

GENERAL STANDARD DISCLOSURES

General Standards	General Disclosures	Definition	Page Number (online PDF report) or Link	External Assurance
GRI 102: General Disclosures	102-1	Name of the organization	Page 4	Page 51
	102-2	Activities, brands, products, and services	Page 5	Page 51
	102-3	Location of headquarters	Page 5	Page 51
	102-4	Location of operations	Page 5; 51 http://www.firmenich.com/en_INT/locations.html	Page 51
	102-5	Ownership and legal form	Page 5	Page 51
	102-6	Markets served	Page 5	Page 51
	102-7	Scale of the organization	Page 5	Page 51
	102-8	Information on employees and other workers	Page 5; 21	Page 51
	102-9	Supply chain	Page 5; 49-50	Page 51
	102-10	Significant changes to the organization and its supply chain	Page 5	Page 51
	102-11	Precautionary Principle or approach	Pages 6-7; 14; 17	Page 51
	102-12	External initiatives	Pages 13; 19; 20; 42 http://www.firmenich.com/en_INT/sustainability/Firmenich-Human-Rights-Policy-Statement.html	Page 51
	102-13	Membership of associations	Page 5 of the Summary Report	Page 51
	102-14	Statement from senior decision-maker	Pages 6-7	Page 51
	102-15	Key impacts, risks, and opportunities	Pages 14; pages 9-10 of the materiality report	Page 51
	102-16	Values, principles, standards, and norms of behavior	Pages 17; 52	Page 51

102-18	Governance structure	Pages 7; 18; 19; 45	Page 51
102-40	List of stakeholder groups	Page 14; pages 2-3 of the materiality report ; Firmenich's website	Page 51
102-41	Collective bargaining agreements	Page 21	Page 51
102-42	Identifying and selecting stakeholders	Page 14; Firmenich's website	Page 51
102-43	Approach to stakeholder engagement	Page 14; pages 2-3 of the materiality report	Page 51
102-44	Key topics and concerns raised	Page 14; page 4 of the materiality report	Page 51
102-45	Entities included in the consolidated financial statements	The list of entities is available on our website on the following map: http://www.firmenich.com/en_INT/locations.html All the locations on the map are included in the financial statement.	Page 51
102-46	Defining report content and topic Boundaries	Pages 13-14; pages 4 and 9 of the materiality report	Page 51
102-47	List of material topics	Page 14, page 4 of the materiality report	Page 51
102-48	Restatements of information	Performance table on page 12 of this Index	Page 51
102-49	Changes in reporting	Pages 13-14	Page 51
102-50	Reporting period	Page 51	Page 51
102-51	Date of the most recent report	Page 51	Page 51
102-52	Reporting cycle	Page 51	Page 51
102-53	Contact point for questions regarding the report	Page 51	Page 51
102-54	Claims of reporting in accordance with the GRI Standards	Page 51	Page 51
102-55	GRI content index	http://www.firmenich.com/GRI_Index2018.pdf	Page 51
102-56	External assurance	Page 51	Page 51

MATERIAL TOPICS				
	DMA and Indicators	Definition	Page Number or Link	External Assurance
ECONOMIC				
ECONOMIC PERFORMANCE				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Economic performance is critical to the success of our company so we need to ensure that our business is financially sustainable in the short- and long-term.	Page 51
	103-2	The management approach and its components	Pages 10-12	Page 51
	103-3	Evaluation of the management approach	Page 5	Page 51
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Page 5 Due to the private ownership of the company we are limited in our disclosure of economic indicators.	Page 51
	201-2	Financial implications and other risks and opportunities due to climate change	Pages 42-44	Page 51
ANTI-CORRUPTION				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Page 9 of the materiality report ; http://www.firmenich.com/uploads/files/company/Global_Anticorruption_Corporate_Policy.pdf	Page 51
	103-2	The management approach and its components	Page 17	Page 51
	103-3	Evaluation of the management approach	Page 17 https://secure.ethicspoint.eu/domain/media/en/gui/104533/index.html	Page 51
GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Page 17	Page 51

ENVIRONMENTAL				
ENERGY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 38-39	Page 51
	103-3	Evaluation of the management approach	Pages 38-39	Page 51
GRI 302: Energy	302-4	Reduction of energy consumption	Page 41 and performance table available on page 15 of this Index	Page 51
WATER				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Pages 42-43; page 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 38-39; 42-43	Page 51
	103-3	Evaluation of the management approach	Pages 38-39; 42-43	Page 51
GRI 303: Water	303-1	Water withdrawal by source	Page 43; performance table on page 15 of this Index	Page 51
	Internal indicator	Water footprint reduction in water-stressed area	Pages 39; 43 and performance table on page 14 of this Index	Page 51
BIODIVERSITY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Page 45; pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its components	Page 45	Page 51
	103-3	Evaluation of the management approach	Page 45	Page 51
GRI 304: Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	Page 45	Page 51
EMISSIONS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Pages 40-42; pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 38-42	Page 51

	103-3	Evaluation of the management approach	Pages 38-39; 42	Page 51
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	Pages 39-41; 51; performance table on page 14 of this Index	Page 51
	305-2	Energy indirect (Scope 2) GHG emissions	Pages 39-41; 51; performance table on page 14 of this Index	Page 51
	305-3	Other indirect (Scope 3) GHG emissions	Pages 42; performance table on page 15 of this Index	Page 51
	305-5	Reduction of GHG emissions	Pages 39-40; 42	Page 51
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Performance table on page 15 of this Index	Page 51
EFFLUENTS AND WASTE				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 38; 43	Page 51
	103-3	Evaluation of the management approach	Pages 38-39	Page 51
GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	Performance table on page 15 of this Index	Page 51
	306-2	Waste by type and disposal method	Performance table on page 15 and 16 of this Index	Page 51
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 42; 50	Page 51
	103-3	Evaluation of the management approach	Pages 42;50	Page 51
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	We screen our suppliers according to several criteria including environmental criteria. Although we do record the entry date of the vendors in our systems, we are not able to provide the percentage of new suppliers that were screened using environmental criteria but	Page 51

			are working on our systems to be able to report on this indicator in FY19.	
SOCIAL				
EMPLOYMENT				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Although this issue is not considered to be a high material issue, we believe that employment and the ability to hire, attract and retain talented employees is critical to foster innovation.	Page 51
	103-2	The management approach and its components	Page 16; 21; Firmenich's website	Page 51
	103-3	Evaluation of the management approach	Page 16; 21	Page 51
GRI 401: Employment	401-1	New employee hires and employee turnover	Page 21	Page 51
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Page 9 of the materiality report	Page 51
	103-2	The management approach and its components	Pages 16; 23	Page 51
	103-3	Evaluation of the management approach	Pages 8; 16; 23	Page 51
GRI 403: Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 23; performance table on page 14 of this Index Absentees are not included.	Page 51
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 20; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Page 16; 20	Page 51
	103-3	Evaluation of the management approach	Page 16; 20	Page 51
GRI 405: Diversity and	405-1	Diversity of governance bodies and employees	Page 20; performance table on page 13 of this Index	Page 51

Equal Opportunity				
HUMAN RIGHTS ASSESSMENT				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 19; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 16; 19; https://secure.ethicspoint.eu/domain/media/en/gui/104533/index.html	Page 51
	103-3	Evaluation of the management approach	Pages 16; 19	Page 51
GRI 412: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	We are developing trainings on human rights which will be delivered in FY19.	Page 51
LOCAL COMMUNITIES				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 31; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Page 32; https://secure.ethicspoint.eu/domain/media/en/gui/104533/index.html	Page 51
	103-3	Evaluation of the management approach	Page 32	Page 51
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Pages 22; 32; 34; 44	Page 51
	Internal indicator	Deep Roots beneficiaries	Pages 32 and 34	
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 30; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Page 31-34	Page 51
	103-3	Evaluation of the management approach	Page 50	Page 51
GRI 414:	414-1	New suppliers that were screened using social	Page 50	Page 51

Supplier Social Assessment		criteria		
	Internal indicator	Responsible naturals sourcing projects	Pages 32 and 34	Page 51
CUSTOMER HEALTH AND SAFETY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 24; page 9 of the materiality report	Page 51
	103-2	The management approach and its component	Page 24	Page 51
	103-3	Evaluation of the management approach	Page 24	Page 51
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories (%)	Our Ingredients Index has produced quantifiable data on the environmental and health impact for each of our key ingredients. Over the last years, we have evaluated 413 Index values for 400 unique ingredients representing approximately 93% (by volume) of a typical Firmenich perfumery compound.	Page 51

MATERIAL TOPICS WITH NO SPECIFIC GRI STANDARDS				
	DMA Indicators	Definition	Page number or link	External assurance
MICROPLASTICS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	As an emerging and newly identified issue, we are looking into this and will define our objective(s), management approach and indicator(s) for this issue.	Page 51
	103-3	Evaluation of the management approach		Page 51
Indicator		To be defined		

GREEN SCIENCE				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 46; pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 46-47	Page 51
	103-3	Evaluation of the management approach	Page 46	Page 51
Indicator		Productivity and e-factor	Page 47	Page 51
DEFORESTATION				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 43; pages 9 and 11 of the materiality report	Page 51
	103-2	The management approach and its component	Page 43	Page 51
	103-3	Evaluation of the management approach	Page 43	Page 51
Indicator		CDP ranking on the Forests Program	Page 43	Page 51
ENHANCING NUTRITION, HEALTH AND SANITATION THROUGH OUR PRODUCTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 27-28; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 27-28	Page 51
	103-3	Evaluation of the management approach	Pages 27-28	Page 51
Indicator		Sugar, fat and salt reduction	Page 28	Page 51
		Delivery of malodor control systems as products for base of pyramid consumers	Page 26	Page 51
INVESTMENT IN AND OUTCOMES OF R&D				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	As a newly identified issue, we are looking into this and will define our objective(s), management approach and indicator(s) for this	Page 51
	103-3	Evaluation of the management approach		Page 51
Indicator		To be defined		

			issue.	
CHAMPIONING PRODUCT DEVELOPMENT FOR ALL MARKET SEGMENTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 29-30; pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 29; 36	Page 51
	103-3	Evaluation of the management approach	Pages 26; 29	Page 51
Indicator		Base of Pyramid consumer insight	Page 26	Page 51
Indicator		Quantitative indicator to be defined	As a newly identified issue, we are looking into defining quantitative appropriate indicator(s) for this issue	
CUSTOMER REQUIREMENTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 28, 29	Page 51
	103-3	Evaluation of the management approach	Page 26	Page 51
Indicator		Sustainability project developed with customers	Page 26	Page 51
SECURITY OF SUPPLY OF RAW MATERIALS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Pages 9-10 of the materiality report	Page 51
	103-2	The management approach and its component	Pages 31-34, 45	Page 51
	103-3	Evaluation of the management approach	Pages 31-34, 45	Page 51
Indicator		Naturals Together and Deep Roots partners	Pages 31-34	Page 51
BUSINESS CONTINUITY MANAGEMENT				
GRI 103: Management	103-1	Explanation of the material topic and its Boundaries	Pages 9-10 of the materiality report	Page 51

Approach	103-2	The management approach and its component	We have business contingency plans in place to respond to any kind of risks	Page 51
	103-3	Evaluation of the management approach	As a newly identified issue, we're looking into defining target(s) and appropriate indicator(s) for this issue.	Page 51
Indicator		To be defined		
PRODUCT SAFETY AND QUALITY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundaries	Page 24; page 9 of the materiality report	Page 51
	103-2	The management approach and its component	Page 24	Page 51
	103-3	Evaluation of the management approach	Page 24	Page 51
Indicator		Sales order lines product defect free	Page 24	Page 51
		Improvement in customer quality index	Page 24	Page 51
		Critical remarks on FSSC 22000 Food Safety System certification audits	Page 24	Page 51

	FY17	FY18
Employee and others workers GRI 401-1		
Permanent		
Male	3,957	4,028
Female	2,651	2,736
Temporary		
Male	265	269
Female	172	146
Permanent		
Europe	1417	2,566
India, Middle East & Africa	446	677
North America	885	1,406
South America	508	807
North Asia	418	732
South & East Asia	283	576
Temporary		
Europe	199	280
India, Middle East & Africa	3	8
North America	29	52
South America	15	34
North Asia	7	12
South & East Asia	12	29
Full-time		
Male	4,178	4,251
Female	2,561	2,627
Part-time		
Male	44	46
Female	262	255
New employee hires		
Male	496	483
Female	364	354
< 30 years	336	301
30-50 years	471	479
> 50 years	53	57
Europe	272	280
India, Middle East & Africa	72	52
North America	185	194
South America	153	141
North Asia	89	107
South & East Asia	69	63
New employee hires (%)		
Male	7	7
Female	5	5
< 30 years	5	4
30-50 years	7	7
> 50 years	1	1
Europe	4	4

India, Middle East & Africa	1	1
North America	3	3
South America	2	2
North Asia	1	1
South & East Asia	1	1
Turnover (%)		
Male	9	11
Female	9	10
< 30 years	11	15
30-50 years	8	10
> 50 years	10	11
Europe	6	7
India, Middle East & Africa	7	6
North America	12	14
South America	13	17
North Asia	10	11
South & East Asia	9	11
Diversity GRI 405-1		
Employment category; Women		
Directors	295	320
Middle managers	1074	1114
Rest of the workforce	1282	1302
Employment category; Men		
Directors	528	540
Middle managers	1065	1092
Rest of the workforce	2364	2396
Employment category; Women (%)*		
Directors	36	37
Middle managers	50	50
Rest of the workforce	35	35
Employment category; Men (%)*		
Directors	64	63
Middle managers	50	50
Rest of the workforce	65	65
* Rates are calculated per employee categories.		
Executive Board; Women		
< 30 years	0	0
30-50 years	1	1
> 50 years	2	2
Executive Board; Men		
< 30 years	0	0
30-50 years	3	3
> 50 years	3	3

Health & Safety*		GRI 403-2	
Incidents			
Lost-time injury** (LTIs)	6		5
Total-recordable cases*** (TRC's)	15		15
Lost-time injury rate (LTIR)	0.21		0.21
Fatalities	0		0
Lost-time injury (LTI) by region			
Europe	2		4
India, Middle East & Africa	0		0
North America	0		0
South America	1		1
North Asia	1		0
South & East Asia	2		0
Total recordable cases (TRC) by region			
Europe	5		7
India, Middle East & Africa	0		2
North America	4		5
South America	2		1
North Asia	1		0
South & East Asia	3		0
Lost-time injury (LTI) by gender			
Male	3		5
Female	3		0
Total recordable cases (TRC) by gender			
Male	11		12
Female	4		3

*Occupational Health & Safety data covers fixed and temporary headcount including workers supervised by a contractor

** Lost-time injury rate (LTIR) = Lost-time cases per 200,000 exposure hours (a recordable work-related injury or illness that results in time away from work of greater than one day or one shift following the day of the incident)

*** Total recordable cases (TRC) = Total recordable cases per 200,000 exposure hours (this is the sum of lost time cases + restricted work cases + medical treatment, which are either work-related injuries or illnesses).

	Baseline FY15	FY17	FY18
Environment			
CO₂ Emissions (Tonnes)			GRI 305-1; 305-2
Scope 1: Direct Energy Source (1)	73950.27	75091.74	74010.56
Scope 2: Indirect Source (1)	72059.58	57216.07	54284.91
Total Scope 1 & 2 CO ₂ Emissions (1)	146009.85	132307.81	128295.47
Water footprint reduction in water-stressed area (m ³ /tonne)	7.2	6.7	6.8

Environment		
Energy (GJ)		GRI 302-4
Direct Energy (own source)	1222183.73	1230891.14
Indirect Energy: purchased (inc. electricity, steam, etc.)	798222.84	844291.46
Total Energy	2020406.56	2075182.60
Water input (m ³)		GRI 303-1
Municipal	1306583.01	1395616.13
Ground	61414.40	66909.61
Municipal and ground	1367997.41	1462525.75
Surface	3263691.10	3273072.00
Recycled/Reused	22581.40	16526.70
Total	4631688.51	4735597.75
CO ₂ Emissions (Tonnes)		GRI 305-3
Scope 3: Other Indirect Sources		
Purchased Goods & Services (5)	3426531	4071421
Transportation & distribution (6)	30548	31317
Waste generated in operations	14451	16653
Business Travel (7)	16736	17420
Employee Commuting	28906	30577
Total Scope 3 CO ₂ Emissions	3517172	4167388
Others (Tonnes)		GRI 305-7
NO _x tonnes	73.89	79.96
SO _x tonnes	24.12	29.74
VOC tonnes	233.17	228.48
Production QTY (Tonnes)	198081.93	212572.12
Effluent discharge (m ³)		GRI 306-1
Direct discharge – with on-site treatment	688622.96	719570.99
COD – Direct discharge with on-site treatment (Tonnes)	401.12	409.76
Discharge to off-site municipal wastewater system (3)	625764.80	644479.13
COD – Discharge to off-site municipal wastewater system (Tonnes)	1,790.42	1,885.62
Total effluent (m ³) (3)	1314387.76	1364050.12
Total COD (Tonnes)	2,191.54	2,295.38
Hazardous (HZ) waste		GRI 306-2

Incinerated (without heat recovery)	4628.58	5445.72
Incinerated (with heat recovery)	13318.30	17084.07
Land-filled	11.85	19.23
Other	648.56	892.72
Total hazardous waste	18607.30	23441.74
Non-hazardous (NHZ) waste GRI 306-2		
Incinerated (without heat recovery)	125.27	173.94
Incinerated (with heat recovery)	1363.10	1332.25
Land-filled	1542.92	1278.45
Other	273.09	289.76
Total hazardous waste	3304.37	3074.40
Total waste (HZ & NHZ) GRI 306-2		
Total	21911.66	26516.14
Total incinerated and land-filled	24345.25	28932.92
Total recycled waste (Tonnes)	12850.48	14725.46
Effluent waste GRI 306-2		
Incinerated	2671.41	2654.91
Land-filled	683.83	944.36
Land-application (2)	34.74	39.53
Other	0	0
Total effluent treatment waste	3389.97	3638.79

At times environmental data from previous years is updated, adjusted or corrected. Any changes in environmental data previously published below a 1% threshold are deemed not material unless it is found to be of sufficient importance to our management team, and in these cases the explanation for the variation will be detailed. For cases above 1% the variation will be detailed.

- (1) Restated based on acquisition
- (2) Figure omitted during publication
- (3) Change driven by reporting units error at one site;
 - a. 21.1% decrease, Discharge to off-site municipal wastewater system
 - b. 11.3% decrease, Total effluent

(5) Purchased raw materials used in Firmenich Products. We have adjusted our calculation methodology for this Category. Going forward, we will use primary data from our raw materials suppliers submitted through the annual CDP Supply Chain Request. In addition to data on supplier emissions intensity (tCO₂e per revenue) from the CDP Supply Chain Request, we will utilize the total spend on raw materials from suppliers to determine our Category 1 emissions. For suppliers without emissions intensity data reported to CDP, we scaled up our calculated total to include GHG emissions from our entire raw materials supply chain. This will be a cradle to gate approach utilizing Scope 1, 2, & 3 emissions reported by our suppliers.

(6) Outbound transportation from Firmenich sites to affiliates and customers

(7) Business air travel only