



Report on Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

Fiscal Year 2023

This report is made pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and sets out the steps taken and the practices implemented by Sensient Technologies Corporation and its subsidiaries (collectively, “Sensient”)¹ in 2023 to prevent and mitigate the risk of forced labor or child labor being used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by Sensient. Sensient also reports under the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act.

Structure, Activities, and Supply Chains

Sensient is a leading global manufacturer and marketer of colors, flavors, and extracts. We use advanced technologies at facilities around the world to develop specialty food and beverage systems, cosmetic and pharmaceutical systems, specialty colors, and other specialty and fine chemicals. Our customers include major international manufacturers representing some of the world’s best-known brands. Sensient’s principal executive offices are located at 777 E. Wisconsin Ave., Milwaukee, Wisconsin 53202. We currently have one manufacturing facility operating in Canada, which is located in Kingston, Ontario, and functions within our Color Group. Sensient Technologies Corporation is the ultimate parent of the Sensient group of companies and is listed on the New York Stock Exchange under the trading symbol “SXT”.

Sensient’s three reportable segments in 2023 were the Flavors & Extracts Group and the Color Group, which are managed on a product line basis, and the Asia Pacific Group, which is managed on a geographic basis. Sensient’s principal products include: flavors, flavor enhancers, ingredients, extracts, and bionutrients; essential oils; dehydrated vegetables and other food ingredients; natural and synthetic food and beverage colors; personal care colors and ingredients; pharmaceutical and nutraceutical colors, excipients, and ingredients; and technical colors, specialty colors, and specialty dyes and pigments.

Sensient’s sales into Canada were primarily from its Flavors & Extracts Group, particularly savory, beverage, and sweet flavors, as well as through its natural ingredients business, which produces dehydrated garlic, onion, and other natural ingredients for food processors. Sensient also had sales from its Color Group into Canada, which were primarily natural food and beverage colors and, to a lesser extent, synthetic food and beverage colors. The majority of our colors sales into Canada were produced at our Kingston, Ontario location. Nearly all of our flavors sales into Canada originated

¹ This is a joint report for Sensient Technologies Corporation (a Wisconsin corporation) and Sensient Flavors Canada Inc. (a Canada corporation), being the only entities with reporting obligations under the Act.

from the United States and generally contain ingredients from several sources worldwide, with the most common being the United States, Canada, and China.

Steps Taken to Prevent and Reduce the Risk of Forced Labor and Child Labor

In 2023, Sensient has taken the steps detailed below in this report to prevent and reduce the risk of forced labor and child labor occurring in its activities and supply chains. These steps include: beginning the development of a risk assessment process designed to identify suppliers with higher risk of forced labor or child labor; incorporating contractual terms and conditions that require legal compliance with our Supplier Code of Conduct (“Supplier Code”); training all of our employees on our Code of Conduct, including on the topics of forced labor and child labor; and monitoring and reserving the right to audit compliance of certain of our suppliers with the Supplier Code.

Policies and Due Diligence Processes in Relation to Forced Labor and Child Labor

Sensient’s Code of Conduct

Sensient strives to conduct business in an ethical manner and to make a positive contribution to society through our product offerings and business activities. Sensient has a proud history of good corporate citizenship and compliance with the law. Our Code of Conduct (the “Code”), which includes our Supplier Code, sets forth the standards and procedures to be followed by our employees to ensure that our business is conducted in a lawful and ethical manner. Any employee found to have violated the Code is subject to discipline, up to and including immediate termination.

As set forth in our Code, Sensient has zero tolerance for forced labor of any kind, including prison labor, non-rescindable contracts, or labor obtained through threats of punishment, deposits of bonds, or other constraints. In addition, our Code prohibits the exploitation of children and use of illegal child labor.

Governance

Sensient approaches labor and human rights risk management, both within our own operations and within the supply chain, through a comprehensive structure of dedicated governance, publicly shared and enforced policies, a mandatory Code of Conduct for both Sensient personnel and suppliers, and continuous monitoring. Sensient’s Board of Directors (the “Board”) is responsible for our human rights policy. Management responsibilities related to labor and human rights within operations and the supply chain are directed through our Corporate Human Resources, EHS, and Regulatory teams.

The Board has delegated to the Nominating and Corporate Governance Committee primary oversight responsibility to ensure that Sensient’s governance standards establish effective systems for monitoring and accountability as well as over environmental performance and for matters relating to Sensient’s Environmental, Social, and Governance efforts. The Board has delegated to the Audit Committee primary responsibility for overseeing management’s risk assessments and implementation of appropriate risk management policies and guidelines, including those related to financial reporting, regulatory compliance, and litigation risk mitigation.

Supply Chain Risk Management

Complying with the law and observing our ethical obligations are absolutely essential conditions for fulfilling our duties to our customers, our employees, and society as a whole. We expect the same high standards from our suppliers.

Sensient requires all suppliers, vendors, contractors, consultants, agents, and other providers of goods and services to adhere to the principles set forth in our Supplier Code. As part of the Supplier Code, we require our suppliers to take steps to ensure that slavery, servitude, forced or compulsory labor, and human trafficking are not present. In addition, we prohibit our suppliers from using illegal child labor.

The Supplier Code, which is incorporated in our Code, was revised most recently in 2024. The Supplier Code has been communicated to our suppliers. Following receipt of the Supplier Code, suppliers are requested to sign and return a declaration of compliance. A supplier's failure to comply with the requirements of the Supplier Code may be grounds for terminating the supplier relationship.

Monitoring Compliance

The majority of our manufacturing facilities undergo regular Supplier Ethical Data Exchange ("SEDEX") audits to evaluate and document our compliance against Ethical Trade Initiative standards and SEDEX Members Ethical Trade Audit ("SMETA") best practices. More than half of our sites, representing approximately 91% of our annual production volume, have been subject to human rights reviews following the SMETA principles. Our manufacturing facility operating in Kingston, Ontario has been subject to such a review and is subject to such a review every three years.

Our suppliers are expected to have systems in place to track compliance with applicable laws and regulations and to investigate, to the extent allowed by law, allegations of misconduct. In addition, we reserve the right to audit our suppliers for conformance with our requirements and with applicable legal requirements. With the formal introduction of our Supplier Code several years ago (and updated in February 2024), and the use of contractual terms and conditions that require legal compliance, we endeavor to ensure our suppliers are also conforming to high ethical and legal standards of behavior. If any supplier intentionally violates these norms, we will find a new supplier for that product. We are taking steps to formalize our efforts to identify and assess suppliers based on a developed risk assessment process designed to identify suppliers with higher risk of forced labor or child labor. We anticipate the formalization of this process will continue throughout 2024 until finalized.

Reporting Violations

We continually monitor all aspects of our business, including our supply chain. Our Code requires any employee who believes the Code has been violated to promptly report the matter to Sensient's General Counsel or Director of Internal Audit. Reports may be verbal or in writing, and may be made on a confidential or anonymous basis using the compliance concerns form on Sensient's internal website. All reports of violations are promptly investigated and remedied as appropriate under the direction of the General Counsel.

All employees are required to cooperate fully in any investigation of a potential violation, and they receive periodic training on the provisions of the Code. The Code and the periodic training are designed to give employees the tools they need to help Sensient comply with applicable laws and to operate consistently with high standards of business and personal ethics. This avoids actions that could cause harm to Sensient and communicates to our shareholders and the community that we manage our business conduct as diligently as we manage our business operations.

In addition, we require that our suppliers encourage and provide means for their employees to report concerns, complaints, or potentially unlawful activities in the workplace, with the option to do so anonymously, without threat of reprisal, intimidation, or harassment. Our suppliers must also immediately inform Sensient in writing if they are aware of any material noncompliance with local laws involving either the supplier or a Sensient product.

Risk of Forced Labor or Child Labor in Our Supply Chains and Steps Taken to Assess and Manage the Risk

As discussed above, we are taking steps to formalize our efforts to identify and assess suppliers based on a developed risk assessment process designed to identify suppliers with a higher risk of forced labor or child labor. The risks of forced labor or child labor in our activities and supply chains are primarily related to the industry we operate in, the raw materials or commodities used in our supply chains, and our indirect suppliers. We anticipate that the agricultural industry as a whole generally faces increased risks for forced labor or child labor; however, we have attempted to mitigate those risks within Sensient's business units that are more agricultural-intensive by working closely with our farmer partners and by having a greater understanding of our supply chain. Despite these efforts, there may nonetheless remain a risk of forced labor or child labor on products or raw materials that we source from third parties where we may not have complete visibility into their supply chain. In addition, the probability of encountering forced labor or child labor increases further down the supply chain with indirect suppliers, necessitating a more detailed risk assessment for such indirect suppliers.

We have not identified or been informed of any forced labor or child labor in our activities and supply chain, but we continue to take proactive measures in developing an appropriate risk management process designed to prevent any such circumstances from arising.

Measures Taken to Remediate Forced Labor or Child Labor and the Loss of Income Therefrom

There were no instances of slavery or human trafficking concerns identified by us, or raised to us, during 2023. As a result, there were no measures taken to remediate the loss of income to the most vulnerable families identified in our operations or supply chain in 2023.

Communication and Training

Sensient provides training on our Code of Conduct, including on the topics of forced labor and child labor, to all employees through our on-line and in-person Code of Conduct training. All new

employees take the on-line training during their first days of employment. All current employees must take this training annually.

Assessment of Effectiveness

We have yet to establish formal policies and procedures for evaluating the effectiveness of the measures taken to mitigate the risk of forced labor and child labor in our activities and supply chains. As we further improve our supply chain risk assessment capabilities, we will improve our processes to properly assess the effectiveness of our efforts to prevent forced labor and child labor in our activities and supply chains.

Approval and Attestation

This Report was approved on April 25, 2024 by the Board of Directors of Sensient Technologies Corporation, pursuant to subparagraph 11(4)(b)(ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Sensient Technologies Corporation.

/s/ Paul Manning

Paul Manning
Chairman, President, and CEO
April 25, 2024