

Stakeholder Engagement & Inclusiveness Policy

Purpose

The Supreme Industries Limited is committed to building transparent, inclusive and trust-based relationships with its stakeholders. Our stakeholder engagement approach is guided by the principles of accountability, inclusiveness, responsiveness and continuous improvement, enabling sustainable development in an equitable and inclusive manner.

Scope

This policy applies to all stakeholders impacted by or engaged with The Supreme Industries Limited's operations, including employees, business partners (suppliers, distributors, vendors, and service providers), shareholders/investors, lenders, regulatory authorities, customers and surrounding communities.

Objectives

- Strengthen transparent, inclusive, and structured stakeholder engagement.
- Understand and address stakeholder expectations, concerns, and impacts.
- Promote equitable value creation and fair resolution of conflicts.
- Enhance trust, accountability, and long-term stakeholder relationships.

We will achieve our commitments through:

1. Stakeholder Identification & Prioritization

- Identify and regularly update stakeholders based on their influence on, or impact from, our operations.
- Classify stakeholders into key groups such as communities, employees, customers, suppliers, investors, regulators, and partners.
- Prioritize stakeholders based on relevance and the severity of impacts.

2. Inclusion of Vulnerable & Marginalized Groups

- Identify vulnerable and marginalized stakeholders and ensure their perspectives are included in engagement processes.
- Promote inclusive participation in decision-making and engagement activities.

3. Inclusive Engagement Strategy

- Design and implement structured engagement plans using appropriate methods such as meetings, surveys, focus group discussions, interviews, and industry forums.
- Facilitate open, transparent and participative dialogue with stakeholders.
- Establish clear and accessible communication channels for stakeholder interaction.
- Continuously evaluate engagement effectiveness and incorporate feedback into decision-making.

4. Impact Assessment & Risk Management

- Assess the impact of business operations, policies, products, and services on stakeholders and the environment.
- Integrate stakeholder-related risks and opportunities into business strategy and decision-making.

5. Capacity Building & Awareness

- Conduct training, awareness sessions, and capacity-building initiatives for stakeholders.
- Provide necessary support and resources to enable informed participation in engagement processes.

6. Grievance Redressal Mechanism

- Establish mechanisms for stakeholders to raise concerns or grievances through appropriate channels.
- Ensure all grievances are received, recorded, and addressed in a fair, timely and transparent manner.
- Conduct structured investigation, identify root causes, implement corrective actions and monitor closure of grievances.

7. Transparency & Disclosure

- Disclose stakeholder engagement activities periodically.
- Maintain transparency and accountability in communication and reporting.

8. Continuous Improvement

- Continuously improve stakeholder engagement processes based on feedback, outcomes, and evolving best practices.

Governance & Accountability

The Board and senior management oversee stakeholder engagement and ensure its integration into business strategy. Responsibilities are defined across functions to ensure effective implementation, monitoring, and continuous improvement.

Compliance & Transparency

We ensure transparent communication and disclosure of stakeholder engagement activities and maintain accountability in addressing stakeholder concerns.

People & Culture

We promote a culture of openness, inclusiveness and respect, encouraging active participation and collaboration across all stakeholder groups.

Communication & Awareness

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

Review

This policy shall be reviewed periodically and updated as required to ensure alignment with evolving regulatory requirements and stakeholder expectations.

S J Taparia

Executive Director

The Supreme Industries Limited

27th April, 2026