

## Position statement

November 2023, version 1.1

## Givaudan's commitment to environment health and safety

At Givaudan, our success is built on genuine care for our people. As the leading employer in our industry, with more than 16 000 employees of more than 90 nationalities globally, we are committed to providing a safe, healthy and inclusive work environment where everyone loves to be and grow. We work to empower everyone at Givaudan to safeguard the environment and protect people's health and safety.

Our EHS Policy is essential to ensure the safety and health of people and the environment, our workplaces and the communities in which we operate.

Givaudan's Executive Committee defines our EHS Policy and determines the organisational structures responsible for its implementation. Our directives, standards and guidelines are based on this EHS Policy and take precedence over local laws and regulations whenever they exceed such requirements.

As a signatory to the Responsible Care® Global Charter, Givaudan voluntarily commits to drive continuous improvement and deliver excellence in our environment, health and safety performance. We achieve this by adhering to the following principles:

### Responsibility is essential to our leadership

Our leadership culture embraces Responsible Care as a central focus of our business operations. There is no higher priority than EHS: matters of safety, health and the environment are the responsibility of every employee.

### We promote the wellbeing of people and the environment

Givaudan develops and manufactures products that are effective, safe-to-use and sustainable while continually striving for the best possible EHS performance across all processes, technologies, operations and sites.



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## **We continuously improve our management systems**

Givaudan measures its EHS performance against recognised standards and in accordance with industry best practices. We define our EHS objectives on the basis of key performance indicators and results of inspections and audits to ensure compliance with all relevant standards and regulations.

## **We champion best practices across the value chain**

We leverage our influence with business partners and suppliers to promote best EHS practices not only in our own operations but across the entire value chain.

## **We engage our stakeholders**

We create relationships of trust with our different stakeholders – employees, shareholders, customers, authorities, industry partners and the general public. We recognise that open communication and visible employee engagement are essential to our success.

## **We strive to be sustainable in everything we do**

We aim to make a positive difference in the communities in which we operate. In our responsible sourcing and use of raw materials, technologies and energy, we strive to conserve resources and protect the environment.

**Gilles Andrier**  
Chief Executive Officer

**Simon Halle-Smith**  
Head of Global Human Resources and EHS