



Symphony Limited

Sustainable Manufacturing Policy

I. PURPOSE

This policy outlines commitment of Symphony Limited (the “Company”) to integrating sustainability practices throughout the manufacturing operations. The Company aims to minimize environmental impact, conserve resources, and promote a more sustainable future for its business and the planet.

By implementing this policy, the Company is committed to minimizing its environmental impact, optimizing resource efficiency, and ensuring long-term sustainability for its business. This approach will not only benefit the environment but also enhance the Company’s competitiveness and contribute to a healthier future for all.

II. SCOPE

This policy applies to all aspects of manufacturing activities, including production processes, energy consumption, waste management, and resource utilization. It covers all employees involved in manufacturing and extends to the Company’s OEMs. It should be read together with the Company’s Sustainable Sourcing and Supply Chain Management Policy for labour, human rights, health and safety, and ethical expectations applicable to relevant supply-chain partners

III. PRINCIPLES

1. Resource Efficiency:

The Company is committed to optimizing resource utilization throughout the manufacturing processes. This includes minimizing waste generation and using energy-efficient technologies.

2. Pollution Prevention:

The Company strives to prevent pollution at its source by adopting cleaner production methods and minimizing environmental impact.

3. Sustainable Materials:

The Company prioritizes the use of recycled content and certified sustainable materials in the manufacturing processes whenever feasible.

4. Circular Economy:

The Company aims to design manufacturing process that promotes a circular economy, minimizing waste and maximizing opportunities for material reuse and recycling.

IV. IMPLEMENTATION STRATEGY

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

1. Process Optimization:

The Company continuously reviews and improves the manufacturing processes to minimize energy consumption and waste generation.

2. Waste Management:

The Company implements a comprehensive waste management hierarchy, focusing on waste reduction and recycling. The Company explores partnerships with waste management companies for responsible disposal of any remaining waste.

3. Operational Safety:

The Company is committed to operational safety at the workplace. Adequate safety rules are being practiced and followed to prevent any untoward incident.

4. Engagement with Supply Chain Partners:

The Company collaborates with its supply chain partners to promote sustainable practices throughout the supply chain and the manufacturing process. The Company encourages them to adopt sustainable materials and manufacturing processes. The Company provides them necessary guidance, support, and resources to align with the Company's commitment. The Company expects relevant OEMs and manufacturing partners to comply with applicable labour, wage, working hour, health and safety, and statutory requirements, and to avoid child labour, forced labour, discrimination, harassment and abusive treatment

5. Training and Empowerment:

The Company provides ongoing training to employees on sustainable manufacturing practices and empower them to identify and implement improvements.

V. REVIEW OF THIS POLICY

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