

# Symrise Human Rights Policy

This Human Rights Policy applies to all Symrise fully consolidated subsidiaries and consolidates the existing commitments and latest developments of Symrise's Responsible Sourcing Management to understand human rights risks in our supply chains and to jointly work with likeminded business partners on continuous improvements.

*For Symrise, sustainability is an integral and inextricably linked part of our corporate strategy. This means we consider environmental and social conditions whilst working toward efficient production, maintaining a portfolio that helps meet the basic needs of a growing world population. We assume responsibility beyond our own operations, taking our customers, consumers, employees, society and the environment into account. The global environmental crisis and increasing social inequality are mutually dependent and amplify each other, posing major challenges for companies. By protecting human rights and the environment across our entire business ecosystem, we combine sustainable development with long-term added value for all our business partners and stakeholders.*

## Our commitments

Symrise as a signatory of the United Nations Global Compact, is expressly committed to the United Nations International Charter of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights (collectively and known as the "International Bill of Human Rights"). We support the UN's 'Protect, Respect and Remedy' Framework for Business and Human Rights.

We are fully committed to respecting the rights laid 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 forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation – which are further detailed in the eight 'fundamental' conventions:

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

Alongside these commitments, Symrise has also recognized and aligned its actions with other global human rights principles. As a signatory of the "Women's Empowerment Principles" we recognize the importance of equal opportunities for women worldwide and have set a guideline for managers globally. The rights of indigenous peoples are an essential issue for us in terms of access to local genetic resources, on which we can depend for the development of innovative and natural products. We also align our actions with the principles of the Nagoya Protocol of the United Nations, which regulates the use of genetic resources by international companies and prescribes benefit sharing for local or indigenous communities.

All of the above Principles, Conventions and Declarations are translated into Symrise policies, procedures and decision-making processes to ensure human rights are respected across our entire business ecosystem (<https://www.symrise.com/sustainability/reports-policies-standards-audits/>).

## Respecting the rights of employees

In our own operations the rights in the Principles, Conventions and Declarations are captured and summarized in the Symrise Code of Conduct, which is binding for all employees of Symrise AG and its Group companies in Germany and abroad. Each Group company must also comply with national law during implementation, as individual countries may have stricter or more comprehensive laws or rules than described in the Code of Conduct. In these cases, we expect the regulation(s) that afford(s) the greatest protection of rights to be applied. The requirements are implemented worldwide in our integrated management system (IMS), which is based on the requirements of the Group-wide binding standard Social Accountability 8000 (SA 8000).

### Respecting human rights with our supply chain and business partners

The climate crisis is putting human rights increasingly at risk, not only but particularly in countries with low regulation standards. Symrise is sourcing in > 100 countries across the globe and has often very complex material flows. The development of responsible and transparently traceable supply chains is therefore a priority for us to identify human rights and sustainability risks and work jointly with our business partners on improvements and preventative measures.

### **Governance**

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, its supply chains and our most salient human rights risks identified covering also inherent human rights risks our business faces.

The Compliance Officer Sustainability is the Symrise designated person responsible for implementing standards concerning Human rights and is directly reporting to the Chief Sustainability Officer.

The Symrise "Responsible Sourcing Steering Committee" (RSSC) is a decision-making body established in 2021, composed of global purchasing managers, representatives of corporate sustainability, and sustainability experts from the business units. This committee determines the procedures for the assessment of supplier risks and sustainability performance operationalized by the purchasing organizations who regularly inform the Symrise Sustainability Board and the segment's supply chain heads.

The implementation and compliance with the Nagoya Protocol is ensured by the Symrise Nagoya Committee, which is composed of experts from Corporate and the divisions and promotes the systematic integration of the Access and Benefit Sharing principle in all functional areas. Both the existing product portfolio and new research projects will be subject to the strict requirements of the Nagoya Protocol.

### Own operations

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.

Since 2010, all Symrise legacy production sites<sup>1</sup> have been externally audited at three-year intervals based on the SEDEX / SMETA 4 Pillar standard. All production facilities that are added through acquisitions are and will be included in the regular SEDEX / SMETA 4 Pillar audit scheme as soon as possible - unless they have already undergone and are integrated in such an audit routine.

### Supply chain and business partners: Responsible procurement and due diligence of human rights and sustainability risks

It is Symrise's declared goal to procure all materials and services on the basis of sustainable criteria by 2025, based on 90% of our procurement purchasing volume. We will evaluate all our suppliers (direct and indirect) according to environmental and social sustainability criteria to promote and protect human rights along our supply chains.

As a starting point and before commencing business activities we expect our supply chain and business partners to accept and sign our Symrise Responsible Sourcing Policy which serves as our Supplier Code of Conduct. It covers and clarifies our requirements for supplier behavior.

New or alternative suppliers will first go through an internal evaluation process and will then be asked to go through an assessment for which we have been using for many years already Sedex and SMETA 4 Pillar audits and started in 2021 to evaluate further suppliers on the Ecovadis platform. Suppliers who are not yet registered on either platform will be asked to do so in order to evaluate their sustainability performance. If the results of such an assessment show high risk levels or reveal concrete sustainability issues, we have on-site inspections by external audit companies carried out based on the Sedex / SMETA 4 Pillar approach. For strategically important natural products we ensure ethical and ecological procurement through specific sustainability frameworks and assessments by third parties, such as the Union for Ethical Bioproducts (UEBT), SAI, FSC or MSC.

The results of the evaluation will be integrated into the relevant internal decision-making processes to ensure that potential adverse impacts on human rights are effectively prevented. In case negative impacts on people have been identified we promote and expect from our suppliers that remediation measures are taken.

The RSSC consolidates the assessment results and supply chain risks identified and informs the Segment's supply chain heads and the Symrise Sustainability Board on a regular basis.

<sup>1</sup> Symrise legacy means all Symrise plants with the exception of the plants of the former segment Nutrition.

### Capacity building

To understand human rights and sustainability risks, special knowledge and capacity building is important, and our employees of the purchasing departments will receive specific training which we will in a further step also extend to selected suppliers.

### **Grievance mechanism**

Employees can contact their direct supervisor, the Human Resource department, the Corporate Legal department, the Works Council or use the "Symrise Integrity Hotline".

Symrise has implemented an own corporate grievance mechanism for affected stakeholders and rightsholders to report problems and seek remedy. Symrise will also abide by any national state-based grievance mechanisms or laws, and work with the relevant authorities where needed, to address any grievances that may arise, relevant to Symrise. External informants can directly contact the Symrise Compliance Officer Sustainability at Sustainability.Office@symrise.com.

### **Stakeholder engagement**

#### Initiatives / Collaborations

We cannot solve many of the challenges in the supply chain on our own and are therefore increasingly engaging with industry collaborations and pre-competitive approaches to jointly work on long-term sustainable solutions. These include memberships and engagement in special initiatives such as the Roundtable on Sustainable Palm Oil (RSPO), Sustainable Spices Initiative, the Sustainable Agriculture Initiative (SAI), as well as the IFRA-IOFI Sustainability Committee.

The exchange of knowledge is also a very important element in the Initiative for Sustainable Agricultural Supply Chains (INA), a platform of stakeholders from the private sector, civil society and politics. INA concentrates especially on the conservation of natural resources as well as the promotion of living income and living wage.

We joint early 2021 the Aim-Progress initiative - a forum of leading Fast Moving Consumer Goods (FMCG) manufacturers and common suppliers, aiming at establishing and promoting responsible sourcing practices and sustainable supply chains; this will help us to improve and further develop our processes for responsible supply chains.

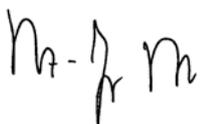
#### Strategic backward integration / multi-stakeholder projects

We can best pursue and meet our goal of sustainable procurement if we can exert direct influence on our upstream value chains. For our key raw materials, we therefore pursue the approach of strategic backward integration and work very specifically within the framework of various joint projects on the improvement and implementation of environmental and social standards. In addition to growers and strategic suppliers, the partners in the various projects also include strategic customers, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and non-governmental organisations.

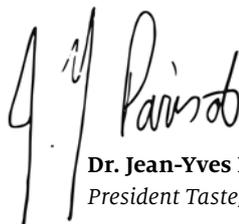
### **Reporting on progress**

Annually we will inform our stakeholders on the status quo and progress made against our targets in our annual report on our homepage ([www.symrise.com](http://www.symrise.com)).

Holzminden, February 2022



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