

Cultivating gender equality for a sustainable tomorrow



Givaudan
Human by nature

Meet Sophie

Sophie is Givaudan's Global Head of Plastic Circularity. The French chemist brings 20 years of experience in circular economics and sustainable plastics in various industries. She holds a Ph.D. in Polymer Sciences and has dedicated her entire career to the cause of sustainability. She is currently based in Vernier, Switzerland.



Can you describe your role at Givaudan?

I joined Givaudan's Sustainability Leadership Team last year. I lead the entire circularity journey for our plastic materials, applying circular economy principles to achieve our ambition of replacing all single-use plastics with eco-friendly alternatives by 2030.

How do you see gender equality at Givaudan?

It is part of Givaudan's purpose ambition to be a place where everyone loves to be and grow. Beyond that, Givaudan is working towards being rated amongst the leading employers for inclusion globally. This year, all Swiss entities have been certified as an equal-pay employer. Givaudan should obtain this certification in many more locations in the coming months. Interestingly enough, our Sustainability team is made up of 65% women. Does that mean that sustainability is a topic that appeals to

women more than it does to men? If so, why is that? One might think that women tend to bring a little more sensitivity to sustainability topics—a kind of empathy and the ability to feel 'invisible' things, seeing the consequential importance of the smallest details and interconnections between various elements. That being said, men and women may be seen as different but are highly complementary.

This observation leads us to our next question. This year's UN theme for International Women's Day is 'Gender Equality for a Sustainable Tomorrow'. Why do you think gender equality is important for sustainability development?

Sustainability has a lot to do with finding the right balance between species and elements in nature. I think the same applies to gender equality. We are aiming to be treated equally at all levels of society. I am confident that reaching this ideal balance will enable us all to thrive.

Meet Kae

Kae is from Tokyo, Japan. She has held various roles from sales support to project management throughout her 19-year-long career at Givaudan. She is now based in the company's Osaki, Tokyo office and acts as Junior Project manager for the Taste & Wellbeing technical division. Together with some co-workers, she initiated an environmental project that aims to preserve natural, broad-leaved forests.



What inspired you to start this initiative?

In Japan, 67% of the land area is forest. Research suggests that generations of man-made cedar wood forests planted around the 1960s have not only weakened biodiversity and wildlife overtime, but also have contributed to a rise in pollen allergies. As a matter of fact, these forests have fewer types of longhorn beetles than broad-leaved ones. Therefore, it is important to secure broad-leaved forests with various plants as evacuation sites for many organisms. Our objective is to solve a human-made problem that will benefit both people and the planet.

This is very interesting, please tell us more.

We have launched our project with the desire to encourage people to choose cedar wood products over plastics. We have conducted internal workshops to convey the splendour of local wood. Our

goal is also to inspire the next generation. To accomplish this, we are hoping to host educational workshops in nearby elementary schools to educate children about sustainable wood crafting.

This year's United Nations theme for International Women's Day is 'Gender Equality for a Sustainable Tomorrow'. Why do you think gender equality is important for sustainable development?

To drive sustainable innovation and development, we should think beyond gender equality. By celebrating differences, individual values, and ways of thinking, we can grow together and be equipped to define a future that will be sustainable for everyone.

Meet Victoria

Victoria is a Project Manager in Givaudan's Taste & Wellbeing division in Buenos Aires, Argentina. A self-described art and nature lover, she is also part of an employee initiative called G-Versity Mujeres, which aims to promote gender equality within the company.



Can you tell us more about 'G-Versity Mujeres'?

G-Versity Mujeres is what we call an 'affinity group'. It is an employee-driven initiative that promotes gender equality within the company through various activities such as workshops, panel discussions, communications, and give-aways... Our reach goes beyond Argentina, as we also invited our colleagues from Chile to participate. Some of the topics we address include unconscious bias, paternity leave, lactation room, and violence against women.

What inspired you to join this affinity group?

Gender equality is a topic that has interested me for many years now. I wanted to do something about it, but I was unsure what to do or even how to do it. So, when human resources approached me to join G-Versity

Mujeres, I didn't hesitate because I think that it is essential to commit ourselves to our ideals.

This year's UN theme for International Women's Day is 'Gender Equality for a Sustainable Tomorrow'. Why do you think gender equality is important for sustainability development?

Men and women do not necessarily have the same experiences and responses to environmental occurrences. We cannot build an inclusive and sustainable future if we do not give a voice to all. Together, women and minorities represent more than half of the population, and these demographics are not reflected in decision-making positions. I believe that putting more women in high-responsibility roles will help us progress towards a more sustainable future even more quickly.

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