



Position statement on Givaudan's commitment to social responsibility

September 2019



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At Givaudan Social Responsibility is deeply ingrained in our corporate culture. For Givaudan this entails going beyond financial due-diligences 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. Here, Givaudan strongly commits and adheres to the International Labour Organization's (ILO) fundamental conventions on right to work, Ethical Trading Initiative's (ETI) base code principles, and United Nations (UN) Global Compact Principles, which all emphasise on aspects including human rights; labour standards and practices; environment, health and safety management systems; and business ethics and integrity.

To demonstrate our efforts and progress on these conventions and principles, we participate in Supplier Ethical Data Exchange (Sedex) forum and follow its Sedex Members Ethical Trade Audit (SMETA) assessment programme. The assessment program has been in place at Givaudan since 2008, and serves as a platform for managing and demonstrating our social responsibility ambitions and efforts. The scope, methodology, reporting and timelines of assessment that Givaudan follows are an outcome of consultative process with our stakeholders and follows Sedex SMETA specifications as applicable. Here, we use the latest version of SMETA four-pillar methodology for self and third party assessment at our sites, and engage a reputed third party audit agency for the audits.

We follow three-year assessment cycle for our sites to show continuous improvement and progress. Under the same, an audit at the site is valid for three years with the need to repeat the audit by the end of the third year. We believe that a three-year cycle is brief enough to give continuous improvement picture to all our stakeholders, whereas at the same time it also long enough for our sites to identify evolving best practices and incorporate them. Further we continuously work towards integrating new acquisition and greenfield sites on the platform, with our internal efforts aimed towards achieving this integration within two years of acquisition or inauguration of a site.

Besides our own sites, Givaudan also works with its suppliers and vendors towards adopting Sedex SMETA assessment methodology for incorporating and demonstrating progress on social responsibility aspects. Givaudan has its Responsible Sourcing Policy, available on our internet site www.givaudan.com/our-company/corporate-governance/compliance. Through our Responsible Sourcing Policy we share our most basic social responsibility expectations with all our raw materials and Indirect Materials & Services (IM&S) suppliers, and as part of our Responsible Sourcing Programme we educate with the aim to onboard suppliers on Sedex SMETA platform.

Today, we engage with over 100 of our key customers and over 300 of our key suppliers and vendors through this platform, with this number continuously growing. Here, we welcome you as well to join us in this journey. Givaudan Company Sedex Reference number is: ZC1035289, where one can find Givaudan's answers and data in regards to our social responsibility efforts.



Givaudan's participation with Sedex, and UN Global Compact is published on the following Sedex and UN Global Compact internet sites:

- www.sedexglobal.com/about-sedex/buyers-and-suppliers/list-of-members/
- www.unglobalcompact.org

Additionally, Givaudan also endorses the UN Guiding Principles on Business and Human Rights, and we base our human rights commitment on the International Bill of Human Rights consisting of the Universal Declaration of Human Rights and the International Labour Organization's Fundamental Conventions on Rights at Work.

Morover, Givaudan has also implemented a specific Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy, a Global charitable donations, philanthropy, sponsorship and lobbying policy and a conflict of interest policy on the basis of current applicable anti-bribery legislation including the US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010 and the French law "SAPIN II", among others. Furthermore, Givaudan employees can address compliance concerns and report misconduct to the Givaudan compliance helpline.

All our commitments, and progress on them, are iterated in our Principles of Conduct, Responsible Sourcing Policy, Integrated Annual Report, Sustainability Approach document, Sustainability Progress Review, and also in our UK Slavery Act and California Transparency Act Statements.

For any questions on this document or Givaudan's approach to social responsibility management, please contact Adit Sharma, Global Programme Manager for Social Responsibility, at: adit.sharma@givaudan.com.



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