



## Firmenich's Modern Slavery Statement

### Organization structure and supply chain

Firmenich is the world's largest privately owned perfume and taste company headquartered in Switzerland. We employ close to 10,000 colleagues and operate 83 facilities around the world, including manufacturing plants and research and development centres. Depending on the materials we source, we operate in different types of supply chains ranging from direct sourcing models to more complex supply chains. We rely on raw materials for our flavors and fragrances, while our indirect purchases encompass a wide range of products and services, such as packaging, logistics, etc.

### Policies

Our Code of Ethics embodies our Fundamentals, our purpose and values, setting out the principles, standards and policies that apply to all Firmenich's employees and business partners working with Firmenich. Our [Code of Ethics](#) is complemented by our [Human Rights Policy](#) and [Responsible Sourcing Policy](#). The Human Rights Policy outlines our commitment and approach to human rights, including provisions on modern slavery, whereas our Responsible Sourcing Policy is designed to engage our suppliers and partners on our sustainability journey. Both apply to our suppliers.

### Due diligence processes

As part of our human rights due diligence work, and with a specific objective of helping us prioritize our modern slavery-related work, we conducted a salient issue mapping of the full value chain of our business and conducted a modern slavery-specific session in our previous fiscal year. The objective of the session was to explain to colleagues what modern slavery is and where it can occur in our supply chains, as well as discussing measures in place and measures to consider to strengthen our approach. In 2020, we conducted a high-level refresh of our salient issues mapping, taking into consideration changes in the business and contributing to our understanding of how modern slavery can manifest in different parts of our business.

### Risk assessment and management

We conduct risk assessments on an ongoing basis. We rely on internally and externally developed tools and measures to conduct those assessments. As part of our vendor qualification process, we send out self-assessment questionnaires to our key suppliers, and based on risk, perform audits through our Supplier Audit Program. We also use recognized platforms such as SEDEX and EcoVadis for our own operations and monitoring of our suppliers' practices and compliance with key international standards. In addition, we conduct specific assessments with the Union for Ethical BioTrade (UEBT) or other third-party organizations in some key raw materials supply chains where human rights may be at risk. Where risks or non-compliance are found, we translate the findings of the assessments into corrective action plans and follow up with our colleagues and/or suppliers to ensure remediation within reasonable time. Our 24/7 Hotline plays an important role in the management of those risks. The Hotline is run by an independent third-party and is available to all employees and business partners to raise or report a concern.

### Key performance indicators

We have integrated modern slavery into our new 2030 ESG Ambitions. In addition to the human rights training that will be rolled out, we are developing human rights material to be shared with migrant workers throughout our supply chain. We also seek to put in place key

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performance indicators to track the effectiveness of the actions we are taking related to human rights and more specifically modern slavery.

### **Training on modern slavery and trafficking**

As part of our overall compliance programs, we have created and provided training to build employee awareness of the Firmenich Code of Ethics and other policies. Following the launch of our updated Code of Ethics in June 2020, we conducted communication campaigns across the Firmenich group and developed an online training in nine languages, along with face-to-face courses. In March 2021, we trained our procurement teams on responsible sourcing and delivered a SEDEX awareness and engagement training to our teams working on manufacturing sites. Both training included human rights considerations and targets to make our commitments clear to colleagues. In April 2021, we also launched a new training for our procurement team on “How procurement decisions can advance decent work in supply chains”.

Jane Sinclair,  
General Counsel and  
Secretary to the Board