

## Sustainable Sourcing Policy

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The Company is committed to responsible and sustainable sourcing practices that minimise environmental impact, uphold human rights, and promote ethical business conduct across the supply chain. We integrate sustainability considerations into procurement decisions to create long-term value for stakeholders.

Our approach includes:

- **Environmental responsibility:** Encouraging suppliers to reduce energy, water, and material consumption; manage waste responsibly; and minimise greenhouse gas emissions. Suppliers must comply with environmental laws and avoid illegal environmental practices. High-risk suppliers are expected to maintain ISO 14001 (or equivalent), and all suppliers are required to support GHG data sharing to enable Scope 3 emissions management.

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- **Social and labour standards:** Requiring compliance with applicable labour laws, prohibition of child and forced labour, non-discrimination, fair wages, working hours and safe and healthy working conditions.

**Target:** To ensure that 100% of vendors comply with the Vendor CoC, including commitment to human rights principles such as prohibition of forced and child labour, non-discrimination, fair wages, reasonable working hours, and respect for freedom of association.

- **Ethical business conduct:** Expecting suppliers to adhere to high standards of integrity, including anti-bribery, anti-corruption, and responsible business practices.
- **Supplier training and capacity building:** Providing awareness training and guidance to suppliers on ESG expectations, including environmental practices, human rights, ethical conduct, and compliance requirements, to support continuous improvement.

**Target:** The Company aims to ensure that ESG training is made available to 100% of suppliers and buyers team members.

- **Supplier assessment and engagement:** Assessing suppliers on ESG parameters, prioritising high-risk categories, and engaging in capacity-building and continuous improvement.

**Target:** Achieve **value chain disclosure for partners constituting  $\geq 2\%$  of purchases and sales (up to 75% cumulative coverage) by FY 2027**

- **Grievance and escalation mechanisms:** Enabling suppliers and stakeholders to report concerns related to unethical practices, human rights violations, or non-compliance through established whistleblower and grievance mechanisms, with appropriate escalation and resolution processes.

- **Inclusive and responsible procurement:** Supporting MSMEs, diverse suppliers, and local sourcing where feasible.

This policy applies to all suppliers and forms an integral part of supplier selection, evaluation, and ongoing relationship management.