



# ARYLESSENCE ETHICAL SOURCING POLICY

## 1. COMMITMENT TO ETHICAL SOURCING

As a company, Arylescence, Inc. is committed to the development, implementation and maintenance of policies and procedures for the effective management of responsible business, employment, environmental, and health and safety practices across our entire global supply chain. We are committed to measures that reflect our current best practices in ethical sourcing; to enhancing and continuously improving these practices; and to setting even higher, more demanding standards as our supply chain continues to grow and evolve. Through our defined roles and responsibilities, the leadership and senior management teams of Arylescence will be corporately and professionally committed to the development, management, maintenance, and improvement of our ethical sourcing policies and procedures.

## 2. WORKING WITH PARTNERS ACROSS OUR SUPPLY CHAIN

In the global sourcing of fragrance and flavor materials, we work closely with vendors, brokers, agents, and representatives; with processors, and organizations; all of whom are involved in the growing, harvesting, and production of materials and ingredients we use on a daily basis. Directly and indirectly, we also work with transportation, shipping, and logistics providers who collect, distribute, warehouse, package, prepare, and ship these materials. Our commitment to ethical sourcing includes understanding, evaluating, and effectively managing responsible practices across the full spectrum of our supply chain, and, as we move forward, improving the practices, performance, and reporting of corporate and individual participants at every level in the supply chain.

## 3. A COMMITMENT TO SUSTAINABILITY

As a manufacturer of fragrances and flavors, and as a company, we embrace our responsibility to respect people, protect the planet, and help to conserve the world's resources. We support the 1987 United Nations definition of sustainability by meeting the needs of the present without compromising the ability of future generations to meet their own needs; and we are committed to protecting endangered plant and animal species by excluding use of those species banned by the Convention on International Trade in Endangered Species (CITES). Every ingredient we use to produce our fragrances and flavors is approved for safe use by humans by the International Fragrance Association (IFRA) and the FEMA GRAS™ standard of the Flavor and Extract Manufacturers Association (FEMA). We are committed to responsible sourcing for all raw materials and ingredients; encouraging sustainable agricultural practices around the world; and, where possible, using man-made molecules, which themselves are responsibly and sustainably produced. Our corporate policies include the adoption of 'eco-friendly' standards for paper, packaging, and shipping containers. We pro-actively manage energy reduction programs for lighting, climate control, and consolidated shipping and transportation. Our comprehensive recycling program includes cardboard, paper, glass, aluminum, plastic, batteries, Styrofoam, electronic equipment, and 100% office waste paper. We promote the re-use/elimination of plastic bottles by providing our employees and guests with access to pure, filtered water. At Arylescence, sustainability is more than a responsibility; it is a productive business practice that involves everyone in our

organization, and extends to our partners, suppliers, and vendors; and is also a way of doing business that we promote to current and prospective customers.

#### **4. AN OPEN, TRANSPARENT, AND CONTINUOUS PROCESS**

Our commitment to ethical sourcing is to conduct business in an open and responsible way to improve the quality of life and working environments of the people and communities we depend on around the world; and to support the retailers and manufacturers who use our fragrances and flavors, and who are committed to the same goals and objectives worldwide. To confirm that our ethical sourcing policies are fully and comprehensively developed, we will invite independent, third-party auditors to review and evaluate our plans and procedures. To ensure that our approach is widely understood and accepted, we will fully document and share our policies, as well as our on-going efforts to enhance them, with our global supply chain partners, and with the manufacturers, marketers, buyers, and retailers we serve in the United States and around the world. Significantly, because ethical sourcing is a continuous process, not a one-time project, we will encourage feedback, commentary, and advice from all parties to assist in the timely, further development and enhancement of all our policies, procedures, and practices.

#### **5. A CORPORATE OBLIGATION**

Arylessence is a company that plans and manages its business through the participation of employees at every level. We encourage communication and dialogue among our leaders, managers, and teams and we seek contributions from people throughout the company to improve our practices and grow our business. Our ethical sourcing approach, and our open, pro-active management and enhancement of our sourcing practices, is part of the way we do business. Our Ethical Sourcing Policy is signed by Senior Management and adopted by the Arylessence Board of Directors. We ensure that our policies are in accord with national, state, provincial, and local laws in the United States, and in every country where we do business. As we work throughout our supply chain for the betterment of the work-life environment of the people and communities we depend on, and with our customers and retailers in support of their global sourcing objectives, we will also take care to see that changes are implemented fairly, responsibly, constructively, and cooperatively, and do not economically disadvantage suppliers in smaller emerging markets or developing countries. As a company, we ensure that financial, human, and other Arylessence resources are applied to developing, implementing, and maintaining our ethical sourcing policies. All Arylessence employees have acknowledged, accepted and been trained to the obligations and responsibilities necessary to maintain and enhance our efforts.

Steve Tanner,

Arylessence, Inc.

President & CEO



Date

February 23, 2018