



TREATT

**RESPONSIBLE &
SUSTAINABLE
SOURCING POLICY**

www.treatt.com/sustainability

Introduction

Ryan Govender
Treatt Interim CEO



Treatt is a trusted natural extracts and ingredients manufacturer providing solutions to the global flavour, fragrance and consumer goods markets from our bases in the UK, the US and China. We source natural raw materials from all over the world and are one of the leading buyers of citrus oils globally. We also source synthetics, packaging and services from regional and global suppliers.

Sustainability, and ethical and social accountability are embedded in our organisational culture and business activity. It is our belief that good corporate practices are essential to long term sustainable success and must be reflected in our workplace and in our supply chains.

OUR COMMITMENT

Treatt is committed to ensuring that all who supply Treatt ('Suppliers') show integrity and respect for human rights and the environment. Our aim is to source all our raw material ingredients in a sustainable and responsible manner.

Treatt will consider materials to be sustainably and responsibly sourced if the Supplier meets the requirements in this Policy and in our Code of Conduct, or if they have an action plan to meet those requirements in a clearly defined timeframe.

We are committed to working in partnership with our Suppliers to meet our supply chain and sustainability commitments and deliver the best quality products and services to our customers.

ABOUT THIS POLICY

This Policy sets out our expectations and requirements of Suppliers of raw materials. It applies to all direct Suppliers of raw materials to Treatt's operations worldwide. It sits alongside our Code of Conduct as the foundation of our Responsible & Sustainable Sourcing Strategy.

It is the responsibility of all Suppliers to familiarise themselves with this Policy and Code of Conduct, and to take appropriate steps to ensure they meet our requirements. This Policy will be shared with Suppliers of raw materials and will be available on our website. It will be reviewed annually.

We are committed to working in partnership with our Suppliers to meet our supply chain and sustainability commitments and deliver the best quality products and services to our customers.

What we expect of our suppliers

COMPLY WITH OUR CODE OF CONDUCT

Treatt expects Suppliers to meet minimum standards of integrity, human rights, and environmental protection in their own operations.

Our Code of Conduct sets out the principles and minimum standards we expect of our Suppliers; it is guided by the Sustainable Development Goals, the Ethical Trading Initiative's Base Code, and the principles of the United Nations Global Compact. Where national laws and regulations set a higher standard, that standard must be followed.

We reserve the right to audit Suppliers' compliance with our Code of Conduct, or to request third-party verification to recognised standards that meet our requirements (see page 4). In the event that there is non-compliance, we reserve the right to request remedial action. In the event of continued non-compliance, we reserve the right to terminate contracts with those Suppliers. Find out more [HERE](#)

ADDRESS CARBON EMISSIONS IN OWN OPERATIONS AND SUPPLY CHAIN

Treatt is committed to reducing its carbon emissions and setting science-based targets for its Scope 1 and 2 emissions. As part of our strategy to address Scope 3 emissions in the supply chain, we expect Suppliers to work with us to reduce the climate impact of their operations, and the materials, products or services they provide. This may include asking Suppliers to provide us with information on:

- Their Scope 1 & 2 emissions
- Their targets to reduce Scope 1 & 2 emissions, and strategy for meeting those targets
- The physical and transition risks of climate change for their business and our supply chain
- Measures taken to reduce carbon emissions of agricultural production

SUPPORT TRACEABILITY OF MATERIALS

Treatt is committed to ensuring full traceability of raw materials to their source; supply chain transparency is essential in assessing and monitoring risks and is a strict requirement of our customers.

We expect Suppliers to support full traceability by having robust traceability systems in place under which they take ownership and responsibility for their own supply chains back to the original source of materials.



TAKE STEPS TO ENSURE HUMAN RIGHTS, SUSTAINABLE AGRICULTURE AND BIODIVERSITY CONSERVATION AT SOURCE

We expect Suppliers to be aware of and, where necessary, take steps to address the material sustainability risks and impacts associated with the production of agricultural raw materials at source.

This includes (but is not limited to) the integrity and human rights principles outlined in our code of conduct, as well as issues of land use change, preventing deforestation, protection of peatlands, migrant labour, farmer livelihoods, water stress and climate change.

Treant reserves the right to carry out its own assessment of these risks and impacts, and where necessary we may require Suppliers to provide evidence of action taken to address these risks, for example through independent assessment or third-party audit.

RESPOND TO OUR REQUESTS FOR INFORMATION

To ensure Suppliers are meeting our requirements, we may request information on Supplier practices, standards and performance. We expect Suppliers to cooperate with requests, such as:

- Completing our self-assessment questionnaire
- Requiring Suppliers to join Sedex
- Site visits
- Providing supplier performance data, such as carbon emissions data
- Providing specific data as part of a material specification

PROVIDE EVIDENCE OF PRACTICES THROUGH THIRD PARTY VERIFICATION

We may request Suppliers to provide evidence of their compliance with this Policy through third-party verification to a recognised standard or scheme. This includes:

- Standards or schemes verifying responsible and sustainable practices at the Supplier's own operations, such as SMETA 4-Pillar Audits, or ISO14001
- Standards or schemes verifying responsible and sustainable practices at raw material source, such as those benchmarked to the SAI FSA standard

The list of standards and schemes that we will accept is available on our website [HERE](#)

WORK WITH US TO IMPROVE, AND ADDRESS SHARED SUPPLY CHAIN CHALLENGES

Treant recognises that many of the sustainability challenges we face in our supply chains, particularly in sourcing regions, cannot be solved by individual businesses. We are committed to working with our Suppliers to engage with industry programmes and schemes to tackle the most important risks. We expect our Suppliers to be ready to work in partnership with us.

Got any questions?

We will contact all Suppliers of raw materials to explain our requirements and expectations in more detail and explore ways to work together on shared sustainability goals.

In the meantime, if you have any questions about our Policy, our Code of Conduct, or our Sustainable and Responsible Sourcing Strategy, please contact the team via responsible.sourcing@treatt.com

SCOPE AND APPLICABILITY

This Policy applies to all direct Suppliers of raw materials to Treatt's operations worldwide.

RELATED DOCUMENTS

View our Supplier Code of Conduct [HERE](#)

View our accepted list of supplier standards and schemes [HERE](#)

REVIEW AND COMMUNICATION

This policy will be shared with Suppliers and will be available on our website. It will be reviewed annually.

Signed by:



Ryan Govender - Interim CEO

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Point of contact

Responsible Sourcing Team

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