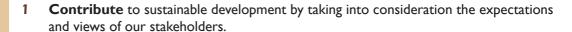
Our company is committed to a course of Social Responsability for sustainable development.



COMMITMENT SR SCHEMA

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



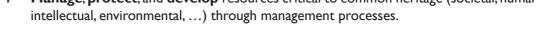




- 2 **Include** SR in our corporate culture and integrate it into our management systems.
- 3 **Develop**, in partnership with our clients, suppliers and most significant stakeholders, the business framework and conditions which:
 - generate responsibility and meaning with regard to common heritage,
 - make it possible to offer products and processes which are respectful of people, resources and territories.



Manage, protect, and develop resources critical to common heritage (societal, human,





- **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.



- **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.



Facilitate self-assessment for our staff and partners of the key SR practices forming this management system framework.



- 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.



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.







