

Our company is committed to a course of Social Responsibility for sustainable development.

COMMITMENT **SR** SCHEMA

COLLECTIVE ACTION OF FLAVOR & FRAGRANCE INDUSTRY COMPANIES - PAYS DE GRASSE, FRANCE

- 1 Contribute** to sustainable development by taking into consideration the expectations and views of our stakeholders.
- 2 Include** SR in our corporate culture and integrate it into our management systems.
- 3 Develop**, in partnership with our clients, suppliers and most significant stakeholders, the business framework and conditions which:
 - generate responsibility and meaning with regard to common heritage,
 - make it possible to offer products and processes which are respectful of people, resources, and territories.
- 4 Manage, protect and develop** resources critical to common heritage (societal, human, intellectual, environmental, ...) through management processes.
- 5 Minimize** social and societal risks, without outsourcing them, particularly by:
 - fairly remunerating producers and suppliers,
 - ensuring decent working conditions,
 - favoring partnerships most committed to SR,
 - equitably sharing the generated added-value throughout the value chain.
- 6 Encourage** an economy of inclusion while strengthening and developing:
 - the capacities of the territorial economies affected by our activities,
 - local ancestral and innovative know-hows.
- 7 Facilitate** self-assessment for our staff and partners of the key SR practices forming this management system framework.
- 8 Ensure** SR monitoring capacity and a process for continuous progress, which allows, on the industry level:
 - to update and mutualize the SR methodology (including SR management system framework commitments),
 - to verify and qualify relevance and consistency of SR actions performed per our SR commitments.
- 9 Share** the spirit of responsibility, collaborative innovation, transparency and proof with our partners, thus implementing and promoting our SR management system framework beyond the signatory companies.

