



International Flavors & Fragrances

California Transparency in Supply Chain Act Disclosure

IFF is committed to conducting its business in a sustainable and lawful manner which respects the human rights of workers. Our principals are set out in [IFF's Code of Business Conduct and Ethics](#), and in IFF's Supplier Code of Conduct which is provided to all suppliers on an annual basis. It is a fundamental IFF principal that all applicable laws and regulations are followed and workers are treated with respect. Further, providing a safe and healthy environment for workers is a primary concern for IFF -- one that must be shared by our suppliers. In order to meet these objectives, we have a series of programs to review our supplier's compliance.

IFF conducts on-site audits of suppliers throughout the world that review compliance with our policies. We annually conduct about 80-100 audits. During these audits, IFF's personnel are free to determine compliance with our policies and to evaluate the supplier's own compliance programs. Beginning in 2012, our audits will specifically include questions relating to labor practices and standards.

In addition, IFF's Global Procurement group continues to drive improvements in our supply chains through Sedex (Supplier Ethical Data Exchange). We are increasing the number of suppliers registered with Sedex and working with them on Self Assessment Questionnaires and associated third-party audits, which emphasize labor standards. We will require that our major suppliers complete assessment through Sedex by 2015.

Further, while conducting these audits, IFF will determine whether a supplier is ISO 9000 certified, which includes compliance with various quality standards and practices. This certification is requested, but not required for a supplier to do business with IFF.

At the present time, IFF does not employ third-party audits.

Suppliers that do not comply with IFF policies are terminated. Employees that fail to comply with IFF's

Codes of Conduct are subject to discipline up to and including termination of employment.

Joseph F. Leightner
Assistant General Counsel
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