

Position statement

August 2019, version 1.0

Position statement on global diversity

As part of the Givaudan Sustainability programme, in August 2019 our Executive Committee and Board of Directors stated:

Diversity drives innovation and creates closer connections with our employees, customers and partners. Givaudan embraces diversity and is committed to building an inclusive environment where everyone impacts our world.

At Givaudan, we embrace diversity throughout our organisation and are fully committed to creating a diverse and inclusive workforce. Respecting, and indeed celebrating, diversity adds value to the experience of working for and with Givaudan.

Each one of us has a responsibility to foster diversity in our work environment. We are proud of the fact that we have multiple nationalities working together in our centres across the world. Across Givaudan, we have teams of individuals from different countries working together, either physically or remotely, to deliver the optimal flavour and fragrance products for our customers.

We believe that much of our success in the numerous markets in which we operate is attributable to the importance Givaudan places on diversity and we strive to continuously identify ways in which we can further those goals. Moving forward, we have committed to act especially in two areas; firstly, to continue the effective practices we have in place to foster and encourage diversity in our teams and ways of working across the world; and secondly, to increase the representation of females in our senior leadership positions.

We have launched new initiatives to keep us on track and help us advance these important commitments. We look forward to sharing our progress.

Gilles Andrier

Chief Executive Officer

