



## SLAVERY AND HUMAN TRAFFICKING STATEMENT

### 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 Conduct](#) ("Code"), [Global Human Rights Policy](#) and [Vendor Code of Conduct](#), all of which prohibit forced labour, coercion, child labour 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.

### ORGANISATION STRUCTURE

International Flavours & Fragrances (Australia) Pty Ltd (together with its subsidiaries and affiliates, "IFF") is part of a global business whereby the parent company International Flavors & Fragrances, Inc. is headquartered in New York, New York. IFF has manufacturing facilities, creative centres, and application laboratories in more than 47 different countries. IFF is a leading innovator of sensory, food & beverage, pharmaceutical, health & wellness, home & personal care integrated solutions and ingredients that move the world.

IFF Australia has **five** entities which it controls, being the following listed below:

- International Flavours & Fragrances (Australia) Pty Ltd ABN 77 004 269 658
  - Dandenong South, Victoria
  - Lane Cove, NSW
- Southern Cross Botanicals Pty Ltd ABN 91 087 059 854
- Danisco Australia Pty Limited ABN 62 096 139 392
- Nutrition & Biosciences Australia Pty Ltd ABN 59 000 716 469
- Kelp Industries Pty Ltd ABN 92 009 502 256

### OPERATIONS AND SUPPLY CHAINS

Our supply chain is managed by the local supply chain team members. They manage the relationships with each supplier. Before suppliers become vendors of IFF, they are required to complete questionnaires and provide any requested supplemental documentation and information and must agree to meet the basic requirements and principles set out in the Vendor Code of Conduct. These may include information about the quality and working conditions of their sites. IFF can terminate its business relationship with a Vendor or require the Vendor to implement a corrective action plan if Vendors are not complying with the Vendor Code of Conduct.

We receive support with respect to core elements of our operations via a collaborative working relationship from different departments within the business (IC&D, Quality, IT, Sales, and Marketing, etc.). We ensure all our employees are of the legal age to work through checking documentation before they commence work. We guarantee that all workers are paid above the minimum award for the industry through individualised



employment contracts and/or enterprise agreements. Our main production site is in Dandenong South, Victoria.

We have the following policies and procedures in place to protect our employees, including:

- Collective Bargaining Agreement
- The Food and Beverage Manufacturing Award
- IFF Code of Conduct Policy
- Child Labour & Young Worker – Remediation Policy
- Bullying & Discrimination Policy

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

As a condition of doing business with IFF, Vendors must adhere to IFF's Code, Global Human Rights Policy and Vendor Code of Conduct, which include, among other items, a requirement to comply with all applicable laws, including antibribery, labour, 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, Global Human Rights Policy and Vendor Code of Conduct.

IFF may conduct 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 labour practices and standards. Where required, IFF also employs third-party audits.

In addition, IFF continues to drive improvements in our supply chains through Eco Vadis 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 labour standards and business ethics.

Further, while conducting these audits, IFF will determine whether a Vendor is GFSI and/or ISO 9001 certified, which includes compliance with various quality standards and practices.

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.

#### **ACTION TO ADDRESS RISKS**

During the reporting period, 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. IFF has a SpeakUp Hotline that employees can report any concerns they have. IFF also has a Global Human Rights policy that states the company must comply with all applicable labour laws, regulations and guidelines.



### **EFFECTIVENESS OF THESE ACTIONS**

By ensuring IFF use companies such as Eco Vadis and SEDEX when working with vendors, we can guarantee that our code of conduct is being met as all vendors are audited, as well as IFF itself. By providing yearly training to all our employees, we can ensure they are knowledgeable and will follow the rules and regulations put in place by the company.

### **CONSULTATION**

IFF have made this statement in line with IFF's parent company's Slavery and Human Trafficking Statement to develop an aligned view of the risks. We have engaged with each of the reporting entities covered by this statement and consulted the entities we own and controls.

### **CONCLUSION**

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 16 of the Modern Slavery Act 2018 (CTH) and constitutes IFF's slavery and human trafficking statement for the 2022-2023 financial year.

This statement for International Flavours & Fragrances (Australia) Pty Ltd was approved by the Board of Directors for International Flavours & Fragrances (Australia) Pty Ltd as the parent entity on 19 May 2023.

A handwritten signature in blue ink that reads 'SJMay'.

**Simon May**  
**Oceania, People Services Cluster Leader**  
**Country Manager, Australia**  
**International Flavours & Fragrances (Australia) Pty Ltd**