dsm-firmenich

October 1, 2025

dsm-firmenich Supplier Code

At dsm-firmenich we commit to be a trustworthy partner to our business stakeholders and to strive to always operate to the highest standards. As such, we only want to engage with others who commit to operate to the same standards, with the objective of achieving an ethical, traceable, and sustainable value chain. These standards are captured in the Principles set forth in this Supplier Code and in the dsm-firmenich Code of Business Ethics.

All third parties who do business with or on behalf of dsm-firmenich – including suppliers, vendors, contractors and sub-contractors, consultants, distributors, agents and other providers of goods and services (hereinafter referred to as "Suppliers") – are expected to follow the dsm-firmenich Supplier Code and all relevant laws and regulations. We do not ask from you, as a Supplier, more than what we are willing to do ourselves.

dsm-firmenich reserves the right to confirm the adherence to these Principles via on-site or desktop audits. If on-site audits are required, you will be given sufficient prior notice and the audit will not unnecessarily disrupt your operations. The breach of this Code could lead to a discontinuation of dsm-firmenich collaboration and to possible legal sanctions and proceedings.

Finally, please note that anyone who sees, hears or experiences a violation of the dsm-firmenich Code of Business Ethics, this Supplier Code, our policies and procedures or the law is encouraged to speak up and report their concerns in good faith using our existing reporting processes, available at **dsm-firmenich.com**. We do not tolerate retaliation against anyone who, in good faith, seeks advice, raises a concern of misconduct, or cooperates in an investigation.

Supplier's Commitment:

By signing below, you hereby:

- acknowledge having received and read this Code and agree to abide by it.
- agree to extend the Principles and requirements of this Code to your own suppliers.
- agree to immediately inform dsm-firmenich of any breach of this Code, so appropriate steps can be taken.
- agree to implement corrective actions which may be reasonably requested by us.
- agree to disclose any conflict of interest in your business dealings with us that you are or become aware of, so dsm-firmenich can take the proper action.

Date:
Name of an authorized signatory:

Company:
Signature:

dsm-firmenich Principles:

People

1. Human rights

Human rights, nature, and the communities in which Suppliers operate are protected.

- Forced labor, child labor, modern slavery, and excessive working hours

Any form of child labor, forced labor, or modern slavery is prohibited. Decent work in global supply chains is promoted.

- Fair remuneration and living wage

Employees and their families are taken care of by securing a decent standard of living and by paying a living wage.

A living wage is the wage required to purchase the goods and services needed to meet a minimum acceptable living standard for workers and their families. This includes proper access to health, food and nutrition, housing, and education.

- Land rights

The rights and titles to property and land are respected through relationships with other businesses and the communities where present.

This applies to individuals, indigenous people, and communities across all the Suppliers' operations worldwide.

2. Diversity, equity, and inclusion

- Preventing discrimination, harassment, and bullying

Employees' dignity and diversity are respected and they are treated equally, regardless of gender, gender identity, gender expression, age, race, ethnicity, religion, sexual orientation, experience, socio-economic status, abilities, whether or not they're married, and any other protected categories. Therefore, Suppliers every day live and uphold respectful behaviors.

- Open dialogue and trust

An open environment exists where employees are closely involved in developing and achieving business objectives. Employee feedback is encouraged and channels are provided where people can share their thoughts and raise concerns relating to (suspicion of) a breach of internal policies, regulations, or the law. The right of employees to freedom of association and their right to form labor unions is respected. Employees who raise concerns are protected from retaliation.

3. Safety, health, and security

An accident-free work environment is achieved by maintaining the highest standards in:

- Safety
- Security
- Physical health and well-being
- Mental health and well-being.

Maintaining strong community connections on Safety, Health, and Environment (SHE) topics wherever present.

Business

4. Fair business

- Business integrity

Business is done honestly, transparently, and ethically and in compliance with all applicable laws and regulations.

- Antitrust/Competition laws

There is no unfair advantage of business partners or competitors (independently of their nature and location).

Honest, transparent, fair and ethical behavior is expected.

In particular, the following are never allowed:

- Abuse of confidential or proprietary information
- Misrepresentation
- Abuse of power
- Any other unfair dealing.

- Contractual obligations

Commitments are honored and contractual obligations are met.

No arrangement or transactions that might be connected to illegal practices is permitted.

5. Protection of company information and assets

- Intellectual property and company information

Property, tangible or not, and intellectual property rights of third parties are respected at all times.

- Privacy and confidentiality

Personal data of employees and third parties is protected.

Confidential information is never disclosed unless there is an authorization to do so.

- Cybersecurity

Suppliers are required to exhibit a strong commitment to implementing and maintaining cybersecurity measures, ensuring the protection of all data, networks, and systems associated with our collaboration, thus fostering a secure and resilient business environment.

6. Preventing bribery and corruption

Bribery and corruption are illegal and unethical. They have a negative impact on the individual, the business, and wider society.

The direct or indirect solicitation, acceptance, or payment of bribes, is strictly prohibited, as well as requesting, accepting, or paying any other improper payments (such as kickbacks or facilitation payments) to or from suppliers, customers, or public officials, including individuals in an important public position or people closely connected to them.

Suppliers have to comply with dsm-firmenich Group Policy Anti-Bribery and Corruption, available here.

- Gifts and entertainment

No gift or favor should be offered, given, or accepted to improperly obtain or retain business, secure an unfair advantage, or otherwise affect the neutrality of decisions. Activities that may create the impression of misconduct, regardless of their intent, are forbidden.

7. Products and services quality

Suppliers design, manufacture and supply only high-quality products and ingredients that meet the highest standards of product safety and quality.

In any case, when supplying products, ingredients or rendering services, Suppliers will have to meet the agreed specifications for every particular transaction. Suppliers must comply with the applicable requirements define in the dsm-firmenich Supplier Expectations Manual (SEM) available here.

8. Business continuity

Suppliers are required to, at least:

- Have appropriate licenses and permits to operate their business
- Have liability insurance, where applicable
- Be fully compliant with customs and trade regulations
- Have in place a business continuity plan to ensure continuity of manufacturing and supplying products to dsm-firmenich following any disruptive event.

9. Product stewardship

Clear information about the safety aspects of products and production processes is provided, as well on potential environmental and other impacts.

10. Responsible sourcing

Sourcing is done responsibly and transparently. Suppliers have to comply with dsm-firmenich Responsible Sourcing Standard, available here.

11. Embargoes and trade controls

All relevant trade laws and regulations are strictly followed.

No prohibited transaction is materialized.

Planet

12. Nature and biodiversity

Suppliers have to promote regenerative agriculture, restoration activities, and animal welfare.

13. Low-carbon transition

Science-based principles are used to improve production processes and supply chains. Suppliers shall aim to deliver innovations that reduce the environmental footprint of their products and services in our value chain.

14. Energy, materials, and waste

Energy and materials are used efficiently. That means always looking for ways to minimize environmental impact – through waste reduction initiatives, for example. If possible, circular economy solutions are used, helping to create a safe and clean environment and unlock more value from our planet's limited resources.

15. Water security

Water is used responsibly at production sites and in supply chains.

16. Deforestation

There is a commitment to transitioning to deforestation-free primary supply chains.

The Supplier Code is reviewed at least once annually and updated as needed; any new version is validated by the CPO.