



Symphony Limited

Sustainable Sourcing and Supply Chain Management Policy

I. PURPOSE

This policy outlines commitment of Symphony Limited (the “Company”) to sustainable sourcing and responsible supply chain management. The policy provides a framework for integrating environmental, social, ethical, labour, health and safety, and human rights considerations into the Company’s engagement with suppliers, OEMs, vendors, contractors, service providers, and other relevant supply-chain partners.

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 and its relevant supply-chain partners, including suppliers, OEMs, vendors, contractors, service providers, logistics partners, warehouse partners, and other business partners involved in sourcing, manufacturing, distribution, or related value-chain activities, wherever applicable.

III. RESPONSIBILITY

The Head – Materials and the Materials team shall be responsible for implementation and monitoring of this policy for sourcing and supplier-related matters. Relevant functional heads shall support implementation of this policy in their respective areas, wherever applicable.

IV. 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 expects relevant supply-chain partners to comply with applicable laws and uphold responsible labour and human rights practices. This includes providing safe and acceptable working conditions, complying with applicable minimum wage, working hours, benefits and social security requirements, supporting workplace health and safety, and prohibiting child labour, forced labour, bonded labour, human trafficking, discrimination, harassment and abusive treatment.

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.

V. 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:

The Code of Conduct for Supply Chain Partners outlines the Company's expectations for responsible and sustainable business practices, including ethical conduct, human rights, acceptable working conditions, prohibition of child labour and forced labour, legally compliant wages and working hours, workplace health and safety, environmental responsibility, and anti-corruption practices. Relevant supply-chain partners are expected to adhere to this code as a condition of doing business with the Company, wherever applicable.

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.

4. Monitoring and Corrective Action:

The Company may assess, review or monitor relevant supply-chain partners through supplier assessments, declarations, audits, site visits, contractual terms, or other appropriate mechanisms. Where gaps are identified, the Company may engage with the relevant partner for corrective action or improvement, wherever feasible.

VI. 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.
