

SYMRISE SUSTAINABLE SOURCING POLICY

1. Purpose and Scope of Policy Document

The purpose is to document Symrise's policy concerning sustainable sourcing of its raw materials. This policy will serve as a reference for suppliers and customers and as a guide for Symrise managers and employees. Extracts from the policy document may also be made available to the general public on the Symrise website. The policy document expresses the Company's strategic intent and orientation and does not establish or imply any contractual obligation to a third party.

The current document concerns all Symrise segments, Scent & Care, Flavor and Nutrition.

2. Symrise's Sustainability Agenda and Sustainable Sourcing Goals

Our vision is to source all Symrise raw materials sustainably, in accordance with science-based definitions of sustainability and the UN's sustainable development goals. This contributes to the Company's strategic goal of achieving shared value from its activities while taking into account their economic, social and environmental consequences.

This policy sets out Symrise's own definitions of the relevant parameters of sustainable sourcing and our sourcing goals and principles. Each year we will endeavor to get closer to our sustainable sourcing goals, and each year we will measure and report on our progress.

3. Legal and Regulatory Requirements

Symrise's minimum obligation concerning its raw materials is to comply with national and international legal and regulatory requirements in the countries in which it sources, manufactures and markets its products. Examples of regulatory requirements include REACH for chemicals and synthetic raw materials for use in Europe, the list of prohibited chemicals posing risks to human health, the Nagoya protocol and the corresponding regulations established by its national signatories regarding access to biological resources and benefit sharing for natural raw materials and essential oils as well as the CITES Convention on International Trade in Endangered Species of Wild Fauna and Flora.

Symrise also subscribes to other, voluntary codes of sourcing practices, such as the Roundtable on Sustainable Palm Oil, the Natural Resources Stewardship Circle, or the UEFT code of practice on the ethical sourcing of biodiversity products.

4. Traceability

Sourcing sustainably requires being able to trace purchased goods, i.e., access to reliable data concerning origin and processes, and Symrise's goal is to establish adequate traceability for all its raw materials.

In the case of renewables¹ (naturals or synthetic materials from natural sources) the minimum level of traceability is defined by Symrise as either the country of cultivation (or wild harvesting) of the material or of the plant, tree, flower or fruit from which the material is produced or the country of origin of the essential oil from which the material is extracted. Additionally, data should be collected on the cultivation, harvesting, drying, fermenting, etc. and the processes of production, transformation, combination and extraction.

Symrise seeks to achieve maximum traceability for all its raw material ingredients. The Company's suppliers are required to furnish accurate and complete data on the origin of the materials they supply to Symrise and to acknowledge the Symrise supplier code of conduct. This data is required for all new raw materials, for all new suppliers and when changes in conditions affect an existing raw material.

In addition to information on the country of cultivation/origin and the bases and processes of production, Symrise also requires suppliers to provide information on the following:

- Their company's business ethics
- The environmental impacts of procuring, producing and supplying each raw material
- Labor and employment practices (their own and their suppliers)
- Health and safety management of their workforce
- Internal and external auditing conducted at the supplier's premises
- Current valid sustainability certifications applicable to the raw material (e.g., ISO, Ecocert, Fair Trade, Rainforest Alliance, UEFT, etc.)

¹ Definition: renewable feedstock is derived from plants, trees or other biological sources that can be grown again once harvested.

For key natural raw materials, Symrise Flavor works with suppliers to implement the SAI Platform (Sustainable Agriculture Initiative) Farm Sustainability Assessment (FSA 2.0). This supports sustainable agriculture in the extended supply chain and encourages farmers to improve their agricultural practices.

Symrise Flavor and Nutrition have established the following definition of sustainable agricultural raw materials: A material whose originating agricultural crop is traceable back to a farm (or group of farms) that has achieved a silver rating (or higher) using the SAI Platform FSA 2.0 tool.

5. Symrise Quality Standards and Sourcing Risk Management System

Symrise defines a quality standard and quality profile for each raw material that it purchases or produces. Symrise has defined risk clusters related to different aspects of raw material sourcing. The risk cluster headings are as follows: Regulatory, Legal, Supply Chain, Geopolitical, Environmental, Biodiversity, Social, Work Practices and Toxicity.

These risk clusters are the basis for the Company's sourcing risk management strategies and sustainable sourcing management system. Each risk is managed by the responsible departments involved. In case of shortcomings, poor scores on the Scorecard (see below), quality failures or risk incidents, solutions are arrived at collectively by considering materiality, customer needs, economic factors and business priorities.

6. Symrise Product Sustainability Scorecard

Symrise has developed a proprietary Scorecard tool to evaluate its raw materials in terms of sustainability. The Scorecard is applicable to all Symrise raw materials, whether synthetic or natural, to measure their sustainability performance in terms of traceability and other parameters such as CO₂ and other GHG emissions (scopes 1 and 2), water use intensity, land use (change in use, deforestation, productivity and agricultural methods, Biodiversity, Renewability, etc.

The Symrise Product Sustainability Scorecard is updated and revised regularly in accordance with company and industry knowledge, experience and best practices.

The Company's goal is to improve the sustainability of its raw materials. This is achieved by sourcing increasing quantities of natural raw materials that either (i) achieve silver status when benchmarked using SAI FSA or (ii) are certified by an international 3rd party sustainability certification, or by application of the Symrise Product Sustainability Scorecard

7. Policies on Specific Raw Materials

Symrise has specific sourcing policies or purchase criteria for strategic raw materials, e.g.

Palm Oil


Symrise subscribes to the recommendations of the Roundtable on Sustainable Palm Oil.

Nagoya Protocol on Access and Benefit Sharing

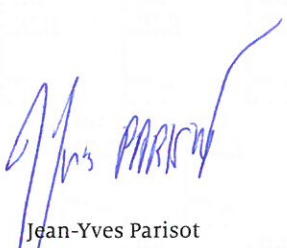
Symrise complies with the Nagoya Protocol on Access to Genetic Resources and Benefit Sharing arising out of the utilization of genetic resources, as enforced in the related regulations adopted by the national signatories from whose territories Symrise or its suppliers source our natural raw materials.


Achim Daub


President Scent & Care
Symrise AG


Heinrich Schaper

President Flavor
Symrise AG


Jean-Yves Parisot

President Nutrition
Symrise AG


Hans Holger Gliewe

Chief Sustainability Officer
Symrise AG