

Symrise's Slavery and human trafficking statement 2017
California Transparency in Supply Chains Act of 2010
UK Modern Slavery Act 2015

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September, 2017

Symrise embraces the requirements of the California Transparency in Supply Chains Act of 2010, Section 54 of the UK Modern Slavery Act and any other worldwide legislation aiming at eradicating slavery and human trafficking. The principles of such legislation are in line with our support for the UN Guiding Principles on Business and Human Rights.

Our Organization

Symrise is a global supplier of fragrances, flavorings, cosmetic active ingredients and raw materials, as well as functional ingredients. Its clients include manufacturers of perfumes, cosmetics, food and beverages, the pharmaceutical industry and producers of nutritional supplements and pet food.

Its sales of more than € 2.9 billion in the 2016 fiscal year make Symrise a leading global provider in the flavors and fragrances market. Headquartered in Holzminden, Germany, the Group is represented by more than 90 locations in Europe, Africa, the Middle East, Asia, the United States and Latin America.

Symrise works with its clients to develop new ideas and market-ready concepts for products that form an indispensable part of everyday life. Economic success and corporate responsibility are inextricably linked as part of this process. Symrise – always inspiring more ...

Our Policy

Symrise complies with any applicable laws and regulations as well as with its own policies and procedures, many of which exceed the requirements promulgated by law. We are committed to upholding human rights, in particular the basic principles set down by the International Labor Organization (ILO), the United Nations Conventions on the Rights of the Child, and the Universal Declaration of Human Rights laid down in our Code of Conduct. We know that policies can only be valuable when they are understood and adhered to. Consequently, regular training about all of our policies, including slavery and human trafficking, is given to our employees.

We are specifically committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business including our suppliers of goods and services, contractors, distributors and agents. Our Sustainable Sourcing Policy requests our and their suppliers to disclose labor and employment practices. Every form of exploitation, disrespect towards people, or any form of slavery and human trafficking can and will not be tolerated. We monitor and benchmark our efforts to ensure continuous improvement and successfully embed a culture of Business Integrity across all of our operations.

Our risk assessment

As a prerequisite for doing business with Symrise, suppliers of goods and services, contractors, distributors and agents must acknowledge Symrise's Code of Conduct besides complying to applicable laws and regulations.

Symrise's main suppliers of goods are required to disclose their data regarding Human Rights, Environment, Health and Safety as well as Business Integrity via the Supplier Ethical Data Exchange platform (SEDEX) and, increasingly, via The Sedex Members Ethical Trade Audit (SMETA). With the help of the SEDEX risk assessment tool, suppliers with high risks can be identified and audited on-site by internal expert teams. In case non-compliances are identified, immediate corrective actions will be defined and monitored up and including termination of the underlying business relationship.

A toll-free "Integrity Hotline" is available for all Symrise individuals who wish to raise anonymously (where legally allowed) concerns. All reported concerns are reviewed and investigated by our Corporate Compliance Officer.

During the on-boarding process Symrise ensures, that all new hires meet local labor laws. Furthermore Symrise ensures, that all new hires are verified to work legally in the country they are hired, issued with appropriate contracts of employment, staff handbook and trained on all relevant Health and Safety aspects relating to their roles. Same is expected by all of our business partners.

Symrise is working together with global partnerships to increase its impact. Very well-known and globally recognized partnerships like Rainforest Alliance (RA), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Union for Ethical Biotrade (UEBT) and Global Nature Fund (GNF) are considered a vital part of our business model in order to increase social impact and reduce environmental footprint in all of our operations as well as our goods and service suppliers.

Finally, Symrise is strictly committed to the Sustainable Development Goals. Especially SDG 8.7 calls for the eradication of forced labor, ending of modern slavery and human trafficking and secures the prohibition and elimination of the worst forms of child labor.

Continuous Improvement

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain Symrise is conducting yearly training on our Code of Conduct to all employees. In addition, in 2016 Symrise assessed 86% of our main suppliers based on the procurement volume according to the SEDEX criteria. Symrise expects to raise this share by 4 % every year to achieve 100 % in 2020.



Hans Holger Gliewe
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