

Givaudan's Actions for Nature and People

Annual Report 2025



April 2026



The way Earthworm Foundation works with Givaudan

We partner with leader companies – our members - that are prepared to take bold action and demonstrate that it is possible to create economic, social and environmental value simultaneously.

Values – We support the definition and internalisation of our members' values into clear policies and commitments that redefine corporate value.

Transparency – We help map supply chain actors and geographies to chart strategies and foster accountability through publication of data and progress updates.

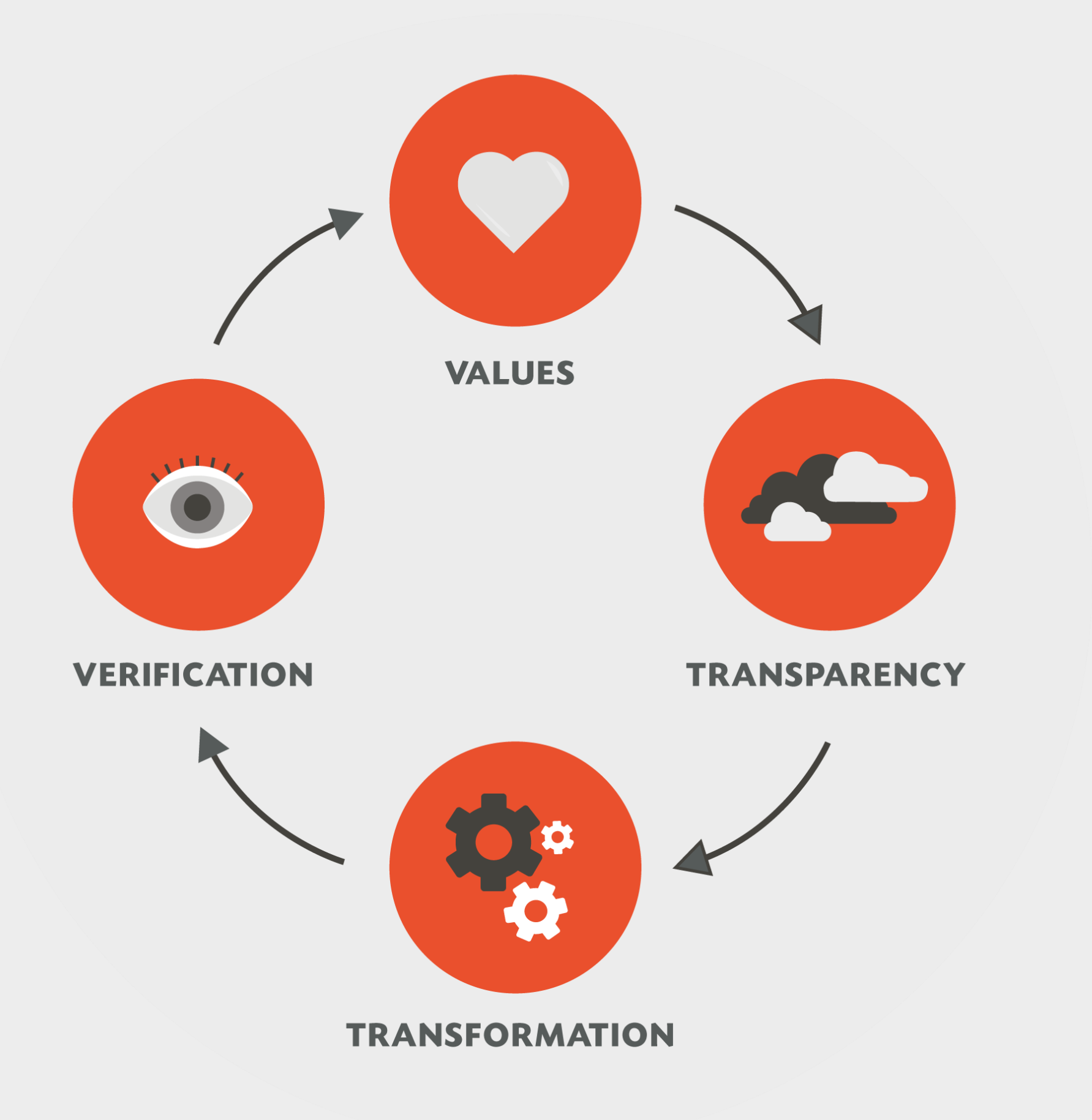
Transformation – We collaborate to implement tools and processes that transform the way business operates.

Verification – We innovate on solutions to measure impact, assess progress and ensure accountability.

About Givaudan

Givaudan is a global leader in Fragrance and Beauty and Taste and Wellbeing, headquartered in Switzerland, and a committed member of the Earthworm Foundation since 2017. Through close collaboration with partners, Givaudan advances traceability, responsible sourcing, and positive impact across key commodities, including field engagement, landscape initiatives, and on the ground transformation projects.

In 2021, Givaudan launched its responsible sourcing programme, [Sourcing4Good](#), to strengthen supply chain transparency and improve environmental and social outcomes. In December 2025, Givaudan published its [Deforestation and Conversion Free Policy](#), setting out supplier requirements and a management approach to achieve its goal of sourcing commodities without contributing to deforestation or natural ecosystem conversion by 2030. Together, these efforts are embedded within Givaudan broader sustainability strategy covering climate action, biodiversity, and human rights.



Collaborating for Lasting Change

Givaudan sources palm oil derivatives through suppliers committed to sustainable practices, prioritizing RSPO-certified materials and engaging beyond certification through field-level supplier engagement and landscape partnerships to enhance supply chain transparency.

Currently, efforts are concentrated in priority landscapes where Givaudan sources. In these areas, EF implements projects focused on forest protection and restoration, improving livelihoods, and training farmers in regenerative agriculture. EF collaborates with companies, local CSOs, and governments to support supplier transformation and deliver lasting impact on the ground.





Multi-stakeholder Landscapes

Givaudan operates at the source of several of its key raw material regions, engaging in collaborative, multi-stakeholder landscape initiatives. In 2025, the company contributed to the following EF landscapes:

[Aceh](#) (Indonesia), [Riau](#) (Indonesia), [Sabah](#) (Malaysia) and [South-Central Forest Spine](#) (Malaysia).



Traceability

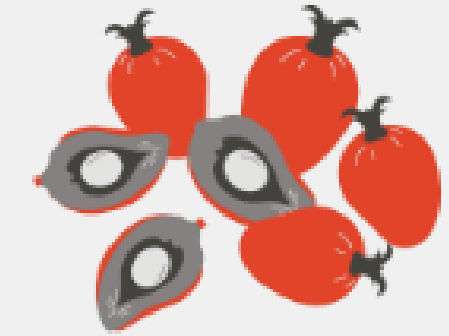
The objective to improve palm oil traceability was achieved in 2025, resulting in over 86% traceability to mill and 47% traceability to plantation.

Givaudan has also continued its collaboration with EF to monitor grievances within its palm oil supply chain, enabling ongoing engagement with suppliers and supporting timely corrective actions.



Deforestation- and Conversion-Free Baseline Assessment

In 2025, EF conducted a Deforestation- and Conversion-Free (DCF) Baseline Assessment for Givaudan's top suppliers. Using traceability data from 33 suppliers, representing 91% of Givaudan's total palm volume, the current DCF score is 47% of total palm purchased.



Collaborative Action on PO Derivatives

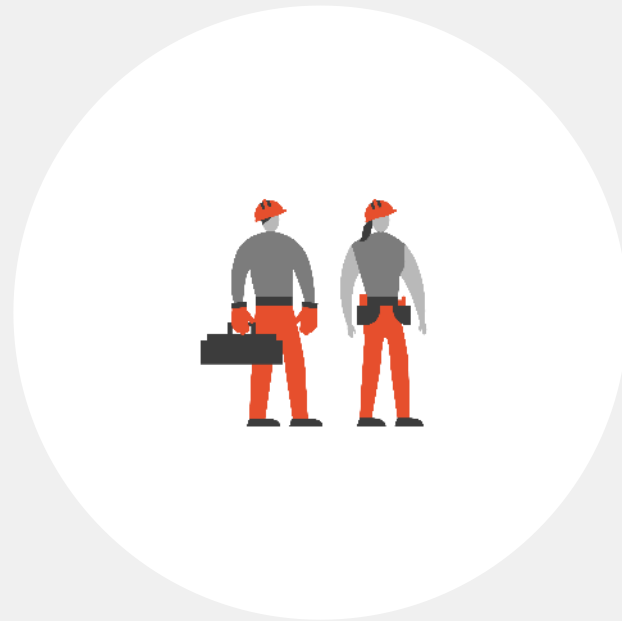
Givaudan remains part of EF's Palm Oil Derivatives Group, working with suppliers on traceability and grievance management. In 2025, seven priority suppliers were assessed through the EPI survey, and tailored improvement actions will be followed up in 2026.

Aceh's Leuser ecosystem, known as the "Last Place on Earth" is under growing threat from rapid palm oil expansion and smallholder land use. Protecting it requires collaboration between companies, communities, and other stakeholders. EF implements this [landscape in Aceh](#) by working with global companies to promote sustainable practices and alternative livelihoods. As of 2025, the area remains mostly forested (73%), with 11% already converted to oil palm.



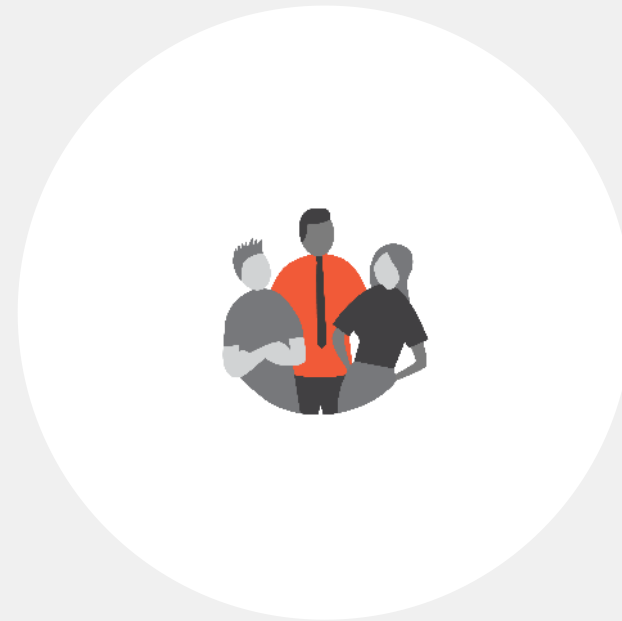
Saidiman Sambo_The Head of Batu-Batu Customary Territory

1



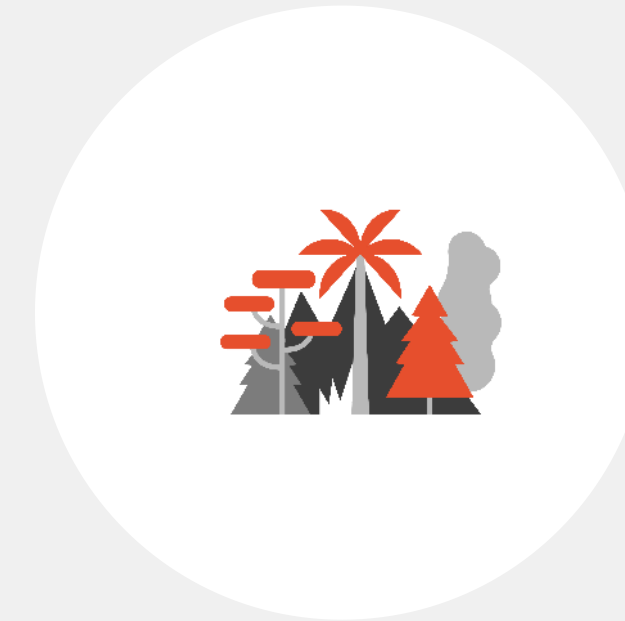
2,315 workers saw improved working conditions

2



3 collective action plans implemented

3



110,602.71 hectares identified for protection

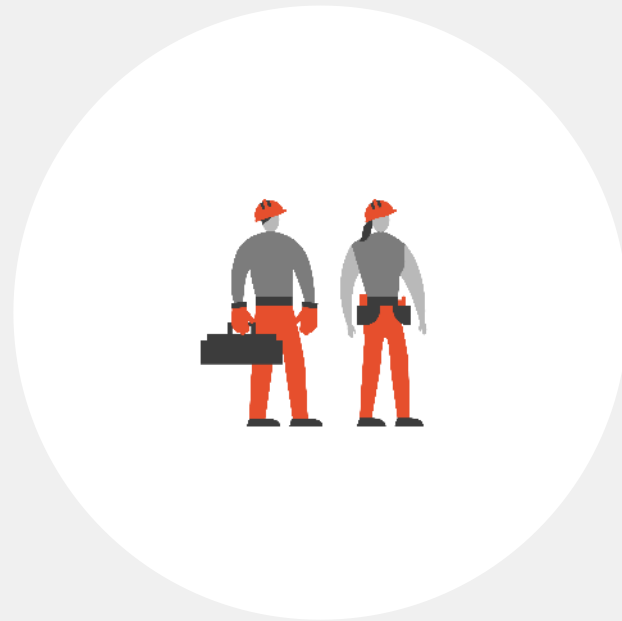
1. Workers benefited from improved labour practices, including access to protective equipment, health support, and stronger policies.
2. Collective action plans are now active across three districts, helping align local stakeholders on sustainable practices.
3. Over 110,000 hectares have been identified for protection across 39 villages, with nearly 88,000 hectares already formally protected, contributing to reduced pressure on remaining forests.

Riau is Indonesia's top palm oil-producing province, with vast oil palm and pulp industries, but millions of smallholder farmers face low productivity and unstable incomes while protected areas face ongoing pressure from expansion. In this complex context, Earthworm Foundation's landscape approach helps bring together governments, companies, and communities to support sustainable production and protect forests.



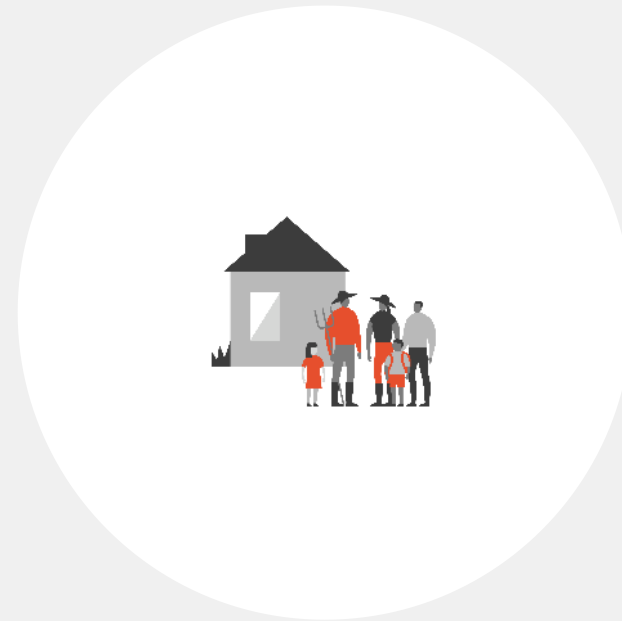
Herman - Leader of Tumbuh Berseri Forest Farmer Group

1



2,519 workers saw improved working conditions

2



10 communities developed conflict resolution systems

3



3,769 farmers trained in Good Agricultural Practices (GAP)

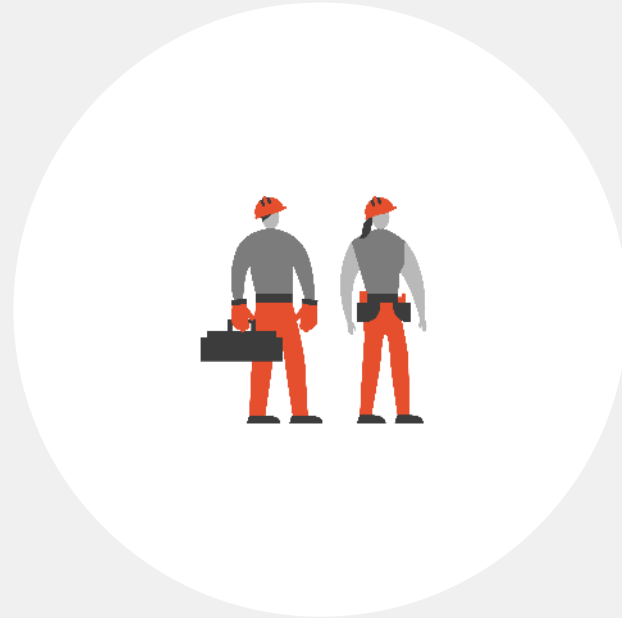
1. Workers benefited from improved labour practices across 8 companies, including better protections and working conditions.
2. Conflict resolution systems are now in place across 10 communities, supporting more stable relationships and reducing local tensions.
3. Farmers trained in Good Agricultural Practices are improving productivity, with 2,538 farmers supported in replanting across approximately 6,190 hectares.

Sabah hosts some of the world's most biodiverse forests alongside extensive oil palm plantations that support thousands of smallholders and migrant workers. Since 2011, Earthworm Foundation has worked in [this landscape](#) with farmers and companies to address sustainability and social challenges, evolving into a landscape programme that promotes balanced economic development, forest conservation, and improved livelihoods across key districts.



Multistakeholder Workshop

1



8,271 workers saw improved working conditions

2



5,007 farmers reached

3



15,939 ha covered by the human-elephant coexistence program

1. Workers benefited from improved labour practices through engagement with companies, strengthening protections and working conditions.
2. Farmers reached through training, field support, and regenerative agriculture are improving practices and farm resilience.
3. Community-led actions across 15,939 hectares are helping reduce human–elephant conflict while supporting biodiversity conservation.

| South Central Forest Spine (SCFS)

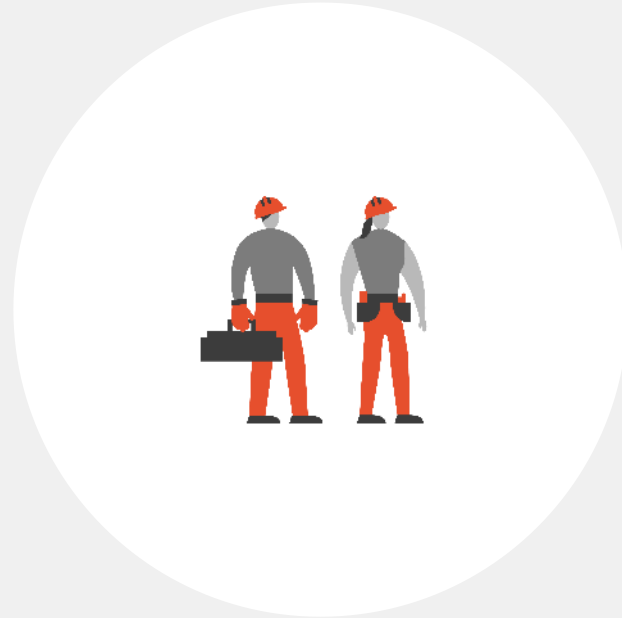
The [SCFS initiative](#) is a landscape-level partnership led by Earthworm Foundation that unites supply chain actors, local communities, and institutions to promote sustainable palm oil production while conserving critical ecosystems. It supports hundreds of mills in NDPE compliance, enables community-led wildlife conservation, and strengthens social and labour conditions for smallholders and workers.



Tian Siang Oil Mill Worker

| South Central Forest Spine (SCFS) Numbers

1



3,753 workers saw improved working conditions

2



1,671 smallholders farmers reached

3



>8,400 ha covered by the human-elephant coexistence program

1. Workers benefited from improved labour practices through social and human rights interventions across the landscape.
2. Smallholder farmers reached through capacity building and field engagement are improving practices and productivity.
3. Community-led initiatives across elephant habitats are helping reduce human-wildlife conflict while supporting biodiversity conservation.



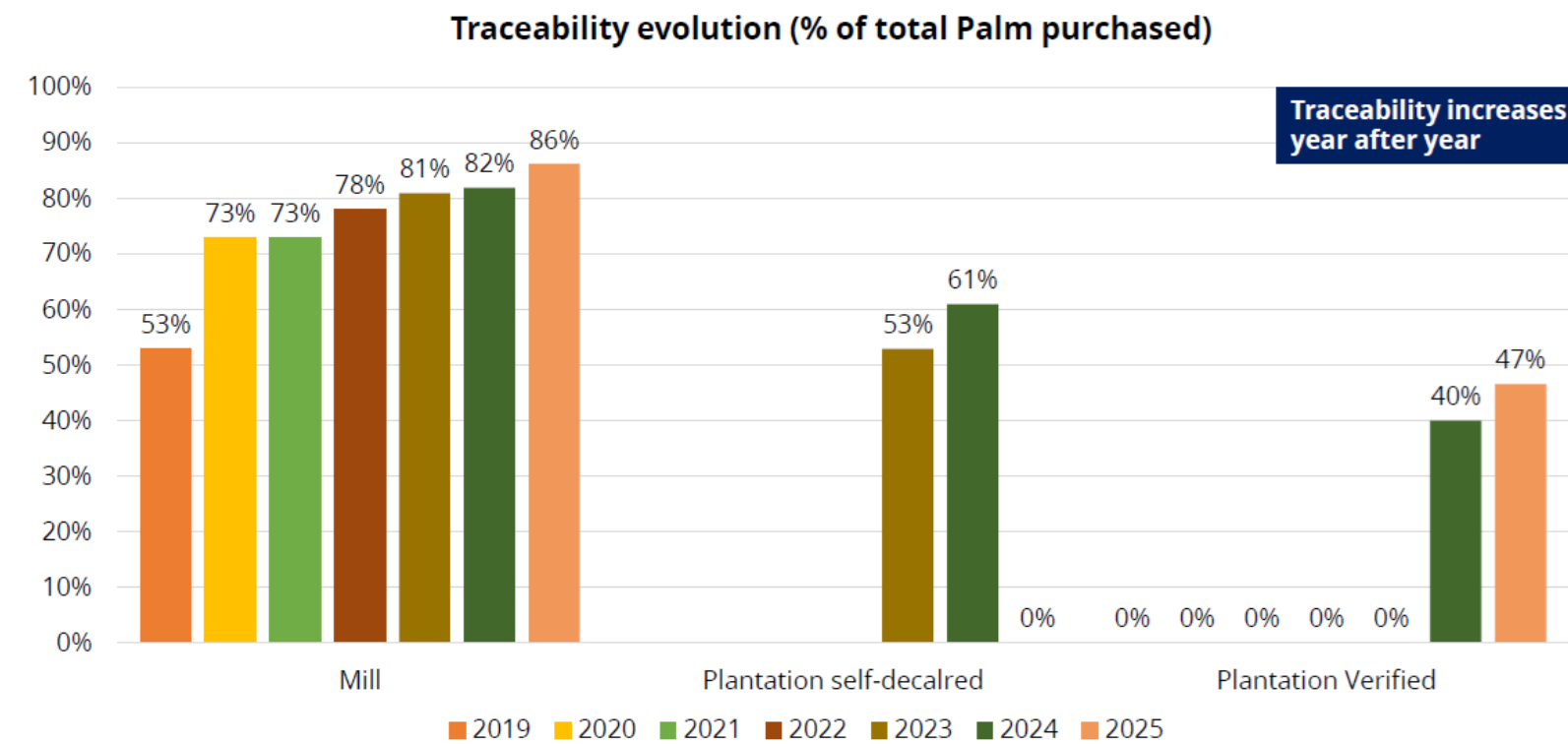
Palm Oil Supply Chain Transparency and Supplier

Traceability, DCF Baseline Assessment and Palm Oil Derivatives Group

Palm oil supply chains were traced back to mills at a rate of 86 percent in 2025, continuing a year-on-year improvement and surpassing Givaudan target of 80 percent by 2025. In parallel, traceability to plantation through self declared data reached 65 percent in 2025, while 47 percent of volumes were linked to verified plantations.

Givaudan indirectly sources from over 1,851 palm oil mills. This enhanced level of traceability provides deeper insight into the supply chain, including the ability to quantify the share of mills and plantations located within EF landscapes.

2025 GIVAUDAN PALM OIL TRACEABILITY RESULTS



Landscape	Estimated % of total Volume
No Landscape	48%
Untraceable to Mill	14%
SCFS Landscape	16%
Riau Landscape	16%
Sabah Landscape	3%
Aceh Landscape	2%
East Kalimantan Landscape	1%
Soubre Landscape	0%
Chiapas Landscape	0%
Grand Total	100%

Using traceability data, EF databases, and the Starling satellite monitoring tool, EF delivered a Deforestation- and Conversion-Free Baseline Assessment for Givaudan’s top 33 suppliers, showing a current 47% DCF score across total palm purchases and identifying key opportunities to improve traceability and reduce deforestation risk.

Givaudan also continued its participation in the Palm Oil Derivatives Group, where seven EF members collaborate to align priorities, share knowledge and experience, and jointly engage 10 key suppliers to enhance traceability and address associated grievances. 7 of these suppliers were integrated in EPI (Engagement for Policy Implementation), which measures and encourages progress on their policies. Collectively, the group holds leverage over approximately 370,000 metric tonnes of palm oil derivatives, representing around 5% of global production.

Key Successes

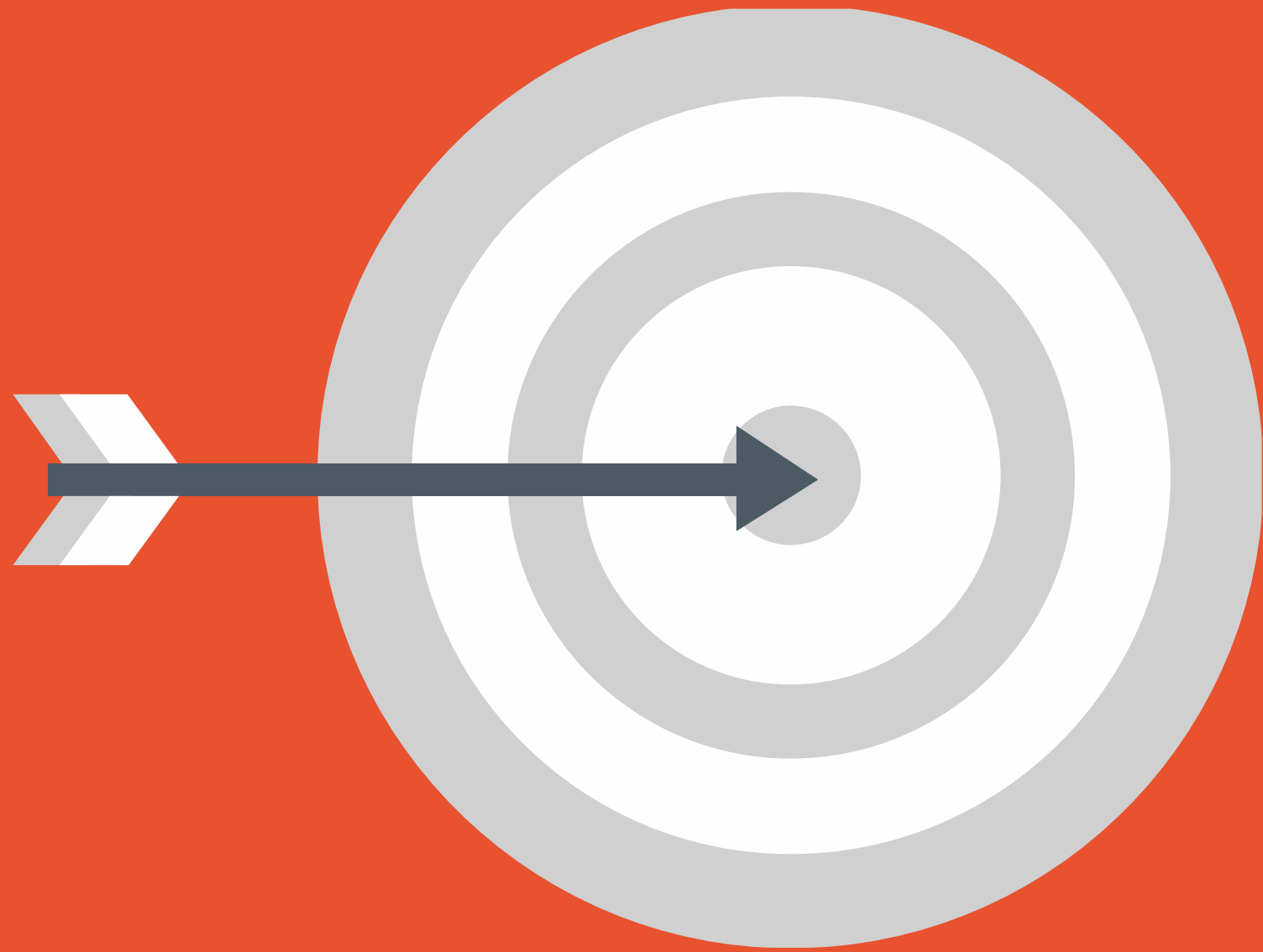


- Traceability to mills and plantations continued to improve through supplier engagement.
- A Deforestation- and Conversion-Free (DCF) Baseline Assessment was completed, providing clearer visibility of deforestation risks across top suppliers.
- Engagement across four priority landscapes delivered benefits for communities and forest protection.
- Collective action through EF's Palm Oil Derivatives Group led to EPI score improvements across all seven targeted suppliers (increase of 4–12%).

Challenges



- Limited leverage over upstream third-party suppliers due to supply chain complexity and relatively small volumes.
- Plantation-level traceability remains challenging, requiring engagement with many smaller suppliers with varying data quality and commitment.
- Climate volatility, labour shortages, and Indonesia's B40 mandate continue to tighten supply and sustain price pressure.
- Rising demand in Indonesia, India, and China increases pressure on sustainability and traceability systems.
- Regulatory uncertainty and export controls heighten market volatility and reduce supply predictability.



Goals for 2026

- Increase Traceability-to-Mill (TTM) and Traceability-to-Plantation (TTP) for top suppliers by integrating requirements into sourcing processes and strengthening direct engagement, enabling more effective risk identification and due diligence.
- Improve the DCF score through continued progress on TTM and TTP.
- Strengthen grievance monitoring and ensure timely corrective actions to mitigate deforestation and conversion risks.
- Expand Landscape 2.0 initiatives to deepen engagement on sustainable sourcing and risk mitigation across priority regions.
- Leverage satellite monitoring (Starling or equivalent tools) to support EUDR compliance and improve visibility beyond priority landscapes.

“ Scaling up our efforts to have a positive impact

