

Group Policy

# Human Rights

Owner: Chief Sustainability Officer

Effective date: February 21, 2024





## 1. Purpose

At dsm-firmenich, we positively contribute to creating a world where everyone has the opportunity to lead a fulfilling life, where communities thrive, and where the planet is sustained for future generations. As a signatory of the United Nations (UN) Global Compact, dsm-firmenich promotes decent work throughout our operations and in our global supply chains. We align our business objectives with the UN Sustainable Development Goals (SDGs) and uphold human rights standards throughout our operations and value chains. Our human rights policy outlines our commitment and approach internally, as well as our expectations from our suppliers and business partners in the value chain.

## 2. Scope

Our Code of Business Ethics (CoBE) makes clear that respecting human rights, protecting nature, and supporting the safety of the communities where we operate are all key priorities, throughout our operations and value chains.

This policy is based on (international) human rights standards which include the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work. We follow the UN Guiding Principles for Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as we implement our commitments. This policy applies to everyone working for and with dsm-firmenich and its subsidiaries worldwide (either full owned or with a majority ownership or control). In companies/joint ventures where we do not have a control position, we will encourage to apply a similar standard. The policy also applies to all our business partners to whom our Supplier Code is applicable and sets an expectation to uphold the principles herein and adopt similar policies within their own businesses.

## 3. Policy statement

### **(Inter)national human rights**

Our employees and suppliers and business partners are expected to abide by all (inter)national laws on human rights in the countries where they operate. Where national law and international human rights standards differ, we seek ways to honour the highest standards in human rights.

### **Responsibilities**

It is the responsibility of each employee, supplier and business partner, to adhere to our human rights policy and promote a culture where rights are understood and respected. While working together, we believe that collaboration is essential for promoting human rights implementation and amplifying positive impact, together.



## 4. Organization

### Continuous process

We build awareness of human rights through (mandatory) training and engagement. Throughout our operations, we will continuously assess the compliance through our internal control framework, as well as internal and external audits. We cascade our approach & requirements to our supply chain to drive awareness and uphold international standards on human rights, through our Supplier Code and support systems to onboard our suppliers. This is a continuous process, and we are eager to continuously evolve our efforts to further advance our responsible business practices.

### Governance and responsibilities

Group Sustainability is responsible for defining our strategy and framework for managing human rights. Our Chief Sustainability Officer provides periodic updates and reports to our Executive Committee and to our Board of Directors, who has the ultimate authority of our sustainability strategy. We align our strategy and framework in our business units and operations. Group Sustainability closely collaborates within Procurement for application in the value chain as part of due diligence processes. Human Resources is closely involved on topics related to core labor conditions such as living wage, working time and diversity, equity & inclusion. We will report on the progress on our human rights roadmap including our salient issues through our website and our Integrated Annual Report.

## 5. Policy requirements

### Systematic risk analysis and ongoing due diligence approach

dsm-firmenich structurally identifies (salient) human rights risks for our own operations and our value chain by looking at severity (scale, scope, irremediability) and likelihood, following the framework set by the UNGPs.

We have a responsibility to prevent, mitigate, and address adverse impacts. We adopt a due diligence approach, aligned with (inter)national legislative requirements, that includes the following steps:

- Identify impacts, including emerging risks;
- Address our findings and take actions (prevent, mitigate and remediate);
- Track the effectiveness of our actions and disclose the progress made;
- Communicate regularly to our stakeholders on how we address impacts.

The due diligence approach is embedded in our own operations and supply chain. We believe it is critical to stimulate transformation and positive change through field-based collaborations at source. dsm-firmenich conducts its own due diligence process and assesses its own supply chain risks. We use third party-data, alert systems or suppliers' performance data through



platforms, but also through direct data collection from supplier-led self-assessments to on-site assessment. Third party-verification may be requested on a case-by-case basis.

### **Stakeholder engagement**

Human rights are not a topic we can address alone. We need to work with multiple internal and external stakeholders such as governments, NGOs, employees, suppliers, customers, experts and communities. Together, we can exchange knowledge, build leverage and address human rights that may be at risk. We believe human rights defenders play a critical role in drawing attention to issues that may otherwise remain uncovered and strive to cooperate with our stakeholders to safeguard human rights defenders' freedom to let their voices be heard.

### **Grievance mechanism**

SpeakUp is our reporting line for all employees and all external stakeholders for raising concerns about any suspected violation of our CoBE, including our policies, or applicable laws and regulations. Please visit our website to learn more about our [Speak Up framework](#).

## **6. Contact**

Questions and feedback regarding this policy can be submitted to our Chief Sustainability Officer.

## **7. Policy management**

Version	Date of issue	Effective date	Purpose of change
1	February 21, 2024	February 21, 2024	New Policy release

## **8. References**

This policy should be read in conjunction with the following documents:

- Code of Business Ethics & Supplier Code
- Modern Slavery Position Statement
- Conflict Minerals Position Statement

You can find our policies at [Our policies & standards](#) (dsm-firmenich.com).