

Position statement

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Position statement on global work-life balance

Givaudan is committed to:

providing a work environment that enables our people to engage in
challenging careers whilst meeting their personal goals and
interests, as well as the needs of the business

We believe our employees are better equipped to fulfil work demands when their personal needs are addressed and we want to provide an environment where employees feel able to discuss their work-life balance.

We recognise that there is no single answer to developing and maintaining work-life balance. Each employee has different priorities and every work site has specific business demands. Creating a better balance between family and personal responsibilities requires open, responsible and realistic dialogue between employer and employee.

We ask our employees to take responsibility to manage their work-life balance and not view it solely as a Company responsibility. Equally, our managers and leaders are asked to carefully evaluate work-life balance needs and to commit to solutions where reasonably possible, consistent with the needs of the business.

Givaudan believes in the principle that individuals work best when they can achieve a balance between work and other aspects of their lives.

