

To whom it may concern

Jungbunzlauer

Basel, 22 March 2024

Modern Slavery and Human Trafficking Statement of Jungbunzlauer Group for 2023

This statement is made pursuant to the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2015, the Australian Modern Slavery Act 2018, and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2021.

It explains our efforts to identify, assess and manage the risks of modern slavery, including forced labour and child labour, and human trafficking within our business and our supply chain.

This statement has been approved by the Jungbunzlauer Board of Directors on 22 March 2024.

Our Business

Jungbunzlauer is one of the world's leading producers of biodegradable ingredients of natural origin for food & beverages, nutrition & health, personal & household care, and various industrial applications.

Headquartered in Switzerland, we take pride in the quality and supply reliability of our acidulant, texturant and specialty ingredient products manufactured in our four plants in Austria, Canada, France, and Germany. We serve customers in more than 130 countries and generate CHF >1 billion in revenues.

Our vision "From nature to ingredients®" commits us to the protection of people and their environment. We strive to fulfil our vision by relying on our values as the basis of everything that we do, namely "We are committed", "We work as a team", "We strive for excellence" and "We take responsibility".

We aim to operate our business according to highest ethical, social and environmental standards. We have integrated a framework of principles, guidelines and policies that is communicated and available to all employees.

Our Commitment

Jungbunzlauer prohibits any form of modern slavery and human trafficking within its organisation and supply chains.

Our Corporate Social Responsibility Policy states our commitment to free choice of employment and to compliance with national labour laws, the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Convention on the Rights of the Child.

Our Supplier Code of Conduct explains our requirement for our suppliers to comply with the UN Global Compact's Ten Principles in the areas of human rights, labour, environment and anti-corruption. The principles 4 and 5 are respectively for the elimination of all forms of forced and compulsory labour and for the effective abolition of child labour.

Assessment of Own Operations and Upstream Supply Chain

Jungbunzlauer's own production sites are all located in countries rated as "basic" by UNICEF in its Children's Rights in the Workplace Index ("CRWI"), i.e. with a low risk of child labour. Our production sites participate in the Supplier Ethical Data Exchange ("SEDEX") ESG rating platform with the aim to track social and ethical performance, and to drive improvements in responsible business practices. A core principle of SEDEX is to avoid unfair and unsafe labour practices including modern slavery and human trafficking. The SEDEX Self-Assessment Questionnaire ("SAQ") is updated at least once a year for each production site. In 2023 a brand new SAQ has been released by SEDEX and has been completed for each production site. Each production site is also checked every three years by an external auditor using the SEDEX Members Ethical Trade Audit ("SMETA") process. The findings are closely monitored, and non-compliance rapidly remediated through appropriate corrective actions.

Jungbunzlauer recognises the human rights risks inherent in global sourcing. As a large scale ingredients producer with a manufacturing footprint in the European Union and Canada, we source goods needed to manufacture our products mainly locally, i.e. within the country of our production site or in surrounding countries. Our residual risks in relation to modern slavery and human trafficking are at our limited number of suppliers manufacturing goods outside of these regions. We strive to select our suppliers carefully and make them aware of our Supplier Code of Conduct prior to engagement. For goods purchased by our production sites manufactured in countries rated as "enhanced" or "heightened" by UNICEF in its CRWI, i.e. with a higher risk of child labour, we have conducted an assessment using an adverse media screening tool to determine whether there are reasonable grounds to suspect child labour in the manufacturing of these goods in a risk-based approach and according to the best effort principle. Furthermore, we have assessed additional suppliers with the same tool on a number of ESG risks, including forced labour and humane treatment.

Trainings

All relevant employees of Jungbunzlauer undergo a compliance training program in their first year of employment and a refresher compliance training program every two years thereafter. The program includes trainings on compliance basics, social compliance and whistleblowing.

Raising Grievances

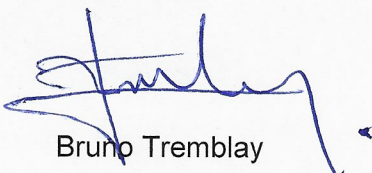
Jungbunzlauer takes all reports of potential misconduct very seriously, and we have established a transparent and fair process to deal with any concern or complaint.

We encourage our employees and external stakeholders to inform us of possible ethical or legal violations, and we commit to investigate thoroughly any arising issue and to solve it. If feeling uncomfortable with transparent reporting, our employees can also communicate any identified or suspected misconduct anonymously via our third-party whistleblowing system.


Our managers and executive boards must report to the CEO when any such complaint or concern is being raised, or at least once a year on the overall situation regarding such issues. Reports of potential misconduct of the CEO must be directed to the Chair of the Board. The CEO provides the Board of Directors with a summary report on the observance of such issues that may have arisen.

Conclusion

Jungbunzlauer is committed to preventing modern slavery and human trafficking in all its forms, and we will continue to work diligently to prevent any misconduct relating to modern slavery or human trafficking in our own operations and in our upstream supply chain.



Bruno Tremblay
CEO



Michael Klapproth
CFO