

June, 2016

## Land Policy

Dear valued customer,

Access to agricultural land and natural resources and secure land rights are crucial to sustainable rural development and the wellbeing of local communities and indigenous peoples. This is especially true for developing countries where many of Symrise's raw materials originate.

Symrise possesses land for production sites and offices all over the globe, but does not directly own, manage, or lease land for agriculture or forestry use. Although we closely cooperate with direct growers, most of our agricultural raw materials are purchased from suppliers who act as traders or processors and usually do not directly influence land-use practices.

As a leading company in the global Flavor & Fragrance business Symrise actively supports the UN Sustainable Development Goals and proactively takes responsibility to ensure that land acquisition and land-use practices related to our business are conducted in a sustainable manner.

This includes the protection of the land rights of local communities and indigenous peoples in the communities where we operate, and along our agricultural supply chains.

Symrise is committed to conduct its business practices in a way that complies with national laws on land title and respects the customary rights to land and natural resources of local communities and indigenous peoples to ensure there is evidence of the legal appropriation of land.

Symrise has zero tolerance for any illegal or illegitimate land-use related activities, like land-grabbing, destruction of terrestrial ecosystems (e.g. forests, protected areas, areas of high biodiversity value), or disrespect of the land-rights of local communities and indigenous peoples who depend on access to agricultural land for their livelihoods.

For this reason, Symrise commits to the following:

In preparation of any project conducted by Symrise (e.g. site construction or site extension) that is likely to directly induce land-use-change an environmental and social impact assessment (ESIA) is mandatory in order to avoid and mitigate possible adverse impacts on the natural environment and local communities, including indigenous peoples and relevant minority groups.

As a prerequisite for any land acquisition on behalf of Symrise, our trained and dedicated staff clarifies ownership and rights on land and natural resources, including the rights of women to own land. We ensure, that Free, Prior and Informed Consent (FPIC) is obtained from local communities or indigenous people which may be affected by the acquisition, even in the absence of any legal requirements from national or local laws.

We acknowledge, that illegitimate land-use practices, like land grabbing, ecosystem destruction or disrespect of land-rights of local communities and indigenous peoples may occur within our supply chains. For this reason, we integrate respective land-use aspects into our supplier assessments and sourcing processes with a special focus on high-risk supply chains and suppliers from high-risk countries. In addition, we request that our suppliers commit to 'zero tolerance for land grabbing' in order to avoid illegitimate land-use practices, to respect and to protect land-rights of local communities and indigenous peoples, and to ensure due diligence and FPIC in case of significant land-use-change on their behalf.

As an additional means to identify non-compliance with the requirements outlined in this policy document we encourage possible "whistle blowers" to inform us via the 'Symrise Integrity Hotline' about any illegitimate practices of land-use or land acquisition.

Yours sincerely



Hans Holger Gliewe  
Corporate Vice President  
Strategy  
Symrise AG



Dr. Helmut Frieden  
Vice President  
Corporate Sustainability  
Symrise AG