

# Biodiversity Policy

## Purpose

The Supreme Industries Limited recognizes the importance of biodiversity and its impact on the environment. This Biodiversity Policy guides our strategy to minimize our ecological footprint and achieve sustainability objectives, ensuring a comprehensive approach to mitigate the effects of our business operations on biodiversity. We reaffirm our commitment to mitigating biodiversity risks, promoting conservation, and contributing to sustainable development across our operations.

## Scope

This policy applies to all company operations, including manufacturing sites and associated infrastructure, covering direct and indirect biodiversity impacts. It also extends to value chain partners, suppliers, contractors, areas adjacent to our operations and local communities affected by our activities.

## Objectives

- Minimize impact on biodiversity and natural ecosystems.
- Promote conservation and restoration of habitats.
- Integrate biodiversity considerations into business strategy and risk management.
- Enhance awareness and engagement across the value chain.

## We are committed to:

- Comply with all applicable environmental laws and regulations.
- Provide training programs to enhance employees' understanding of biodiversity issues and their role in conservation efforts.
- Implement environmentally responsible practices to conserve resources, protect natural habitats, prevent degradation, and promote ecosystem sustainability.
- Recognize ecosystem dependencies and integrate biodiversity-related risks and opportunities into our risk management process.
- Conduct biodiversity risk assessments across operations, with phased expansion into the value chain.
- Establish site-specific impact assessments and apply the mitigation hierarchy to avoid, minimize, restore, and offset impacts in sensitive areas.
- Establish robust monitoring systems to track biodiversity metrics and indicators and review performance regularly.
- Promote biodiversity awareness and conservation across the value chain through active stakeholder engagement.
- Work towards no net loss of biodiversity across operations and value chain.

- Uphold a strict no-deforestation approach and promote responsible land use and conservation.
- Promote biodiversity-friendly practices including responsible sourcing, avoiding operations near sensitive ecosystems, and sustainable waste management.
- Engage and educate suppliers and value chain partners to drive collective action on biodiversity conservation.
- Create and maintain green spaces across operations wherever feasible.

### **Governance & Accountability**

The Board and senior leadership oversee biodiversity performance and ensure its integration into business strategy. Biodiversity-related risks and opportunities are embedded into decision-making processes, with clear accountability across all levels. Performance is regularly monitored, reviewed and disclosed.

### **Compliance & Transparency**

We comply with all applicable environmental laws and strive to go beyond compliance through continuous improvement. We ensure transparent monitoring, reporting, and disclosure of biodiversity-related performance.

### **Sustainable Supply Chain**

We promote biodiversity conservation practices across our supply chain and integrate environmental and biodiversity considerations into procurement and supplier engagement processes.

### **People & Culture**

We build awareness, competence and ownership among employees and stakeholders to support biodiversity conservation and responsible environmental practices.

### **Continuous Improvement**

We are committed to continuous improvement of biodiversity conservation practices through regular review, innovation and alignment with evolving environmental standards and stakeholder expectations.

### **Communication & Awareness**

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

## **S J Taparia**

Executive Director

The Supreme Industries Limited

27<sup>th</sup> April, 2026