
HUMAN RIGHTS POLICY STATEMENT

Version : April 2018

Policy Owner: Chief Human Resources Officer

At Firmenich, integrity is non-negotiable: we respect and support human rights because it is the right thing to do and because it is critical to deliver on the [United Nations Sustainable Development Goals](#). Our Fundamentals make very clear that people are at the heart of Firmenich and at the core of our values. As a responsible company, we need to have a positive contribution on the people and communities we directly and indirectly do business with. It is our responsibility to identify and address any actual or potential adverse human rights impacts through our own activities and our business relationships.

OUR APPROACH

This Policy Statement is based on the [UN Guiding Principles for Business and Human Rights](#), the [International Bill of Rights](#) (consisting of the Universal Declaration of Human rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the [International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work](#).

We follow the [OECD Guidelines for Multinational Enterprises](#) and as a signatory of the UN Global Compact, we respect the [Ten Principles](#) among which human rights are embedded.

Our employees are expected to abide by all national legal requirements on human rights of the countries where we operate. Where national law and international law differ, we aim to follow the stricter one.

OUR FOCUS



We focus our efforts on those human rights that are most at risk due to the severity of impact or where delayed response would make them irremediable, including but not limited to:



OUR ACTIONS



Firmenich has adopted a human rights due diligence approach whereby we:

- 1 Identify and prevent human rights risks to people in our business and our value chain;
- 2 Integrate findings into our internal controls, systems and processes;
- 3 Track the effectiveness of our actions and influence;
- 4 Communicate with our internal and external stakeholders.

HUMAN RIGHTS THROUGH OUR SUPPLY CHAIN

We are a global company with an impact far beyond our own operations: we source raw materials from suppliers, we produce and manufacture fragrances, flavors and ingredients, and we deliver quality and unique products to customers.

OUR OWN OPERATIONS



Human rights start with the health and safety of all our employees from our corporate offices to our production sites. Our [QHSSE Charter](#) guides employees in their daily operations while training and monitoring is in place to ensure compliance with health and safety standards.

But a safe environment is also one where employees are not harassed and discriminated against. Those values are laid out in our [Code of Ethics and Business Conduct](#) and are complemented by our [Corporate Diversity and Inclusion Policy](#).

We work towards ensuring that fair wages linked to our activities are guaranteed, and exceeded when possible.

While we aim to source materials in full respect with biodiversity, we simultaneously take all steps possible to ensure that the rights of vulnerable people, namely children, workers forced to labour and indigenous people, are respected and supported. Regarding the sourcing of natural ingredients, these issues are monitored through our Responsible Sourcing Programme.

OUR SUPPLY CHAIN



We formally require our suppliers to respect internationally recognized human rights and to adhere to our Code of Ethics and Business Conduct and our [Social Accountability Standards](#).

We collaborate with our suppliers through ongoing dialogue and building capability, and work together for continuous improvement through platforms such as SEDEX.

Through our Supplier Lifecycle Management, we conduct regular audits carried out by an external independent provider to ensure that key standards and requirements are applied, and corrective actions put in place when needed.

OUR CUSTOMERS



Our customers rely on our expertise and know-how to develop products that will delight millions of consumers every day and everywhere around the globe.

It is critical that the products we deliver to our customers are safe to use and uphold the highest standards of quality.

We are committed to ensure full transparency of our supply chain and we remain accountable towards our customers for the compliance with human rights.

GOVERNANCE, SCOPE AND RESPONSIBILITIES

GOVERNANCE



Our work on human rights is overseen by the Firmenich CEO, supported by the Chief Officers of Human Resources, Purchasing, and Legal & Compliance.

Ownership and management of each priority issue is allocated to the relevant function within our company.

SCOPE AND RESPONSIBILITIES



The Policy Statement applies to every employee, officer and director of Firmenich, its subsidiaries and affiliates worldwide, as well as third parties acting on behalf of Firmenich.

Any actions conducted by Firmenich employees, officers and directors, found to be in direct contravention of human rights may lead to disciplinary action, up to and including termination of employment.

We urge all our business partners to uphold by the principles herein and adopt similar Policy Statements within their own businesses.

REMEDATION, COMMUNICATION AND TRAINING

GRIEVANCE MECHANISMS AND REMEDY



Firmenich employees and other stakeholders who are negatively impacted by our company's activities or business relationships are given appropriate channels to report any issue and are also provided with effective remedy when required.

We use grievance mechanisms such as the [Firmenich Hotline](#) to report concerns in confidence. Retaliation against anyone raising concerns under this Policy Statement is strictly prohibited.

COMMUNICATION AND TRAINING



We will pursue engagement activities with our stakeholders, particularly with those who are most at risk of being severely impacted, and will refine our approach as we improve our knowledge.

At the same time, we will continue building awareness on human rights through trainings and other tools and will continue engaging with expert partners.