



SERRES RESPONSIBLE SOURCING PLAYBOOK



Bringing responsible workflow
to the operating room

Introduction & Purpose

At Serres Oy, we are committed to conducting business with integrity, transparency, and sustainability. Our Responsible Sourcing Playbook serves as a guiding framework to ensure that our procurement practices align with environmental, social and governance (ESG) standards. This playbook is designed to support our suppliers, partners, and internal stakeholders in making informed and responsible sourcing decisions that drive positive impact across our value chain.

The purpose of this playbook is to:

- establish clear expectations for responsible procurement
- promote sustainable practices that minimize environmental impact
- foster human and labor rights across our supply chain
- enhance risk management by addressing potential social, environmental, and governance issues in sourcing
- encourage collaboration with suppliers who share our commitment to corporate responsibility

Responsible Procurement Practices

To ensure responsible sourcing, we have established key procurement principles that guide our decision-making and supplier engagement. These principles include:

1. **Ethical Sourcing:** We require suppliers to adhere to the highest standards of business ethics, including compliance with all applicable laws, anti-corruption measures, and fair competition practices.
2. **Environmental Stewardship:** We prioritize sourcing from suppliers who demonstrate environmental responsibility by reducing carbon footprints, promoting circular economy and using sustainable materials.
3. **Human Rights and Fair Labor:** Our suppliers must uphold human and labor rights, including for instance safe working conditions and fair wages, while strictly prohibiting child labor, forced labor, discrimination and harassment.
4. **Transparency and Traceability:** We expect full transparency in our supply chain, including clear documentation and traceability of materials to verify responsible sourcing practices. We also expect our suppliers to provide us sustainability data and information that we need for conducting our own business and responding to our stakeholders' requirements.
5. **Supplier Engagement and Development:** We foster long-term partnerships with suppliers by providing guidance, training, and collaboration opportunities to continuously improve sustainability and ethical practices.
6. **Compliance and Monitoring:** Regular self-assessments, audits and third-party verifications are conducted to ensure adherence to our responsible sourcing standards. We take corrective actions if any non-compliance issues arise.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines the ethical and operational expectations for all our suppliers. It includes guidelines on human rights, environmental issues and ethical business practices. All suppliers must acknowledge and comply with this code as a condition of doing business with Serres Oy.

Responsible Sourcing Policy

We have established a Responsible Sourcing Policy that guides us in our sourcing activities.

Environmental Sustainability

We are committed to reducing the environmental impact of our value chain. Our suppliers must adopt sustainable practices such as waste reduction, energy efficiency, responsible water use, and the reduction of greenhouse gas emissions. We encourage innovation and continuous improvement in environmental performance.

Compliance with Regulations and Standards

All suppliers must comply with applicable local, national, and international laws and regulations, including labor laws and environmental regulations. We also align with globally recognized frameworks such as International Labour Organization (ILO) conventions, the UN Global Compact and OECD Guidelines.

Suppliers Due Diligence and Risk Assessment

We conduct thorough due diligence to assess supplier risks related to human rights violations, environmental harm, and governance issues. Risk assessments help identify high-risk suppliers and ensure that mitigation measures are implemented.

We aim to engage with ethical suppliers and encourage diversity and inclusion in sourcing. Our goal is to reduce dependency on high-risk suppliers.

Grievance Mechanism

We provide a transparent and accessible grievance mechanism for suppliers, workers, and stakeholders to report concerns regarding non-compliance or unethical practices. All concerns are handled confidentially and investigated promptly. Our whistleblowing channel is available here <https://www.firstwhistle.fi/paree>.

Training and Capacity Building

We offer trainings and capacity-building initiatives to help suppliers understand and implement responsible sourcing principles. These programs include webinars, and continuous engagement to promote best practices.

Performance Metrics and Reporting

To track progress and drive accountability, we have established key performance indicators (KPIs) related to responsible sourcing. Regular reporting and performance reviews ensure continuous improvement and alignment with our sustainability objectives.

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