



## Modern Slavery Statement

October 2022

### CONTEXT

Modern slavery continues to remain a critical human rights issue today affecting millions of people worldwide, and it is a growing global issue that transcends age, gender, and ethnicity. It can manifest itself in a variety of ways, including forced labour through physical or psychological coercion, human trafficking, sexual exploitation, debt bondage and restrictions on freedom of movement through document retention. Unfortunately, vulnerable people are forced to work illegally and against their will in a variety of industries, including agriculture, construction, and manufacturing.

We recognize that we cannot eradicate modern slavery on our own, as poverty, conflict and crisis, cultural perspectives, and a lack of protective safeguards and legislation are all root causes of it. Understanding the problem is the first step, but strong commitments from governments, international organizations, the private sector, and civil society are required to address the issue and impact of modern slavery.

### PURPOSE

As a responsible company, and in line with our Purpose “for good, naturally”, Firmenich is committed to ensuring that the people and communities that support our business are treated with fundamental dignity and respect. With operations and supply chains spanning the globe, we work to collaborate with our partners, the supply chain, industry peers, and other stakeholders to address any modern slavery risks that may arise during our business.

This Corporate Statement outlines our commitments and approach to fighting modern slavery. We believe that collaboration between different actors is critical to ensure respect for basic rights against forced labour and scale up positive impact. This Corporate Modern Slavery Statement, which is updated regularly, outlines our approach to caring about People and driving meaningful change.

### SCOPE

This statement provides more details on our commitment to fight Modern Slavery in addition to our Human Rights Policy.

This statement is relevant to every employee, officer, and director of Firmenich, its subsidiaries and affiliates worldwide. It is the responsibility of Firmenich’s employees, officers, and directors to promote a culture where rights are understood and respected. Our employees and business partners are expected to abide by all national laws on human rights in the countries where they operate. Where national law and international human rights standards differ, we aim to follow the stricter one.

The statement’s purpose is also reflected in our Responsible Sourcing Policy<sup>1</sup> as an inspiration to all our suppliers of direct and indirect materials and invites all our business partners to uphold the principles herein and adopt similar commitments within their own businesses.

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<sup>1</sup> As defined in Responsible Sourcing Policy chapter 2 - Respecting Human Rights, People Health and Safety.



It builds on existing Statements and Policies specifically the Global Environmental Policy Statement, Position Statement on Palm Oil, Code of Ethics, Human Rights Policy and Responsible Sourcing Policy.

## REQUIREMENTS

### Risk-based approach

We conduct risk assessments on an ongoing basis and rely on tools and measures developed both internally and externally for them. To ensure compliance with international standards, we use recognized platforms such as SEDEX and EcoVadis, as well as external risk tools like the UEBT Risk Tool and Riskmethods™ to monitor our own operations and the practices of our suppliers to ensure compliance with key international standards. As part of our vendor qualification process, the Suppliers Self-Assessment questionnaire (SSA) ensures data gathering on the level of commitment with the Supplier Expectation Manual and our Responsible Sourcing Policy. In addition, every fiscal year, the Supplier Audit Plan is defined using a risk-based approach. We send self-assessment questionnaires to our suppliers and conduct risk-based audits through our Supplier Audit Program. Furthermore, in key raw materials supply chains where human rights may be at risk, we conduct specific assessments in collaboration with third-party organizations, for example, UEBT.

### Due diligence process

As part of our human rights' due diligence work, we take into consideration the constant evolutions that may occur in business operations as well as specific areas that may be at risk. We conduct Modern Slavery awareness session for our colleagues with the goal of explaining what modern slavery is, how and where it can occur in our supply chains, as well as discussing measures to mitigate it. Our [Human Rights Policy](#) defines in more details our salient issues including the present one, our due diligence process and dedicated governance.

Our governance framework and related Corporate Policies empower our employees and suppliers to report and escalate any concerns about unethical conduct, whether it is related to modern slavery, human trafficking, or other matters. When risks or non-compliance are found within any monitoring activity performed under our Supplier Excellence Program, we translate the assessment findings into corrective action plans and follow up with our colleagues and/or suppliers to ensure remediation within a reasonable time.

Our 24/7 [Firmenich Speak Up platform](#) plays an important role in the management of those risks being part of our grievance mechanism. The Speak Up platform is operated by an independent third party and is available to all employees and third parties to raise or report a concern.

### Awareness raising and Training

As part of our compliance program, we developed and delivered training to raise employee awareness of the Firmenich Code of Ethics and other Policies. We conduct communication campaigns across the Firmenich group on a regular basis and create online training in several languages, in addition to in-person courses. We continuously train our procurement teams on responsible sourcing and provide SEDEX awareness and engagement training to our teams working in procurement and manufacturing sites. Human rights considerations and goals were included in both trainings to help colleagues understand our commitments. We have dedicated training for our procurement team on "How procurement decisions can advance decent

work in supply chains” from UN global compact modules<sup>2</sup>.

## STATEMENT MANAGEMENT

This statement is approved by our Chief Human Resources Officer (CHRO) who oversees our work on human rights with the support of our Board Committee on Governance and Sustainability and the Global Sustainability team.

This statement is aligned with our Fundamentals and complements our existing Statements and Policies specifically, our Code of Ethics, Responsible Sourcing Policy, and Human Right Policy.

We report on our commitment to address the issue of modern slavery and its associated activities through our Environmental Social Governance (ESG) Report published annually.



Mieke Van de Capelle  
Chief Human Resources Officer

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<sup>2</sup> Access the internal course [here](#)