

Responsible Sourcing Standard

Owner: Chief Procurement Officer

Effective date: March 22, 2024





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1. Purpose

At dsm-firmenich, we **are innovators** in nutrition, health, and beauty and we combine the essential, the desirable, and the sustainable.

Sustainability is fundamentally embedded in our purpose of bringing progress to life and we are determined to keep growing our positive impact for the good of people and planet.

We are committed to leveraging our procurement strength in advancing the United Nations Sustainable Development Goals to build a better and more sustainable future for all.

We commit to be a trustworthy partner to our suppliers and we strive to minimize our environmental and social impact and future-proof our supply chain. We are continuously challenging ourselves and our partners to do better with the objective of achieving an ethical, traceable, and sustainable value chain.

We are engaging with our suppliers to improve their sustainable performance and driving our journey forward through science-based concrete actions and data with our efforts being focused on:

- **People, notably by driving our suppliers' understanding, knowledge and action plans on human rights.**
- **Planet, collaborating with suppliers to set near and long-term company-wide greenhouse gas (GHG) emission reduction targets, in line with the 1.5°C pathway.**

Our ambition is to empower all our suppliers towards responsible sourcing practices. We count on all our partners to fully engage with us to achieve the commitments outlined in this Standard. Together, let's build sustainable supply chains for the benefit of all.



2. Scope

Our dsmeirnenich Responsible Sourcing Standard is designed to engage our suppliers as partners on our ambitious sustainability journey. It complements our **Supplier Code**¹ and gives visibility on dsmeirnenich priorities and supplier expectations regarding People, Business and Planet.

Our **Responsible Sourcing Standard** applies to our global business and to any external party (referred as "suppliers" in this document) with which, we have (or plan to have) business-related relationships, which participate to our value creation. It provides detailed guidance for implementation and additional insights to our dsmeirnenich Supplier Code which captures our principles on achieving an ethical, traceable and sustainable value-chain.

We request our suppliers to carefully read the different sections of this document and abide with related requirements.

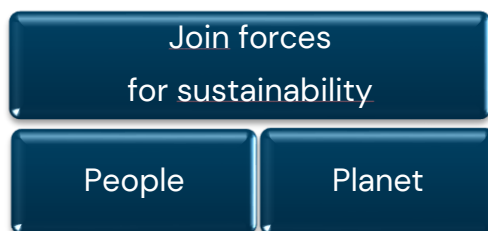
While this Responsible Sourcing Standard applies to our suppliers, we expect them to support us in meeting the requirements stated in this Standard by applying similar ones to their own supply chain.

¹ See "References" section.



3. Description

The following sections encompass three different chapters which provide clarity on dsm-firmenich priorities and guidance for implementation by our suppliers. These general requirements are in line with recognised international standards and are applicable to all suppliers.



- I. **Join forces for sustainability** chapter highlights the key framework of our **sustainable business practices**. It complements our Supplier Code with a focus on the way we engage with suppliers for greater transparency and integrity through a robust due diligence process, an efficient supplier performance monitoring and grievance mechanism.
- II. **Caring about people** chapter shares dsm-firmenich commitments to **People** and underlines how we expect our suppliers to act with integrity, respecting human rights, supporting the safety of the communities and promoting diversity, equity and inclusion through their value chain.
- III. **Fighting climate change and protecting nature** section complements our Supplier Code commitments on **Planet**. It clarifies dsm-firmenich priority expectations for suppliers in their journey to minimize their environmental impact on their supply chain.



I. Join forces for sustainability

- **Acting with integrity and business ethics**

We are committed to upholding our sourcing practices at the highest levels of business integrity, engaging with our suppliers to help adopt and spread best practices across all supply chains.

We ensure that all legal requirements are met throughout our value chain and we are committed to improving the transparency of our procurement and sourcing networks, safeguarding traceability of our business.

As reflected in our [Group Anti-Bribery and Corruption Policy](#)², dsm-firmenich applies a zero-tolerance policy on corruption and bribery and only wants to engage with others who share and operate with the same standards. We do not tolerate bribery or any form of corruption in our business and strictly prohibit the direct or indirect solicitation, acceptance, or payment of bribes. We prohibit as well requesting, accepting, or making any other improper payments to or from suppliers. Moreover, we do not allow third parties to bribe on our behalf.

Our suppliers must meet the following requirements:

- Comply with all applicable local and national laws and regulations of the countries in which the suppliers operate and respect all international treaties and regulations related to their business.
- Abide by our Group Anti-Bribery and Corruption Policy.
- Ensure the highest standards of safety and consistency of products and services provided to dsm-firmenich are met through a robust management and continuous improvement system.
- Implement adequate tools, processes and controls to ensure business continuity of goods and services.
- Take all reasonable and necessary precautions to safeguard dsm-firmenich and third-parties confidential and proprietary information.
- Formally adhere to dsm-firmenich Supplier Code and implement the set of requirements outlined in the Responsible Sourcing Standard.
- Engage in supplier events and trainings organized by dsm-firmenich.

² See “References” section.



• **Supplier sustainability performance monitoring & improvement**

We recognize that our environmental and social impact cannot be addressed by our own efforts alone. Therefore, we expect our suppliers to participate in our supplier engagement program, aiming to jointly reduce the collective impact of our operations on climate change and social performance.

To ensure that the requirements of this Responsible Sourcing Standard are met, we implemented a systematic approach to supplier sustainability performance in order to monitor and identify areas for improvements, mitigate risks, and enhance the overall effectiveness of our supply chain. We expect our suppliers to implement appropriate management systems and processes.

Suppliers recognize that we may conduct monitoring visits or require third party audits to both verify compliance and support continuous improvement.

Our suppliers must meet the following requirements:

- Implement a comprehensive management system with adequate policies, processes and a robust data management with resources and tools tailored to size and type of business.
- Commit to conducting a self-assessment and obtaining a rating on EcoVadis and to engaging actions plans for continuous improvement.
- Participate in our supplier audit program, collaborate with auditors and share Sedex SMETA or Together for Sustainability (TfS) audits when required.

They should as well,

- Showcase their performance, such as certifications, joint initiatives, partnerships, and projects at source.

• **Implementing a robust due diligence approach**

At dsm-firmenich, we strive to implement a robust and integrated due diligence approach to mitigate the key risks related to human rights, labor and environment with a view to ending, preventing or mitigating those risks.

Our internal approach on due diligence is aligned with EU regulation (Corporate Sustainability Due Diligence Directive–CSDDD) and most recognized international standards (UNGPs, OECD).

Our due diligence framework translates requirements and best practices into operational guidelines to ensure that risks and impacts are properly identified and managed. Effective



engagement from our suppliers is crucial throughout the process, not only to meet our requirements but also to provide adequate demonstration of their implementation.

– **Risk screening & evaluation**

dsm-firmenich assesses suppliers based on their risks and directs them to the most appropriate due diligence and management process for their risk level.

We use third party-data, alert systems (Sphera) or suppliers' performance data through Ecovadis or Sedex platforms, but also through direct data collection, from supplier-led self-assessments to on-site assessment. Third party verification may be requested on a case-by-case basis as well.

– **Impact assessment, remediation & reporting**

Whenever the risk assessments confirm the need for an impact assessment, we collaborate with our suppliers to assess adverse impacts, leveraging the support of third-party expert.

If we cause or contribute to an adverse impact, we follow the international guidelines (UNGPs, OECD) to provide adequate support to suppliers in implementing appropriate actions to cease or lower the impacts, commensurate with business risks and severity. We collaborate with our suppliers and relevant stakeholders to co-create roadmaps and actions plans that allow implementation and reporting of those actions as per our standards.

Our suppliers must meet the following requirements:

- Implement a due diligence process to identify, assess, escalate, manage and report risks or adverse impacts associated with fighting climate change, preserving nature and respecting human rights, in a commensurate manner with your business size & risks levels.
- Undertake regular risk assessments to identify risks and conduct appropriate due diligence checks.
- Communicate any serious compliance breaches identified that could affect materials or services supplied to dsm-firmenich.
- Proactively design & implement actions to mitigate risks and impacts and report progress on materials or services supplied to dsm-firmenich.
- Support additional data collection where collaboration is needed to further assess risks & impacts.
- Where collaboration is needed to take actions, strive to co-design action plans & roadmaps with dsm-firmenich, and lead implementation & regular reporting to allow continuous improvements.
- Develop & share appropriate demonstration of the implementation of your due diligence process.



- **Speaking Up and reporting concerns**

At dsm-firmenich, every voice matters. We all have a responsibility to speak up if we have a concern.

We understand the importance of having a robust grievance mechanism in place to ensure our employees and all external stakeholders can voice their concerns without fear of retaliation. Our **Speak Up framework**³ is available for all our employees and all external stakeholders to raise concerns about any suspected violation of our Code of Business Ethics, including our policies, or applicable laws and regulations.

Our Speak Up platform is a third-party reporting line that allows external parties and employees to report concerns to dsm-firmenich confidentially and anonymously, if desired, 24/7.

We encourage our suppliers to raise thoughts and concerns through the different channels offered by the platform as a complement to any other type of grievance mechanisms our suppliers would have in place.

We do not tolerate any form of retaliation against individuals who, in good faith, seek guidance, raise a concern of misconduct, or cooperate in an investigation.

³ See "References" section.



II. Caring about people

As a company, we are committed to designing healthy solutions that positively impact people and the planet while maintaining the highest standards of health, safety and human rights.

Our Supplier Code details dsm-firmenich commitments to our communities and underlines how we expect our suppliers to act with integrity. Respecting human rights and supporting the safety of the communities where we source are key priorities for us. We hold our suppliers to the same commitments and expect they extend the principles of the following requirements to their own suppliers.

- **Respecting safety, health and security**

At dsm-firmenich, we believe that the safety and health of our employees, contractors and suppliers are of utmost importance. We are committed to providing a safe and healthy work environment and to promoting a culture of safety throughout our supply chain.

We are committed to achieving an accident-free work environment by maintaining the highest standards of safety, security, physical and mental health and well-being for our employees. We expect our suppliers to prioritize safety and health in their operations and provide demonstration of their commitment to meet those requirements.

Our suppliers must meet the following requirements:

- Ensure a safe and accident-free work environment and maintain strong community connections on safety, health, and environment topics.
- Encourage an open dialogue and trust among employees and provide channels for sharing thoughts and raising concerns related to potential breaches of internal policies, regulations, or the law and encourage the protection from retaliation of employees who raise concerns.



- **Respecting human rights**

At dsm-firmenich, we believe that collaboration across our value chain actors is essential for promoting human rights implementation and amplifying positive impact, together.

Our goal is to onboard our suppliers on our journey towards protecting human rights, promoting fair remuneration and living wages, respecting land rights, preventing discrimination, harassment, and bullying. Our **Human Rights Policy**⁴ outlines our commitment and approach to human rights internally, as well as our expectations from our partners in the value chain.

We promote the appropriate monitoring, disclosure and management of human rights risks in our supply chain. We hold our suppliers to the same standards and encourage them to implement a robust due diligence process to ensure that human rights are respected throughout their supply chain.

Our suppliers must meet the following requirements:

- Abide with our Human Rights Policy and develop their own commitments to respect Human Rights throughout their own operations.
- Comply with all (inter)national laws on human rights in the countries where they operate. Where national law and international human rights standards differ, seek ways to honor the highest standards in human rights.
- Comply with our Modern Slavery Statement.
- Adhere to our Conflict Minerals Statement when applicable, declare any presence of Conflict Minerals and provide proof of compliance with OECD Guidance.
- Develop a Human Rights due diligence system which seeks to identify, prevent, mitigate and account for how they address these Human Rights that are most at risk.
- Develop a grievance mechanism solution for employees matching with UNGPs requirements to raise complains of any sort and a non-retaliation mechanism of those who raise concerns.

They should as well,

- Gradually extend grievance mechanism to all supply chain stakeholders (e.g. smallholders, collectors).
- Gradually implement a roadmap to assess employees' wages and supply chain stakeholders' income; leverage appropriate strategies (e.g. prices mechanisms, income diversification) to close gaps versus legal requirements when required. Consider moving up to living wage/income depending on maturity level.

⁴ See "References" section.



- **Promoting diversity, equity and inclusion**

At dsm–firmenich, being a force for good is not optional. Diversity, Equity & Inclusion (DE&I) is a shared responsibility woven into our daily work benefitting our people, customers & communities while driving business value.

We are committed to build a diverse supply chain, offering fair and equal opportunities for all businesses and valuing the innovation and perspectives they bring.

Our **DE&I Policy**⁵ sets out the requirements and principles by which dsm–firmenich fosters a work environment where all of us have a responsibility to bring progress to life and where we are all accountable and empowered to be a force for good. We expect our suppliers to embrace and implement the standards, principles and criteria defined in the DE&I Policy.

Our suppliers must meet the following requirements:

- Provide equal opportunities for all their employees and applicants.
- Create an inclusive work environment that respects and values individual differences.
- Encourage open dialogue and respect their employees' right to feedback, freedom of association and their right to form labor unions.
- Demonstrate a commitment to diversity in workforce to reflect the communities they serve.

They should as well,

- Promote diversity, equity and inclusion across their supply chain.

⁵ See "References" section.



III. Planet – Fighting climate change and protecting nature

Nature is at the heart of everything we do.

That is why we set ourselves the most ambitious environmental goals.

As a responsible company, we pledge to minimize our environmental impact by optimizing our supply chain footprint. Our engagement drives us to proactively meet regulations and relevant international standards related to environmental management, climate ambition and biodiversity protection.

We strive to involve suppliers in reducing their environmental footprint and we expect them to embrace relevant environmental regulations to minimize their impact on planet.

• Acting on climate change

dsm-firmenich is dedicated to a net-zero future by aligning emissions reductions with the Paris Climate Agreement. We use the Science Based Target initiative to set our commitment to achieve a 25% absolute reduction (vs baseline 2021) of our Scope 3 GHG emissions by 2030.

To achieve this objective, we require our suppliers to actively manage and reduce their own emissions, mitigating potential harm to our planet.

Our suppliers must meet the following requirements:

- Implement an environmental management system and demonstrate continuous improvements, including a reduction in raw materials consumption, energy, emissions, water usage, waste and reliance on natural resources and hazardous substances.
- Accelerate energy transition by sourcing at least 50% of electricity from renewable source by 2025.
- **When requested by dsm-firmenich:**
 - Set and disclose a science-based greenhouse gas (GHG) emission target aligned with 1.5°C ambition of the 2015 Paris Agreement, across Scope 1, 2 and 3 emissions.
 - Share product carbon footprint data or collaborate in collecting data when required by dsm-firmenich.
 - contribute to dsm-firmenich's target of achieving a 25 % absolute reduction vs baseline 2021 in our Scope 3 GHG emissions by 2030.



- **Protecting nature & ecosystems**

Our goal is to ensure we keep reducing our footprint giving the place for Nature and Biodiversity to thrive across our value chains. We aim to only source commodities which are not linked to deforestation or land based natural ecosystem degradation.

We commit to contribute to the UN Convention on Biological Diversity (UN CBD) Global Biodiversity Framework ambition and report our progress accordingly.

We expect our suppliers to be acquainted with our **Safeguarding Biodiversity Statement*** which describes our approach to protect and restore biodiversity.

Our commitment targets in priority commodities known for being important contributors to deforestation and land conversion (palm oil, soybean, corn, sugarcane, wood, cocoa, coffee and rubber). We strictly follow all regulations on the topic, especially the recent European Union Deforestation Regulation (EUDR). We expect our suppliers to comply with our **Protecting Forests & Land based Natural Ecosystems Statement*** (*See "References" section).

Our suppliers must meet the following general requirements:

- Apply a supply chain due diligence approach that guarantee all adverse risks & impacts on nature within our supply chains are prevented or mitigated.
- Ensure by December 2024 that none of their EUDR listed products come from forest that have been converted or degraded after 1st December 2020.
- Ensure by December 2030 that none of our supplied goods or services comes from natural ecosystems that have been converted or degraded after 1st December 2020, with a first focus on EUDR listed commodities.

They should as well,

- Implement an efficient management environmental standard such as ISO 14001 and Green Chemistry principles to ensure more resource-efficient and inherently safer design of molecules, materials, products, and processes, when appropriate.
- Set targets to minimise adverse environmental impacts from operations with a specific focus on:
 - Water management
 - Resource consumption and waste production
 - Natural ecosystems degradation and biodiversity loss
- Seek positive impact through programs such as operation footprint reduction (water, waste, pollutants), circular economy solutions, sustainable agriculture and biodiversity protection and/or restoration.

Our suppliers of natural raw materials and minerals should meet the additional requirements detailed in annex.



4. Responsible Sourcing Standard management

Our company's leadership is committed to responsible sourcing practices and will provide the necessary resources to ensure compliance with our standards.

The day-to-day responsibility for responsible sourcing sits with our Chief Procurement Officer (CPO), providing periodic updates and reports to our Executive Committee.

Version	Date of issue	Purpose of change
1	March 22, 2024	New Standard release



5. Annex

Additional requirements for natural raw materials and minerals suppliers

Our suppliers must meet the following requirements:

- Our suppliers must comply with all applicable laws and international standards related to the use and trade of natural ingredients, including and not limited to CITES permits, collection permit for wild species, Access and Benefit Sharing regulations, banned agro-chemicals listed under Stockholm Convention on Persistent Organic Pollutants (POPs).
- Monitor and mitigate impact on environment and biodiversity:
 - Disclose all relevant information with regards to biomass used and its geographical origin in relation to its cultivation and/or collection areas (min. country level).
 - Demonstrate negligible risk for commodities or origin presenting high environmental risk (CITES, protected area, high conservation value area etc.) through external audit at farm level and increased traceability.
- Commit to respect indigenous people & local communities' rights, where applicable, such as leveraging Free, Prior and Informed Consent (FPIC) of local and indigenous communities and report compliance on their supply chains regarding the protection of peat areas.
- Supply any palm oil, palm Kernel oil and their derivatives as 100% RSPO.

They should as well,

- Set targets to reduce all adverse environmental impacts from operations with a specific focus on water stewardship, biodiversity loss, natural ecosystems degradation/conversion, waste and hazardous waste.
- When relevant, participate to sustainability projects, aiming to implement agricultural and collection practices, to deliver positive impacts such as climate resilience, animal welfare, regenerative agriculture; seek compliance with leading certifications standards such as RSPO, FSA SAI, Fair Wild, UEFT Certified, Organic, Fair Trade, Fair for Life.



6. References

This Responsible Sourcing Standard should be read in conjunction with the following references:

Join forces for sustainability

- dsm-firmenich [Supplier Code](#)
 - dsm-firmenich [Human Rights Policy](#)
 - dsm-firmenich [Protecting Forest & Land based Natural Ecosystems Statement](#)
 - dsm-firmenich [Safeguarding Biodiversity Statement](#)
 - dsm-firmenich [Conflict Minerals Statement](#)
 - dsm-firmenich [Modern Slavery Statement](#)
 - dsm-firmenich [Group Anti-Bribery and Corruption Policy](#)
 - dsm-firmenich [Diversity, Equity and Inclusion Policy](#)
 - dsm-firmenich [Speak UP framework](#)
 - dsm-firmenich [SHE Policy Statement](#)
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- United Nations Sustainable Development Goals - <https://sdgs.un.org/goals>
 - EcoVadis - <https://ecovadis.com/>
 - Sedex - <https://www.sedex.com/>

Caring for People

- International Bill of human Rights - [website](#)
- International Labor Organization Conventions – International Labour Organization's Declaration on the Fundamental Principles and Rights at Work - [website](#)
- UNGP – UN Guiding Principles for Business and Human Rights- [website](#)
- OECD Guidelines for Multinational Enterprises - [website](#)
- UN Global Compact's Ten Principles – [website](#)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas - [website](#)

Fighting for climate change and preserving nature

- Paris Agreement – UN Climate Change Conference (COP21) - [website](#)
- SBTi – Science-based target <https://sciencebasedtargets.org/>
- Carbon Disclosure Project (CDP): <https://www.cdp.net/en>
- UN Convention on Biological Diversity – Global Biodiversity Framework - [website](#)
- Nagoya protocol on Access and Benefit Sharing regulations- <https://www.cbd.int/abs/>
- Stockholm Convention on Persistent Organic Pollutants (POPs) – [website](#)
- CITES – Convention on International Trade in Endangered Species of Wild Fauna and Flora - <https://cites.org/eng>
- EU REACH Regulations - <https://echa.europa.eu/regulations/reach/understanding-reach>
- FAO – Free, Prior and Informed Consent - [website](#)
- Global Forest Watch –Source to define/locate High value Biodiversity areas – [website](#)
- EU Deforestation regulation (EU DFR 2023/1115).
- Stockholm Convention on Persistent Organic Pollutants (POPs) - www.pops.int
- Green Chemistry principles- Yale – Center for Green Chemistry-[website](#)
- ISO 14001 Environmental Management System – [Standard](#)



Certification

- RSPO – Certified sustainable palm oil – [website](#)
- FSA SAI – Farm Sustainability Assessment SAI Platform – saipatform.org/fsa
- Rainforest Alliance <https://www.rainforest-alliance.org/>
- UEBT – <https://uebt.org/>
- Fair wild – <https://www.fairwild.org/>
- FairForLife & ForLife Certification – [Fair for Life – Home](#)



7. Core requirements summary

Responsible sourcing Standard		*Must* indicates a requirement *Should* indicates a recommendation	
We expect our suppliers to meet the following:		Must/Should	Deadline
Join forces for Sustainability			
Acting with integrity and business ethics			
Comply with all applicable local and national laws and regulations of the countries in which the suppliers operate and respect all international treaties and regulations related to their business.	"Must"	now	
Abide by our Group Anti-Bribery and Corruption Policy.	"Must"	now	
Ensure the highest standards of safety and consistency of products and services provided to dsm-firmenich are met through a robust management and continuous improvement system.	"Must"	now	
Implement adequate tools, processes and controls to ensure business continuity of goods and services.	"Must"	now	
Take all reasonable and necessary precautions to safeguard dsm-firmenich and third parties confidential and proprietary information.	"Must"	now	
Sign dsm-firmenich Supplier Code and implement the set of requirements outlined in the Responsible Sourcing Standard.	"Must"	now	
Engage in supplier events and trainings organized by dsm-firmenich.	"Must"	now	
Supplier sustainability performance monitoring & improvement			
Implement a comprehensive management system with adequate policies processes and a robust data management with resources & tools tailored to size & type of business.	"Must"	now	
Commit to conducting a self-assessment and obtaining a rating on EcoVadis and to engaging actions plans for continuous improvement.	"Must"	2026	
Participate to our supplier audit program, collaborate with auditors and share Sedex SMETA or Together for Sustainability (Tfs) audits when required.	"Must"	now	
Showcase their performance, such as certifications, joint initiatives, partnerships, and projects at source.	"Should"		
Implementing a robust due diligence approach			
Implement a due diligence process to identify, assess, escalate, manage and report risks or adverse impacts associated with fighting climate change, preserving nature and respecting human rights, in a commensurate manner with your business size & risks levels.	"Must"	now	
Undertake regular risk assessments to identify risks and conduct appropriate due diligence checks.	"Must"	now	
Communicate any serious compliance breaches identified that could affect materials or services supplied to dsm-firmenich.	"Must"	now	
Proactively design & implement actions to mitigate risks and impacts and report progress on materials or services supplied to dsm-firmenich.	"Must"	now	
Support additional data collection where collaboration is needed to further assess risks & impacts.	"Must"	now	
Where collaboration is needed to take actions, strive to co-design action plans & roadmaps with dsm-firmenich, and lead implementation & regular reporting to allow continuous improvements.	"Must"	now	
Develop & share appropriate demonstration of the implementation of your due diligence process.	"Must"	now	
PEOPLE – Caring about people			
Respecting safety, health and security			
Ensure a safe and accident-free work environment and maintain strong community connections on safety, health, and environment topics.	"Must"	now	
Encourage an open dialogue and trust among employees and provide channels for sharing thoughts and raising concerns related to potential breaches of internal policies, regulations, or the law and encourage the protection from retaliation of employees who raise concerns.	"Must"	now	



Responsible sourcing Standard		"Must" indicates a requirement "Should" indicates a recommendation	
We expect our suppliers to meet the following:		Must/Should	Deadline
Respecting Human Rights			
Abide with our Human Rights Policy and develop their own commitments to respect Human Rights throughout their own operations.	"Must"	now	
Comply with all (inter)national laws on human rights in the countries where they operate. Where national law and international human rights standards differ, seek ways to honour the highest standards in human rights.	"Must"	now	
Comply with our Modern Slavery Statement	"Must"	now	
Adhere to our Conflict Minerals Statement when applicable, declare any presence of Conflict Minerals and provide proof of compliance with OECD Guidance.	"Must"	now	
Develop a Human Rights due diligence system which seeks to identify, prevent, mitigate and account for how they address these Human Rights that are most at risk.	"Must"	2027	
Develop a grievance mechanism solution for employees that match UNGPs requirements to raise complains of any sort and a non-retaliation mechanism of those who raise concerns.	"Must"	now	
Gradually extend grievance mechanism to all supply chain stakeholders (e.g. smallholders, collectors).	"Should"		
Gradually implement a roadmap to assess employees' wages and supply chain stakeholders' income ; leverage appropriate strategies (i.e. prices mechanisms, income diversification) to close gaps versus legal requirements when required. Consider moving up to living wage/income depending on maturity level.	"Should"		
Promoting diversity, equity and inclusion			
Provide equal opportunities for all their employees and applicants.	"Must"	now	
Create an inclusive work environment that respects and values individual differences	"Must"	now	
Encourage open dialogue and respect their employees' right to feedback, freedom of association and their right to form labor unions.	"Must"	now	
Demonstrate a commitment to diversity in their workforce to reflect the communities they serve.	"Must"	now	
Promote diversity, equity and inclusion across their supply chain	"Should"		
PLANET – Fighting climate change and protecting nature			
Acting on climate change			
Implement an environmental management system and demonstrate continuous improvements, including a reduction in raw materials consumption, energy, emissions, water usage, waste and reliance on natural resources and hazardous substances	"Must"	now	
Accelerate energy transition by sourcing at least 50% of electricity from renewable source by 2025.	"Must"	2025	
When requested by dsm-firmenich:	"Must"	now	
Set and disclose a science based greenhouse gas (GHG) emission target aligned with 1.5°C ambition of the 2015 Paris Agreement, across Scope 1, 2 and 3 emissions.	"Must"	now	
Share product carbon footprint data or collaborate in collecting data when required by dsm-firmenich	"Must"	now	
Contribute to dsm-firmenich's target of achieving a 25 % absolute reduction vs baseline 2021 in our Scope 3 GHG (greenhouse gas) emissions by 2030	"Must"	now	



Responsible sourcing Standard		"Must" indicates a requirement "Should" indicates a recommendation	
We expect our suppliers to meet the following:		Must/Should	Deadline
Protecting nature and ecosystems			
Implement an efficient management environmental standard such as ISO 14001 and Green Chemistry principles to ensure more resource-efficient and inherently safer design of molecules, materials, products, and processes, when appropriate.	"Should"		
Apply a supply chain due diligence approach that guarantee adversers risk & impact on Nature within supply chains are prevented or mitigated.	"Must"		now
Ensure by December 2024 that none of their EUDR listed products come from forest that have been converted or degraded after 1 st December 2020	"Must"		Dec 2024
Ensure by December 2030 that none of our supplied goods or services comes from natural ecosystems that have been converted or degraded after 1st December 2020, with a first focus on EUDR listed commodities.	"Must"		Dec 2030
Set targets to minimise adverse environmental impacts from operations with a specific focus on : – Water management – Resource consumption and waste production – Natural ecosystems degradation and biodiversity loss	"Should"		
Seek positive impact through programs such as operation footprint reduction (water, waste, pollutants), circular economy solutions, sustainable agriculture and biodiversity protection and/or restoration.	"Should"		
Annex – Additional requirements for natural raw materials and minerals			
Our suppliers must comply with all applicable laws and international standards related to the use and trade of natural ingredients; including and not limited to CITES permits, collection permit for wild species, Access and Benefit Sharing regulations, banned agro-chemicals listed under Stockholm Convention on Persistent Organic Pollutants (POPs).	"Must"		now
Monitor and mitigate impact on environment and biodiversity:	"Must"		now
Disclose all relevant information with regards to biomass used and its geographical origin in relation to its cultivation and/or collection areas (min. country level).	"Must"		now
Demonstrate negligible risk for commodities or origin presenting high environmental risk (CITES, protected area, high conservation value area etc.) through external audit at farm level and increased traceability.	"Must"		2025
Commit to respect indigenous people & local communities' rights, where applicable, such as leveraging Free, Prior and Informed Consent (FPIC) of local and indigenous communities and report compliance on their supply chains regarding the protection of peat areas.	"Must"		now
Supply any Palm oil, Palm Kernel oil and their derivatives as 100% RSPO.	"Must"		now
Set targets to reduce all adverse environmental impacts from operations with a specific focus on water stewardship, biodiversity loss, natural ecosystems degradation/conversion, waste and hazardous waste.	"Should"		
When relevant, participate to sustainability projects, aiming to implement agricultural and collection practices, to deliver positive impacts such as climate resilience, animal welfare, regenerative agriculture ; Seek compliance with leading certifications standards such as RSPO,FSA SAI, Fair Wild, UEBT Certified/Verified, Organic, Fair Trade, Fair for Life.	"Should"		