

# FIRMENICH ESG AMBITIONS



**CARBON NEUTRALITY IN OUR DIRECT OPERATIONS BY 2025**  
**CARBON POSITIVE IN OUR DIRECT OPERATIONS BY 2030**

As a leading responsible family company, driving an inclusive business model has always been our priority. We set ourselves pioneering 2025 and 2030 ambitions to create value for our stakeholders today and for the generations to come. We commit to:

OUR VISION

- **OPERATE** globally with the highest standards of **governance, ethics** and **transparency**
- **DELIVER** **100% of our products** with a measurable improved **social** and **environmental impact**
- **PROTECT** the **environment, biodiversity** and **people** through impactful science and innovation

AMBITION

**#1** IN RENEWABLE  
INGREDIENTS

**#1** IN CONSCIOUS  
PERFUMERY

**#1** IN DIET  
TRANSFORMATION

STREAMS



TARGETS

- Carbon **Neutral** in our operations
- **50%** reduction in Scope 1 & Scope 2
- **8%** reduction in Scope 3 CO<sub>2</sub>e emissions vs. 2017
- **Zero** Waste-to-landfill
- **100 %** Renewable Electricity
- **100 %** Plastic packaging fully recyclable or reusable

- **70 %** Renewable ingredients
- **90 %** Certified Terpenes & Resins
- **100 %** Fragrances made of
- **99 %** Biodegradable Ingredients
- **100%** certified biodiversity risk management approach

- **Zero** human rights non compliance in our operations
- **No** gender Pay Gap - **No** Ethnic Pay Gap
- **+ 50 %** of Senior Leaders are diverse
- **100%** Living Wage in our operations
- **50** Certified ingredients
- **Safety:** Total Recordable Case (TRC) rate below **0,20**

DRIVERS



IMPACTFUL SCIENCE



RESPONSIBLE SOURCING



BUSINESS ETHICS



DIGITAL ACCELERATION

\* ISO 16128 provides guidelines on definitions for natural and organic cosmetic ingredients.