

Givaudan[®]

ENGAGING
THE
SENSES

Global Diversity Position Statement

March 2011

As part of the Givaudan Sustainability Programme, in March 2011 our Executive Committee and Board of Directors stated:

**WE WILL CONTINUE TO STRIVE FOR,
AND ACHIEVE, A REPRESENTATIVE WORKFORCE
REFLECTING THE DIVERSE COMMUNITIES
IN WHICH WE OPERATE.**

At Givaudan, we embrace diversity throughout our organisation and are fully committed to creating a diverse and inclusive workforce. Respecting, and indeed celebrating, diversity adds value to the experience of working for and with Givaudan.

Each one of us has a responsibility to foster diversity in our work environment. We are proud of the fact that we have multiple nationalities working together in our centres across the world. Across Givaudan, we have teams of individuals from different countries working together, either physically or remotely, to deliver the optimal flavours and fragrances products for our customers.

We believe that much of our success in the numerous markets in which we operate is attributable to the importance Givaudan places on diversity and we strive to continuously identify ways in which we can further those goals. Moving forward, we have committed to act especially in two areas; firstly, to continue the effective practices we have in place to foster and encourage diversity in our teams and ways of working across the world; and secondly, to increase the representation of females in our senior leadership positions.

We have launched new initiatives to keep us on track and help us advance these important commitments. We look forward to sharing our progress.

Gilles Andrier
Chief Executive Officer

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