

# Givaudan's modern slavery statement for the financial year ended 31 Dec 2022

## The Reporting Entity

This modern slavery statement is made by Givaudan Australia Pty Ltd ACN 000 470 280 being a company incorporated in Australia, having its registered office at 12 Britton Street, Smithfield NSW 2164, and which is referred to in this statement as "Givaudan".

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and sets out the steps that Givaudan has taken and is continuing to take to endeavour to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Givaudan has a zero tolerance approach to any form of modern slavery. We are committed to adhering to high ethical standards and acting with integrity and transparency in all of our business dealings when it comes to such matters and to endeavouring to put effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain.

## Our structure and business

Givaudan is a wholly owned subsidiary of Givaudan SA which is listed on the SIX Swiss Exchange under security number ISIN 1064593. Givaudan SA's registered address is Chemin de la Parfumerie 5, 1214 Vernier, Switzerland.

The Givaudan group of companies is a global leader in taste and wellbeing and fragrance and beauty.

The Givaudan group of companies operates in the B2B Market offering products to global, regional and local food, beverage, consumer goods, fragrance and cosmetic companies.

The Givaudan group of companies has two principal businesses: Taste & Wellbeing and Fragrance & Beauty.

Taste & Wellbeing consists of four business segments: Dairy; Sweet goods; Beverages; and Savoury. Their activities cover flavour & taste, natural functional ingredients, natural nutritional ingredients, and integrated solutions.

Fragrance & Beauty has four business segments: Consumer products; Fine fragrances; Fragrance ingredients and Active Beauty.

Both Taste and Wellbeing and Fragrance and Beauty divisions have a production, sales and marketing presence in all major countries as well as Research and Development organisations. They share resources and knowledge in the areas of research and development and consumer understanding and benefit from a strong platform of capabilities in corporate and support functions. 57% of our revenue comes from mature markets and 43% from higher growth markets.

The Givaudan group of companies operate in Switzerland, Europe, Africa, the Middle East, North America, Latin America, and Asia Pacific.

Both Naturex Australia Pty Ltd ACN 002 846 479 280 being a company incorporated in Australia and having its registered office at 12 Britton Street Smithfield NSW and Givaudan NZ Limited (company number 44507) being a company incorporated in New Zealand and having its registered office at CSNZ, Level 5, 79 Queen Street, Auckland, 1010, New Zealand are wholly owned subsidiaries of Givaudan.

Our Australian business operated by Givaudan both manufactures and distributes Taste and Wellbeing products and distributes Fragrance and Beauty products within the Australian market. We have locations in Sydney at 12 Britton Street, Smithfield and Unit 36, 5-7 Inglewood Place Baulkham Hills and Melbourne at Suite G10ABCD, 84 Hotham Street Preston in Australia. Naturex Australia Pty Ltd manufactures and distributes food ingredients as part of the Givaudan Taste and Wellbeing division within the Australian and New Zealand markets and operates out of the same premises as Givaudan. Givaudan NZ Limited is not an operating company (as it does not sell or buy products), it is a service provider for a Givaudan group company. It does not operate from any physical premises.

As at 31 December 2022, Givaudan Australia Pty Ltd had 142 employees, and Givaudan NZ Limited had 1 employee.

Givaudan strives to comply every day, in respect of all of its business activities, with all applicable laws and regulations as well as with our policies, practices and procedures. We endeavour to facilitate a culture where we can freely discuss and report any ethical, compliance and legal issues through our reporting channels within our own organisation and as part of the broader Givaudan group of companies.

As the directors of Givaudan Australia, Naturex Australia and Givaudan NZ Limited are the same individuals, the directors of these entities ensure that all these three entities comply and follow the same Modern Slavery processes outlined in this statement

## Our Supply Chain

We take a strict approach to endeavoring to comply with the Australian Modern Slavery Act 2018 (Cth) requirements in respect of Givaudan - in addition, we believe that other Givaudan group companies take the same approach in respect of the laws and regulations that they are subject to such as the UK Modern Slavery Act (for those Givaudan group companies subject to those laws) as well as the US California Transparency in Supply Chain Act (for those Givaudan group companies subject to those laws).

The Givaudan group of companies spends more than CHF 3.8 billion per year sourcing 11,000 different raw materials and indirect materials and services. With over 3,000 raw material suppliers in more than 100 countries and 13,000 additional partners supplying indirect materials and services, we manage more than 25,000 contracts.

Givaudan suppliers are genuine partners and we work with them towards mutual value creation. Open dialogue secures a pipeline of technological innovation through supplier enabled innovation and supplier engagement and collaboration ensures our suppliers have high standards in business ethics and respect for people and the environment

Givaudan's responsible sourcing means working with our suppliers on driving compliance and continuous improvement against norms in health and safety, social and environmental and business integrity policies as defined in our Responsible Sourcing Policy.

Givaudan participates in the Supplier Ethical Data Exchange ("**SEDEX**") program with the aim to drive improvements in ethical and responsible business practices in our own operations as well as our supply chains. A core principle of SEDEX is to avoid unfair and unsafe labour practices including slavery and human trafficking. In this regard all the Givaudan group of companies manufacturing sites are registered on the SEDEX platform and are regularly audited as per SEDEX Members Ethical Trade Audit ("**SMETA**") assessment framework. Further, as the Givaudan group of companies uses over 10,000 different ingredients from more than 100 countries in our Taste and Wellbeing and Fragrance and Beauty Products products, we assess and audit our main raw material suppliers on their sustainability performance using the SEDEX principles. All supplier audits are announced and conducted by independent third parties relying on the SEDEX SMETA which is a compilation of SEDEX prescribed best practices.

In respect of SEDEX:

- SEDEX identifies any suggested areas of improvement in an audit report as being either 'minor' or 'major'
- Givaudan (and Naturex Australia Pty Ltd and Givaudan NZ Limited) is committed to promptly and properly responding to any suggested areas of improvement identified in those audit reports
- SEDEX undertake follow-up checks to determine whether the suggested areas of improvement have been satisfactorily addressed (and, if not, this process is repeated until they are)
- the SEDEX audit process as part of our responsible sourcing efforts involves the audit of various suppliers by Givaudan from time to time

The Givaudan group of companies endeavours to make all our suppliers aware of our Responsible Sourcing Policy and our

Principles of Conduct by providing copies of those policies to them. Givaudan has implemented an on line verification form which is sent to suppliers to confirm their understanding and acceptance of our Responsible Sourcing Policy. This process has continued in 2022 and will be an ongoing process. This is managed by the global procurement team.

Givaudan holds itself to high social and ethical standards and expects its vendors and suppliers to meet the same standards.

Furthermore, we use the **Sedex Radar Risk Tool** to assess country risk. The Country Risk score is drawn from publicly available sources, including the United Nations, World Economic Forum, World Bank, Ergon Associates, Freedom House, ITUC Global Rights Index, The UL Safety Index, Global Competitiveness Index 2017-2018, Global Child Forum and UNICEF, US Bureau of Democracy, Human Rights and Labor and more.

The **Primary Site Activity Risk** is derived from independent, original research and also draw on existing sources of information including Eurostat, Kepler Cheuvreux, UNICEF Children's Rights Atlas, United Nations, Environment Programme Finance Initiative and US Sustainability Accounting Standards Board.

We allocate these scores accordingly to inform our business during our natural raw materials prioritisation process. Givaudan must develop and maintain a strong network of suppliers to respond for consumer demand for more sustainable, healthier and differentiated products.

The Givaudan group of companies, due to its complex supply chain and through risk and impact assessments undertaken in our key supply chains, is aware that it does have risks with some products and services and geographies which are present in our supply chain.

Our risk and impact assessments in our key supply chains include modern slavery as part of our human rights approach. This is one of the main elements of our prioritisation approach for our natural supply chains and through this we are conscious of modern slavery risks in some of the commodities that we source (e.g. palm oil derivatives) and take action, working with internal and external stakeholders to address them. As part of our continual review process, we have in place a Sourcing4Good (S4G) programme to endeavour to ensure we are placing the right level of rigour in the right place at the right time, using the right tool. In 2022 we rolled out this approach to our Synthetics and Indirect Material and Service suppliers.

In addition, the Givaudan group of companies works to understand its supply chain by tracing the raw materials used. This allows Givaudan to assure customers about the provenance of raw materials and their production. It also shows Givaudan adheres to responsible supply chain practices. The Givaudan group of companies also maps its supply chains to understand how they are organised and to collect data on the number of intermediary suppliers involved, their role, importance and geographical location.

All Givaudan suppliers receive the Givaudan group of companies general conditions of purchase (goods and services) as part of our procurement process. These conditions require our suppliers to represent that the goods and/or services used in performing the services are produced and delivered in compliance with all applicable laws and regulations, including but not limited to, Human Trafficking and Child Labour

## Our policies

Within the Givaudan organisation, the Principles of Conduct is a governing charter for ethical behaviour including:

**Legal and Ethical Dealings provisions.** Givaudan believes in compliance with all laws and Givaudan and Givaudan group company policies that apply to our business in the countries in which we operate. We are committed to and endeavour to adhere to the highest ethical standards in all of our business dealings.

**Responsible Corporate Citizenship provisions.** We are committed to respect for human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of child exploitation or forced labour or engage with suppliers who do not adhere to a strict anti-slavery policy.

**Disclosure and Transparency Policy.** We encourage all our employees and contractors to come forward with any concerns regarding how colleagues are being treated, practices within our business or supply chain or any violations against any policy operated by us without fear of retaliation or reprisal. If our employees or contractors do not feel comfortable contacting their local compliance officer or legal department, they are encouraged to use the Givaudan Compliance Helpline which is confidential and operated in every official national language where a Givaudan group company is based.

Third parties can raise concerns in confidence to the Head of Group Ethics and Compliance by email, which is publicly available on Givaudan's designated Human Rights website and communicated to our suppliers.

Givaudan requires Naturex Australia Pty Ltd and Givaudan NZ Limited to also comply with each of these policies.

In addition to the Principles of Conduct, the Givaudan group of companies has further policies and procedures including:

**Givaudan Human Rights Policy:** Givaudan has made an explicit commitment to respect human rights, including labour rights, as outlined in our Givaudan group company wide Principles of Conduct and in accordance with the UN Guiding Principles for Business and Human Rights. In Givaudan's view, respect for human rights is an essential guide to the right way of doing business and to living our purpose. A commitment to high ethical standards, as well as transparency and honesty in our dealings with employees, contractors, customers, suppliers and the communities where we operate, is designed to enable us to be a responsible corporate citizen.

**Responsible Sourcing Policy.** This policy outlines health and safety, social, environment and business integrity principles we require all our suppliers and service providers to acknowledge and comply with.

**Position Statement on Social Responsibility:** At Givaudan, social responsibility is deeply ingrained in our corporate culture. For Givaudan this entails going beyond financial due-diligence and establishing leading ethics, social and environmental practices at our sites and areas of operations. We consider this as a basic license to operate our business, and use it as an effective tool to engage with our stakeholders.

**Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy.** This policy sets out Givaudan's ethical behaviour standards and the principal anti-corruption rules that apply to our business.

The Givaudan group of companies is also a signatory to the UNGC which includes principles in the areas of human rights, labour and anti-corruption.

Givaudan requires Naturex Australia Pty Ltd and Givaudan NZ Limited to also comply with each of these policies.

## Training

We regularly conduct training on Givaudan's Principles of Conduct for all employees (including those of Naturex Australia Pty Ltd and Givaudan NZ Limited) which includes the above mentioned principles and charters so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our business or supply chain.

In 2022, Givaudan has been developing a specific on-line training module for all employees on our Human Rights Policy. This will also include a specific module on Modern Slavery for all employees of the Australian and New Zealand entities. This is expected to be rolled out in 2023. In addition, we have developed a dedicated training and vigilance module around Givaudan's expectations on human rights to raise awareness and equip our own procurement employees and selected supply chain stakeholders to detect and mitigate human rights risks.

The Givaudan group of companies runs a global helpline number and website and maintains a whistleblowing register which is regularly reviewed and monitored, and no risks relating to slavery and/or human trafficking have been reported or identified to date.

## Our performance indicators

We believe we will know the effectiveness of the steps we are taking to endeavour to ensure that slavery and/or human trafficking is not taking place within our business or supply chain when:

- No reports are received from employees
- Transparency on full traceability to the raw materials source is provided
- No mention of these issues is made in supplier SEDEX SMETA assessment reports
- No pushbacks or reporting received from our supply chain when the Responsible Sourcing Policy was released

# COVID-19

The Givaudan group of companies is performing regular risk reviews to assess the impact of the Covid-19 pandemic on its strategy, operations and supply chains. This risk assessment is reviewed by Givaudan's group executive committee and board of directors at regular intervals.

Among the risks identified and managed are the risks of health and safety of Givaudan's employees, in particular its operations personnel as well as the breakdown of its supply chains and health and safety of its suppliers' workers.

Givaudan addresses the risk of its own employees' health and safety by a variety of measures including social distancing, providing personal protective equipment, asking employees to work from home where possible and proposing/implementing additional measures for mental and emotional well-being.

Regarding the risk of a breakdown of the supply chains and the health and safety of the suppliers' workers, being part of the essential supply chain, Givaudan supports suppliers chiefly by continuing to order with essentially the same order and payment pattern as before the crisis. In addition, Givaudan has also supported suppliers by providing hygiene items such as hand sanitisers to suppliers as necessary.

The grievance procedures enshrined in Givaudan's Responsible Sourcing Policy continue to apply to suppliers regardless of the Covid-19 pandemic.

Further steps have been taken to review the increased risks posed within the business and supply chain of modern slavery and the pressures faced as a result of Covid-19. Consultations with employees and suppliers and continued access to the Givaudan group of companies Helpline and reporting guidelines are in place.

## Other

Various policies and commitments that apply to Givaudan, Naturex Australia Pty Ltd and Givaudan NZ Limited are publicly accessible on the Givaudan global website ([www.givaudan.com](http://www.givaudan.com)). They go into greater detail about the aims and efforts we make in respect of modern slavery and other human-related practices.

## Approval for this statement

This statement was approved by the Board of Directors of Givaudan Australia Pty Ltd on 28<sup>th</sup> June, 2023 and is signed below by a duly authorised director of that Board:



Signature of Director

Antony Howlett  
Name of Director

Company Manager and Director  
Position of Director