



Givaudan

Givaudan's actions for Nature and People

Annual report 2024



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| 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.

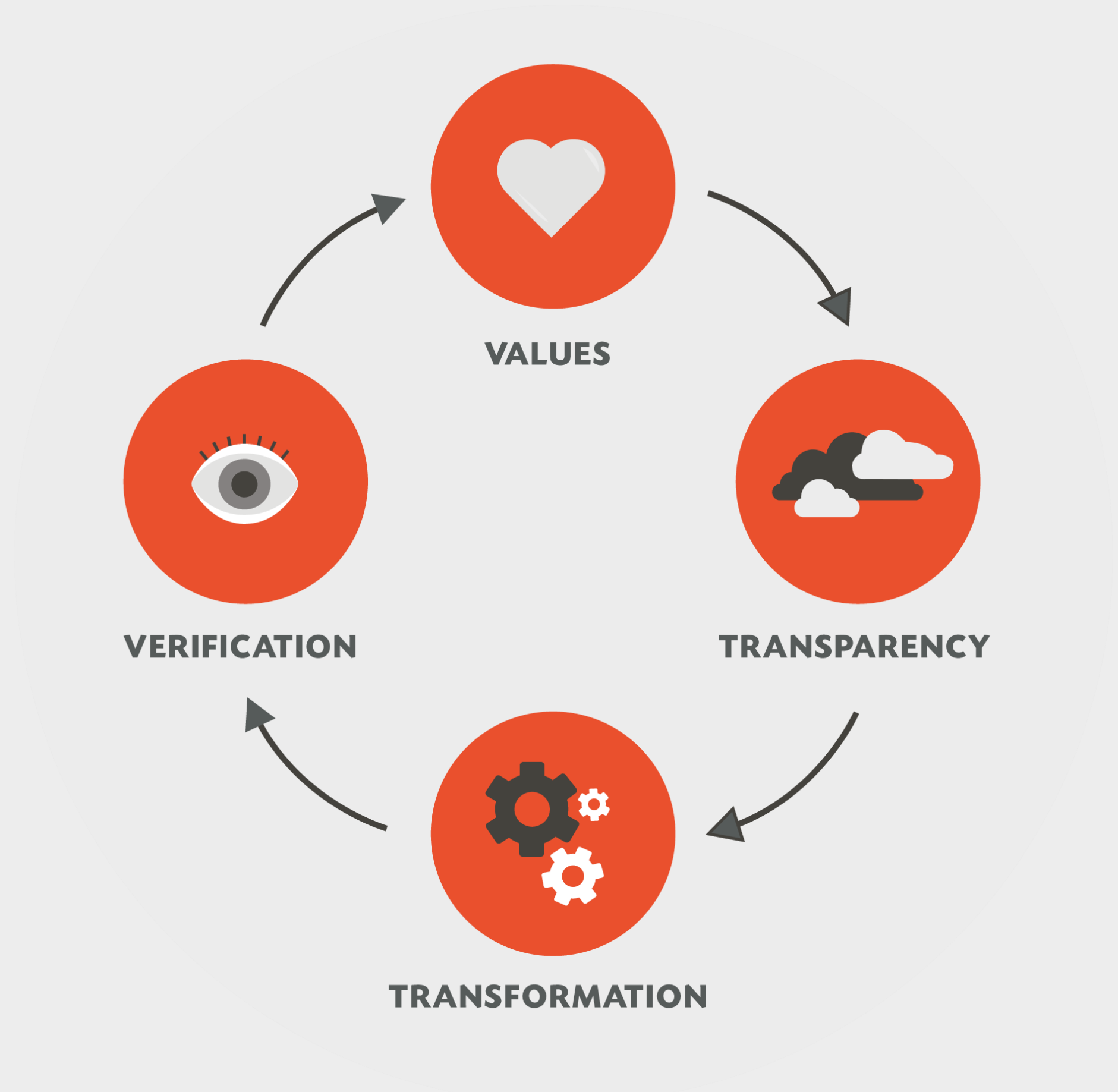
Transformation – We collaborate to implement tools and processes that transform the way business operates.

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

About Givaudan

Givaudan is a global leader in Fragrance & Beauty and Taste & Wellbeing. With its headquarters in Switzerland, Givaudan has been a committed EF member since 2017, working on traceability and responsible sourcing of various commodities within its supply chain. This includes multiple field visits and the participation in EF's landscape initiatives, implementing transformation projects on the ground.

On Earth day (22nd April) 2021, Givaudan unveiled its responsible sourcing programme named Sourcing4Good, with new goals, ambitions and opportunities. Since then, the EF-Givaudan collaboration has grown and continues to do so each year.



| Our work around the world

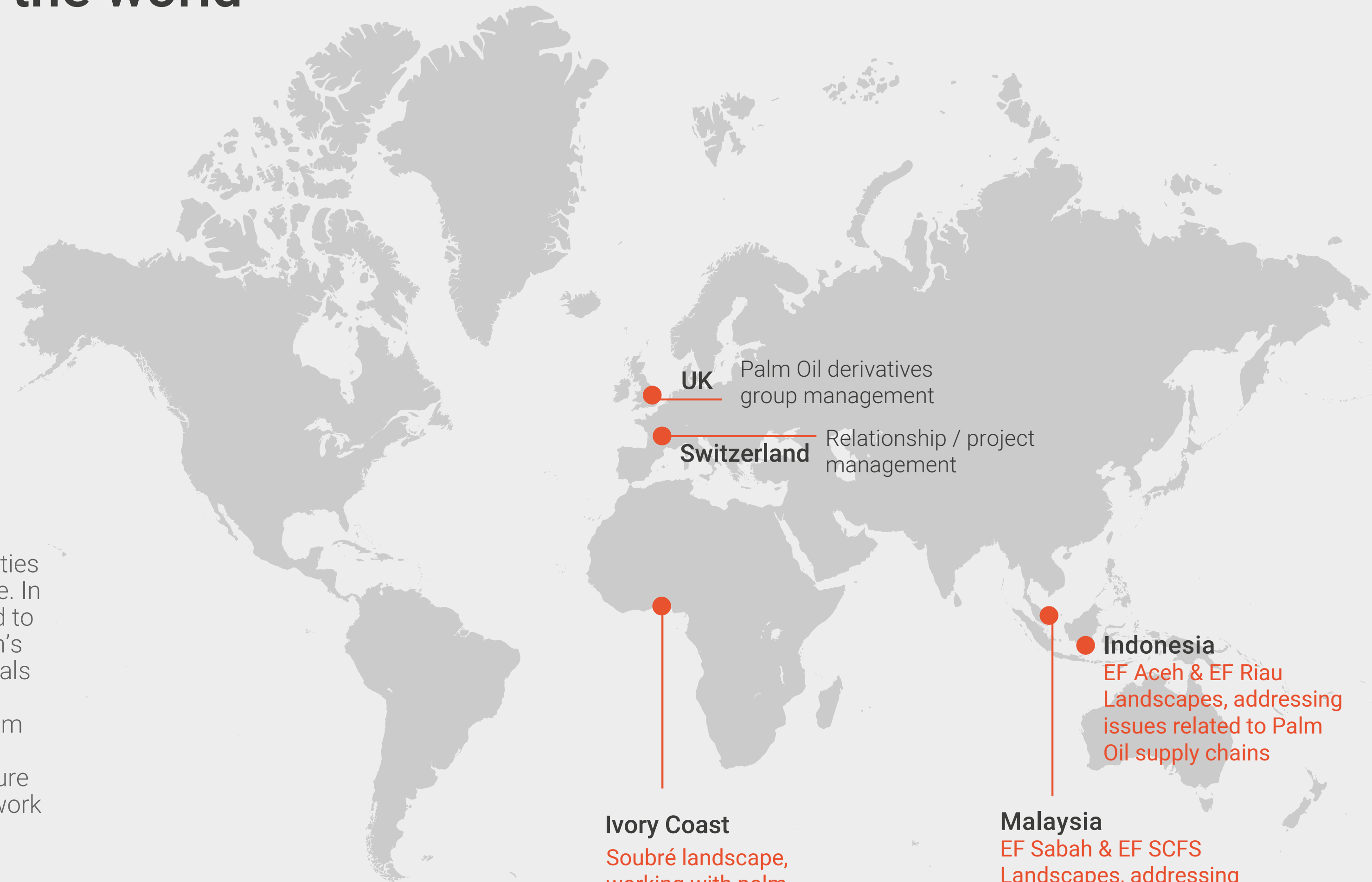


Palm oil
In 9 countries

A global outreach

Givaudan's supply chains cover many commodities spreading throughout many countries worldwide. In the past, Earthworm Foundation (EF) has helped to assess targeted supply chains against Givaudan's responsible sourcing policy. Today, our main goals are to work directly in priority landscapes where Givaudan sources from, on topics that range from forest protection and restoration to improved livelihoods and training on regenerative agriculture practices for farmers. In these landscapes, we work together with companies, local CSOs and government.

Earthworm Foundation



UK

Palm Oil derivatives
group management

Switzerland

Relationship / project
management

Indonesia

EF Aceh & EF Riau
Landscapes, addressing
issues related to Palm
Oil supply chains

Ivory Coast

Soubré landscape,
working with palm
oil and cocoa
farmers on forest
protection and
human rights

Malaysia

EF Sabah & EF SCFS
Landscapes, addressing
issues related to Palm
Oil supply chains



Multi-stakeholder landscapes

Working at the base of some of Givaudan's commodity supplying regions through multi-stakeholder landscape approaches. Givaudan participated in the following EF landscapes in 2024:

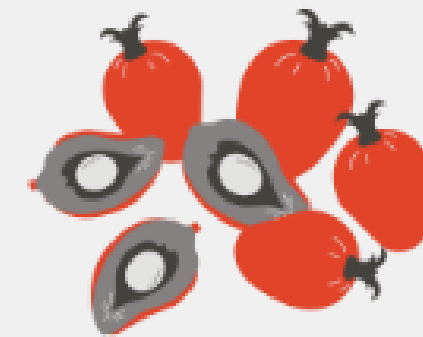
[Aceh](#) (Indonesia), [Riau](#) (Indonesia), [Sabah](#) (Malaysia), [South-Central Forest Spine](#) (Malaysia), [Soubré](#) (Ivory Coast).



Increasing traceability and accountability

The objective to increase Palm Oil traceability was a success in 2024, leading to over 82% traceable to mill and 40% Traceable to plantation.

Givaudan has also mandated EF to start monitoring grievances linked to their palm oil supply chain so that they can reach out to suppliers to act on these.



Collaborative action on palm derivatives

Givaudan continues to be part of EF's Palm Oil derivatives group, a coalition of EF members who engage suppliers on traceability and grievance management. The group chose 7 priority suppliers to participate in the *Engagement for Policy Implementation* (EPI) survey to understand their level of compliance with policy requirements. Recommendations for continuous improvements were provided and will be followed in 2025.



European Union Deforestation Regulation

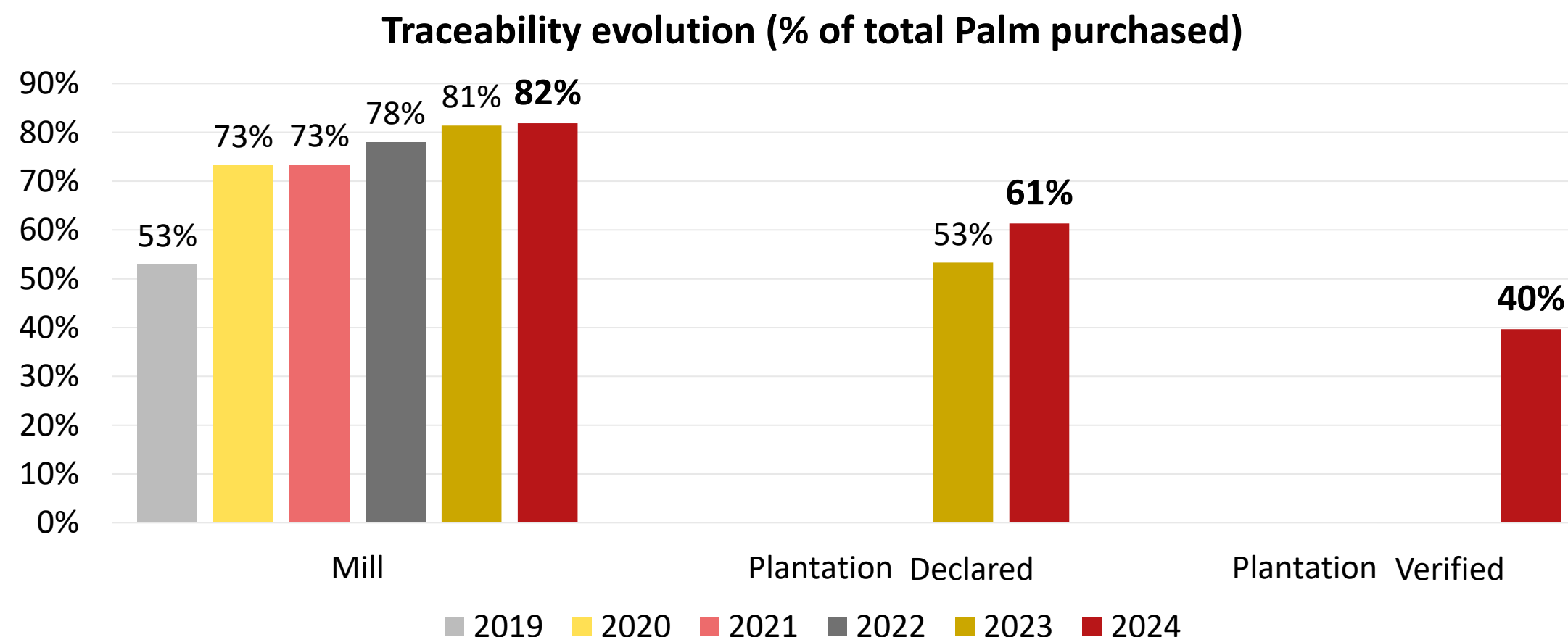
In 2024 a EUDR scoring analysis was carried out for all of Givaudan's suppliers that were in scope of the traceability project and in scope of EUDR. This allowed Givaudan to have a first glimpse at which of their suppliers are most and least ready for this upcoming law, which will begin in 2026.



Tracing palm supply chains and engaging suppliers

Traceability and engagement

Traced palm oil supply chains back to mills by 82% (a score that improves every year, exceeding Givaudan's goal to reach 80% by 2025). Givaudan indirectly sources from over 1734 palm oil mills, showing just how complex their supply chain is. This traceability helped to gain insights on the supply chain as well as map which of EF's landscapes were most connected to Givaudan's supply chain. This led to Givaudan joining 2 additional landscapes (Riau and SCFS) in 2024. Thanks to this, landscape projects now cover the sourcing areas of ~33% of Givaudan's total palm footprint.



Using the traceability results, EF's databases and satellite monitoring tool Starling, EF calculated a **EUDR score** for each of Givaudan's suppliers; providing insight into how ready these suppliers are to face the new legislation

Givaudan also continued to participate in the Palm Oil derivatives group, where 7 EF members have joined forces to align needs, share knowledge and experience and collectively engage 10 key suppliers on increasing traceability and addressing grievances they are linked to. Collectively, our derivatives group has leverage on 370'000 Metric Tonnes of Palm Oil derivatives (about 5% of global production). [A communications piece on this group was released on EF's website in November 2023.](#)

Givaudan has contributed to multiple EF landscapes over the last 5 years.

In 2024, these were: Aceh & Riau in Indonesia, South Central Forest Spine & Sabah in Malaysia and Soubré in Ivory Coast



Indonesia


Some examples of key achievements made possible through Givaudan's and other members' contributions to our landscape programs:

Aceh Indonesia key achievements in 2024 (from [annual report](#)):

- Assisted 12 villages in drafting and enacting village regulations to protect 26'244 Ha of forest
- Formed 12 new community-based organizations with responsibilities for planning, implementing, monitoring/patrolling, and evaluating conservation.
- Conducted HCV identification training for key stakeholders, including 38 companies, cooperatives, and farmer groups.
- Delivered Good Agriculture Practices training to 534 farmers spread across 15 villages.
- Engaged 180 palm oil farmers in agricultural diversification, including 37 members of a Farmer Business Unit and 143 farmers from various farmers groups across seven villages

Riau Indonesia key achievements in 2024 (from [annual report](#)):

- Supported 23 villages to secure village regulations, ensuring long-term integration of forest protection commitments into local governance frameworks.
- Provided Good Agricultural Practices (GAP) training to a total of 3'769 farmers since the beginning of the project.
- Supported three farmers' groups in accessing palm replanting schemes and helped 1'509 vulnerable farming households to diversify their income sources and improve food security since the start of the program in 2021
- Rolled out a structured approach aimed at creating a long-term resolution framework to address conflicts between communities and companies, such as the dispute between the Bencah Umbai community and PT Arara Abad



“Forests are vulnerable because farming communities are susceptible to environmental and economic shocks, and resort to deforestation to make up for negative livelihood impacts.”

Malaysia and Ivory Coast

Sabah Malaysia - key achievements in 2024 (from [annual report](#)):

- 15'939 ha Covered by human elephant coexistence program
- 679 farmers reached on best practices and income diversification in 2024, and 74 farmers started implementing what they learned
- A total of 6'256 workers were impacted directly and indirectly through the social and human rights program 2024
- 1'078 children indirectly benefited from the Children in Plantation Program in 2024
- 66 out of 69 palm oil mills have an action plan to address NDPE

SCFS Malaysia - key achievements in 2024 (from [annual report](#)):

- 8'433 ha Covered by human elephant coexistence program
- 669 farmers reached on best practices and income diversification in 2024
- A total of 5'834 workers were impacted directly and indirectly through the social and human rights program 2024
- 77 out of 81 palm oil mills have an action plan to address NDPE

Soubré Ivory Coast - key achievements in 2024 (from [annual report](#)):

- 13 ha in degraded areas have been rehabilitated through agro-forestry
- HCV study completed with conservation plan in progress
- A 4956 farmers reached on increased farmers resilience
- 59 farmers implemented agroforestry and 317 aging farms in progress of being replanted
- 19 cooperatives workers have been provided better working conditions

Key successes

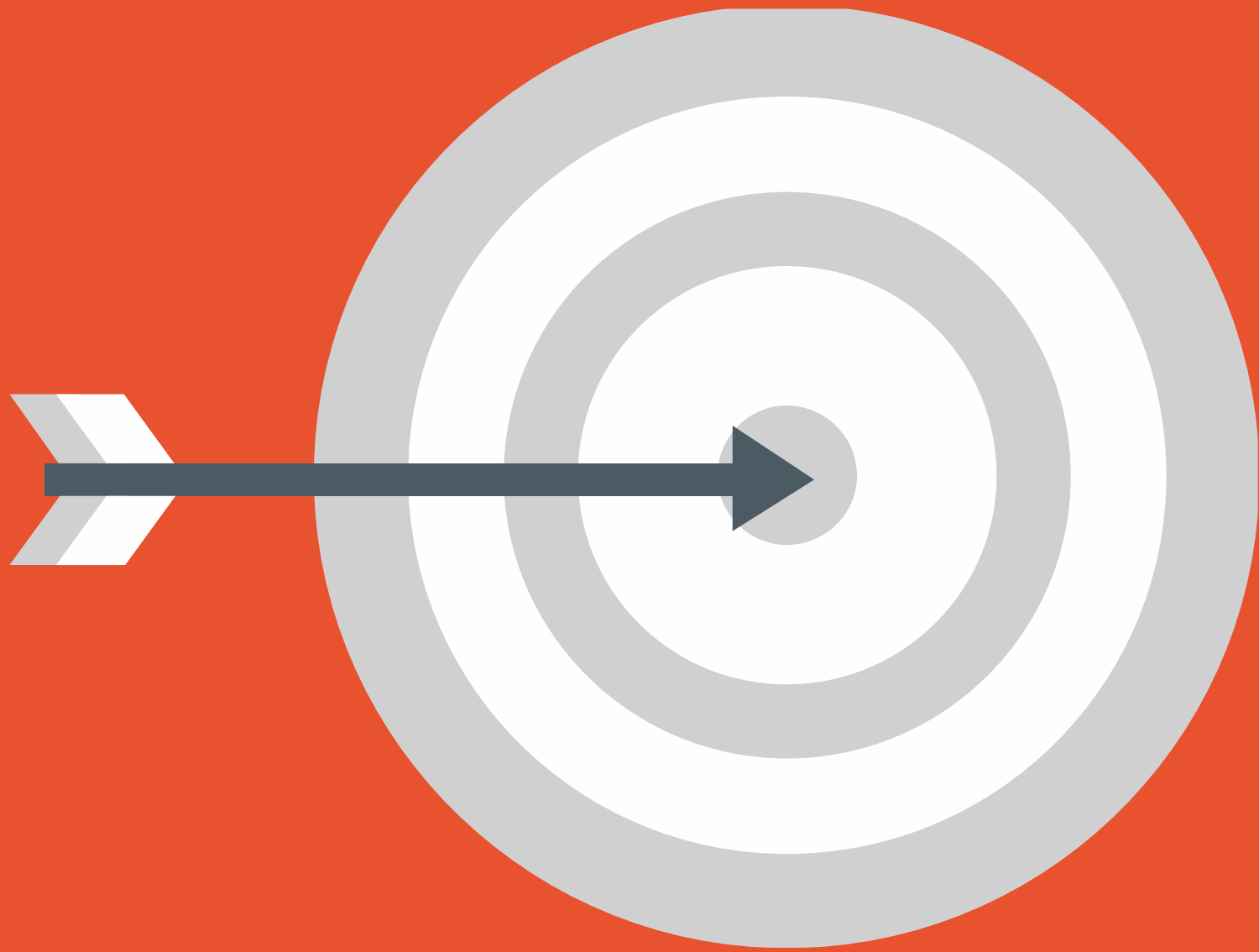


- First year of Engagement for Policy Implementation (EPI) for 7 joint suppliers from members of the derivatives group. This will allow for engaging these suppliers in 2025 on improved NDPE practices to better align with Givaudan's policies.
- Grievance tracking has led Givaudan to report over 10 grievance cases to their direct suppliers to raise awareness on key issues.
- Successful increase of traceability to Mill and to Plantation, passing the 80% goal for TTM.
- Continued involvement in 5 landscapes with notable achievements and benefits for nature and people.

Challenges



- Givaudan has limited leverage on its palm oil suppliers, especially third-party suppliers upstream, due to the complexity of the palm derivative supply-chain and the relatively small volumes Givaudan uses. Increasing TTM/TTP will become more and more challenging as we will need to engage with suppliers representing ever smaller volumes.
- Political changes and conflicts worldwide induce global reduction of resources allocated to sustainability and also affect willingness of suppliers to comply with sustainability-oriented requests



Goals for 2025

- Scaling up & accelerating deforestation verification implementing DCF monitoring using Starling satellite monitoring
- Supplier action plan follow up with EPI
- Increasing traceability to mill and plantation
- Continue to explore opportunities for sustainability projects in other key raw materials
- Continued support of landscape programs

“Scaling up our efforts to have a positive impact

