

DQS - Independent Assurance Statement

To the Management and Stakeholders of Symrise AG

DQS has been engaged by Symrise AG to provide independent assurance over the Symrise Sustainability Report 2015 (*Growing Together*) published in hard copy and online PDF on the Symrise website. The engagement was performed between 14.04.2015 and 17.02.2016 in Holzminden, Germany, as well as the global sites listed below.

Scope of assurance

The assurance encompassed the entire report and focused on all figures, statements and claims related to sustainability during the reporting period January 2015 to December 2015, as well as historical figures where relevant.

The assurance engagement was performed in accordance with a Type 2 assurance of the AA1000 Assurance Standard (AA1000AS 2008), which consists of:

- Evaluating the company's sustainability framework and processes using the inclusivity, materiality and responsiveness criteria of the AA1000 AccountAbility Principles (AA1000APS 2008), and
- Evaluating the quality of the reported sustainability performance information.

To assess the quality of the disclosures, DQS used the Global Reporting Initiative (GRI) G4 Reporting Principles, which include: reliability, accuracy, balance, comparability, timeliness, clarity, sustainability context and completeness.

Additional on-site assessments

The evaluation of the non-financial performance indicators is safeguarded by additional on-site assessment.

For that purpose DQS generated a Symrise-specific KPI evaluation tool. The evaluation tool is designed according to the principles of data verification, covering all performance indicators within the scope of assurance. Assessors nominated for the on-site assessment have been calibrated and trained by contemporary technical solutions.

Following sites have been assessed in 2015:

- „Symrise AG“ Braunschweig – Germany
- “Symrise AG” Noerdlingen – Germany
- “Symrise Asia Pacific Pte. Ltd” – Singapore
- “Symrise Private Ltd.” Chennai – India
- “Symrise (PTY) LTD.” Isando – South Africa
- “Symrise K.K” Ibaraki – Japan

Level of assurance and limitations

A moderate level of assurance under AA1000AS was provided for this engagement. Information and performance data subject to assurance is limited to the content of the sustainability report.

The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability or already supported by existing documents, such as third-party audits or certifications, the Symrise Annual Report and previous Symrise Sustainability Reports.

Independence and Competences of the Assurance Provider

The DQS Group is a leading certification and audit company with offices in 66 countries. DQS confirms their independence from Symrise AG. DQS is unbiased, and there are no conflicts of interest with the organization, its subsidiaries or any other related organizations. The assurance team has been compiled on the basis of knowledge, experience and qualifications for this task.

The management of Symrise was responsible for the preparation of the Sustainability Report and all statements and figures contained within it. The responsibility of DQS is to provide the assurance, to express conclusions in relation to the agreed scope and to prepare this assurance statement for the management of Symrise alone and for no other purpose. DQS has not been involved in the development of the report or the disclosed management processes. DQS is not responsible for any actions taken by other parties as a result of the findings presented in this assurance statement.

Assurance methodology

DQS has certified the management systems of Symrise AG for quality, environment, energy and safety, as well as the social and ethical management of Symrise AG according to ISO 9001:2008, ISO 14001:2004, ISO 50001:2011, OHSAS 18001:2007, ISO 22000:2005, FSSC 22000 and SMETA.

The assurance procedures and principles used for this engagement were drawn from the International Standard AA1000 and methodology developed by DQS, which consists of the following steps:

1. Identify statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Carry out interviews with key functional managers and data owners at Symrise AG office in Holzminden (Germany) as well as verification of all Symrise sites globally.

Data verification included the following:

- Enquiring about the quantitative and qualitative aspects of the report disclosures, including performance information, policies, procedures and underlying management systems.
 - Requesting evidence of the data sources and explanation of relevant collection and calculation methods to substantiate the figures and claims.
 - Challenging the claims made in the report and, where possible, confirming the presented evidence, including calculation methods, criteria and assumptions, with multiple data owners and other documentation from internal and external sources.
 - Crosschecking data with previous Symrise sustainability reports and the latest published financial results.
3. Assess the collected information and provide recommendations for immediate correction where required or for future improvement of the report content.

Positive Developments

- A new database “SymCore” has been created to capture data globally
- Life cycle assessments for produced products have been undertaken
- Integration of the Sustainable Development Goals items into company long-term objectives

Key observations and recommendations for 2016

- Diversity and Equal Opportunity relevant to “Labor Practices” should be reported for all global sites.
- More focus on assessment of material issues beyond environment and safety categories, which could be more specific and material for overseas units. For example, procedures to identify and assess key human rights issues in the global supply chain for the countries prone to human rights risks.

Evaluation of the adherence to AA1000 AccountAbility Principles

Inclusivity - *How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.*

Symrise takes into account the participation of its key stakeholders in order to develop the company’s strategy. A process for the identification of the issues to be included in the Sustainability Report is performed annually using external sources and regular bidirectional consultation with stakeholders. Furthermore, the company has worked on updating its Master Plan 2020, which considers CSR as an essential tool and a key input for the strategy of each of its businesses. For its development, different consultations and communications with its internal stakeholders have also been taken into account. In this way, it is recommended that Symrise should continue with the planned process for the implementation of its new Master Plan 2020, for its new group structure.

Materiality - *How the organization recognizes issues that are relevant and significant to itself and its stakeholders.*

During 2015, Symrise performed an analysis to identify the relevance and importance of the issues to be reported and which therefore have to be considered in the company’s strategy. Thus, the company took into account the impacts of the issues along its entire value creation chain. It is recommended that Symrise continues with this process and works to develop a more detailed analysis of the issues that turned out to be critical. In this regard, those impacts that could be more relevant for both the organization and its value chain could be defined with greater detail, taking into account the various geographical areas where the company operates.

Responsiveness - *How the organization responds to stakeholder issues and feedback through decisions, actions, performance and communication.*

Symrise has in place the processes for developing appropriate and timely responses to material issues that address the needs, concerns and expectations of stakeholders. Symrise demonstrated appropriate levels of response with resources, programs and strategy development for all of the company’s most material issues.

Symrise offers multiple channels and events to inform and educate stakeholders on material issues and the company’s performance. These include online portals, newsletters, emails, reports, conferences and awareness programs.

Conclusion

On the basis of a moderate assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us not to believe that, in all material respects, the Symrise Sustainability Report 2015

- Provides a credible and fair representation of the organization's sustainability profile and a reasonable application of the AA1000 AccountAbility Principles.
- Includes statements and figures that achieve an adequate level of reliability and accuracy.

The assurance findings also provide confidence that the Report has been prepared in accordance with the GRI G4 Reporting Principles.

On behalf of the assurance team
February 18, 2016
Frankfurt, Germany



Dr. Sied Sadek
CEO, DQS CFS



TRUSTED GRI REPORT

- EXTERNALLY ASSURED -

GC-MARK

GLOBAL CONFORMANCE
APPROVED IN GERMANY

Symrise AG

Holzminden, Germany



EXP 2017/02/17
REG NO 283116 GC
ID NO 317