



SUPREME PETROCHEM LTD

Regd. Office :

Solitaire Corporate Park, Building No. 11, 6th Floor, 167, Guna Hargovindji Marg,
Andheri-Ghatkopar Link Road, Chakala, Andheri (East), Mumbai-400093. INDIA
☎ : 91-22-6709 1900 Fax - 022 - 4005 5681 • CIN : L23200MH1969PLC054633
Website : www.supremepetrochem.com • Email : corporate@spl.co.in

Ref: CFA/CS/18/AGM_35/2024-2025

June 9, 2025

BSE Limited
Phiroze Jeejeebhoy Towers,
1st Floor, Dalal Street,
Mumbai - 400 001
Code: 500405

National Stock Exchange of India Ltd
Exchange Plaza, Bandra Kurla Complex,
Bandra East,
Mumbai – 400 051
Code: SPLPETRO

Dear Sir,

Sub: Business Responsibility & Sustainability Report (BRSR) – Annual Report for the F.Y. 2024-25

Pursuant to Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015 attached please find Business Responsibility & Sustainability Report (BRSR) forming the integral part of Annual Report for the Financial Year 2024-25

Thanking you,

Yours faithfully,
for **SUPREME PETROCHEM LTD**

D. N. MISHRA
COMPANY SECRETARY





Director's Statement on Business Responsibility and Sustainability Report (BRSR)

FOREWORD

As a responsible corporate citizen, Supreme Petrochem Limited (SPL) remains committed to create long-term value for all stakeholders by embedding sustainability and ethical practices into our core operations. The Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-2025 reflects our ongoing efforts to integrate Environmental, Social, and Governance (ESG) considerations into our strategic decision making.

In a rapidly evolving global environment, businesses are increasingly expected to go beyond financial performance and contribute positively to the environment, society, and the economy. At SPL, we recognize this responsibility and have taken concrete steps to align our business goals with the principles of sustainable development.

This report outlines our performance across nine essential principles defined under the National Guidelines on Responsible Business Conduct (NGRBC). While we acknowledge that there is always more to be done, we remain steadfast in our commitment to continuous improvement, transparency, and responsible growth. We view sustainability not as a compliance requirement but as a strategic imperative that defines the future of our business.

SPL, as a responsible organization, has always focused on inclusive growth for all its stakeholders along with enhancing its business operations in a sustainable manner. The Company aims to continue strengthening its ESG efforts consecutively to accelerate the embedding of sustainability in its business ecosystem to place SPL on a positive trajectory with regards to achieving sustainability across all operations. SPL strives to continue its business operations across the value chain in an ethical, responsible, and sustainable manner.

I thank all our stakeholders for the trust and support reposed by them in the Company. Together, we will continue to drive progress, innovate responsibly, and contribute to a more sustainable and equitable future.

K. V. Mujumdar
Whole Time Director
DIN: 08866096

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

Sr.	Particulars	Details						
1.	Corporate Identity Number (CIN) of the Listed Entity	L23200MH1989PLC054633						
2.	Name of the Listed Entity	Supreme Petrochem Ltd (SPL)						
3.	Year of incorporation	1989						
4.	Registered office address	Solitaire Corporate Park, Building No. 11, 5th Floor, 167, Guru Hargovindji Marg, Chakala, Andheri East, Mumbai- 400 093						
5.	Corporate address	Solitaire Corporate Park, Building No. 11, 5th Floor, 167, Guru Hargovindji Marg, Chakala, Andheri East, Mumbai- 400 093						
6.	E-mail	Investorhelpline@spl.co.in						
7.	Telephone	+91 22 67091900						
8.	Website	https://www.supremepetrochem.com						
9.	Financial year for which reporting is being done	2024-25						
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)						
11.	Paid-up Capital	₹ 37,60,82,684						
12.	Contact Person							
	Name of the Person	Shri K. V. Mujumdar Whole Time Director DIN: 08866096						
	Telephone	02194-224500						
	Email address	kv_mujumdar@spl.co.in						
13.	Reporting Boundary							
	Type of Reporting- Select from the Drop-Down List	Disclosures made in this report are on standalone basis and pertain to only SPL						
	If selected consolidated:	<table border="1"> <thead> <tr> <th>Sr.</th> <th>Name of the Subsidiaries/JVs/ Associate Companies</th> <th>CIN Number</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Not Applicable</td> <td>NA</td> </tr> </tbody> </table>	Sr.	Name of the Subsidiaries/JVs/ Associate Companies	CIN Number	1.	Not Applicable	NA
Sr.	Name of the Subsidiaries/JVs/ Associate Companies	CIN Number						
1.	Not Applicable	NA						
14.	Name of Assurance provider	Not Applicable						
15.	Type of Assurance obtained	Not Applicable						

II. PRODUCTS/SERVICES:

16.	Details of business activities	Sr.	Description of Main Activity	Description of Business Activity	Percentage Turnover of the Entity
		1	Manufacturing	Manufacturing of Petrochemical Downstream Products	77.11
		2	Trading	Trading of Raw Materials	22.89

17.	Products/ Services sold by the entity	Sr.	Product/Service	NIC Code	Percentage of Total Turnover contributed
		1	Polystyrene, Expandable Polystyrene, Extruded Polystyrene, Master Batches and Polymer Compounds,	201	77.11



III. OPERATIONS:

18.	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	2	4	6
		International	NA	NA	NA
19.	Market served by the entity	Locations	Numbers		
	a. No. of Locations	National (No. of States)	Pan-India		
		International (No. of Countries)	100		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	9.18%			
c. A brief on types of customers	<p>Operating in the Business to Business (B2B) sector, SPL primarily collaborates with Original Equipment Manufacturers (OEMs) and manufacturing companies. The array of industries that the Company provides services to includes:</p> <ul style="list-style-type: none"> Original Equipment Manufacturers of air conditioning units, refrigerator components, and washing machine parts. Producers of air cooler casings, water heater/geyser shells, cutlery goods, dairy products, TV and computer components, office supplies, imitation jewellery, padding packaging for electronic and electrical devices, packaging for fish, fruits, vegetables, pharmaceuticals, and blocks and sheets for false ceilings and so forth. 				

IV. EMPLOYEES:

20. Details as at the end of Financial Year:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	423	399	94%	24	6%
2	Other than Permanent Employees (B)*	23	23	100%	0	0%
3	Total Employees (A+B)	446	422	95%	24	5%
Workers						
4	Permanent (C)	0	0	–	0	–
5	Other than Permanent (D)*	247	233	94%	14	6%
6	Total Workers (C+D)	247	233	94%	14	6%
b. Differently abled employees and workers						
Employees						
7	Permanent Employees (E)	0	0	–	0	–
8	Other than Permanent Employees (F)	0	0	–	0	–
9	Total Employees (E+F)	0	0	–	0	–
Workers						
10	Permanent (G)	0	0	–	0	–
11	Other than Permanent (H)	0	0	–	0	–
12	Total Differently Abled Employees (G+H)	0	0	–	0	–

21. Participation/Inclusion/Representation of women

Sr.	Category	Total (A)	No. and Percentage of females	
			No. (B)	Percentage (B/A)
1	Board of Directors	12	2	17%
2	Key Management Personnel	4	0	-

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	4%	12%	10%	13%	10%	9%	8%	9%
Permanent Workers	0	0	0	0	0	0	0	0	0

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr.	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/Subsidiary/Associate/or Joint Venture	Percentage 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)
SPL does not have any holding/ subsidiary/ associate Company or joint venture.				

VI. CSR DETAILS

24. a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
Turnover (in Rs.)	6,02,338 (Lakhs)
Net worth (in Rs.)	2,23,129 (Lakhs)

List of activities in which expenditure for above has been incurred:

1. Construction of Primary Health Center Building and providing necessary infrastructure thereto.
2. Construction of school building in neighbouring village and large scale educational activity in the State of Rajasthan.
3. Distribution of stationary to students.
4. Construction of Anganwadi Building/Centres in nearby village.
5. Construction of public toilet blocks in neighbouring villages.
6. Construction of a Grampanchayat Building.
7. Environment sustainability initiative regarding collection of waste and recycling of post consumers PS, EPS, Plastic waste
8. Medical support to patients suffering from cancer and paraplegics and providing software/equipments for facilitating e-learning of students.
9. Providing gymnasium equipment in nearby communities.
10. Contribution for health care including Autism treatment Centre and Cancer treatment , mid-day meal, youth skilling and educational support, etc.
11. Financial contribution for establishment of new university regarding education on plastics
12. Financial contribution for construction of old age home for supporting living of deserving elderly people.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

SPL is committed to maintain the highest standards of ethics, integrity, and accountability across all operations. This is reflected in our Code of Conduct, Vigil Mechanism, and Whistle-blower Policy which outline principles related to ethical behaviour, conflict-of-interest resolution, anti-corruption, and grievance redressal. These frameworks are overseen by the Board of Directors and senior management to ensure impartial implementation thereof.

The Vigil Mechanism offers a secure and confidential channel for employees and stakeholders to report concerns related to the unethical practices, policy violations, or legal breaches. All reports are handled with confidentiality and in line with defined procedures that protect the whistle-blower and ensure fair investigation.



The policies are accessible at:

- BRSR Policy: <https://supremepetrochem.com/download/BRSR-Policy.pdf>
- Vigil Mechanism & Whistle-blower Policy: <https://supremepetrochem.com/download/vigil-mechanism-whistle-blower-policy.pdf>
- Code of Conduct and Ethics: <https://supremepetrochem.com/wp-content/uploads/2024/06/CODE-OF-CONDUCT-AND-ETHICS.pdf>

Due to the Company's fundamental values and consistent ethical conduct, there were no complaints or grievances from any stakeholders concerning issues such as child labour, forced labour, corruption, bribery, safety concerns, etc. during the FY 2024-25.

25. 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)	FY 2024-25			FY 2023-24		
		Number of complaints		Remarks	Number of complaints		Remarks
		filed during the year	pending resolution at close of the year		filed during the year	pending resolution at close of the year	
Communities	Yes	0	0	–	0	0	–
Shareholders	Yes	0	0	–	0	0	–
Investors (other than shareholders)	Yes	0	0	–	0	0	–
Employee and Workers	Yes	0	0	–	1	0	–
Customers	Yes	0	0	–	0	0	–
Value Chain Partners	Yes	0	0	–	0	0	–

26. Overview of the entity’s material responsible business conduct issues

Material Issue Identified	Indicate whether risk or opportunity	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)
Occupational Health and Safety (OHS) and Environment	Risk and Opportunity	<p>Risk: Being manufacturer of petrochemical downstream products, the health and safety of workforce and the operating plant is an inherent risk. Failure to adhere to established safety protocols could adversely affect both our operational efficiency and our reputation.</p> <p>Opportunity: Robust governance and a comprehensive internal control system are instrumental in enhancing employee/ workers safety and overall health well-being. This, in turn, leads to enhanced productivity and sustainability.</p>	<p>Proactive assessment of health and environmental risks adopting various methods such as Hazard Identification and Risk Assessment (HIRA), Hazard Operability (HAZOP), Quantitative Risk Assessment (QRA), Hazardous Area Classification (HAC) Study, Preliminary Hazard Analysis (PHA), Job Safety Analysis (JSA), Environmental Impact Assessment (EIA), Safety Audits.</p> <p>Formulating suitable corrective action plans and executing strategies for the application of proper risk mitigation measures, corrective interventions, and grievance resolution mechanisms</p>	<p>Risk: Negative Opportunity: Positive</p>



Material Issue Identified	Indicate whether risk or opportunity	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)
Business Ethics, Compliance, and Governance	Risk and Opportunity	<p>Risk: Non-compliance with regulatory and legal requirements can lead to disruptions to the continuity of business operations and loss of reputation.</p> <p>Opportunity: Adhering to legal and regulatory standards in a timely and prompt manner can foster a culture of ethical conduct throughout the organization and helps in ensuring sustainability of the business.</p>	<p>SPL has established a strong internal committee, consisting of key managerial personnel, is in place, tasked with the responsibility and accountability to guarantee efficient, prompt, and suitable adherence to regulatory and legal requirements.</p> <p>To remain updated with changes in regulations and obligatory requirements as dictated by law, the Company suitable modifications within internal systems and controls to incorporate and conform to these alterations.</p>	<p>Risk: Negative Opportunity: Positive</p>
Employee Well-being	Opportunity	<p>Fostering employee wellbeing, satisfaction, growth, holistic development, and providing incentives helps in nurturing a trustworthy and loyal workforce leading to enhanced productivity.</p>	–	Positive
Waste Management	Risk and Opportunity	<p>Risk: Risk associated with improper storage, treatment or disposal of waste.</p> <p>Opportunity: Effective waste management to enhance circularity and reduce costs</p>	<p>Hazardous waste produced during the process is securely stored, monitored, and scientifically disposed through a Common Hazardous Waste Treatment, Storage, and Disposal Facility sanctioned by the State Pollution Control Board.</p> <p>A formalized procedure for the management and handling of process-generated waste is actively employed.</p>	<p>Risk: Negative Opportunity: Positive</p>



Material Issue Identified	Indicate whether risk or opportunity	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)
Water Stewardship	Opportunity	Reducing water footprint by maximizing water use, minimizing water loss, repurposing water, and utilizing treated wastewater for landscaping or on-site applications.	Ensure reduction in consumption of water by providing closed loops of water in the process, optimization of process to reduce water consumption, processing the effluent produced using an effluent treatment plant and by recycling water via a Zero Liquid Discharge (ZLD) system.	Positive. Even though financial implication of implementing the zero liquid discharge scheme is negative, it will help in recycling of water and conservation of the scarce natural resource which will have a positive impact on the environment.
Human Rights	Risk	Failure to comply with human rights standards and regulations may incur monetary fines and negatively impact the enterprise, investor confidence, and employee morale.	Delve deep in gauging the key Human Rights elements, critical to company and business operations- set up strong internal controls, systems, and mechanisms in place to effectively and in timely manner address risk, challenges, and threats (if any).	Negative
Risk Management and Cyber security	Risk	Lack of efficient risk management practices might lead to operational inefficiencies, disruption of business, resulting in financial losses and lower brand value.	Oversight of risk management at the board level, coupled with an extensive Enterprise Risk Management (ERM) initiative, ensures the prompt identification of both actual and potential risks and opportunities; it also facilitates the development of feasible mitigation measures to address these issues. Cross-functional interactions along with core risk management committee, ensures timely remedial actions on the identified risks.	Negative

Material Issue Identified	Indicate whether risk or opportunity	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)
Energy Management	Opportunity	Optimising energy management practices by utilizing alternate energy sources, minimizing reliance on energy from fossil fuel resources for power needs and implementing solutions that enhance energy efficiency.	Undertaking energy conservation and renewable energy integration initiatives across operations to reduce the dependency on fossil fuels and proportionately reducing emissions.	Positive
Supply Chain Management	Risk and Opportunity	Risk: Inefficiencies in the supply chain and high dependency on limited suppliers/ vendors can cause supply chain disruptions in case of external shocks. Opportunity: Maintaining strong and long-standing relationship with suppliers/ vendors through effective relationship management and drive responsible procurement/ sourcing practices.	Regular stakeholder interactions while adding value to its business relationships since the beginning have resulted in company holding on to its decades-old supplier base. Engaging in awareness, communication, and interaction sessions with suppliers result in positive relationship bonding and enhancing responsible and sustainable operations in supply chain.	Positive
Community Development	Opportunity	Expanding the scope of corporate responsibility and engaging in comprehensive community development leads to elevate brand reputation as an organization with social awareness.	Implementing CSR initiatives in infrastructure, healthcare, environmental sustainability, education, etc. to empower local communities.	Positive
Customer Education and Awareness	Opportunity	Driving sustainable and responsible consumption by providing the customers/ consumers with appropriate and adequate information and guidelines to create a strong customer/ consumer loyalty base.	Driving sustainable and responsible consumption practices by providing customers with essential information and guidelines to build strong loyalty	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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, the policies have been reviewed and approved by the Board of Directors								
c. Web Link of the Policies, if available	Policies are uploaded on the website of the Company at https://supremepetrochem.com/download/BRSR-Policy.pdf								
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)	No	No	No	No	No	No	No	No	No
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.	-	ISO 9001:2015, REACH, RoHS	ISO 45001:2018	-	-	ISO 14001:2015	-	-	-
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.	By implementing different strategies, such as using energy-efficient motors, provision of new efficient air compressor unit, provision of new and more efficient conveying system for product, replacement of hydraulic drives by electric drives in the plant area, and replacing existing luminaires with LED based luminaires, energy savings of 8,30,278 kWh - accounting for 110% of the 7,50,000-kWh target - was achieved.								
Governance, Leadership and Oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri K. V. Mujumdar Whole Time Director DIN: 08866096 Tel No: 02194-224500 E-Mail ID: kv_mujumdar@spl.co.in								
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.	Yes, at SPL, ESG facets are supervised by the respective heads of departments who collaborate to make joint decisions aimed at enhancing sustainable development across the organization. The board reviews these updates, as necessary.								

10. Details of Review of NGRBCs by the Company:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									
Performance against above policies and follow up action	The Board of Directors have reviewed the policies. Further, they assess performance against each policy, identifying areas for improvement and taking corrective action where needed.								



	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	SPL adheres to both the spirit and the letter of the law for due compliance with regulations as they apply.								
Frequency (Annually/Half yearly/Quarterly/Any other – please specify)									
Performance against above policies and follow up action	Annual review and need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	SPL adheres to both the spirit and the letter of the law for due compliance with regulations as they apply.								

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.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, SPL has a robust internal review and evaluation system to assess the implementation of policies, identify any gaps, and address those by implementing suitable solutions. Over time, the Company may engage an external agency to conduct policy evaluation and assessment.									

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)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	5	<p><u>Topics:</u></p> <ul style="list-style-type: none"> • Overview of performance of all verticals of Company PS/ EPS/XPS/SPC and SM supply and price movements • Expansion projects status of ABS/EPS at Amdoshi Plant of the Company and project cost/outlay etc. • Recycling potentials of post-consumer waste of PS/EPS/ plastics in terms of sustainability initiative of the Company • Product specifics, research and development capabilities related to a polymer compounding based plant acquired by the Company in Tamilnadu including market potentials thereof in terms of its customers in automobile and appliances segment and the road map going forward. • Various Amendments in Listing Regulations as introduced by SEBI • Health, safety and environment system related to safety measures at the plant of the Company • Advantage of Mass ABS Polymerisation process over emulsion process <p><u>Impacts:</u></p> <p>The Board of Directors were familiarized with various risks to the Company, latest operational status and manufacturing activities, economic feasibility, business development and marketing position, expansion programme and new ABS line establishment etc. of the Company.</p>	100%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Key Managerial Personnel	5	<p><u>Topics:</u></p> <ul style="list-style-type: none"> • Overview of performance of all verticals of Company PS/ EPS/XPS/SPC and SM supply and price movements • Expansion projects status of ABS/EPS at Amdoshi Plant of the Company and project cost/outlay etc. • Recycling potentials of post-consumer waste of PS/EPS/ plastics in terms of sustainability initiative of the Company • Product specifics, research and development capabilities related to a polymer compounding based plant proposed to be acquired by the Company in Tamilnadu including market potentials thereof in terms of its customers in automobile and appliances segment and the road map going forward. • Various Amendments in Listing Regulations as introduced by SEBI • Health, safety and environment system related to safety measures at the plant of the Company • Advantage of Mass ABS Polymerisation process over emulsion process <p><u>Impacts:</u></p> <p>To make KMPs aware of operational, financial, and compliance updates.</p>	100%
Employees other than BODs & KMPs	45	<p><u>Topics:</u></p> <ul style="list-style-type: none"> • Hazard Identification and Risk Assessment, • Hazardous Chemicals Handling, • Safety Inspections, • Electrical Safety • Hazard Operability Study (HAZOP) • Waste Handling and Management, • Integrated Management System, • Work Permit System, First Aid Drill • Energy Management <p><u>Impacts:</u></p> <ul style="list-style-type: none"> • Improved competency amongst employees, • Reduced accidents/incidents, • Enhanced awareness towards waste management and subsequent reduction in impact on environment, • Improved emergency preparedness and response 	100%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	42	<p><u>Topics:</u></p> <ul style="list-style-type: none"> Hazard Identification and Risk Assessment, Hazardous Chemicals Handling, Safety Inspections, Electrical Safety Hazard Operability Study (HAZOP) Waste Handling and Management, Integrated Management System, Work Permit System, First Aid Drill Energy Management <p><u>Impacts:</u></p> <ul style="list-style-type: none"> Improved competency amongst employees, Reduced accidents/incidents, Enhanced awareness towards waste management and subsequent reduction in impact on environment, Improved emergency preparedness and response 	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.

a. Monetary					
Type	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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

b. Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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.

Not Applicable.

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.

SPL has established a Code of Conduct and a BRSR Policy. These policies include explicit provisions on anti-corruption and anti-bribery to uphold high compliance standards among its directors, key managerial personnel, and employees at all levels. Thanks to these measures, no disciplinary actions have been taken against any director or employee of the Company in the past two fiscals. Link: <https://supremepetrochem.com/wp-content/uploads/2024/06/CODE-OF-CONDUCT-AND-ETHICS.pdf>

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

Category	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Topic	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	–	0	–
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	–	0	–

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.

In line with its commitment to ethics and integrity, SPL has not incurred any fines, penalties, or actions from legislative or judicial bodies on issues of corruption or conflict of interest. Thus, no corrective measures have been necessary for such cases.

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

Category	FY 2024-25	FY 2023-24
Number of days of accounts payables	66	66

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases -Procurement/ Purchase Department	a. Purchases from trading houses as percentage of total purchases	0%	23.87%
	b. Number of trading houses where purchases are made from	1	53
	c. Purchases from top 10 trading houses as percentage of total purchases from trading houses	0%	94.43%
Concentration of Sales	a. Sales to dealers/distributors as percentage of total sales	8%	8.13%
	b. Number of dealers/distributors to whom sales are made	17	16
	c. Sales to top 10 dealers/distributors as percentage of total sales to dealers/distributors	98%	98.48%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.07%	0.03%
	b. Sales (Sales to related parties/Total Sales)	2.36%	2.68%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	6.96%	10.57%
	d. Investments (Investments in related parties/Total Investments made)	NIL	NIL

LEADERSHIP INDICATORS

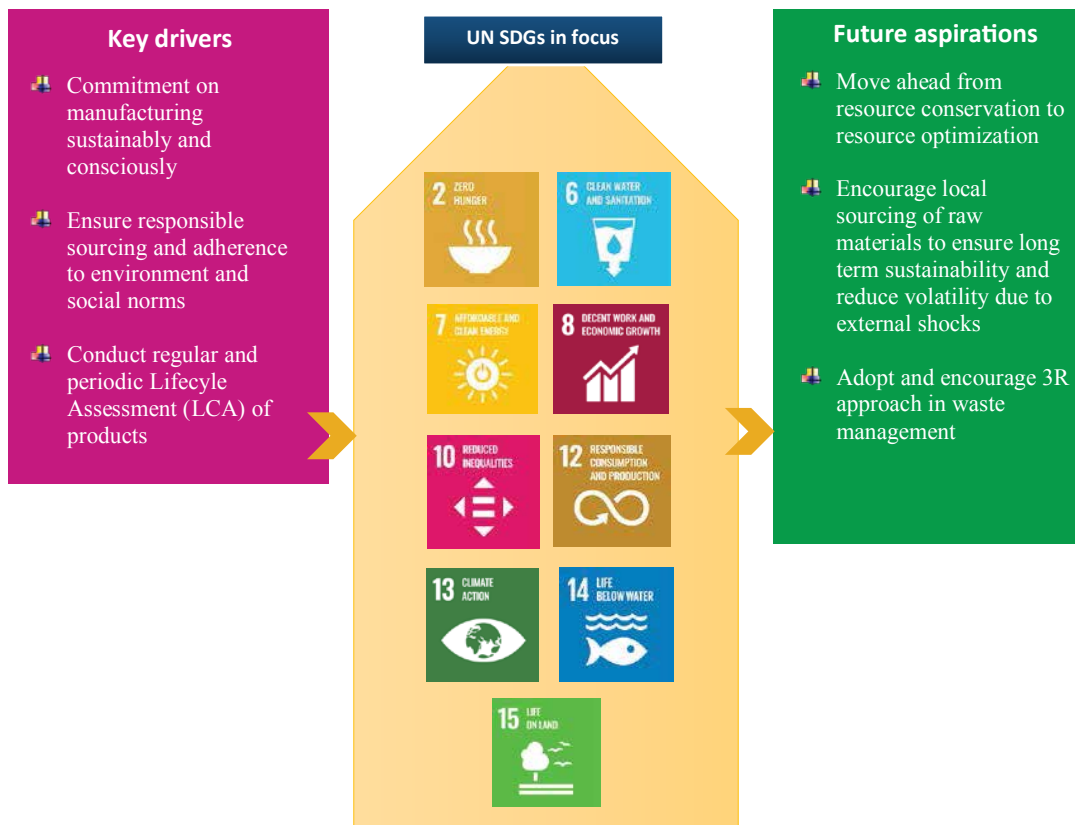
1. Awareness programmes conducted for value chain partners on any of the NGRBC Principles during the financial year:

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in value chain covered by the awareness programmes
01	Safe Transportation of Hazardous Goods	Necessary training was imparted to more than 95% of the drivers and cleaners of hazardous goods transport

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.

Yes, the Company has a system in place where any potential conflicts of interest involving board members are identified on basis of their annual disclosures to the Company. These members are then recused from any meetings or dealings with related party transactions and the compliance with the respective code of conduct is assessed annually.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe



ESSENTIAL INDICATORS

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.**

Type	FY 2024-25	FY 2023-24	Details of improvement in social and environmental aspects
Research & Development (R&D)	0	0	NA
Capital Expenditure (CAPEX)	1.60%	4.06%	Overall, energy savings of 8,30,278 KWH, improvement in the environmental performance of plants in terms of energy savings, quality of treated effluent, emission control, and workplace environment, etc.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes.

- b. If yes, what percentage of inputs were sourced sustainably?**

The Company integrates sustainability principles throughout the lifecycle of its products, starting from the procurement of raw materials to their transportation to the designated plant locations. As a result, in the FY 2024-25, more than 90% of raw material sourcing was conducted in a sustainable manner.

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.**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	SPL is classified as a 'Brand Owner' and 'Importer' under the Plastic Waste Management Rules, 2016. The Company is registered on the CPCB EPR Portal and regularly submits annual data on the recycling of plastic packaging waste. SPL actively promotes plastic waste recycling through strategic partnerships with organizations like the Indian Centre for Plastic in the Environment (ICPE) and several NGOs.
b. E-Waste	Upon reaching the end of its lifespan, electronic waste is channelized to registered recyclers approved by the State Pollution Control Board (SPCB) and/or Central Pollution Control Board (CPCB).
c. Hazardous Waste	The hazardous waste that is collected is dispatched for scientific disposal to the Common Hazardous Waste Treatment Storage and Disposal Facility (CHWTSDF), recyclers, reprocessors, who are approved by the State Pollution Control Board (SPCB), as per the conditions stipulated in the Consent to Operate (CTO) granted by the SPCB.
d. Other Waste	Other non-hazardous waste is disposed by selling to scrap vendors.

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.**

Yes, EPR is applicable to SPL. The company is registered as a Brand Owner and Importer on the CPCB EPR portal, in compliance with the Plastic Waste Management Rules, 2016 (as amended). SPL submits data annually through the prescribed formats on the EPR portal and meets its recycling obligations based on the targets generated by the portal through Plastic Waste Recyclers registered with CPCB.

To support its EPR commitments, SPL has established a dedicated Sustainability Department responsible for promoting awareness regarding post-consumer recycling of Expandable Polystyrene (EPS) and other plastic waste. The department actively engages with customers, consumers, NGOs, and local communities to facilitate EPS recycling.

SPL has also collaborated with NGOs involved in plastic waste collection, encouraging them to include EPS in their collection efforts from households, businesses, and markets. Additionally, SPL has partnered with the Indian Centre for Plastics in the Environment (ICPE) to enhance plastic waste recycling, including EPS waste.



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?**

SPL conducted LCA for its Styrenics products in FY 2019-20 through an independent third-party agency and the results for the same are available on the public domain.

NIC Code	Name of Product/Service	Percentage 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 web-link
20131	<ul style="list-style-type: none"> Polystyrene (GPPS, HIPS, SMMA), Expandable Polystyrene (EPS), Specialty Grades/ Compounds Master Batches of Thermoplastics and Elastomers, Extruded Polystyrene (XPS) 	77.11	Gate to Gate	Yes	Link

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.**

No significant risks or concerns were identified through the LCA exercise.

Sr.	Name of the product	Description of the risk	Action Taken
		NA	

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 2024-25	FY 2023-24
NIL	-	-

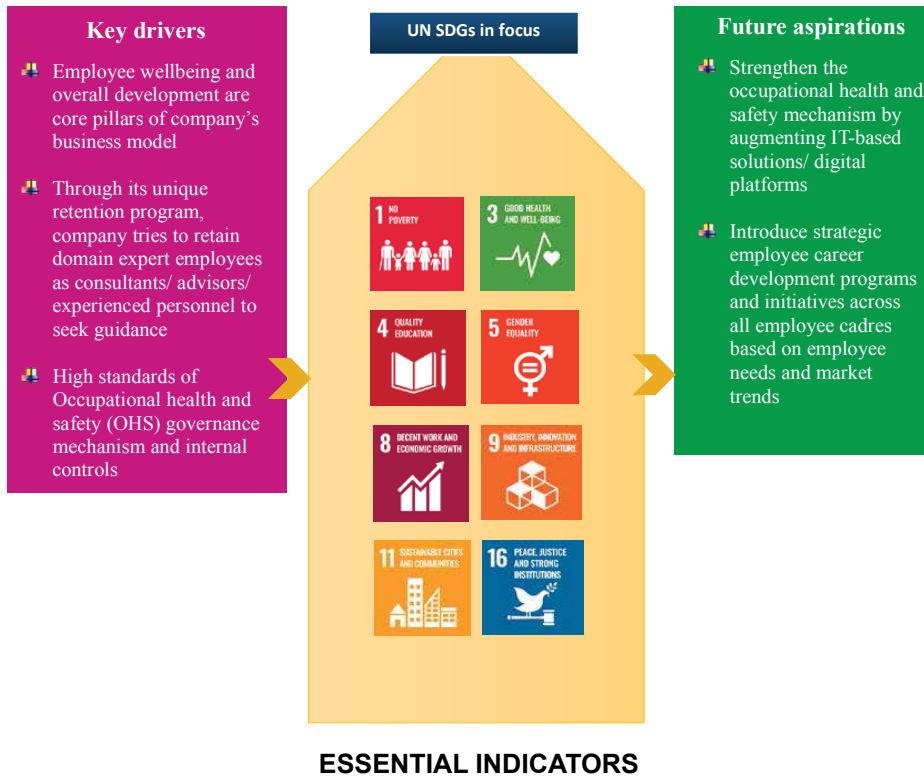
4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2024-25			FY 2023-24		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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
NA	NA

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.



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

Category	Percentage of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)	No. (D)	Percentage (D/A)	No. (E)	Percentage (E/A)	No. (F)	Percentage (F/A)
Permanent Employees											
Male	399	399	100%	399	100%	0	–	0	–	0	–
Female	24	24	100%	24	100%	24	100%	0	–	0	–
Total	423	423	100%	423	100%	24	6%	0	–	0	–
Other than Permanent Employees											
Male	23	23	100%	23	100%	0	–	0	–	0	–
Female	0	0	–	0	–	0	–	0	–	0	–
Total	23	23	100%	23	100%	0	–	0	–	0	–



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

Category	Percentage of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)	No.(D)	Percentage (D/A)	No. (E)	Percentage (E/A)	No. (F)	Percentage (F/A)
Permanent Workers											
Male	0	0	–	0	–	0	–	0	–	0	–
Female	0	0	–	0	–	0	–	0	–	0	–
Total	0	0	–	0	–	0	–	0	–	0	–
Other than Permanent Workers											
Male	233	233	100%	0	–	0	0%	0	–	0	–
Female	14	14	100%	0	–	14	100%	0	–	0	–
Total	247	247	100%	0	–	14	6%	0	–	0	–

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Category	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a percentage of total revenue of the company	0.024%	0.03%

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

Sr.	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total employees	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Y	100%	0	Y
2.	Gratuity	100%	100%	Y	100%	0	Y
3.	ESI	2%	100%	Y	4%	100%	Y

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.

Yes, SPL's head office is equipped with accessibility features for differently-abled individuals, including wheelchair access and disability-friendly toilets, in compliance with the Rights of Persons with Disabilities Act, 2016. However, due to the nature of operations at manufacturing locations, such facilities are not available. Although SPL currently does not have any employee with disabilities, the Company remains dedicated to fostering an inclusive workplace, focusing on skills and expertise in its recruitment process.

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.

The company has an equal opportunity policy and embraces diversity and is committed to fostering a supportive and inclusive work environment that is free from any form of discrimination. The equal opportunity policy is available at

Link: <https://supremepetrochem.com/wp-content/uploads/2024/06/EQUAL-OPPOURTUNITY-POLICY.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

SPL has a robust grievance mechanism in place that allows employees to report and address their concerns.

- For unionized employees, grievances are submitted through recognized trade unions and escalated to the relevant functional or divisional head.
- For non-unionized employees, grievances are raised at the department or sectional head level and are then discussed and resolved in consultation with the Human Resources (HR) department.
- SPL also has a Prevention of Sexual Harassment (POSH) Policy and a Whistle-blower/Vigil Mechanism Policy, where employees can report misconduct, breaches of the Code of Conduct, harassment, discrimination and other related issues, which are available at :

<https://supremepetrochem.com/pdf/Prevention-Prohibition-Redressal-of-Sexual-Harassment-of-Women-at-the-Workplace.pdf>

<https://supremepetrochem.com/download/vigil-mechanism-whistle-blower-policy.pdf>

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	NA	There are no permanent workers in the company, hence no mechanism established.
Other than Permanent Workers	Yes	Concerned service provider can discuss and report the issue with HR/ Factory Head.
Permanent Employees	Yes	Grievances are identified, discussed, and communicated to the Department Heads and resolved in consultation with HR/Factory Head.
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association (s) or Union (B)	Percentage (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)	Percentage (D/C)
Permanent Employees						
Male	399	80	20%	396	85	21%
Female	24	0	0%	24	1	4%
Total	423	80	19%	420	86	20%
Permanent Workers						
Male	0	0	–	0	0	–
Female	0	0	–	0	0	–
Total	0	0	–	0	0	–



8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	399	294	74%	294	74%	396	396	100%	0	0
Female	24	1	4%	1	4%	24	24	100%	0	0
Total	423	295	70%	295	70%	420	420	100%	0	0
Workers										
Male	233	233	100%	0	0	245	245	100%	0	0
Female	14	14	100%	0	0	10	10	100%	0	0
Total	247	247	100%	0	0	255	255	100%	0	0

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	Percentage (B/A)	Total (C)	No. (D)	Percentage (D/C)
Employees						
Male	399	399	100%	396	396	100%
Female	24	24	100%	24	24	100%
Total	423	423	100%	420	420	100%
Workers						
Male	233	0	0	245	0	0
Female	14	0	0	10	0	0
Total	247	0	0	255	0	0

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, SPL places the highest priority on the safety of its employees. SPL has implemented a comprehensive Occupational Health and Safety (OHS) Management System that is modelled on ISO 45001:2018 and covers both of its manufacturing locations:
What is the coverage of such system?	<ul style="list-style-type: none"> i. Amdoshi, Maharashtra ii. Manali, Chennai, Tamil Nadu.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	SPL has devised a mechanism and process for identifying work-related hazards, which includes comprehensive safety procedures for recognizing hazards and assessing risks on a routine and non-routine basis. SPL has carried out a hazard identification and risk mapping assessment, including an impact assessment and the necessary control measures for the identified risks. The process of hazard identification is based on a variety of risk assessment techniques such as Hazard Identification and Risk Assessment (HIRA), Process Hazard Analysis (PHA), Hazard and Operability Study (HAZOP), Hazard Identification Studies (HAZID), Quantitative Risk Assessments (QRA), "What If" scenarios, Pre-Start Up Safety Review (PSSR), Chemical Risk Assessment (CRA), and Job Safety Analysis (JSA), among others. SPL periodically conducts external as well as internal audits and inspects its Occupational Health and Safety Management Systems.



<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)</p>	<p>Yes, SPL endeavours to create a culture of safety across all its operations. Employees are encouraged to voice concerns related to Health, Safety, and Environment (HSE) such as unsafe acts or conditions at the workplace, breaches of safety rules or procedures, situations of imminent danger, or defective fire and safety equipment, etc. SPL issues a "Close Call" or "Near Miss" report addressing any such concerns immediately upon their reporting to the respective and HSE departments. These cases are promptly reported and investigated according to our HSE Occupational Health and Safety (OHS) Management System framework.</p> <p>SPL also involves its employees in the formulation and review of HSE policies and objectives during meetings for safety committees, training, reviews, and so on. Employees participate actively in the identification of hazards, risk assessment, and the determination of risk controls in their respective work areas. The HSE suggestion scheme is utilized by employees to improve working conditions.</p>
<p>d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)</p>	<p>Yes, all employees and workers of SPL are covered under non-occupational medical and healthcare services by insurance policy or ESIC scheme.</p>

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
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 workplace.

SPL prioritizes safety values in all facets of its business operations, integrating safety and well-being of employees with the business operations. The Company has established a well-defined Occupational Health and Safety (OHS) management system, complete with a comprehensive monitoring plan, and operates with a long-term strategy to ensure the system's effective implementation. This system follows the Plan-Do-Check-Act cycle of continual improvement.

The OHS framework of SPL includes the following:

- Assigning OHS roles and responsibilities
- Establishing and adhering to safety culture, standards, and values
- Considering the strategic implications on the business
- Evaluating OHS performance management
- Reporting and reviewing of near misses
- Paying equal attention to low-risk areas as well as major hazards and high-risk areas to reduce incidents

SPL manages low probability risks through the following methods:

- Eradicating risks through appropriate engineering controls
- Assessing and consistently improving employee competency and experience through regular training and re-training
- Strictly following established SOPs



- Implementing prevention strategies for low-probability incidents at both management and shop floor levels
- Diligently monitoring and utilizing personal protective equipment
- Planning for contingencies
- Regularly reviewing and updating emergency response plans and conducting mock drills
- Maintaining a robust system for HSE performance monitoring
- Incorporating redundancy in the process design and development
- Ensuring the adoption of best safety practices
- Ensuring compliance with all applicable legal and other requirements
- Identifying opportunities for significant risk reduction in the process
- Verifying that a system exists to manage the residual risk, following the implementation of all agreed risk reduction measures.

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

Topic	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

Topic	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of Supreme Petrochem Ltd Manufacturing site/ location have been assessed by third party.
Working Conditions	100% of Supreme Petrochem Ltd Manufacturing site/ location have been assessed by third party.

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 safety-related incidents and near misses are thoroughly investigated according to the safety management process established in the Occupational Health and Safety (OHS) management system. This process is overseen by third-party entities or agencies. SPL also has a comprehensive procedure for reporting and investigating work injuries and incidents. The details of these injuries and incidents, along with the recommendations from the investigation reports, are shared with all departments. This process of horizontal deployment in the organization encourages departments to assess the applicability of these recommendations in their respective areas and take the necessary corrective-preventive actions. This procedure helps to avoid repeated incidents and promotes the widespread implementation of corrective measures within their departments. SPL also practices learning from incidents at other companies and organizations operating in the similar business.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, SPL extends compensatory packages to employees as well as workers in the event of death.

- a. **Employees (Yes/No):** The Company has a Benevolent Fund in place for its employees. Additionally, in case of death of an employee during his/her service period, SPL pays Gratuity up to the retirement age of the employee.
- b. **Workers (Yes/No):** The workers are covered under the Workmen Compensation Act in the event of their untimely death.

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

SPL ensures that all statutory dues relevant to its transactions are deducted and deposited in accordance with the applicable regulations. This procedure is regularly reviewed as part of the Company's internal and statutory audits. In the event that their

value chain partners fail to deposit the taxes, SPL pays the necessary taxes and interest on their behalf to the government, and then recovers the amount from the defaulting partner within a specified time frame. At SPL, adherence to regulatory requirements is prioritized, and a dedicated team oversees these activities, including compliance with the Goods and Services Tax (GST).

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:

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	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, SPL believes in providing transition assistance to employees who are nearing their retirement. SPL has set up a Retainership Program for retired employees based on business needs and expertise of the retiring employee.

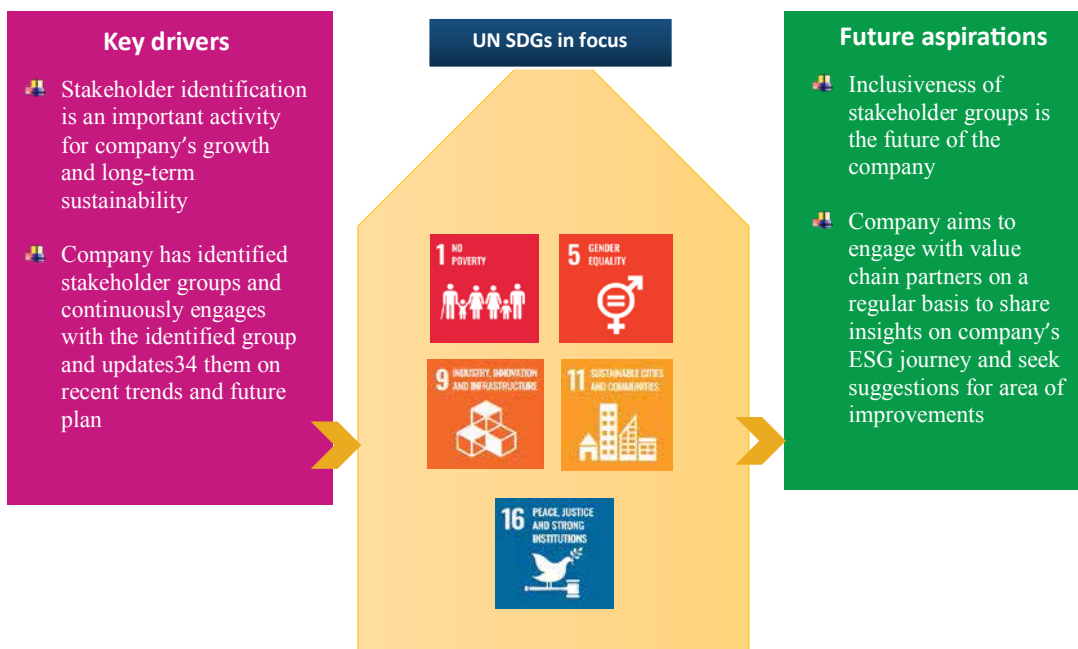
5. Details on assessment of value chain partners:

Topic	Percentage 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.

Not Applicable since SPL did not carry out any assessment for its value chain partners.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders





ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

SPL has an internal procedure in place to identify stakeholder groups or institutions that contribute value and/or affect business performance in the medium and long term. Among others, SPL has identified employee, worker, shareholder, investor, customer, and community stakeholder groups that are impacted by, and in turn can impact, its business.

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 (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Engagement forums and one-on-one interactions	Daily and need-based	Inform about business plans and future strategies
Shareholders/ Investors	No	Annual General Meetings (AGM), Notice Boards, Email and Website	Annual and need-based	To stay abreast of all developments and plans of the Company
Communities	Yes	Direct interactions through Public Relations Department	Need-based	Support socially with suitable projects
Customers	No	Multiple channels, in person meetings and digital platform	Annual and need-based	Continuously engage with customers and seek feedback

LEADERSHIP INDICATORS

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.

SPL is committed to fostering sustainable, and meaningful connections with its essential stakeholder groups by consistently engaging with them to provide updates on its business strategies, potential risks, opportunities, and future plans. Different department leaders engage with their specific internal and external stakeholders to grasp their viewpoints and address any concerns they may have. The feedback gathered from these interactions is summarized and communicated to senior management and then to the Board Members for necessary actions and to formulate sustainability strategies accordingly.

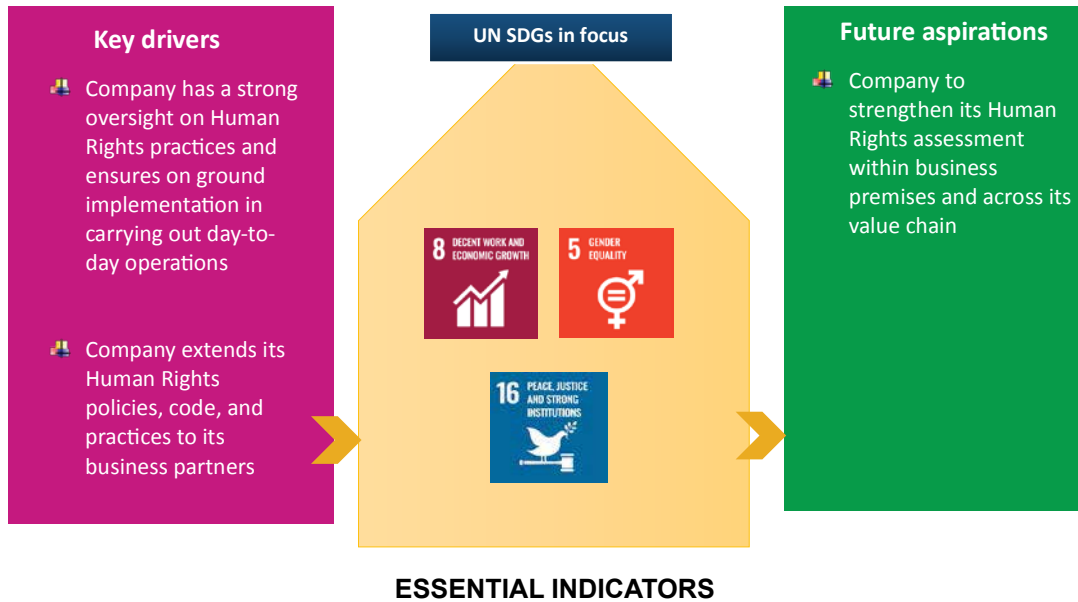
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

In FY 2021-22, SPL conducted a Stakeholder Engagement and Materiality Assessment process. This assessment involved consulting with the primary stakeholder groups identified by SPL. Through individual interactions, both internal and external stakeholders were engaged to collect their insights in order to identify and rank the significant Environmental, Social, and Governance (ESG) concerns relevant to SPL's operations. SPL remains committed to ongoing engagement with various stakeholder groups to assess their views on SPL's ESG performance and identify areas for future intervention.

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

SPL is committed to ensuring equitable, impartial, and non-discriminatory treatment of all their needs and interests. It is pivotal to adopt an inclusive approach across all the CSR activities and projects like improving public hygiene facilities, educational and health infrastructure improvements, etc. This ensures appropriate engagement with the communities and helps in addressing the concerns of vulnerable/ marginalized groups of the nearby society. SPL takes actions which prioritize accessibility, cultural sensitivity, and sustainability in its CSR initiatives.

Principle 5: Businesses should respect and promote human rights.



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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	Percentage (B/A)	Total (C)	No. of employees/workers covered (D)	Percentage (D/C)
Employees						
Permanent	423	423	100%	420	420	100%
Other than permanent	23	23	100%	14	14	100%
Total	446	446	100%	434	434	100%
Workers						
Permanent	0	0	–	0	0	–
Other than permanent	247	247	100%	255	255	100%
Total	247	247	100%	255	255	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	Percentage (B/A)	No. (C)	Percentage (C/A)		No. (E)	Percentage (E/D)	No. (F)	Percentage (F/D)
Employees										
Permanent										
Male	399	0	0	399	100%	396	0	0	396	100%
Female	24	0	0	24	100%	24	0	0	24	100%
Other than Permanent										
Male	23	0	0	23	100%	14	0	0	14	100%
Female	0	0	0	0	0	0	0	0	0	0



Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	Percentage (B/A)	No (C)	Percentage (C/A)		No. (E)	Percentage (E/D)	No. (F)	Percentage (F/D)
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	233	192	82%	41	18%	245	241	98%	8	3%
Female	14	7	50%	7	50%	10	6	60%	4	40%

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

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR in Million)	Number	Median remuneration/ salary/wages of respective category (INR in Million)
Board of Directors (BoD)	10	*	2	*
Key Managerial Personnel	4	26.597402	0	0
Employees other than BoD and KMP	395	0.768408	24	1.142376
Workers	233	0.195000	14	0.195000

* Board of Directors, except Shri K. V. Mujumdar (Whole Time Director), are given sitting fees of ₹1 Lakh for attending each Board Meeting and Independent Directors meeting. ₹50,000 is given for each committee meeting except meetings related to CSR Committee, Finance Committee and SRC Committee.

*Shri K.V. Mujumdar falls under both the category viz. Directors and KMP, being Whole Time Director of the Company.

b. Gross wages paid to females as percentage of total wages paid by the entity, in the following format:

Category	FY 2024-25	FY 2023-24
Gross wages paid to females as percentage of total wages	5.00%	5.07%

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 head of the Human Resource Department is the focal point responsible for human right related aspects and ensuring compliance regarding human rights in the Company.

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

SPL is dedicated to fostering safe and supportive work environments for its employees, with a strong commitment to upholding human rights as a core ethical value ingrained in its daily operations. The Company has established a dedicated Human Rights policy outlining guidelines and procedures for addressing human rights violations, applicable to both employees and partners within its value chain. The Head of the Human Resources Department bears the responsibility of identifying, validating, and addressing grievances raised by employees, workers, and business partners. Effective execution of grievance validation and remedial actions necessitates collaboration with departmental and functional heads to understand and address any concerns or reported cases appropriately.

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

	FY 2024-25			FY 2023-24		
	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	0	0	NA	1	0	*
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

*The accusations made by the complainant against the accused were not found to be true by the Internal Committee of the Company.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Category	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a percentage of female employees/workers	0	4.16%
Complaints on POSH upheld	0	0

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

SPL has established a POSH Committee and implemented a comprehensive anti-discrimination policy, which includes measures for preventing sexual harassment in the workplace. To promote a safe and inclusive work environment for all employees and workers, the Company conducts annual awareness and training sessions covering topics such as fostering a conducive workplace, POSH training, and non-discrimination practices. The POSH Committee is responsible for overseeing business operations and ensuring the implementation of safe and non-discriminatory practices throughout the entire business line. Requisite inquiry & investigation is conducted by the Internal Committee of the Company for any sexual harassment complaint made and if required, due action is taken against the employee proven guilty.

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

SPL currently does not cover human rights clause in its commercial contracts. However, on a case-to-case basis, the Company does investigate human rights-related aspects, if required specifically.

10. Assessments for the year:

	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	NIL
Forced/involuntary labor	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	NIL



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

Not applicable.

LEADERSHIP INDICATORS

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

During FY 2024-25, SPL did not receive any complaints or grievances. The Company has robust policies and internal controls in place. Proactively, SPL has implemented comprehensive policies and internal controls to prevent any Human Rights-related issues from arising.

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

During FY 2024-25, no Human Rights due diligence was conducted by any external agency.

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, the main office is situated in a business building that is equipped with elevators, ensuring accessibility for differently abled people. The Office also provides distinct washroom to facilitate them. Currently SPL has zero differently abled employees, however, the Company is committed to fostering an inclusive work environment and selects candidates based solely on their skills and expertise.

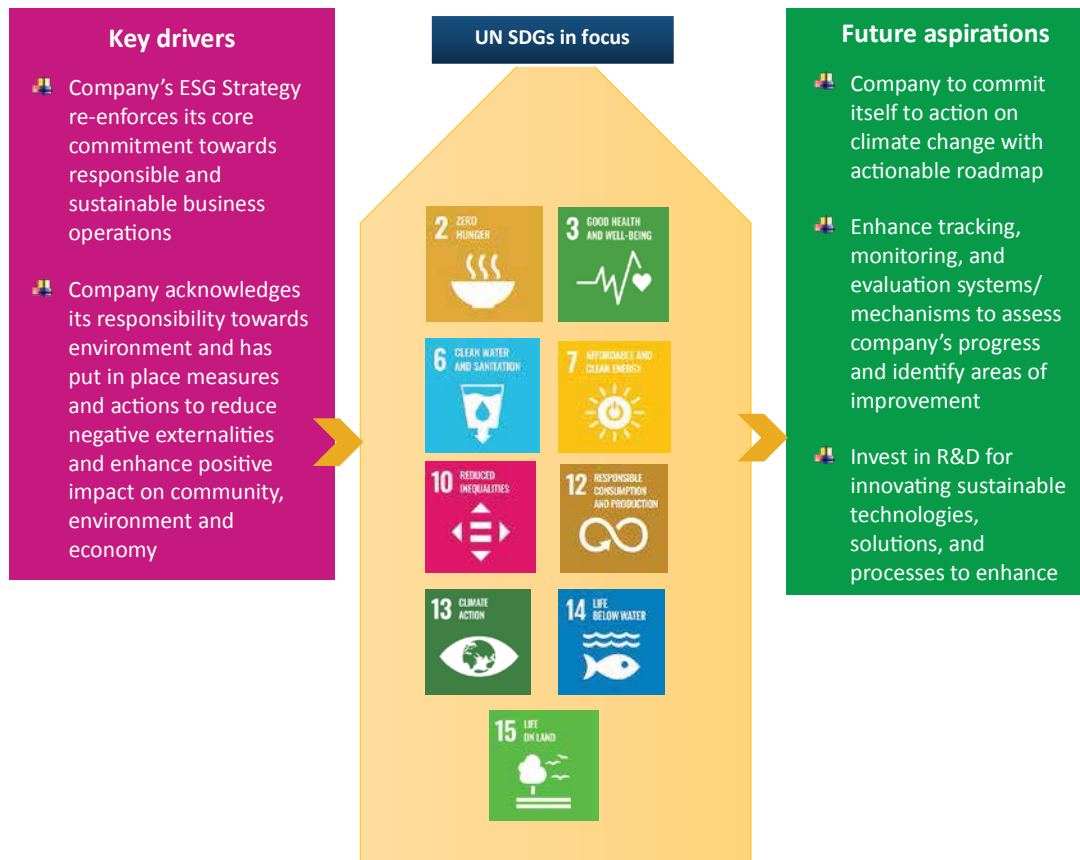
4. Details on assessment of value chain partners:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL

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.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.



ESSENTIAL INDICATORS

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total Electricity Consumption (A) (GJ)	55,197	7,806
Total Fuel Consumption (B) (GJ)	0	0
Energy Consumption through other sources (C) (GJ)	0	0
Total Energy Consumption from renewable sources (A+B+C) (GJ)	55,197	7,806
From non-renewable sources		
Total Electricity Consumption (D) (GJ)	1,46,346	1,86,029
Total Fuel Consumption (E) (GJ)	1,98,724	1,87,526
Energy Consumption through other sources (F) (GJ)	0	0
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	3,45,070	3,73,555
Total Energy Consumption (A+B+C+D+E+F) (GJ)	4,00,267	3,81,361
Energy Intensity per million INR of turnover (Total energy consumption/Revenue from operations in rupees) (GJ per million INR)	6.669	7.283
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/Revenue from operations adjusted for PPP) (GJ per million USD)	137.789*	166.630**
Energy Intensity in terms of physical output (GJ/MT of Product)	1.072	1.111



Note:

No external assurance/assessment was carried out on environmental parameters for FY 2024-25

* The revenue from operations for the year 2024-25 has been adjusted for PPP based on the latest PPP conversion factor for India published by the IMF for the year 2024, which is 20.66.

**The revenue from operations for the year 2023-24 has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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.

SPL does not have sites/facilities identified as designated consumer under PAT.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,31,213	5,71,214
(ii) Groundwater	–	–
(iii) Third party water	34,479	33,696
(iv) Seawater/desalinated water	–	5,501
(v) Others (Rainwater storage)	–	–
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,65,692	6,10,411
Total volume of Water Consumption (in kilolitres)	5,65,692	6,10,411
Water Intensity per rupee of turnover (Water consumed/Revenue from operations) (KL per Million INR)	9.426	11.657
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (KL per Million USD)	194.735*	266.709**
Water Intensity in terms of physical output (KL per MT of Product)	1.515	1.778

Note:

No external assurance/assessment was carried out on environmental parameters for FY 2024-25

* The revenue from operations for the year 2024-25 has been adjusted for PPP based on the latest PPP conversion factor for India published by the IMF for the year 2024, which is 20.66.

**The revenue from operations for the year 2023-24 has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	–	–
- No treatment	m ³	–	–
- With treatment – please specify level of treatment	m ³	–	–
(ii) Into Groundwater	m ³	–	–
- No treatment	m ³	–	–
- With treatment – please specify level of treatment	m ³	–	–
(iii) Into Seawater	m ³	–	–
- No treatment	m ³	–	–
- With treatment – please specify level of treatment	m ³	–	–



Parameter	Unit	FY 2024-25	FY 2023-24
(iv) Sent to third-parties	m ³	–	–
- No treatment	m ³	–	–
- With treatment – please specify level of treatment	m ³	–	–
(v) Others	m ³	–	–
- No treatment	m ³	–	–
- With treatment – please specify level of treatment	m ³	For SPL Amdoshi Works Site: The treated effluent is recycled through ZLD scheme up to maximum extent and remaining is discharged into the saline zone of Amba River Estuary during monsoon period, during non-monsoon period the treated effluent is recycled through ZLD scheme up to maximum extent in the process and the remaining is used on land for gardening within premises. For SPL Manali Works Site: Sewage treated through sewage treatment plant is used for gardening within the premises as approved by State Pollution Control Board (SPCB). Trade effluent was reused through provision of ZLD scheme.	For SPL Amdoshi Works Site: The treated effluent is recycled through ZLD scheme up to maximum extent and remaining is discharged into the saline zone of Amba River Estuary during monsoon period, during non-monsoon period the treated effluent is recycled through ZLD scheme up to maximum extent in the process and the remaining is used on land for gardening within premises. For SPL Manali Works Site: Sewage treated through sewage treatment plant is used for gardening within the premises as approved by State Pollution Control Board (SPCB). Trade effluent was reused through provision of ZLD scheme.
Total water discharged (in kilolitres)	m ³	1,27,304	1,64,548

Note: No external assurance/assessment was carried out on environmental parameters for FY 2024-25

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

To enhance resource circularity, SPL has adopted a Zero Liquid Discharge system. This system is implemented at both manufacturing facilities, Amdoshi and Manali Works, where effluent undergoes primary, secondary, and tertiary treatments, as well as ultrafiltration, reverse osmosis, and evaporation processes before being recycled for operational use.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/NM3	3.85	3.70
SOx	µg/NM3	3.73	3.69
Particulate matter (PM)	µg/NM3	39.18	39.05
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	12.74	12.37
Hazardous air pollutants (HAP)	mg/m3	NA	NA
Others – please specify (SO2 from Stacks)	MT/A	56	51



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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tCO ₂ e	12,425	11,615
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)	tCO ₂ e	29,482	36,942
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	41,907	48,557
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations)	tCO ₂ e/ Million INR	0.698	0.927
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/Million USD	14.426*	21.216**
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	tCO ₂ e/MT	0.112	0.141

Note:

No external assurance/assessment was carried out on environmental parameters for FY 2024-25

* The revenue from operations for the year 2024-25 has been adjusted for PPP based on the latest PPP conversion factor for India published by the IMF for the year 2024, which is 20.66.

**The revenue from operations for the year 2023-24 has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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

Yes. Recognizing its environmental impact, SPL endeavours to diminish its ecological footprint by undertaking initiatives to mitigate Greenhouse Gas (GHG) emissions. These initiatives include adopting energy-saving LED lighting, utilizing energy-efficient equipment like induction motors and compressors, and implementing Variable Frequency Drive (VFD) systems. SPL also primarily uses cleaner fuels such as natural gas and low sulphur heavy stock for its thermal energy demands in the manufacturing operations. The Company uses battery operated vehicles such as forklift trucks, at its manufacturing locations. SPL has installed a 1 MWp solar roof top power plant at its manufacturing unit at Amdoshi to bolster the share of renewable energy in fulfilling the electrical energy demands of the operations. SPL has also increased its renewable energy usage even more to reduce GHG emissions by entering into a Power Delivery Agreement with TP Saturn Limited (a Special Purpose Vehicle (SPV) formed by Tata Power Renewable Energy Limited) for supplying 12.5 MW solar power to the Amdoshi Unit of the Company.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.18	29.28
E-waste (B)*	5.23	1.14
Bio-medical waste (C)	0.003	0.004
Construction and demolition waste (D)	0	0
Battery waste (E)*	1.9	0.91
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	727	603
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1217	1,033
Total (A+B + C + D + E + F + G+ H)	1,975	1,668



Parameter	FY 2024-25	FY 2023-24
Waste Intensity per rupee of turnover (Total waste generated/ Revenue from operations) (MT per Million INR)	0.033	0.032
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (MT per Million USD)	0.680*	0.729**
Waste Intensity in terms of physical output (MT/MT of Product)	0.005	0.005
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		
Category of waste: Plastic waste (A)		
(i) Recycled	14.13	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	14.13	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Plastic waste (A)		
(i) Incineration	9.05	14.74
(ii) Landfilling	0	0
(iii) Other disposal operations	0	14.54
Total	9.05	29.28
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		
Category of waste: E-waste (B)		
(i) Recycled	5.23	1.14
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	5.23	1.14
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: E-waste (B)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		
Category of waste: Battery waste (E)		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	1.90	0.91
Total	1.90	0.91
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Battery waste (E)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		



Parameter	FY 2024-25	FY 2023-24
Category of waste: Other Hazardous waste generated(G)		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Other Hazardous waste generated (G)		
(i) Incineration	396	377
(ii) Landfilling	163	219
(iii) Other disposal operations	168	7
Total	727	603
For each category of waste generated, total waste recovered by nature of recovery method (in metric tonnes)		
Category of waste: Other Non-hazardous waste generated(H)		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste: Other Non-hazardous waste generated (H)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1,216	1,033
Total	1,216	1,033

Note:

No external assurance/assessment was carried out on environmental parameters for FY 2024-25

* The revenue from operations for the year 2024-25 has been adjusted for PPP based on the latest PPP conversion factor for India published by the IMF for the year 2024, which is 20.66

**The revenue from operations for the year 2023-24 has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

10. 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 product and processes and the practices adopted to manage such wastes.

SPL has established a comprehensive waste management program to handle the waste generated from its operations. Waste is identified and segregated at its source according to documented procedures aimed at sustainable waste management during business operations focusing on the sustainable handling and segregation of waste at its source:

Hazardous and Biomedical Waste:

Sent for scientific disposal to approved facilities like the Common Hazardous Waste Treatment Storage and Disposal Facility (CHWTSDF) and Common Bio-Medical Waste Treatment Storage and Disposal Facility (CBMWTSDF), both approved by the State Pollution Control Board (SPCB).

SPL is a member of CHWTSDF, which uses methods like landfill and incineration.

E-Waste:

Managed in collaboration with e-waste recyclers registered with the SPCB for proper processing.

Battery Waste:

Managed in accordance with The Batteries (Management and Handling) Amendment Rules, 2022 and sent to registered recyclers approved by the SPCB.



Product Waste Minimization:

SPL adopts strategies to minimize product waste and adheres to the following standards:

ROHS Directive (EU) 2015/863 (Amendment to Directive 2011/65/EL)

EU REACH Regulation (EC) No. 1907/2006, Article 33(1)

FDA Commission Regulation (EU) No. 10/2011, EU 2015/174, EU 202/2014, EU 1183/2012, and EU 1282/2011

US FDA - 21.CFR.176.17

- 11. 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:**

SPL's facilities and offices are not situated in ecologically sensitive areas. According to the Environment Impact Assessment (EIA) conducted by SPL in FY 2019-20, there were no notable direct or indirect effects of the business activities on biodiversity at SPL's Amdoshi works site. The report is accessible to the public via the following link:

<https://environmentclearance.nic.in/DownloadPfdFile.aspx?FileName=e+rsYZdUx/d11IkFZHB2KfXK+3fJ1rZ79MEwGIZEt-TerviNjVtMjvsjkSDmCQsoEfnZf9OB13sphXxfssRO3b9KAqtUdDFetbDpgGKqn9pfQK3CxxAvGuBF/X+KoYwjV&FilePath=93ZZBm8LWEXfg+HAIQix2fE2t8z/pgnoBhDIYdZCzxVPEh4a7F53Cae7tleKGoXIDiA7chYePNgRjpehWx3dLsaLae8RS5VxBvVdCAnIMg=>

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

During reporting period, SPL has not carried out any Environment Impact Assessment (EIA) for its projects. The most recent EIA conducted by SPL was in FY 2019-20, which focused on expanding the manufacturing capacity of existing products and introducing new products in the category of synthetic resins, classified under the synthetic organic chemicals industry (5f) as per the EIA notification of September 2006, as amended. The report is publicly available at the following link:

<https://environmentclearance.nic.in/DownloadPfdFile.aspx?FileName=e+rsYZdUx/d11IkFZHB2KfXK+3fJ1rZ79MEwGIZEt-TerviNjVtMjvsjkSDmCQsoEfnZf9OB13sphXxfssRO3b9KAqtUdDFetbDpgGKqn9pfQK3CxxAvGuBF/X+KoYwjV&FilePath=93ZZBm8LWEXfg+HAIQix2fE2t8z/pgnoBhDIYdZCzxVPEh4a7F53Cae7tleKGoXIDiA7chYePNgRjpehWx3dLsaLae8RS5VxBvVdCAnIMg=>

- 13. 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:**

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL				

LEADERSHIP INDICATORS

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

Not Applicable. SPL's operation sites are neither located in water stressed regions nor water is withdrawn, consumed, nor discharged from any water stressed areas.

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area: -
- (ii) Nature of operations: -



(iii) Water withdrawal, consumption and discharge in the following format: -

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	m ³	–	–
(ii) Groundwater	m ³	–	–
(iii) Third party water	m ³	–	–
(iv) Seawater/desalinated water	m ³	–	–
(v) Others	m ³	–	–
Total volume of water withdrawal (in kilolitres)	m ³	–	–
Total volume of water consumption (in kilolitres)	m ³	–	–
Water intensity per rupee of turnover (Water consumed/turnover)	KL per crore INR of revenue	–	–
Water intensity (optional) – the relevant metric may be selected by the entity	–	–	–
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	m ³	–	–
– No treatment	m ³	–	–
– With treatment – please specify level of treatment	m ³	–	–
(ii) Into Groundwater	m ³	–	–
– No treatment	m ³	–	–
– With treatment – please specify level of treatment	m ³	–	–
(iii) Into Seawater	m ³	–	–
– No treatment	m ³	–	–
– With treatment – please specify level of treatment	m ³	–	–
(iv) Sent to third-parties	m ³	–	–
– No treatment	m ³	–	–
– With treatment – please specify level of treatment	m ³	–	–
(v) Others	m ³	–	–
– No treatment	m ³	–	–
– With treatment – please specify level of treatment	m ³	–	–
Total water discharged (in kilolitres)	m ³	–	–

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

SPL is currently in the process of quantifying its scope 3 emissions and will disclose it in the upcoming years.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	–	–
Total Scope 3 Emissions per rupee of turnover	tCO2e	–	–
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity	tCO2e/ INR	–	–

3. 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.

Not Applicable. SPL's operations are not located in or around any ecologically sensitive areas.

4. 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:

Sr.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Energy Saving 2024-25	Provision of New & More Efficient Air Compressor Unit in the Plant	Energy Savings of 18,144 KWH
2		Provision of new conveying system for product in the plant for reduced energy consumption	Energy Savings of 4,90,503 KWH
3		Provision of Electric Drives replacing Hydraulic Drives in the Plant	Energy Savings of 2,44,800 KWH
4		Replacement of conventional luminaires with energy saving LED	Energy Savings of 26,491 KWH
5		Replacement of existing conventional motors with energy efficient motors.	Energy Savings of 13,937 KWH
6	Workplace Environment Improvement 2024-25	Provision of Vent Condensers in the Plant	Reduction in Hydrocarbon Emissions
7		Revamp of Waste Water Collection Pit and Dyke Wall in the Plant	Improved wastewater collection system
8		Revamp of Ambient Air Quality Monitoring System in the Plant	Improved monitoring of ambient air quality

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

SPL has implemented a comprehensive business continuity and disaster management plan to effectively handle emergencies, crises, and interruptions in business operations. This includes both an Onsite Emergency Management Plan to enhance preparedness and response within the facility, as well as an Off-site Emergency Plan which was submitted to the District Collectorate for external coordination. The plan considers various natural disasters such as floods and earthquakes, incorporating safety measures, protocols, emergency contacts, identification plans, evaluation processes, and responses to potential emergency scenarios. Additionally, it addresses transport emergency response case of vehicles transporting raw materials and finished goods to and from SPL premises. SPL also has established a Disaster Recovery System setup to ensure data security and management.

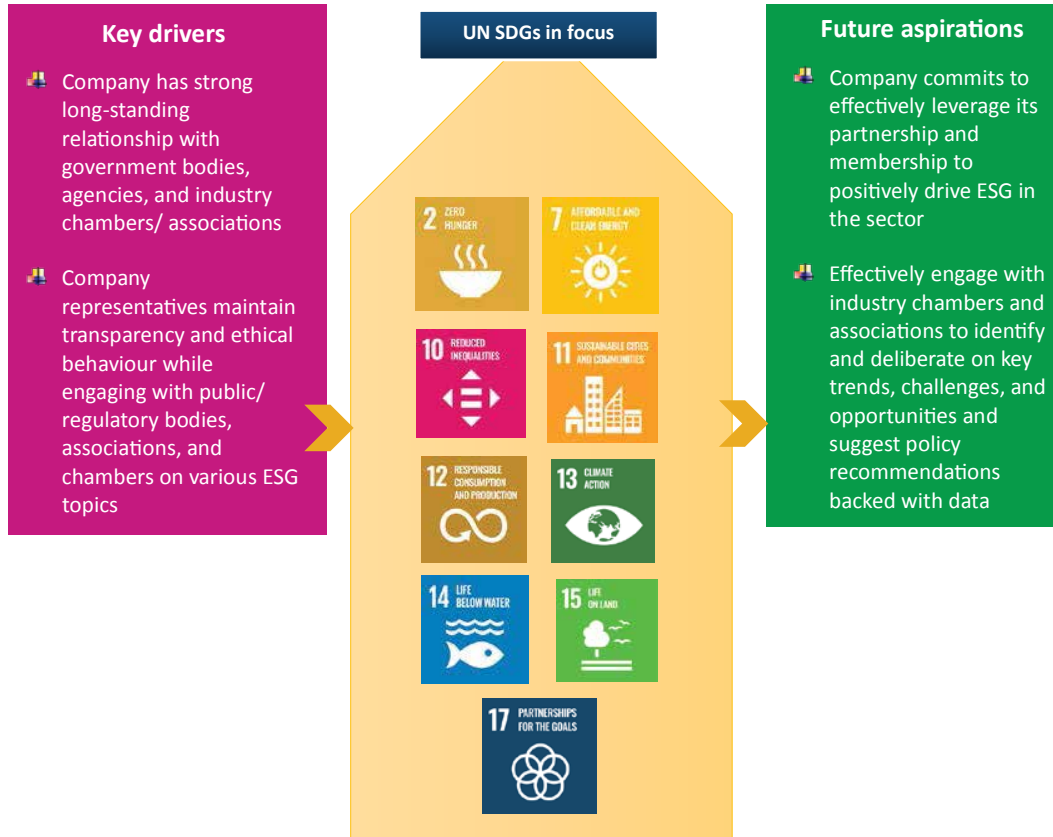
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

SPL has not monitored data on any significant adverse impact to the environment arising from the value chain partners during the year. However, SPL has identified that during the transportation of petrochemical based raw materials to the factories, any abnormality or emergency conditions can lead to adverse impacts on the surrounding environment. Utmost care is being taken during the transportation of such raw materials, for which we have developed transport emergency management plan. Also, we provide periodic trainings to the persons associated with and responsible for the safe transportation of raw materials to our factories.

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

SPL has not monitored data on percentage of value chain partners assessed during FY 2024-25

Principle 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



ESSENTIAL INDICATORS

1. a) **Number of affiliations with trade and industry chambers/associations.**
SPL is a member of seven trade associations.
- b) **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.**

Sr.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	Chemical and Petrochemical Manufacturers Association (CPMA)	National
3	Organisation of Plastic Processors of India (OPPI)	National
4	The Plastics Export Promotion Council (Plexconcil)	National
5	The Bombay Chamber of Commerce and Industry (BCCI)	State
6	Indian Centre for Plastics in the Environment (ICPE)	National
7	All India Liquid Bulk	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 since there were no cases of anti-competitive conduct by SPL in FY 2024-25		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

Sr.	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Other-please specify)	Web Link, if available
SPL did not contribute to public policy advocacy in FY 2024-25					

Principle 8: Businesses should promote inclusive growth and equitable development.



ESSENTIAL INDICATORS

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)	Resulted communicated in public domain	Relevant Web Link
Due to no applicability of Social Impact Assessment under Section 135 of the Companies Act, 2013 and rules thereto, such assessments have not been conducted in FY 2024-25, but SPL plans for conducting them in the future once the projects reach an appropriate stage as per legal provisions applicable thereto.					



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

Sr.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	Percentage of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
SPL does not have any project for which ongoing Rehabilitation and Resettlement (R&R) has been undertaken.						

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

Communities and NGOs can reach SPL through the Public Relations Department at SPL Factory, Nagothane. The Team is responsible for receiving and redressing any grievance/s from the community in an effective, conducive and timely manner (if any).

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/Small producers	>1%	<1%
Directly from within India	>1%	<1%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as percentage of total wage cost

Location	FY 2024–25	FY 2023–24
Rural	35%	34.95%
Semi–urban	–	–
Urban	–	0.22%
Metropolitan	64%	64.83%

(Place to be categorized as per RBI Classification System – rural/semi-urban/urban/metropolitan)

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):

Not Applicable since SPL did not undertake any Social Impact Assessment (SIA) for its CSR Projects during the FY 2024-25

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

Sr.	State	Aspirational District	Amount Spent in INR
Currently no CSR programs/ interventions are being implemented in Aspirational Districts, as listed down by NITI Aayog, Government of India.			

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

No.

(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.

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating Benefit Share
	NIL	–	–	–

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.

Not Applicable.

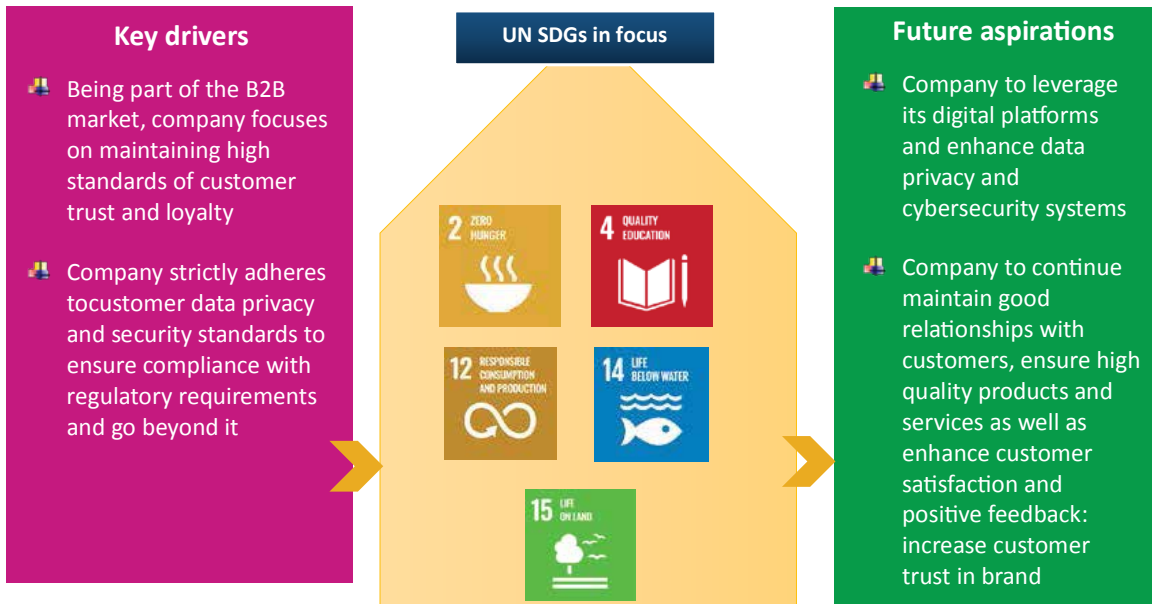
6. Details of beneficiaries of CSR Projects.

Sr.	CSR Project	No of persons benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized group (%)
1	5R Cycle Foundation	207407	7
2	Care Programme	27776	58
3	Shrunkhala	259920	32
4	Renukiran Welfare foundation	453	100
5	Distributions of Notebooks & School bags to the marginal students	546	90
6	Vidyadaan Charitable Trust	14	100
7	Saksham	205100	100
8	Akshaya Patra Foundation	334	42
9	Madat Charitable Trust	53	100
10	Baithak Foundation	120	100
11	SOS Children's Villages of India	16	100
12	Ayang Trust (through "Humming Bird" school)	310	100
13	Supreme Foundation	110000	40
14	Plastindia International University	120	40
15	Promotion of traditional art and culture in nearby villages	3500	25
16	Construction of 5 Anganwadi buildings/Centers	122	86
17	Construction of 15 public toilet blocks	621	72
18	Providing e-learning softwares/equipments etc.	277	81
19	Providing gymnasium equipments	340	82

***Note:**

1. The number of beneficiaries mentioned above are for financial year 2024-25, however more beneficiaries may be able to avail the facility of aforesaid projects in future. Probable percentage of beneficiaries have been stated above considering information available regarding the same.
2. The Projects, particularly related to constructions, taken up by the Company during FY 2024-25 which are still not complete, have no countable beneficiaries.

Principle 9: Businesses should engage with and provide value to their consumers in responsible manner



ESSENTIAL INDICATORS

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

SPL has implemented a streamlined process for efficiently addressing consumer complaints. The Marketing Team is responsible for receiving and recording complaints from consumers or traders related to product concerns in the ERP system. Following this, the Customer Service and Support (CSS) team works to resolve the issue directly with the customer. If the complaint remains unresolved, the manufacturing site is notified to take the necessary corrective actions.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	–	0	0	–
Advertising	0	0	–	0	0	–
Cybersecurity	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	–
Others	0	0	–	0	0	–

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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, SPL has a framework developed on mitigation of cybersecurity and associated risks. The document is available internally to all employees.

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.

During FY 2024-25, no complaints were received regarding the delivery of essential services, advertising, or regulatory actions concerning the safety of products or services. Nevertheless, SPL upholds a zero-tolerance policy towards any form of unethical behaviour or malpractice and adheres to the highest standards of integrity when interacting with its stakeholders, ensuring compliance with regulatory requirements across all stakeholders engagement.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

No data breaches were recorded in FY 2024-25

b. Percentage of data breaches involving personally identifiable information of customers

No data breaches were recorded in FY 2024-25

c. Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

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

Information related to SPL's products and services can be found on the Official Website: www.supremepetrochem.com

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

SPL's products carry information on safe and responsible usage of the product in the form of processing guidelines and a Troubleshooting Guide to enhance the processing knowledge of the customers regarding the product.

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

SPL adheres to relevant regulatory requirements by disclosing information to stakeholders on various business continuity as well as environmental and social aspects. However, in case of any risk of disruption or discontinuation, SPL abides by the regulatory requirements and reaches out to its consumers through digital platforms such as email notifications and Stock Exchange Portals for awareness and updates regarding the situation.

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.

No.

5. 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)

Yes, SPL conducts a Customer Satisfaction Survey once every 2 years for domestic as well as international clients with an aim to get a perspective on their requirements, concerns and suggestions. This is used for decision-making and assessment and improvement of processes internally.