



IFRA-IOFI Sustainability Charter 2.0

A Sense of Responsibility, a Commitment to Sustainability

Our contribution to more sustainable businesses and a more sustainable planet

A new imperative

A commitment to sustainable business practices makes good long-term economic sense and has a renewed sense of urgency with the global imperative for a green transition. The world around us has changed significantly with a global pandemic and other shifting dynamics including greater political instability. However, our purpose remains the same.

Whether it is by reducing the use of finite resources, careful management of renewable resources, responsible employment practices, promoting leading-edge safety standards, or nurturing of relationships with suppliers, customers, stakeholders and consumers, all aspects of a business value chain can benefit from a sustainable approach.

With a strong reference to the United Nations Sustainable Development Goals (SDGs), the flavor and fragrance industries continue to accelerate their sustainability initiative.

A framework for progress

Through this voluntary initiative, the flavor and fragrance industries encourage all members to strive for a more sustainable future by:

- Continuing to raise awareness and dialogue on sustainability within the sector
- Providing businesses with a toolbox, including education/training programs to help them continuously improve their performance
- Offering guidance and sharing best practices
- Introducing measures and reporting on progress at an industry level
- Continuing to build trust between the flavor and fragrance industries and stakeholders
- Identifying opportunities for collaboration to address shared challenges

IOFI and IFRA, as the global organizations representing the flavor and fragrance industries, provide the platform for companies to identify, assess and report on advances in the field of sustainability, setting a framework for progress that encompasses a life-cycle approach across the flavor and fragrance value chains – from sustainable sourcing, to environmental footprint, to well-being of employees, to product safety and partnerships.

A flexible, open and responsive approach

The flavor and fragrances industries are diverse, so there can be no one-size-fits-all approach. This initiative is intended to be open and inclusive.

In this spirit, companies are provided with a range of possibilities linked to their activities and adapt their reporting, including any validation and certification, based on their size and the scope of their activities.

The intention of this initiative is to encourage broad support and participation, driving continuous improvement in five focus areas as part of our commitment to sustainability.

The initiative also seeks engagement and dialogue – both within the flavor and fragrance value chains, and with external stakeholders. We are committed to listening to and seeking advice from other stakeholders, to understanding society's expectations, and to using the feedback we receive as part of a continual review of our approach.

Our Charter commitments to sustainability

As essential drivers of consumer choice, the flavor and fragrance industries are key enabling partners for meeting societal expectations towards more conscious and healthier behaviors, without compromising on taste and smell.

The flavor and fragrance industries aspire to:

- 1. Promote the responsible sourcing of all raw materials (renewable or fossil based), indirect materials and services throughout the value chain:**
 - 1.1. We support our suppliers and their local communities with fair and long-term partnerships.
 - 1.2. We promote respectful labor practices in line with fundamental human rights and international labor standards.
 - 1.3. We recognize the need to protect and restore biodiversity, and to promote the sustainable use of all ecosystems.
- 2. Contribute to climate change mitigation and continuously reduce the environmental footprint of our product portfolio:**
 - 2.1. We apply and share measures to reduce direct and indirect GHG emissions, and efficiently manage resources such as water and energy.
 - 2.2. We support the reduction of waste by the means of a better integration of circular economy principles.
 - 2.3. We foster the application of green chemistry principles.
- 3. Enhance a safe, attractive and rewarding workplace culture:**
 - 3.1. We value employees' health and well-being, and make workplace safety a priority.
 - 3.2. We provide a working environment with opportunities to upgrade skills through training and development while accelerating the implementation of sustainability initiatives.
 - 3.3. We offer equal opportunities and fair treatment of all employees, and promote diversity and inclusion.
- 4. Be at the leading edge of product safety and design:**
 - 4.1. We work with key partners along the value chain to design products that are safe for consumers and the environment.
 - 4.2. We submit our ingredients to a multi-step safety assessment and comply with rigorous risk management measures.
 - 4.3. We actively engage in dialogue with regulators, upstream suppliers and downstream customers for better regulation, while protecting intellectual property.
 - 4.4. We practice product stewardship by providing information and strengthening confidence in the safety of our materials.
 - 4.5. We collaborate on new approaches towards alternatives to animal testing.
- 5. Be a transparent and reliable partner to our stakeholders and society:**
 - 5.1. We do not accept anti-competitive behavior, corruption or bribery within our business, and our Members are themselves committed to complying with the IFRA-IOFI Antitrust Compliance Policy.
 - 5.2. We foster multi-stakeholder dialogue and collaboration beyond regulatory requirements to develop solutions and partnerships addressing shared environmental and societal challenges.
 - 5.3. We communicate our activities according to international reporting standards and the UN Sustainable Development Goals.