



Symphony Limited

Sustainable Sourcing Policy

I. PURPOSE

This policy outlines commitment of Symphony Limited (the “Company”) to integrating sustainable sourcing throughout its entire supply chain. The Company believes in responsible and sustainable sourcing practices that promotes a sustainable future and contribute positively to the communities the Company works with.

By implementing this policy, the Company aims to build a strong and responsible supply chain that minimizes environmental impact, upholds social responsibility, and fosters ethical business practices which will contribute to a more sustainable future for the Company’s business, its suppliers, and the communities.

II. SCOPE

This policy applies to the Company’s sourcing activities, including the selection, evaluation, and monitoring of supplies for materials, products, and services.

III. PRINCIPLES

1. Environmental Responsibility:

The Company strives to source materials and products that minimize environmental impact, through prioritizing recycled content wherever possible, using sustainable resources, and promoting energy-efficient practices through the supply chain.

2. Social Responsibility:

The Company upholds fair labour practices throughout its supply chain, ensuring respect for human rights, fair wages and working conditions, and non-discrimination.

The Company is committed to sourcing from conflict – free regions and avoiding minerals linked to environmental or social exploitations.

3. Ethical Conduct:

The Company conducts business with integrity and transparency. The Company expects its suppliers to adhere to high ethical standards, including anti-corruption practices and responsible business conduct.

IV. IMPLEMENTATION STRATEGY

The Company champions the vision for sustainable sourcing and allocates optimal resources for its implementations through followings:

1. Selection Process:

The Company prioritizes selection of supply chain partners aligning with the Company’s environmental, social, and ethical commitments. With focus on marginalized / vulnerable group, the Company prioritizes supply chain partners who embrace diversity, equity, and inclusion, matching to the Company’s ethos wherever feasible.

2. Code of Conduct:

Code of Conduct for Supply Chain Partners outlines the Company's expectations for responsible and sustainable business practices. All supply chain partners will be required to adhere to this code as a condition of doing business with the Company.

3. Collaboration:

The Company collaborates with its supply chain partners to promote continuous improvement in sustainability practices through knowledge sharing. The Company strives to collaborate with peers and NGOs to share best practices and advance sustainable solutions.

V. REVIEW OF THIS POLICY

The Company is committed to continually improving its sustainable sourcing practices. The Company will regularly review and update this policy as needed to reflect best practices, emerging technologies, regulatory changes, and evolving stakeholder expectations.
