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ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Flavorchem and Orchidia Fragrances are committed to conducting our business in ways that protect and benefit the environment, our employees, customers, and the global communities where we operate.

Aligning our teams' efforts, we remain resolute on reducing our environmental impact while increasing safety, profitability, and longevity of our company. Thus, ensuring the continued success and long-term existence of our company for the benefit of our customers, employees, shareholders, suppliers, and communities.

Setting a foundation for continuous improvement, this policy is a living document. Herein, it is the policy of Flavorchem and Orchidia Fragrances to:

- Comply with applicable environment, health and safety laws, rules, regulations as well as Flavorchem and Orchidia Standards.
- Take appropriate measures to protect the environment and health and safety of our employees, customers, suppliers, and neighbors from unacceptable risk.
- Take appropriate measures to prevent workplace injuries and illnesses, providing employees with a safe and healthy work environment.
- Assess environment, health, and safety impacts before starting a new activity or project, including impacts in the design and acquisition of products/services, and mergers or acquisitions.
- Take appropriate measures to eliminate unacceptable risks from facilities, products, services, and processes.
- Strive for continual improvement of its environmental management system through setting objectives and targets. Focusing on actions to recover, reuse, and recycle our materials and products.
- Require suppliers and contractors to meet Flavorchem and Orchidia Standards, adopting and supporting principles that are in alignment with our sustainability goals. While adhering to all applicable environment, health, and safety laws, rules, and/or regulations.

Signed:

Ken Malinowski

Date: April 12, 2023

Ken Malinowski / President