

Human Rights Policy

Purpose

In line with the UN Guiding Principles on Business and Human Rights, The Supreme Industries Limited bases its human rights commitments on the International Bill of Human Rights and the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We are committed to acknowledging and respecting all relevant national and international regulations and guidelines pertaining to human rights, and to conducting our business in a manner that upholds dignity, fairness and respect for all.

Scope

This policy applies to all employees, workers, contractors, suppliers, partners, and other stakeholders associated with Supreme's operations and value chain.

Objectives

- Respect, protect, and promote human rights across operations and value chain.
- Provide a safe, inclusive, and non-discriminatory workplace.
- Eliminate child labour, forced labour, and human rights violations.
- Strengthen awareness, accountability, and grievance redressal mechanisms.

We are committed to:

- Maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters.
- Respecting, protecting, and promoting human rights of all individuals including employees, suppliers, customers, and communities.
- Eliminating child labour, forced or compulsory labour from our operations and supply chain.
- Ensuring the workplace is free from discrimination based on language, race, ethnicity, colour, caste, creed, gender, age, sexual orientation, religion, marital status, gender identity, or any other category protected by law, and free from violence, harassment, intimidation, or unsafe conditions.
- Providing a healthy and safe work environment.
- Providing reasonable safeguards for employees while ensuring respect for their privacy and dignity.
- Ensuring compliance with minimum wages requirements and providing equal, fair, and competitive compensation.
- Respecting the rights of employees to freely associate and engage in collective discussions.

- Providing human rights training to employees, contractors, and suppliers.
- Not engaging in business with any individual or company (including suppliers) that violates these principles.

Governance & Accountability

The Board and senior leadership oversee implementation of this policy and ensure integration into business practices. Human rights risks and concerns are addressed through defined systems, with accountability across all levels.

Grievance Redressal Mechanism

We have established mechanisms for reporting and addressing human rights concerns and violations. All concerns are investigated impartially and promptly.

Any individual who believes that he/she has been discriminated against may report the grievance to the HR Manager in writing or in person. A committee shall be formed within 48 hours, and the grievance shall be addressed within 96 hours of filing the complaint.

Compliance & Zero Tolerance

We maintain zero tolerance towards all forms of discrimination, slavery, forced labour, child labour, human trafficking, violence, or any form of physical, sexual, psychological, or verbal abuse. Appropriate actions will be taken to prevent and address such conduct.

People & Culture

We promote awareness, inclusion, fairness, and respect across our workforce and value chain, encouraging active participation in upholding human rights principles.

Continuous Improvement

We are committed to continuous improvement in human rights practices through regular review, training, stakeholder engagement and strengthening of systems and processes.

Communication & Awareness

This policy will be communicated to all employees, contractors and stakeholders and will be made available publicly for reference.

Review

This policy shall be reviewed annually or earlier as warranted for its suitability and updated as necessary.

S J Taparia

Executive Director

The Supreme Industries Limited

27th April, 2026