



Issue Date: May 2024

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

### ORGANISATION STRUCTURE

International Flavors & Fragrances, Inc. (together with its subsidiaries and affiliates, "IFF") is a leading creator and manufacturer of food, beverage, health & biosciences, scent and pharma solutions and complementary adjacent products, including cosmetic active and natural health ingredients, headquartered in New York, New York. IFF has manufacturing facilities, creative centres and application laboratories in more than 45 different countries.

### OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

IFF is committed to conducting business in a sustainable and lawful manner which respects the human rights of workers. Our principles are set out in IFF's [Code of Conduct](#) ("Code"), [Global Human Rights Policy](#) and [Vendor Code of Conduct](#), all of which prohibit forced labour, coercion, child labour and discrimination.

It is a fundamental IFF principle that all applicable laws and regulations are followed, and workers are treated with respect. Further, providing a safe and healthy environment for workers is a primary concern for IFF – one that must be shared by our suppliers, contractors, consultants, agents and other providers of goods and services who conduct business with IFF ("Vendors"). In order to meet these objectives, we have a series of programs to review our Vendors' compliance.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As a condition of doing business with IFF, Vendors must adhere to IFF's Code, Global Human Rights Policy and Vendor Code of Conduct, which include, among other items, a requirement to comply with all applicable laws, including anti-bribery, labour, environmental and antitrust laws. In addition, IFF Vendors are required to ensure that subcontractors who provide goods and services to IFF also comply with the principles embodied in IFF's Code, Global Human Rights Policy and Vendor Code of Conduct.

IFF may conduct on-site audits of Vendors throughout the world that review compliance with our policies. During these audits, IFF's personnel are free to



determine compliance with our policies and to evaluate the Vendor's own compliance programs. These audits specifically include questions relating to labour practices and standards. Where required, IFF also employs third-party audits.

In addition, IFF continues to drive improvements in our supply chains through EcoVadis and Sedex (Supplier Ethical Data Exchange). We are increasing the number of Vendors registered with these platforms, and IFF is continuing to work with Vendors on Self-Assessment Questionnaires and associated third-party audits, which emphasize labour standards and business ethics.

Further, while conducting these audits, IFF will determine whether a Vendor is GFSI and/or ISO 9000 certified, which includes compliance with various quality standards and practices.

If IFF determines that any Vendor has violated IFF policy, IFF may terminate the engagement or require the Vendor to implement a corrective action plan. Employees that fail to comply with any of IFF's policies are subject to discipline up to and including termination of employment.

## **RISK ASSESSMENT AND MANAGEMENT**

IFF assesses vendors for ESG risks, including related to human rights. We use a Risk Assessment Methodology and tool, validated by a third party, to identify inherent supplier and ingredient sourcing risks based on country of operation and global ESG risk insights. The results of the assessment inform our supplier engagement activities, assessment and audit requirements and procurement decisions.

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## **KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS OF RISK MANAGEMENT**

To ensure slavery and human trafficking is not taking place in the IFF's business or supply chains, IFF requires key Vendors to be assessed through third-party supply chain information platforms that focus on the areas of environment, labour and human rights, ethics and sustainable procurement. We track the percentage of business-critical vendors that meet IFF's requirements to be responsible vendors, meaning that their assessment results were in good standing. For Vendors who may have non-compliances, we continue to work with them through their respective third-party supply chain information platforms on corrective action plans to improve their performance. Additionally, for at-risk strategic supply chains, we have additional



commitments and global certification programs in place to collaborate with industry partners on human rights issues.

### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our businesses, we provide annual training on IFF's Code to employees, which embodies the principles of this statement. In addition, all Board members agree to adhere to the Code, affirm their commitment to monitor IFF's compliance programs and activities, and acknowledge their responsibility to promote an ethical culture on an annual basis.

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IFF is committed to operating our business in compliance with all laws and with the highest standards of ethics, honesty and integrity.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes IFF's slavery and human trafficking statement for the current financial year.

A handwritten signature in black ink that reads 'D. R. Etheridge'.

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