



## **Supplier Code of Conduct**

**UPDATED 2017**

Sensient Technologies Corporation and our constituent companies strive to conduct business in an ethical manner and to make a positive contribution to society through our product offerings and business activities. We have a comprehensive Code of Conduct that governs all of our employees worldwide and seeks to inculcate a culture that promotes ethical behavior and compliance with all applicable laws and regulations. Complying 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 expect the same high standards from our suppliers.

Sensient expects all suppliers, vendors, contractors, consultants, agents, and other providers of goods and services to adhere to the following principles.

***Failure to comply with this Supplier Code of Conduct may be grounds for terminating the supplier relationship, and any relevant contracts, depending on the seriousness of the violation.***

**BUSINESS PRACTICES:** Our suppliers must conduct their business lawfully and with integrity, including:

**Compliance with all applicable laws and regulations.** Our suppliers must comply with all applicable laws and regulations in the countries in which they operate.

**Antitrust and Fair Competition.** Our suppliers are expected to comply with all fair competition laws and not engage in illegal monopolies, illegal behavior, price fixing, collusive bidding, price discrimination, and other unfair practices.

**No bribery or corrupt payments.** Sensient has a comprehensive Anti-Bribery Policy that requires behaviors that exceed the requirements of the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act as well as all local laws. Our

suppliers must comply with these laws, and our Anti-Bribery Policy while working on our behalf, and to be equally vigilant against bribery and corruption risks within their own organizations.

**Intellectual Property.** Our suppliers must respect Sensient's and third party's Intellectual Property rights. Supplier must promptly notify Sensient if supplier knows or suspects that supplier's products, or Sensient's use of supplier's products, infringe any third party Intellectual Property rights.

**Conflict of interest.** Our suppliers are expected to avoid and report all conflicts of interest resulting from their business dealings with Sensient and to notify Sensient if any Sensient employee has business, financial, or personal ties to the supplier that may influence such employee's decisions.

**Gifts.** Gifts to or from Sensient employees are neither expected nor necessary for business relationships between our supplier and Sensient. Our Code of Conduct prohibits Sensient employees from giving or receiving gifts of more than a token value, and all gift-giving is discouraged.

**Embargoes and Trade Law:** Our suppliers shall comply with all applicable trade laws and restrictions imposed by the United Nations, the United States, and other national governments.

**Management and Transparency:** Our suppliers are expected to have systems in place to track compliance with applicable laws and regulations and to investigate, to the extent allowed by law, allegations of misconduct. Suppliers must immediately inform Sensient in writing if they are aware of any negative publicity regarding the supplier or any product supplied to Sensient.

**WORKFORCE PRACTICES:** Our suppliers are expected to provide a safe workplace and treat their employees lawfully, respectfully, and fairly, including:

**No forced labor.** Our suppliers are prohibited from using slaves or forced labor of any kind, including prison labor, non-rescindable contracts, indentureship, or labor obtained through threats of punishment, deposits of bonds or travel documents, or other constraints. If applicable, supplier is expected to have filed a transparency statement in compliance with the UK Modern Slavery Act 2015.

**No child labor.** Our suppliers are prohibited from employing children under the age of 15 years (or any higher age established by applicable law). Suppliers will conform with Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor) of the International Labor Organization.

**No harassment or abuse.** Our suppliers are prohibited from harassing or abusing employees. Our suppliers must treat their employees with respect and dignity, and without harassment or abuse of any kind. To the extent permitted by law, suppliers must strive to provide a workplace free of harassment and abuse arising from fellow workers.

**Nondiscrimination.** Our suppliers must 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.

**Reasonable compensation.** Our suppliers will pay reasonable compensation and benefits that, at a minimum, comply with all applicable laws and regulations.

**Working hours and overtime.** Our suppliers must comply with all applicable requirements and limitations set by the laws of the country of manufacture and may not require excessive overtime.

**Workplace health and safety.** Our suppliers must provide a safe workplace for their workers including, at a minimum, adequate lighting, ventilation, potable water, and sanitary facilities. Where applicable, suppliers must provide safety equipment, guards, and protective clothing/masks to protect workers from hazardous machinery and materials.

**ENVIRONMENTAL AND COMMUNITY PRACTICES:** Our suppliers must treat the environment and their community with respect.

**Environmental impact.** Our suppliers will conduct their businesses in compliance with applicable requirements in a way that minimizes impact to the environment. We also expect our suppliers to support our own efforts by implementing sustainable operating practices and striving to reduce their use of energy and water and minimize generation of waste.

**Hazardous waste.** Our suppliers must capture, contain, and dispose of all hazardous wastes safely and in accordance with all applicable laws.

**Property rights.** Our suppliers must respect property rights in the communities in which they operate and must ensure fair negotiation on all land transfers to which they are a party, and compliance with all applicable laws and regulations related to property rights.



# SENSIENT®

## DECLARATION OF COMPLIANCE

Suppliers declares the following:

- Supplier has read and understands the Sensient Supplier Code of Conduct (Update 2017).
- Supplier agrees to comply with the Sensient Supplier Code of Conduct (Update 2017) while working with Sensient.
- Supplier agrees that Sensient reserves the right to terminate any agreement or business relationship with any supplier that cannot demonstrate compliance with our Supplier Code of Conduct.

SUPPLIER COMPANY NAME: \_\_\_\_\_

SUPPLIER SIGNATURE: \_\_\_\_\_

SIGNATORY TITLE: \_\_\_\_\_

DATE SIGNED: \_\_\_\_\_