

Symrise Human Rights Policy

This Human Rights Policy applies to all of Symrise AG's fully consolidated subsidiaries and summarizes existing commitments as well as the latest developments in Symrise's responsible sourcing management to ensure that we understand the human rights- and environment-related risks in our supply chains and work with like-minded business partners to drive continuous improvement.

Our commitments

Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively referred to as the International Bill of Human Rights). We support the UN "Protect, Respect and Remedy" framework for business and human rights.

We undertake to fully respect the rights set out in the ILO Declaration on Fundamental Principles and Rights at Work – freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation – which are further elaborated in the following eight "fundamental" conventions:

1. **Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)**
2. **Right to Organize and Collective Bargaining Convention, 1949 (No. 98)**
3. **Forced Labor Convention, 1930 (No. 29) (and 2014 Protocol)**
4. **Convention concerning the Abolition of Forced Labor, 1957 (No. 105)**
5. **Minimum Age Convention, 1973 (No. 138)**
6. **Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor, 1999 (No. 182)**
7. **Equal Remuneration Convention, 1951 (No. 100)**
8. **Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

Symrise has also recognized and aligned its actions with other global human rights principles in addition to these commitments. As a signatory to the Women's Empowerment Principles, we recognize the importance of equal opportunities for women around the world and have established a global policy for managers. The rights of indigenous peoples are of fundamental importance to us, given our dependence on local genetic resources for the development of innovative and natural products. We also align our actions with the principles of the United Nations Nagoya Protocol, which governs the use of genetic resources by international enterprises and stipulates that local or indigenous communities should have a share in the benefits arising from such use.

All of the above principles, conventions and declarations are incorporated into Symrise's policies, procedures and decision-making processes to ensure that human rights are respected throughout our sphere of business. (<https://www.symrise.com/sustainability/reports-policies-standards-audits/>)

Safeguarding the rights of employees

The rights enshrined in the afore-mentioned principles, conventions and declarations are an integral part of the Symrise Code of Conduct. This code is binding for all employees of Symrise AG and its Group companies in Germany and around the world. In implementing the Code of Conduct, each Group company is obliged to comply with national laws, since some countries may have stricter or more extensive laws or regulations than what is described in the Code of Conduct. In these cases, we expect our Group companies to follow those regulations that offer the greatest protection. We implement these requirements globally through our Integrated Management System (IMS), which is based on the requirements of the Social Accountability 8000 (SA 8000) standard that applies for the entire Group.

Respect for human rights in our supply chains and among our business partners

We aspire to procure all our materials and services, whether directly or indirectly, from sustainable sources. As such, we seek to engage and collaborate with responsible suppliers who share our vision of resilient and sustainable value chains that remain within our planet's limits and align with social and ethical standards.

By protecting human rights and the environment throughout our business ecosystem, we ensure that sustainable development goes hand in hand with long-term added value for all our business partners and stakeholders.

The climate crisis increasingly poses a risk to human rights – not only but especially in countries with low regulatory standards. Symrise purchases goods from more than 100 countries globally, often from complex material streams. Developing responsible and transparently traceable supply chains is therefore a priority for us, to identify human-rights and sustainability risks and develop improvements and precautionary measures together with our business partners.

Responsibility

The Symrise Executive Board is responsible for human rights.

Corporate Sustainability reports regularly to the CEO and the Executive Board on the company's human rights status and the main human rights risks identified in our supply chains that also encompass inherent human rights risks to our business.

Responsibility for implementing human rights standards at Symrise lies with the Human Rights Officer, who reports directly to the Chief Sustainability Officer.

The Symrise Responsible Sourcing Steering Committee (RSSC) is a decision-making body established in 2021 and made up of global purchasing managers and sustainability experts from Corporate Sustainability and the divisions. It is chaired and co-chaired by the segments' heads of purchasing who take turns each year. This committee defines the procedures for assessing our suppliers' risks and sustainability performance, which are subsequently put into practice by the purchasing organizations, and regularly informs the Symrise Sustainability Board and the segments' supply chain managers of the latest developments.

Our divisions and local operations are responsible for minimizing and managing risks and implementing measures to make sure we comply with both the commitments of this Human Rights Policy and the requirements of the relevant groups.

To ensure that the Nagoya Protocol is implemented and adhered to, Symrise has set up an internal Nagoya Committee made up of experts from both the Group and the division levels. This committee drives the systematic integration of the principle of access and benefit sharing across all of the company's functional areas. Both the current portfolio and new research projects are subject to the strict requirements of the Nagoya Protocol.

Own business premises

The Group Compliance Officer is responsible for monitoring observance of the Symrise Code of Conduct and the applicable legal regulations as well as for developing, implementing and adhering to the Symrise compliance program.

All Symrise production sites with more than 20 direct Symrise employees register on the Sedex platform and undergo a risk assessment followed by external audits in a three-year cycle conducted according to the SEDEX/SMETA 4-Pillar standard.

All new production facilities that have not yet undergone such an audit are added to the regular SEDEX/SMETA 4-Pillar audit schedule as soon as possible. Customers additionally have their own standards on social aspects, which are audited by external certification organizations at selected Symrise sites.

Supply chain and business partners:

Responsible sourcing and human rights and sustainability due diligence

As a starting point, prior to commencing any business activity, we expect our supply chain and business partners to accept and sign our Symrise Responsible Sourcing Policy, which simultaneously serves as a Supplier Code of Conduct and sets out the requirements we place on our suppliers. New or alternative suppliers first undergo an internal assessment process and are then asked to submit to a risk assessment, a process for which we have been using the SMETA 4-Pillar concept for many years. Since 2021, we have also been increasingly using the EcoVadis platform to have suppliers assessed. Suppliers not yet registered on either of these platforms are requested to sign up to enable an assessment of their sustainability performance. If the results of this assessment reveal any high risks or specific sustainability problems, we will ask an external auditing firm to conduct an on-site inspection based on the Sedex/SMETA 4-Pillar approach. When it comes to strategically important natural products, we ensure ethical and ecological sourcing through special sustainability frameworks and third-party assessments, such as those provided by the Union for Ethical Biotrade (UEBT) and the Sustainable Agriculture Initiative (SAI). Other audit formats may also be added upon approval by the RSSC.

The assessment results serve as input for the corresponding internal decision-making processes so as to effectively prevent potential negative impacts on human rights. Should we identify any negative human rights impacts, we urge and expect our suppliers to take remedial action.

As of 2025, we will have at least 12 social audits per year, conducted by either our own teams or by external recognized audit firms. These audits will be carried out at suppliers identified as high-risk in our annual assessments and, on an ad hoc basis, at suppliers where we have reason to believe that an indirect supplier may be violating human rights or environmental obligations. Examples of how we might become aware of this include reports submitted via a complaints channel, information in the media and reports from civil society organizations. Depending on specific situations, audits are to be carried out either by Symrise's internal auditors or by independent third-party auditors. According to risk assessment results, Symrise may decide to carry out unannounced audits on site.

Another goal from 2025 onwards is to conduct at least two training courses per year for our suppliers so that they are able to identify human-rights and environmental risks and violations in their own operations – as well as in their upstream supply chain – at an early stage and address them appropriately. This will also enable these suppliers to adhere to and effectively implement our requirements and contractual agreements.

The Responsible Sourcing Steering Committee (RSSC) is in charge of monitoring target achievement and making any necessary adjustments. It consolidates all assessment results and supply chain risks, as well as the planned measures, and reports to the Human Rights Officer and the CSO, who in turn informs both the members of the Executive Board and the members of the Symrise Sustainability Committee.

Grievance System

Symrise employees can contact their direct supervisor, the Human Resources department, the Group Legal department, the Works Council or the Symrise Integrity Hotline.

External informants, affected parties and rights holders can use Symrise's dedicated grievance system to report problems directly and seek remediation (<https://www.symrise.com/sustainability/grievance-system/>).

Symrise also complies with all governmental grievance mechanisms and laws and will cooperate with the relevant authorities as necessary to follow up on any complaints related to Symrise.

We encourage anyone who has knowledge of or suspicions about an actual or potential violation of laws and regulations related to Symrise or caused by a Symrise supplier to come forward.

Cooperation with stakeholders

Initiatives/memberships

There are many challenges in the supply chain that we cannot solve alone. That is why we are increasingly getting involved in industry partnerships and pre-competitive approaches that allow us to jointly work on long-term, sustainable solutions. Our involvement includes memberships and commitments in special initiatives such as the Roundtable on Sustainable Palm Oil (RSPO), the Sustainable Spices Initiative (SSI), the Sustainable Agriculture Initiative (SAI) and the IFRA-IOFI Sustainability Committee. We are also a member of the Initiative for Sustainable Agricultural Supply Chains (INA), which places a particular focus on conserving natural resources and promoting living wages and incomes. In 2021, we joined the AIM-PROGRESS initiative, a forum of leading manufacturers and suppliers of fast-moving consumer goods (FMCGs), with the aim of promoting responsible sourcing practices and sustainable supply chains, as well as improving and developing our existing processes. Since 2024, we have also been a member of the Together for Sustainability (TfS) Initiative, an industry-leading initiative spearheaded by specialists in the procurement of chemicals. Each TfS member commits to building sustainable supply chains for chemicals, meeting regulatory requirements and taking society's needs and expectations into account.

Strategic backward integration/multi-stakeholder projects

We can best pursue and achieve our goal of sustainable sourcing if we exert direct influence on the upstream stages of our value chain. That is why, when it comes to our key raw materials, we pursue a strategy of backward integration and work very specifically on improving and implementing environmental and social standards through a number of joint projects. Our partners in the various projects include producers and strategic suppliers as well as strategic customers, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and non-governmental organizations.

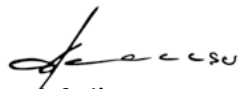
Progress reports

We will inform our stakeholders annually about the status and progress of our targets and objectives, both in our Annual Report and on our website (www.symrise.com).

Holzminden, October 2024



Dr. Jean-Yves Parisot
Chief Executive Officer
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