



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



DISCLOSURE QUESTIONNAIRE

Company Name: Symrise Brazil

Date Submitted: 06/07/2023

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals	✓	
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries	✓	
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries	✓	
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration	✓	
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY:

Symrise Brazil

UPDATED AS OF:

06/07/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a company involved in the production of fragrance, flavor, food, nutrition, and cosmetic ingredients, Symrise Brazil operates in an industry in which water use are material environmental issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Approximately 100% of the company's revenue comes directly from selling its manufactured products, which demand relevant water use during the production process.
IMPACT ON STAKEHOLDERS	As part of the water-intensive industry, the company poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. Symrise Brazil uses obtains its water through the public supply network, artesian wells and from water truck by external source.
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none">• Symrise Brazil updated its materiality analysis in 2022 by applying surveys and qualitative interviews with key stakeholders,• The nonprofit organization Carbon Disclosure Project (CDP), In its annual sustainability rating, honors companies that excel in the climate, water, and forest categories. In 2022, Symrise achieved the highest A rating in all three areas,• The company established a reduction of water usage goal by 15% at all production sites in arid regions by 2025.• Symrise monitors and measures water consumption on a monthly basis,• Rainwater is used for washing the fragrances factory in the São Paulo site.
REPORT	<ul style="list-style-type: none">• 2022 Corporate report: https://symrise.com/corporatereport/2022/• More about Carbon Disclosure Project (CDP): https://la-pt.cdp.net/• CDP Companies Scores: https://www.cdp.net/en/companies/companies-scores

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Chemical Intensive Industries
SUMMARY OF ISSUE	<p>As a company that manufactures fragrances and cosmetic ingredients, Symrise Brazil operates in an industry in which chemical use is a material environmental issue.</p> <p>Chemical-intensive substances enter the company's formulation through raw materials.</p> <p>The company does use Substances of Very High Concern (SVHC) under EU Reach Regulations, which are:</p> <ul style="list-style-type: none"> • 2-(2,4-dimethyl-3-cyclohexen-1-yl)-5-methyl-5-(1-methylpropyl), which is classified in the system as material for elimination, to no be used in new fragrances, • 4-METHYLBENZYLIDENE CAMPHOR, this material is part of pallet of raw material • LILIAL CAS, this material is part of pallet of raw material <p>Symrise has a palette of hundreds of raw materials that can be used in products depending on the current projects/products in place. Symrise does not have a fixed portfolio of products. In turn, Symrise's final products are considered raw materials for other industries that produce products for the final consumer. Symrise does not produce products for the final consumer.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Symrise does not sell chemical-intensive products. Those substances enter the company's formulation through raw materials. In the previous fiscal year, approximately 3.8% of the company's portfolio had these chemical-intensive substances.
IMPACT ON STAKEHOLDERS	As a chemical-intensive industry, the production of fragrances and cosmetic ingredients poses risks to the environment such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals.
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> • Symrise monitors chemicals through the Sustainability ScoreCard tool that allows the company to identify each product's specific impact on sustainability, • The company states having good practices related to the disposal of chemicals waste, • Considering the company uses SVHCs, the company controls these substances use based on European Union classification parameters and has mechanisms to limit or prohibit the use of these substances if the customer needs it. • Additionally, Symrise Brazil works with transparency informing whether these substances are present in the products sold, through the Chemical Product Safety Data Sheet (FISPQ), using the limits established in NBR 14,725, • In terms of wastewater management, taking into account that most of the chemical products used are incorporated into the formulation through the manufacturing process, Symrise has as a global and corporate goal the reduction of COD (Chemical Oxygen Demand) of its wastewater, relying on a monitoring and treatment system on all sites where it operates, • The residual chemicals are from the CIP (Clen in Place) process, most of which are detergents. It also has samples and analysis residues that are sent to co-processing, in order to minimize the impact on the environment, • All effluent generated is periodically monitored in external laboratory analyzes and compared with current legislation on emissions. They are shared with the environmental agency, when applicable.



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REPORT

2021 Main Ratings and Awards:

<https://symrise.com/corporatereport/2021/en/sustainability-responsibility/ratings-rankings-2021.html>



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Symrise Brazil** UPDATED AS OF: **06/07/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a company involved in the production of fragrance, flavor, food, nutrition, and cosmetic ingredients, Symrise Brazil operates in an industry in which energy and carbon emissions are material environmental issues.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>Approximately 100% of the company's revenue comes directly from selling its manufactured products, which demand energy use and contribute to Symrise Brazil's carbon emissions.</p> <p>Company's energy intensity: 0,49 MWh/ton produced Company's carbon intensity: 288 ton CO2/ton produced</p>
IMPACT ON STAKEHOLDERS	<p>As an energy and emissions-intensive industry, manufacturing fragrances, flavors, nutritional supplements, and cosmetic ingredients, poses risks such as energy waste, overuse, and high amounts of emissions if the production processes are not appropriately managed.</p> <p>The company's energy sources are solar, wind, biomass, hydroelectric, natural gas, diesel oil, and biodiesel.</p>
IMPLEMENTED MGT PRACTICES	<ul style="list-style-type: none"> • The company monitors and measures all its energy consumption and CO2 emissions on a monthly basis, • Symrise Brazil uses solar energy as one of its energy sources, • The organization compensates for its carbon emissions (Scope 1 and Scope 2) by supporting reforestation projects, • Symrise Brazil has corporate targets for reducing energy and carbon emissions. The company goal is to reduce scope 1 and 2 in 80% by 2028.
REPORT	2022 Corporate report: https://symrise.com/corporatereport/2022/

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DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation and Penalties
ISSUE DATE	Ongoing
TOPIC	Labor litigation
SUMMARY OF ISSUE	<p>Labor suits involve a range of actions filed mostly by suppliers' employees (where Symrise has subsidiary liability only) whose claims are related to overtime, severance payment, vacation, intraday break, and hazard pay, which are still under judicial debate.</p> <p>Tax litigations involve several common disputes in the Brazilian tax practice, among other things, improper payment of taxes (such as social security contributions - COFINS, Social integration program - PIS, tax on movement of goods and provision of services - ICMS, taxes over industrialized products - IPI), and penalties for non-compliance with rules set by public regulation authorities.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>As of 2022, Symrise Brazil had 2 closed labor litigation (ruled against the company). Both were inherited from a company called Citratus, acquired by Symrise in 2018. The financial value of these lawsuits was R\$ 89,793.01. Currently, there are 63 pending labor litigation debating a variety of subjects and the total involved amount of these disputes is R\$ 8,944,762.20. The company had one civil inquiry from the Public Ministry of Labor and Employment in São Paulo, which is currently suspended as a Conduct Adjustment Term (TAC) has been signed.</p> <p>The company had 2 closed tax litigation (ruled against the company). The financial value associated with those cases was R\$ 488,712.90. Additionally, there are 11 pending proceedings debating a variety of subjects and the total involved amount of these litigations is R\$ 11,054,101.90.</p>
IMPACT ON STAKEHOLDERS	The primary impact related to labor litigation is a financial impact on former employees, employees, and third parties employees.
RESOLUTION	<p>Among the labor litigation cases reported, 2 were closed and 64 are under debate i.e have not yet been judged.</p> <p>As for the tax litigations disclosed, 2 were closed and 11 are still pending waiting to be tried.</p>
IMPLEMENTED MGT PRACTICES	<p>In order to remediate the labor-related matters and/or prevent them from happening again, Symrise Brazil has implemented the following practices:</p> <ul style="list-style-type: none"> • Search for other service providers in the market, • For the facility located in Vinhedo, the work of the Occupational Health and Safety area was intensified: there are weekly conversations with employees and high investments in reforms to increasingly promote worker safety (especially in the production area). <p>Regarding the company's tax litigations, Symrise reported that among the 13 tax processes, 2 non were favorable to Symrise with full satisfaction of the credit and 11 are in progress, although it has not been concluded that there was a failure by Symrise. In this way, the company assumed that mitigation actions do not apply yet.</p>