

A low-angle shot of a person wearing a bright yellow patterned shirt, holding a large woven basket high above their head. They are pouring a large quantity of golden-brown rice grains, which are captured mid-air, creating a dynamic spray against a clear blue sky with light clouds. In the bottom right corner, a portion of a blue and white striped umbrella is visible.

iff

GLOBAL HUMAN RIGHTS POLICY

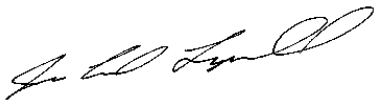
JUNE 2025

A MESSAGE FROM OUR CEO

We recognize that we have both the duty to respect internationally recognized human rights and the opportunity to contribute meaningfully to their advancement. At IFF, we believe that respect for human rights is not only a moral imperative—it is foundational to how we do business and want to lead the industry. People and respect for human rights are fundamental to our core values and to our purpose. Across our global operations and supply chains, we are committed to protecting the dignity, safety, and well-being of every individual whose life we touch.

We believe that engaging responsibly with our employees, workers in our supply chain, communities and other stakeholders holds the greatest promise for long-term, positive impact. Listening to and caring for those most affected by our activities helps us learn, adapt, and improve to do more good for people and planet.

This Global Human Rights Policy reflects our commitment and details our approach to human rights due diligence. There is a role for every one of us in upholding our standards: our employees, our Business Partners and our Direct and Indirect Suppliers.

A handwritten signature in black ink, appearing to read 'J. Erik Fyrwald', is positioned above the printed name and title.

J. Erik Fyrwald
Chief Executive Officer

OUR COMMITMENT

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.

We strive to comply with all applicable laws and regulations. Where national law and international standards conflict, we seek ways to respect international human rights to the greatest extent possible. In contexts where human rights are less likely to be protected or where national legislation does not live up to international standards, we aim to utilize our leverage and work in partnership with others, including through multistakeholder initiatives.

APPLICABILITY AND SCOPE

This Policy applies to all IFF personnel, including temporary employees. In addition, IFF works with its Business Partners, Direct and Indirect Suppliers as well as contractors and consultants to implement the same practices in our supply chain.

We are committed to communicating this Policy widely – both internally to our management and employees and externally to our Suppliers and Business Partners. Our human rights commitment is also reflected in the IFF Code of Conduct, which sets out expectations for our entities and all employees worldwide, and in our Vendor Code of Conduct and Responsible Sourcing Policy which sets out requirements for our vendors and their own contractors, suppliers and farmers.

DEFINITIONS

Business Partner: Any agent, distributor, joint venture and equity investment partner, customs broker, consultant or any other third party that is authorized to act for, or on behalf of, IFF.

Direct Suppliers: Any person(s) or organization providing raw materials and goods used directly in IFF manufacturing processes.

IFF: 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.

IFF Personnel: Any worldwide employee, officer or director of IFF.

Indirect Suppliers: Any person(s) or organization providing services and goods not considered raw materials.

OUR 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, IFF has a dedicated Human Rights team and allocates appropriate budget within the corporate sustainability 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.

HUMAN RIGHTS PRIORITY AREAS

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. In addition to aligning to international standards, 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.

Child Labor and Young Workers

In our operations, we strictly prohibit the use 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.

Living Wage and Living Income

We are committed to paying a living wage to all our employees around the world. We engage in individual and collective actions to help workers and smallholder farmers in our value chain achieve a living wage or a living income.

Working Hours and Paid Leave

Working hours in our own operations are compliant with local legislation and international standards. All overtime must be voluntary, used responsibly and compensated appropriately. Overtime should not be used to replace regular employment: we commit to carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions. Finally, employees should not be required to work excessive hours that could present health or safety concerns. We maintain a transparent and reliable system for records of working hours and overtime for all employees. Employees are provided adequate time off during the work week and paid statutory leave, including public and annual holidays, sick leave and parental leave.

Health and Safety at Work

We strive to achieve an incident-free workplace and world-class safety performance, in addition to complying with all local regulations. We create and promote a safe and healthy working environment in our operations and in our supply chain. This includes access to potable drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exits, essential life safety equipment, emergency aid kits and access to emergency medical care. Where housing is provided to employees, accommodation is safe and decent. Employees are provided with access to medical coverage. Finally, we are committed to protecting and promoting mental health at work.

Inclusive Workplace and Non-discrimination

We are committed to creating an inclusive environment where all individuals can thrive and do their best work, without fear of discrimination or harassment due to 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. We strive to promote fair and respectful treatment beyond our own operations, in our supply chain and for local communities.

Freedom of Association and Collective Bargaining

We recognize and respect employees' rights to freedom of association and collective bargaining. Where local laws restrict independent trade unions, employees are able to form worker committees or other organizations for their representation that are not prohibited under local law.

Land Rights

We respect the rights and title to property and land of the individual, indigenous people and local communities. We support the principles of Free, Prior and Informed Consent (FPIC) to empower local communities to give or withhold consent to activities that may affect them or their territories.

Environmental Impacts on Communities

We recognize the need to reduce our environmental footprint and protect communities' livelihoods not only within our operational control but also throughout our value chain. This includes risks and opportunities relating to climate change, energy, water, waste, soil protection, deforestation and biodiversity. We strive to promote positive environmental impacts by embedding sustainability into our product development.

OUR DUE DILIGENCE APPROACH

Respecting and safeguarding human rights across our operations and in our supply chain means understanding our greatest human rights risks, acting upon our findings and integrating prevention and mitigation measures into our policies and management systems, tracking our progress, and communicating about how we address impacts. We appreciate human rights due diligence is an ongoing process, as the risks to human rights may change over time. Finally, we recognize the importance of stakeholder engagement in informing our approach.

Identifying and Addressing Potential and Actual Impacts

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.

We employ a risk prioritization approach to identify inherent supplier and ingredient sourcing risks based on country of origin or country of harvest and global sustainability risk insights. We also conduct hot-spot screenings on raw materials that have been flagged by credible sources, including other risk tools and civil society organizations. Finally, we conduct human rights due diligence for priority supply chains using a combination of complementary approaches, such as risk assessments, supplier capacity building and certification.

Where due diligence indicates high risks, we conduct targeted human rights risk and impact assessments – audits, third-party led risk and impact assessments and field assessments led by IFF teams – to understand potential and actual human rights high risks in selected supply chains, with a focus on our nine priority areas.

After these 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. At IFF, we also use the risk assessment results internally to bolster our supplier engagement activities, assessment and audit requirements and procurement

strategies. Our human rights due diligence approach is a journey and is subject to continuous improvement.

We document our efforts and summarize yearly progress on human rights due diligence in our annual Sustainability Report and in our Human Rights and Modern Slavery Report.

Stakeholder Engagement and Collective Action

Our human rights due diligence approach is informed by stakeholder and rights-holders' input. We engage employees, supply chain workers, farmers, civil society organizations, Direct Suppliers and Business Partners through various channels at all stages of due diligence cycle and to continuously improve our approach. We also expect Direct and Indirect Suppliers to cascade this to the next tiers of the supply chain.

Furthermore, 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 collaborative initiatives to further advance human rights and amplify our individual efforts.

REMEDY

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, Direct and Indirect Suppliers 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 Business Partners and Direct Suppliers to offer appropriate, confidential, and fair procedures for resolving grievances and we expect Direct and Indirect Suppliers to cascade this to the next tiers of the supply chain. These channels should be widely communicated and employees and affected stakeholders should be able to raise issues without fear of retaliation.

WHERE TO GO FOR HELP

If you have questions about this Policy, please contact IFF's Sustainability Department at humanrights@iff.com.

REFERENCE DOCUMENTS

The following policies and procedures provide additional guidance and direction:

- [IFF Code Conduct](#)
- [IFF Vendor Code of Conduct](#)
- [IFF Responsible Sourcing Policy](#)
- [IFF Sustainable Palm Oil Policy](#)
- [IFF Sustainable Soy Policy](#)
- [IFF Environmental Sustainability Policy](#)
- [IFF Global Environment, Health & Safety Policy](#)
- [IFF SpeakUp Policy](#)

All IFF policies, procedures and guidelines can be found in the Policies & Procedures section of IFF Connect.

DOCUMENT HISTORY

Issue Date	Version	Description for Changes
1 December 2016	1.0	Initial release.
1 February 2021	2.0	Revisions for clarity and consistency with IFF's Code and other policies and procedures.
16 December 2021	3.0	Updated section on non-discrimination
16 June 2025	4.0	Restated policy to further detail our approach to human rights due diligence and governance for human rights.