

Symrise Modern Slavery Statement 2024

This consolidated statement is prepared for the financial year ending 31 December 2024 and is intended to meet the transparency reporting requirements of: the UK Modern Slavery Act of 2015, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, the Australian Commonwealth Modern Slavery Act 2018, the California Transparency in Supply Chain Act, and other international laws addressing slavery and human trafficking.

1. Organization and Supply Chains

Symrise is a global supplier of fragrances and flavors, cosmetic active ingredients, and functional ingredients for food products, serving perfume, cosmetics, food and beverage, pharmaceutical, dietary supplement and pet food customers. With sales of approximately €5 billion in the 2024 financial year, Symrise is one of the world's leading providers. Symrise is headquartered in Holzminden, Germany, and operates in more than 100 locations worldwide. We source over 10,000 different raw materials and ingredients from around the world, approximately 80% of which originate from agricultural production.

2. Policies and Governance

Symrise has zero tolerance for child labor, forced labor, and human trafficking in our operations and supply chains. Our Code of Conduct outlines the ethical and legal obligations and behaviors expected from all employees. Our Human Rights Policy sets out our commitments and is aligned with the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Fundamental Principles and Rights at Work.

Oversight: The Executive Board has overall responsibility for human rights. As of the end of 2024, the Chief Sustainability Officer (CSO) reports to the Executive Board on human rights across the company and supply chains. The Group Human Rights Officer reports directly to the CSO. The Responsible Sourcing Steering Committee (RSSC) defines the procedures for assessing suppliers' risks and sustainability performance, which are subsequently put into practice by the purchasing organizations.

3. Due Diligence and Risk Assessment

Symrise has introduced a three-stage filter to assess risks in the areas of human rights, the environment, health, safety, business ethics and critical raw materials. This process uses Sedex and EcoVadis platforms and the EcoVadis IQ Plus tool to identify inherent and sector-specific risks. Suppliers identified as higher risk are requested to register to enable deeper assessment. If the assessments of registered suppliers reveal an increased risk, on-site audits are conducted by external auditing firms in accordance with the Sedex/SMETA 4-Pillar standard. When it comes to strategically important natural materials, we check for ethical and ecological sourcing through special sustainability frameworks, such as those provided by the Union for Ethical Bioproducts and the Sustainable Agriculture Initiative. Other audit formats may also be added upon approval by the RSSC.

Within our own operations, production sites with more than 20 employees undergo external SMETA 4-Pillar audits on a three-year cycle, with corrective actions tracked to closure.

4. Key Risks and Mitigation Actions

Given the breadth of sourcing across more than 100 countries and complex material streams, forced and child labor are key risks. Mitigation includes supplier onboarding and screening, targeted audits, corrective action plans, and participation in industry initiatives. We require direct suppliers to comply with all applicable laws prohibiting forced and child labor through our Responsible Sourcing Policy and Supplier Code of Conduct.

5. Training and Capacity Building

Symrise is an active member of Aim-Progress and procurement employees participated in the Aim-Progress and Verité “Child and Forced Labor in US Supply Chains” training. To ensure ongoing compliance with all requirements, training needs are regularly assessed, and appropriate training on technical and legal compliance topics is provided. New employees at Symrise receive comprehensive training on the basic principles of the Code of Conduct at the beginning of their employment, in addition to role-specific requirements.

6. Grievance Mechanisms

Employees can report concerns anonymously through the Integrity Hotline administered by Group Compliance. For external stakeholders and rightsholders, Symrise introduced a grievance mechanism in 2023, allowing issues to be reported directly for remediation. It meets the requirements of the German Supply Chain Due Diligence Act (LkSG) and the EU Whistleblower Directive.

For the reporting year 2024, Symrise identified no confirmed cases of forced labor, child labor, or human trafficking in its operations or supply chains.

7. Approvals and Signatures

This statement was approved by the Executive Board.



Dr. Stefanie Coßmann

*Member of the Board for Human Resources,
Legal and Sustainability;
Labour Director*