

Position statement

11th June 2026

Givaudan's modern slavery statement for the financial year ended 31 Dec 2025

The Reporting Entity

This modern slavery statement is made by Givaudan Australia Pty Ltd ACN 000 470 280 being a company incorporated in Australia, having its registered office at 12 Britton Street, Smithfield NSW 2164, and which is referred to in this statement as "Givaudan".

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and sets out the steps that Givaudan has taken and is continuing to take to endeavour to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. 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 our business dealings when it comes to such matters and to endeavouring to put effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain.

Our structure and business

Givaudan is a wholly owned subsidiary of Givaudan SA which is listed on the SIX Swiss Exchange under security number ISIN 1064593. Givaudan SA's registered address is Chemin de la Parfumerie 5, 1214 Vernier, Switzerland. The Givaudan group of companies is a global leader in its industry.

Givaudan operates around the world and has two principal businesses: Taste & Wellbeing and Fragrance & Beauty, providing customers with compounds, ingredients and integrated solutions. Taste & Wellbeing consists of six business segments: Beverages,



Dairy, Savoury, Sweet Goods, Snacks and Health. Fragrance & Beauty has four business units: Consumer products, Fine fragrances, Fragrance ingredients and Active Beauty.

The Givaudan group of companies operates in Switzerland, Europe, Africa, the Middle East, North America, Latin America, and Asia Pacific.

Givaudan NZ Limited (company number 44507) being a company incorporated in New Zealand and having its registered office at CSNZ, Level 5, 79 Queen Street, Auckland, 1010, New Zealand is a wholly owned subsidiary of Givaudan.

Our Australian business, operated by Givaudan, manufactures and distributes Taste and Wellbeing products and distributes Fragrance and Beauty products within the Australian market. We have locations in Sydney at 12 Britton Street, Smithfield and Unit 36, 5-7 Inglewood Place Baulkham Hills and Melbourne at Suite G10ABCD, 84 Hotham Street Preston in Australia. Givaudan NZ Limited is not an operating company (as it does not sell or buy products), it is a service provider for a Givaudan group company. It does not operate from any physical premises.

As of 31 December 2025, Givaudan Australia Pty Ltd had 126 employees, and Givaudan NZ Limited did not have any employees.

Givaudan strives to comply every day, in respect of all its business activities, with all applicable laws and regulations as well as with our policies and procedures. We endeavour to facilitate a culture where we can freely discuss and report any ethical, compliance and legal issues through our reporting channels within our own organisation and as part of the broader Givaudan group of companies.

As the directors of Givaudan Australia and Givaudan NZ Limited are the same individuals, the directors of these entities ensures that both entities comply and follow the same Modern Slavery processes outlined in this statement.

Our policies

Within the Givaudan organisation, 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 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 and contractors 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. Givaudan has zero tolerance for any form of human rights abuse, 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.

In addition to the Principles of Conduct, the Givaudan group of companies 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.
- **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.

- **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.
- **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.

Givaudan requires Givaudan NZ Limited to also comply with each of these policies.

Our Supply Chain

We take a strict approach to endeavouring to comply with the Australian Modern Slavery Act 2018 (Cth) requirements in respect of Givaudan in addition, we believe that other Givaudan group companies take the same approach in respect of the laws and regulations that they are subject to such as the UK Modern Slavery Act (for those Givaudan group companies subject to those laws), the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (for those Givaudan group companies subject to those laws) as well as the US California Transparency in Supply Chain Act (for those Givaudan group companies subject to those laws).

The Givaudan Group of companies work within a diverse value chain of business partners and stakeholders. Our supplier base is large, complex, and global. We source more than 10,000 different raw materials from around the globe, with an annual procurement spend exceeding CHF 4 billion. The effective management of a complex supply chain of more than 2,800 raw material suppliers in over 100 countries and an more than 15,600 additional partners for indirect materials and services is central to supporting our responsible and shared growth. Our strategic engagement with suppliers allows us to enhance ethical sourcing practices, improve raw material availability and efficiency, and reduce our environmental impact. Givaudan's responsible sourcing means

working with our suppliers on driving compliance and continuous improvement against norms in health and safety, social and environmental and business integrity policies as defined in our Responsible Sourcing Policy.

Givaudan participates in the Supplier Ethical Data Exchange ("SEDEX ") program with the aim to drive improvements in ethical and responsible business practices in our own operations as well as our supply chains. A core principle of SEDEX is to avoid unfair and unsafe labour practices including slavery and human trafficking. In this regard all the Givaudan group of companies manufacturing sites are registered on the SEDEX platform and are regularly audited as per SEDEX Members Ethical Trade Audit ("SMETA") assessment framework. Further, as the Givaudan group of companies uses over 10,000 different ingredients from more than 100 countries in our Taste and Wellbeing and Fragrance and Beauty products, we assess and audit our main raw material suppliers on their sustainability performance using the SEDEX principles. All supplier audits are announced and conducted by independent third parties relying on the SEDEX SMETA which is a compilation of SEDEX prescribed best practices.

In respect of SEDEX:

- SEDEX identifies any suggested areas of improvement in an audit report as non-conformity with recommended actions to address them.
- Givaudan is committed to promptly and properly responding to any suggested areas of improvement identified in those audit reports
- SEDEX undertake follow-up checks to determine whether the suggested areas of improvement have been satisfactorily addressed (and, if not, this process is repeated until they are)
- the SEDEX audit process as part of our responsible sourcing efforts involves the audit of various suppliers by Givaudan from time to time

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. Givaudan has implemented an online verification form which is sent to suppliers to confirm their understanding and acceptance of our Responsible Sourcing Policy. This process has continued in 2025 and will be an ongoing process. This is managed by the

global procurement team. Givaudan holds itself to high social and ethical standards and expects its vendors and suppliers to meet the same standards.

Furthermore, we use the Sedex Radar Risk Tool to assess country risk. Radar assigns risk scores to key risk topics, such as working hours, forced labour, environmental impact, freedom of association, and wages, using data from reputable sources like the United Nations Development Programme, the International Trade Union Confederation (ITUC), and the International Labour Organisation (ILO). We allocate these scores accordingly to inform our business during our natural raw materials prioritisation process.

The Givaudan group of companies, due to its complex supply chain and through risk and impact assessments undertaken in our key supply chains, is aware that it does have risks with some products and services and geographies which are present in our supply chain.

Our risk and impact assessments in our key supply chains include modern slavery as part of our human rights approach. This is one of the main elements of our prioritisation approach for our naturals supply chains and through this we are conscious of modern slavery risks in some of the commodities that we source (e.g. palm oil derivatives) and take action, working with internal and external stakeholders to address them. As part of our continual review process, we have in place a Sourcing4Good (S4G) programme to ensure we place the right level of rigour in the right place at the right time, using the right tool.

We require third party audits of our key suppliers where again human rights and more specifically forced labour aspects are explicitly checked as part of all 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.

In addition, the Givaudan group of companies works to understand its supply chain by tracing the raw materials used. This allows Givaudan to assure customers about the provenance of raw materials and their production. It also shows Givaudan adheres to responsible supply chain practices. The Givaudan group of companies also maps its supply chains to understand how they are organised and to collect data on the number of intermediary suppliers involved, their role, importance and geographical location.

All Givaudan suppliers receive the Givaudan group of companies general conditions of purchase (goods and services) as part of our procurement process. These conditions require our suppliers to represent that the goods and/or services used in performing the services are produced and delivered in compliance with all applicable laws and regulations, including but not limited to, Human Trafficking and Child Labour.

Training

We regularly conduct training on Givaudan's Principles of Conduct for all employees (including those of Givaudan NZ Limited) which includes the above mentioned principles and charters so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our business or supply chain.

In 2023 we implemented a dedicated modern slavery e-learning module which all our employees in Australia and New Zealand have to complete so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our business or supply chain.

In addition, we have developed a dedicated training and vigilance module around Givaudan's expectations on human rights to raise awareness and equip our own procurement employees and selected supply chain stakeholders to detect and mitigate human rights risks.

Our performance indicators

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.

The Givaudan group of companies runs a global helpline number and website and maintains a whistleblowing register which is regularly reviewed and monitored, and no risks relating to slavery and/or human trafficking have been reported or identified during the reporting period.

Other

Various policies and commitments that apply to Givaudan and Givaudan NZ Limited are publicly accessible on the Givaudan global website (www.givaudan.com). They go into greater detail about the aims and efforts we make in respect of modern slavery and other human-related practices.

Approval for this statement

This statement was approved by the Board of Directors of Givaudan Australia Pty Ltd on the 11th of June 2026 and is signed below by a duly authorised director of that Board:



Signature of Director

Antony Howlett

Name of Director

Company Manager and Director

Position of Director