

Fair business practices policy

Finwerd Flavours & Fragrances is in full compliance with all applicable fair trade laws of the countries and regions in which it operates, and conducts business with partners that are in compliance with such laws. We conduct business fairly and sincerely, with high ethical principles, to ensure a high level of trust among various stakeholders.

This policy's aim is to describe our provisions regarding fair business practices. It applies to all Finwerd Flavours & Fragrances workers, who are encouraged to abide by it in the course of their work and are the most involved to prevent any potential breaches of the group's ethical charter.

• Anti-corruption & bribery

Finwerd Flavours & Fragrances strictly prohibits bribery and corruption in conducting business with our partners. Our workers will only provide or accept gifts or entertainment of maximum €50 equivalent per person per year.

• Anti-competitive practices and anti-trust issues

Finwerd Flavours & Fragrances prohibits any practice that has, or could have the effect of restricting, distorting or preventing competition. We operate in total autonomy with respect to competitors, preventing any agreed practices or exchanges of confidential information.

• Conflicts of interest

All employees must avoid engaging in activities, using their position with the company or acting in ways that may place Finwerd Flavours & Fragrances to a disadvantage, compromise its legality or profit a competitor.

• Money laundering

We strongly prohibit money laundering, funding of criminal activities, and any activity designed to conceal or disguise the true origins of criminally derived proceeds to make them appear legitimate.

• Information security

We ensure that the confidential and personal information we hold or are responsible for is safeguarded where necessary against inappropriate disclosure. We are committed to preserving the confidentiality and integrity of documents and data supplied by our suppliers and customers.

This policy will be reviewed annually or as soon as the need arises. Established July 2020.