

GRI Content Index

Our 2019 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: “Core” option. We apply the 2016 version of the GRI Standards, except for GRI 303 and GRI 403, which apply the 2018 version of the GRI Standards. The “2016” and “2018” labels in this GRI Content Index refer to the respective GRI Standards issue dates, not the date of information presented in the report.

GRI 102: GENERAL DISCLOSURES 2016		
DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	International Flavors & Fragrances Inc.
102-2	Activities, brands, products and services	What We Do, page 18 2019 Annual Report (Business, page 1) IFF website Taste webpage Touch webpage Scent webpage
102-3	Location of headquarters	IFF is headquartered at 521 West 57th Street, New York, New York, 10019, U.S.A.
102-4	Location of operations	2019 Annual Report (Properties, page 31) Locations webpage
102-5	Ownership and legal form	Our common stock is principally traded on the New York Stock Exchange and available on the Tel Aviv Stock Exchange, both under the ticker symbol “IFF.”
102-6	Markets served	2019 Annual Report (Business, page 1) Taste webpage Touch webpage Scent webpage
102-7	Scale of the organization	What We Do, page 18 2019 Annual Report (Business, page 1)
102-8	Information on employees and other workers	IFF Performance Data, page 100 2019 Annual Report (Our People, page 9)
102-9	Supply chain	Responsible Sourcing, page 49 Global Procurement webpage 2019 Annual Report (Supply Chain, page 6)
102-10	Significant changes to the organization and its supply chain	2019 Annual Report (Business, pages 1-2) We finalized the acquisition of Frutarom in late 2018. In late 2019, we announced the anticipated combination with DuPont’s Nutrition & Biosciences business.
102-11	Precautionary principle or approach	Risk Management, page 91 Sustainable Innovation, page 63 CDP Climate Change response CDP Water Security response CDP Forests response

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DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
102-12	External initiatives	External Initiatives, Memberships & Associations, page 22 U.N. Global Compact RE 100 CEO Water Mandate CEO Action for Diversity & Inclusion
102-13	Membership of associations	External Initiatives, Memberships & Associations, page 22 International Fragrance Association International Organization of the Flavor Industry Research Institute for Fragrance Materials
STRATEGY		
102-14	Statement from senior decision-maker	A Message from Our Chairman, page 5 2019 Annual Report (Year in Review, pages 1-4)
102-15	Key impacts, risks and opportunities	Vision 2021 webpage Sustainability webpage 2019 Annual Report (Risk Factors, pages 11-31) CDP Climate Change response CDP Water Security response
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	Who We Are, page 17 Our Purpose webpage Our Culture webpage Code of Business Conduct and Ethics
102-17	Mechanisms for advice and concerns about ethics	Ethics & Transparency, page 89 Code of Business Conduct and Ethics (Living the Code, pages 4-5) How to Report Concerns
GOVERNANCE		
102-18	Governance structure	Corporate Governance, page 87 Governance webpage 2019 Annual Report (Directors, Executive Officers and Corporate Governance, page 69)
102-19	Delegating authority	Corporate Governance, page 87
102-20	Executive-level responsibility for economic, environmental and social topics	Sustainability Governance, page 88 2020 Proxy Statement (Environmental, Social, and Governance Initiatives, page 15)
102-22	Composition of the highest governance body and its committees	Corporate Governance, page 87 Board of Directors webpage Committee Composition webpage
102-23	Chair of the highest governance body	2020 Proxy Statement (Our Current Board, page 1)
102-24	Nominating and selecting the highest governance body	Corporate Governance Guidelines (pages 1-2) Charter of the Nominating and Governance Committee 2020 Proxy Statement (Nominating and Governance Committee, page 22)
102-25	Conflicts of interest	Ethics & Transparency, page 89 Code of Conduct for Directors Related Person Transactions Policy 2020 Proxy Statement (Related Person Transactions and Other Information, page 24 -25)

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DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
102-26	Role of the highest governance body in setting purpose, values and strategy	Corporate Governance, page 87 2020 Proxy Statement (Management, page 24)
102-27	Collective knowledge of the highest governance body	2020 Proxy Statement (Director Nominee Experience and Qualifications, page 1)
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines (page 7) 2020 Proxy Statement (Corporate Governance Guidelines, page 15)
102-30	Effectiveness of risk management processes	Charter of the Audit Committee 2020 Proxy Statement (Board and Committee Assessment Process, pages 22-23; Risk Management Oversight, pages 23-24)
102-35	Remuneration policies	Compensation Committee Charter 2020 Proxy Statement (Compensation Discussion and Analysis, pages 37-59)
102-36	Process for determining remuneration	2020 Proxy Statement (Compensation Discussion and Analysis, pages 37-59)
102-38	Annual compensation ratio	2020 Proxy Statement (Pay Ratio, pages 62-63)
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement, page 30
102-41	Collective bargaining agreements	IFF fully respects the rights of our employees to freely associate and bargain collectively in a legal, ethical and safe way. IFF Performance Data, page 100
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, page 30 Uncommon Culture webpage
102-43	Approach to stakeholder engagement	Stakeholder Engagement, page 30 Sustainability webpage
102-44	Key topics and concerns raised	Materiality, page 28 Sustainability webpage
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2019 Annual Report (Principles of Consolidation, page 78)
102-46	Defining report content and topic Boundaries	Materiality, page 28
102-47	List of material topics	Materiality, page 28
102-48	Restatements of information	Our Approach to Reporting, page 31
102-49	Changes in reporting	Our Approach to Reporting, page 31
102-50	Reporting period	January 1, 2019 through December 31, 2019
102-51	Date of most recent report	The most recent previous report was IFF's Sustainability Report 2018: Toward a Circular Future
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@iff.com
102-54	Claims of reporting in accordance with the GRI Standards	We have reported in accordance with the GRI Standards: "Core" option.
102-55	GRI content index	GRI Content Index, page 111
102-56	External assurance	External Assurance Statement, page 122

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GRI 103: TOPICS AND TOPIC BOUNDARIES 2016 AND 2018		
MATERIAL TOPIC	MANAGEMENT APPROACH CROSS-REFERENCE	RELEVANT EXTERNAL ENTITIES
ECONOMIC		
GRI 201: Economic Performance 2016	Vision 2021 webpage 2019 Annual Report (Vision 2021 and Frutarom Integration Initiative, pages 1-2) Global Tax Policy Capital Allocation Policy	Communities Customers Investors Regulators Suppliers
GRI 203: Indirect Economic Impacts 2016	Responsible Sourcing, page 49 Sustainable Innovation, page 63 Sustainability webpage	Communities Customers Investors Regulators Suppliers
GRI 205: Anti-corruption 2016	Ethics & Transparency, page 89 Code of Business Conduct and Ethics, pages 32-33 Anti-Bribery Policy 2019 Annual Report (Risk Factors, page 24)	Communities Customers Investors Regulators Suppliers
ENVIRONMENTAL		
GRI 302: Energy 2016	Energy Management, page 40 CDP Climate Change response 2019 Annual Report (Risk Factors, page 18) RE 100	Communities Customers Investors Regulators Suppliers
GRI 303: Water and Effluents 2018	Water Management, page 42 CDP Water Security response 2019 Annual Report (Risk Factors, page 18)	Communities Customers Regulators Suppliers
GRI 304: Biodiversity 2016	Commitments & Policies, page 50 Roundtable on Sustainable Palm Oil, page 58 Policy on Sustainable Palm Oil CDP Forests response	Communities Customers Regulators Suppliers
GRI 305: Emissions 2016	Emissions, page 38 CDP Climate Change response 2019 Annual Report (Sustainability, page 7) 2020 Proxy Statement (Environmental, Social and Governance Initiatives, pages 15-16) RE 100	Communities Customers Investors Regulators Suppliers
GRI 306: Effluents and Waste 2016	Waste Management, page 44 2019 Annual Report (Sustainability, page 7) 2020 Proxy Statement (Environmental, Social and Governance Initiatives, pages 15-16)	Communities Customers Investors Regulators Suppliers

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MATERIAL TOPIC	MANAGEMENT APPROACH CROSS-REFERENCE	RELEVANT EXTERNAL ENTITIES
GRI 307: Environmental Compliance 2016	Environmental Footprint, page 35 Global Environmental, Health and Safety Policy 2019 Annual Report (Risk Factors, pages 19-20)	Communities Customers Investors Regulators Suppliers
GRI 308: Supplier Environmental Assessment 2016	Responsible Sourcing, page 49 Vendor Code of Conduct Policy on Sustainable Palm Oil 2020 Proxy Statement (Environmental, Social and Governance Initiatives, pages 15-16)	Communities Investors Regulators Suppliers
SOCIAL		
GRI 401: Employment 2016	People & Communities, page 75 Careers webpage Our Culture webpage Our Purpose webpage	Communities Customers Suppliers
GRI 402: Labor/Management Relations 2016	Global Human Rights Policy 2019 Annual Report (Risk Factors, page 19)	Communities Customers Investors Regulators Suppliers
GRI 403: Occupational Health and Safety 2018	Occupational Health & Safety, page 84 Global Environmental, Health and Safety Policy	Communities Customers Investors Regulators Suppliers
GRI 404: Training and Education 2016	Training & Education, page 77 Our Culture webpage Our Purpose webpage Corporate Governance Guidelines , pages 8-9	Communities Investors Suppliers
GRI 405: Diversity and Equal Opportunity 2016	Diversity & Inclusion, page 80 Global Equality Policy 2019 Annual Report (Sustainability, page 7) 2020 Proxy Statement (Diversity and Tenure, page 2)	Communities Customers Investors Regulators Suppliers
GRI 407: Freedom of Association and Collective Bargaining 2016	IFF fully respects the rights of our employees to freely associate and bargain collectively in a legal, ethical and safe way. Human Rights, page 96 IFF Performance Data, page 100	Communities Customers Investors Regulators Suppliers
GRI 408: Child Labor 2016	Human Rights, page 96	Communities Customers Investors Regulators Suppliers

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MATERIAL TOPIC	MANAGEMENT APPROACH CROSS-REFERENCE	RELEVANT EXTERNAL ENTITIES
GRI 409: Forced or Compulsory Labor 2016	Human Rights, page 96	Communities Customers Investors Regulators Suppliers
GRI 413: Local Communities 2016	Strengthening Local Communities, page 59 Sustainability webpage 2019 Annual Report (Sustainability, page 7)	Communities Customers Suppliers
GRI 414: Supplier Social Assessment 2016	Responsible Sourcing, page 49 Vendor Code of Conduct	Communities Customers Investors Regulators Suppliers
GRI 415: Public Policy 2016	Political Contributions, page 90 Code of Business Conduct and Ethics (page 19)	Communities Customers Investors Regulators Suppliers
GRI 416: Customer Health and Safety 2016	Product Responsibility, page 93 Global Environmental, Health and Safety Policy Quality Policy 2019 Annual Report (Sustainability, page 7) 2020 Proxy Statement (Environmental, Social and Governance Initiatives, pages 15-16)	Communities Customers Investors Regulators Suppliers
GRI 417: Marketing and Labeling 2016	Product & Service Labeling, page 95 GMO Policy Animal Testing Policy 2019 Annual Report (Risk Factors, page 20)	Communities Customers Investors Regulators Suppliers
GRI 418: Customer Privacy 2016	Information Security, page 92 Privacy webpage 2020 Proxy Statement (Corporate Governance, page 24)	Communities Customers Investors Regulators Suppliers

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GRI 200-400 TOPIC-SPECIFIC DISCLOSURES 2016 AND 2018			
TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
ECONOMIC			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2020 Proxy Statement (Executive Compensation, Matching Charitable Contributions, page 63)
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental Footprint, page 35 CDP Climate Change response 2019 Annual Report (Risk Factors, page 18)
	201-3	Defined benefit plan obligations and other retirement plans	Benefits & Wellbeing, page 79 2019 Annual Report (Employee Benefits, page 117) 2020 Proxy Statement
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Responsible Sourcing, page 49 Sustainability webpage
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Ethics & Transparency, page 89 Due to confidentiality constraints, the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region, is not included in this report. Due to confidentiality constraints, the total number and percentage of governance body members that have received training on anti-corruption, broken down by region, is not included in this report.
	205-3	Confirmed incidents of corruption and actions taken	Ethics & Transparency, page 89 Managing Challenges, page 90
ENVIRONMENTAL			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management, page 40 IFF Performance Data, page 100
	302-3	Energy intensity	Energy Management, page 40 IFF Performance Data, page 100
	302-4	Reduction of energy consumption	Energy Management, page 40
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Management, page 42 CDP Water Security response
	303-2	Management of water-related discharge impacts	Water Management, page 42 CDP Water Security response
	303-3	Water withdrawal	Water Management, page 42 CDP Water Security response
	303-4	Water discharge	Water Management, page 42 IFF Performance Data, page 100 CDP Water Security response
	303-5	Water consumption	Water Management, page 42 IFF Performance Data, page 100 CDP Water Security response
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	Roundtable on Sustainable Palm Oil, page 58 Strengthening Local Communities, page 59 CDP Forests response

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TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions, page 38 IFF Performance Data, page 100
	305-2	Energy indirect (Scope 2) GHG emissions	Emissions, page 38 IFF Performance Data, page 100
	305-3	Other indirect (Scope 3) GHG emissions	Emissions, page 38 IFF Performance Data, page 100 CDP Climate Change response
	305-4	GHG emissions intensity	Emissions, page 38
	305-5	Reduction of GHG emissions	Emissions, page 38
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	Waste Management, page 44
GRI 307: Environmental Compliance 2016	307-1	Noncompliance with environmental laws and regulations	We had no material incidents of noncompliance with respect to environmental laws and regulations in 2019.
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Risk Assessment Methodology, page 51
SOCIAL			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	IFF Performance Data, page 100
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	We comply with notice periods (as defined by collective bargaining agreements in place or by local laws or regulations) prior to the implementation of any changes that could potentially involve our employees. In each case, we follow the appropriate channels of communication to ensure our employees and their elected representatives or union/works councils are informed and consulted where required. Minimum notice periods regarding operational changes range from no notice to seven months.
GRI 403: Occupational Health and Safety 2018	403-1	Workers representation in formal joint management-worker health and safety committees	Occupational Health & Safety, page 84
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health & Safety, page 84 Types of injury and rates of injury, occupational diseases and lost days are included in our companywide occupational health and safety reporting. Absenteeism due to safety incidents is included in the lost days rate that we report. We do not report safety rates by gender at the global level due to privacy concerns. No fatalities were reported in 2019.
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health & Safety, page 84
	403-5	Worker training on occupational health and safety	Occupational Health & Safety, page 84
	403-6	Promotion of worker health	Benefits & Wellbeing, page 79
	403-9	Work-related injuries	Occupational Health & Safety, page 84
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Management & Reviews, page 76
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	IFF Performance Data, page 100 2020 Proxy Statement (Diversity and Tenure, page 2)

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TOPIC	DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR ANSWER
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights, page 96 Slavery and Human Trafficking Statement Global Human Rights Policy Vendor Code of Conduct
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, page 96 Slavery and Human Trafficking Statement Global Human Rights Policy Vendor Code of Conduct
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, page 96 Slavery and Human Trafficking Statement Global Human Rights Policy Vendor Code of Conduct
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	We discuss local community engagement in the context of our supply chain, where it is most relevant. As part of our responsible sourcing program, we have several initiatives to support communities where our ingredients are grown. Strengthening Local Communities, page 59
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Sourcing, page 49 Human Rights, page 96 Vendor Code of Conduct Due to the information being unavailable, the percentage of new suppliers that were screened using social criteria is not included in this report. We currently report on our progress in screening suppliers for environmental and social criteria by reporting the percentage of our supplier spend that have been assessed through EcoVadis or Sedex. We are currently evaluating our data systems to enable future reporting on this indicator for new suppliers.
GRI 415: Public Policy 2016	415-1	Political contributions	Political Contributions, page 90 IFF Performance Data, page 100 Per IFF's Policy on Political Contributions, neither IFF nor any of its subsidiaries or affiliates, directly or indirectly, shall make any contribution to, or reimburse any employee for any contribution to, any candidate for federal, state or other local political office.
GRI 416: Customer Health and Safety 2016	416-2	Assessment of the health and safety impacts of product and service categories	We had no material incidents of noncompliance with respect to the health and safety impacts of products and services in 2019. A material non-compliance incident is one that results in a significant adverse impact to IFF's business, condition (financial or otherwise), assets or results. 2019 Annual Report
GRI 417: Marketing and Labeling 2016	417-2	Incidents of noncompliance concerning product and service information and labeling	We had no material incidents of noncompliance with respect to product and service information and labeling in 2019. A material non-compliance incident is one that results in a significant adverse impact to IFF's business, condition (financial or otherwise), assets or results. 2019 Annual Report
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no material, substantiated complaints concerning breaches of customer privacy and losses of customer data in 2019.