


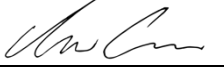


FRAGRANCE OILS

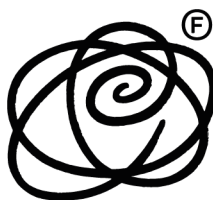
SCENTMAKERS SINCE 1967

COMPANY POLICY AND PROCEDURE

POLICY SCHEDULE	
Policy Title	Ethical Trading
Policy Owner	Head of Fragrance Oils Andy Crossman

VERSION NUMBER	IMPLEMENTED	REVIEWED	SIGNATURE
1	January 2017	-	
		July 2021	
2		May 2023	
2		December 2024	

(This policy document will be reviewed at least annually and is held on our company website).



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ETHICAL TRADING

POLICY STATEMENT

Fragrance Oils Limited Group of Companies ("Fragrance Oils") is part of the Givaudan Group and the Givaudan Responsible Sourcing Policy is the governing charter for ethical trading. Fragrance Oils believes that it is important for the Company to conduct business in an ethical, legal and socially responsible manner.

This policy outlines the principles and standards that we require all of our suppliers and other associated external resources to meet. We will purchase goods and services to the highest standards of ethical and environmental trade practices to protect workers across our supply chain. We want our customers to be confident that people are treated fairly, are not exploited and are not exposed to unsafe working conditions. The procedure that follows provides general guidance on ethics and refers to other policies of the Company where necessary.

FRAGRANCE OILS COMMITMENT TO ITS SUPPLIERS

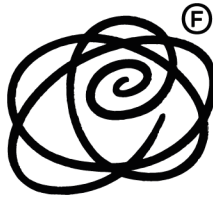
A reasonable supply chain is critical to the success of our business. Fragrance Oils seeks to develop long term relationships with suppliers who share our ethical standards. These relationships are based on the principle of fair, open and honest dealings at all times. Only suppliers that share our standards and can demonstrate compliance will be considered appropriate to trade with.

We will work with our suppliers to help them demonstrate compliance with this policy and to resolve ethical trading issues, however where Fragrance Oils sees that a supplier cannot or will not take necessary actions to demonstrate compliance, then we may take necessary steps to seek alternative supply, in accordance with our contractual rights.

The Company will openly share our values with our suppliers and treat them with trust and transparency. Suppliers will be chosen on the basis of factors such as price, quality, delivery, service and their ability to comply with our Ethical Trading policy. The Company's choice of suppliers will be made objectively. Honesty and openness will be paramount in the Company's dealings with its suppliers.

ETHICAL TRADING CODE

Suppliers shall at all times comply with this code and with the applicable national and international laws, regulations, codes and standards, both in the country in which the supplier works and in the country in which the product and/or services are sourced/provided. Suppliers shall ensure, as far as is reasonably practicable, that their suppliers, agent(s), subcontractors and consultants, who are directly or indirectly involved in the provision of goods and/or services to Fragrance Oils comply with the Code.



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Suppliers shall ensure:

- Compliance with all applicable Health and Safety Regulations.
- Compliance with all applicable environmental regulations aiming to reduce their impact on the environment.
- Compliance with all applicable laws relating to wages, working hours, overtime and benefits.
- No Child labour is used within their supply chain.
- Employment is freely chosen.
- Diversity and equality are respected, and all employees are treated with respect and dignity.
- Freedom of association and the right to collective bargaining are respected.
- Any payment or any improper form of inducement are never offered for the purpose of obtaining or retaining business.
- Confidential information, acquired during business transactions with Fragrance Oils, is never disclosed to any third party without prior consent.

We will continue to review and update this policy on a regular basis. The policy will be communicated to all relevant internal and external parties within the business. We expect our suppliers to engage with us in a journey of continuous improvement and to verify their ethical trading practices in line with this policy.