

Policy: **Uyghur and Other Forced Labor Policy**
Effective: June 28, 2022

It is a Sensient Technologies Corporation (“Sensient”) policy to comply with all applicable laws, statutes, and regulations designed to prohibit, deter, impede, and/or expose the use of forced labor.

Sensient’s policy against forced labor is reflected in its Code of Conduct, which applies to every employee, and its Supplier Code of Conduct, which applies to all Sensient suppliers and service providers.

All Sensient employees should be aware that the use of any form of forced or trafficked labor anywhere in Sensient’s operations or supply chain is prohibited.

In addition, U.S. law opposes the use of forced labor and prohibits the importation of goods made wholly or in part by forced labor into the United States.

To strengthen this prohibition, the United States has enacted the Uyghur Forced Labor Prevention Act (“UFLPA”) to end the use of forced labor in the Xinjiang Uyghur Autonomous Region (“Xinjiang”), China.

The UFLPA is applicable to Sensient and other importers. It presumes that every product from Xinjiang, or made or sold by any entity that appears on the UFLPA Entities List, was made with forced labor. All such products are prohibited from entry into the United States.

To ensure Sensient’s compliance with U.S. law, this Policy is effective immediately. Please note:

- This Policy applies to everyone who works for or with Sensient, including all directors, officers, employees, and third party suppliers and other business partners who assist Sensient’s procurement.
- **Any intentional violation of this Policy by a Sensient employee is outside the scope of your employment with Sensient and will result in automatic and immediate termination regardless of your position with the Company. A negligent violation of this Policy will result in disciplinary action up to and including termination.**
- This Policy is incorporated into Sensient’s Supplier Code. Any violation of this Policy by a Sensient supplier in the conduct of its business with Sensient will result in immediate sanction up to and including order termination, contract termination, and exclusion as a Sensient supplier.

POLICY

- Sensient will not import or otherwise procure, directly or indirectly, any raw material, product, ingredient, or other good, item or merchandise that is mined, manufactured, or produced in, Xinjiang, or that contains inputs that are mined, manufactured, or produced in Xinjiang.
- Sensient will not transact with, nor procure, directly or indirectly, any raw material, product, ingredient, or other good, item or merchandise from entities that are listed on the UFLPA Entities List, or from entities or individuals who are associated with entities listed on the UFLPA Entities List, including, without limitation, the following entities:
 - **Entities in Xinjiang that mine, produce, or manufacture wholly or in part any goods wares, articles, and merchandise with forced labor**

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| Baoding LYSZD Trade and Business Co., Ltd. |
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| Changji Esquel Textile Co. Ltd. (and one alias101: Changji Yida Textile) |
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| Hetian Haolin Hair Accessories Co. Ltd. (and two aliases: Hotan Haolin Hair Accessories; and Hollin Hair Accessories) |
| Hetian Taida Apparel Co., Ltd (and one alias: Hetian TEDA Garment) |

- **Entities working with the government of Xinjiang to recruit, transport, transfer, harbor or receive forced labor or Uyghurs, Kazakhs, Kyrgyz, or members of other persecuted groups in Xinjiang**

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| Aksu Huaifu Textiles Co. (including two aliases: Akesu Huaifu and Aksu Huaifu Dyed Melange Yarn) |
| Hefei Bitland Information Technology Co., Ltd. (including three aliases: Anhui Hefei Baolongda Information Technology; Hefei Baolongda Information Technology Co., Ltd.; and Hefei Bitland Optoelectronic Technology Co., Ltd.) |
| Hefei Meiling Co. Ltd. (including one alias: Hefei Meiling Group Holdings Limited) |
| KTK Group (including three aliases: Jiangsu Jinchuang Group; Jiangsu Jinchuang Holding Group; and KTK Holding) |
| Lop County Hair Product Industrial Park |
| Lop County Meixin Hair Products Co., Ltd. |
| Nanjing Synergy Textiles Co., Ltd. (including two aliases: Nanjing Xinyi Cotton Textile Printing and Dyeing; and Nanjing Xinyi Cotton Textile) |
| No. 4 Vocation Skills Education Training Center (VSETC) |
| Tanyuan Technology Co. Ltd. (including five aliases: Carbon Yuan Technology; Changzhou Carbon Yuan Technology Development; Carbon Element Technology; Jiangsu Carbon Element Technology; and Tanyuan Technology Development) |
| Xinjiang Production and Construction Corps (XPCC) and its subordinate and affiliated entities |

- **Facilities and entities, including the Xinjiang Production and Construction Corps (“KPCC”), that source material from Xinjiang or from persons working with the government of Xinjiang or the KPCC for purposes of the “poverty alleviation” program or the “pairing-assistance” program or any other government-labor scheme that uses forced labor;**

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| Baoding LYSZD Trade and Business Co., Ltd. |
| Hefei Bitland Information Technology Co. Ltd. |
| Hetian Haolin Hair Accessories Co. Ltd. |
| Hetian Taida Apparel Co., Ltd. |
| Hoshine Silicon Industry (Shanshan) Co., Ltd., and Subsidiaries |
| Xinjiang Junggar Cotton and Linen Co., Ltd. |
| Lop County Hair Product Industrial Park |
| Lop County Meixin Hair Products Co., Ltd. |
| No. 4 Vocation Skills Education Training Center (VSETC) |
| Xinjiang Production and Construction Corps (XPCC) and its subordinate and affiliated entities |
| Yili Zhuowan Garment Manufacturing Co., Ltd. |

TRACEABILITY STATEMENT

- All Sensient suppliers that are based in China, or that are Chinese owned or operated (“China Suppliers”), and any supplier to Sensient of any item listed on Appendix A, “UFLPA Review List,” must state the place of origin of the products supplied to Sensient, according to Appendix B, “Supplier Traceability Statement.”

- All procurements from a China Supplier or a supplier of items listed on Appendix A require a signed Supplier Traceability Statement prior to the arrival of any items procured.
- Any other traceability statement provided by a supplier in addition to, or in lieu of, a Supplier Traceability Statement requires Corporate Legal Department review to verify its conformance to this policy.
- Any supplier refusing to provide a Supplier Traceability Statement, and any supplier that provides false or misleading information on, or that omits material information from, a Supplier Traceability Statement, will be terminated and/or excluded from supplying Sensient.
- The Director of Corporate Procurement, working with the Group Presidents or their designees, shall implement procedures to obtain and maintain a record of Supplier Traceability Statements.

DUE DILIGENCE

- All Sensient Groups and their business units will work toward achieving place of origin traceability in their supply chains.
- The Director of Corporate Procurement and the Global Agronomy Lead shall lead an examination of Sensient's global supply chain to identify items that are at risk of having originated in Xinjiang, and update Appendix A to include such items. The examination shall begin immediately and repeat every two years.

PRODUCT EXCLUSION

- Sensient will not procure, or will cease procuring, any item on Appendix A that is determined to have originated in, or to have had a high likelihood of originating in, Xinjiang, and will not do business, or will cease doing business, with any supplier of such items.

MERGERS AND ACQUISITIONS

- The Corporate Legal and Audit Departments shall include UFLPA review as part of their due diligence of any proposed merger, acquisition, or joint venture. The review shall be in accordance with the principles outlined in this policy.

ANNUAL TRAINING

- All directors, officers, and employees shall complete annual training regarding this policy, which may be incorporated into other training conducted by the Sensient. Individuals involved in the procurement process shall have an additional annual training requirement concerning the specific requirements of their jobs. New hires shall receive training as part of their orientation.

AUDITS

- As part of its regular audit duties, the Audit Department shall conduct a regular review of purchasing, training, and other records, to ensure compliance with this policy. The Director of Corporate Procurement and the Corporate Legal Department shall assist the Audit Department as necessary to evaluate overall compliance with this policy, including but not limited to monitoring and review of the UFLPA Review List.

APPENDIX A

UFLPA REVIEW LIST

1. Carthamus, regardless of where sourced.
2. Garlic in any form, if sourced from outside the United States.
3. Onion in any form, if sourced from outside the United States.
4. Paprika in any form, if sourced from outside the United States.
5. Any raw material or product procured from or through any China Supplier, or through a distributor known to procure raw materials or products from such suppliers.

APPENDIX B

SUPPLIER TRACEABILITY STATEMENT

[NAME OF SUPPLIER], (“Supplier”) states the listing below is a true, accurate, and complete statement of the place of origin of the items listed.

| Material number | Material name | Country of origin | Place of origin |
|------------------------|----------------------|--------------------------|------------------------|
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Supplier acknowledges that any false or misleading information, as well as the omission of any material information necessary to make this statement accurate, will result in termination of Supplier’s relationship with Sensient.

Supplier agrees to defend, indemnify, and hold harmless Sensient Technologies Corporation and its affiliates, directors, employees, assigns, and agents, in connection with any claim or loss arising from any false or misleading information, or any material omission, provided or made by Supplier in connection with this Supplier Traceability Statement.

[NAME OF SUPPLIER]

By: _____

Title: _____

Date: _____