

IFRA-IOFI Sustainability Charter

A Sense of Responsibility, a Commitment to Sustainability

Our contribution to more sustainable businesses and a more sustainable planet

A new imperative

It is increasingly clear that a commitment to sustainable business practices also makes good long-term economic sense.

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

It is in this context, and with a strong reference to the United Nations Sustainable Development Goals (SDGs), that the flavor and fragrance industries launch this sustainability initiative.

A framework for progress

Through this voluntary initiative, the flavor and fragrance industries seek to encourage enhancements in the field of sustainability by offering advice, sharing best practice, and measuring improvement by:

- Raising awareness of sustainability within the sector
- Providing businesses with a toolbox to help them continuously improve their performance
- 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 the life-cycle – from sustainable sourcing, to environmental footprint, to well-being of employees, to product safety.

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 will assess the advice according to their activities and adapt their approach to 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 key areas as part of our commitment to sustainability.

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

Our commitment to sustainability

The flavour and fragrance industries aspire to:

1. Ensure responsible sourcing throughout the value chain

- 1.1 We foster the economic health of farmers and local communities with **fair and long-term partnerships**
- 1.2 We promote respectful **labour practices** in line with human rights and international labour standards
- 1.3 We aspire to protect, restore and promote **sustainable use of ecosystems**

2. Reduce our industries' environmental footprint and address climate change

- 2.1 We continuously seek to reduce the environmental footprint of our **product portfolio (natural and synthetic)**
- 2.2 We apply measures to efficiently manage resources such as water and energy, reduce GHG emissions, and support the integration of **circular economy** principles
- 2.3 We are inspired by **green chemistry principles**

3. Enhance the well-being of employees and ensure a rewarding labour environment

- 3.1 We make **employees' health and workplace safety** a priority
- 3.2 We aspire to ensure **equal opportunities** and fair treatment of all employees, and promote diversity and inclusion
- 3.3 We provide opportunities to upgrade professional skills through **training and development**

4. Be at the leading edge of product safety

- 4.1 We submit our ingredients to a multi-step **safety assessment** and comply with rigorous risk management measures
- 4.2 We work with our customers to **design** products that are safe for consumers and the environment
- 4.3 We **comply with the requirements of regulators and downstream customers** and often go beyond to ensure optimum safety
- 4.4 We practice product stewardship by providing **information** and strengthening confidence in the safety of our materials

5. Be transparent and a reliable partner for society

- 5.1 We provide regulatory bodies, industry partners and their downstream customers with **technical, scientific and communication support** while protecting intellectual property
- 5.2 We do not tolerate **anti-competitive behaviour, corruption and bribery practices** within our business and our Members themselves are committed to complying with the IFRA-IOFI Antitrust Compliance Policy
- 5.3 We communicate about our activities according to **international reporting standards and the UN Sustainable Development Goals**
- 5.4 We enhance **stakeholder dialogue and collaboration** along the value chain, including with other businesses, NGOs and governments, to address shared areas of interest