



INTERNATIONAL  
FRAGRANCE  
COMPANY

in alliance with dsm-firmenich



**EFFECTIVE DATE: 01.03.2023**

**OWNER OF THE POLICY: SUSTAINABILITY & BUSINESS ETHICS MANAGER**

# **SUSTAINABILITY POLICY**

## ***I. PURPOSE***

As MG International Fragrance Company, our purpose is to share all our sustainability priorities with each of our stakeholder groups, taking into account the issues that the activities we are involved in affect or are affected by. In line with this purpose, we aim to determine the priorities, strategic goals, risks, and opportunities and to establish the appropriate infrastructure, thereby ensuring compliance with both national and international standards and legislation. The purpose of this policy is to ensure that MG's sustainability goals and perspective are understood and embraced by all internal and external stakeholders.

## ***II. SCOPE***

This sustainability policy applies to all operations and employees of MG unless otherwise provided.

## ***III. POLICY STATEMENTS***

Taking into account our other policies regarding sustainability, we as MG adopt the following sustainability principles:

- Implement and regularly renew an Environmental Management System that takes into account national/international legislation on the environment,
- Regularly assess the environmental risks regarding our operations and ensure such risks to be integrated into the Environmental Management System,
- Raise awareness of all our stakeholders and include them in the Environmental Management System,
- Ensure that waste is reduced at source, recycled, and if not recycled, disposed of safely, by considering the effective use of energy and natural resources,
- Establish sustainable systems by including the most advanced and environmentally friendly technologies our its future investments,
- Minimize greenhouse gas and air emissions by using renewable energy and sustainable materials while taking into account the fight against climate change and preserving energy efficiency,
- Support the treatment of wastewater, and if possible, its recycling and use for purpose of water efficiency,

- Develop projects that will contribute to biodiversity by taking responsibility in order to reduce the effects of climate change and protect the ecosystem we are in,
- Observe and improve human rights, labour and social rights and regularly raise awareness of our stakeholders on this issue,
- Carry out our business with a system that is against bribery and corruption, where precautions are taken, inspections are carried out and punishment is applicable,
- Recognize the freedom of association of employees and their right to join unions,
- Make job recruitments without any gender, language, religion, race, political and similar discrimination among employees and provide equal opportunities,
- Prioritize ethical values, human health, and safety in all activities,
- Prioritize data privacy of all stakeholders and do not disclose it to any third party,
- Allow child labour and forced labour neither within our own organization nor in the supply chain,
- Comply with national and international legislation in the determined goals and objectives related to occupational health and safety (OHS),
- Raise awareness of all stakeholders on this issue by carrying out social projects and trainings within the scope of OHS,
- Regularly monitor our current situation regarding OHS issues, informing stakeholders on this issue and ensuring their active participation,
- Minimize occupational accidents, occupational diseases, injuries, and near-miss cases with a system where risk analyses are provided and stakeholders' feedback is also taken into account,
- Provide and use personal protective equipment for employees according to the scope of their works,
- Organize the work and working environment in a way that does not create OHS risks and ensure regular control on it,
- Ensure that customer satisfaction and trust regarding quality are prioritized in production and sales activities,

- Provide a quality standard that complies with national and international legislation and regulations,
- Keep product quality at the highest level by using advanced equipment and technologies in its future investments,
- Ensure that the Quality Management System, which regularly includes stakeholders, is implemented effectively and up to date.

**IV. EXCEPTIONS**

Exceptions to this policy must be approved by the policy owner.

**V. POLICY MANAGEMENT**

Policy Change Log:

Version	Date of Issue	Effective Date	Purpose of Change
1	01.03.2023	01.03.2023	New Policy Release

**VI. SUPPORTING DOCUMENTS**

- Code of Ethics
- Human Rights Policy

**VII. APPENDIX**

Not Applicable.