

Global Diversity and Inclusion Policy

April 2018

Policy Owner: Chief Human Resources Officer

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DIVERSITY AND INCLUSION POLICY

Throughout our history, Firmenich has demonstrated a strong commitment to people and values as detailed in the Firmenich Fundamentals.

We believe that a diverse workforce helps our company and employees realize their full potential, benefitting from the creativity and innovation of people with different experiences, perspectives and cultures. It also enables us to better understand and respond to our diverse and changing customer base around the world and respond to societal changes.

Diversity and Inclusion at Firmenich

Firmenich policy and practice is to create and maintain a working environment free from discrimination, where employees are treated with dignity and respect.

We do not discriminate against any employee or applicant for employment on the basis of gender, age, race, ethnicity, religion, marital status, sexual orientation, socio-economic status, physical abilities or political beliefs. We also comply with all applicable non-discrimination and equal opportunity laws wherever we do business.

We believe that attracting, developing and retaining the best and most diverse talent, supported by our inclusive work environment, is essential to our continued success

Diversity and Inclusion in Practice

In accordance with the Firmenich Values, every employee and leader at Firmenich is expected to:

- foster and build an environment of inclusion,
- treat all employees with fairness, equality and respect,
- attract, develop and retain talented and diverse people.

This enriches our company and culture by:

- creating a highly productive, diverse and engaged work environment, enhancing our reputation as employer of choice for the best talent.
- deepening customer and market understanding to provide superior products and services to a fast changing marketplace.
- maximizing innovation opportunities by utilizing many different perspectives, skills and experience from our employees and stakeholders.
- adapting and responding with agility to a global society fueled by constant change.
- delivering sustainable growth and value creation for our shareholders.



Key Focus Areas

- **Recruitment:** We encourage and facilitate the recruitment of a diverse workforce, representative of the communities in which we work.
- **Compensation:** We ensure gender pay equality and inclusive benefit policies securing fairness and respect for each individual.
- **Performance Management and Development:** We ensure that all employees have equal opportunities for career and professional development.
- **Policies, processes, talent and rewards strategy:** We ensure alignment with our Diversity and Inclusion Policy and updated when needed.
- **Training:** By building awareness on the importance of diversity and inclusion, to avoid unconscious bias within our organization and in business dealings.
- **Firmenich Fundamentals:** Compliance with the Firmenich Code of Ethics and Business Conduct, including the Firmenich Fundamentals, is essential for initial and continued employment at Firmenich.

Ownership

The Chief HR Officer is responsible for the administration of the principles and practices of this policy.

Grievance Policy

Employees who feel the commitments outlined in this policy are not followed, who have a question or wish to discuss a possible violation of this policy, should contact their Human Resources Business Partner at their site or can contact the Firmenich Hotline at www.firmenich.ethicspoint.com

Everyone, Everywhere, Everyday

At Firmenich, our people are vital to our strategy and our success. Embracing our differences to work together across the world is a continuous journey fueled by passion from everyone, everywhere, every day. We will grow successfully if each of us makes diversity and inclusion a conscious part of how we conduct our business globally.