

Symrise Sustainability Record 2017

Symrise uses the international standards of the Global Reporting Initiative (GRI) for reporting on its non-financial and sustainability-related performance. The following sustainability record systematically presents all aspects and indicators deemed material by Symrise regarding its profile as well as its business, environmental and social performance for the 2017 fiscal year. Informational briefs on the individual GRI items are supplemented with interactive links. These links will take you to additional information, data and facts. The following sustainability record has been prepared in accordance with the GRI Standards (2016). It is in accordance with the GRI Standards: Comprehensive option. All of the sustainability disclosures marked with ✓ were audited and verified by an external review pursuant to the AA1000 Assurance Standard. The review assesses all quantitative and quantitative disclosures. The corresponding certification can be found [here](#).



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GRI 102 – GENERAL DISCLOSURE

ORGANIZATIONAL PROFILE

102-1 ✓

Name of the organization

Symrise AG

102-2 ✓

Activities, brands, products, and services

Symrise develops, produces and sells fragrances and flavorings, cosmetic active ingredients and raw materials as well as functional ingredients and solutions that enhance the sensory properties and nutrition of various products. Our company's nearly 30,000 products are mainly produced on the basis of natural raw materials like vanilla, citrus fruits, onions, fish, meat, blossoms and plant materials. Our flavors, substances, perfume oils and sensory solutions are often central functional components for our customers' end products. These customers include manufacturers of perfumes, cosmetics and foods; the pharmaceutical industry and producers of nutritional supplements, pet food and baby food.

102-3 ✓

Location of headquarters

Holzminden, Germany

102-4 ✓

Location of operations

With sites in more than 40 countries, Symrise has a local presence in its most important sales markets. Symrise products are bought and sold in about 160 countries worldwide.

102-5 ✓

Ownership and legal form

Symrise is a German stock corporation with a dual management structure consisting of an Executive Board and a Supervisory Board.

102-6 ✓

Markets served

Symrise develops, produces and sells fragrances and flavorings, cosmetic active ingredients and raw materials as well as functional ingredients and solutions that enhance the sensory properties and nutrition of various products. Our company's nearly 30,000 products are mainly produced on the basis of natural raw materials like vanilla, citrus fruits, onions, fish, meat, blossoms and plant materials. Our flavors, substances, perfume oils and sensory solutions are often central functional components for our customers' end products. These customers include manufacturers of perfumes, cosmetics and foods; the pharmaceutical industry and producers of nutritional supplements, pet food and baby food.

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102-7 ✓

Scale of the organization

Symrise is a global supplier of fragrances, flavorings, cosmetic active ingredients and raw materials, as well as functional ingredients. Its clients include manufacturers of perfumes, cosmetics, food and beverages, the pharmaceutical industry and producers of nutritional supplements and pet food. With sales of € 3.0 billion in the 2017 fiscal year and a market share of 11 %, Symrise is one of the leading global suppliers in the flavors and fragrances market. Headquartered in Holzminden, Germany, the Group is represented in more than 90 locations in Europe, Africa, the Middle East, Asia, the United States and Latin America. The Symrise Group originally resulted from a merger between the German companies Haarmann & Reimer and Dragoco in 2003. Symrise’s roots date back to 1874 and 1919, when the two companies were founded. In 2006, Symrise AG entered the stock market with its initial public offering (IPO). Since then, Symrise shares have been listed in the Prime Standard segment of the German stock exchange. With a market capitalization of about € 9.3 billion at the end of 2017, Symrise shares are listed on the MDAX® index. Currently, about 94 % of the shares are in free float.

Symrise AG’s headquarters are located in Holzminden, Germany. At this site, the Group’s largest, Symrise employs 2,360 people in the areas of research, development, production, marketing and sales as well as in the Corporate Center. The company has regional headquarters in the USA (Teterboro, New Jersey), Brazil (São Paulo), Singapore and in France (Rennes, Brittany). Important production facilities and development centers are located in Germany, France, Brazil, Mexico, Singapore, China and the USA. Symrise has sales branches in more than 40 countries.

SYMRISE SITES 2017

- Global headquarters
- Regional headquarters
- Symrise sites



102-8 ✓**Information on employees and other workers**

At the end of 2017, Symrise employed 9,282 employees worldwide. We place great value on the training of new employees and their subsequent professional development. Therefore, we primarily employ permanent employees (95.9% of our workforce). Only a small number of employees have fixed-term contracts (4.1% of the workforce). Women account for approximately 34% of permanent employees in Germany; of fixed-term employees; women account for 24.6%.

At our locations outside of Germany, the employees work almost exclusively in full-time positions in accordance with the respective local labor laws. In Germany, there are 432 employees who work part-time. This amounts to 15.4% of our German workforce. All key activities at Symrise are performed by employees and supervised workers of the Symrise Group. In 2017, the percentage of temporary workers at Symrise, including Diana, was approximately 3.1% of the workforce. At Symrise there are no noteworthy fluctuations throughout the year in the number of employees, such as seasonal workers. The following information is based on our monthly headcount reporting as well as our annual diversity data reporting, which comprises the following countries: Germany, France, US, Singapore, China, India, Brazil and Mexico.

GLOBAL EMPLOYEES (HEADCOUNT) ACCORDING TO CONTRACT TYPE AND WORKING HOURS*

	2015	2016	2017	Change in 2017
Permanent contracts				
Full time	7,453	8,005	8,270	3.31%
Part time	650	563	633	12.43%
Total	8,103	8,568	8,903	3.91%
Fixed-term contracts				
Full time	321	338	346	2.37%
Part time	50	38	33	- 13.16%
Total	371	376	379	0.80%
Total				
Full time	7,774	8,343	8,616	3.27%
Part time	700	601	666	10.82%
Total	8,474	8,944	9,282	3.78%

* Basis: employee figures, not including apprentices, temporary workers and trainees, as of December 31 of the respective year. Small differences in the totals may be present due to rounding.

EMPLOYEES (FTE) BY REGION*

Region	2015	2016	2017	Change in 2017
Germany	2,528	2,586	2,669	3%
EAME (not including Germany)	1,782	1,876	2,063	10%
North America	952	1,339	1,358	1%
Asia / Pacific	1,361	1,424	1,441	1%
Latin America	1,678	1,719	1,716	-0%
Total (excluding apprentices and trainees)	8,301	8,944	9,247	3%
Apprentices and trainees	147	148	140	- 5%
Total	8,448	9,092	9,387	3%

* Basis: full-time equivalents (FTE), not including temporary workers, as of December 31 of the respective year. Small differences in the totals may be present due to rounding.

102-9 ✓

Supply chain

We manufacture our products using approximately 10,000 natural and synthetic raw materials from over 100 countries. These materials find their way into around 30,000 products worldwide. Overall, Symrise works with approximately 5,100 suppliers around the world. The majority of our suppliers come from the EAME region (Europe, Africa, and the Middle East).

We are constantly adapting the organizational structure of our purchasing department to the changing conditions on the market. Procurement at Symrise is organized in a decentralized manner in the three segments Flavor, Nutrition and Scent & Care. This way we can manage purchasing processes in a more targeted manner and continually optimize the supply chain. An established scorecard system supports purchasers with relevant key figures. In keeping with our sustainable sourcing policy, we rely on close and continuous cooperation with our suppliers, on social and ecological commitment locally, and on strategic partnerships with our key customers.

National and international standards and legal requirements on the protection of humans and the environment comprise a core component of Symrise's purchasing policy.

102-10 ✓

Significant changes to the organization and its supply chain

Since October 2016, the operating activities of the Symrise Group have been broken down into three segments: Flavor, Nutrition and Scent & Care. The divisions within these segments are organized according to business units and regions.

102-11 ✓

Precautionary Principle or approach

The Precautionary Principle is cited as a guiding principle for risk prevention in guidelines and initiatives such as the UN Global Compact. The risk management system at Symrise is based on generally recognized standards (ISO 31000) and extends across all Group companies and divisions. In 2017, additional internationally recognized risk analysis systems such as Maplecroft were implemented in our processes in order to reduce supply chain risks.

The Precautionary Principle is particularly important when it comes to managing the local impacts of our business activities. Our Integrated Management System is based on the international standards in the areas of quality management (ISO 9001), the environment (ISO 14001), occupational health and safety (OHSAS 18001), sustainability (ISO 26000), energy (ISO 50001), social accountability (SA 8000), the generally accepted audit standards of the Global Food Safety Initiative (GFSI) and other recognized local standards that promote a continuous improvement in performance. Symrise also joined the Responsible Care Initiative in 1997 and adopted its guidelines for continual improvement in the areas of safety, health and environmental preservation.

Independent DQS auditors examined the company's internal processes closely. Their findings: Research and development as well as production and sales are characterized by environmentally conscious operations. In this way, Symrise fulfills the international requirements of the Global Conformance Program for environmental management.

In the period under review, Symrise achieved a Leadership Rating from the CDP (formerly Carbon Disclosure Project) in all three categories for the first time and is the only company in the fragrance and flavor industry to have managed this feat. In the categories Water and Forests, Symrise was listed among the best and received very good ratings of A for Water and A- for Forests. Within the Forests category, Symrise was also awarded the rating of A- for its activities with palm oil. In the category Climate, Symrise was included in the Climate Change A list for the third time in a row with a top rating of A. Until August 2017, Symrise was the only company in the industry whose climate strategy was approved by the Science Based Targets initiative. Symrise thereby pledges to reduce its total greenhouse gas emissions by 17.5 percent by 2030. In addition, Symrise wants to ensure that suppliers who provide at least 80 percent of the entire purchasing volume of raw materials commit to their own climate targets and reduction measures to be achieved by 2020. In doing so, Symrise is a role model in terms of climate protection in Germany and is acting in accordance with the resolutions of the UN Climate Conferences COP 21 in Paris and COP 22 in Marrakesh (see also [201-2](#)).

Symrise's inclusion on the Ethibel Sustainability Index (ESI) Excellence Global was also confirmed for the fourth time in a row. Furthermore, the rating agency EcoVadis awarded Symrise the Gold status in recognition of its corporate social responsibility for the third time in a row.

UN Women Empowerment Principles Signatory: At the initiative of the Corporate Sustainability Group, Symrise signed this UN guideline and followed it before many of our customers' other companies.

102-12 ✓

External initiatives

Symrise wants to drive up its corporate value and the sustainability of its business activities over the long term. This is the reason the management and supervisory committees at Symrise AG align their activities with various principles of responsible management. The aims of the German Corporate Governance Code, for instance, serve as the standard for good management in both the Executive and Supervisory Boards. The ten principles of the United Nations' Global Compact, which we signed in 2012, provide additional guidance for our entrepreneurial actions. Thanks to our "advanced level" reporting, which we first implemented in 2014, we've strengthened our commitment in this area even further. Furthermore, we support the United Nations' Sustainable Development Goals, which it published in 2015. In an initial step, we reviewed the compatibility of our sustainability strategy and objectives with the sustainable development goals (SDGs) that apply to Symrise. Through this, we were able to identify further areas for improvement.

In 2013, Symrise became a member of the Sustainable Spices Initiative (SSI). Sustainably cultivating and purchasing raw materials are a central focus for both Symrise and the SSI. Together with customers, suppliers and NGOs, we want to actively cooperate with the SSI, sharing our knowledge while also gaining new experience. With the acquisition of Diana and the corresponding expansion of our portfolio, animal welfare has received greater prominence on our agenda. That is why we founded the U.S. Roundtable for Sustainable Beef together with other companies in 2015. The goal is to continually improve the value chain for beef.

In addition, Symrise has been a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2015, and we have set high goals for ourselves, some of which we've already achieved. By the middle of 2016, we converted our supply chain to palm oil certified as 100% RPSO "Mass Balance." Between now and the end of 2018, we will be working with our strategic suppliers on implementing fully sustainable sourcing for our primary palm oil derivatives and on switching to materials made from 100% RSPO "Mass Balance"-certified palm oil. We have the same goal in place for our sourcing of secondary palm oil derivatives by the end of 2020. In addition, we are committed to ethical sourcing in line with the Natural Stewardship Circle (NRSC) as well as the code of conduct of the Union for Ethical Bioproducts (UEBT).

We have been a member of the [Sustainable Agricultural Initiative](#) (SAI) since 2016, which underscores our commitment to sustainably sourcing natural raw materials and to achieving the strategic goal of backward integration.

102-13 ✓

Membership of associations

Beyond the numerous existing requirements for the fragrance and flavor industry, we made further commitments to additional standards – and we are working actively on their development. For instance, we do this through our involvement with associations like the International Fragrance Association (IFRA), the International Organization of the Flavor Industry (IOFI) and the European Federation of Cosmetic Ingredients (EFFCI). Our managers in the areas of Corporate Sustainability, Regulatory Affairs and R&D represent Symrise in the world's largest associations for the fragrance, flavor and cosmetics industries.

Symrise has been a member of the World Business Council for Sustainable Development (WBCSD) since 2017 and actively participates in working groups of the Food Reform for Sustainability and Health (FRéSH) project. Since 2016, Symrise has supported the Natural Resources Stewardship Circle (NRSC) together with downstream users and key account customers. Our Diana division is also a member of the Marine Ingredients Organization (IFFO), the Natural Food Colors Association (NATCOL), Food Industry Asia (FIA), the Syndicat National des Compléments Alimentaires (SYNADIET), the Syndicat National des Ingrédients Aromatiques Alimentaires (SNIAA) and the Union Nationale Interprofes Jus de Fruits (UNIJUS).

STRATEGY

102-14 ✓

Statement from senior decision-maker

Dear readers and friends of Symrise,

Symrise is an exciting company that inspires. We want to make this enthusiasm for what we do – this “spirit” – tangible for you with our Corporate Report 2017. Why are alternating winds in Calabria so important for the quality of bergamot? How do entrepreneurial spirit and innovation go hand in hand? What health-promoting effects do cranberries have? And, what role do aquacultures play in global food supplies? With firsthand reports, profiles about interesting people and plenty of facts, we answer these and other questions in our magazine.

Enthusiasm for our work is one of Symrise’s strengths. Another can be found in the detailed and always up-to-date knowledge about the needs and desires of consumers around the world – and in the well-mastered management of the value chain all the way back to the growers of the raw materials on which our products are ultimately based. Symrise is always applying this backward integration to new areas, which ensures the supply of raw materials with consistently high quality and allows us to implement our ideas about sustainable cultivation and resource-efficient processing. As a signatory of the United Nations Global Compact, we actively support the principles of responsible business outlined therein.

Symrise is also at the forefront when it comes to innovation and tapping into new markets. No other supplier in our competitive environment has a business portfolio as diverse as ours. And we pursue both organic growth and targeted acquisitions. That explains the main focus of this Corporate Report: we invest, acquire and integrate with success. We thus create advantages for our portfolio that will benefit us now and in the future. In other words, our guiding principle is: unfolding strengths.

The 2017 fiscal year has seamlessly continued our company’s success story. In addition to exceeding our goals, we’ve now also achieved exceptional growth for the twelfth consecutive year. Sales increased to around € 3 billion and grew organically by 6%. And with an EBITDA margin of 21%, we’re once again one of the most profitable companies in our sector. We want to continue on this course and achieve high growth and yields in the coming years. And we’re confident our strengths will help us do just that.

We hope you enjoy reading the Symrise Corporate Report for 2017.

Your Global Management Committee

102-15 ✓

Key impacts, risks, and opportunities

We believe that economic success, sustainability and social acceptance are inextricably linked. Symrise’s corporate strategy is based on the three pillars of growth, efficiency and portfolio. It incorporates aspects of sustainability at all levels in order to enhance the company’s value over the long term and minimize risks.

With our business model, we help meet basic human needs for health, nutrition, care and well-being. At the same time, we consider the ways in which our company grows and is successful to be of vital importance. Many of the traditional production processes in our industry are energy-intensive, release potentially harmful emissions and consume precious natural resources. At the same time, if we want to deliver innovative and sustainable products, we are dependent on a new generation of well-educated employees as much as on rich biological diversity from which we can derive our inspiration and creative ideas.

We are convinced that only such an expanded view, one that goes beyond narrow corporate limits, helps to secure our long-term growth and to increase our efficiency while also enabling us to further develop our innovative and sustainable product portfolio. Therefore, the four pillars of our sustainability agenda, Footprint, Innovation, Sourcing and Care, form the foundations of our integrated corporate strategy. In these fields, we intend to make a concerted effort to reduce the negative impact of our business activities and to enhance our societal added value. In the process, we actively contribute to the achievement of the sustainable development goals. Using a materiality analysis, we have systematically assessed the impacts of our business activities within the context of sustainability and our stakeholders’ expectations (see also [102-46](#)).

We have established a Group-wide risk management system to identify the rewards and risks that are associated with our sustainability challenges. This covers sustainability-relevant issues as a subcategory of nearly all other risk categories – from environmental and industry risks via procurement and product risks to operating risks. Rewards and risks, particularly those relating to climate change, water, forest, and biodiversity, are evaluated at least twice a year by the Sustainability Board over a horizon of more than six years.

Growth

We source our raw materials primarily locally and supply the materials mainly to customers in close proximity to the company sites. This is one way we significantly reduce traffic-related emissions. At the same time, this gives us short delivery times and greater flexibility.

This is why we decided to source onions, one of our most important raw materials, as locally as possible – usually within a radius of less than 100 kilometers. As a result, we reduced our carbon footprint for onions by up to 75% compared to conventional goods. Furthermore, we began operations at a new production site in Russia four years ago to avoid transporting high volumes of raw materials from Germany to Russia.

Efficiency

We have had all of our German sites certified to the ISO 50001 standard for systematic energy management and are planning measures to increase our energy efficiency. Energy audits according to the regulations of the Energy Efficiency Directive (EED) were performed at our other European sites.

Thanks to the support of our TPM teams, most of our other production sites have also been certified to environmental management system standards (ISO 14001). The teams regularly analyze manufacturing processes looking for opportunities to save energy or to increase process efficiency in a sustainable manner.

Energy costs have a material influence on our profitability and therefore our competitive position. Furthermore, we meet customer expectations and can create added value by helping our customers achieve their carbon goals.

Product Portfolio

Processing raw materials is quite energy-intensive, which has a substantial impact on our operational costs. To avoid losses, we hold to an integrated approach that enables us to use resources as efficiently as possible.

For instance, we use more than 98% of the onion thanks to improvements from our last “onion optimization process” in 2016. This underscores just how important continuous optimization is for our future.

Our menthol production has been greatly expanded. With our synthetic material, we are less dependent on natural menthol. The production processes for natural menthol emit about ten times as much CO₂ as synthetic menthol. This also ensures we'll have long-term availability for raw materials. We are working on similar solutions for other raw materials. We are currently developing a process that creates one of our strongest revenue-generating products using renewable byproducts from other industries rather than mineral oil.

We have set ourselves ambitious goals and enacted corresponding measures for the continual integration of business and sustainability. Symrise can only achieve sustainable growth if we implement our economic efforts in a proactive and responsible way. Our economic ambitions are therefore aligned with our integrated corporate strategy of goals and measures in keeping with the four pillars of our sustainability agenda.

In terms of these goals, we are making good progress. The awards we received in 2017 within various areas (see [21-23](#) and [78-79](#) in the current Corporate Report) testify to this. And yet, we still face regular challenges that represent both opportunities for growth and areas for further continued improvement. Unfortunately, in 2017 we recorded a significant increase in workplace accidents compared to the previous year (see [403-2](#)). Therefore, in order to improve worldwide performance in the area of occupational health and safety, the concept of a zero-accident culture was introduced in 2017. Upper and midlevel managers are trained in the methods and programs of a zero-accident culture in special workshops. The programs and measures are discussed in monthly meetings. The program is initially designed for a period of two years. Essential components of this program are workshops on zero-accident culture for upper and midlevel managers as well as management safety visits for the first and second management level of the entire organization.

Track Record, Goals and Measures

DIMENSIONS	2017 TRACK RECORD	GOALS FOR 2020	MEASURES FOR 2018 – 2020
 FOOTPRINT¹	-7.8% reduction in greenhouse gas emissions (Scope 1+2)	▶ Reduction of 5% per year	▶ Continuation of the Symrise Climate Strategy 2030
	-15.3% reduction in chemical oxygen demand in wastewater	▶ Reduction of 4% per year	▶ We are increasing the yield of our products
	-9.7% reduction in sensitive waste	▶ Reduction of 4% per year	▶ We are increasing our resource efficiency
 INNOVATION	15.9% of sales from new product developments ²	▶ >10%	▶ Networking the highly diverse areas of expertise of Diana, Flavor and Scent & Care
 SOURCING	80% of the main suppliers rated according to sustainability criteria ³	▶ 100%	▶ Expressly encouraging our suppliers to disclose sustainability information in accordance with SEDEX / SMETA 4 Pillar
	95% traceability of strategic raw materials	▶ 100%	▶ Based on our sourcing policy, we can trace our strategic raw materials back to their country of cultivation
	63% of primary palm oil derivatives from certified sustainable sources	▶ 100%	▶ Implementation of fully sustainable sourcing of primary and secondary palm oil derivatives in accordance with Symrise's Palm Oil Policy. Palm oil derivatives are mass balance-certified at the very least
 CARE	21% women in the first management level	▶ 17%	▶ Regional management training (future generation) with a focus on the advancement of women
	44% women in the second management level	▶ 22%	▶ Improved compatibility of family and working life through flexible working time models and child-care programs
	4.7 MAQ ⁴ accident frequency	▶ MAQ <2.0	▶ Intensified implementation of a zero-accident culture

1 All figures relative to the value created

2 Market launch in the past three years

3 Based on procurement volume

4 MAQ = work accidents (>1 lost day) x 1 million / working hours

ETHICS AND INTEGRITY

102-16 ✓

Values, principles, standards, and norms of behavior

Shared values form the basis of Symrise's sustained success. Excellence, creativity and commitment are our keys for outstanding performance and innovative products. We closely link our economic goals with our everyday responsibility for the environment, our employees and society. Only when our interactions with each other are rooted in integrity can we create lasting added value for all. As a result, our values pave the path for us to become the most successful company in our industry in the long term and help us to inseparably combine business success, sustainability and social trust.

A compulsory guiding principle for all employees is our Code of Conduct. We fundamentally revised this in 2016 and adapted it to the latest developments. The Code references ethical and legal challenges that can arise in the workplace, as part of business relationships or when handling information. It regulates behavior with key Symrise partners and ensures transparent and reliable processes. In the interest of all employees and the company, we react swiftly to violations against the Code and rectify their causes. Misconduct is consistently prosecuted in accordance with the applicable national laws.

102-17 ✓

Mechanisms for advice and concerns about ethics

As is described in our Code of Conduct, various points of contact exist for our employees when it comes to voicing questions or concerns regarding ethical and legal behavior as well as integrity-related concerns. Employees can turn to their superiors in the first instance. If an employee cannot talk to their superior about their concern, for example, because this person is also affected, the employee can discuss the issue with an HR officer, the works council or the next highest superior. Our employees can also contact the responsible Compliance Officer at their site anonymously and confidentially. Violations of the Code of Conduct can also be reported anonymously using the Integrity Hotline. Additionally, our legal department is available to advise our employees on questions regarding legal behavior.

To guard against any breach in legal and ethical standards, the Group Compliance office installed an Integrity Hotline in summer 2008. This ensures that Symrise employees can anonymously report any breaches in legal regulations and internal company guidelines at any Symrise locations around the world. With this hotline, employees are able to contact the Group Compliance office using toll-free telephone numbers that have been specially set up in individual countries. An intermediary service operator ensures that employees can retain anonymity and communicate in their own native language.

GOVERNANCE

102-18 ✓

Governance structure

The Declaration of Compliance pursuant to Section 161 of the German Stock Corporation Act (AktG) is available on an ongoing basis on our website www.symrise.com.

102-19 ✓

Delegating authority

In accordance with the articles of incorporation, Symrise AG's Supervisory Board has twelve members. It oversees and advises the Executive Board in the management of the company and regularly discusses business development, planning, strategy and risks with the Executive Board. In compliance with the German Codetermination Act, Symrise AG's Supervisory Board has an equal number of shareholder and employee representatives. The Supervisory Board has formed four committees to increase the efficiency of its work. Details on cooperation between the Executive and Supervisory Boards as well as on corporate governance at Symrise can be found in the Report of the Supervisory Board and in the Corporate Governance Statement.

102-20 ✓

Executive-level responsibility for economic, environmental, and social topics

In 2009, we founded the Symrise Sustainability Board – a global, cross-divisional body that aims to facilitate the integration of sustainability into our core processes. Multiple times per year, representatives from the Flavor, Nutrition and Scent & Care business segments as well as one representative each for the staff departments of Human Resources, Finance / Investor Relations and Corporate Communications come together within this framework to ensure that sustainability-relevant topics and the concerns of our important stakeholder groups are considered along the entire value chain.

In 2016, the Executive Board first established the position of Chief Sustainability Officer as a way to strengthen their commitment to sustainable development even more. The CSO reports directly to the CEO and functions as the Director of the Sustainability Board.

The Sustainability Board sets sustainability objectives, which are then directly implemented in the respective divisions. Particular attention is given to achieve synergies and to implement uniform strategic principles through a common and coordinated approach among the business segments. The direct responsibility for strategy lies with the Chief Executive Officer of Symrise AG, who receives regular reports on the progress of all sustainability activities. The company's sustainability objectives also flow into individual performance goals and thereby into executive remuneration.

102-21 ✓

Consulting stakeholders on economic, environmental, and social topics

Symrise AG shareholders exercise their codetermination and control rights at the Annual General Meeting, which takes place at least once each year. We regularly inform our shareholders, analysts, shareholder associations and the public of all important dates through a financial calendar. Corporate communication is undertaken with the objective of guaranteeing the greatest possible transparency and equality of opportunities through timely and equal information to all target groups (see [102-43](#)).

102-22 ✓

Composition of the highest governance body and its committees

The current Supervisory Board at Symrise AG has a total of twelve members, including eight independent members and four women: Ms. Buck, Ms. Hufnagel, Ms. Kurtgil and Prof. Dr. Pfeifer. With the support of corresponding nominations, the Supervisory Board seeks to ensure that in its future composition at least 30% of its members are female. The "Act for the Equal Participation of Women and Men in Management Positions," passed by the German Bundestag on February 6, 2015, and the Bundesrat on March 27, 2015, was implemented in 2016.

This act also seeks to increase the number of female executives in leading positions in business and to reach across-the-board gender parity in the long term. Against the backdrop of the current situation at Symrise and the remaining terms on the existing employment contracts for the members of the Executive Board, the Supervisory Board decided on "zero" as the share of women in the Executive Board by June 30, 2017. By 2020, the share of women on the Executive Board should reach 20%.

Also, at least seven independent members should always be included in the Supervisory Board. Furthermore, we are seeking to maintain a Supervisory Board composition where at least one-third of the members are international. In addition, at least one member of the Auditing Committee must be independent and possess expertise in accounting or auditing.

Pursuant to Section 125 (1) sentence 5 of the German Stock Corporation Act (AktG), of the twelve members of the Supervisory Board, six assume memberships in other supervisory boards to be legally constituted and memberships in comparable domestic and international supervisory bodies of commercial enterprises:

Dr. Thomas Rabe:

- Bertelsmann Inc., Wilmington, NC, USA, Chairman of the Supervisory Board
- RTL Group S.A., Luxembourg, Chairman of the Supervisory Board
- Penguin Random House LLC, UK, Chairman of the Supervisory Board (from January 1, 2018)
- Bertelsmann Learning LLC., New York, USA, Member of the Supervisory Board
- Relias Learning LLC, Cary, NC, USA, Member of the Supervisory Board

Dr. Michael Becker:

- none

Jeannette Kurtgil:

- Esco GmbH, Hanover, Member of the Advisory Board

Prof. Dr. Andrea Pfeifer:

- Bio MedInvest AG, Basel, Switzerland, Chairperson of the Board of Directors
- AB2 Bio SA, Lausanne, Switzerland, Chairperson of the Board of Directors

Dr. Winfried Steeger:

- Verwaltungsgesellschaft Otto mbH (codetermined limited liability company of the Otto Group), Hamburg, Member of the Supervisory Board
- Eurokai GmbH & Co. KGaA, Hamburg, Chairman of the Supervisory Board
- Blue Elephant Energy AG, Hamburg, Member of the Supervisory Board
- August Prien Verwaltung GmbH, Hamburg, Chairman of the Supervisory Board
- EUROGATE Geschäftsführungs-GmbH & Co KGaA, Bremen, Member of the Supervisory Board

Peter Winkelmann:

- amedes Holding GmbH, Hamburg, Vice Chairman of the Supervisory Board
- aenova Holding GmbH, Starnberg, Germany, Vice Chairman of the Supervisory Board

The only strategic investor is the Gerberding family. As defined by the German Stock Exchange, all other investors are considered free float investors.

102-23 ✓

Chair of the highest governance body

As in previous years, no former Executive Board members are serving on the Supervisory Board in order to ensure its neutral and independent consulting and monitoring of the Executive Board.

102-24 ✓

Nominating and selecting the highest governance body

In accordance with the articles of incorporation, Symrise AG's Supervisory Board has twelve members, with six representatives elected by the shareholders and six by the employees. The period of office is identical for all members. In accordance with the recommendations of the German Corporate Governance Code (DCGK) 2017, the shareholder representatives are elected individually at the Annual General Meeting.

The following shareholder representatives were elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2020 fiscal year:

Dr. Thomas Rabe, Chief Executive Officer of Bertelsmann Management SE, Berlin; Ursula Buck, Managing Director of Top Management Consulting Buck Consult, Munich; Horst-Otto Gerberding, Managing Partner at Gottfried Friedrichs KG, Holzminden; and Prof. Dr. Andrea Pfeifer, Chief Executive Officer of AC Immune S.A., Légier, Switzerland. Due to reaching the age limit according to Section 8 (4) of the articles of incorporation, Dr. Michael Becker, retired; Darmstadt, was elected to the Supervisory Board for a term that runs until the end of the Annual General Meeting that will decide on discharges for the 2017 fiscal year. Also due to reaching the age limit, Dr. Winfried Steeger, Managing Director of Jahr Holding GmbH & Co. KG, Hamburg, was elected to the Supervisory Board for a term that runs until the end of the Annual General Meeting that will decide on discharges for the 2019 fiscal year.

In accordance with item 5.4.3 sentence 3 of the German Corporate Governance Codex 2017, mention was made of the intention to propose Dr. Thomas Rabe as a candidate for Chairman of the Supervisory Board in the event of his reelection.

The following employee representatives were elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2020 fiscal year:

Regina Hufnagel, Chairperson of the works council and Chairperson of the general works council of Symrise AG; Herr Harald Feist, Vice Chairman of the works council and Vice Chairman of the general works council of Symrise AG; André Kirchhoff, independent member of the works council at Symrise AG; Dr. Ludwig Tumbrink, Vice President Compounding Flavor EAME at Symrise AG; Jeannette Kurtgil, IG BCE trade union secretary for the North region; and Peter Winkelmann, Regional Head of the IG BCE district Alfeld.

When nominating candidates for election to the Supervisory Board, particular attention was paid to the knowledge, skills and professional experience required for the duties to be performed, as well as to the principle of diversity among the Supervisory Board's members. The current Supervisory Board at Symrise AG includes eight independent members and four women: Ms. Buck, Ms. Hufnagel, Ms. Kurtgil and Prof. Dr. Pfeifer. The Supervisory Board will continue to attempt to implement the regulations specified in the Act on the Equal Participation of Women and Men in Management Positions in Private Economy and Public Service, which was passed by the German Bundestag on February 6, 2015, and the Bundesrat on March 27, 2015, insofar as it concerns the composition of the Supervisory Board and with the support of corresponding nominations regarding the election of the shareholder representatives by the Annual General Meeting and the election of employee representatives by the staff.

As in previous years, no former Executive Board members are serving on the Supervisory Board in order to ensure its neutral and independent consulting and monitoring of the Executive Board. At least one independent member has expertise in accounting or auditing.

The Supervisory Board has constituted four committees including a nominations committee so that they may effectively perform their duties. The Nominations Committee consists exclusively of shareholder representatives from the Supervisory Board in accordance with the German Corporate Governance Code. Its task is to recommend shareholder representatives to the Annual General Meeting who would be suitable Supervisory Board members for upcoming Supervisory Board elections. The current three members are Dr. Thomas Rabe (Chairman), Horst-Otto Gerberding and Prof. Dr. Andrea Pfeifer.

The Supervisory Board is to name specific goals for its composition pursuant to No. 5.4.1 (2) sentence 1 of the Corporate Governance Code 2017, that, in keeping with the company's specific situation, take account of (i) the company's international activity, (ii) potential conflicts of interest, (iii) the number of independent Supervisory Board members, (iv) an age limit for Supervisory Board members to be defined, (v) a maximum period for membership in the Supervisory Board to be determined and (vi) diversity, among other things.

With the support of corresponding nominations, the Supervisory Board seeks to ensure that in its future composition at least 30% of its members are female. The "Act for the Equal Participation of Women and Men in Management Positions," passed by the German Bundestag on February 6, 2015, and the Bundesrat on March 27, 2015, was implemented in 2017.

Generally, at least seven independent members should always be represented in the Supervisory Board. Members of the Supervisory Board who are employed by Symrise AG are not regarded as independent members of the Supervisory Board. The necessary independence is particularly lacking when a Supervisory Board has a personal or business relationship with Symrise AG, its corporate bodies, a controlling shareholder or an affiliated company which may give rise to a material, and not merely temporary, conflict of interest. This goal is currently being met. The independent members are: Dr. Thomas Rabe, Dr. Michael Becker, Ursula Buck, Horst-Otto Gerberding, Jeannette Kurtgil, Prof. Dr. Andrea Pfeifer, Dr. Winfried Steeger and Peter Winkelmann.

Furthermore, the Supervisory Board strives to ensure that the share of Supervisory Board members from other nations does not fall below one-third. With regard to Symrise, this means that nationality is not the only focus. Rather, the decisive factor is that at least one-third of the members of the Supervisory Board have gained substantial experience in globally active groups in Germany and abroad. This goal is also being currently met.

The term of office for a Supervisory Board member must end at the conclusion of the Annual General Meeting following the member's 70th birthday. The maximum limit for membership in the Supervisory Board is four terms of office. These two goals are currently being met. Concerning future nominations, it will be ensured that the goals defined by the Supervisory Board continue to be fulfilled. Pursuant to Section 100 of the German Stock Corporation Act (AktG), members of the Supervisory Board as a whole must be familiar with the sector / industry in which the company is active.

102-25 ✓

Conflicts of interest

As in the previous year, conflicts of interest of members of the Executive and Supervisory Boards, which must be disclosed to the Supervisory Board without delay and reported to the Annual General Meeting along with their underlying circumstances and a report of how they will be handled, did not occur in 2017.

102-26 ✓

Role of highest governance body in setting purpose, values, and strategy

The direct responsibility for strategy lies with the Chief Executive Officer of Symrise AG, who receives regular reports on the progress of all sustainability activities. The Supervisory Board advises and oversees the Executive Board in the management of the company. It is involved in strategy and planning as well as all other decisions of fundamental significance to the company.

The Corporate Sustainability department coordinates our global sustainability management. Together with the business divisions involved, it develops guidelines and procedural instructions based on the global principles defined by the Executive Board and assesses compliance with legal requirements and obligations set by Symrise. The Executive Board and the Corporate Sustainability department define goals for the four focus areas (footprint, innovation, sourcing and care) that apply for the entire Group.

102-27 ✓

Collective knowledge of highest governance body

When nominating candidates for election to the Supervisory Board, particular attention is paid to the knowledge, skills and professional experience required for the duties to be performed, as well as to the principle of diversity among the Supervisory Board's members. Furthermore, it will be ensured in future nominations that the targets defined by the Supervisory Board continue to be fulfilled. Every Supervisory Board member must have the knowledge, skills and professional experience required for the duties to be performed in consideration of the company's international operations. The members of the Supervisory Board participate in training and educational measures necessary for their duties on their own authority.

102-28 ✓

Evaluating the highest governance body's performance

The Supervisory Board advises and oversees the Executive Board in the management of the company. It is involved in strategy and planning as well as all other decisions of fundamental significance to the company. As in the past, the Supervisory Board formed a total of four committees to fulfill its responsibilities more efficiently. These committees draft the Supervisory Board's resolutions and prepare the agenda items to be addressed in the full meetings.

As in previous years, no former Executive Board members are serving on the Supervisory Board in order to ensure its neutral and independent consulting and monitoring of the Executive Board. At least one independent member has expertise in accounting or auditing.

102-29 ✓

Identifying and managing economic, environmental, and social impacts

The Auditing Committee established by the Supervisory Board mainly focuses on matters relating to the annual financial statements and consolidated financial statements, which includes monitoring the accounting process, the effectiveness of the internal controlling system, the risk management system, the internal auditing system and the audit of annual accounts. It also monitors the independence and qualifications of the auditor as well as additional services provided by the auditor. The regular agenda items also include the receipt of the reports from Internal Auditing and the Group Compliance office as well as the risk report.

102-30 ✓

Effectiveness of risk management processes

Internal Auditing performs cyclical and ad hoc audits of units in the Symrise Group. Specific measures are proposed in the audit reports to help mitigate the identified risks. Internal Auditing also reviews how these measures to mitigate risk are implemented. Specific staff members are assigned responsibility for this and held accountable in their performance review.

102-31 ✓

Review of economic, environmental, and social topics

The risk management system at Symrise is based on a framework of generally recognized standards and extends across the Symrise Group's companies and business units. Risk assessment is coordinated at the Group level. Risk reports are drawn up for the individual companies and are then compiled to provide a current overview of the risk situation at the Group level. This Group risk report is passed on to the Executive Board and Supervisory Board twice a year. There, potential risks and rewards are identified and classified according to their effect on profit (net method) as well as the probability of their occurrence. An efficacy test of the risk report is performed during internal corporate audits. In addition, the risks and rewards of all segments are discussed within the Sustainability Board and measures are taken, if necessary.

102-32 ✓

Highest governance body's role in sustainability reporting

The Executive Board of Symrise assesses the report.

102-33 ✓

Communicating critical concerns

Compliance topics, insofar as they exist, are initially reported to the Executive Board and then to the Supervisory Board via the Auditing Committee. If the Executive Board itself is subject to any compliance investigation, then reporting goes directly to the Chairperson of the Auditing Committee.

102-34 ✓

Nature and total number of critical concerns

The Group Compliance Officer and Internal Auditing report to the Auditing Committee of the Supervisory Board regularly at each of the committee's meetings. During the reporting period, the Group Compliance office reported no critical matters to the Supervisory Board.

102-35 ✓

Remuneration policies

Remuneration of the members of our Executive Board depends upon the responsibilities and personal achievements of the individual Executive Board member as well as the economic situation and market environment of the company as a whole. Each member of the Executive Board receives a fixed annual remuneration (35% of total remuneration) as well as a variable annual remuneration whose value depends on performance (the annual bonus; 30% of total remuneration). Remuneration is augmented by a long-term incentive program (35% of total remuneration). 80% of the variable annual remuneration for our Executive Board members is based on reaching earning targets (EBITDA, EBITDA margin, EPS) that have been agreed upon with the Supervisory Board. An additional 10% is drawn from the respective division's optimization objectives, and an additional 10% is drawn from sustainability objectives. The performance goals are derived from the business plan for the current fiscal year as well as agreed-upon individual, division-specific goals. The company's sustainability objectives are also incorporated into individual performance goals and thereby into the remuneration package of the Executive Board members. The members' performance goals are communicated to the managers in the respective divisions. In 2017, the priority was increased process efficiency, particularly in the Brief to Contract process. In addition, certain items are also incentivized, such as the reduction of our CO₂ emissions (Scopes 1 and 2), the sustainable orientation of our innovation process or the sourcing of raw material from sustainable sources.

Moreover, the Supervisory Board allows the members of the Executive Board to participate in our long-term incentive program. Upon maturity, this three-year program provides for a cash bonus (35% of the entire remuneration) dependent of how Symrise's share price has performed over a period of three years. Our company does not offer shares or share options.

When an Executive Board member's contract expires, we offer no termination benefits. If a change-of-control situation happens to arise, then the Executive Board member's contract provides for termination benefits that comply with the German Corporate Governance Code.

We offer a company pension in the form of deferred remuneration. This applies to the Executive Board as well as to senior management. We provide our remaining employees with either a pension plan that participates in a pension fund or a suitable pension plan.

We have established a separate global performance bonus plan for our approximately 80 managers who have global or regional responsibilities (senior management). With this, we align the organization and thereby managers with the achievement of agreed company targets by means of a variable remuneration geared toward results and performance. Depending upon level of seniority, the variable remuneration of our senior management amounts to 30% to 50% of the fixed annual remuneration.

102-36 ✓

Process for determining remuneration

Pursuant to the Appropriateness of Executive Board Remuneration Act (VorstAG) and according to Section 1 (3) of the rules of procedure of the Supervisory Board of Symrise AG, the Supervisory Board at Symrise determines the remuneration system for the Executive Board. If changes are made to the remuneration system, it must be put to a vote at the annual shareholder meeting.

Once a year, the Supervisory Board's Personnel Committee audits the remuneration of the individual members of the Executive Board. The basis for their audit is a study of executive board remuneration created by a professional consulting company specializing in remuneration.

There is no personal or business relationship between Symrise and the professional consulting company. The consulting company is assigned on a case-by-case basis by the Supervisory Board.

102-37 ✓

Stakeholders' involvement in remuneration

The Chairman of the Supervisory Board reports extensively on the remuneration of Executive Board members at each Annual General Meeting. The current remuneration system was put to a vote at the Annual General Meeting in 2015 and approved by 92.96% of shareholders. This remuneration system has been in effect and has remained unchanged since then, so another resolution has not been required.

102-38 ✓

Annual total compensation ratio

The remuneration of our employees, including our managers, is based on a standardized job grade concept specific to Symrise. This keeps remuneration oriented toward the value contribution of the position that employees have and not their hierarchical placement. This ensures that remuneration within the company is perceived as transparent, fair and in line with the market, and that it is not bound to hierarchical structures. The job grade concept includes a manager track and a specialist track for experts. It consists of wide salary ranges that facilitate the individual development of employees by means of job enrichment, projects or augmented expertise. By using this approach, we align professional development with salary development. Depending on the form of the wage agreement, the job grade includes 5 to 10 steps for the classification of functions according to a set catalog of criteria (for example, qualification, know-how, functional responsibility, strategic impact).

In Germany, by far our largest location, the average annual total remuneration for our employees who enjoy the largest remuneration comes to between around € 250,000 to € 300,000. On average, the annual income of all our employees in Germany amounts to € 62,000. As such, our employees with the highest remuneration earn 4 to 5 times more than our average employee.

At our Singapore location, the average annual total compensation for our employees who enjoy the largest remuneration comes to between around € 260,000 to € 320,000. On average, the annual income of all our employees in Singapore amounts to € 68,000. As such, our employees with the highest remuneration earn 5.2 to 6.4 times more than our average employee.

At our locations in the United States, the average annual total compensation for our employees who enjoy the largest remuneration comes to between around € 320,000 to € 380,000. On average, the annual income of all our employees in the United States amounts to € 109,000. As such, our employees with the highest remuneration earn 3.5 to 4.1 times more than our average employee.

At our locations in the Brazil, the average annual total compensation for our employees who enjoy the largest remuneration comes to between around € 200,000 to € 252,000. On average, the annual income of all our employees in Brazil amounts to € 44,000. As such, our employees with the highest remuneration earn 6.6 to 8.4 times more than our average employee.

When calculating the figures for Germany, we did not factor in remuneration of the Executive Board. At Symrise, the average remuneration of an Executive Board member, consisting of the fixed remuneration, an annual variable component and a long-term variable component, corresponds to approximately 22 times the average remuneration of Symrise employees.

102-39 ✓

Percentage increase in annual total compensation ratio

The remuneration for our Executive Board members is essentially fixed for the duration of the three-year or five-year contract. This means that no annual adjustments are made.

In Germany, the remuneration of all employees increased by 1.6 % as of October 1, 2017 thanks to a new collective bargaining agreement. The regular remuneration for the highest paid management has increased by 1.0 %.

In Singapore, the remuneration of all employees also increased by 1.6 %. The regular remuneration for the highest paid management has increased by 1.2 %.

In the United States, the remuneration of all employees has increased by 1.8 %. The regular remuneration for the highest paid management has increased by 1.0 %.

In Brazil, the remuneration of all employees has increased by 10.0 %. The regular remuneration for the highest paid management has increased by 6.5 %.

STAKEHOLDER ENGAGEMENT

102-40 ✓

List of stakeholder groups

Symrise is in active dialogue with its stakeholders across the globe. After all, we can only develop the best possible solutions if we know and understand the needs and interests of our most important stakeholder groups. These include customers, employees, shareholders, lenders, neighbors, politicians, nongovernmental organizations and business partners.

102-41 ✓

Collective bargaining agreements

A clear commitment to freedom of association and the right to membership in a labor union are a matter of course for us. For this reason, our local sites establish the legally required collective employee representation. In addition, we apply the respective local wage agreements at all sites where this is standard practice, both from a legal and HR-policy standpoint.

Globally, 65 % of our workforce is covered by collective bargaining agreements, and about 86 % of the workforce in Germany is covered by our collective bargaining agreements.

102-42 ✓

Identifying and selecting stakeholders

The selection of the stakeholders was based on the recommendations of the AA1000 Stakeholder Engagement Standard, which we used for the first time in 2014 to reassess and evaluate our stakeholder interactions. The stakeholder analysis is to be repeated at least once a year.

102-43 ✓

Approach to stakeholder engagement

A number of internal and external formats and channels enable Symrise to maintain a lively dialogue with its stakeholders. We receive important input on possible improvements via a continual dialogue with our employees, e. g., through regular feedback. Our strengths and weaknesses are evaluated as part of regular employee engagement surveys. We conducted the last employee engagement survey during the previous fiscal year.

With the help of the SEDEX platform, we have also maintained close contact with numerous raw material suppliers on ethics, environmental, safety and health topics since 2011. We keep our customers and investors up to date on developments within our company with road shows and innovation days.

We take the concerns of our neighbors at our sites very seriously and keep them informed via informational events and regular neighborhood newsletters. We also have established a 24 / 7 environmental on-call service.

We not only maintain a regular exchange of information with nongovernmental organizations but have also entered into strategic partnerships (GIZ, Rainforest Alliance, UEBT) on specific topics, such as biodiversity, in order to generate sustainable value for society and the environment. The expectations our stakeholders have shared with us via these interactions inspire us and form the basis for our work.

102-44 ✓

Key topics and concerns raised

We address the key concerns of our important stakeholder groups via established processes and clear responsibilities at Symrise as well as through our reporting. As part of our stakeholder management in 2017, we were able to determine increased significance for the topics of “compliance with human rights,” “occupational health and safety,” “utilization of renewable raw materials,” “emission reduction” and “reduction of noise and odor emissions” by using various formats for exchanging ideas. Through the expansion of our activities in Madagascar, in Brazil and to a lesser extent in many other countries of the world, we have added the topic of “partnerships.” The principal partnerships to be mentioned here are GIZ, UEBT and the Rainforest Alliance. Activities involving the topic of “sustainable forestry” were scaled back somewhat compared with the previous year since most of the wood to be processed via Renessenz already comes from certified sources.

Omissions: We consider the results of the customer satisfaction surveys to be confidential information.

REPORTING PRACTICE

102-45 ✓

Entities included in the consolidated financial statements

In addition to Symrise AG as parent, the scope of consolidation includes all domestic and foreign companies that Symrise AG directly or indirectly controls or where it has significant influence over their activities. A comprehensive overview of all consolidated companies is provided in the [Financial Report on pages 121–123](#).

Unless otherwise indicated, all key figures pertaining to the sustainability record refer to Symrise AG. The key figures relating to our environmental efforts have been collected from 95% of the sites.

102-46 ✓

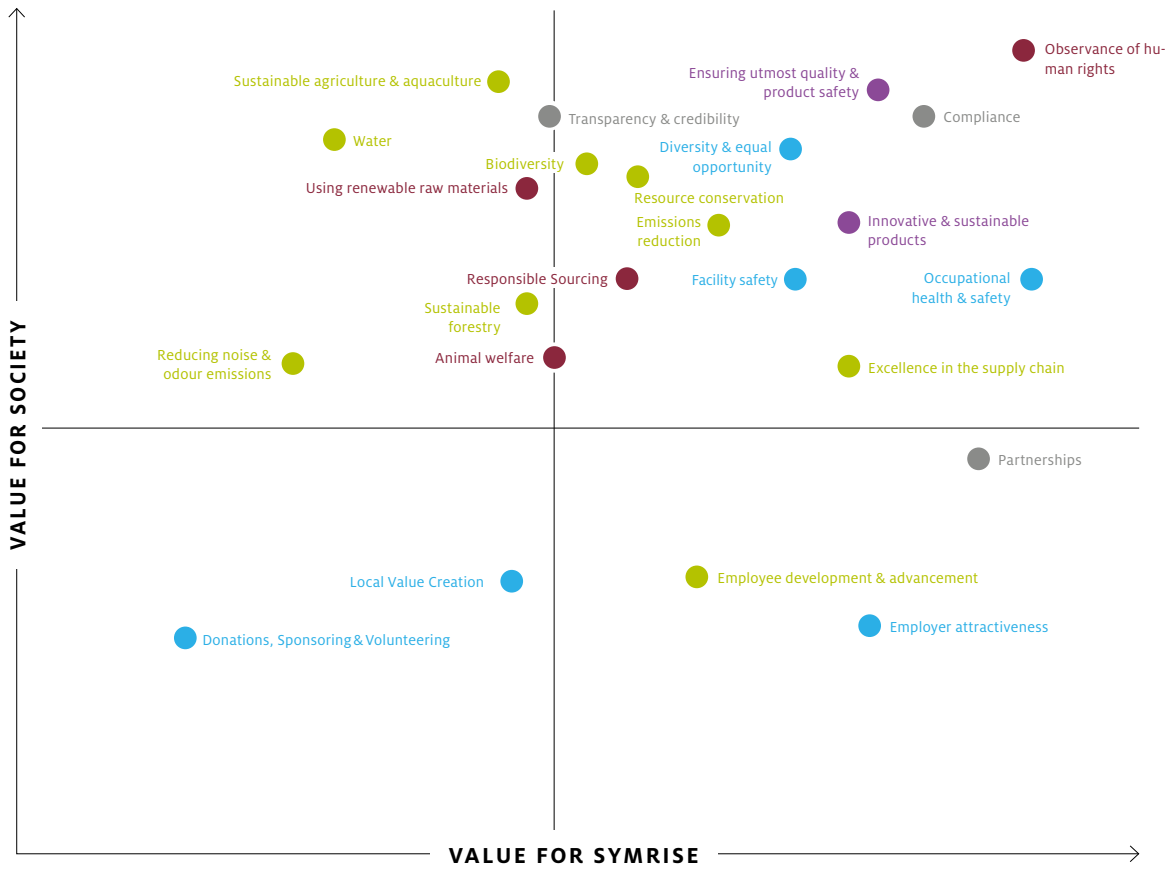
Defining report content and topic Boundaries

The analysis of our central topics is based on our “Sharing Values” approach. We evaluate sustainability aspects and fields of action according to their social value and their value for Symrise, enabling us to identify topics with the greatest potential to create shared value. In the process, we analyze the significance of the topics for our business as well as the possible positive and negative effects of our business activities on humans and the environment.

The Sustainability Board carried out the crucial review of our Materiality Analysis 2017. Given the expansion of our cooperative activities with customers, NGOs and suppliers in Madagascar, Brazil and to a lesser extent in many other countries of the world, we have added the topic of “partnerships.” On the other hand, the topic of the “efficient use of raw materials” is no longer treated as a single topic but is subsumed within the topic of “resource conservation” given the large substantive overlap.

In the year under review, the topics of “emission reduction,” “utilizing renewable materials,” “occupational health and safety” and “compliance with human rights” were identified as having moderately high significance for value generation at Symrise. We also determined that the last two specified topics remain quite important for the society. We recognized that the topic of “reducing noise and odor emissions” is very significant for the society. Less significance, however, was attributed to the topic of “sustainable forestry”: After the successful acquisition of Pinova Holdings in 2016 and the integration of the topic of “sustainable forestry” into Symrise sustainability management, corresponding control processes have now been established for this topic. The relevance of the other topics was confirmed.

Along with our strategic orientation, identifying key issues also serves as a basis for structuring our reporting pursuant to the GRI standards. We provide a full report on topics that were viewed as having a higher value for both Symrise and society. We provide a report with at least one indicator on topics that have a high relevance in just one dimension. We provide comprehensive, transparent information on our sustainability activities and key figures in our online sustainability record.



Footprint



Innovation



Sourcing



Care

102-47 ✓

LIST OF MATERIAL TOPICS

Key topics	GRI reporting topics	Material impact inside the organization	Material impact outside the organization
High materiality (reported “in accordance” with the GRI comprehensive option)			
Innovative and sustainable products	<ul style="list-style-type: none"> Economic performance Materials 	Symrise AG and its consolidated subsidiaries	Customers (global)
Responsible Sourcing	<ul style="list-style-type: none"> Supplier environmental and social assessment 	Symrise AG and its consolidated subsidiaries	Suppliers (global)
Excellence in the supply chain	<ul style="list-style-type: none"> Effluents and waste Energy 	Symrise AG and its consolidated subsidiaries	Suppliers, logistics service providers, customers (worldwide)
Resource conservation	<ul style="list-style-type: none"> Materials Effluents and waste 	Symrise AG and its consolidated subsidiaries	
Emissions reduction	<ul style="list-style-type: none"> Emissions 	Symrise AG and its consolidated subsidiaries	
Diversity and equal opportunity	<ul style="list-style-type: none"> Diversity and equal opportunities Nondiscrimination 	Symrise AG and its consolidated subsidiaries	
Facility safety	<ul style="list-style-type: none"> Effluents and waste Occupational health and safety Local communities 	Symrise AG and its consolidated subsidiaries	Neighboring communities (worldwide)
Animal welfare	<ul style="list-style-type: none"> Animal welfare 	Symrise AG and its consolidated subsidiaries	NGOs, customers, consumers, suppliers
Ensuring the highest quality and product safety	<ul style="list-style-type: none"> Customer health and safety Marketing and labeling Environmental and socioeconomical compliance 	Symrise AG and its consolidated subsidiaries	Customers (global)
Compliance with human rights	<ul style="list-style-type: none"> Human rights assessment Nondiscrimination Freedom of association and collective bargaining Child labor Forced or compulsory labor Rights of indigenous peoples 	Symrise AG and its consolidated subsidiaries	Suppliers (global)
Biodiversity	<ul style="list-style-type: none"> Biodiversity 	Symrise AG and its consolidated subsidiaries	Neighboring communities (worldwide)
Occupational health and safety	<ul style="list-style-type: none"> Occupational health and safety 	Symrise AG and its consolidated subsidiaries	
Compliance	<ul style="list-style-type: none"> Environmental and socioeconomical compliance Nondiscrimination Anti-corruption 	Symrise AG and its consolidated subsidiaries	NGOs, customers, consumers, suppliers
Transparency and credibility	<ul style="list-style-type: none"> Anti-competitive behavior All reported topics 	Symrise AG and its consolidated subsidiaries	
Medium materiality (reported “in accordance” with the GRI core option)			
Sustainable forestry (forest)	<ul style="list-style-type: none"> Procurement practices Biodiversity Supplier environmental assessment 	Symrise AG and its consolidated subsidiaries	Suppliers (global)
Sustainable agriculture and aquaculture	<ul style="list-style-type: none"> Procurement practices Biodiversity Supplier environmental assessment 	Symrise AG and its consolidated subsidiaries	Suppliers (global)
Water	<ul style="list-style-type: none"> Water Effluents and waste 	Symrise AG and its consolidated subsidiaries	
Employee development and advancement	<ul style="list-style-type: none"> Training and education 	Symrise AG and its consolidated subsidiaries	
Employer attractiveness	<ul style="list-style-type: none"> Market presence Employment 	Symrise AG and its consolidated subsidiaries	
Reducing noise and odor emissions	<ul style="list-style-type: none"> Emissions 	Symrise AG and its consolidated subsidiaries	Neighboring communities (worldwide)
Using renewable raw materials	<ul style="list-style-type: none"> Materials 	Symrise AG and its consolidated subsidiaries	Suppliers (global)
Partnerships		Symrise AG and its consolidated subsidiaries	NGOs, customers

102-48 ✓

Restatements of information

None

102-49 ✓

Changes in reporting

The analysis of our central topics is based on our “Sharing Values” approach. We evaluate sustainability aspects and fields of action according to their social value and their value for Symrise, enabling us to identify topics with the greatest potential to create shared value. In the process, we analyze the significance of the topics for our business as well as the possible positive and negative effects of our business activities on humans and the environment. The critical review of our Materiality Analysis 2017 took place within the framework of the Sustainability Board. The topics of “emission reduction,” “occupational health and safety” and “compliance with human rights” were identified as having slightly higher significance for value generation at Symrise. We also determined that the last two topics are quite important for the society. Less significance was attributed to the topic of “sustainable forestry”: After the successful acquisition of Pinova Holdings in 2016 and the integration of the topic of “sustainable forestry” into Symrise sustainability management, corresponding control processes have now been established for this topic. The relevance of the other topics was confirmed.

Along with our strategic orientation, identifying key issues also serves as a basis for structuring our reporting pursuant to the GRI standards. We provide a full report on topics that were viewed as having a higher value for both Symrise and society. We provide a report with at least one indicator on topics that have a high relevance in one only dimension. We provide comprehensive, transparent information on our sustainability activities and key figures in our online sustainability report.

102-50 ✓

Reporting period

1/1/17 – 12/31/17

102-51 ✓

Date of most recent report

3/14/17

102-52 ✓

Reporting cycle

We have reported on our sustainability activities annually since 2006.

102-53 ✓

Contact point for questions regarding the report

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102-54 ✓

Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: “Comprehensive” option.

102-55 ✓

GRI content index

This Sustainability Record reflects the content of the GRI index. In doing so, we conform to the Global Reporting Initiative (GRI) in its current version of the GRI Standards (2016).

102-56 ✓

External assurance

For the fourth time in a row, our sustainability information has been externally assured pursuant to the AA1000 Assurance Standard, which was performed by DQS CFS. The assurance process assesses all quantitative and qualitative sustainability information. Verified content has been marked as follows: ✓

GRI 200 – ECONOMIC

ECONOMIC PERFORMANCE

103-1, 103-2, 103-3 ✓

Management Approach

We substantially expanded our competencies in the past years and tapped into new growth fields. Now we must focus on connecting these new application areas with the traditional ones. That is why we are pushing interconnectedness across all levels – with our customers, suppliers and even within the company. We also managed to expand our market position in every region and have further built upon the extensive trust that customers have for us. Here, we always keep the twin ideals of sustainability and economic success in view. At the same time, we bolstered our portfolio, both in terms of content and regions, so that we can better react to the political and economic uncertainties in some countries. Last, but not least, we strengthened our innovative abilities via cooperation within the company and with external partners.

We combine commercial success with sustainability by constantly ensuring that every step in the value chain relates back to what we are doing. This starts with the raw materials. We source them from around the world and often from less developed nations. Take vanilla, for example. Here, we ensure that the farmers are paid a fair price for their goods and that environmental aspects are considered in the growing process. We also ensure that absolutely no child labor occurs. Over the past ten years, we have been committed to improving education and health care in Madagascar, where our vanilla is grown. We have established production facilities there that meet the environmental standards of the developed world. Our local business activity contributes to the livelihood of more than 30,000 people. Something similar is being developed in the Amazon region in Brazil. We established a site in the rainforest that researches new, sustainable raw materials for perfumes in close cooperation with Brazil's top cosmetics manufacturer Natura. At the same time, many families in the region are benefiting from our commitments there.

201-1 ✓

Direct economic value generated and distributed

A complete description can be found in the Financial Report 2017:

[Financial Report \(Overview of the 2017 fiscal year, page 5\)](#)

[Financial Report \(Consolidated Financial Statements, pages 56 seqq.\)](#)

201-2 ✓

Financial implications and other risks and opportunities due to climate change

We have established a Group-wide risk management system to identify the rewards and risks that are associated with our sustainability challenges. This covers sustainability-relevant issues as a subcategory of nearly all other risk categories – from environmental and industry risks via procurement and product risks to operating risks.

In the face of climate change, we feel obligated to create an increasingly efficient energy supply. This will continue minimizing risks associated with rising energy costs, reduce our CO₂ emissions and avoid any climate-related risk to our reputation, especially given increasing shareholder expectations.

Having already reached our year 2020 goal of reducing our CO₂ emissions relative to the value chain (Scope 1+2) by 33% in 2016, we have adapted our climate strategy to the requirements of the Science Based Targets initiative (SBT). In June 2017, the Science Based Targets Committee recognized our adjusted climate strategy: "Symrise commits to reduce abs. scope 1 and 2 GHG emissions by 18% by 2030, using a 2016 base year. Symrise commits that 80% of key suppliers will institute GHG reduction targets by 2020." As of June 22, Symrise was among the first 61 companies in the world to have earned SBT approval.

In 2017, we participated in the CDP Supply Chain Program for the first time. It initially addressed the areas of climate and water. With this initiative, we are requiring our suppliers to set their own climate protection goals and to draw up a program for water conservation. Suppliers were selected that account for more than 50% of the procured raw materials (relative to procurement volume in €).

In 2017, Symrise was awarded a Leadership Rating from the CDP in three categories for the first time. For the third time in a row, we earned a leadership A rating for our commitment to climate. The rating for our efforts in water conservation was raised from leadership A- to A. In the conservation of our forests, we have maintained the overall leadership A- rating held in the previous year.

In 2016, we invested about € 30 million in a new, more efficient power plant at our headquarters in Holzminden, which brings us annual savings of more than 30,000 tons of CO₂. Nevertheless, we are working to continuously improve our energy management system at all of our locations. The truth is that changing environmental conditions and the concomitant fluctuations in the availability of raw materials have a direct impact on our supply chain and pose operational risks (quality of natural resources, supply bottlenecks) as well as a financial procurement risks (price increases and fluctuations).

Consequently, we have taken this risk into account and addressed it in our procurement strategy. Symrise has set clear goals for 2020 to ensure its continued sustainable supply of high-quality natural raw materials. We want to have assessed all our primary suppliers of natural raw materials on ethical and ecological criteria by 2020. We have also decided to reduce CO₂ emissions significantly along our supply chain (Scope 3) as of 2017 by integrating our primary suppliers into our climate goals and by maintaining our own reduction measures as part of the CDP Supply Chain Program.

201-3 ✓

Defined benefit plan obligations and other retirement plans

For details see Financial Report [pages 43 et seqq. \(Remuneration Report\)](#) and [77 et seqq. and 100 et seqq. \(Consolidated Financial Statements\)](#).

201-4 ✓

Financial assistance received from government

In total, Symrise received about € 10.0 million in subsidies, primarily in France and Germany in 2017.

You can find the details about the setup of Symrise AG shareholders [here](#).

Omissions:

We consider the apportionment of subsidies by country to be confidential information.

MARKET PRESENCE

103-1, 103-2, 103-3 ✓

Management Approach

To be successful in our business and to recruit employees for our business, we need to be accepted by the respective local societies in which we operate.

We earn our position as a preferred employer through our sustainable human resources policy focused on the employee and our respective local communities. Our policy is to offer local workers attractive training, career and advancement opportunities as well as fair and appropriate remuneration (see [202-1](#)). Our employee engagement survey, which was conducted in 2016, has recently confirmed the relevance that we place on being an attractive employer. Some 90% of participants in our survey provided feedback that they were at least satisfied, largely even very and extremely satisfied with their work situation. 95% would reapply at Symrise at any time or recommend Symrise as an employer to others. 81% identify strongly or very strongly with our company. About 90% have a high opinion of Symrise's competitive position and thereby the future viability of their employer.

202-1 ✓

Ratios of standard entry level wage by gender compared to local minimum wage

All of our employees receive wages that are higher than the minimum standard as stipulated by local law or statute.

The wages that an employee receives for their work at Symrise when initially employed are determined by our collective bargaining agreements if the employee is governed by the CBA, while those workers not governed by the CBA receive wages based on our job grade concept. The wages are based on the wage agreements concluded for the chemical industry and are significantly above the statutory minimum.

The entry-level remuneration is based on the qualifications of the new employee and the functional significance of his activities for our company. Remuneration at all our locations – especially our starting wage – applies equally regardless of gender. This means that the starting wage for a woman is the same as for a man.

202-2 ✓

Proportion of senior management hired from the local community

We are convinced that we can find well-qualified employees in any country in which we operate in order to move our local business forward. We trust in the local, country-specific professional training and expertise.

The vast majority of our employees and managers, including our senior management, comes from the respective country of each Symrise location around the world. This means that we recruit employees who were educated in the respective country and have gained professional experience in the respective region.

Over 90 % of the management staff is from the local area. Respective national working conditions apply to this group. In addition, we employ expatriates for the primary purpose of ensuring know-how transfer from the central research and development units.

We define senior management as our regional presidents and those managers who lead the respective legal entities in various countries. Our senior management works at the regional head office. Germany is the regional head office for Europe. The United States is the regional head office for North America. Brazil is the regional head office for Latin America and Singapore is the regional head office for Asia.

PROCUREMENT PRACTICES

103-1, 103-2, 103-3 ✓

Management Approach

Effective management of ecological and social effects along the entire supply chain is the key to securing high-quality raw materials, to providing sustainable products to our discerning customers as well as to ensuring ethical business practices. Our long-term goal is to source all our raw materials from sustainable and responsible sources and to do this in agreement with the sustainable development goals put forward by the UN. Given the high level of complexity resulting from the numerous material flows within our portfolio of raw materials, our operations face numerous challenges that have to be met in order to achieve our procurement goals. For example, these challenges include closing any information gaps regarding the origin of the raw materials as well as providing details relevant to the sustainability of producing and processing raw materials. This information is essential to being able to analyze performance in the area of sustainability.

By employing systematic supplier management and adhering to our sustainable sourcing policy, we ensure that suppliers are also maintaining our comprehensive standards on sustainability. This means that new suppliers must provide information about their sustainability program and the acceptance of ecological and social responsibilities along their supply chain. They also need to identify their ethics standards.

We require the safeguarding of general human rights, an undertaking not to make use of child labor or forced labor of any form, and compliance with statutory health and safety at work requirements. Furthermore, we expect our suppliers to allow their employees the right to freedom of assembly and collective bargaining, to observe at least the statutory provisions on working times and pay, and to make a clear commitment against discrimination and abuse.

We also require our suppliers to conserve resources, to reduce and prevent atmospheric emissions, soil emissions or effluents, to be involved in the preservation and sustainable use of biodiversity and to effectively avoid environmental risks.

These standards constitute part of our Group-wide risk management system. As part of this, we carry out systematic risk and performance assessments of all suppliers on the basis of economic, ecological and social aspects.

We assess the sustainability performance criteria of raw materials and products by using a sustainability scorecard system developed specifically for this purpose. This scorecard system offers internal and external stakeholders better guidance when making decisions about improved sustainability. At the same time, we are working with multistakeholder initiatives, such as SEDEX and the Sustainable Agriculture Initiative, so that we are able to affect sustainability performance along the supply chain more directly. This also applies to our backward integration approach. With regard to important core competences, we have deliberately chosen locations for our international production facilities where the raw materials primarily used are available locally. We not only purchase our raw materials there but are also integrated in the local economy, produce there and create value there. This approach allows us to support local socioeconomic structures and maximizes our ability to monitor and improve compliance with our ethical and ecological principles (see also management approaches for Supplier Environmental Assessment, Child Labor, Forced or Compulsory Labor, Human Rights Assessment and Supplier Social Assessment).

204-1 ✓

Proportion of spending on local suppliers

During the reporting period, 80 % of the goods and services at our sites were sourced from local suppliers. Symrise characterizes suppliers as local suppliers if they come from the same country.

FP1 ✓

Percentage of purchased volume from suppliers compliant with company's sourcing policy

In 2017, 80 % of our main suppliers – based on procurement volume – were rated according to sustainability criteria (SEDEX / SMETA 4-Pillar). We are not aware of any violations of our supplier code.

FP2 ✓

Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards

We are purchasing an increasing number of natural raw materials with certified origins. For instance, we established a progressive strategy for the sustainable sourcing of oils and derivatives from palm fruits in 2015: By mid-2016, we converted to the exclusive use of 100 % RSPO "Mass Balance" certified palm oil. Between now and the end of 2018, we will be working with our strategic suppliers on implementing fully sustainable sourcing for our primary palm oil derivatives and on switching to materials made from 100 % RSPO "Mass Balance"-certified palm oil. We have the same goal in place for our sourcing of secondary palm oil derivatives by the end of 2020.

In 2017, 22.4 % of our flavor raw materials were suitable for use in organic products. The share of fair-trade products is comparatively low, however, since our customers have so far requested certified products primarily for iconic ingredients like vanilla.

ANTI-CORRUPTION**103-1, 103-2, 103-3 ✓****Management Approach**

We do not tolerate any form of corruption in our company. This year our materiality analysis once again confirmed that this is an important topic both for Symrise as well as for our business partners and civic stakeholders. Accepting and providing money or other services in an attempt to gain a competitive advantage do not belong to our business practices. Bribery and money laundering are criminal offenses that we strongly condemn. Our principles for combating corruption are laid out in our Code of Conduct, which acts as a binding model for all employees. The principles apply for all countries regardless of possible conflicting cultural customs. It regulates behavior with key Symrise partners and ensures transparent and reliable processes. In the interest of all employees and the company, we react swiftly to violations against the Code and rectify their causes. To guard against any breach in legal and ethical standards, the Group Compliance office installed an Integrity Hotline in summer 2008. This ensures that Symrise employees can anonymously report any breaches in legal regulations and internal company guidelines at any Symrise locations around the world. With this hotline, employees are able to contact the Group Compliance office using toll-free telephone numbers that have been specially set up in individual countries. Of course, reports are treated confidentially, and whistle-blowers are not prosecuted. Misconduct is consistently prosecuted in accordance with the applicable national laws.

205-1 ✓**Operations assessed for risks related to corruption**

Symrise performs regular and ad hoc audits of all sites to identify any cases of corruption. The Group identified no cases of corruption in the period under review.

205-2 ✓**Communication and training about anti-corruption policies and procedures**

In order to ensure compliance with all compliance requirements on an ongoing basis, the need for training is regularly identified and suitable training courses are held in both the areas of “Technical Compliance” and “Legal Compliance.” In addition to training courses where employees are present on site, internet-based training is also offered. This allows us to reach more employees in a shorter period. It also gives employees greater flexibility in terms of where and when they complete their training. Subsequent tests confirm not only that a training course has been completed, but that its content has also been understood.

In addition to the requirements of their position, new Symrise employees are given comprehensive training when they join the company on the fundamental principles of our Code of Conduct. All employees then take part in rolling training courses based on predefined schedules. Depending on whether they are basic, refresher or specialized training courses, these schedules cover a period of between one and three years.

205-3 ✓**Confirmed incidents of corruption and actions taken**

There were no confirmed cases of corruption at Symrise in 2017.

ANTI-COMPETITIVE BEHAVIOUR

103-1, 103-2, 103-3 ✓

Management Approach

Transparency and credibility form the basis for a reliable and constructive relationship with all stakeholders. In accordance with our “Sharing Values” approach, we have once again ascertained that we’ve achieved a high social value in this year’s materiality analysis. In order to ensure uniform and exemplary actions and conduct within the company, a Code of Conduct was devised in 2006 that applies as a binding guiding principle equally to all Symrise employees in Germany and other countries, i.e., to the Executive Board and the Supervisory Board, as well as to Group managerial staff and employees. This Code of Conduct was fundamentally revised in 2016 and adapted to the latest developments. The Code of Conduct defines minimum standards and sets out behavior enabling all employees to cooperate in meeting these standards. The purpose of the Code is to help all employees cope with the ethical and legal challenges of their everyday work and provide them with guidance in conflict situations. In the interest of all employees and the Group, noncompliance with standards will be investigated and their causes remedied. This means that misconduct will be consistently prosecuted in accordance with national laws.

Our Code of Conduct has been made permanently available on Symrise AG’s website.

206-1 ✓

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

There were no cases involving anticompetitive behavior at Symrise in 2017.

GRI 300 – ENVIRONMENTAL

MATERIALS

103-1, 103-2, 103-3 ✓

Management Approach

The impact of our activities on the environment range from the extraction and processing of raw materials to product development, production and logistics. On the one hand, we use natural resources in the form of raw materials and energy sources for our manufacturing processes. On the other hand, the contamination of air, soil and water may result from our business activities. Therefore, sustainable development goals are established within the framework of SDG 12 that respect the natural limits of the planet.

Within our environmental management system, we evaluate the entire value chain. At every site, a senior manager is responsible for environmental management. The goal is to avoid or reduce the impact of the activities, products and services on the environment through a site-specific environmental program that complies with national and local legal regulations and provisions.

Our goal is to conserve resources, consistently avoid or minimize the harmful effects on the environment, and prevent risks. Our production sites with the highest potential environmental impacts are either located in countries with strict environmental policies or operate according to an environmental management system that is ISO 14001 certified. Additionally, the SMETA 4-Pillar requirements are used as a minimum standard and regularly verified by external auditors. Furthermore, in order to obtain a deeper understanding of our energy consumption, an energy audit was conducted at all European sites pursuant to EN 16294. All German sites have an ISO 50001-certified energy management system.

The efficient use of raw materials is also the focus of the continuous refinement of our manufacturing processes. This encompasses, for example, the development of our own technological solutions, such as our patented SymTrap® process. This procedure allows us to fully extract flavor-active components from the byproducts of raw materials processing – thereby achieving a maximum resource yield that simultaneously saves energy.

Enhanced efficiency not only has environmental implications but it simultaneously cuts spending while also displaying our Synchronize® initiative in action. We joined forces with customers to develop this integrated supply chain management system, which serves to identify areas of action and issues with the potential for reducing not just our consumption of energy, water and resources but also our emissions. Within the framework of our Total Productive Maintenance program, we involve our employees in a targeted manner and learn from their proposals.

301-1 ✓

Materials used by weight or volume

We use approximately 10,000 natural and synthetic raw materials from over 100 countries to manufacture our products. Our products consist mainly of value-adding preliminary products, meaning aromatic compounds and active components, in addition to carriers such as ethanol.

We are purchasing an increasing number of natural raw materials with certified origins. For instance, we established a progressive strategy for the sustainable sourcing of oils and derivatives from palm fruits in 2015. By the middle of 2016, we converted to using exclusively palm oil certified as 100 % RSPO “Mass Balance.” Between now and the end of 2018, we will be working with our strategic suppliers on implementing fully sustainable sourcing for our primary palm oil derivatives and on switching to materials made from 100 % RSPO “Mass Balance”-certified palm oil. We have the same goal in place for our sourcing of secondary palm oil derivatives by the end of 2020.

In 2017, over 1,400 of our raw materials were suitable for use in organic products. The share of fair-trade products is, however, comparatively low. Our customers have primarily requested certified products in regards to iconic ingredients like vanilla.

Omissions:

Exact weight or volume disclosures on the materials we use are not published, as we consider this information confidential.

301-2 ✓

Recycled input materials used

We do not use a noteworthy amount of recycled materials in the manufacturing of our products.

Our relatively small process losses arise mainly from the extraction and distillation processes, which we reduce via recycling wherever technically possible and economically sensible. For example, we purify the solvents used in various production processes in order to reuse them multiple times.

301-3 ✓

Reclaimed products and their packaging materials

We have implemented several measures to reduce our waste volumes: One is the efficient use of recyclable packaging. Wherever possible, we deliver our products in large containers that we take back, clean and reuse. For small containers, we use disposable packaging for logistical reasons. Symotion GmbH, our logistics services subsidiary, optimizes this packaging continuously in respect of both the economic and ecological criteria as well as product and occupational safety aspects.

ENERGY

103-1, 103-2, 103-3 ✓

Management Approach

In order to produce our products, both we and our suppliers require a sufficient supply of energy, which is of course connected with CO₂ emissions. In the face of climate change, we feel obligated to create an increasingly efficient energy supply. This will continue minimizing risks associated with rising energy costs, reduce our CO₂ emissions and avoid any climate-related risk to our reputation, especially given increasing shareholder expectations.

That's why we not only analyze our energy consumption and CO₂ emissions inside our organization but we also analyze this along every link in the entire supply chain, including in our own products. All German sites have an ISO 50001-certified energy management system.

Again in 2017, we focused on decoupling our dynamic growth in various business units from their possible environmental impacts. We further optimized our energy balance in key areas through additional measures and building upon our energy aspect analysis, while placing a stronger focus on reducing emissions as part of Total Productive Maintenance.

Symrise treats CO₂ emissions (Scope 1 and 2) as an important internal control quantity in our company's sustainability management. We demonstrate our progress regarding resource conservation and emission reduction in a number of ways, one of them being our annual participation in the CDP independent investor initiative.

In the period under review, Symrise achieved a Leadership Rating from the CDP (formerly Carbon Disclosure Project) in all three categories for the first time and is the only company in the fragrance and flavor industry to have managed this feat. In the categories Water and Forests, Symrise was listed among the best and received very good ratings of A for Water and A- for Forests. Within the Forests category, Symrise was also awarded the rating of A- for its activities with palm oil. In the category Climate, Symrise was included in the Climate Change A list for the third time in a row with a top rating of A. Until August 2017, Symrise was the only company in the industry whose climate strategy was approved by the Science Based Targets initiative. Symrise thereby pledges to reduce its total greenhouse gas emissions by 17.5 percent by 2030. In addition, Symrise wants to ensure that suppliers who provide at least 80 percent of the entire purchasing volume of raw materials commit to their own climate targets and reduction measures. In doing so, Symrise is a role model in terms of climate protection in Germany and is acting in accordance with the resolutions of the UN Climate Conferences COP 21 in Paris and COP 22 in Marrakesh (see also [201-2](#)).

302-1 ✓**Energy consumption within the organization****OVERALL ENERGY CONSUMPTION BY ENERGY SOURCE IN 2017**

Type of energy	Amount in TJ
Steam	162.44
Gas	2,658.48
Fuel	1,374.87
Electricity in total	743.00
Share of nuclear	106.09
Share of renewables	83.40
Share of nonrenewables	553.77
Total	4,938.79

The non-financial key figures on the environment, energy and occupational safety are compiled from all Symrise production facilities and larger development centers via “SymCore,” an in-house Symrise database, at monthly or quarterly intervals. Correct entry is ensured locally through double-checking. Corporate Sustainability manages consolidation.

302-2 ✓**Energy consumption outside of the organization**

Energy consumption outside of Symrise, mainly meaning significant up / downstream activities in connection with our business activities, is not considered in these figures for 2017. Instead, CO₂ emissions are considered authoritative for this because Symrise uses these as control quantities (see [305-3](#)).

302-3 ✓**Energy intensity**

The energy consumption per € million added value amounted to 4.5 TJ in 2017.

302-4 ✓**Reduction of energy consumption**

In 2016, we were able to reduce energy consumption per € million added value by 8.4 % over the previous year.

302-5 ✓**Reductions in energy requirements of products and services**

Innovation is a key driver of sustainability at Symrise. In 2012, we introduced a process for logging, assessing and managing our sustainability performance in product development. Using specific indicators based on the concept of planetary boundaries, we assess the contribution to sustainability of each and every product and project. The systematic application of our green chemistry approach is a central component for efficient processes and environmentally friendly products. We are constantly refining our existing products while also concentrating on process redesigns and complete overhauls incorporating green chemistry and innovative technologies. For instance, part of our integrated approach to environmental protection can be found in our new catalysis laboratory where we optimize existing chemical processes in a targeted manner using innovative catalysis methods.

In addition, we devised a new assessment system that enables us to identify each product’s specific impact on sustainability, for example, in terms of energy consumption, CO₂ emissions or water usage. This way, we and our customers can steer product development with even greater precision and optimize the end product sustainably. Currently, we cover 85 % of our global product volume this way, which allows us to compare the respective sustainability impact for over 1,250 base materials and over 1,880 products. Our analysis and measurement methods were validated by an external assurance process.

We are also continuously working in other areas on further optimizing our products' sustainability performance. For instance, a key focus for developing improved flavor solutions is optimizing existing agriculturally based products. At the same time, we are successfully working on integrating suitable byproducts from agricultural or food production, thereby increasing added value. Here, biotechnological approaches and new physical separation technologies are also being tested. Typical examples include already existing products made from onions, for which the entire process chain has been reevaluated: from the choice of onion type to the agricultural cultivation to processing and waste reduction. Here, Symrise is working in partnership with public research institutes and highly specialized partner companies. This radical approach opens up game-changing opportunities. For instance, it eliminates byproducts, improves raw material efficiency and significantly reduces the carbon footprint of our products.

WATER

103-1, 103-2, 103-3 ✓

Management Approach

Over the coming decades, many regions on the planet will experience severe shortages of this essential resource. This is a topic we've analyzed as having a high social value for materiality. Firstly, the physical availability of water as it relates to our supply chain is important, and secondly, this topic is bound together with growing regulations and the significance of our company's reputation.

Symrise does not currently operate any sites that use a significant amount of water in areas with limited water. Still, we do everything in our power to use the precious resource of water as efficiently as possible and continuously reduce our production of wastewater. To ensure that we're able to identify and actively manage potential water risks early on, we also systematically assess our supply chain and maintain regular contact with our suppliers. The CDP Water Program 2017 assigned Symrise's commitment in the area of water their highest rating category of A.

In 2017 we began working with the CDP Supply Chain Program. Our suppliers with the highest risk status were requested to follow the CDP Supply Chain Program. Since the 2017 program was viewed as a pilot, we are now requesting that suppliers renew their participation in 2018 with increased data quality and detailed information.

303-1 ✓

Water withdrawal by source

TOTAL WATER WITHDRAWAL BY SOURCE 2017

Source	Amount in 1,000 m ³
Surface water	824.50
Municipal water	1,676.18
Groundwater	2,553.63
Other	18.59
Total	5,072.89

303-2 ✓

Water sources significantly affected by withdrawal of water

We are aware that water is a scarce resource in many regions and that this will become more acute in the future, e.g. in parts of South Africa or on the Indian Subcontinent. Especially in these countries we will ensure that our water consumption or waste water does not affect this precious resource. We know of no material impact on water quality or water availability resulting from water withdrawal or the disposal of wastewater at other production facilities around the world.

303-3 ✓

Water recycled and reused

The total volume of water recycled and reused by Symrise was very low in 2017.

BIODIVERSITY**103-1, 103-2, 103-3 ✓****Management Approach**

Global diversity of species is an indispensable source of inspiration and natural raw materials for Symrise in order to continue to create new flavors and fragrances. However, non-sustainable consumption and production patterns lead to a sustained worldwide reduction in biodiversity. The essential impact of business activities on biodiversity is indirect and occurs in the supply chain – particularly during raw materials production. This potentially includes instances where our suppliers deplete natural populations or employ methods of cultivation or aquacultures that are not sustainable for soil and forestry. Impacts result at our own production sites, for example, through sealing the soil or emitting pollutants into the air or water. Within the framework of SDG 14 and 15, specific expectations have been established for the company.

Depending on the specific topic, biodiversity is managed and addressed at Symrise partly at the corporate level and partly at the division level in conjunction with Corporate Sustainability. The Chief Executive Officer is directly briefed on biodiversity several times per year. The protection of the diversity of species is part of our environmental strategy and our environmental management. Since 2017, Symrise has been signatory of the “Business & Biodiversity Pledge” to act sustainably in accordance with the core goals of the UN Convention on Biodiversity as well as a member of the “Biodiversity in Good Company” initiative, a cross-sector alliance of companies for the protection and sustainable use of biodiversity.

The most important lever of our company for protecting biodiversity and encouraging its sustainable use is environmental and ethically sustainable cultivation and sourcing practices. As part of our targeted intervention projects, such as in the Amazon region or in Madagascar, we are committed to preserving biodiversity directly, for example, through reforestation projects or the introduction of sustainable methods of agricultural cultivation. Our performance in the area of sustainability has been externally verified, for example, by using recognized sustainability standards in a targeted manner and by receiving certifications that explicitly account for the preservation and sustainable use of biodiversity (e.g., the Rainforest Alliance or UEBT).

Symrise assesses the degree of biodiversity and ecological stress factors in the countries where our raw materials originate. We also assess the degree to which those species from which we derive our strategic raw materials could be endangered. Due to our stable customer and product portfolios, there are still a few raw materials being used that are obtained from threatened species (according to the IUCN Red List and CITES definitions). Via corresponding sustainability verifications, strict use controls, efficient production processes and the development of suitable raw material alternatives, we concentrate on avoiding and minimizing any negative biodiversity impact, and we ensure a sustainable use of these species. Symrise cannot directly monitor changes in species' populations within ecosystems that our suppliers deem relevant for generating raw materials. However, our suppliers are enjoined to avoid or minimize potentially negative impact on biodiversity consistently.

304-1 ✓**Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas**

Four of Symrise's sites are located in or adjacent to protected areas. This includes the development center in Cotia, Brazil, and our plant in Vohemar, Madagascar. The first borders directly on the Atlantic rainforest, Mata Atlântica. Due to its extraordinarily high biodiversity level, the area is considered one of the most important biodiversity hot spots in the world. This also applies to Madagascar, though the Symrise site in the Sava region is not located in a protected area. With the integration of Diana, two new sites were added in 2014 that are located near protected areas: Antrain in France (Diana Food) and Beresfield in Australia (Diana Pet Food).

304-2 ✓**Significant impacts of activities, products, and services on biodiversity**

We can have a direct negative impact on biodiversity only at our production locations, for example, through sealing the soil or emitting pollutants into the air and water. However, we consistently monitor, avoid and minimize emissions as part of our environmental and energy management.

Nonetheless, our core business's biggest risk of having material impact on biodiversity is an indirect one, mostly occurring in the supply chain – particularly through our suppliers' generation of raw materials. This potentially includes instances where our suppliers deplete natural populations or employ methods of cultivation or aquacultures that are not sustainable for soil and forestry. Our suppliers are enjoined to avoid or minimize potentially negative impact on biodiversity consistently.

Owing to the complexity of the flow of biologically based material, Symrise is unable to monitor changes to biodiversity at a species level. As part of our sustainability management, we currently assess the degree of biodiversity and ecological stress factors in the countries where our raw materials originate. We also assess the degree to which those species that contribute to our strategic raw materials could be endangered.

304-3 ✓

Habitats protected or restored

The most important lever of our company for protecting biodiversity and encouraging its sustainable use is environmental and ethically sustainable sourcing practices. Wherever possible, we use our influence to support the sustainable cultivation of our biological raw materials. As part of our targeted intervention projects, for example, in the Amazon region or on Madagascar, we are committed to preserving biodiversity directly, for example, through reforestation projects or the implementation of sustainable methods of agricultural cultivation.

Our performance in the area of sustainability has been externally verified, for example, by using recognized sustainability standards in a targeted manner and by receiving certifications that explicitly account for the preservation and sustainable use of biodiversity (e.g., the Rainforest Alliance or UEBT).

304-4 ✓

IUCN Red List species and national conservation list species with habitats in areas affected by operations

Due to our stable customer and product portfolios, there are still a few raw materials being used that are obtained from threatened species (according to the IUCN Red List and CITES definitions). Via corresponding sustainability verifications, strict use controls, efficient production processes and the development of suitable raw material alternatives, we concentrate on avoiding and minimizing any negative biodiversity impact, and we ensure a sustainable use of these species.

Symrise cannot directly monitor changes in species' populations within ecosystems that our suppliers deem relevant for generating raw materials.

EMISSIONS

103-1, 103-2, 103-3 ✓

Management Approach

Like other manufacturing companies, Symrise generates direct and indirect greenhouse gas emissions that result in increases in the earth's average temperature. This has far-reaching consequences for humans and nature: areas that are being desertified, an increase in floods as well as resulting famines and refugee movements. For Symrise, climate change is leading to rising energy and raw material prices as well as climate-related costs, for example, through emissions trading. Reputational damage could also result in the loss of business. Climate change simultaneously offers opportunities, for example, through the increased use of efficient technologies that also result in cost savings. Given the urgency of the climate dilemma, SDG 13 requires prompt measures for climate protection.

Corporate Sustainability, supported by the Sustainability Board, is responsible for the topic of emissions reduction. The Sustainability Board meets several times per year to discuss, assess and report on climate-related data and developments. The goals and programs are determined by the Sustainability Board and finally approved by the CEO. The Risk Management department assesses company-specific risks and rewards related to climate change at least twice a year and reports the findings to the Executive Board.

The reduction of climate-damaging emissions is part of our environmental strategy and our environmental management (see resource conservation and excellence in the supply chain). We demonstrate our progress regarding emission reduction in a number of ways, including annual participation in the CDP independent investor initiative. Symrise compiles the CO₂ emissions of its operating activities according to the internationally recognized Greenhouse Gas (GHG) Protocol Corporate Standard. We report on them according to direct emissions (Scope 1), energy-indirect emissions (Scope 2), and other indirect emissions (Scope 3).

In 2017, Symrise committed to reduce its absolute greenhouse gas emissions by 17.5% by 2030 within the framework of the Science Based Targets initiative. In addition, Symrise intends that suppliers who provide raw materials amounting to a total of at least 80 percent of their purchasing volume commit to achieving their own climate targets and reduction measures by 2020.

305-1 ✓

Direct (Scope 1) GHG emissions

DIRECT EMISSIONS (SCOPE 1) 2017

Category	Amount (in t)
CO ₂ direct emissions (Scope 1)	204,369

305-2 ✓

Energy indirect (Scope 2) GHG emissions

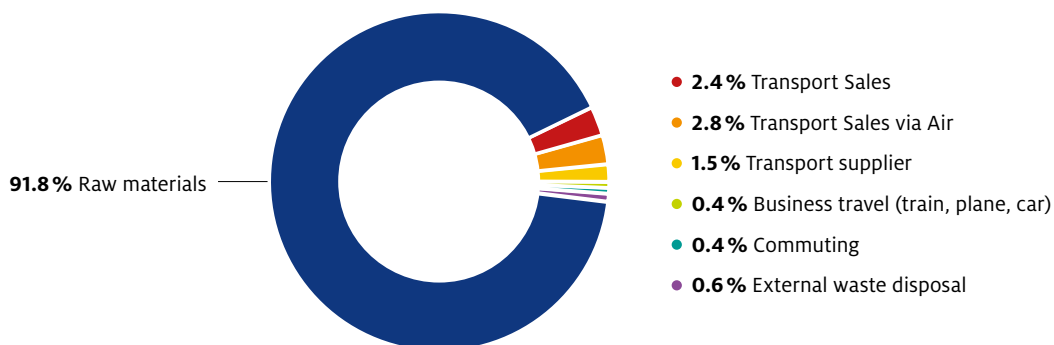
ENERGY-INDIRECT EMISSIONS (SCOPE 2) 2017

Category	Amount (in t)
CO ₂ energy-indirect emissions (Scope 2)	116,066

305-3 ✓

Other indirect (Scope 3) GHG emissions

INDIRECT (SCOPE 3) EMISSIONS 2017



Scope 3 emissions 2017: 2,383,146 tons

305-4 ✓

GHG emissions intensity

The intensity of direct and energy-indirect greenhouse gas (Scopes 1 and 2) emissions per € million value added totaled 292.6 tons in 2017.

305-5 ✓

Reduction of GHG emissions

In 2017, we were able to reduce greenhouse gas emissions (Scope 1 and 2) per € million in added value by 7.8% over the previous year. The reduction is relative to the adjusted 2016 values, including Renessenz.

305-6 ✓

Emissions of ozone-depleting substances (ODS)

In 2013, we analyzed our product portfolio and production processes for the use and development of ozone-depleting substances (ODS). The analysis showed that we do not produce any material ODS emissions.

305-7 ✓

Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Carbon dioxide accounts for the majority of our emissions. Other greenhouse gases, such as nitrogen oxide, sulfur oxide, ammonium, methane and volatile organic compounds (VOCs), are emitted only in limited, immaterial quantities from the production of our products.

VOCs < 500 t/year

CH₄ approx. 30.4 t/year

N₂O approx. 1.7 t/year

EFFLUENTS AND WASTE

103-1, 103-2, 103-3 ✓

Management Approach

The impact of our activities on the environment range from the extraction and processing of raw materials to product development, production and logistics. On the one hand, we need natural resources in the form of raw materials and energy sources for our manufacturing processes. On the other hand, the contamination of air, soil and water may result from our business activities. Therefore, sustainable development goals are established within the framework of SDG 12 that respect the natural limits of the planet.

Within our environmental management system, we evaluate the entire value chain. At every site, a senior manager is responsible for environmental management. The goal is to avoid or reduce the impact of the activities, products and services on the environment through a site-specific environmental program that complies with national and local legal regulations and provisions.

Our goal is to conserve resources, consistently avoid or minimize the harmful effects on the environment, and prevent risks. Our production sites with the highest potential environmental impacts are either located in countries with strict environmental policies or operate according to an environmental management system that is ISO 14001 certified. Additionally, the SMETA 4-Pillar requirements are used as a minimum standard and regularly verified by external auditors. Furthermore, all German sites have an ISO 50001 certified energy management system.

The efficient use of raw materials is also the focus of the continuous refinement of our manufacturing processes. This encompasses, for example, the development of our own technological solutions, such as our patented SymTrap® process. This procedure allows us to fully extract flavor-active components from the byproducts of raw material processing – thereby achieving a maximum resource yield that simultaneously saves energy.

Enhanced efficiency not only has environmental implications but simultaneously cuts spending while also displaying our Synchronize® initiative in action. We joined forces with customers to develop this integrated supply chain management system, which serves to identify areas of action and issues with the potential for reducing not just our consumption of energy, water and resources but also our emissions. Within the framework of our Total Productive Maintenance program, we involve our employees in a targeted manner and learn from their proposals.

306-1 ✓**Water discharge by quality and destination****TOTAL WASTEWATER VOLUME FOR 2017 BY DESTINATION**

Wastewater by destination	Amount in 1,000 m ³
Removal by truck	122.34
Specified disposal point	3,157.30
Undefined disposal	15.25
Total	3,294.89

306-2 ✓**Waste by type and disposal method****TOTAL WASTE VOLUME IN 2017: HAZARDOUS AND NONHAZARDOUS WASTE**

Type	Amount (in t)
Hazardous waste	15,691.43
Nonhazardous waste	46,296.32

TOTAL WASTE VOLUME BY DISPOSAL METHOD

Disposal Method	Amount (in t)
Composting	744.37
Incineration	13,047.52
Recycling	13,070.15
Chemical-physical treatment	3,120.60
Wastewater processing	6,497.56
Biogas plant	4,346.36
Landfill	20,836.13
Other waste processing	1,927.52
Total	63,590.21

306-3 ✓**Significant spills**

Chemicals, oils or solid waste was not released into the environment in material quantities during the reporting period.

306-4 ✓**Transport of hazardous waste**

The share of internationally transported hazardous waste was immaterial for the reporting period. A more detailed assessment is not required for the management of our processes.

306-5 ✓**Water bodies affected by water discharges and / or runoff**

We are unaware of any material impact on the ecological condition of the water ecosystem caused by Symrise or restrictions in water resource availability at any Symrise location.

ENVIRONMENTAL COMPLIANCE**103-1, 103-2, 103-3 ✓****Management Approach**

The impact of our activities on the environment range from the extraction and processing of raw materials to product development, production and logistics. For this reason, we assess the entire value chain. Our goal is to conserve resources, to consistently avoid and to reduce harmful effects on the environment, to prevent risks and, in this manner, to ensure our long-term business success. Our production sites with the highest potential environmental impacts are either located in countries with strict environmental policies or operate according to an environmental management system that is ISO 14001 certified. Additionally, the SMETA 4-Pillar requirements are used as a minimum standard and regularly verified by external auditors.

In the annual reviews of the Integrated Management System, all breaches of applicable laws are summarized for upper management. Appropriate measures are introduced in order to avoid any reoccurrence.

307-1 ✓**Non-compliance with environmental laws and regulations**

Symrise was not charged any significant fines or non-monetary penalties for failure to adhere to environmental laws and regulations in the year under review.

SUPPLIER ENVIRONMENTAL ASSESSMENT**103-1, 103-2, 103-3 ✓****Management Approach**

For our portfolio of approximately 30,000 products, we use some 10,000 different natural and synthetic raw materials sourced from over 100 countries. As a result, we face an array of challenges ranging from negative environmental effects from the sourcing of raw materials to protecting social standards in countries that experience, to some degree, problematic sociopolitical conditions. The reasons for this are not least because of inadequate transparency, the high level of complexity of material flows and the different objectives of the parties involved along the value chain. As a result of measures for responsible sourcing, we can contribute to the achievement of sustainable production patterns (SDG 12) as well as to the preservation of ecosystems (SDG 15).

We are constantly adapting the organizational structure of our purchasing department to the changing conditions on the market. Procurement at Symrise is organized in a decentralized manner in our segments Scent & Care and Flavor and Nutrition. This way we can manage purchasing processes in a more targeted manner and continually optimize the supply chain.

Our long-term goal is to source all our raw materials in a sustainable manner. In 2016, we developed a new Symrise sourcing policy that applies across the Group. By providing a comprehensive description of our goals, aspirations and tools, it serves primarily as a reference document for suppliers, customers and employees. We have also established specific policies for various raw materials that are exposed to high risks, such as in the case of palm oil.

We cannot solve many of the challenges in the supply chain on our own. Therefore, we increasingly rely on cooperative arrangements within the industry and precompetitive approaches in which we can work together with other actors on long-term sustainable solutions. These include our memberships in the Roundtable on Sustainable Palm Oil or the Sustainable Spices Initiative.

We can best pursue and maintain our goal of sustainable sourcing if we can exert direct influence on the upstream stages of our value chain. Therefore, we pursue the goal of strategic backward integration for our key raw materials. As we demonstrated in the case of vanilla production in Madagascar, we can create immediate value for all participants: We are working in a very targeted manner on the improvement and implementation of environmental and social standards through various joint projects, thus ensuring the consistent high quality of raw materials for our customers. With this integrative approach, we support local socioeconomic structures and can directly monitor compliance with our principles. For the backward integration of our supply chain, we have established corporate guidelines on due diligence and defined corresponding processes that also consider environmental and social risks.

308-1 ✓

New suppliers that were screened using environmental criteria

All new suppliers must provide information on environmental aspects and their sustainability program and obligate themselves to adhering to our CSR guidelines. 80% of our main suppliers – based on procurement volume – have already been rated according to sustainability criteria (SEDEX / SMETA 4 Pillar).

308-2 ✓

Negative environmental impacts in the supply chain and actions taken

The international platform of the Supplier Ethical Data Exchange (SEDEX) is a valuable tool with which we can more easily assess suppliers and deliver our own data to customers. We have been publishing information on environmental aspects and other topics on this platform since 2006. Every Symrise production site has now been SEDEX registered.

Since 2012, we've been encouraging our 250 most important suppliers to register with SEDEX and disclose their data there. In total, 80% of our main suppliers – based on procurement volume – have been rated according to sustainability criteria (SEDEX / SMETA 4 Pillar).

We carry out audits for suppliers that pose an especially notable risk, that have crucial raw materials or that have had problems flagged in the assessment. The focus here is on environmental issues in addition to product safety, quality management, work safety, health and social responsibility. If suppliers don't meet our defined standards, we jointly develop and implement improvement measures. If these standards are still not upheld after such attempts, the business relationship is terminated as a last resort. All new suppliers fill out a supplier survey that contains questions on environmental issues. During the risk assessment process, we rely on environmental criteria to evaluate existing suppliers as well as the socioeconomic and ecological situation in their respective countries. In 2017, there were no cases of our suppliers causing any notable negative environmental impact.

GRI 400 – SOCIAL

EMPLOYMENT

103-1, 103-2, 103-3 ✓

Management Approach

Symrise has defined its sustainable HR policy, which is part of the company's sustainability strategy under the "Care" pillar, as putting the focus on the employee. Part of the "Care" pillar is the consistent orientation of HR policy on Symrise as a preferred employer (employer-of-choice strategy). In the course of this process, we have focused our HR policy on five main areas:

1. Establishing a flexible, innovative and family-oriented work environment
2. Creating a transparent, fair and motivating remuneration policy
3. Offering attractive benefits such as a company retirement plan and a health management program
4. Furthering professional advancement, development and talent management
5. Creating a company culture and leadership culture that will increase employee loyalty

This HR policy strives to create an environment for our employees in which they can develop professionally. The goals we have taken on extend from ensuring a safe and healthy work environment with proactive in-house health management to an equitable remuneration policy with a variable, incentive-based component (see the job grade concept including a component geared toward performance).

Like other companies, we also have to tackle the task of positioning ourselves as an appealing company in regard to demographic changes. This includes a high initial training rate of 5.2% apprentices as a percentage of the German workforce and the award for being a "particularly reliable training company 2017" from the Culture Ministry of Lower Saxony. In order to qualify our next generation of managers, we regularly conduct what we call the Future Generation Leadership Development Program. Here we pay particular attention to a high participation rate for women (at least 40% of participants).

Through our regularly administered employee engagement surveys – most recently in 2016 – we obtain feedback for how our employees perceive Symrise's efforts to position itself as a preferred employer. We strive to maintain employee commitment to our company through 2020 at the same level as in our employee engagement surveys from 2012 and 2016. Regularly conducting an employee engagement survey proves that our employees participate deeply in the company and that the company is truly committed to being an employer of choice.

401-1 ✓

New employee hires and employee turnover

The number of employees for the 2017 fiscal year increased by 3.7% from the end of 2016. This reflects the acquisition of the "Cobell" company in England with its approximately 53 employees. In addition, in terms of HR policy, we integrated the employees from the "Renessenz" company we acquired in 2016 into our US Symrise company. These activities, along with organic growth, are reflected in employee development (see the following table):

EMPLOYEE TURNOVER BY REGION AND GENDER*

	2015	2016	2017 absolute	2017
REGION				
Germany	1.1%	1.1%	44	1.6%
EAME (not including Germany)	4.8%	3.1%	77	4.0%
North America	6.7%	7.4%	121	10.2%
Asia / Pacific	9.0%	8.8%	101	7.0%
Latin America	7.6%	7.4%	110	6.1%
Total	5.1%	4.8%	453	5.0%
GERMANY BY GENDER				
Women	0.3%	0.4%	11	0.4%
Men	0.8%	0.7%	33	1.2%
Total	1.1%	1.1%	44	1.6%
WORLDWIDE BY GENDER				
Women	2.1%	2.3%	187	2.1%
Men	3.0%	2.5%	266	2.9%
Total	5.1%	4.8%	453	5.0%

* Basis: Core workforce and fixed-term employees, without apprentices; figures as of December 31 of the respective year; turnover rate = number of employee-initiated terminations x 100 divided by the annual average number of employees

Omissions:

Regarding employee turnover, we see neither gender- nor age-specific trends. The age groups affected by turnover correspond to the overall structure of our workforce. A detailed breakdown of the turnover rate by age therefore does not make sense for Symrise.

Age and gender are not deciding factors when hiring new employees. Disclosures on newly recruited employees by region, gender and age are correspondingly not material for Symrise and are not listed.

OCCUPATIONAL HEALTH AND SAFETY**103-1, 103-2, 103-3 ✓****Management Approach**

Workplace accidents caused by safety lapses and work-related illnesses, for example, through stress or inadequate ergonomic workplace design, lead to individual strains and may negatively affect the motivation of individual employees or teams. They result in sick days that are expensive for the company, reducing productivity. Therefore, the consistent emphasis of our HR policy on being an employer of choice also includes caring for employee health at the workplace. By doing so, we actively support the achievement of the goals of health and well-being (SDG 3) as well as humane working conditions (SDG 8).

Our subsidiary TESIUM bundles our competence in the areas of technology, safety and the environment. It ensures that the highest environmental standards are fulfilled in all business divisions. All our sites worldwide follow obligatory Corporate Guidelines that contain an approach to the safety of systems, the protection of employees and the environment, which have been coordinated with the Executive Board. Because local situations and needs vary, the specific measures to be implemented at the individual sites are guided by on-site systems and working groups.

Issues of health and occupational safety are regulated by our Corporate Guidelines and Code of Conduct at Symrise that apply around the globe. In addition, the collective bargaining agreement (CBA), which was negotiated with the trade union IG BCE (mining, chemical and energy industrial union) and which applies to Symrise in Germany, contains regulations on workplace design and occupational health and safety. The CBA also governs the cooperation between company management, the works council and the union on matters pertaining to protecting the health of our employees.

We have arranged a comprehensive system of measures at all our sites whose written behavioral guidelines offer assistance in identifying possible hazards. The guidelines also regulate how we handle hazardous substances. A complete list of all chemicals used at a particular site, including their corresponding safety data sheets, is provided at each site in the local language. Each production site has its own occupational health and safety committee, which includes both management and other employees. All employees undergo health and safety training courses designed specifically for their given activities. The appropriate first-aid facilities are available in the event of an emergency.

The effectiveness of our measures is regularly evaluated by internal audits based on ISO 19011. Regular external audits by customers, authorities and independent certification companies further verify the constant improvement of our management systems. In addition, we have a monthly reporting system that indicates the status and performance of our occupational safety efforts. The most frequently occurring types of injuries in 2017 were bruises, fractures, irritations, chemical burns, cuts and other superficial wounds. In order to improve worldwide performance in the area of occupational health and safety, the concept of a zero-accident culture was introduced in 2017. Essential components of this program are special workshops on zero-accident culture for upper and midlevel managers as well as management safety visits for the first and second management level of the entire organization. The conduct of training to increase awareness of occupational safety will be integrated as a mandatory personal target agreement for managers beginning in 2018.

Our preventative health measures demonstrate our comprehensive approach to helping employees lead healthier lifestyles. Prior to hiring new employees, we conduct medical examinations at all our sites worldwide and initiate preventative measures such as vaccinations.

We are committed to regular training and continuing education programs on the topic of health, just as we promote diversity among the workforce and help employees balance their professional and private life. Information about healthy nutrition and healthy sleep patterns or the offering of massages rounds out these preventative measures. Through our worldwide sensitizing and intervention program “symply healthy,” we help our employees take a conscious approach to their health, for example through targeted smoking cessation programs.

403-1 ✓

Workers representation in formal joint management-worker health and safety communities

All Symrise AG employees are entitled to a workplace where they do not have to worry about their health and safety. A large number of programs and measures are held globally every year to help ensure safety at work. Because local situations and needs vary, the specific measures to be implemented at the individual sites are guided by on-site systems and working groups.

Health & safety committees can be found at all our sites where we have production facilities. The committees meet regularly and share ideas about safety measures and preventing workplace accidents. The heads of the production facilities are members of these bodies. Minutes from the meetings are regularly distributed to management.

Our subsidiary TESIUM bundles our competence in the areas of technology, safety and the environment. It ensures that the highest environmental standards are fulfilled in all business divisions. All our sites worldwide follow obligatory Corporate Guidelines that contain an approach to the safety of systems, the protection of employees and the environment, which have been coordinated with the Executive Board. Regular training courses in occupational safety are compulsory Group-wide (see also management approach).

In order to improve worldwide performance in the area of occupational health and safety, the concept of a zero-accident culture was introduced in 2017. Upper and midlevel managers are trained in the methods and programs of a zero-accident culture in special workshops. The programs and measures are discussed in monthly meetings. The program is initially designed for a period of two years. Essential components of this program are workshops on zero-accident culture for upper and midlevel managers as well as management safety visits for the first and second management level of the entire organization.

403-2 ✓

TYPES OF INJURY AND RATES OF INJURY, CCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

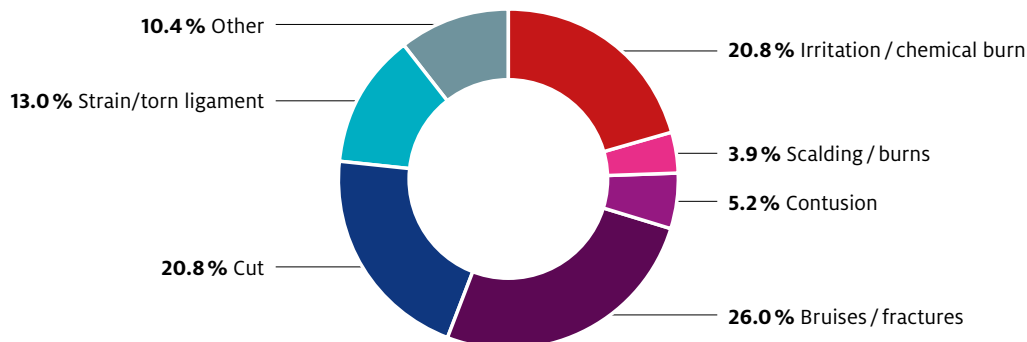
	Number of Accidents (MAQ)*	Accident Severity (USQ)*
2014	4.8	112
2015	3.9	49
2016	3.8	50
2017	4.7	64

* Basis: employees worldwide;
 MAQ = Accidents subject to reporting requirements (>1 work day) x 1,000,000 / working hours
 USQ = Sick days x 1,000,000 / working hours

The accidents and their causes are regularly evaluated and reported to upper management. The rate of illness-related absences at Symrise AG amounted to 5.74 % in 2017. Accordingly, we are slightly above the absenteeism rate for the chemical industry of 5.57% (disclosures by the German umbrella organization of company health insurance funds / chemical industry group). We do not report on occupational illnesses separately.

There were no deaths in the period under review.

WORKPLACE ACCIDENTS IN 2017
 by type of injury in Germany (representative for all of Symrise)



In order to improve worldwide performance in the area of occupational health and safety, the concept of a zero-accident culture was introduced in 2017. Upper and midlevel managers are trained in the methods and programs of a zero-accident culture in special workshops. The programs and measures are discussed in monthly meetings. The program is initially designed for a period of two years. Essential components of this program are workshops on zero-accident culture for upper and midlevel managers as well as management safety visits for the first and second management level of the entire organization. The conduct of training to increase awareness of occupational safety will be integrated as a mandatory personal target agreement for managers beginning in 2018.

403-3 ✓

Workers with high incidence or high risk of diseases related to their occupation

We are aware that work-related illnesses exist at Symrise, such as strains to the back or musculoskeletal system or psychological strains through stress. Both at the senior corporate level and through our local operational health teams, we are working intensively on minimizing the existing risks and introducing targeted measures. We monitor our absences through monthly reports on absenteeism. Our average annual sick leave remains on average for the chemical industry under corresponding working conditions, such as shift work. Therefore, we use average sick leave for the company health insurance funds of the chemical industry as a benchmark. This enables us to say that we have a normal situation with sick leave.

In the F&F industry, the handling of hazardous substances is part of the daily routine. Symrise documents the resulting risks and, by means of globally recognized risk minimization plans, ensures safe and secure workplaces and safe and healthy work for all its employees. Furthermore, we take care that no one with a weather-related colds may work in food production areas.

Legally required risk assessments govern safe work in all workplaces. In Germany, a risk assessment is required by Sections 5 and 6 of the Work Safety Law. Risks must be identified and the occupational safety measures taken to improve the safety and safeguard the health of employees must be defined. In locations worldwide, local laws must be observed. For countries in which no corresponding laws exist or the requirements for safety and the protection of health are less stringent, Symrise complies with the relevant standards of F&F associations (IFRA, IOFI, FEMA). The risks must first be identified for production and mixing areas as well as laboratories. The potential risk posed by raw materials is obtained from publicly available sources or suppliers (MSDS, toxicology studies, etc.). Product safety experts (toxicologists) evaluate new perfume oils, flavors and cosmetic ingredients produced by Symrise employees and make the evaluations available to Symrise employees and customers in the form of an MSDS. An essential part of risk minimization are documented exposure measurements in the affected areas, including handling (stirring, heating, cleaning, etc.).

If hazardous materials cannot be replaced, technical measures (closed systems, extraction systems, the wearing of protective clothing) and personal measures (access control, personal protective equipment) must be taken in every case.

As a rule, regular targeted training sessions and legally prescribed medical examinations are offered.

The effectiveness of measures is reviewed through routinely conducted audits and during medical examinations.

The number of workplace accidents per 1 million working hours is measured using the MAQ indicator. Measures are being taken to reduce workplace accidents within the scope of the zero-accident culture.

403-4 ✓

Health and safety topics covered in formal agreements with trade unions

Issues of health and occupational safety are regulated by the Code of Conduct and our Corporate Guidelines at Symrise that apply around the globe.

In addition, the collective bargaining agreement, which was negotiated with the industrial union for chemical / paper / ceramics and which applies to Symrise in Germany, contains regulations on workplace design and occupational health and safety.

This agreement applies to about 2,600 Symrise workers in Germany.

Company management, the works council and the union continue to cooperate closely on protecting the health of our employees. The relevant regulations described in the Code of Conduct are implemented worldwide via occupational safety committees. SOS inspections and security training sessions are held at regular intervals.

Indicator 403-3 describes the management approach as well as the consideration of legal obligations.

TRAINING AND EDUCATION**103-1, 103-2, 103-3 ✓****Management Approach**

Symrise's personnel policy relies on the strength of its internal training and education. As of December 31, 2017, a total of 140 apprentices and trainees were employed at our sites in Germany. This corresponds to a training rate of around 5.2%.

Depending on the course and individual success, training takes about 2 to 3 years. After completing their training, all trainees obtain at least temporary employment if they meet our minimum requirements regarding the material learned. With our investment in training, we are providing for the demand for future specialists in chemical production and in the laboratories as well as in commercial, marketing and sales functions.

Every year, about 45 young people begin training at Symrise. Of them, 24 are trained for chemical-technical professions, another 10 for technical and logistics occupations and 12 young people for commercial occupations. In addition to initial training, we open up new perspectives by offering dual studies in both business administration (five employees are working toward a Bachelor of Business Administration) and in the chemical-technical field (three employees working toward a Bachelor of Science). In this way, we account for the demographic change in our company.

In addition, we qualify our employees for their daily work via comprehensive training measures. Lifelong learning is a matter of course for us. For example, we offer English courses for our production employees to help familiarize them with international work instructions. Occupational safety training and the handling of hazardous substances are given a wide scope of attention in the international range of training courses. Management training courses are also offered in all of our regions. In 2017, around 1,600 employees were trained in internal and external training courses. Globally, the total number of hours for training courses amounted to around 6,700 hours (both figures do not include the Diana Group). In addition to the traditional training content, we also train our employees via international assignments – currently 125 employees are deployed outside their home country – and via on-the-job training, which is accompanied by coaches and mentors.

We spend about € 3.2 million annually on training and personnel development measures worldwide. This is paying off, because today we are recruiting the next generation of top-level managers almost exclusively from our own ranks. Our guidelines allow for 80 % internal recruitment, while 20 % is to be from outside the company.

404-1 ✓**Average hours of training per year per employee**

At Symrise, we spend about € 3.2 million annually on training and personnel development measures worldwide.

In addition, we qualify our employees for their daily work via comprehensive training measures. Lifelong learning is a matter of course for us. For example, we offer English courses for our production employees to help familiarize them with international work instructions. Occupational safety training and the handling of hazardous substances are given a wide scope of attention in the international range of training courses. Management training courses are also offered in all of our regions. In 2017, around 1,600 employees were trained in internal and external training courses. Globally, the total number of hours for training courses amounted to around 6,700 hours (both figures do not include the Diana Group). Women participated in approximately 2,700 of the training hours. These figures do not include "on-the-job training" or international assignments to acquire know-how outside the original work location. We also offer our employees coaching in order to support their development. In addition to the traditional training content, we also train our employees via international assignments – currently 125 employees are deployed outside their home country.

The training content also includes practical workshops specifically on sustainability for managers, who then convey to their teams the knowledge they gained.

We have also intensified investments in the training of future specialists. For one thing, we have accepted 48 young people for initial apprenticeship training. For another, in cooperation with the local job center, we have trained unemployed individuals from outside the field as chemical production specialists. This apprenticeship training lasts about two years. In June 2017, 15 people completed their training through this initiative. Furthermore, we offer English courses for our production employees to help familiarize them with international work instructions on production processes. As of December 31, 2017, a total of 140 apprentices and trainees were employed at our sites in Germany. This corresponds to a training rate of around 5.2%.

404-2 ✓

Programs for upgrading employee skills and transition assistance programs

Symrise follows a strong implementation-oriented approach to personnel development that combines organizational development and individual career development. In sum, we are investing about € 3.2 million in training and qualification. For key positions that are especially relevant to business performance, we systematically identify and develop potential successors as part of career planning.

Our training activities are pooled under the Symrise Academy, which consists of four strategic pillars:

- The flavorist and perfumer school
- Technical /specialist continuing education for employees
- Training for sales personnel
- Support for managers

Our flavorist and perfumer school has enjoyed great success around the world. Every year, young employees complete their apprenticeship training as junior flavorists or perfumers. In 2017, we accepted three new applicants into the perfumer school who are currently completing their training. Another five graduates are currently in their first operational creative phase in various Symrise markets.

In addition, we offer a wide variety of training opportunities to our semiskilled employees in production. They can be trained to become flavor specialists, process chemical technicians, chemical production specialists and inventory specialists. Another core component of our educational landscape is the qualification of sales personnel, for example, through high-performance sales training.

Our Future Generation Leadership Program provides our next generation of managers with tailor-made training opportunities. In total, 50 talented individuals were trained for key management positions on the basis of an individual potential analysis. For 2018, we are currently planning another such training program with 27 participants.

We also employ methods such as coaching and mentoring as professional development tools. Mentors are in a unique position to pass on their valuable experience to their (mostly younger) mentees. Furthermore, suitable managers from various divisions are trained as coaches so they can act as sounding boards for employees who are taking on career challenges. Furthermore, we also want to develop the personal competencies of our employees in the sense of lifelong learning. That's why we offer a diverse continuing educational program that ranges from safety training and language courses to project management and IT classes. In doing so, we link our information and training program with our in-house health management.

We assist employees who are leaving the company during their transition phase, dependent upon their reason for leaving the company. If an employee is leaving because they have reached the regular retirement age, then they receive a pension, which was built up with company support, in accordance with the local legal and operational provisions. If the employee's position has been terminated due to operational reasons, Symrise guarantees a severance package that conforms to local statutory and company standards as compensation for the job loss. If the employee leaves the company for personal or performance reasons, Symrise assists this employee on a case-by-case basis by offering outplacement services for adjusting to the job market and finding a new job.

404-3 ✓

Percentage of employees receiving regular performance and career development reviews

The individual training needs of every employee are discussed as part of their annual performance review and the results are documented in a development plan. Here, managers evaluate existing competencies and performance, set goals and determine suitable personnel development measures in cooperation with their individual employees.

Particularly for technically oriented areas like product development, quality control and research, we have defined career paths with specific requirements for the respective role and jointly discussed qualification measures with employees. A similar project is running at the moment for our sales and marketing employees.

Our performance and talent management software platform, which we rolled out worldwide, supports supervisors and employees in efficiently designing their career path.

In this respect, a breakdown according to gender is not necessary, seeing as all Symrise employees (100 %) take part in annual performance reviews with their supervisors. This performance review also serves as a forum to discuss each employee's professional development.

DIVERSITY AND EQUAL OPPORTUNITY

103-1, 103-2, 103-3 ✓

Management Approach

A sustainable HR policy is part of our corporate strategy ("Care" pillar); it conveys goals and establishes common values. It includes the promotion of diversity in the workplace, the decisive promotion of young families through a family-oriented HR policy and enhancing the compatibility of professional and private life (see also [405-1](#)). To this end, in 2017, the Executive Board of Symrise articulated a clear commitment to the advancement of diversity ([see the diversity statement of the Executive Board](#)). We practice our commitment to diversity by implementing specific measures, such as our family-oriented HR policy designed to support young women and their families, the deliberate overrepresentation of women in our Future Generation Leadership Development program and the targeted hiring of women given the same qualifications.

In parallel, by signing the "Women's Empowerment Principles," we have recognized the principles of equal opportunity for women around the world and established them as a guideline for all our managers worldwide. In addition, our Integrated Management System is based on the provisions of the SA 8000 social accountability standard, which is binding throughout the company. This standard is based on the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Humane working conditions, decent employment and due consideration for the social aspects of employment are the foundation for how we act at all sites.

Our at least 70 expatriates, who come from foreign countries and work for a period here in Germany, also promote the national and cultural diversity of our country.

405-1 ✓

Diversity of governance bodies and employees

Symrise consciously embraces an HR policy that views diversity in the workplace as a benefit to creativity and integrity. This is why we have committed ourselves to several Group-wide projects that promote diversity. This means that at least 40 % of the participants in our Future Generation Leadership Development Program must be female. Our objective is to qualify women for management positions. By 2020, we aim to have at least 17 % women at the first global management level directly below the Executive Board, while the second global management level should consist of at least 22 % women.

Symrise AG has committed to ensuring that women compose 20 % of the Executive Board by the year 2020.

Our annual diversity reporting, which takes into account our large sites and thereby about 80 % of our workforce, documents the progress of our HR diversity policies.

According to the latest diversity report, women make up 38.7% of our workforce today. When it comes to new hires from outside the company, women are well represented with 43% of total new hires. In our fragrances area, the share of newly employed women is disproportionately high at 52%.

Gender diversity is also evident in our internal promotions. Of all promotions, 44% involve women. Our fragrances area also stands out here with an above-average share of 54%.

Across all company levels, the proportion of women in management positions comes to approximately 44% worldwide. This trend gives us confidence that we will be able to reach the goals we have set for the medium term.

In our efforts to promote international diversity, we always strive to have internationally mixed teams when training our managers. Our executive ranks include Jean-Yves Parisot, from France, who represents the Diana Group in the Executive Board of Symrise AG.

Even though Symrise remains a German company, we recognize the increasing importance of international diversity. After our percentage of approximately 29% German employees, our French employees make up the second largest employee group at 16%. The percentage of American employees is 15%. We have seen a marked increase in the share of our Spanish-speaking employees from Latin America, primarily Mexico and Ecuador. This population now makes up 12% of our workforce. Our Brazilian employees represent 7% of our workforce.

GLOBAL SHARE OF WOMEN IN MANAGEMENT POSITIONS AT SYMRISE

	2015	Share	2016	Share	2017	Share
Share of women in the total workforce worldwide	3,291	38.9%	3,426	38.3%	3,597	38.7%
Share of women in upper management worldwide	15	19.3%	16	21%	20	30.8%

Basis: Fixed-term and permanent employees, not including apprentices, as of December 31 of the respective year.

Definition of upper management: all employees worldwide who are employed in the first three management levels, including the Executive Board.

EMPLOYEE CATEGORIES ACCORDING TO GENDER IN GERMANY

	2015	Share	2016	Share	2017	Share
Manager						
Men	290	76.3%	299	73.6%	304	72.0%
Women	90	23.7%	107	26.4%	118	28.0%
Total	380	100.0%	406	100%	422	100%
Non-manager						
Men	1,483	64.9%	1,515	65.3%	1,571	65.8%
Women	802	35.1%	805	34.7%	816	34.2%
Total	2,285	100.0%	2,320	100%	2,387	100%
Total workforce						
Men	1,773	66.5%	1,814	66.5%	1,875	66.7%
Women	892	33.5%	912	33.5%	934	33.2%
Total	2,665	100.0%	2,726	100%	2,809	100%

Definition: Managers, including junior managers, defined as non-tariff employees or managerial employees.

Basis: Employee figures, not including apprentices and temporary workers, as of December 31 of the respective year.

EMPLOYEE CATEGORIES ACCORDING TO AGE IN GERMANY

Age	2015		2016		2017	
	Manager	Non-manager	Manager	Non-manager	Manager	Non-manager
20 –29	0.0%	16.1%	0.2%	16.0%	0.2%	17.3%
30 –39	11.1%	20.5%	13.8%	21.1%	15.8%	20.3%
40–49	41.3%	29.9%	33.5%	27.5%	29.9%	27.6%
50–59	39.7%	27.7%	42.6%	28.8%	44.1%	28.8%
>= 60	7.9%	5.7%	9.9%	6.6%	10.0%	6.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Definition: Managers, including junior managers, defined as non-tariff employees or managerial employees, as of December 31 of the respective year.

COMPOSITION OF THE EXECUTIVE AND SUPERVISORY BOARDS ACCORDING TO GENDER

	Executive Board	Share	Supervisory Board	Share
Men	5	100%	8	67%
Women	0	0%	4	33%
Total	5	100%	12	100%

As of December 31, 2017

COMPOSITION OF THE EXECUTIVE AND SUPERVISORY BOARDS ACCORDING TO AGE

	Executive Board	Share	Supervisory Board	Share
30 or younger	0	0%	0	0%
30–50 years	0	0%	1	8%
>= 50	5	100%	11	92%
Total	5	100%	12	100%

As of December 31, 2017

405-2 ✓**Ratio of basic salary and remuneration of women to men**

Equal pay for both men and women is a matter of course for us. In many countries, wage agreements govern remuneration. Our Symrise job grade concept results in remuneration beyond the scope of standard remuneration. By using pay categories or job grades, we ensure that gender-specific differences for equal work are ruled out. The amount of remuneration is determined exclusively by the employee's qualification and value contribution to the company.

Omissions:

There are no known cases of gender-specific discrimination that would warrant further analysis of basic salaries according to gender. Differences in remuneration between men and women may result from the type of activity, such as shift work with corresponding shift remuneration. For example, at Symrise in Germany, only five women work in rotating shift operations with regular evening shifts and corresponding shift remuneration. Otherwise, only men work in these areas and therefore are remunerated more highly as a result of shift bonuses. In addition, one must always take into account the high percentage of women in part-time work, which gives rise to the impression that women earn less.

NON-DISCRIMINATION

103-1, 103-2, 103-3 ✓

Management Approach

Having a responsible HR policy is part of our company culture. It conveys objectives and creates common values. It also includes providing options for further qualification and training for our employees, promoting diversity among the workforce and enhancing the compatibility of professional and private life.

Our Integrated Management System is based on the provisions of the SA 8000 social accountability standard, which is binding throughout the company. This standard is based on the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Humane working conditions, decent employment and due consideration for the social aspects of employment are the foundation for how we act at every site.

406-1 ✓

Incidents of discrimination and corrective actions taken

Discrimination against individuals on the basis of their personal characteristics is not tolerated at Symrise. No cases of discrimination were reported in the year under review.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

103-1, 103-2, 103-3 ✓

Management Approach

Symrise consistently adheres to all local labor laws. In addition, Symrise places great importance on having a company culture where the employees actively contribute to what happens at the company. This includes the formation of works councils or the joining of unions. At those locations where there is no collective agreement due to legal regulations or memberships, we look to the predominant working conditions that are standard in the industry. In addition, employment agreements define collective rules for working conditions in the respective countries.

In general, our Integrated Management System is based on the provisions of the SA 8000 social accountability standard, which is binding throughout the company. This standard is based on the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Humane working conditions, decent employment and due consideration for the social aspects of employment are the foundation for how we act at all sites.

407-1 ✓

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

The abuse of employee rights is not tolerated in any form at Symrise. We attach great importance to participation by employee representatives in the spirit of partnership. This includes the formation of works councils. A clear commitment to freedom of association and the right to membership in a labor union are a matter of course for us. Globally, 65 % of our workforce is covered by collective bargaining agreements, and about 86 % of the workforce in Germany is covered by a wage agreement. In 2017, there were no strikes at our company.

Furthermore, we expect our suppliers to allow their employees the right to freedom of assembly and collective bargaining, to observe at least the statutory provisions on working times and pay, and to make a clear commitment against discrimination and abuse. Compliance with these regulations is audited regularly through corresponding risk-based supplier audits.

There were no Symrise locations where the right to freedom of association and collective bargaining was violated or put at risk in the period under review.

CHILD LABOR**103-1, 103-2, 103-3 ✓****Management Approach**

The guiding principles of the United Nations for the economy and human rights emphasize business responsibility. After all, the activities of companies can have unintended negative effects on human rights. This applies above all to globally operating corporations with complex supply chains. Particularly threatened by human rights violations in supply chains are those population groups who are already marginalized in their respective country and therefore are exposed to higher risk, such as children, women, and religious or ethnic minorities. At the same time, a precarious human rights situation also weakens companies since their success depends on a stable and predictable environment. Within the framework of SDG 8, humane working conditions are emphasized as the prerequisite for sustainable and inclusive economic growth.

At Symrise, Corporate Sustainability is responsible for the topic of human rights and reports on it to the Executive Board several times per year. By signing the United Nations Global Compact, we officially announced our active support for the protection of international human rights. This applies both to our own employees and to the observance of human rights at our external partners.

The Symrise Code of Conduct describes our company's worldwide rules on the topic of human rights. The provisions are implemented worldwide in our Integrated Management System (IMS), which is based on the provisions of the SA 8000 social accountability standard. This standard is based on the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. We welcome and expressly support corresponding laws against forced labor or human trafficking, such as the California Transparency in Supply Chains Act or the UK Modern Slavery Act. The abuse of employees' rights or work safety provisions is illegal and is not tolerated in any form at Symrise. Independent auditing companies regularly confirm compliance with these regulations on social responsibility.

We also require our suppliers and business partners to uphold basic human rights. Before a new supplier is accepted as a business partner, it must pledge in writing that it will maintain and comply with the provisions of the Symrise Code of Conduct. The international platform of the Supplier Ethical Data Exchange (SEDEX) is a valuable tool with which we can more easily assess suppliers and deliver our own data to customers. Since 2006, we have been publishing information on working conditions and employee rights, health and safety as well as on environmental and ethical business practices via this platform. Every Symrise production site has been registered with SEDEX. Since 2012, we have requested that our most important suppliers register with SEDEX and disclose their data there. We carry out audits for suppliers that pose an especially notable risk, that have crucial raw materials or that have had problems flagged in the assessment. Furthermore, our approach to backward integration ([see responsible sourcing](#)) enables us to exert direct influence on adherence to our principles.

Since 2010, all Symrise production sites have been externally audited in three-year intervals based on the SEDEX / SMETA 4-Pillar standard. In addition, several customers had independent certification organizations audit selected Symrise locations according to their own standards for social aspects.

408-1 ✓**Operations and suppliers at significant risk for incidents of child labor**

There were no operations or suppliers with a significant risk of child labor in the year under review.

FORCED OR COMPULSORY LABOR**103-1, 103-2, 103-3 ✓****Management Approach**

The guiding principles of the United Nations for the economy and human rights emphasize business responsibility. After all, the activities of companies can have unintended negative effects on human rights. This applies above all to globally operating corporations with complex supply chains. Particularly threatened by human rights violations in supply chains are those population groups who are already marginalized in their respective country and therefore are exposed to higher risk, such as children, women, and religious or ethnic minorities. At the same time, a precarious human rights situation also weakens companies since their success depends on a stable and predictable environment. Within the framework of SDG 8, humane working conditions are emphasized as the prerequisite for sustainable and inclusive economic growth.

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Since 2010, all Symrise production sites have been externally audited in three-year intervals based on the SEDEX/SMETA 4-Pillar standard. In addition, several customers had independent certification organizations audit selected Symrise locations according to their own standards for social aspects.

409-1 ✓**Operations and suppliers at significant risk for incidents of forced or compulsory labor**

There were no operations or suppliers with a significant risk of forced or compulsory labor in the year under review.

RIGHTS OF INDIGENOUS PEOPLES**103-1, 103-2, 103-3 ✓****Management Approach**

Given that we rely on access to local genetic resources, which we depend on for developing innovative and natural products, the rights of indigenous peoples are a material topic for us. This is why we work in strict compliance with the Nagoya Protocol of the United Nations, which regulates the use of genetic resources by international companies and prescribes benefit-sharing for local communities.

For this purpose, a Nagoya committee, which is comprised of experts from divisional and corporate functions, was established in 2017. Both the existing product portfolio and new research projects are subject to the strict provisions of the Nagoya Protocol.

411-1 ✓**Incidents of violations involving rights of indigenous peoples**

No cases were recorded during the reporting period.

HUMAN RIGHTS ASSESSMENT**103-1, 103-2, 103-3 ✓****Management Approach**

The guiding principles of the United Nations for the economy and human rights explicitly emphasize business responsibility. After all, the activities of companies can have unintended negative effects on human rights. This applies above all to globally operating corporations with complex supply chains. Particularly threatened by human rights violations in supply chains are those population groups who are already marginalized in their respective countries and therefore are exposed to higher risk, such as children, women and religious or ethnic minorities. At the same time, a precarious human rights situation also weakens companies since their success depends on a stable and predictable environment. Within the framework of SDG 8, humane working conditions are emphasized as the prerequisite for sustainable and inclusive economic growth.

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Since 2010, all Symrise production sites have been externally audited in three-year intervals based on the SEDEX / SMETA 4-Pillar standard. In addition, several customers had independent certification organizations audit selected Symrise locations according to their own standards for social aspects.

412-1 ✓**Operations that have been subject to human rights reviews or impact assessments**

More than 85% of our sites worldwide are evaluated on human rights criteria.

412-2 ✓**Employee training on human rights policies or procedures**

To ensure that all compliance requirements are consistently met, the need for training is regularly determined, and appropriate training courses are implemented. In addition to training courses where employees are present on site, internet-based training is also offered. This allows us to reach more employees in a shorter period. It also gives employees greater flexibility in terms of where and when they complete their training. Final tests ensure that the course material has been understood.

In addition to the requirements of their position, new Symrise employees are given comprehensive training when they join the company on the fundamental principles of our Code of Conduct. Our employees were regularly trained on workplace safety, health, environment, hygiene and compliance issues in 2017. These courses follow predefined schedules that last between one and three years.

412-3 ✓**Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening**

All investment agreements and contracts include clauses on human rights. We make it very clear in our investment agreements and contracts that safety and administrative guidelines as well as rules regarding hygiene are to be complied with. Furthermore, we also refer to the guidelines for minimum wage, which also apply to subcontractors. Naturally, our Code of Conduct, which lays out our principles for compliance with human rights, also applies to all transactions with business partners, including service providers and our raw material suppliers.

LOCAL COMMUNITIES**103-1, 103-2, 103-3 ✓****Management Approach**

Given the nature of the industry, the topic of facility safety at Symrise is of vital importance, especially in the local communities where our sites are located. Because local situations and needs vary, the specific measures to be implemented at the individual sites are guided by on-site systems and working groups. Our subsidiary TESIUM bundles our competence concerning the safety of our systems, thereby ensuring the protection of staff, environment and host communities in Germany. All our worldwide sites follow obligatory Corporate Guidelines, which have been coordinated with the Executive Board, that contain an approach to the safety of systems and ensure the protection of employees and the environment. Alongside conventional safety-related issues, TESIUM also considers environmental and energy aspects across the entire life cycle of the systems. An important tool for this is Total Productive Maintenance (TPM). It forms a basis for cross-hierarchy and -divisional teams of Symrise employees to develop new solutions and proposals.

413-1 ✓**Operations with local community engagement, impact assessments, and development programs**

We strive to dialogue with the communities and inhabitants at our company locations, to be a good neighbor and to make an effort to avoid the negative impacts surrounding our business activities, while at the same time generating societal added value. For example, at our company location in Holzminden, we let our neighbors know about topics of local interest and our social commitment by regularly publishing and distributing a local newsletter. Over the past ten years, we have been committed to improving education and health care in Madagascar. We have established production facilities there that meet strict environmental standards. Our local business activity contributes to the livelihood of more than 30,000 people.

We established a site in the Amazon region that researches new, sustainable raw materials for perfumes and cosmetics in close cooperation with Brazil's top cosmetics manufacturer Natura. At the same time, many families in the region are benefiting from our commitments there. In partnership with the German Society for International Cooperation, the goal is to restore the natural vegetation along the Trans-Amazonian Highway and in the Northeastern Pará and Ponta do Albuna regions through changed cultivation of the land and reforestation measures. The farmers and cooperatives will learn how to cultivate the land more effectively with the help of the latest technology. This will increase their yields and allow them to stabilize their livelihoods through a higher income.

In accordance with the Precautionary Principle, we endeavor to manage the local impact of our business activities as a rule on a proactive basis. Our Integrated Management System is based on the international standards in the areas of quality management (ISO 9001), the environment (ISO 14001), occupational health and safety (OHSAS 18001), sustainability (ISO 26000), energy (ISO 50001), social accountability (SA 8000), the generally accepted audit standards of the Global Food Safety Initiative (GFSI) and other recognized local standards that promote a continuous improvement in performance.

Our subsidiary TESIUM ensures that the facilities comply with our safety requirements. This includes the preparation of systematic safety reviews, contingency plans, safety reports, alarm and risk-prevention plans, and public information. Health & safety committees can be found at all our sites where we have production facilities. The committees meet regularly and share ideas about safety measures and preventing workplace accidents (see [403-1](#)). All our worldwide sites follow obligatory Corporate Guidelines, which have been coordinated with the Executive Board, that contain an approach to the safety of systems and ensure the protection of employees and the environment.

413-2 ✓

Operations with significant actual and potential negative impacts on local communities

We know of no business activities that have any substantially negative impacts on the local community. On the contrary – within the framework of our sustainability agenda, we pursue the goal of improving living conditions on site and contributing to the enhancement of local communities. By doing so, we actively support the achievement of the sustainable development goals of the United Nations.

SUPPLIER SOCIAL ASSESSMENT

103-1, 103-2, 103-3 ✓

Management Approach

For our portfolio of approximately 30,000 products, we use some 10,000 different natural and synthetic raw materials sourced from over 100 countries. As a result, we face an array of challenges ranging from negative environmental effects from the sourcing of raw materials to protecting social standards in countries that experience, to some degree, problematic sociopolitical conditions. The reasons for this are not least because of inadequate transparency, the high level of complexity of material flows and the different objectives of the parties involved along the value chain. As a result of measures for responsible sourcing, we can contribute to the achievement of sustainable production patterns (SDG 12) as well as to the preservation of ecosystems (SDG 15).

We are constantly adapting the organizational structure of our purchasing department to the changing conditions on the market. We organize procurement in our Scent & Care and Flavor and Nutrition segments in a decentralized manner in order to manage purchasing processes in a more targeted manner and to continually optimize the supply chain.

Our long-term goal is to source all our raw materials in a sustainable manner. In 2016, we developed a new Symrise sourcing policy that applies across the Group. By providing a comprehensive description of our goals, aspirations and tools, it serves primarily as a reference document for suppliers, customers and employees. We have also established specific policies for various raw materials that are exposed to high risks, such as in the case of palm oil.

We cannot solve many of the challenges in the supply chain on our own. Therefore, we increasingly rely on cooperative arrangements within the industry and precompetitive approaches in which we can work together with other actors on long-term sustainable solutions. These include our memberships in the Roundtable on Sustainable Palm Oil or the Sustainable Spices Initiative.

We can best pursue and maintain our goal of sustainable sourcing if we can exert direct influence on the upstream stages of our value chain. Therefore, we pursue the goal of strategic backward integration for our key raw materials. As we demonstrated in the case of vanilla production in Madagascar, we can create immediate value for all participants: We are working in a very targeted manner on the improvement and implementation of environmental and social standards through various joint projects, thus ensuring the consistent high quality of raw materials for our customers. With this integrative approach, we support local socioeconomic structures and can directly monitor compliance with our principles. For the backward integration of our supply chain, we have established corporate guidelines on due diligence and defined corresponding processes that also consider environmental and social risks.

414-1 ✓**New suppliers that were screened using social criteria**

With the help of a systematic management approach, we ensure that suppliers meet our standards: As part of this, all new suppliers must provide information on quality, product safety and environmental aspects as well as on their sustainability programs, on their assumption of social responsibility within their supply chains and their compliance with ethical standards. We require the safeguarding of general human rights, an undertaking not to make use of child labor or forced labor of any form and compliance with statutory health and work safety requirements. Furthermore, we expect our suppliers to allow their employees the right to freedom of assembly and collective bargaining, to observe at least the statutory provisions on working times and pay, and to make a clear commitment against discrimination and abuse. These standards constitute part of our Group-wide risk management system. As part of this, we carry out systematic risk and performance assessments of all suppliers on the basis of economic, ecological and social aspects.

We carry out audits for suppliers that pose an especially notable risk, that have crucial raw materials or that have had problems flagged in the assessment. These audits cover human rights aspects among other topics. If suppliers don't meet our defined standards, we jointly develop and implement improvement measures. If these standards are still not upheld after such attempts, the business relationship is terminated as a last resort. Cases in which a supplier relationship was terminated due to a breach of relevant criteria did not occur in 2017. All new suppliers were assessed on human rights.

414-2 ✓**Negative social impacts in the supply chain and actions taken**

The international platform of the Supplier Ethical Data Exchange (SEDEX) is a valuable tool with which we can more easily assess suppliers and deliver our own data to customers. Since 2006, we have been publishing information on working conditions and employee rights, health and safety as well as on environmental and ethical business practices via this platform. Every Symrise production site has been registered with SEDEX. Since 2012, we have requested that our most important suppliers register with SEDEX and disclose their data there. In total, 80% of our main suppliers – based on procurement volume – have been rated according to sustainability criteria (SEDEX / SMETA 4-Pillar). Based on a risk assessment tool (maplecroft), suppliers are classified into high, medium or low risk categories.

We carry out audits for suppliers that pose an especially notable risk, that have crucial raw materials or that have had problems flagged in the assessment. The focus here is on environmental issues in addition to product safety, quality management, work safety, health and social responsibility. If suppliers don't meet our defined standards, we jointly develop and implement improvement measures. If these standards are still not upheld after such attempts, the business relationship is terminated as a last resort. All new suppliers fill out a supplier survey that contains a section with questions on labor practices. They must also sign an agreement that they will strictly comply with our CSR guidelines. Existing suppliers are also evaluated on their labor practices using the systematic risk assessment procedure. No critical labor practices (actual or potential) were seen with any suppliers.

All new suppliers were assessed on human rights in 2017. We did not identify any suppliers with a material, actual or potential negative human rights impact.

We source animal raw materials and byproducts exclusively from suppliers that comply with European laws and local regulations regarding animal welfare. Symrise does not slaughter nor transport any animals. In the Flavor & Fragrance industry, raw materials of animal origin are generally only used in very limited quantities. By contrast, poultry, pork, beef and fish are an essential component of the products made by Diana for pet food. In most cases, only byproducts (mainly from the food industry) are used. Using byproducts from local sources ensures the utmost raw-material efficiency and that food waste is substantially reduced. Furthermore, we founded the U.S. Roundtable for Sustainable Beef together with other companies in 2015. The goal is to continually improve the value chain for beef. In addition, we joined the Sustainable Agriculture Initiative (SAI) in 2016, which seeks to promote sustainable practices in agriculture.

CUSTOMER HEALTH AND SAFETY**103-1, 103-2, 103-3 ✓****Management Approach**

Every one of the 30,000 various Symrise products is subject to strict sustainability requirements. We develop individual sustainability concepts for every strategic product group – a unique approach in our industry. We concentrate our research and development activities particularly on the creation of products that contribute to satisfying human needs. Here an important focus is on green chemistry, natural raw materials and resource-efficient production processes along with innovative technologies.

Good manufacturing practice forms the general foundation for responsibly handling products and production processes. These guidelines serve to ensure quality in production processes and production environments and apply to the manufacturing of medicines and active ingredients as well as to the manufacturing of cosmetics, food and animal feed products. They are defined by the laws governing pharmaceuticals, cosmetics and foods.

Many requirements apply across product groups, such as quality requirements, clear product labeling and hygiene requirements. Moreover, legislators have passed corresponding regulations that define requirements specifically for individual product groups. Here, Symrise particularly differentiates between the product groups flavors, pharmaceutical agents and pharmaceutical additives as well as cosmetic active ingredients and raw materials.

416-1 ✓**Assessment of the health and safety impacts of product and service categories**

We guarantee the safety of our products throughout their entire life cycle. To do this, we integrate all relevant steps into our product safety policy, from supplier orders to customer delivery. Symrise ensures compliance with legislation, requirements laid down by associations and internal standards and continuously monitors this compliance. At Symrise, Regulatory Affairs is responsible for ensuring that Symrise products are in compliance with the relevant legislation. Over 95 % of our products are subject to strict regulatory assessments in accordance with food, pharma, cosmetic or the REACH Legislation so that we can exclude negative impacts on health und safety.

Our customers are informed about technical characteristics and how to safely handle our products via corresponding data sheets, product specifications and additional, individually tailored informational materials.

416-2 ✓**Incidents of non-compliance concerning the health and safety impacts of products and services**

There were no breaches of safety or health regulations in relation to our products at Symrise in 2017.

The intensive cooperation between the regulatory departments, the purchasing departments and sales ensures that no violations or complaints arise in connection with health impacts. Legislative changes are promptly implemented through the intensive cooperation of these areas and using a proactive approach, supported by robust product and consumer-protection processes. This approach has been very favorably received by customers.

All customer complaints regarding quality and service are carefully reviewed. If necessary, measures are taken and their execution is carefully monitored. In a monthly report, the responsible individuals are informed about the development of complaints and their processing.

FP5 ✓**Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards**

More than 90 % of our production sites are at least certified according to ISO 9001 or ISO 22000. In addition, 100 % of our sites that produce food are certified using standards recognized by the Global Food Safety Initiative.

FP6 ✓**Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fat, sodium and added sugars**

The focus of our research and development strategy is our enhanced commitment to “consumer well-being” which, for example, includes issues such as skin protection and healthier nutrition. So our ongoing aim is to continuously increase the share of these products in our sales volume. We work closely with our key customers to increase the contribution that end products make to promoting health.

Omissions:

For reasons of confidentiality, we do not publish figures on sales volumes or shares.

FP7 ✓**Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives**

See FP6

MARKETING AND LABELING**103-1, 103-2, 103-3 ✓****Management Approach**

Ensuring the highest level of product safety is a material topic both for Symrise and our stakeholders. Our product safety policy and good manufacturing practice form the global basis for responsible behavior with products and manufacturing processes. These guidelines steer quality control for both production processes and the production environment and apply to the manufacture of pharmaceuticals and active ingredients as well as for cosmetics, food and animal feed products. They are defined by the laws governing pharmaceuticals, cosmetics and foods. Many requirements apply across product groups, such as quality requirements, clear product labeling and hygiene requirements. Independent audits and recognized certifications provide us with support as we strive to reach the highest standards and provide transparent evidence for our achievements. The Quality & Regulatory division organizes product safety at Symrise. Its reporting channel to the CEO is via Global Operations.

417-1 ✓**Requirements for product and service information and labeling**

The labeling of our products is based on the requirements of the EU Regulation No. 1272 / 2008 on the classification, labeling and packaging of substances and mixtures (GHS Regulation). The labeling of all raw material inputs is systematically checked for compliance with Article 5 of the GHS Regulation. If necessary, additional clarifications are made directly with the supplier or in-house analyses, for example regarding the composition of raw materials, are conducted or their physical and chemical properties are determined analytically. Along with disclosures from the material safety data sheets provided by the raw material suppliers, due diligence regarding the labeling of raw materials is based primarily on Appendix VI of the GHS Regulation, published information from the REACH Regulation, information pursuant to Article 42 of the CLP Regulation and the label manual of the International Fragrance Association and the International Organization of the Flavor Industry.

The determination of labeling of product mixtures is based on the label disclosures of the raw materials and the quantified product-specific physical and chemical properties. The determination of labeling in turn is in accordance with the principles of the GHS Regulation pursuant to Article 6, particularly the provisions defined under Appendix I.

The preparation of safety data sheets and expanded safety data sheets reflects the classification and labeling of raw materials and products. The process of preparing the documents is in accordance with the principles of the REACH Regulations (No. 1907 / 2006), particularly the principles and provisions from Appendix II of the REACH Regulation.

417-2 ✓**Incidents of non-compliance concerning product and service information and labeling**

No violations were recorded during the reporting period.

SOCIOECONOMIC COMPLIANCE**103-1, 103-2, 103-3 ✓****Management Approach**

As part of the materiality analysis we conducted during the period under review, we were again able to determine very high internal and external significance for the topic of compliance. Our binding principles are laid out in our Code of Conduct, which guides the actions of all employees. The principles apply for all countries regardless of possible conflicting cultural customs. It not only regulates behavior toward key Symrise partners, but it also ensures transparent and reliable processes. The Code also references ethical and legal challenges that can arise in the workplace, as part of business relationships or when handling information. In the interest of all employees and the company, we react swiftly to violations against the Code and rectify their causes. In the event that our ethical and legal standards are breached, the Group Compliance office has installed an Integrity Hotline that can be used by all Symrise employees worldwide to report anonymously and in their native language any breaches of legal regulations or internal company guidelines. Misconduct is consistently prosecuted in accordance with the applicable national laws.

419-1 ✓**Non-compliance with laws and regulations in the social and economic area**

In 2017, three cases were reported via the Integrity Hotline worldwide. A further four cases of irregularities were reported directly to the Group Compliance office. In all cases, investigations were initiated and corrective measures were applied on a case-by-case basis pursuant to the applicable legal system and Group-internal regulations. In one case, labor law sanctions were imposed. No material damage to third parties or to our company resulted from these cases.

ANIMAL WELFARE**103-1, 103-2, 103-3 ✓****Management Approach**

Animals serve people in various ways, for example, as livestock in meat, milk and egg production, or as test animals in scientific experiments. Improper care can lead to illnesses, pain, stress and behavioral disorders – and thereby to unnecessary suffering. In the Diana division, poultry, pork, beef and fish are essential components of pet food products. At the same time, Diana keeps its own cats and dogs for testing pet food. Irresponsible treatment could damage Symrise's reputation among stakeholders. The sustainable coexistence of man and animal is also part of SDG 2 and 14.

The Nutrition division manages and is responsible for the topic of animal welfare at Symrise for the most part. It reports on it to the Executive Board via the Sustainability Board several times per year. We are currently working on an animal welfare policy that would govern the treatment of animals and the sourcing of animal raw materials.

We obtain animal raw materials and byproducts exclusively from suppliers that comply at a minimum with European laws or local regulations regarding animal welfare. Here usually only byproducts of the food industry are used, thereby ensuring the utmost raw-material efficiency and reduction of food waste. Furthermore, we founded the U.S. Roundtable for Sustainable Beef together with other companies in 2015. The goal is to continually improve the value chain for beef.

The dogs and cats that are kept by the Symrise subsidiary Diana are primarily used to conduct taste tests. Many employees hold the "Certificat de capacité," a professional certification that is issued by the French authorities and qualifies them for the responsible treatment of animals. During selection, breeds are preferred that are not susceptible to health or behavioral problems. Dogs and cats have permanent access to a small outdoor enclosure and fresh water and are fed regularly. In case of lengthy animal transportation, a special truck is used that is equipped with temperature monitoring and ventilation. In addition, veterinarians take care of the animals and, if necessary, provide them with medication. After several years, the dogs and cats are put up for adoption.

FP9 ✓**Percentage and total of animals raised and / or processed, by species and breed type**

Symrise is not involved in animal husbandry, nor do we slaughter any animals ourselves (regarding the supply chain, see [414-2](#)). The dogs and cats that are kept by the Symrise subsidiary Diana are primarily used to conduct taste tests, while fish and shrimp in the Diana Aqua segment are used for product tests.

Every year, breeders and owners select dogs and cats for this purpose according to set criteria. Our goal is to provide a representative cross-section of breed diversity on the various continents. Wherever possible, the animals do not belong to certain breeds that are known for their tendency to develop health or behavioral problems. Our dogs and cats are acquired after a weaning period and are identified by tattoos and microchips. All animals remain in quarantine before they are used. We do not carry out any breeding on our own.

Our Diana Aqua subsidiary conducts product tests of fish and shrimp primarily in order to investigate growth behavior. In the process, strict guidelines regarding test procedures and test personnel are followed that comply at a minimum with local regulations. The shrimp and fish used for this have an annual live weight of about 250 kg.

FP10 ✓**Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic**

As a company, we are not involved in animal husbandry, nor do we slaughter any animals ourselves (regarding the supply chain, see [414-2](#)). The dogs and cats that are kept by the Symrise subsidiary Diana are primarily used to conduct taste tests, while fish and shrimp in the Diana Aqua segment are used for product tests.

Our dogs and cats receive only treatment for care; no invasive measures are taken. In order to manage our animal population, dogs and cats are castrated or sterilized. The operation is carried out by a veterinarian in accordance with generally accepted practical recommendations regarding anesthesia and analgesic protocols. If one of the animals must undergo a surgical procedure, a painful examination or medical treatment, the attending veterinarian supplies the appropriate narcotic and analgesic treatment. Fish that are used at Diana Aqua for product testing are euthanized with anesthetics following the test procedure according to ethical guidelines.

FP11 ✓**Percentage and total of animals raised and / or processed, by species and breed type, per housing type**

As a company, we are not involved in animal husbandry, nor do we slaughter any animals ourselves (regarding the supply chain, see [414-2](#)). The dogs and cats that are kept by the Symrise subsidiary Diana are primarily used to conduct taste tests, while fish and shrimp in the Diana Aqua segment are used for product tests.

Our cats are kept in groups of 10 to 20 cats per room, while dogs are kept in pairs in kennels. Dogs and cats have permanent access to a small outdoor area and fresh water. Dogs spend several hours outdoors in a park every day. They are cared for in groups of 4 to 8 according to size and individual disposition. Dogs and cats are fed once or twice per day. The frequency of feeding coincides with their private treatment by owners.

In each of our facilities, we do not only comply with the minimal prescribed treatment regulations, but try to provide larger premises than necessary since the well-being of animals is crucial to the success of our taste tests.

For example, the smallest room for 10 individual cats is 28 m² (15 m² for the indoor area and 13 m² for the outdoor area). For dogs, the accommodation depends on the size of the respective animal. We calculate more than 9 m² for small dogs and 12 m² for larger breeds. We design the environment for cats in three dimensions in order to enlarge the available space. Portions of the outdoor areas are also roofed.

We do not breed the fish and shrimp that are used for product testing by the Diana Aqua segment ourselves, but obtain them from commercial breeders. The fish and shrimp are held in facilities in which we ensure optimal conditions in terms of water quality, nutritional needs and low animal density.

FP12 ✓

Policies and practices on antibiotic, anti-inflammatory, hormone, and /or growth promotion treatments, by species and breed type

As a company, we are not involved in animal husbandry, nor do we slaughter any animals ourselves (regarding the supply chain, see [414-2](#)). The dogs and cats that are kept by the Symrise subsidiary Diana are primarily used to conduct taste tests, while fish and shrimp in the Diana Aqua segment are used for product tests.

If needed, our dogs and cats receive antibiotics and anti-inflammatory treatment. The animals are held only as subjects for pet food taste tests. After several years they are put up for adoption or sold.

Any treatments comply with the legal provisions of the attending veterinarian. They are always performed by animal caretakers and trained specialists. All treatments are documented in the respective individual files and the general register for each facility.

In the Diana Aqua segment, no use is made of antibiotics, anti-inflammatory agents or hormones. The goal of fish and shrimp tests is rather to demonstrate the advantages of our products. Achieving this goal would be impaired or invalidated by the use of such substances for the reduction of mortality rates or resistance to environmental influences in breeding.

FP13 ✓

Total number of incidents if significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals

No instances of non-compliance with laws and regulations were reported.

The transport of our dogs and cats used for taste testing occurs when they are brought to our facilities, during visits to the veterinary clinic or during any trips to beauty shows or competitions. During transport, the animals are shipped in a special transport cage. In case of longer trips, we ensure that the trip is interrupted regularly for free movement and the supply of fresh water. Many employees hold the "Certificat de capacité," a professional certification that has been issued by the French authorities and qualifies them for the responsible treatment of animals. In the US, the Animal Welfare Act governs regulations on transport to and from our sites there.