

Symrise Health & Safety Policy

Within Symrise we are fully committed to conducting safe operations and to continuously providing a healthy & safe working environment for our people.

Compliance with applicable laws and regulations, and assessment of risks within our operations, while doing everything within our power to proactively prevent work injuries is a core value within our organization, as per our Symsafe Vision and Corporate Sustainability Goals.

Because we believe that Safety is in the hand of everyone, at Symrise:

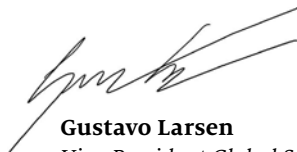
- **Managers and leaders are accountable** to provide the resources and continuous drive to ensure the achievement of our health & safety commitments. MSV – Management Safety Visits, and Safety Performance Reviews are conducted on regular bases.
- Everyone is responsible for applying our standards & guidelines, and **fostering the behavior and individual actions to ensure our safety excellence.**
- Everyone is responsible for ensuring that they **only undertake tasks for which they are properly trained, authorized and equipped** and that do not impose any risk on their own safety or the safety of others.
- **Anyone is empowered to stop activities** that are considered unsafe.
- Managers and leaders are **committed to consult and involve employees, safety committees, appointed representatives or other platforms**, where appropriated, in the implementation of health & safety programs or other decision making processes.
- All health & safety concerns, deviations or hazardous conditions are **immediately communicated and quickly corrected.**
- Incidents must be reported immediately and analyzed and **actions to prevent reoccurrence deployed.**
- **Lessons learned from significant cases** are cascaded globally, for application on local sites.
- **All sites have a scheme in place** to ensure local regulations are complied with, our internal standards & programs are applied, and to monitor and improve local performance. Regular audits are performed to drive best progress.
- **Continuous Health & Safety improvement** is an integral part of our Business performance reviews. Our programs and management systems are reviewed and updated as needed.
- We assume that **working safely is a condition of employment** and every breach of applicable internal or external standards are considered as a serious infringement.

Achieving our ambition of reducing workplace risks & injuries is only possible by the collective involvement of everyone. It is essential that all managers and employees commit and share their responsibility.

Holzminden, March 2023



Bernhard Kott
Chief Sustainability Officer



Gustavo Larsen
Vice-President Global Safety