



Sustainable and Responsible sourcing Policy

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Amendment Control

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1. Purpose

Serentica is committed to integrating sustainability, ethical business conduct, and human rights into its supply chain and procurement practices. This policy establishes the principles and standards for sourcing goods and services responsibly to ensure environmental protection, fair labour practices, business integrity, and long-term value creation for stakeholders.

2. Scope

This policy applies to:

- All Serentica procurement activities across domestic and international operations.
- All suppliers, contractors, service providers, consultants, and other value chain partners.

3. Policy Objectives

- To align sourcing practices with Serentica's ESG commitments.
- To ensure suppliers uphold ethical labour, health and safety, and human rights standards.
- To minimize environmental impact by promoting sustainable products and services.
- To enhance transparency, accountability, and resilience in the supply chain.

4. Guiding Principles

a. Compliance & Ethics

- Suppliers must comply with all applicable laws, regulations, and international standards.
- Zero tolerance for corruption, bribery, fraud, money laundering, or unethical business conduct.

b. Human Rights & Labour Practices

- No child labour, forced labour, or bonded labour.
- Respect for freedom of association, collective bargaining, and non-discrimination.
- Fair wages, working hours, and safe working conditions in line with ILO standards.

c. Environmental Stewardship

- Preference for suppliers who demonstrate sustainable practices such as energy efficiency, waste minimization, water conservation, and use of renewable energy.
- Compliance with environmental regulations of the operating countries.
- Avoidance of hazardous substances and promotion of circular economy principles (reuse, recycle, reduce).

d. Health & Safety

- Suppliers must maintain a safe and healthy workplace, comply with occupational safety regulations, and provide adequate training and protective equipment to workers.

e. Diversity, Equity & Inclusion (DEI)

- Encouragement of supplier diversity, including women-led, minority-owned, and small/local enterprises.



- Equal opportunity in awarding contracts without bias or discrimination.

f. Transparency & Accountability

- Suppliers must maintain accurate records and disclose ESG-related data as required by Serentica for ESG reporting.
- Commitment to traceability of raw materials, especially in critical areas such as renewable energy components.

g. Continuous Improvement

- Serentica will engage with suppliers to build capacity on ESG practices and provide training/awareness where needed.
- Regular monitoring, audits, and assessments will be conducted to ensure compliance.

5. Implementation

- **Supplier Code of Conduct:** All suppliers must sign and adhere to Serentica's Supplier Code of Conduct.
- **Pre-qualification & Onboarding:** ESG parameters will be integrated into supplier selection and evaluation.
- **Contracts & Purchase Orders:** ESG and responsible sourcing clauses will be embedded in all procurement contracts.
- **Monitoring & Assessment:** Regular supplier audits, ESG self-assessments, and risk-based due diligence will be conducted.
- **Corrective Action:** Non-compliance may result in corrective action plans, suspension, or termination of business relationships.

6. Governance

- The Procurement & Supply Chain Management (SCM) Team, in coordination with the ESG Team, will be responsible for implementation.
- Reports on responsible sourcing performance will be shared with the ESG Committee as part of ESG disclosures.

7. Review

This policy will be reviewed annually or as required to align with changes in law, industry standards, and stakeholder expectations.

