

Our Corporate Creed

Sensient Technologies Corporation is committed to conducting a business enterprise which is of real and continuing value to society. This requires bringing together, in an optimal manner, shareholders, employees, suppliers and civic resources so that customers are well served, profits are fairly earned in the competitive marketplace, investors are rewarded, employees grow in their careers, and the needs of communities are recognized by the appropriate commitment of corporate time and wealth.

Standards of Conduct For International Employees Page 1 [July 2011]

Standards Of Conduct
Table of Contents

General Policy.....	3	Insider Trading Prohibited.....	16
Accounting and Other Complaints	4	Internal Controls	16
Antiboycott Laws/Export Controls.....	4	Inventions	16
Bribery Prohibited	4	Legal and Ethical Compliance	17
Communicating Extraordinary Matters to the CEO	5	Legal Services.....	18
Communications with Analysts and the Media	5	Manufacturing.....	19
Competition Laws	6	Political Activities	20
Confidentiality	6	Reporting Possible Violations	20
Conflict of Interest.....	7	Questions	21
Electronic Communications.....	9	Appendix	
Environmental, Health and Safety.....	12	Legal Compliance Program for International Operations	
Equal Employment Opportunity	13	Purpose.....	22
Facility Visits	13	Standards of Conduct.....	22
Fair Dealing	14	Enforcement.....	22
Food and Product Safety.....	14	Management Responsibility	23
Governmental Inquiries and Investigations	15	Dissemination	23
Harassment Prohibited	15	Reviews/Audits	24
		Glossary	25

Standards of Conduct For International Employees [July 2011]

Standards Of Conduct

General Policy

Sensient Technologies Corporation (“Sensient”) and each of its subsidiaries (Sensient and its subsidiaries together are referred to herein as the “Company”) has a proud history of good corporate citizenship and compliance with the law. It is the policy of the Company to conduct its business as a good corporate citizen and to comply with all laws and regulations applicable to its businesses throughout the world.

Directors, officers and other employees of the Company (referred to herein as “Employees”) are prohibited from engaging in conduct that violates any applicable law, rule or regulation. Such conduct is outside each Employee’s scope of employment with this Company. All Employees are expected to maintain high standards of business and personal ethics and honesty while performing their work.

This document sets forth certain standards of conduct (“Standards”) to be followed by the Company’s Employees who are based outside of the United States of America. A separate Code of Conduct, which is focused on United States law, is applicable to United States employees. The purpose of each of these documents is to ensure that Company business is conducted in a lawful and ethical manner.

All Employees are responsible for understanding these Standards and for acting in accordance with them. To this end, Employees are encouraged to seek guidance regarding the application or interpretation of the Standards from their immediate supervisor, other appropriate officers within their business unit, the Corporate Vice President, Administration or the Corporate Legal Department. Questions regarding any law, rule or regulation which may govern business conduct, but which is not specifically addressed in the Standards, should be directed to the Corporate Legal Department.

The Company and each subsidiary or business unit will exercise due diligence in attempting to prevent and detect unethical or unlawful conduct by its Employees. Sensient Technologies Corporation is authorized to investigate any allegations or other evidence of conduct that may be unlawful or in violation of the Standards using its own employees and other agents. In addition, Employees are expected to question possible misconduct and resolve any misconduct issues through the procedures outlined in these Standards. Internal reporting is also explicitly encouraged (though not required) by the whistleblower bounty rules of the United States Securities and Exchange Commission.

If any Employee believes the law and/or these Standards have been violated, the matter should be promptly reported. The report may be directed to the Employee’s supervisor, to an appropriate officer of the applicable subsidiary or business unit, or to the Corporate Vice President, Administration or to any member of the Corporate Legal Department. All matters reported will be promptly investigated, and if appropriate, remedied. No Employee will be penalized for making a report in good faith, but instead may be rewarded as provided herein. All

Employees are expected to cooperate fully in any investigation of a potential violation. See “Reporting Possible Violations.”

These Standards may be supplemented or amended by additional directives or guidance relating to Employee conduct and legal compliance that are applicable to specific international locations.

Accounting and Other Complaints

As a public company with securities trading in the United States, Sensient is committed to strict compliance with all applicable securities laws and regulations, accounting standards, accounting controls and proper audit practices. In order to facilitate the reporting of any complaints or concerns in this area, the Audit Committee of Sensient’s Board of Directors has established procedures for the confidential submission by directors, officers and other Employees of concerns regarding questionable accounting or auditing matters in a manner that complies with all applicable legal requirements. The same procedures may be followed to confidentially and anonymously report other violations of law or of these Standards. Employees are directed to our “Procedures for Reporting Complaints or Concerns Regarding Accounting, Auditing or Other Compliance Matters,” which are posted on our intranet website and are also available from the Corporate Legal Department.

Antiboycott Laws/Export Controls

United States law contains provisions enacted in response to the boycott of Israel by certain Arab countries. These laws (the “Antiboycott Laws”) are designed to discourage U.S. firms and their foreign affiliates from taking part in boycotts that the U.S. government does not sanction. Under the law, U.S. citizens and firms, including the Company, are prohibited from taking or agreeing to take certain actions in support of unauthorized boycotts. These actions include refusing to do business with the subject of the boycott, including using, or agreeing to use, blacklists. Any questions concerning the Antiboycott Laws should be directed to the Corporate Legal Department.

In addition, controls administered by the U.S. Treasury Department’s Office of Foreign Assets Control prohibit virtually all exports to a select group of countries, including Cuba and Iran. These embargoes change from time to time and often prohibit the participation of U.S. persons or subsidiaries in transactions involving these countries, whether those persons or subsidiaries are in the U.S. or overseas. Any questions concerning restrictions on exporting Company products or technology should be directed to the Corporate Legal Department.

Bribery Prohibited

Many laws prohibit bribery, the act of giving something of value (money, property or a favor) to a public employee in return for a favorable exercise of that employee’s discretion. Except for approved facilitating payments as described below, the use of bribery or other corrupt payments or offers to make or accept payments, or other things of value, to

foreign public officials or to or from private persons in order to secure or retain business or other commercial advantage is strictly prohibited.

In addition, no Employee may enter into any agreement or arrangement by way of commission, rebate, bribe, kickback or otherwise, where the intent or probable result is to improperly reward any union representative or representative of a customer, supplier or other company with which our Company has an existing or potential business relationship.

Employees who have responsibilities for activities outside the United States must comply with the United States Foreign Corrupt Practices Act ("FCPA") when conducting Company business. The FCPA prohibits Employees from offering gifts of any kind to any international government official or politician to perform any action that is not a routine governmental action. Examples of routine governmental actions include: Processing governmental papers, obtaining licenses or permits, providing police protection, mail pick up or telephone service, and actions of a similar nature. Such payments in small, customary amounts ("facilitating payments") may be permitted (with prior approval of the Company's Chief Executive Officer) if the assistance requested and for which payment is made is a nondiscretionary action which the person receiving the payment is legally required to provide and the payment is made for the sole purpose of facilitating the action.

The FCPA also requires corporations to follow certain accounting standards and to develop internal accounting controls to ensure that Company books and records accurately and fairly reflect corporate transactions and provide assurance to management of the nature of the financial transactions undertaken by Employees.

Many other countries have also adopted anti-corruption laws, some of which are broader in scope than the FCPA. This includes (among many others) the U.K. Bribery Act, which prohibits the offering, giving, receiving, requesting or agreeing to receive or accept something of value in order to obtain or retain business or a business advantage, and applies both to transactions involving foreign public officials and to commercial bribery in the private sector even when no foreign public officials are involved. The U.K. Bribery Act also creates a corporate offense of "failure to prevent bribery." A company is liable when a person "associated" with that company (defined as a person or entity that "performs services for or on behalf of" that company) pays a bribe for the purpose of obtaining or retaining business or a business advantage. The UK Bribery Act does not include an exception for facilitating payments and can apply to activities outside of the U.K. (both in the U.S. and elsewhere).

All Employees must follow the FCPA and other applicable anti-corruption laws. Any questions concerning the payments described above should be directed to the Corporate Legal Department. See *"Legal and Ethical Compliance."*

Communicating Extraordinary Matters to the CEO

To ensure that the Company's Chief Executive Officer has all information necessary to discharge his responsibilities, Employees with responsibility for any

proposed commercial transaction that is not in the ordinary course of the Company's business must communicate promptly and fully with the Company's Chief Executive Officer regarding such matters. Examples of such extraordinary matters include, but are not limited to, those involving significant capital expenditures, long-term contractual commitments or exposure to significant potential liability.

Communications with Analysts and the Media

The Company must speak with a unified voice in all dealings with the press and other media, and in all dealings with securities analysts and other investment professionals. As a result, except as otherwise designated by the Company's Chief Executive Officer, the Corporate Vice President and Chief Financial Officer or the Corporate Vice President and Treasurer should be the contacts for interviews with the media or securities analysts concerning Sensient stock or the financial results or prospects of the Company or any business unit or subsidiary. Except as otherwise designated by the Company's Chief Executive Officer, other inquiries from and communications with the media about the Company should be directed to and coordinated through the Company's Corporate Vice President, Administration.

Competition Laws

Fair competition and similar laws govern actions in the marketplace by companies and their employees which are deemed to be anticompetitive (i.e., diminish output and increase prices). A fundamental objective of these laws is to promote competition and free enterprise for the benefit of consumers. It is the Company's policy to comply with such laws applicable in each jurisdiction in which the Company operates.

As a general matter, any agreement with a competitor that restrains competition is illegal. Several types of agreements have been determined to injure competition such that they are normally unlawful. This category includes agreements to fix prices, rig bids, boycott a supplier, limit production, and agreements to allocate customers, markets or product lines.

The Company's prices must be set independently by the Company without consultation of any kind outside the Company. Never discuss prices or pricing with a competitor.

While Employees are not expected to be experts in competition law, Employees are cautioned to be extremely careful when dealing with competitors in any context. All Employees should be familiar with the basic concepts of these laws, and be able to recognize potential problem areas when they arise. Any questionable situations involving contacts with competitors should be immediately reported to the Corporate Legal Department.

Confidentiality

During employment or any time after leaving the Company, Employees must not use or divulge any data, trade secret or confidential information of the Company, its customers or its suppliers without the prior written consent of the Company. Confidential information

includes all nonpublic information that might be of use to competitors, or harmful to the Company, its customers or its suppliers, if disclosed. Such information, knowledge or data includes, but is not limited to, secret or confidential matters:

- of a technical nature such as methods, know-how, cultures, formulae, compositions, processes, discoveries, improvements, inventions, computer programs and similar items or research projects;
- of a business or financial nature such as information about costs, purchasing, profits, market sales or lists of customers or suppliers, or concerning directors, officers or Employees; and
- pertaining to future developments such as research and development, marketing or merchandising or acquisition prospects.

Confidential, proprietary information should be identified when feasible. All documents containing confidential, proprietary information (e.g., memos, notebooks, reports, plans, etc.) should be marked appropriately. To the extent practicable, **COMPANY CONFIDENTIAL** should be stamped in red in a conspicuous place on the face of each item.

Confidential, proprietary information should be distributed on a need-to-know basis only. Employees must have adequate information about the Company's operations as it relates to their jobs to enable them to carry out their work successfully. However, confidential, proprietary information should not be distributed indiscriminately. If any Employee has a question as to whether disclosure is authorized, the Employee should check with a supervisor before distributing such information.

The Company's confidential, proprietary information will be securely stored on the premises or in facilities controlled by the Company. Information of this type will not be stored outside of the Company's premises unless the manager in charge of the particular information has some work-related reason for doing so. Such exceptions should be for a limited time only.

Confidential, proprietary information will not be discussed with people who are not Company Employees unless they:

- need to know the information, and
- have signed an appropriate confidentiality agreement.

Upon leaving the Company, or at the Company's request, Employees must return all materials relating to the Company's business which were in their possession or under their control while they were employed at the Company. These materials include drawings, blueprints, manuals, letters, notes, notebooks, reports, sketches, formulae, computer programs and similar items, memoranda, and customer lists. Employees must also not make or keep copies of the above.

None of the provisions in this section are intended to diminish the protections afforded to Employees against retaliation in connection with the provision of information to specified persons or entities, as described in the section below entitled *Reporting Possible Violations*.

Conflict of Interest

Except with the prior knowledge and consent of the Company, conflicts between an Employee's personal or private interests and those of the Company will not be allowed.

A potential conflict of interest exists when an Employee has any position with or a substantial interest (financial or otherwise) in any other business or matter that would conflict or might reasonably appear to conflict with the proper performance of the Employee's job responsibilities or the Employee's independent and objective judgment with respect to transactions between the Company and the other business.

A conflict of interest can only be determined after reviewing the particular circumstances in the context of the Employee's activities with the Company. The following list serves as a guide to the types of activities that might create a conflict of interest, but is not exclusive.

- **Interest in entities transacting business with the Company.** Employees will not have a financial interest in a supplier, competitor or customer of the Company. This includes, but is not limited to, ownership by an Employee or any member of his or her family of more than 5% of the stock either directly or indirectly in any outside concern that does business with the Company, except where such interest consists of securities of a publicly-owned corporation and such securities are traded on the open market (unless such investments are of a size as to have influence or control over the corporation).
- **Gifts.** Employees and their family members will not accept from any individual or company providing goods or services to the Company any gift of more than token value, loans (other than from established banking or financial institutions), or hospitality or entertainment which could influence the Employee's independent judgment. This does not include gifts of nominal value; entertainment, meals, or social invitations which are customary and proper under the circumstances; support the achievement of a valid business purpose; are consistent with the high standards of business ethics required in the conduct of all Company business activities and relationships; and do not place the Employee under an obligation of any kind. Employees will not have an interest in or perform any services for a supplier or customer of the Company except for owning a small minority interest in securities of a publicly owned company.
- **Loans.** Loans to, or guarantees of obligations of, Employees create conflict of interest issues. Accordingly, no loans will be allowed without the prior written approval of the Corporate Legal Department, and if appropriate, the Sensient Board of Directors or a committee of the Board. The Company will not extend, maintain or arrange for any personal loan to or for any director or elected officer.

- **Use of Company assets.** Employees are responsible for ensuring that corporate assets are used only for valid corporate purposes. Company assets are much more than our equipment, inventory, corporate funds or office supplies; they include our concepts, business strategies and plans, financial data, intellectual property rights and other information about our business. These assets may not be improperly used to provide personal gain for Employees or others.
- **Company opportunity.** Employees are prohibited from (i) taking personal advantage of opportunities that are discovered through the use of Company property, information and position, (ii) using Company property, information or position for personal gain and (iii) competing with the Company. Employees will not buy or sell for themselves or their family any security or property interest which they know the Company may be considering buying or selling until the Company has publicly announced its decision regarding the transaction.
- **Transactions.** Employees will not compete with the Company directly or indirectly in the purchase or sale of property or products without full disclosure to the Corporate Legal Department.
- **Conflicting roles.** Employees cannot represent the Company in any transaction in which the Employee or any family member has a substantial interest.
- **Employment outside the Company.** Employees will not accept employment outside the Company which adversely affects the manner in which an Employee performs duties or fulfills responsibilities to the Company.
- **Service on other boards.** No employee or officer may accept an appointment as a member of the board of directors or as an officer of any other company, a trade association or on boards of charitable or educational organizations, without prior written approval by the Corporate Legal Department. Board memberships for charitable organizations, educational institutions or similar organizations are encouraged, as long as no potential or actual conflict of interest exists.
- **Participation in testing or standards setting organizations.** Employees may participate in such organizations only after disclosure to and the consent of the Corporate Legal Department.
- **Communication of conflicts.** All potential and actual conflicts of interest or material transactions or relationships that reasonably could be expected to give rise to such a conflict or the appearance of such a conflict must be communicated as provided under *Reporting Possible Violations* below. If you have any doubt about whether a conflict of interest exists after consulting this provision of the Standards, please contact the Corporate Legal Department so that they can help make that determination.

Electronic Communications

Employees have access to the Company's electronic communication system, which includes telephones (including cell phones), voice mail, facsimile machines, e-mail and the Internet. The purpose of this system is to enhance job performance on day-to-day assignments and to facilitate effective business communications. Employees' actions and communications on the Company's electronic communication system may be attributed to the Company, which could be held responsible for Employees' actions. Therefore, this policy outlines the proper uses of the electronic communication system.

- **Ownership.** The Company's electronic communication system is Company property. All messages, information, and data sent and received by the electronic communication system are Company property. Incidental and occasional personal use of the electronic communication system is allowed, but such use will be subject to this policy and any resulting messages and data are the property of the Company. This personal use is allowed when it does not interfere with an Employee's work performance, interfere with any other Employee's work performance, unduly impact the operation of the electronic communication system, or violate any other provision of this or any other Company policy. Company related text messages should not be sent other than through Company issued cell phones and the Company's cell phone provider.
- **No privacy.** Even though Employees have unique user log-in identification codes and passwords to access the electronic communication system, Employees have no privacy in the use of the system or in any documents, messages or information created on, with or transmitted over the system, except as provided by law. The Company has access to the system and maintains the right to access, review and monitor, consistent with the law, all documents, messages and information created on, with or transmitted over the system, including e-mail and Internet usage, without notice to the Employees. Employees are deemed to consent to that access and review, provided that the Company will access stored text messages only when it has a reasonable suspicion that the messages relate to a violation of Company policy or any applicable law and then only as reasonably required for that purpose. The Company also reserves the right to disclose such documents, messages, or information when consistent with the Company's business purposes and with requests from law enforcement.
- **No offensive use.** Employees accessing the electronic communication system are identifiable as Employees of the Company. Employees therefore must recognize that they may be viewed as representatives of the Company when they access the system and they must conduct themselves appropriately. Employees may not use the electronic communication system in an offensive, harassing, illegal, or defamatory manner. The Company prohibits the use of the electronic communication system to send or receive offensive or improper messages such as sexually explicit messages, images, cartoons or jokes; unwelcome propositions, requests for dates, or love letters; profanity, obscenity, slander, or libel; ethnic, religious, sexual, racial or other inappropriate slurs; messages containing political beliefs or commentary; or any other message that could be construed as harassment or disparagement of others.

- **Barred web site browsing.** Visiting web sites on the Internet that contain sexually explicit or other offensive material is prohibited.
- **Confidential information, solicitation, and illegal activities.** Employees may not improperly disclose confidential Company information and materials in any manner, including via the electronic communication system. Nor may Employees use the system to solicit for commercial activities, religious or political causes, outside organizations or other non-company related matters. Employees also may not use the electronic communication system for illegal activities or purposes.
- **Copyrights and trademarks.** Employees must not violate copyrights and trademarks. An Employee may not copy, download, or use any image, text, video, audio material, software, or other copyright-protected or trademark-protected data without appropriate authorization. This restriction applies to copying copyrighted or trademarked materials from someone else, the local area networks, or the Internet.
- **Consequences of violations.** Employees who violate this policy will be subject to discipline up to and including termination of employment, subject to applicable law.
- **Software.** The Company expressly prohibits the unauthorized use or duplication of copyrighted software. The Company will provide legally acquired software to meet the legitimate Company software needs in a timely fashion and in sufficient quantities for all Employees. The Company will comply with all license or purchase terms regulating the use of any software acquired or used by Employees. Employees shall not engage in or tolerate the making or using of unauthorized software copies under any circumstances. Employees shall not remove, obscure or alter any copyright or proprietary notices associated with any Company software or related software packaging materials. The Company will enforce reasonable internal controls to prevent the making or using of unauthorized software copies, including reasonable measures to verify compliance with these standards and appropriate disciplinary measures for violation of these standards.
- **Electronic Communication System and Data.** Only Company authorized software and related encryption software tools may be used in connection with the Company electronic communication system and all related data. Employees shall not use software or encryption software tools that are not compatible with the Company electronic communication system or any other software legally acquired by the Company. The Company prohibits all Employees from using any software or encryption software tools to access Company data located on the Company electronic communication system, unless authorized to do so. Employees shall not disassemble, decompile, reverse engineer or tamper with any software or encryption software tools to prevent the Company from accessing or recovering any and all encrypted information.

- **Right to search.** Subject to applicable law, the Company reserves the right to inspect and search all computers, electronic devices, and components of the electronic communication system found on Company property without notice to ensure that Employees are complying with this and other Company policies.
- **Off duty conduct.** An Employee who maintains a web site must not use Company equipment or working time to maintain the web site. Any off duty online conduct by an Employee must not involve any content that casts the Company or any of its Employees, consultants, products, or practices in a negative or inappropriate light, must not interfere with the Employee's ability to perform his or her job effectively, and must not adversely affect productivity and positive interactions in the workplace.
- **Personal digital assistant devices.** All of the foregoing requirements also apply when an Employee uses any Company cell phone or any other personal device that connects with the Company's electronic communication system. Additional concerns (such as preventing the accidental introduction of computer viruses and retaining e-mails and other documents whenever litigation is pending or threatened) also arise. Accordingly, Employees are not allowed to use personal digital assistants like a Blackberry, Ipod, flash or thumb drive, smart phones, pocket PC, MP3 and the like to access the Company electronic communication system unless the device is provided or approved by the Company and is used for Company-authorized purposes.

Environmental, Health and Safety

The Company is managed for the benefit of our shareholders, customers, Employees and neighbors to meet customers' needs. We are committed to sound environmental management, worker health and safety, which we view as consistent with the Company's economic health. We require each Employee's individual participation in, and acceptance of, this corporate philosophy.

Each Company-owned or operated facility will comply with all applicable current environmental, health and safety laws and regulations. All Company facilities will be operated so as to avoid harm to human health or the environment. Waste minimization and pollution prevention are primary objectives.

All Employees will be appropriately trained, and are expected and required, to perform their job in a safe manner. Abuse of drugs and alcohol is a serious problem in our society today. To the extent that such abuse impacts on the workplace and affects our Employees and our ability to provide the highest level of confidence and services to our customers, the Company is committed to dealing with the problem in an appropriate and effective manner. The Company strictly prohibits: (a) reporting for work or working while under the influence of intoxicating beverages or controlled substances; (b) the possession, transmittal or receipt of intoxicating beverages or the unlawful manufacture, distribution, dispensing, receipt, possession or use of controlled substances or drug paraphernalia while on the job, while on the Company premises (including lunch or other

break periods), while on Company business or while operating or riding in a Company vehicle; and (c) the use of alcohol or illegal sale, transmittal, receipt, or possession or use of controlled substances off premises that adversely affects work performance, safety, or the reputation of the Company.

Compliance with Environmental, Health and Safety (“EHS”) laws and regulations is a complex undertaking that requires attention at each level of the Company. Each division and facility within the division must employ its best management practices to ensure compliance with applicable EHS laws and regulations to prevent harm to human health or to the environment.

Corporate EHS Department

The Corporate EHS Department has the responsibility and authority to establish environmental policy, standards and initiatives for the Company. This Department oversees environmental, health and safety compliance activities at every facility, and has full access to all Company facilities, records, property and personnel relating to the EHS function. In conjunction with, and at the direction of, the Corporate Legal Department, the EHS Department is responsible for providing definitive interpretation of laws, rules and regulations that apply to EHS compliance, for hiring outside consultants to assist with such determinations, and for performing audits of EHS compliance at designated Company facilities.

Group and Division Presidents and Plant or Facility Managers

Group and Division Presidents are responsible for ensuring implementation of the environmental policies and procedures developed by the Corporate EHS Department at their respective facilities. Plant/Facility Managers are responsible for day-to-day compliance with this policy, and for developing and implementing programs to ensure that each activity, facility, source or condition attains and maintains compliance. The job duties associated with such responsibility may, at the option of the Plant/Facility Manager, be delegated to a facility environmental coordinator. However, the Plant/Facility Manager remains responsible for overall facility compliance.

EHS Audits

Periodic audits will be conducted to determine the state of facility compliance with applicable EHS laws and regulations. All EHS audits shall be conducted as directed by the Corporate Legal Department or the Audit Committee of the Sensient Board of Directors and carried out by the Corporate EHS staff at the direction of the Corporate Legal Department.

Equal Employment Opportunity

The Company will select, develop and promote Employees based on the individual’s ability and job performance. The Company will provide equal employment opportunities to all people without discrimination because of their race, religion, color, sex, age, national origin, disability, or any other characteristic protected by law (collectively “protected classes”). The Company will administer all policies, benefits and programs on a

nondiscriminatory basis. Such areas include, but are not limited to: interviewing and selection, compensation, promotion, transfer, layoff, recall, and training.

Facility Visits

Facility visits by customers, suppliers or other non-employees are sometimes necessary. Because of the confidential and proprietary nature of our processes, access to Company facilities by non-employees should be limited and should comply with the procedures outlined below.

- Any visitor must be accompanied at all times by a Company Employee.
- Facility visits by customers must be approved in advance by the Group or Division President.
- Suppliers will not be permitted to visit facilities unless a business purpose is established (e.g., regular sales call for locally purchased supplies, inspection of equipment, etc.).
- The general public will not be allowed plant visits. In special cases, such as academic personnel or overseas visitors, the Group or Division President may approve a facility visit.
- All facilities shall maintain a log of facility visitors. The log shall also contain appropriate notice of the confidentiality of Company operations or information at the facility, and shall clearly indicate that by “signing-in,” the visitor agrees to maintain such confidentiality. No non-employee visitor is to be allowed access to any Company facility or office unless they “sign in” prior to entry and receive a “Visitor” pass, which they must display at all times while present in Company facilities.
- Facility visits should be structured so as to avoid areas containing Company confidential and proprietary information unless the visitor “needs to know” that information. *See “Confidentiality.”*

The Company prohibits Employees from visiting competitor plants as well as certain other sensitive competitor facilities such as laboratories and distribution or research centers without the prior approval of the Group or Division President. Approval of the Group or Division President is also needed for visits by competitors to Company facilities. The Company’s Chief Executive Officer, Chief Operating Officer, or Group or Division President may also approve specific exceptions to this policy in connection with corporate development and other Company activities. The Company’s Chief Executive Officer, Chief Operating Officer, or Group or Division President may also approve specific exceptions to this policy if necessary to accomplish industry-wide projects involving public policy or the public interest such as safety, industry standards and environmental controls.

Fair Dealing

Every Employee shall endeavor to deal fairly with the Company's customers, suppliers, competitors and employees. No Employee should take unfair advantage of any person through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Food and Product Safety

The Company takes pride in supplying our customers with food and beverage ingredients and food products of the highest quality. One aspect of this pride is a commitment by the Company and all Employees to provide only ingredients and products that are safe for consumers, properly labeled, and comply with all applicable requirements of law. The same applies to our other products which are consumed or used by consumers, such as cosmetic colors and fragrances and pharmaceutical colors and flavors. Our reputation and our ability to operate depend on our meeting this standard in everything we do. **Any Employee with concerns about the safety of Company products should immediately report that concern to the Company's Chief Executive Officer personally.**

Governmental Inquiries and Investigations

The Company will cooperate to the extent required by law with properly authorized representatives of governmental authorities seeking information about the Company or other companies. It is imperative that all other governmental investigations be properly communicated to management and coordinated at all levels within the Company and that all inquiries by the authorities be handled in an orderly manner.

Since governmental investigations are generally conducted under the authority of some applicable law, the Corporate Legal Department must be notified immediately and brought into any investigation in which the Company becomes or might become involved. All Employees who receive requests, whether oral or written, for access to Company files, records or information of any nature should immediately refer such requests to the Corporate Legal Department, and no Company information should be furnished to an outside governmental investigator in response to such a request without consultation with the Corporate Legal Department.

Employees are advised that penalties may be imposed upon any person who submits false or misleading information in connection with a governmental investigation. Proper legal supervision of any response, verbal or written, made to government authorities is essential.

None of the provisions in this section are intended to diminish the protections afforded to Employees against retaliation in connection with the provision of information to specified entities or persons, as described in the section below entitled *Reporting Possible Violations*.

Harassment Prohibited

All Employees should be able to enjoy a work environment free from harassment and animosity. *Harassment*, whether intentional or unintentional, sexual or otherwise, is often

illegal, counterproductive to the goal of the workplace and is prohibited. Harassment includes behavior that interferes with an Employee's performance by creating a difficult, intimidating, hostile or offensive working environment.

It is a violation of this Standard for any Employee to be forced to submit to harassment as a basis for an employment decision. Any harassment of Employees by other Employees will not be tolerated. Any Employee who is subjected to harassment is urged to immediately report the contact.

No Employee may retaliate against another Employee for reporting harassment. Any Employee who believes that he or she is being or has been retaliated against for bringing a complaint of harassment or discrimination should promptly report such conduct as provided for in these Standards. All Employees are expected to cooperate fully in any investigation concerning harassment.

Insider Trading Prohibited

United States law prohibits the use of "material inside information" when trading in or recommending Sensient securities. Accordingly, no director, officer or other Employee may engage in transactions in Sensient securities (whether for their own account, for the Company's account or otherwise) while in possession of material nonpublic information relating to the Company ("insider trading"). Further, no director, officer or other Employee who is in possession of material, nonpublic information may communicate such information to third parties that may use such information in the decision to purchase or sell Sensient stock ("tipping"). This policy also applies to information obtained in the course of employment relating to any other company, including our customers and suppliers.

Substantial penalties may be assessed against people who trade while in possession of material inside information and can also be imposed upon companies and so-called controlling persons such as officers and directors who fail to take appropriate steps to prevent or detect insider trading violations by their employees or subordinates. To avoid severe consequences, directors, officers and other Employees and those associated with the Company should avoid even the appearance of improper conduct.

Internal Controls

Internal controls are policies and procedures designed to safeguard the Company and its assets and to ensure accurate financial record keeping. It is the responsibility of local, subsidiary, division and Sensient management to establish a proper control environment and procedures. Local management must take measures and actions necessary to ensure that all Employees understand and comply with the procedures for appropriate internal controls.

An effective system of internal controls will include physical controls over assets and procedures designed to ensure that all entries in the Company's books and records are accurate and complete and appropriately reflect the Company's transactions. All Company assets, liabilities, revenues and expenses will be recorded in the official books of record. Compliance with generally accepted accounting principles and established internal controls are required at all times.

The Sensient Audit Department will monitor compliance with established internal controls at each location, review the adequacy, appropriateness and efficiency of the control procedures and make recommendations to management for improvements in these procedures. Any questions regarding the system of internal controls should be addressed to the Corporate Controller.

Inventions

All inventions are the exclusive property of the Company. *Inventions* are marketable ideas, discoveries, developments, improvements, innovations, and know-how whether patentable or not, which are conceived, reduced to practice or made by Employees. Employees will promptly disclose all inventions in writing to the Corporate Vice President, Marketing and Technology. This includes inventions created while working for a Sensient business unit or subsidiary either solely or in concert with others (whether or not the others are Employees of the Company). These inventions must be disclosed whether or not they are:

- made or conceived during working hours;
- relate in any manner to the existing or contemplated business or research activities of the Company;
- are suggested by or result from the Employee's work at the Company; or
- result from the use of the Company's time, materials or facilities.

Employees will assign to the Company their entire right, title and interest to all inventions which are the property of the Company under the provisions above and to all unpatented inventions which they own except those specifically described in a statement which has been separately executed by the Employee. At the Company's request and expense, the Employee will execute specific assignments to any such invention and take such further action as may be considered necessary by the Company at any time during or subsequent to the period of their employment to obtain and defend letters patent in any and all countries and to vest title in such inventions in the Company or its assigns.

Any invention disclosed by an Employee to a third person or described in a patent application filed by them or on their behalf within six months following the termination of their employment with the Company will be presumed to have been conceived, reduced to practice or made by them during their employment with the Company. However, this does not apply if the former Employee can prove the invention was conceived, reduced to practice and made by them following the termination of employment with the Company and was not related to its business or research activities; was not suggested by or did not result from the Employee's work at the Company; or did not result from using the Company's time, materials or facilities.

Certain Employees may be required to sign separate confidentiality agreements due to the type of work they perform or their position with the Company (e.g., Employees who work in research and development or who are hired to create inventions).

Legal and Ethical Compliance

The Company requires that all Employees respect and comply with all of the laws, rules and regulations of the countries, and of the states, counties and cities where we do business. We also seek to work with suppliers that employ progressive practices that meet or exceed all applicable laws. These requirements and expectations for ourselves and our suppliers include, without limitation, the matters described below. In the event local standards on a matter do not exist or do not meet these ethical standards, the Company and our suppliers shall nevertheless establish progressive employment practices and shall apply U.S. standards where appropriate while complying with local law. Compliance with the law and observing our ethical obligations are absolutely essential conditions for fulfilling our duties to each other, our customers and society as a whole. We reserve the right to inspect the operations and records of our suppliers to establish compliance with these standards. Employees with knowledge or information concerning any illegal or unethical behavior by the Company or our suppliers should report it immediately to their supervisors or to the Corporate Vice President, Administration or the Corporate Legal Department. See *“Reporting Possible Violations.”* Our minimum requirements and expectations include but are not limited to:

- **No forced labor.** The use of forced labor of any kind is prohibited, including prison labor, non-rescindable contracts, or labor obtained through threats of punishment, deposits of bonds or other constraints.
- **No child labor.** Work by children under the age of 15 years (or any higher age established by applicable law) is strictly prohibited.
- **No harassment or abuse.** The Company strictly prohibits harassment and abuse by all Employees. See *“Harassment Prohibited.”* We also expect our suppliers to treat their employees with respect and dignity, and without harassment or abuse of any kind.
- **Nondiscrimination.** The Company will provide equal employment opportunities to all people without discrimination because of their race, religion, color, sex, age, national origin, disability, veteran or military status, or any other characteristic protected by applicable law. See *“Equal Employment Opportunity.”* We expect the same from our suppliers.
- **Reasonable compensation.** The Company and our suppliers will pay reasonable compensation that, at a minimum, complies with all applicable laws and requirements.

- **Working hours and overtime.** The Company and our suppliers will comply with all applicable requirements and limitations set by the laws of the country of manufacture and may not require excessive overtime.
- **Environment, health and safety.** The Company is committed to sound environmental management, worker health and safety. Safety awareness and procedures, waste minimization and pollution prevention are primary objectives. *See “Environmental, Health and Safety.”* We expect the same commitments from our suppliers.
- **No bribery or corrupt payments.** The use of bribery or other corrupt payments or offers to make or accept payments, or other things of value, to foreign public officials or to or from private persons in order to secure or retain business or other commercial advantage is strictly prohibited. *See “Bribery Prohibited.”*

Legal Services

This policy defines the procedures for handling legal matters affecting the Company to ensure the protection of its legal rights and limit its potential legal liability. The Corporate Legal Department will be responsible for providing Company management with guidance on all matters requiring legal interpretation, and for providing the Company with information pertaining to changes and developments in the laws affecting the Company business. Except as otherwise approved by the Chief Executive Officer, the Corporate Legal Department will have sole authority and responsibility to employ outside counsel as needed to advise and represent the Company on specific matters. The Corporate Legal Department will keep the Company's operational departments involved and advised of pertinent developments.

Manufacturing

The Company manufactures products designed to satisfy customer needs and meet applicable legal requirements. The Company will assure the quality and legality of its products as they are distributed to our customers. Product and manufacturing specifications and quality control procedures will be established by operating units with advice and assistance from Corporate Engineering. All products will be manufactured in accordance with Good Manufacturing Practices. In cases where products are sold but not manufactured by the Company, suitable product quality guarantees from the outside supplier will be obtained, and the selling division will establish suitable quality control procedures. In addition, the following manufacturing protocols must be followed:

- Purchasing programs must be established to procure necessary manufacturing materials at the lowest cost consistent with quality and service standards.
- Maintenance programs must be established by divisions to maintain physical assets used to manufacture, sell and distribute products. Maintenance will conform to accepted or established engineering standards, encompassing proper measures for Employee safety, loss to fire or elements, explosion, etc.

- Programs must be established by divisions to ensure proper compliance with all regulatory codes regarding manufacturing and distributing food products.
- Division procedures, specifications and programs are subject to review by Corporate Engineering.
- Inventories of raw materials, work-in-progress and finished goods will be secured to prevent theft, unreasonable deterioration or destruction.
- The security of the plant and equipment will be maintained at all times to prevent theft, unreasonable deterioration and destruction.
- Insurance coverage specified by the Corporate Treasury Department will be in force at all times to protect the Company from undue loss.

Political Activities

Contributions on behalf of the Company to political campaigns or activities are prohibited, except where permitted by law and approved by the Company's Chief Executive Officer or Vice President/General Counsel.

Reporting Possible Violations

If any Employee believes that any of these Standards has been violated, the matter should be promptly reported to the local managing director, general manager or other senior Company official at the location, or to the Corporate Vice President, Administration or Corporate Legal Department in Milwaukee. Employees should take care to report violations to a person who they believe is not involved in the matter giving rise to the violation. The report must be truthful and may be verbal or in writing, and if in writing, should be signed by the Employee, except as provided by our "Procedures for Reporting Complaints or Concerns Regarding Accounting, Auditing or Other Compliance Matters." See *"Accounting and Other Complaints."* All reports of violations will be promptly investigated and, if appropriate, remedied.

Every Employee will cooperate in assuring that violations of the law or these Standards are promptly addressed. **No retribution will be taken against an Employee for reporting a violation or suspected violation.** The Company will take appropriate steps to maintain the confidentiality of the Employee's identity. Any supervisor intimidating or imposing sanctions on an Employee for reporting a matter will be disciplined up to and including termination.

The United States Securities and Exchange Commission ("SEC") has established rules that can potentially pay rewards to Employees or others who report significant misconduct either internally to the Company or to appropriate enforcement authorities. Those rules expressly encourage (but do not require) that reports be made internally to the Company by providing that voluntary participation in a company's internal compliance and reporting system is a factor that can increase the amount of an award, while interfering with a company's internal compliance and reporting can decrease the amount of an award. The rules also provide that if a company receives a report to its internal compliance and reporting system and, after investigating the matter, reports it to the SEC, the reporting Employee will get credit -- and a potentially greater reward -- for any additional or more specific information generated by the company in its investigation.

Employees should be advised that the provisions of these Standards of Conduct do not prohibit an Employee from providing information to an appropriate regulatory or law enforcement agency or a supervisor of the Employee (or another Employee who has the authority to investigate or terminate misconduct) in connection with conduct that the Employee reasonably believes constitutes a violation of antifraud statutes or any rule or regulation of the country where the activities occur. These provisions also do not prohibit an Employee from providing truthful information to a law enforcement officer relating to the actual or possible commission of an offense.

Questions

Any questions concerning any matter covered in these Standards may be directed to your supervisor or the managers at your location. Questions may also be directed to the Corporate Vice President, Administration and Corporate Legal Department in Milwaukee.

Appendix

Legal Compliance Program for International Operations

Purpose

The Company's Legal Compliance Program for International Operations was established to comply with directives of Sensient's Board of Directors. This Program has the unqualified support of the Board and Company's senior management.

The Company's international expansion and the worldwide growth of government regulation require that the Company declare its expectations concerning acceptable conduct by Employees based outside of the United States. Any failure to conform to these expectations could have severe adverse effects on the Company and its Employees.

Standards of Conduct

The foundation for this Program is set forth in the Company's Standards of Conduct for International Employees (the "Standards"). The Standards are adapted from Sensient's Code of Conduct applicable to United States employees.

The Standards provide general ethical and legal guidance concerning the conduct of business and the behavior of employees based outside of the United States. The Standards also provide guidance intended to prevent violations of certain important U.S. laws that apply to international operations.

Enforcement

The Standards will be enforced on a uniform basis for all Employees, without regard to position within the Company. Any Employee who violates the Standards may be subject to disciplinary action. Supervisors and managers of any disciplined Employee may also be subject to disciplinary action if there is a demonstrated failure to properly manage that Employee. Supervisors and managers may also be subject to disciplinary action if they retaliate against an Employee(s) who reports a violation(s). Sensient Technologies Corporation is authorized to investigate any allegations or other evidence of conduct that may be unlawful or in violation of the Standards using its own employees and other agents.

Employees should understand that waivers or exceptions to the Standards will be granted only in advance and only under exceptional circumstances. A waiver of the Standards for any Sensient executive officer or director may be made only by the Sensient Board of

Directors or a committee of the Board and must be promptly disclosed to shareholders in accordance with applicable law and exchange requirements.

Management Responsibility

The highest ranking manager (“Senior Manager”) at each of the Company’s international business operations and locations is responsible for ensuring that this Compliance Program is adopted and followed by Employees who report directly or indirectly to them.

The Standards recognize that the Company’s international businesses each operate in their own legal environment. Accordingly, to ensure compliance with the “General Policy” described at the beginning of the Standards, Senior Managers shall publish and enforce additional policies and guidance (“Local Supplements”) intended to ensure compliance with local legal requirements, including prevention of both commercial bribery and bribery of foreign public officials.

The Corporate Vice President, Administration and Corporate Legal Department shall assist in the development of, and shall approve in advance, each Local Supplement. References to the “Standards” in this document are meant to include the relevant Local Supplement.

Dissemination

Senior Managers will be responsible for ensuring that the Standards are translated, if necessary, and made available to all Employees in their business units.

During initial orientation, Employees will be introduced to the Standards and educated about their responsibilities for complying with the Standards. All managers and department heads will be responsible for periodically reviewing the Standards with their Employees to ensure the Standards are fully understood.

The responsible Senior Manager should ensure that the Standards are introduced to the Employees of any newly acquired business.

The Standards shall also be incorporated into local employee handbooks or other appropriate legal documents binding upon employees.

Employees shall be encouraged to seek guidance regarding the application or interpretation of the Standards from their local supervisors. Employees may also seek guidance from the Corporate Vice President, Administration and Corporate Legal Department in Milwaukee.

Senior Managers are encouraged to conduct periodic training covering the major provisions of the Standards. Local managers should decide what training would be most effective for their employees. Such training may be conducted during regular staff meetings or sessions.

Records of such training should be made and retained in a separate file.

The Corporate Vice President, Administration and Corporate Legal Department will assist Senior Managers in the development and presentation of appropriate training.

Reviews/Audits

As with Sensient's U.S. Code of Conduct, internal systematic reviews of practices and procedures will be conducted. These reviews may include management reports, internal audits, and employee interviews. Periodic internal audits will be conducted throughout the Company by the Corporate Audit Department in conjunction with the Corporate Legal Department. Audits will include evaluating compliance with policies, procedures and regulations, reviewing the quality and integrity of financial statements, and reviewing internal controls of new and existing management systems. Results of these audits will be presented to the Company's senior management.

GLOSSARY

Audit: An official examination of accounts or records to see that they are in order.

Blacklist: A list of persons or organizations subject to punishment or unfavorable treatment.

Boycott: To refuse to have anything to do with; refuse to handle or purchase.

Compliance: Action in accordance with a request or regulation.

Defamatory: Communication that attacks a reputation or speaks ill of.

Discriminatory: That which makes an unfair judgment or creates unfair treatment on the basis of a prejudice or other unacceptable preconception.

Disparagement: Communication that belittles or slights.

Due Diligence: The legal concept of a thorough review of facts, documents and records, usually in connection with a business transaction.

Embargo: Any restriction placed upon commerce and business conduct by rule or order.

Explicit: Fully and clearly expressed or demonstrated, leaving nothing merely implied.

FCPA: “Foreign Corrupt Practices Act.”

Good Manufacturing Practices: Mandatory minimum manufacturing quality control procedures. Broad, general requirement applicable to Company food manufacturing facilities.

Indiscriminate: Not discriminating; lacking in selectivity on any basis.

Insider Trading: Illegal stock market activity that is done using material nonpublic knowledge gained through an association with any of the companies related to the stock or stocks transacted.

Material Inside Information: Information is MATERIAL if a reasonable investor would consider the information in making a decision to buy, hold or sell stock.

Information is INSIDE if it is nonpublic; that is, not publicly announced and sufficiently communicated to the general public.

Nominal value: Small or trifling in amount. *The gift had only nominal value.*

Pertinent: Having logical, precise relevance to the matter at hand.

Proprietary: Rights which are exclusively owned by an individual or corporation, sometimes under a trademark or patent.

Protocol: A code of correct conduct and standard procedures.

Retribution: Something given or demanded in repayment.

Subsequent: Following in time or order; coming after.

Tipping: The unlawful practice of communicating nonpublic information to outside parties who may use that information to purchase or sell stock in Sensient Technologies Corporation or related companies.

Token Value: Value that is symbolic rather than financial.

Vest: To give the absolute right of ownership.