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HUMAN RIGHTS AND MODERN SLAVERY REPORT

JUNE 2025

ABOUT IFF

Our Business

International Flavors & Fragrances Inc. (together with its subsidiaries and affiliates, “IFF”) is a leading creator and manufacturer of food, beverage, health & biosciences, scent and complementary adjacent products, including natural health ingredients, which are used in a wide variety of consumer products. Our products are sold principally to manufacturers of dairy, meat, beverages, snacks, savory, sweet, baked goods, grain processors and other foods, personal care products, soaps and detergents, cleaning products, perfumes, dietary supplements, food protection, infant, elderly and animal nutrition, functional food, pharmaceutical and oral care products. As a result, we hold global leadership positions in the Food & Beverage, Home & Personal Care and Health & Wellness markets, and across key Tastes, Textures, Scents, Nutrition, Enzymes, Cultures, Soy Proteins and Probiotics categories.

Sales in 2024 were \$11.484 billion. Our business is geographically diverse, with sales in the U.S. representing approximately 28% of sales in 2024. No other country represented more than 10% of sales. We are headquartered in New York, New York, with manufacturing facilities, creative centers and application laboratories in more than 63 different countries. As of December 31, 2024, we had approximately 22,400 employees worldwide, of whom approximately 24% are employed in the United States.

Our Supply Chain

In connection with the manufacture of our products, we use natural and synthetic ingredients. As of December 31, 2024, we purchased approximately 20,000 different raw materials sourced from an extensive network of domestic and international suppliers and distributors. Natural ingredients are derived from flowers, fruits and other botanical products, as well as from plant, animal and marine products, and commodity crops like wheat, corn and soy. They contain varying numbers of organic chemicals that are responsible for the fragrance, flavor, antioxidant properties and nutrition of the natural products. Natural products are purchased directly from farms or in processed and semi-processed forms. Some natural products are used in compounds in the state in which they are obtained and others are used after further processing. Natural products, together with various chemicals, are also used as raw materials for the manufacture of synthetic ingredients by chemical processes.



ABOUT THIS REPORT

In 2025, we have updated the structure of our disclosures to better reflect our position on modern slavery and child labor, as well as the actions we have in place to mitigate those risks in our own operations and supply chain.

This report is mapped according to the context of the provision of the following Acts and legislation: California's Transparency in Supply Chains Act 2010, the United Kingdom's Modern Slavery Act 2015, Australia's Modern Slavery Act 2018, Norwegian Transparency Act 2022, Germany's Supply Chain Due Diligence Act 2023 and Article 964j-k of Switzerland's Code of Obligations and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict Affected Areas and Child Labour 2023.

It covers the reporting period January 1, 2024, to December 31, 2024, and the business activities of International Flavors & Fragrances Inc. and its subsidiaries and affiliates and any company that is directly or indirectly wholly or majority-owned or otherwise controlled by it. In addition, it highlights ongoing and upcoming human rights initiatives beyond the reporting period.



J. Erik Fyrwald
Chief Executive Officer





POLICIES AND GOVERNANCE

Our Commitment to Human Rights

IFF is committed to respecting and promoting human rights in our own operations worldwide and within our supply chain. Our commitment refers to all internationally recognized human rights as defined by the International Bill of Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Our approach is informed by the United Nations Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. As a member of the United Nations Global Compact, we uphold its 10 principles on human rights, labor, environment and anti-corruption, unequivocally.

This commitment is outlined in our [Global Human Rights Policy](#), [Code of Conduct](#), [Vendor Code of Conduct](#), and [Responsible Sourcing Policy](#). In 2024, we updated our Responsible Sourcing Policy and Vendor Code of Conduct to further clarify human rights expectations for our suppliers and business partners, with a more detailed list of priority areas, enhanced due diligence requirements, and clearer guidelines to prevent, mitigate and remediate potential human rights risks. In 2025, we revised our Global Human Rights Policy to clarify the rights-holders and vulnerable groups in scope, detail due diligence approach and governance for human rights within IFF, and updated our list of salient human rights issues, building on findings from human rights impact assessments (HRIAs) led across priority raw material supply chains since 2022 and on the corporate HRIA that we initiated in 2024.

Through our direct and indirect activities, we can impact our employees, workers in our supply chain and communities. We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization, notably smallholder farmers, children and young workers, and migrant workers. Furthermore, as we recognize that women's rights may be disproportionately affected, we are committed to apply a gender lens at each step of our human rights due diligence process.

We are committed to respecting all human rights and we have relied on many international standards, including the base principles on working conditions, occupational health and safety, working hours, wages and rest time from Ethical Trade Initiative (ETI), to identify the following nine priority areas which involve the most severe actual or potential negative human rights impacts in our operations and in our supply chain. Our nine priority areas will continue to be informed by IFF's ongoing human rights due diligence, analysis and engagement with internal and external stakeholders and rightsholders. While our priorities reflect our global footprint, we also consider additional context-specific risks in our due diligence, such as informal employment in agricultural supply chains.

OUR NINE PRIORITY AREAS FOR HUMAN RIGHTS

- Child Labor and Young Workers
- Modern Slavery
- Living Wage and Living Income
- Working Hours and Paid Leave
- Health and Safety at Work
- Inclusive Workplace and Non-discrimination
- Freedom of Association and Collective Bargaining
- Land Rights
- Environmental Impacts on Communities

CHILD LABOR AND YOUNG WORKERS

In our operations, we strictly prohibit the use of child labor as defined in the ILO Conventions No. 138 (Minimum Age Convention) and No. 182 (Worst Forms of Child Labor Convention). We require the age of our employees to be verified at the time of hiring and have processes in place to responsibly remediate any potential violations. We are committed to identifying child labor where it exists in our supply chain and finding practical and culturally appropriate responses to support its prohibition.

MODERN SLAVERY

We do not tolerate the use of forced labor or involuntary labor of any kind, including prison labor, debt bondage, indentured servitude or retention of identity documents in our operations or in our supply chain. IFF will not do business with any person or vendor that is involved with or facilitates human trafficking. We prohibit the use of corporal punishment, threats of violence or other forms of coercion, or any other form of physical or non-physical or verbal abuse of employees and shall not make use of public punishment systems. We are committed to identifying and addressing any form of modern slavery in our supply chain.

IFF Global Human Rights Policy – June 2025

Governance

Our commitment to respect Human Rights is supported by IFF's Executive Leadership Team (ELT). Human rights are included in quarterly sustainability updates from the Chief Sustainability Officer to the Board Governance and Corporate Responsibility Committee. One of these updates is specifically dedicated to human rights every year.

IFF's Chief Sustainability Officer is responsible for overseeing the respect of human rights in our activities. To ensure our human rights commitments are effectively integrated throughout the organization, in 2024 IFF established a dedicated Human Rights team to guide and implement our global human rights programs across all business units. Human Rights and Responsible Sourcing teams work with operations and procurement teams to address salient human rights matters in our own operations and in our supply chain.

Training and Internal Capacity-Building

We seek to empower our teams through formal and informal training and capability-building on human rights, including modern slavery and child labor risks. All IFF employees are required to complete an annual training on our Code of Conduct, which references our commitment to human rights.

We make human rights awareness training available to all IFF employees. In 2024, we developed new resources to support teams that engage with our suppliers on a regular basis (e.g., procurement leads, agronomists, etc.) in identifying potential human rights risks in our supply chains.

HUMAN RIGHTS DUE DILIGENCE

IFF has operations and suppliers in countries that may have higher human rights-related risks, according to The Bureau of International Labor Affairs, which maintains a list of goods and their source countries which it has reason to believe are produced by child labor or forced labor in violation of international standards, as required under the Trafficking Victims Protection Reauthorization Act of 2005 and subsequent reauthorizations. The List of Goods Produced by Child Labor or Forced Labor comprises 82 countries and areas as of September 5, 2024.

We conduct ongoing human rights due diligence across our operations and our supply chain and ensure that we have policies and management systems in place to support our commitments. In 2024, we initiated a corporate HRIA to identify the most salient human rights issues within our own operations and supply chain, with the support of a human rights management consultancy. This assessment was informed by internal and external stakeholder engagement to capture cross-functional views on key human rights impacts. We also engaged labor rights experts such as the Fair Labor Association. This exercise will help us gather critical insights to inform our corporate human rights roadmap for the years to come and help focus on our policies and programs on human rights areas that matter most.

Prioritizing and Identifying Risks in our Supply Chain

IFF's Responsible Sourcing Risk Assessment Tool helps us identify potential sustainability risks — including human rights risks — and guides our responsible sourcing programs with the support of the policies and strategies of our procurement, regulatory and legal departments. For material-specific risks, we categorize natural raw materials and renewables based on the country of harvest.

In 2023, we refreshed our Responsible Sourcing Risk Assessment Tool in collaboration with our third-party advisor on human rights. It was updated to include additional human rights indices, including an expanded dataset that incorporates IFF's full natural ingredients portfolio, as well as new dashboards for improved data visualization and analysis. In 2024, we continued to use this version of the tool, containing more than 20 sustainability indicators, to evaluate our business-critical spend suppliers and list of strategic natural raw materials to identify high-risk supply chains for proactive risk management.

We use additional sources of information to identify potential human rights risks in raw material supply chains, with a focus on risks related to child labor and modern slavery, such as UEBT responsible sourcing risk database.

We also conduct human rights due diligence for strategic natural ingredients supply chains through audits, third-party led risk and impact assessments and internal field assessments. To date, we have assessed human rights risks for 14 supply chains in 10 countries where we have direct spend suppliers. In 2024, we investigated risks related to the following supply chains: ylang-ylang in Comoros, vetiver in Haiti, geranium in Egypt, bitter orange in Côte d'Ivoire and olibanum in Somalia. These local assessments help us identify actions that our suppliers can implement to prevent or mitigate negative impacts on workers, farmers and communities, and opportunities for IFF and local partners to support their efforts. At IFF, we are also using these risk assessment results internally to bolster our supplier engagement activities, assessment and audit requirements and procurement strategies.





Addressing Risks with Mitigation and Remediation Actions

After conducting local assessments, we develop joint action plans with our direct suppliers and business partners to prevent or mitigate adverse impacts on workers, farmers and communities and expect our business partners and direct suppliers to do the same with indirect suppliers and for all to cascade this to the next tiers of the supply chain. We engage regularly with our direct suppliers and business partners to track implementation of these action plans and identify opportunities for IFF to support their efforts.

We are working with our suppliers and other partners to find practical and culturally appropriate responses to address child labor and its root causes where risks arise in our supply chain. We believe that significant progress can only be achieved when there is a wider understanding of the social, economic, and cultural drivers that induce child labor in the first place. Child labor is widespread in agricultural supply chains and occurs for many complex reasons: poverty, tradition and lack of awareness of the hazards this can present for children, seasonal migrant workers traveling with their family, obstacles to attending school.

Our actions include structuring policies and processes to identify and remedy child labor cases, hiring and training field agents to engage farmers through continuous monitoring and working with local NGOs who can help raise awareness on child labor and children rights. We have developed tools and trainings to help our suppliers formalize their due diligence commitment, and prevention and mitigation processes. In 2024, we worked with a local expert in Egypt to support our suppliers' actions to identify and manage risks of child labor in their own supply chains and to train their field monitors on this issue. Another important way to work on this issue is through better understanding levers to eradicate household poverty for agricultural workers and smallholder farmers.

Ongoing Supplier Engagement and Monitoring

We prioritize opportunities to support business-critical suppliers in meeting IFF's expectations through performance reviews and follow-up actions. We leverage a number of external sustainability platforms to manage supplier engagement activities, including sustainability assessments, audits and trainings. Through our memberships and partnerships in a range of third-party sustainability frameworks, we monitor and evaluate supplier performance against our corporate policies, including our Vendor Code of Conduct, social compliance, and management system practices.

ECOVADIS AND SEDEX

Suppliers that are critical to our business are reviewed annually and required to be assessed through EcoVadis or Sedex, which are supply chain information platforms that specialize in sustainability performance assessments. The results help us drive continuous improvement in labor standards, health and safety, environmental management and ethical business conduct.

The Sedex Risk Assessment Tool allows us to prioritize our suppliers for completion of the Sedex Self-Assessment Questionnaire (SAQ) and Sedex Members Ethical Trade Audit (SMETA) 4-pillar audits, which include human rights considerations. In addition to our assessment of our suppliers, 90% of our major manufacturing facilities have undergone SMETA audits. We also use Sedex to run reports on our suppliers' ethical data, manage information on our own facilities and share information with our customers.

In 2024, 74% of our business-critical suppliers — defined as those that contribute to the top 90% of IFF's direct global spend — met IFF's requirements to be considered as responsible vendors, based on their EcoVadis or Sedex results. This means their EcoVadis or Sedex assessment results were in good standing with no significant nonconformances or corrective action plans in place.

We expect our vendors to meet IFF's standards, and for those vendors who do not have all the necessary processes and/or written policies in place to achieve these standards, we are actively working with them to implement the same. Specifically, we direct those vendors to address corrective action through management controls and/or via EcoVadis or SMETA 4 pillars audits in Sedex. We expect these vendors to address their corrective action plans within a reasonable amount of time, after which they will be reassessed. If a vendor does not implement the corrective action, IFF Procurement reserves the right to seek alternative vendors.



To increase scores on assessments and audits, we engage suppliers to participate in webinars hosted by EcoVadis and Sedex. In 2024, topics included general introductions to platforms, implementing corrective action plans, environmental policies and human rights.

TOGETHER FOR SUSTAINABILITY

IFF is one of 53 members of Together for Sustainability (TfS), a global platform and shared infrastructure for assessing and auditing the sustainability performance of the supply chains for chemical companies and their suppliers. This member-driven initiative serves as a hub for continuous improvement of sustainability performance through buyer-supplier collaboration. TfS assessments are carried out by EcoVadis, and TfS audits are done in cooperation with a TfS-approved audit company. Performance is assessed in the areas of management, environment, health and safety, labor and human rights, and issues of ethical corporate governance. The measures introduced are reviewed via re-assessments or audits and subsequent supplier management is the responsibility of individual member companies. At IFF, we combine the outcomes of these assessments along with other internal risk insights to conduct follow-up monitoring and determine supplier audit schedules.

In 2024, approximately 500 suppliers were engaged in EcoVadis and TfS capacity building campaigns (including introductory webinars and corrective action plan training). Corrective action plans identified through TfS audits and assessments drive continuous improvement in sustainability performance. IFF also participates in the TfS Academy, a capability-building hub for TfS members, their procurement teams and suppliers, to learn the most pertinent and trending sustainability procurement topics through more than 390 courses in eleven languages. We leverage the TfS Academy as a complementary tool for the management and learning for our suppliers' corrective action plans. In 2024, 62% of our business-critical suppliers were engaged in capacity building programs through TfS Academy.

GRIEVANCE MECHANISMS

We are committed to providing or enabling access to remedy when we find or become aware of negative human rights impacts within our value chain. To support this, our employees have several options to raise grievances: manager or supervisor; IFF's Human Resources, Legal, Ethics & Compliance and Sustainability teams. In addition, we provide a corporate whistleblower hotline and additional reporting channels for employees, customers, business partners, and the public. Our SpeakUp: Reporting Concerns & Non-Retaliation Policy encourages reporting of misconduct or policy violations through various channels, including direct outreach, email, an online tool, or a phone hotline available 24/7 in multiple languages: <http://iff.com/speakup>. This channel is operated by an independent third-party and concerns can be reported anonymously if needed. IFF strictly forbids reprisal, retaliation or subsequent discrimination against any person who in good faith raises a concern or reports possible misconduct. IFF will investigate alleged misconduct in relation to this Policy in accordance with internal procedures on investigations.

As outlined in our Responsible Sourcing Policy and Vendor Code of Conduct, we also expect our vendors to provide employees and workers in the value chain with grievance mechanisms to be able to raise issues without fear of retaliation and ensure these channels are widely communicated. Vendors must offer reasonable, appropriate, confidential, and fair procedures for the resolution of grievances. Vendors shall have systems to allow employees to report concerns and possible violations of applicable laws and regulations. Vendors must also have reasonable and fair procedures in place that ensure these violations will be properly reviewed and adequately remediated when reported, and employees and workers in the value chain must be protected from retaliation if they raise these concerns to the supplier.



STAKEHOLDER ENGAGEMENT AND COLLABORATION

Fostering systemic social change to improve living and working conditions in our value chain requires collaborating with other industry actors, civil society, and public institutions.

We participate in several supply chain initiatives to address challenges that may be specific to certain ingredients and / or countries. We are an active member of the Harvesting the Future coalitions led by the Fair Labor Association, which aim to improve human rights and labor conditions for agricultural workers and their families working in the rose supply chain in Turkey and the jasmine supply chain in Egypt. IFF is also a member of the Action for Sustainable Derivatives (ASD), a collaborative initiative addressing supply chain issues related to palm oil and palm kernel oil derivatives. ASD aims to increase transparency, monitor risks, engage the sector, and generate on-the-ground impacts, to achieve no deforestation, respect human rights, and improve livelihoods.

In 2025, IFF joined AIM-Progress, a global coalition of fast-moving consumer goods companies and their suppliers, working together to foster positive change in supply chains. By collaborating within AIM-Progress, we aim to promote human rights through responsible sourcing, developing solutions, and sharing best practices to create significant, swift, and scalable positive impacts.



WE VALUE YOUR FEEDBACK

We welcome any questions, comments, suggestions or feedback on this Report: humanrights@iff.com

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