



EFFECTIVE DATE: 19 03 2020

OWNER OF THE POLICY: JANE SINCLAIR, GENERAL COUNCIL & SECRETARY OF
THE BOARD AND NEIL MCFARLANE, SENIOR VP GLOBAL QHSE

CORPORATE OCCUPATIONAL HEALTH & SAFETY POLICY

VERSION 1

FOR EXTERNAL USE

I. PURPOSE

To provide a policy framework to assure that Firmenich will provide a safe and healthy working environment and ultimately attain the goal of zero harm to our employees, their families, the communities in which we operate, our business partners and customers.

II. SCOPE

This policy applies to

- All Firmenich affiliates, subsidiary companies and all divisions and departments
- All employees of Firmenich or any of its subsidiary companies, including temporary staff
- Any personnel included in agreements with suppliers, contractors, subcontractors, and other third parties

III. POLICY STATEMENTS

Firmenich is committed to leading the industry and will afford the highest priority to health & safety with the goal of zero harm to our employees, their families, the communities in which we operate, our business partners and customers. The Board and Corporate Management are fully committed to this Policy and expect the same of every employee.

This Health & Safety Policy is the foundation on which Firmenich will build and sustain world-class Health & Safety performance. This is fundamental to the success of our Company.

We shall implement this Policy across all aspects of our business where we have control or influence, from suppliers to customers, from product design through industrialization and manufacturing to delivery and service. We shall be sensitive, responsive and honest in our relations with the communities in which we operate, and our stewardship of health & safety matters will be such that they consider Firmenich to be a good neighbor and a responsible business.

We will comply with all applicable laws, regulations and standards of the countries in which we operate, and the principles of the Responsible Care® initiative. We shall also comply with all other health & safety requirements and standards to which we endorse and commit to.

We will strive for continuous improvement in all aspects of health & safety performance through global implementation of health & safety management systems and the establishment of challenging goals and objectives.

This Policy is supported by a comprehensive corporate QHSE management system which includes detailed Quality, Health, Safety, and Environmental (QHSE) Management Principles and Codes.

IV. POLICY REQUIREMENTS

The following requirements shall be met:

- This Health & Safety policy shall be communicated, understood, and applied throughout the Firmenich company;
- All Firmenich employees and partners shall make a personal commitment to ensure the implementation of this policy and we shall build a relationship of trust and co-ownership with our employees, suppliers, and business partners to achieve this;
- All manufacturing affiliates shall implement a risk-based Health & Safety Management System, that is independently audited and certified by an accredited organization according to internationally recognized standards (e.g.ISO45001);
- All Health & Safety management systems shall comply with the Firmenich corporate Health & Safety Management Principles and Codes;
- Roles, responsibilities and authorities for health & safety management shall be assigned and we shall communicate, educate, train and motivate our employees and require their active participation in maintaining and improving our health & safety systems and standards;
- All new processes, products and activities are similarly evaluated at each stage of their development to effectively manage and where possible improve their health & safety characteristics;
- The health & safety performance of our contractors will be managed to standards equivalent to our own. Health & Safety performance shall be considered when selecting contractors and suppliers;
- All incidents, whether injury or damage occurs or not, will be recorded, communicated and investigated to identify root causes and prevent a recurrence. All deficiencies will be corrected within an appropriate timeframe;
- We shall assess, monitor and enforce our health & safety management systems and provide the resources and capabilities necessary for their successful implementation and improvement;
- Regulatory authorities shall be provided with relevant information to assist them in taking well-founded health & safety decisions;
- Our customers shall be provided with appropriate advice on safe handling, storage, use and disposal of our products.