



**Issue Date: January 2018**

## **SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **ORGANISATION STRUCTURE**

International Flavors & Fragrances ("IFF") is a major global producer of flavors and fragrances headquartered in New York City. IFF has creative, sales and manufacturing facilities in more than 30 different countries.

### **OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING**

IFF is committed to conducting business in a sustainable and lawful manner which respects the human rights of workers. Our principles are set out in IFF's Code of Business Conduct and Ethics ("Code"), Human Rights Policy and IFF's Vendor Code of Conduct, all of which prohibit forced labor, coercion, child labor and discrimination.

It is a fundamental IFF principle that all applicable laws and regulations are followed and workers are treated with respect. Further, providing a safe and healthy environment for workers is a primary concern for IFF – one that must be shared by our suppliers, contractors, consultants, agents and other providers of goods and services who conduct business with IFF ("Vendors"). In order to meet these objectives, we have a series of programs to review our Vendors' compliance.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As a condition of doing business with IFF, Vendors must adhere to IFF's Code, Human Rights Policy and Vendor Code of Conduct, which include among other items, a requirement to comply with all applicable laws, including anti-bribery, labor, environmental and antitrust laws. In addition, IFF Vendors are required to ensure that subcontractors who provide goods and services to IFF also comply with the principles embodied in IFF's Code, Human Rights Policy and Vendor Code of Conduct.

IFF conducts on-site audits of Vendors throughout the world that review compliance with our policies. During these audits, IFF's personnel are free to determine compliance with our policies and to evaluate the Vendor's own compliance programs. These audits specifically include questions relating to labor practices and standards. IFF also employs third party audits.

In addition, IFF's Global Procurement group continues to drive improvements in our supply chains through EcoVadis and Sedex (Supplier Ethical Data Exchange). We are increasing the number of Vendors registered with these platforms, and IFF is continuing to work with Vendors on Self-Assessment Questionnaires and associated third-party audits, which emphasize labor standards. All of our major Vendors are required to complete the assessment through Sedex and EcoVadis.

Further, while conducting these audits, IFF will determine whether a Vendor is ISO 9000 certified, which includes compliance with various quality standards and

practices. This certification is requested, but not required for a Vendor to do business with IFF.

If IFF determines that any Vendor has violated IFF policy, IFF may terminate the engagement or require the Vendor implement a corrective action plan. Employees that fail to comply with any of IFF's policies are subject to discipline up to and including termination of employment.

#### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our businesses, we provide annual training on IFF's Code to employees, which embodies the principles of this statement. In addition, all Board members agree to adhere to the Code, affirm their commitment to monitor IFF's compliance programs and activities, and acknowledge their responsibility to promote an ethical culture on an annual basis.

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IFF is committed to operating our business in compliance with all laws and with the highest standards of ethics, honesty and integrity

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015, and constitutes IFF's slavery and human trafficking statement for the current financial year.

A handwritten signature in black ink, appearing to read 'Andreas', is written over a horizontal line. The signature is stylized and cursive.

Andreas Fibig  
Chairman of the Board and CEO  
International Flavors & Fragrances Inc.