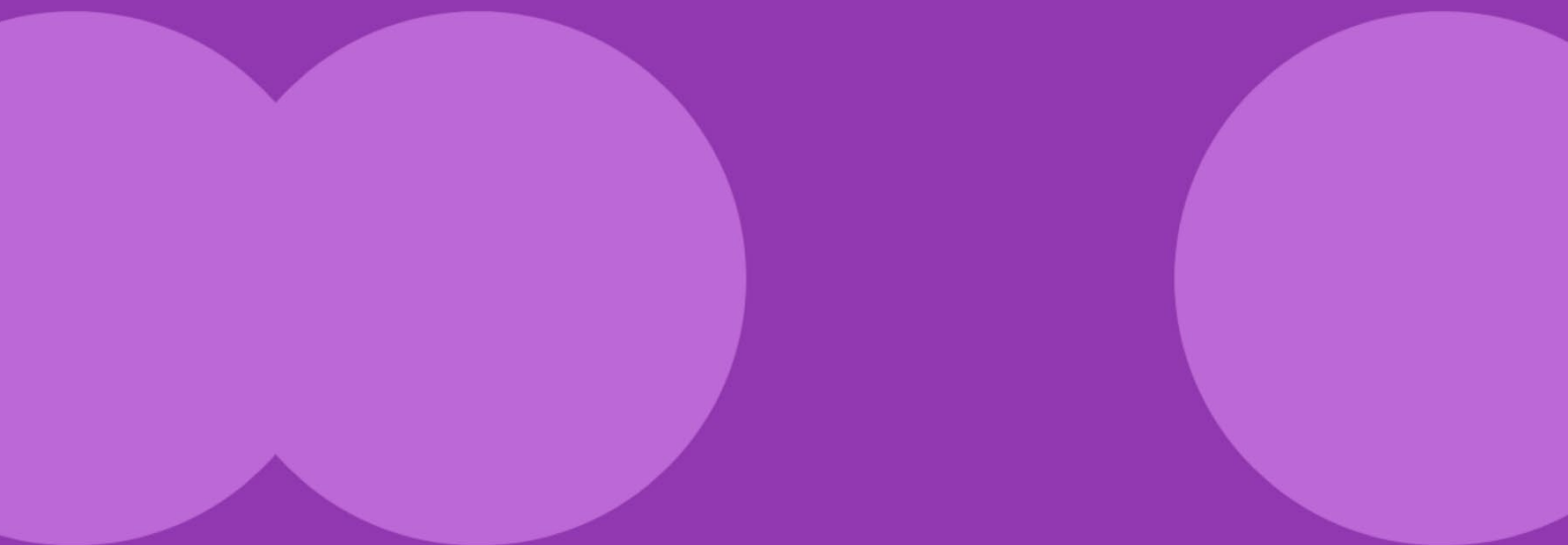


Position Statement

Modern Slavery

Owner: Chief Sustainability Officer

Effective date: February 2, 2024





1. Background

Modern slavery occurs in almost every part of the world and is often linked to poverty, conflict, crisis, cultural perspectives, and a lack of protective safeguards and legislation. Recent estimates show that nearly 30 million people are in forced labour. Vulnerable people remain disproportionately affected and are forced to work illegally and against their will in a variety of industries, including agriculture, construction, and manufacturing.

dsm-firmenich takes action to identify, assess and manage the risks of modern slavery and human trafficking within our business operations and our value chains. As required by the UK Modern Slavery Act 2015, The Australian Modern Slavery Act 2018, the California Transparency in Supply Chains Act 2012, and other equivalent acts, dsm-firmenich will transparently report on these actions to prevent modern slavery from occurring in our operations and supply chains.

In addition to our own actions, we believe that collaboration between different actors along the value chain is crucial to eradicate modern slavery.

The below approach follows local specific regulation and the UN Guiding Principles on Business and Human Rights.

2. Our position

As a responsible company, we support the elimination of modern slavery. By this, we ensure people and communities that support our business are treated with dignity and respect. With operations and value chains spanning the globe, we work to collaborate with our partners, the value chain, industry peers, and other stakeholders to mitigate any modern slavery risks that may arise during our business operations.

By taking concrete actions within and across our value chain, disclosing our progress and encouraging others to do so, we ensure compliance with relevant national, local regulations and contribute to eliminate modern slavery.

3. Our Approach

Through our efforts in ensuring compliance with Modern Slavery acts and regulations, we commit to report annually on our progress accordingly and will focus on:

- Developing dedicated policies, trainings and procedures to support elimination of Modern Slavery



- Maintaining speak-up/whistleblowing channels to enable our employees and partners to report violations of our Code of Business Ethics, our policies or the law
- Performing risk assessment and audit of our own operations and suppliers, leveraging external tools such as SEDEX SMETA audit
- Implementing a supply chain due diligence approach taking into account countries' risk level and other risk factors, and leveraging credible sustainable certifications, where relevant, and other recognized due diligence schemes
- Transparently reporting if we have identified confirmed cases of modern slavery and remediation actions that have been taken
- Disclosing on an annual basis the actions taken to prevent modern slavery from occurring in our company and value chains