



Social Policy

Aroma Chemical Services International Group



As a responsible group of companies, the Aroma Chemical Services International Group (ACS International Group) strives to achieve two main priorities in terms of social aspects:

1. the welfare of the workers in the entire supply chain
2. the development of their own activities in the conditions of sustainable development with minimum impact on the environment.

ACS International Group, through the CEO, undertakes to comply with the national and internationally recognized standards regarding the rights of employees in a labour relationship.

Therefore, we are proud to guarantee that our activities are in accordance with the following ethical criteria:

1. Employment is freely chosen.
2. Freedom of association and the right to collective bargaining are respected.
3. Working conditions are safe and hygienic.
4. Child labour is prohibited.
5. The employments are made legally in compliance with the rights of the employees.
6. Regular employment is provided.
7. Living wages are paid, comparable to the industry's standard and higher than minimum wages.
8. Working hours are not excessive and must comply with national laws and collective agreements.
9. Discriminatory practices of any kind are prohibited.
10. Salary penalties are not allowed as disciplinary measures without employee's acceptance.
11. Harsh or inhumane treatment, violence and harassment is strictly forbidden.
12. Bribery, corruption, extortion, embezzlement, blackmail and intimidation are not allowed.

ACS International Group uses the ETI Base Code standard as the basis for evaluating its own social activity as well as the social activity of the suppliers.



Suppliers must comply with Business Ethics legislations to ensure they are acting with integrity while having a business relationship with Aroma Chemical Services International Group. In addition to complying with all relevant laws in the countries in which they operate, suppliers must also respect and comply to the principles of internationally recognized Human Rights Standards (e.g. International Bill of Rights, International Labour Organization's Declaration on the Fundamental Principles and Rights at Work, the UN Guiding Principles for Business and Human Rights, the OECD Guidelines for Multinational Enterprises, UN Global Compact's Ten Principles, ETI BASE CODE).

Suppliers are required to confirm their business is also built on these social criteria.

We have developed a comprehensive policy emphasizing how we expect our own and our suppliers' practices to evolve so that we are able to provide strong guarantees to our customers that the products they receive from us have been ethically designed and managed in an appropriate way according to their expectations.

Date: 23. August 2021

**CEO,
Dan Hirlea**