



## Code of business principles

### **Standard of conduct**

We at Frutarom conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees. We shall similarly respect the legitimate interests of those with whom we have relationships.

### **Obeying the law**

Frutarom companies and our employees are required to comply with the laws and regulations of the countries in and with which we operate.

### **Employees**

Frutarom is committed to diversity in a working environment where there is mutual trust and respect; in which everyone feels responsible for the performance and reputation of our company. We will recruit, employ and promote employees solely on the basis of their qualifications, knowledge and abilities required for the work which is to be performed. We are committed to safe and healthy working conditions for all our employees. No use of any form of forced, compulsory or child labor will be adopted. We are committed to striving together with our employees to develop and enhance each individual's particular skills and capabilities. We respect the dignity of each individual and the employee's right to freedom of association. We will maintain good communications with employees through company-based information and consultation procedures.

### **Consumers**

Frutarom is committed to providing branded products and services which consistently offer value in terms of price and quality, and which are safe for their intended use. Products and services will be accurately and properly labeled, advertized and communicated.

### **Shareholders**

Frutarom will conduct its operations in accordance with internationally accepted principles of good corporate governance. We will provide timely, regular and reliable information on our activities, structure, financial situation and performance to all shareholders.

### **Business partners**

Frutarom is committed to establishing mutually beneficial relations with our suppliers, customers and business partners. In our business dealings we expect our partners to adhere to business principles consistent with our own.

### **Community involvement**

Frutarom strives to be a trusted corporate citizen and, as an integral part of society, endeavors to fulfill its responsibilities within the societies and communities in which the company operates.

## **Public activities**

Frutarom companies are encouraged to promote and defend their legitimate business interests. Frutarom will cooperate with governments and other organizations, both directly and through bodies such as trade associations, in the development of proposed legislation and other regulations which may affect legitimate business interests. Frutarom neither supports political parties nor contributes to the funds of groups whose activities are calculated to promote party interests.

## **The environment**

Frutarom is committed to making continuous improvements in the management of its environmental impact and to the longer-term goal of developing a sustainable business. Frutarom will work in partnership with others to promote environmental consciousness, increase understanding of environmental issues and disseminate good practice.

## **Innovation – creating value for our customers**

In our scientific innovation to meet consumer needs we will respect the concerns of society and our consumers. We will work on the basis of sound science, applying rigorous standards of product safety.

## **Competition**

Frutarom believes in vigorous, yet fair competition and supports the development of appropriate competition laws. Frutarom companies and employees will conduct their operations in accordance with the principles of fair competition, abiding by all applicable regulations.

## **Business integrity**

Frutarom does not give or receive, either directly nor indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment which is or may be construed as being a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management. Frutarom accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained.

## **Conflicts of interests**

All Frutarom employees are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company. Frutarom employees must not seek gain for themselves or others through misuse of their positions.



Ori Yehudai  
President and CEO

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