us for plumbing education courses in their colleges for which we are providing the assistance for development, establishment free of cost along with the piping material required for the set up and training. Few of them are BOSCH India foundation Nasik, Jaguar foundation, Dnyanada Institute Pune, LITTE Minakshi Collage of Engineering, Bangalore.



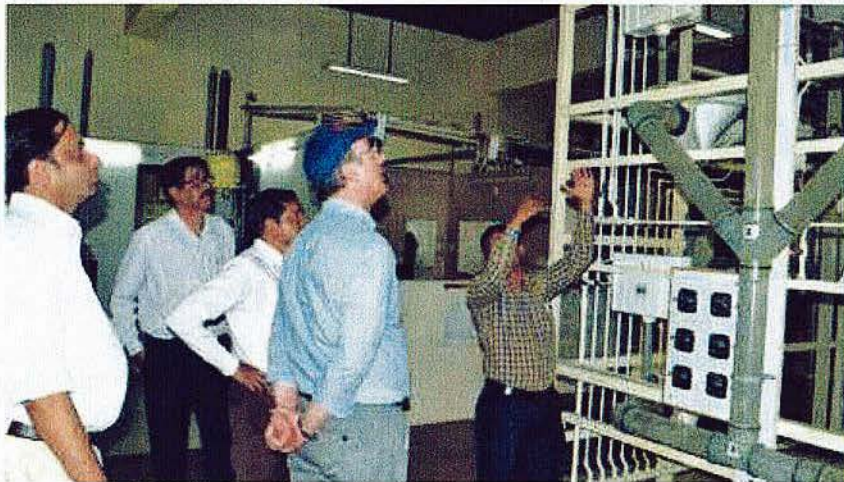
Knowledge Center at Gadegaon



Skills up-gradation session



On hand Training



Product Training

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

The Company's 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. This professional management process results in building a conducive environment for sustainable business operations and value creation for all stakeholders. The Board within the framework of law discharges its fiduciary duties of safeguarding the interests of the Company. The Board's composition and size is robust and enables it to deal competently with emerging business development issues and exercise independent judgment.

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



ESSENTIAL INDICATOR

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	Not Applicable
Capex	41,47,24,892	1,82,89,436	Old machines were replaced with the modern and latest machines with high energy efficiency, thereby reducing the energy demand and consumption. Apart from that expenditure was incurred for the treatment of wastewater, installation of solar panels and managing the plastic scraps.

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
No.
- b. If yes, what percentage of inputs were sourced sustainably?**
Not Applicable
- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The plastics are reused as per the regulatory and standard norms of the State/ Country. Sometimes the waste is sold to registered vendors or transported to the authorised recycler.

The returned plastic moulded furniture & crates by the customers & in-house generated materials are being grinded & reused by using optimum quantity without affecting quality. Also, Supreme has agreement with authorized agencies at all locations for pick up and recycle / reusing or safe disposing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
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The Company has 13 locations certified on ISO 14001:2015. All these locations carry out its environmental risk assessment w.r.t. life cycle perspective as per the requirement of the EMS standard.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Name of Product / Service	Description of the risk / concern	Action Taken
No significant social or environmental concerns or risk arose from the risk assessments carried out. The minor risks have been successfully identified and effective corrective action for the same has been implemented.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Plastic Waste	0.0051 %	0.0097 %

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

	FY 2021-22 (Current FY)			FY 2020-21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
E-Waste	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Hazardous waste (Used Oil)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Other waste	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Currently Supreme, does not have a mechanism or process to collect back products at the end of the product life cycle. Once the LCA strategy has been established, these values will be monitored.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Furniture	2.7%

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



ESSENTIAL INDICATOR

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	3301	3236	98.03	3236	98.03	0	0	0	0	0	0
Female	94	94	100.00	94	100.00	70	74.47	0	0	0	0
Total	3395	3332	98.14	3330	98.09	70	2.06	0	0	0	0
OTHER THAN PERMANENT EMPLOYEES											
Male	540	490	90.74	490	90.74	0	0	0	0	0	0
Female	9	9	100.00	9	100.00	1	11.11	0	0	0	0
Total	549	499	90.89	499	90.89	1	0.18	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	1282	1215	94.77	1215	94.77	0	0	0	0	0	0
Female	2	2	100	2	100	2	100	0	0	0	0
Total	1284	1217	94.78	1217	94.78	2	0.16	0	0	0	0
OTHER THAN PERMANENT WORKERS											
Male	8714	7885	90.49	5677	65.15	0	0	0	0	0	0
Female	477	411	86.16	237	49.69	158	33.12	0	0	0	0
Total	9191	8296	90.26	5914	64.35	158	1.72	0	0	0	0

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity*	100	85	Y	100	78	Y
ESI	42	70	Y	45	68	Y
Others - Group Medclaim	58	30	Paid by company	55	32	Paid by company

*Company is maintaining Gratuity Trust.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The offices are accessible to differently abled employees/workers as per the Rights of Persons with Disabilities Act, 2016. The manufacturing locations presently are not suited for the persons with disabilities and hence provisions are not considered.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Supreme is an equal opportunity employer. The Company has an Equal Opportunity Policy Statement and Human Resource Policy. The Policy is applicable to all plants and offices.

Web Link: <https://www.supreme.co.in/policies.php>

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

No parental leaves were availed by Male employees or workers during the reporting FY. However, few female employees and workers took the maternity leave, post they returned and were retained.

Gender	Permanent employees		Permanent workers	
	Return to work-rate	Retention rate	Return to work rate	Retention rate
Male	Paternal leave not availed	Paternal leave not availed	Paternal leave not availed	Paternal leave not availed
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the grievances of employees & workers are addressed and resolved through following mechanisms and committees: 1. The issues are resolved in presence of the concerned worker. 2. Safety committee team handles the grievances which are raised or occur at company. 3. Working committee addresses and sorts the grievances that are raised at the workplace. 4. Committee of Associate are in put in place 5. Complaint box is kept at an easily accessible and visible location in plant. The employees put his/her grievances inside the box. Weekly or once in a month as preferred, the complaints are read. Basis on complaints, corrective actions are taken on it. 6. The Works Committee and Health and Safety Committee has been formulated to redress complaints and grievances of employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Detailed mechanism for grievance redressal for employees and workers can be explained in following flow chart:

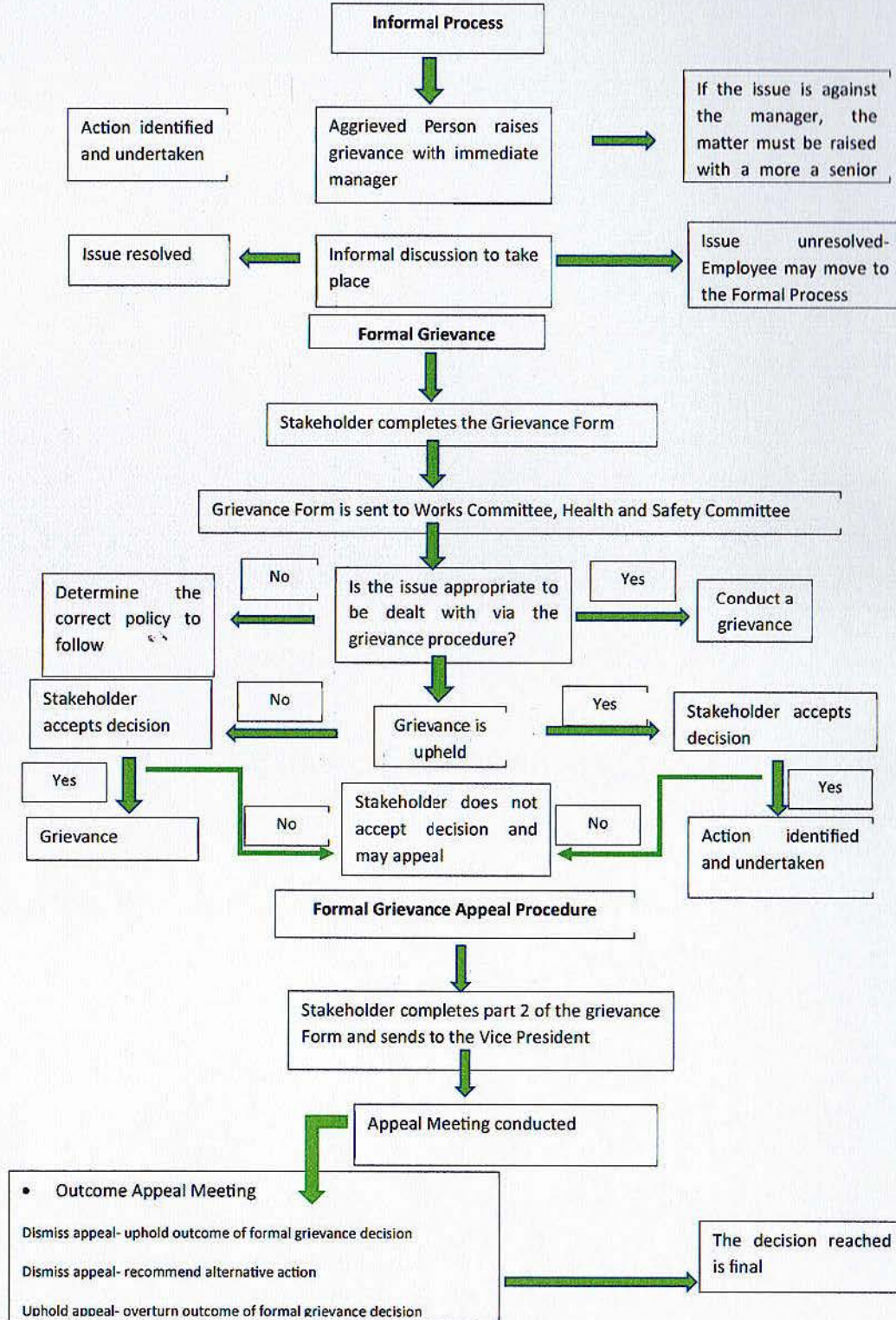
Step-1 Member Grievances and Provider Complaints: The employee should raise his or her grievance with the immediate supervisor. Timely Identified the Problem, Accepting the Grievances

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 employees past 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. In case, 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 Superior of 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.

A similar organization wide process is also formed for the grievance redressal of other stakeholders also.



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

Benefits	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	3395	0	0	3276	0	0.0
- Male	3301	0	0	3171	0	0.0
- Female	94	0	0	105	0	0.0
Total Permanent Workers	1284	889	69.24	1354	497	36.7
- Male	1282	889	69.34	1352	497	36.8
- Female	2	0	0	2	0	0.0

8. Details of training given to employees and workers

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	3841	2143	55.79	2026	52.75	3618	1940	53.62	1771	48.95
Female	103	55	53.40	60	58.25	106	58	54.72	55	51.89
Total	3944	2198	55.73	2086	52.89	3724	1998	53.65	1826	49.03
WORKERS										
Male	9996	6848	68.51	4747	47.49	10442	6332	60.64	6213	59.50
Female	479	278	58.04	357	74.53	289	180	62.28	178	61.59
Total	10475	7126	68.03	5104	48.73	10731	6512	60.68	6391	59.56

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

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3841	3841	100	3618	3618	100
Female	103	103	100	106	106	100
Total	3944	3944	100	3724	3724	100
Workers						
Male	9996	9996	100	10442	10442	100
Female	479	479	100	289	289	100
Total	10475	10475	100	10731	10731	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. 12 locations out of 25 locations are certified for Occupational Health & Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

At all the certified locations, in order to identify the work-related hazards, HIRA (Hazard Identification and Risk Assessment) is conducted. HIRA assesses both the routine and non-routine activities to determine the risk from them. Besides HIRA, JHA (Job Hazard Analysis) is also conducted. Company also has effective PTW (Permit to Work) system in place to prevent the hazards during routine and non-routine jobs.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Work's Committee or Health and Safety Committee

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

Yes. At all plants and offices.

11. Details of safety related incidents, in the following format:

Safety Incident / Number	Category	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) [(No. of lost time injuries in FY * 1,000,000) / Total hours worked by all staff in same FY]	Employees	172.32	205.80
	Workers	284.55	374.85
Total recordable work-related injuries (Total number of employees / Workers affected by work-related injuries or ill health)	Employees	57	48
	Workers	221	151
No. of fatalities	Employees	1	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Several measures are taken up by Supreme to ensure a safe and healthy working condition for all employees, workers and other interested parties like visitors etc. The measures include, but not limited to, are:

- Provision of PPEs (Personal Protective Equipment)
- Complete Fire Hydrant System with Fire extinguishers are installed
- Availability of safe Emergency assembly area
- Easy accessibility of utilities like Drinking water facilities, proper sanitary system etc.
- For enhanced physical security, CCTV Cameras are installed
- Safety and Health related SOPs are defined and communicated to all.
- Supreme conducts Health and Safety trainings & mock drills at all locations.
- 5S & Safety Audits are conducted at regular intervals
- Effective PTW (Permit to work) system is in place

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

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	5	0	All complaints are resolved	3	0	All complaints are resolved
Health & Safety	6	0	All complaints are resolved	2	0	All complaints are resolved

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	48%
Working Conditions	100%

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

All the risks or concerns identified in ISO 45001 through HIRA have been addressed. Corrective actions have been taken post participation and consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of
(A) Employees (Y/N): Yes. Compensatory package has been extended to all company permanent employees (company on-roll).
(B) Workers (Y/N): Yes. Compensatory package has been extended to all company permanent worker (company on-roll).

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Checks regarding GST are done for Distributers. While appointing, compliances are evaluated. At the time of new vendor registration, units check GST Return filing status online.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees / workers No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

Category	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Employees	1	0	0	0
Workers	0	2	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) :

Yes. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

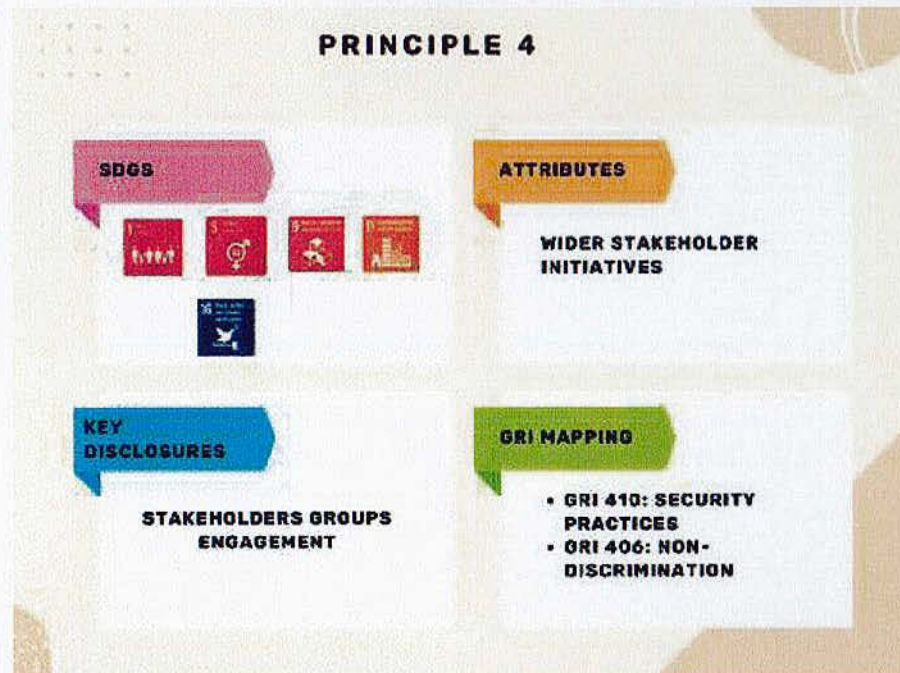
5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Supreme is in consideration of taking up value chain assessment.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



ESSENTIAL INDICATOR

1. Describe the process for identifying key stakeholder groups of the entity.

Any individual and group of people, etc, who are impacted due to business operations and projects of the Company are the stakeholders. Any of such individual and group of people that adds value for business and have greater impact on the business are the key stakeholders for the Company. The key stakeholders inter alia include employees, shareholders / investors, Distributors, Customers, Channel partners, Research Analyst, Vendors, suppliers, regulators and government agencies.

The process for identification of such key stakeholders is of Qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Notices and SOPs and other communication mechanisms	Daily	Follow up for SOPs and compliances with polices of the Company
Shareholders / Investors	No	Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges, Notice Board and AGM	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, Physical and other modes	Frequent and need basis	Sales Orders, Discount Policies, Advertisement etc
Customers	No	Multiple Channel - physical and digital	Frequent and need based	Through Distributors and also 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.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government agencies	No	Email, one-on-one meetings, Con-calls, videoconference	Need based	On various Law points, regulations, amendments, and approvals
Communities	No	Directly or through Supreme Foundation	Frequent and need based	Support socially / by CSR Activities to satisfy needs of society / communities

LEADERSHIP INDICATOR

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Supreme provides several platforms for consultation between stakeholders and the Board. The platforms include regular meetings of MD, ED and Senior Management with Stakeholders.

Supreme believes that continuous efforts of engagement between stakeholders and Board enables it to understand the requirement and expectations of the Stakeholders on economic, environmental, and social parameters. This enables the Company to form its strategies and improve its performance to serve the stakeholders in better way. Board follows-up and keeps itself updated on various development initiatives, suggestions, and feedback from the individual Board Members.

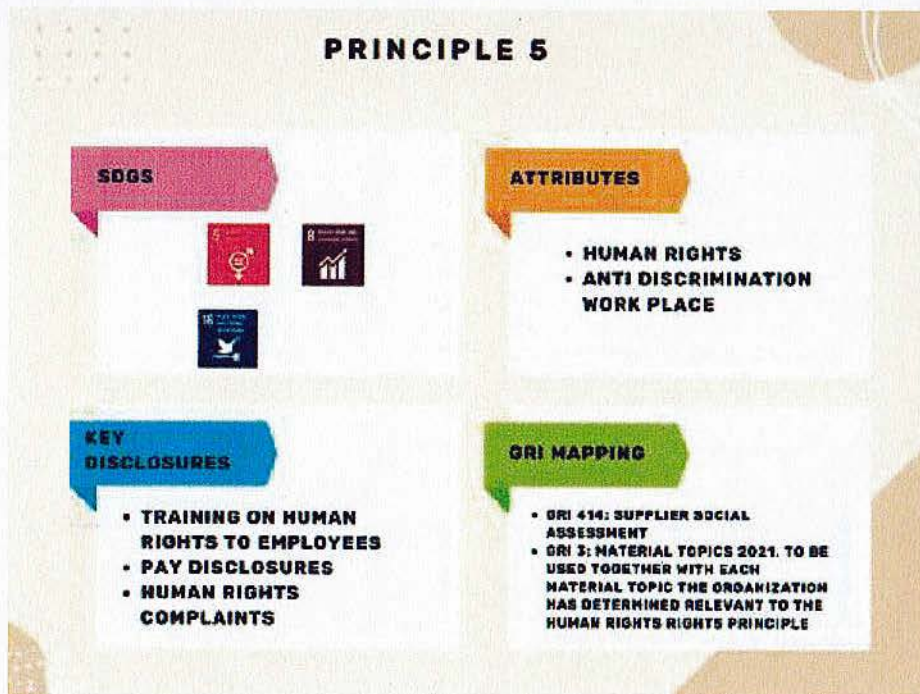
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The stakeholder consultation is used to support the identification and management of environmental, and social topics of Supreme. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.

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

Company directly or through Supreme Foundation promotes education and takes required steps for uplifting of under privileged in the society. Apart from these, Supreme Foundation work in promotion of health care, supply of daily drinking water, create awareness in fields of Swaccha Bharat Abhiyan, Beti Padhao-Beti Bachao & women empowerment, social integrity etc. Detailed CSR activities given in Corporate Social Responsibility Report.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



ESSENTIAL INDICATOR

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3395	2143	63.12	3276	1940	59.22
Other than permanent	549	55	10.02	448	58	12.95
Total Employees	3944	2198	55.73	3724	1998	53.65
Workers						
Permanent	1284	278	21.65	1354	326	24.08
Other than permanent	9191	6848	74.51	9377	4725	50.39
Total Workers	10475	7126	68.03	10731	5051	47.07

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2021-22 (Current Financial Year)					FY 2020-21 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3,395	48	1.41	3,347	98.59	3,276	70	2.14	3,206	97.86
Male	3,301	46	1.39	3,255	98.61	3,171	66	2.08	3,105	97.92
Female	94	2	2.13	92	97.87	105	4	3.81	101	96.19
Other than Permanent	549	252	45.90	297	54.10	448	34	7.59	414	92.41
Male	540	243	45.00	297	55.00	447	34	7.61	413	92.39
Female	9	9	100.00	-	0.00	1	-	0.00	1	100.00
Workers										
Permanent	1,284	224	17.45	1,060	82.55	1,354	283	20.90	1,071	79.10
Male	1,282	-	-	1,282	100.00	1,352	283	20.93	1,069	79.07
Female	2	-	-	2	100.00	2	-	-	2	100.00
Other than Permanent	9,191			9,191	100.00	9,377	4,337	46.25	5,040	53.75
Male	8,714	4,294	49.28	4,420	50.72	8,944	4,260	47.63	4,684	52.37
Female	477	250	52.41	227	47.59	433	77	17.78	356	82.22

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	2600000	1	2500000
Key Managerial Personnel	3	20434319	None	Not Applicable
Employees other than BoD and KMP	3831	348555	102	383304
Workers	9996	156317	479	134516

Note: Median remuneration/ salary/ wages of respective category given on annual basis

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Human Resources department's head in the respective units are responsible for addressing human rights impacts.

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

Supreme has a robust mechanism in place to redress the grievances related to human rights. Some major structures within the organization includes Internal Complaints Committee (PoSH related)/Worker Committee/Grievances Committee are various institutional mechanisms present to address the grievances related to human rights.

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

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labor	Nil	Nil	None	Nil	Nil	None
Forced Labour/Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

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

Supreme has robust mechanisms to avoid any kind of adverse consequences to the complainant. Some examples of the initiatives include development of works committee and Health and Safety Committee who can provide the necessary protection to the complainant. Moreover, Supreme follows zero tolerance policy for such cases and identity and information of complainant is kept confidential. Regular social audit is undertaken to address these aspects within organization.

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

Yes. Issues related to child labor and forced labor and other compliances related to human rights are part of the business agreements and contracts.

9. Assessments of the year

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Assessments are being carried out presently. Detailed plan of action is being prepared to address the significant risks/ Concerns. The details of the same will be shared in the BSRF filings of the subsequent years.

LEADERSHIP INDICATOR

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Supreme is in the process of relooking and if required revamping the processes to address the complaints that are received. The process once completed will be shared in detail in the subsequent BSRFs. The process covers key steps of

- Assessing actual and potential human rights impacts.
- Integrating and acting on the findings.
- Tracking responses and
- Communicating about how impacts are addressed.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

At present at Supreme, no such exercise has been conducted in this reporting period. There is a plan to conduct due-diligence and the Scope and Coverage of Human rights due diligence, entails are as under:

- Identify and assess human rights risks.
- Prevent and mitigate adverse human rights impacts.
- Account for how it addresses human rights impacts.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. Most of our facilities are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	No such assessment has been carried out in this reporting year. The organization has planned to introduce such assessments in the forthcoming years. The status of the same will be updated in the subsequent BRSRs
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- Please Specify	

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

Not Applicable due to the above stated reason in Question 4.

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



ESSENTIAL INDICATOR

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A) KJ	8,31,91,42,54,800	7,97,08,41,64,296
Total fuel consumption (B) KJ	3,92,50,33,90,500	3,85,11,43,04,538
Energy consumption through other sources (C) KJ	1,18,84,55,36,400	91,13,32,72,800
Total energy consumption (A+B+C)	13,43,26,31,81,700	12,73,33,17,41,634
Revenue Energy Intensity(Total energy consumption/ turnover in rupees) KJ/INR	17.24	19.98
Energy intensity (optional) – the relevant metric may be selected by the entity – KJ/MT	33,56,773.29	32,76,951.87

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

Yes, CII has conducted an assessment on the energy consumption.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

None of the sites are covered under the PAT scheme

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	49,902	82,782
(ii) Groundwater	7,05,412	8,40,141
(iii) Third party water	5,51,717	4,31,253
(iv) Seawater / desalinated water	-	-
(v) Others	39,043	36,048
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,46,075	13,90,224
Total volume of water consumption (in kilolitres)	13,46,075	13,90,224
Water intensity per rupee of turnover (Water consumed / turnover)	0.000017	0.000022
Water intensity (optional) – the relevant metric may be selected by the entity – KL/MT	3.36	3.58

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

The values provided pertaining to water usage and management are from the internal water assessment and study carried out by TSIL. No external assurance has been carried out.

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

Supreme has implemented zero liquid discharge in all its locations. Treatment up to tertiary level is invariably carried out depending on the water parameters in the respective locations. which then is being discharged to factory Garden Use.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Nox	ppmv	446	618.21
SOx	%	2.58	2.72
Particulate matter (PM)	mg/Nm ³	446	430.25
Persistent organic pollutants (POP)	ug/Nm ³	Nil	Nil
Volatile organic compounds (VOC)	ug/Nm ³	Nil	Nil
Hazardous air pollutants (HAP)	ug/Nm ³	Nil	Nil
Others – Carbon Monoxide	mg/Nm ³	57.7	72.1
Others – (Hydrocarbon as NHMC)	mg/Nm ³	42.6	42.2

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

The pollution related compliance evaluation is done by the respective pollution control boards on a periodic basis and Supreme is in compliance with all the norms and requirements. Other than this No independent assessment are being carried out.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,471	12,145
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,82,940	1,74,916
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ /INR	0.0000025	0.0000029
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ /MT	0.486	0.481

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

Yes, CII has carried out independent assessment of the GHG Inventory

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Supreme is actively working on the strategy of reduction of GHG emissions across its operations and also across its scope 1 and 2. Supreme installed our own solar power projects and also purchasing green energy from the third party renewable energy sources.

Supreme have also been working on energy efficiency measures as a strategic program for the implementation of the most energy efficient technologies as per the Industry standards.

8. Provide details related to waste management by the entity, in the following format:

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	45,492	46,158
E-waste (B)	MT	4	12
Bio-medical waste (C)	MT	0	0
Construction and demolition waste (D)	MT	-	-
Battery waste (E)	MT	8	3
Radioactive waste (F)	MT	-	-
Other Hazardous waste. Please specify, if any. (G)	MT	191	784
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	3,680	3,395
Total (A+B + C + D + E + F + G + H)	MT	49,375	50,352
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste		FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
(i) Recycled inhouse generation		45,363	51,123
(ii) Re-used		32	24
(iii) Other recovery operations(cust return)		-	-
Total		45,396	51,147
(i) Recycled inhouse generation			
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste: Example : Ash, Concentrated Spent Wash, Bio Gas, Sludge (Manure)			
(i) Incineration		-	-
(ii) Landfilling		-	-
(iii) Other disposal operations		5,674	4486
Total		5674	4486

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

ISO systems audit is regularly carried out as a part of Internal systems management

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Depending on the type of the unit processes and manufacturing facility, Supreme has a robust waste management procedure in line with the latest requirements of the pollution control boards and the ISO system that we have been following. Non-hazardous waste is being reuse inside and hazardous waste is being disposed off through authorized vendor.

In certain units/ Locations we have used 100% recycled of plastic thus paving the way for resource efficiency. The horticultural wastes are vermi-composted within the site while the STP sludge is re-used as manure in the green area maintenance and development. The food waste generated from the canteen is sent to the nearby piggeries.

Thus we have set comprehensive plans to manage every kind of waste that gets generated in our facilities.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable	Not Applicable	Not Applicable	Not Applicable

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

12. Is the entity compliant with the applicable environmental law/regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Not Applicable. All relevant laws and regulations complied with	Not Applicable. All relevant laws and regulations complied with	Not Applicable. All relevant laws and regulations complied with	Not Applicable. All relevant laws and regulations complied with

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	1,18,84,55,36,400	91,13,32,72,800
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,18,84,55,36,400	91,13,32,72,800
From non-renewable sources		
Total electricity consumption (D)	8,31,91,42,54,800	7,97,08,41,64,296
Total fuel consumption (E)	3,92,50,33,90,500	3,85,11,43,04,538
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	12,24,41,76,45,300	11,82,19,84,68,834

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

Yes. An independent assessment has been carried out by CII related to the Energy metrics within TSIL

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

All the wastewater generated from the unit is being treated in the inhouse STP up to tertiary level. All the treated water recovered from the STP are being recycled for landscaping purpose thereby leading to ZLD.

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

The values provided pertaining to water usage and management are from the internal water assessment and study carried out by Supreme. No external assurance has been carried out.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)

None of the facilities or the manufacturing locations of Supreme are located in the areas of water stress , hence this disclosure requirement is not applicable.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Calculated FY 21-22	62085.23
Total Scope 3 emissions per rupee of turnover		Not Calculated FY 21-22	0.00000097
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Not Calculated FY 21-22	0.16

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

Not applicable as the same has not been calculated for this reporting period

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The facilities of the organization are not present in any of the Ecologically sensitive areas.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Supreme Industries have always strived to improve the resource efficiency. As a part of its renewable energy procurement policy, steps have been taken at multiple locations to purchase renewable electricity.

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

The organization has a robust disaster management plan as a part of their risk management framework. The property of the company is insured against natural risks, like fire, flood, earthquakes, etc.

Fire Hydrants have been installed at all manufacturing locations. Other apparatus like extinguishers filled with chemical, Foam etc. have been placed at fire sensitive locations and regular fire safety drills are carried out.

First aid training is given to watch and ward staff and safety personnel. Workmen of the company are covered under ESI, EPF, etc., to serve the welfare of the workmen. Engaging professional Risks Assessing Advisors who conduct periodical audit / review and suggest risks improvement measures from time to time.

As explained in the risk management policy of TSIL - <https://www.supreme.co.in/images/pdf/Risk-Management-Policy.pdf>

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.

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



ESSENTIAL INDICATOR

1. a. Number of affiliations with trade and industry chambers/ associations: 11

S. No.	Name of the trade and industry chambers / associations
1	Plastindia Foundation
2	Organisation of Plastic Processors of India (OPPI)
3	Confederation of Indian Industries (CII)
4	Automotive Component manufacturers Association of India (ACMA)
5	Indian Plastic Federation (IPF)
6	Indian Institute of Packaging (IIP)
7	Tool & Gauge Mfgs. Association of India (TGMA)
8	Federation of Indian Export Organisation (FIEO)
9	Bureau of Indian standards (BIS)
10	Indian Green building council (IGBC)
11	Deccan Chamber of Commerce, Industries and Agriculture, Pune (DCCIA)

b. List the top 11 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Plastindia Foundation	National
2	Organisation of Plastic Processors of India (OPPI)	National
3	Confederation of Indian Industries (CII)	National
4	Automotive Component manufacturers Association of India (ACMA)	National
5	Indian Plastic Federation (IPF)	National
6	Indian Institute of Packaging (IIP)	National
7	Tool & Gauge Mfgs. Association of India (TGMA)	National
8	Federation of Indian Export Organisation (FIEO)	National
9	Bureau of Indian standards (BIS)	National
10	Indian Green building council (IGBC)	National
11	Deccan Chamber of Commerce, Industries and Agriculture, Pune (DCCIA)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
Not Applicable as there have been no issues related to anti-competitive conduct		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

Supreme regularly interacts and engages with Government bodies, regulators, legislative bodies etc. Supreme understands its responsibilities to operate within the democratic setup and constitutional framework.

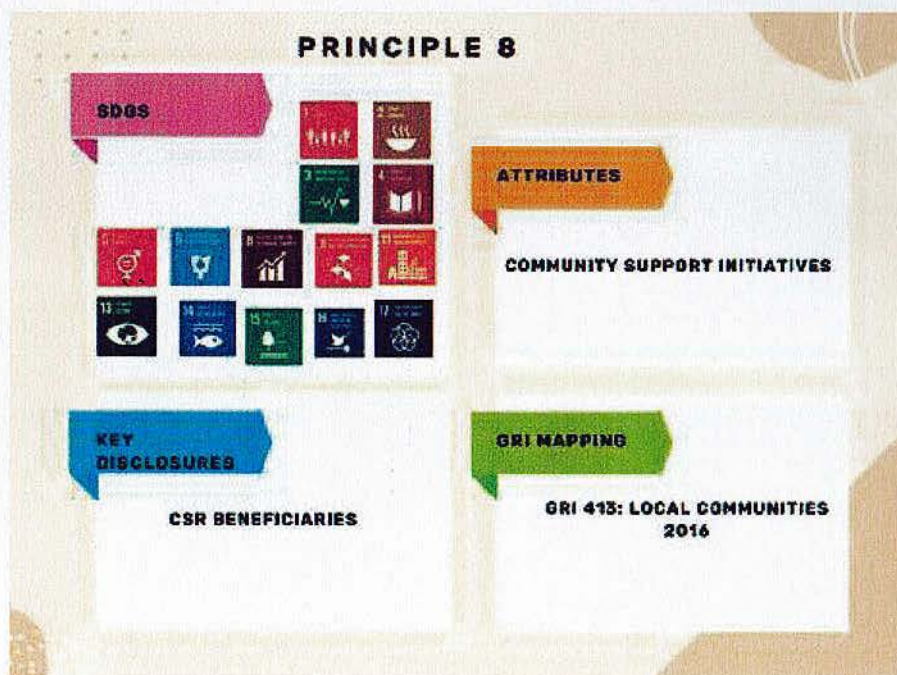
Supreme being one of leading manufacturer of plastic products in India, strives to be a part of chambers and associations. Company make recommendations / representations before Government bodies, regulators, legislative bodies, chambers and associations for advancement and improvement of plastic business in India. The representatives of the Company, upon invitation, participate and play active role on associations constituted for development and representation of plastic industries.

Company ensures constancy of its public communications, disclosures with the Code of Conduct and the principles as outline in the relevant regulatory framework.

The Company shall promote consensus, co-operations, compliances, persuasion, and meaningful discussions instead of conflict on policy and regulatory matters.

Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a partisan manner.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



ESSENTIAL INDICATOR

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No SIA has been undertaken during the reporting period and hence this section is not applicable.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No R&R has been undertaken during the reporting period and hence this section is not applicable.						

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

Supreme has various mechanisms to receive and redress grievances of various stakeholders. Details of such mechanisms and policies is provided in this report – Essential indicator No.6, Principle 3.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.05%	1.03%
Sourced directly from within the district and neighbouring districts	38.81%	43.11%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable as the SIA has not been a requirement in any of the locations in the reporting year	

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

S.No.	State	Aspirational District	Amount spent (In INR)
Supreme has been instrumental in commissioning significant CSR programmes especially in the areas of their operation. Nevertheless none of the CSR projects implemented by Supreme are in the aspirational districts and hence this disclosure is not applicable.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No such preferential procurement policy exists as of now.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of Authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Pl refer Annexure VII(A) and Annexure VII(B) of Board Report regarding CSR Activities and Activities undertaken under Corporate Social Responsibility, forming part of Annual Report – Page No. 25-32

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



ESSENTIAL INDICATOR

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

The Company (Supreme) has set up a robust system to resolve Customer complaints. The complaints received are analyzed and resolved. The Regional Marketing Officer gives the feedback of the complaints to the respective product marketing head. In case of any Quality issues the Production Team analyses the nature of the complaint and in coordination with Quality Department necessary correction is made: Customer complaint register is up dated once the actions on the complaint are over. Customers can also reach by toll free number and other contact details as provided on the Company's website.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	This information is presently not monitored. The organization has put in place plan of action to incorporate these aspects as a part of labelling / product information over short to medium term as a part of corporate sustainability strategy
Safe and responsible usage	This information is presently not monitored. The organization has put in place plan of action to incorporate these aspects as a part of labelling / product information over short to medium term as a part of corporate sustainability strategy
Recycling and/or safe disposal	This information is presently not monitored. The organization has put in place plan of action to incorporate these aspects as a part of labelling / product information over short to medium term as a part of corporate sustainability strategy

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

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	360	0	Related to products and Bills. All these have been resolved.	268	0	Related to products and Bills. All these have been resolved.

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

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Supreme has an exclusive IT Policy which includes the cyber security and risks related to data privacy. Same is available on <https://www.supreme.co.in/policies.php>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such event has been reported for the FY 2021-22 and hence not applicable.

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Supreme provides information about the product and services through its Website, News Paper /TV advertisements, MOBILE APP, Amazon, Flipkart, Facebook and Instagram. Primary source of the information is our corporate website which can be accessed on <https://www.supreme.co.in/index.php>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Information regarding usage of product and end use applications are given in the respective Product catalogue, Website of the Company and the mobile APP. The information on proper usage of Piping Systems is provided with live demonstrations to Plumbers, Architects and Distributors in Knowledge Centre set up. For furniture product, the Assembly Instructions Manual for Knock Down furniture requiring self-assembly is provided to the customers. For some product, visit to customers place is done to demonstrate the safety protocols.

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

The products and services offered by Supreme does not constitute in the category of essential services and hence this disclosure is not applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the Channel Partners are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of customers

No instances of data breach has been reported by TSIL in the FY 2021-22.