

Givaudan[®]

ENGAGING
THE
SENSES

Key Principles of Sustainability

March 2012

PURPOSE AND SCOPE

The purpose of this document is to outline the key principles which govern our approach to sustainability at Givaudan. As such, it provides the framework within which we strive to develop sustainability excellence.

The document provides an overview for all external stakeholders and is also an initial point of reference internally.

KEY PRINCIPLES OF SUSTAINABILITY AT GIVAUDAN

Our Approach

Givaudan is committed to enhancing its competitiveness whilst operating a sustainable business model.

We achieve this by developing business that protects the environment, sourcing materials in a responsible and sustainable way, using materials and energy efficiently, creating a safe environment for our employees, and advancing the social and economic conditions of the communities in which we operate.

To this end, we have an active plan of action embedded within our business under the Givaudan Sustainability Programme that is based on five pillars which cover our entire product life cycle, as follows:

- **Raw Materials** – Responsibility in Supply
We source materials in ways that preserve our environment, stimulate the development and well-being of communities and safeguard the efficient use of precious resources.
- **Employees** – Passion with Purpose
We attract, develop and retain talented, creative professionals who feel passionate and proud of the work done in our company and who are empowered to contribute to a sustainable society.
- **Innovation and Development** – Delivering Sustainable Creations
Givaudan leads in creating consumer preferred flavours and fragrances that are designed and developed in line with sustainability principles in order to satisfy current and future needs.
- **Operations** – Driving Operational Excellence
We continuously drive operational excellence without compromising the environment or the health and well-being of our employees and the communities in which we operate.
- **Customers and Markets** – Product Impact
We actively engage with our customers to ensure that all of our products promote the health and well-being of people and preserve our planet. We do this by encouraging our business partners to support our goals throughout the complete life-cycle of their products.

Further details can be found at www.givaudan.com/Sustainability, where full details are supplied on the vision and ultimate aspiration of each Sustainability Pillar.

On a functional level, we aspire to a clear and simple framework that applies to all sustainability related activities in our organisation:

- Take a long-term approach: reflect long-term strategic thinking and careful target-setting that includes tangible measurement practices.
- Apply continuous improvement: embrace innovative, workable solutions that enhance the effectiveness of our business and processes for the benefit of the environment, society and Givaudan's financial stability.
- Establish open dialogue: take a collaborative approach with stakeholders to ensure best understanding of expectations and interests.

Organisation and Responsibilities

The Givaudan Sustainability Programme is under the overall control of our Board of Directors. Its strategy, policy and organisational structure are set by our Executive Committee. The Executive Committee also appoints one of its members as the Sponsor for the Givaudan Sustainability Programme (the Sustainability Chair).

Delivery of the Givaudan Sustainability Programme is supported by a Sustainability Steering Team (SST), led by the Sustainability Chair and whose members are drawn from all areas of the Company.

The Givaudan Sustainability Programme further benefits from coordination by an internal Sustainability Programme Management Organisation (PMO), comprised of corporate responsibility and sustainability specialists who guide the development and implementation of related initiatives.

Alignment between our SST and PMO teams is achieved through sponsorship and ultimate reporting into the Sustainability Chair.

Stakeholder Engagement

Givaudan seeks to take into account reasonable expectations and interests of our stakeholders in the pursuit of achieving excellence in all our sustainability related activities.

Internally we aim to embed a sustainability focused culture based on continuously engaging our employees in sustainability thinking and practice. Externally, we manage a series of strategic partnerships with related organisations and partners, to support and inform all aspects of our sustainability commitment.

Measurement and Reporting

All sustainability related activities are measured and appraised against an internal management system to monitor continuous improvement of existing structures and to ensure transparency when reporting on our achievements. Our management system is regularly reviewed to ensure its continued effectiveness and efficiency. Furthermore, we apply a robust internal governance structure with regular reporting to the Executive Committee.

We aim to communicate to both internal and external stakeholders in a transparent way to demonstrate our strategic direction, motivation, goals, development and progress in the arena of sustainability.

Givaudan reports annually on sustainability achievements through a Sustainability Report which follows an international reporting framework and which is externally assured.

We also file our Sustainability Report as our annual Communication on Progress under the UN Global Compact.

For further details about Sustainability at Givaudan see www.givaudan.com/Sustainability.

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