

## Symrise Water Policy

Water is the element of life and key to human wellbeing and corporate success. To Symrise, water and sanitation is considered an essential human right that must be protected. At the same time, water is absolutely vital to sustain our value chains. Our company depends on high quality freshwater supply for direct operations, where water is utilized in manufacturing processes, for cleaning of equipment or the provision of Water, Sanitation and Hygiene services, which must be available everywhere at any time and for every employee, subcontractor or visitor. Along our value chains, the availability of sufficient amounts of good quality fresh water is not only important for manufacturing processes of our customers or suppliers, but also for cultivation of natural raw materials originating from agriculture, forestry or wild collections.

Symrise is well aware of the critical importance of water to achieve the Sustainable Development Goals (SDGs) of the United Nations. We recognize that the private sector has an important role to play in helping to address the global water challenge mankind is facing today and in the future.

As a member of the World Business Council on Sustainable Development, Symrise supports the CEO Water Mandate in order to promote protection and sustainable use of freshwater bodies and resources at our direct operations and along our value chains.

For this reason, Symrise commits to the following:

1. Ensure compliance with water relevant legislation and voluntary standards in the countries where we operate
2. Use freshwater resources sustainably taking into account regeneration rates of local water bodies and sources Symrise collectively uses together with other parties
3. Regularly analyze, monitor, control and sustainably manage water quality and quantity of extractions and discharges
4. Increase awareness among our customers, suppliers and other stakeholders on the critical importance of water to sustainable development and corporate success
5. Integrate water related performance criteria in our supplier assessments
6. Inform clients about the water performance of the compounds and ingredients they purchase from Symrise
7. Promote multi-stakeholder collaborative action on water stewardship
8. Conduct regular water risk assessments of our operations and value chains
9. Improve water efficiency at all manufacturing sites located in areas of high water stress in line with local water availability for human and ecological needs
10. Provide fully functioning WASH-services to every employee and visitor to our company
11. Promote sustainable innovations along our value chains that help to sustain freshwater resources and protect water quality as well as aquatic living environments.

Symrise will regularly report on status and progress made towards implementation of this policy.

Holzminden, Germany, October 2018



Hans Holger Gliewe  
Chief Sustainability Officer