



Safety, Health & Environment Policy statement

At dsm-firmenich we recognize that our global business activities do not only bring opportunities, but also responsibilities. Our commitment to Safety, Health & Environment (SHE) is driven by our value to be a force for good. Caring about customers, communities, people, and the planet is the right thing to do.

This SHE policy is a commitment to our employees, partners, customers, and stakeholders to hold ourselves to, and never compromise on our SHE standards with the aim of realizing an accident-free work environment. We do not only ensure the sustained growth of dsm-firmenich but also contribute to make the world safer, healthier, and more sustainable.

SHE, including Product Stewardship, is part of our foundation for all our business activities and is anchored in our Code of Business Ethics. We are dedicated to their effective implementation across all levels of our organization, through our SHE management system, and strive for continuous improvement of our SHE performance.

The Executive Committee and Management are fully committed to this SHE Policy. They lead by example and expect all employees, contractors, and supply chain partners to embrace the same high standards, in accordance with the dsm-firmenich core SHE principles:

SHE Culture

We foster a SHE-culture grounded in care, involvement, trust, learning, transparency, and accountability. Our policies are only as effective as our daily practices, with each employee setting an example and taking responsibility for collective safety.

We foster a secure, open environment that supports SHE observations and incidents reporting. We value feedback and promote open dialogue, cultivating a culture of continuous learning especially from (potentially) severe incidents.

We emphasize the health and safety of the communities in which we operate, and actively work to reduce the environmental footprint of our products and operations.

Safety, Health & Well-being

We strive to create a safe and healthy work environment that supports the physical and mental well-being of all our employees through proactive measures and initiatives. We empower our employees to make sound decisions about their safety, health, and well-being.

Product Stewardship

Our product stewardship contributes to our business value proposition in a world that is increasingly interested in nutrition, health & beauty.

We strive to apply high standards in producing essential and desirable products that are safe¹ and healthy for people, animals, and the planet. We support our customers to do the same. In our operations we currently use substances of which some are known as 'substances of concern'². We carefully manage the impact of all the substances we use and produce following a risk-based approach, using alternatives whenever feasible, and always when required. Every product must be safe in its production, application, until end of life.

Environment

In full alignment with our sustainability approach, we are committed to preserving our planet for present and future generations. We recognize the importance of operating within planetary boundaries and fulfilling compliance with relevant environmental legislation.

We are dedicated to environmental restoration and protection, and reducing the environmental footprint of our activities, products and services through efficient use of resources and minimizing emissions and waste.

We develop multi-year programs that focus on our major environmental topics, sustainable resource management, and the continuous improvement of our operational systems and standards.

¹ 'Safe' means that in all we do, we follow high standards and regulatory requirements so that our products are not likely to harm the health of people, animals, or the environment under the conditions of use and disposal.

² 'Substances of concern' is used as general wording to indicate the substances that either fulfil certain regulatory criteria (e.g., carcinogenic – category 1B) or are listed by recognized organizations, for their (potential) serious health or environmental risk.