



Supplier Code of Conduct

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1. Introduction

At Serentica, we are committed to conducting business responsibly, ethically, and sustainably. Our suppliers, contractors, and partners are critical to this commitment. This Supplier Code of Conduct (SCoC) sets forth the minimum standards of behaviour we expect from all suppliers and their subcontractors when doing business with Serentica.

By engaging with Serentica, suppliers agree to comply with this Code, all applicable laws, and internationally recognised standards of responsible business conduct.

2. Principles and Standards

a. Ethics & Compliance

- Conduct business with integrity, fairness, and transparency.
- Zero tolerance for bribery, corruption, extortion, money laundering, or fraudulent practices.
- Maintain accurate records and disclose information honestly when requested.

b. Human Rights & Labour Practices

- No use of child labour (below 18 years as per the applicable rule of the land) or forced/bonded labour.
- Respect freedom of association and the right to collective bargaining (as permitted by law).
- Provide fair wages, benefits, and working hours in compliance with applicable labour laws.
- Ensure a workplace free from discrimination, harassment, and abuse.

c. Health, Safety & Well-being

- Provide a safe and healthy workplace with adequate training and protective equipment.
- Identify and mitigate occupational health and safety risks.
- Respect the rights and dignity of workers, contractors, and communities impacted by operations.

d. Environmental Stewardship

- Comply with environmental laws and regulations.
- Minimize energy use, water consumption, emissions, and waste generation.
- Avoid hazardous substances where possible and promote recycling and circular practices.
- Support renewable energy and low-carbon solutions in line with Serentica's climate commitments.

e. Diversity, Equity & Inclusion (DEI)

- Ensure equal opportunity regardless of gender, caste, religion, age, disability, sexual orientation, ethnicity, or other protected status.
- Encourage diversity in recruitment and workplace practices.

f. Responsible Sourcing & Supply Chain

- Source raw materials and products responsibly, avoiding conflict minerals and unethical practices.
- Cascade this Code of Conduct to subcontractors and suppliers in their own value chain.



3. Monitoring & Compliance

- Suppliers must maintain records demonstrating compliance with this Code.
- Serentica reserves the right to conduct assessments, audits, and inspections.
- Any non-compliance must be reported immediately to Serentica, with corrective actions implemented.
- Serious or repeated violations may result in suspension or termination of the business relationship.

4. Grievance & Reporting

Suppliers, workers, or stakeholders may report violations of this Code confidentially through Serentica's Whistleblower & Grievance Mechanism. Serentica ensures non-retaliation against any person raising concerns in good faith.

5. Commitment

By signing this Code, suppliers affirm their commitment to:

- Respect human rights and labour standards.
- Operate in an environmentally responsible manner.
- Uphold the highest standards of business integrity.

Acknowledgement

We, the undersigned, acknowledge and agree to comply with the Serentica Supplier Code of Conduct.

Supplier Name: _____

Authorized Signatory: _____

Date: _____

This policy will be reviewed periodically to ensure effectiveness, alignment with regulatory requirements, and integration of the best global practices in stakeholder engagement.

