



## GLOBAL EQUITY POLICY

**Policy Owner:** Human Resources

**Effective Date:** 1 November 2019; **Updated:** 1 June 2022

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### I. SUMMARY

Consistent with IFF's Global Human Rights Policy and goal to create a fully inclusive culture, it is IFF's global policy to comply in each of the countries in which the company operates with applicable federal, state and local laws and to provide equitable employment opportunity to Company employees and applicants for employment, regardless of race, color, creed, religion, gender, sexual orientation, gender identity or expression, intersex, national origin, marital or civil union status, pregnancy, ancestry, citizenship, age, military or veteran status, disability, genetic characteristics, HIV status or any other characteristic protected by law. This policy applies to all aspects of the Company's employment practices, including but not limited to, recruiting, hiring, training, transfers, promotions, compensation, and terminations.

### II. RECRUITMENT & PROMOTION

It is IFF's policy to provide equitable opportunity for all candidates at each step of the recruitment process, sourcing, screening, assessment, and selection. Any candidate requiring a reasonable accommodation / adjustment for a disability should communicate this to the recruiting team. It is IFF's policy to provide similar equitable opportunity to all employees through all stages of the internal recruitment / promotion process. This policy supports IFF's stated goal to work towards gender balance at all levels of the organization.

### III. EQUAL PAY FOR EQUIVALENT WORK

IFF is committed to achieving gender balance and to provide equal pay for equivalent work. IFF conducts regular gender pay-gap reviews to identify areas for additional focus.

### IV. EMPLOYEE PROFESSIONAL DEVELOPMENT

It is IFF's policy that each employee has equitable access to professional development opportunities when compared with others in equivalent roles and levels of the organization. IFF conducts reviews to ensure gender balance in access to its professional development offerings.

Any employee requiring a reasonable accommodation / adjustment for a disability should notify management or their Human Resources Representative. We are working hard to create an environment in which all employees are valued and respected, including those with disabilities.

## V. PRIVATE ARBITRATION

IFF prohibits all entities, globally, from entering private arbitration with its employees for all claims of unlawful harassment and discrimination, including but not limited to claims of harassment or discrimination on the basis of gender, race/ethnicity, or disability.

## VI. REPORTING & NON-COMPLIANCE

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their Human Resources Representative, any other member of management, or the IFF Hotline. Appropriate disciplinary action up to and including termination may be taken against any employee who violates this policy.

## VII. RIGHT TO MODIFY POLICY

The Company reserves the right to amend, modify or discontinue this Policy at any time, for any reason.

## VIII. DOCUMENT HISTORY

Issue Date	Version	Description for Changes
1 June 2022	3.0	1. Changed from Global Equality Policy to Global Equity Policy 2. Added the a "Private Arbitration" section
21 December 2021	2.0	Updated section Summary to add "intersex" as a protected category.
1 November 2019	1.0	Initial release