

Policy on Human Rights

SENSORYEFFECTS believes that all its employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. In the management of its businesses and operations therefore, SENSORYEFFECTS ensures that it upholds the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the International Labor Organization (ILO).

Policy

SENSORYEFFECTS upholds international human rights standards, does not condone human rights abuses, and creates and nurtures a working environment where human rights are respected without prejudice. Specifically SENSORYEFFECTS and its business partners will abide by certain basic principles:

- The use of forced, bonded or indentured labor or involuntary prison labor is strictly prohibited;
- The use of child labor is strictly prohibited;
- All applicable minimum standards concerning wages and benefits shall be respected, and wages shall be sufficient to meet the basic needs of workers and their families;
- Workers shall be given regular days off and shall not be required to work more hours than allowed by law or industry practice;
- Discrimination in hiring and employment terms on the basis of race, religion, creed, age, nationality, color, gender, sexual orientation, or health condition will not be tolerated;
- Workers' rights to to organize themselves into interest groups as initiatives of the workers, independent from supervision by the management, will be respected;
- All employees are entitled to a safe and healthy workplace.

Implementation

The Corporate Human Resources function of SENSORYEFFECTS is responsible for the Human Rights Policy design, implementation and updation.

The policy is implemented at all locations of SENSORYEFFECTS through a set of separate policies and procedures covering each of the main constituents of human rights applicable at the workplaces. These are including in the Employment Manual or are stand alone policies and procedures.

Monitoring & Audit

The assessment procedures for this policy reviewed on an annual basis. They are updated as laws are introduced or changed.

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Policy to Ensure Respect for Human Rights Policy across the Supply Chain

As a small multi-product enterprise whose products are benchmarked nationally and internationally, SENSORYEFFECTS' main supply chains can be grouped as follows:

1. For all its operations, technology, machinery and equipment are sourced from reputed and globally benchmarked suppliers/vendors who are expected to follow internationally accepted norms and standards on human rights.
2. A very small proportion of SENSORYEFFECTS' business consists of supply chains comprising local vendors and suppliers. The policy framework for such entities is set forth below.

SENSORYEFFECTS provides products and services of superior quality and value by sourcing its technologies, equipment and inputs from reputed domestic or international manufacturers and suppliers. Common values, relating to human rights performance, are shared across the entire supply chain because SENSORYEFFECTS is committed to the importance of a socially responsible and accountable supply chain.

Policy

SENSORYEFFECTS nurtures an internal working environment that respects human rights without prejudice. Likewise, it expects its business partners to establish a human rights compliant business environment at the workplace. To that end, SENSORYEFFECTS requires its suppliers to represent that:

- They comply with all applicable national and international laws and regulations, including the International Labor Organization and the United Nations' Universal Declaration of Human Rights, industry standards and all other relevant statutory requirements;
- They are familiar with the SENSORYEFFECTS policies concerning respect for human rights and abide by substantially similar policies in their own businesses;
- Materials incorporated into the products supplied to SENSORYEFFECTS comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business; and
- Their contractors and suppliers/vendors are in turn required to make similar representations concerning their compliance with human rights laws and regulations.



Implementation

The responsibility for implementation of this policy rests with the President of the concerned business and the Unit Manager. The policy is communicated internally through policy manuals and intranet portals, and externally by the HR personnel of concerned units to vendors/suppliers. HR personnel are instructed to maintain accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking. All SENSORYEFFECTS personnel who have direct responsibility for supply chain management are briefed on these policies and are required to familiarize themselves with the Universal Declaration and the Fundamental Human Rights Conventions of the International Labor Organization.

Monitoring & Audit

SENSORYEFFECTS has established a policy intent for mapping/monitoring progress and performance of existing and potential vendors/suppliers on human rights performance. However, at this time, SENSORYEFFECTS does not conduct any physical audits of its vendors and suppliers, does not engage any third parties to verify the effectiveness of its policies.

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