

Givaudan's modern slavery statement for financial year 2021

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Givaudan UK Limited, Givaudan 2007 UK Limited, Givaudan Holdings UK Limited (the UK Companies referred to as "Givaudan").

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Givaudan has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Givaudan has a zero tolerance approach to any form of modern slavery. We are committed to adhering to high ethical standard and acting with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Givaudan is the global leader in the fragrance and flavour industry, offering its products to global, regional and local food, beverage, consumer goods and fragrance partners. Givaudan develops tastes and scents that delight consumers the world over.

The Company operates in two divisions, Flavours and Fragrances.

The Flavour Division offers flavours and tastes for products in confectionery, baked goods, sugar confectionery, chocolates, and chewing gums; beverages, such as soft drinks, fruit juices, and instant beverages; dairy products, including ice creams and yoghurts, desserts, and yellow fats; and savoury products comprising ready-made meals, snacks, soups and sauces, and meat and poultry products.

The Fragrance Division provides fragrance ingredients and active beauty products; fine fragrances, such as signature fragrances and line extensions; and fragrances for use in fabric and personal care, hair and skin care, household and air care, and oral care products.

Givaudan operates in Switzerland, Europe, Africa, the Middle East, North America, Latin America, and the Asia Pacific. As of 31st December 2021, the firm had 2 UK Directors and the Group had approximately 16,800 employees operating from 185 offices across the Globe. Worldwide, Givaudan member firms operate in more than 52 countries and share the commitment to building a better working world. As a member of the Givaudan Group, the UK firm operates as subcontractor to and for other member firms, which are all required to comply with the internal policies, and support the initiatives, set out below.

Givaudan complies every day, in all business activities, with external laws and regulations as well as with our policies, practices and procedures. We facilitate a culture where we can freely discuss and report ethical, compliance and legal issues.

Our policies

Within the Givaudan organisation, the Principles of Conduct is a governing charter for ethical behaviour including:

Legal and Ethical Dealings provisions. Givaudan believes in compliance with all laws and policies that apply to our business in the countries in which we operate. We are committed to and adhere to the highest ethical standards in all business dealings.

Responsible Corporate Citizenship provisions. We are committed to respect for human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of child exploitation or forced labour or engage with suppliers who do not adhere to a strict anti-slavery policy.

Disclosure and Transparency Policy. We encourage all our employees, contractors and workers to come forward with any concerns regarding how colleagues are being treated, practices within our business or supply chain or any violations against any policy operated by us without fear of retaliation or reprisal. If our employees do not feel comfortable contacting their local compliance officer or legal department, they are encouraged to use the Givaudan Compliance Helpline which is confidential and operated in every Company language.

In addition to the Principles of Conduct, Givaudan has further policies and procedures including:

Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy. This Policy sets out Givaudan's ethical behaviour standards and the principal anti-corruption rules that apply to our business.

Responsible Sourcing Policy. This policy outlines health and safety, social, environment and business integrity principles we require all our suppliers and service providers to acknowledge.

Givaudan Human Rights Policy: Givaudan has made an explicit commitment to respect human rights, including labour rights, as outlined in our Givaudan group Human Rights Policy, aligned with the UN Guiding Principles for Business and Human Rights.

Position Statement on Social Responsibility: At Givaudan, social responsibility is deeply ingrained in our corporate culture. For Givaudan this entails going beyond financial due-diligence and establishing leading ethics, social and environmental practices at our sites and areas of operations.

Givaudan is also a signatory to the United Nations Global Compact ("UNGC") which includes principles in the areas of human rights, labour and anti-corruption.

Our suppliers

We strictly adhere to compliance with the UK Modern Slavery Act as well as the US California Transparency in Supply Chain Act.

Givaudan participates in the Supplier Ethical Data Exchange ("SEDEX") program with the aim to drive improvements in ethical and responsible business practices in our own operations as well as our supply chains. A core principle of SEDEX is to avoid unfair and unsafe labour practices including slavery and human trafficking. As Givaudan uses over 10,000 different ingredients from more than 100 countries in our flavour and fragrance products, we assess and audit our main raw material suppliers on their sustainability performance using the SEDEX principles. All supplier audits are announced and conducted by third parties relying on the SEDEX Members Ethical Trade Audit (SMETA) which is a compilation of best practices, and, we are focussed on working with long-term, strategic partners who demonstrate the same commitment to these standards; to ensure modern slavery plays no part in either their or our business.

As a manufacturing company, our most significant risks in relation to modern slavery are in our supply chain. We endeavour to make all our suppliers aware of our Responsible Sourcing Policy and our Principles of Conduct on or prior to engagement. They are also provided with a vendor expectation document which specifically states that as a signatory to UNGC, Givaudan holds itself to high social and ethical standards and expects its vendors and suppliers to meet the same standards. We require a direct confirmation from our suppliers attesting to their compliance with our ethical and business standards and applicable local laws.

Training

We regularly conduct training on Givaudan's Principles of Conduct for all employees which includes the above mentioned principles and charters so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our business or supply chain.

The group maintains a whistleblowing register which is regularly reviewed and monitored and no risks relating to slavery and/or human trafficking have been identified to date.

COVID-19

Givaudan is performing regular risk reviews to assess the impact of the Covid-19 pandemic on its strategy, operations and supply chains. This risk assessment is reviewed by Givaudan's group executive committee and board of directors at regular intervals.

Among the risks identified and managed are the risks of health and safety of Givaudan's employees, in particular its operations personnel as well as the breakdown and health and safety of its suppliers' workers.

Givaudan addresses the risk of its own employees' health and safety by a variety of measures including social distancing, providing personal protective equipment, asking employees to work from home where possible and proposing additional measures for mental and emotional well-being.

Regarding the risk of a breakdown of the supply chains and the health and safety of the suppliers' workers, being part of the essential supply chain, Givaudan supports suppliers chiefly by continuing to order with essentially the same order and payment pattern as before the crisis. In addition, Givaudan has also supported suppliers by providing hygiene items, such as e.g. hand sanitisers, to suppliers as necessary.

The grievance procedures enshrined in Givaudan's Responsible Sourcing Policy continue to apply to suppliers regardless of the Covid-19 pandemic.

Further steps have been taken to review the increased risks posed within the business and supply chain of modern slavery and the pressures faced as a result of Covid-19. Consultations with employees and suppliers and continued access to the Givaudan Helpline and reporting guidelines are in place.

Our performance indicators

We will know the effectiveness of the steps we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain when:

- No reports are received from employees
- Transparency on full traceability to the raw materials source is provided
- No mention of these issues in supplier SEDEX SMETA assessment reports
- No pushbacks or reporting received from supply chain when the Responsible Sourcing Policy was released

Delay of this publication

Due to the additional risks faced under Covid-19 and the updated policies and procedures required as a result of the coronavirus pandemic, publication of this statement has been delayed whilst the Company addressed measures needed to provide a safe and secure working environment within our workforce and supplier chains. Givaudan shall make continued efforts to implement all governmental guidance and regulations as this situation develops, and to monitor all risks

Approval for this statement

This statement was approved by the Board of Directors on 17 February 2022.



Ian Messenger
Director and Company Manager - Givaudan UK Limited