



Givaudan's Report on Forced Labour and Child Labour Supply Chain Risks for Financial Year 2024

Introduction

This report is made pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c.9 and is published on behalf of Givaudan Canada Company. This report refers to the financial year ending 31 December 2024 and sets out the steps we have taken to address forced labour and child labour risks in our business and supply chains.

Givaudan has a zero tolerance approach to any form of modern slavery. We are committed to adhering to high ethical standards and acting with integrity and transparency in all of our business dealings when it comes to such matters and to endeavouring to put effective systems and controls in place to safeguard against forced labour or child labour taking place within our business or our supply chain.

Givaudan's structure, business and supply chains

Givaudan Canada Company is incorporated in Nova Scotia, Canada and has its registered office at 2855 Argentia Road, Unit 1, Mississauga, Ontario L5N 8G6. Givaudan Canada Company is a wholly-owned subsidiary of Givaudan SA, a Swiss corporation that is publicly held and traded on the Swiss stock exchange.

The Givaudan group of companies is a global leader in taste and wellbeing and fragrance and beauty. The Givaudan group of companies operates in the B2B market offering products to global, regional and local food, beverage, consumer goods, fragrance and cosmetic companies. The Givaudan group of companies has two principal business units: Taste & Wellbeing and Fragrance & Beauty. Taste & Wellbeing consists of four business segments: Dairy; Sweet goods; Beverages; and Savoury. Their activities cover flavour and taste, natural functional ingredients, natural nutritional ingredients, and integrated solutions. Fragrance & Beauty has four business segments: Consumer Products; Fine Fragrances; Fragrance Ingredients and Active Beauty. The Givaudan group of companies operate in Switzerland, Europe, Africa, the Middle East, North America, Latin America, and Asia Pacific. Givaudan Canada Company distributes Taste & Wellbeing products within the Canadian market and as of 31 December 2024 had 11 employees.

The Givaudan group of companies work within diverse value chain of business partners and stakeholders. Our supplier base is large, complex, and global. Givaudan spends more than CHF 3.7 billion every year sourcing more than 11,900 different raw materials and indirect materials and services from across the globe. With more than 2,700 raw material suppliers in over 100 countries and some 14,400 additional partners supplying indirect materials and services, procurement and the supply chain are strategic to Givaudan's responsible and shared growth. Givaudan suppliers are genuine partners and we work with them towards mutual value creation. Open dialogue and collaboration secures a pipeline of technological innovation and supplier engagement ensures our suppliers have high standards in business ethics and respect for people and the environment.

Our Commitments and Policies

Within Givaudan, the **Principles of Conduct** is a governing charter for ethical behaviour including:

Legal and Ethical Dealings provisions. Givaudan believes in compliance with all laws and Givaudan and Givaudan group company policies that apply to our business in the countries in which we operate. We are committed to and endeavour to adhere to the highest ethical standards in all of our business dealings.

Responsible Corporate Citizenship provisions. We are committed to respect for human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of child exploitation or forced labour or engage with suppliers who do not adhere to a strict anti-slavery policy.





Disclosure and Transparency provisions. We encourage all our employees, contractors and workers to come forward with any concerns regarding how colleagues are being treated, practices within our business or supply chain or any violations against any policy operated by us without fear of retaliation or reprisal.

In addition to the Principles of Conduct, Givaudan has further policies and procedures including:

Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy. This Policy sets out Givaudan's ethical behaviour standards and the principal anti-corruption rules that apply to our business.

Responsible Sourcing Policy. This policy outlines health and safety, social, environment and business integrity principles we require all our suppliers and service providers to acknowledge.

Givaudan Human Rights Policy. Givaudan has made an explicit commitment to respect human rights, including labour rights, as outlined in our Givaudan group Human Rights Policy, aligned with the UN Guiding Principles for Business and Human Rights.

Position Statement on Social Responsibility. At Givaudan, social responsibility is deeply ingrained in our corporate culture. For Givaudan this entails going beyond financial due-diligence and establishing leading ethics, social and environmental practices at our sites and areas of operations.

Position statement on due diligence and transparency on child labour and forced labour. As an industrial business with strong links to agricultural and other supply chains through our sourcing activities, promoting respect for labour rights and addressing child labour and forced labour risks are of particular focus for us.

The Givaudan group is also a signatory to the United Nations Global Compact ("UNGC") which includes principles in the areas of human rights, labour and anti-corruption.

Assessment of risks

The Givaudan group regularly conducts global human rights risk assessments supported by external experts to define our salient human rights issues and priority areas. The most recent assessment was carried out in 2022 with external partner KPMG. The exercise allowed us to confirm our key priority areas including the right to decent work, health and wellbeing, consumer health and safety, child labour and forced labour, as well as the rights of communities where we operate and source, including the right to a clean environment. While the risk of forced labour and child labour is smaller in our own operations due to our direct control and strong management systems, there is higher risk in sourcing countries, where labour laws and worker protection may not be robust. In 2024, we conducted a desk-top review of human rights risk of our prioritised natural ingredients supply chains with third-party human rights experts. We assessed key human rights risk indicators, including forced labour, child labour, working conditions, wages, gender, conflict and security, land rights, and climate vulnerability, applying 13 KPIs in total. The aim was to develop a robust methodology to analyse risk, identify and prioritise high-risk supply chains, and inform our actions to address the risks.

Due diligence processes

We use continuous engagement and diverse interventions embedded in many of our standard operating procedures and practices to manage human rights due diligence in our operations and supply chain.

Our own operations

Focusing on our own operations, child labour, forced labour, compulsory labour and human trafficking are covered in our social responsibility program, and compliance with these requirements is verified by regular third party audits. Givaudan is an active member of Sedex, one of the world's leading ethical trade membership organisations that provides independent verification against human rights, labour, health & safety, environmental, and business ethics standards. All our active production sites and joint ventures are part of this program and undergo periodic assessments (SMETA). We also participate in EcoVadis Corporate Social Responsibility (CSR) assessments which involves disclosing detailed information on our business practices in human rights and labour aspects, in addition to those linked to the environment, ethics and responsible procurement.

Our supply chain



Givaudan sources from a variety of geographies and agricultural supply chains which exposes us to a significantly higher risk of human rights breaches than do our own operations, which we control directly. As part of our Responsible Sourcing efforts we share our Responsible Sourcing Policy with our suppliers which includes requirements on child labour, forced labour, compulsory labour, and human trafficking which they are expected to adhere to. Furthermore, we apply our in-house due diligence questionnaire (DDQ) that allows us to obtain primary traceability and risk information on the supply chain, including human rights risks, and we require third party audits of our key suppliers where again human rights and more specifically child labour aspects are explicitly checked as part of all of our preferred and accepted farm and factory audit standards. We continuously work with and train our procurement and supply chain partners to identify, record, investigate and remediate any adverse impacts. Where needed, we implement specific projects to address identified risks, often with support from external 3rd party local experts.

Child labour is one of our priority topics and emerging risk in some of our key supply chains. This is why we have developed a dedicated supply chain child labour training and vigilance program. Launched in 2021, the program aims to raise awareness and build capacity among procurement colleagues and supply chain stakeholders on the topic. We engage with our suppliers and provide training on our human rights expectations and on managing child labour risks. The training courses are conducted by our responsible sourcing team together with procurement, and are either organised remotely with our suppliers or as part of a field visit, where we also conduct an internal human rights field risk review. Depending on the assessment and needs identified, we work with our suppliers and other stakeholders to reduce identified risks or impacts. This could be, for example, by providing further training, guidance, and tools, or by developing specific projects that can include wider community development.

Employee training and awareness

Basic human rights aspects are already covered as part of our Principles of Conduct training, which is mandatory for all Givaudan group employees worldwide. To expand exposure to this important topic and build capacity, we have developed a Givaudan Human Rights and Business training that is specifically targeted at our management level to equip them with the relevant tools to identify and remediate human rights risks. Additionally, we developed a Modern Slavery training to raise awareness about modern slavery and provide tools to identify and report risks to our employees. We are gradually rolling out these trainings across the organisation. At Givaudan Canada, three senior level employees had completed the Human Rights and Business training and 11 employees had completed the Modern Slavery training by the end of 2024.

Reporting and remediation measures

Givaudan has zero tolerance for any form of human rights abuse including child and forced labour, and follows strict governance, grievance, and remediation mechanisms to ensure compliance with our principles and commitments. We have a Group-wide integrity helpline that allows employees and third parties to report suspected or actual misconduct or violations of the Company's policies. The helpline is available 24/7 and can be accessed in all company languages via our website. Reports can be made anonymously, and all issues are handled confidentially. Givaudan does not tolerate any form of retaliation against anyone who seeks advice or reports misconduct in good faith. When a report is received through any of the grievance mechanism channels, it is accessed by the Group Integrity function. Reports meeting established thresholds may be escalated to the Executive Committee. Depending on the nature of the allegations and applicable local regulations, cases are addressed either at the local level or managed centrally with the involvement of relevant functions within Givaudan. External specialist support is engaged when necessary to ensure appropriate handling.

To help address industry, country and commodity-specific risks and potential impacts, which can include child labour amongst others, we participate in leading supply chain initiatives such as the Sustainable Vanilla Initiative (SVI), AIM-Progress, and The Centre's Child Rights in Business (CRIB) Working Group amongst others.

Remediation of Loss of Income

In the last fiscal year we have not identified instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.



Measuring effectiveness and continuous improvement

Putting our policies into practice means working continuously to identify human rights impacts, including child and forced labour cases, mitigating and addressing them, continuously monitoring the effectiveness of our measures and periodically reporting on our performance. We measure the effectiveness of our forced labour and child labour risk management program by regularly assessing our own operations and suppliers' compliance against our policies, investigation and analysis of actions taken in response of any non-conformities identified, reviewing grievances received, and engaging regularly and collaborating with stakeholders including NGO partners. We seek continuous improvement and regularly review the way we respond in a constantly changing operating environment.

Signed by:

Vanessa M. Nichols

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Company Manager
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