

Health and Safety Policy

Symrise is a global supplier of fragrances, flavorings, cosmetic active ingredients and raw materials, as well as functional ingredients. Its clients include manufacturers of perfumes, cosmetics, food and beverages, the pharmaceutical industry and producers of nutritional supplements and pet food.

Symrise is aware of the importance of the health and safety of its employees and stakeholders and therefore developed a comprehensive health and safety program related to all manufacturing sites. This program is based on the following points:

- Each manufacturing site has a senior manager and a committee, both including management and, where applicable, employee representatives, responsible for health and safety management.
- There are written procedures to identify and assess health and safety risks in place, on how to maintain and safely use equipment during storage, use and disposal of hazardous materials. In addition, there are written procedures and training records on emergency evacuation drills at every site.
- All employees receive health and safety trainings customized to their job profiles
- Each manufacturing site maintains a complete list of all chemicals used. All those chemicals are shipped together with corresponding material safety data sheets (MSDS) in languages.
- Shower/washing and first aid facilities are provided to every employee working with hazardous materials
- All containers for hazardous materials are labeled with instructions on storage, usage and disposal in the corresponding local language
- Unlimited access to drinking water is provided to every employee.
- IMS and corporate audits ensure compliance with country specific legislation and management guidelines.

Every process within the Integrated Management System is by the annual audit plan. Internal IMS audits are carried out in accordance with ISO standard 19011. External audits conducted by customers, authorities and independent certification organizations confirm ongoing improvement of Symrise's management systems.