



Givaudan's modern slavery statement for financial year 2018



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Givaudan UK Limited, Givaudan 2007 UK Limited, Givaudan Holdings UK Limited (the UK Companies referred to as "Givaudan").

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Givaudan has taken and is continuing to take 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 standard and acting with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Givaudan is the global leader in the fragrance and flavour industry, offering its products to global, regional and local food, beverage, consumer goods and fragrance partners, Givaudan develops tastes and scents that delight consumers the world over.

The Company operates in two divisions, Flavours and Fragrances.

The Flavour Division offers flavours and tastes for products in confectionery, baked goods, sugar confectionery, chocolates, and chewing gums; beverages, such as soft drinks, fruit juices, and instant beverages; dairy products, including ice creams and yoghurts, desserts, and yellow fats; and savoury products comprising ready-made meals, snacks, soups and sauces, and meat and poultry products.

The Fragrance Division provides fragrance ingredients and active beauty products; fine fragrances, such as signature fragrances and line extensions; and fragrances for use in fabric and personal care, hair and skin care, household and air care, and oral care products.

Givaudan operates in Switzerland, Europe, Africa, the Middle East, North America, Latin America, and the Asia Pacific.

Givaudan complies every day, in all business activities, with external laws and regulations as well as with our policies, practices and procedures. We facilitate a culture where we can freely discuss and report ethical and legal issues.



Our policies

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

- **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.
- **Legal and Ethical Dealings Policy.** Givaudan believe in compliance with all laws and policies that apply to our business in the countries in which we operate. We are committed to and adhere to the highest ethical standards in all business dealings.
- **Responsible Corporate Citizenship Policy.** 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, contractors and workers 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 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 Company language.
- **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.

Givaudan is also a signatory to the United Nations Global Compact ("UNGC") which includes principles in the areas of human rights, labour and anti-corruption.

Our suppliers

We strictly adhere to compliance with the California Transparency in Supply Chain Act. Givaudan participates in the Supplier Ethical Data Exchange ("SEDEX") whose goal is to drive improvements in ethical and responsible business practices. A core principle of SEDEX is to avoid unfair or unsafe labour practices including slavery and human trafficking. As Givaudan uses over 10,000 different ingredients from more than 100 countries in our flavour and fragrance 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 third parties relying on the SEDEX Members Ethical Trade Audit which is a compilation of best practices.

We endeavor to make all our suppliers aware of our Responsible Sourcing Policy and our Principles of Conduct on or prior to engagement. They are also provided with a vendor expectation document which specifically states that as a signatory to UNGC, Givaudan holds itself to high social and ethical standards and expects its vendors and suppliers to meet the same standards. We require a direct confirmation from our suppliers attesting to their compliance with our ethical and business standards and their local laws.



Training

We regularly conduct training on Givaudan's Principles of Conduct for all employees 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.

The group maintains a whistleblowing register which is regularly reviewed and monitored and no risks relating to slavery and/or human trafficking have been identified to date.

Our performance indicators

We will know the effectiveness of the steps we are taking 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 pushbacks or reporting received from supply chain when the Responsible Sourcing Policy was released

Approval for this statement

This statement was approved by the Board of Directors on 29 March 2019.

Ian Messenger

Director and Company Manager - Givaudan UK Limited

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