

Symrise Diversity Statement

Shared values provide the basis for shared success. It is of utmost importance for Symrise to ensure that all our stakeholders do participate in the companies' value creation. We take responsibility for our employees, customers, the environment, society and our shareholders. Our diverse talented workforce is a key competitive advantage of our company. The diversity of our people enables us to better understand and exceed our customers' expectations. We promote employee engagement by valuing the unique contributions of individuals, encouraging differences in perspectives as well as promoting teamwork and collaboration.

Our Corporate Strategy reflects our core values and lever for sustainable growth. It is our belief that Creativity, Commitment and Sustainability, three of our core values are fueled by Diversity and Inclusion. As a global company, Symrise works in countries with varied practices, laws and regulations. Wherever we operate, we take care and honor the differences in beliefs and capabilities of our talents and organization.

We create and foster a working environment that attracts and retains the best talents who truly make a difference. We do not tolerate any kind of discrimination in regards to gender, ethnic background, skin color, nationality, age, religion, sexual orientation, disability or any personal characteristic. Inclusion is strongly encouraged and integrated across our entire company. We treat people with respect and dignity.

Our aspiration of being an Employer of Choice will continue to inspire all of us to further strengthen our talent engagement and capabilities, thereby increasing our competitiveness. We strive to have a strong proportion of at least 21% women in leadership positions by 2020. We will increase cross fertilization of talents and cross-cultural orientation.

Diversity embodies everything that makes us unique and which is an integral part of who we are as a company, how we operate today and how we take on the challenges of the future. Our continued success will always be linked to our ability to bring our core values to life.

Holzminden, November 03rd 2017

