

Policy Statement

Introduction

The dsm-firmenich Progress Foundation is an independent charity dedicated to creating meaningful, lasting change in communities around the globe. Our mission is to make a positive difference in the world by driving sustainable change and empowering communities. As an independent charity, our mission aligns closely with dsm-firmenich's purpose and strategic vision, yet we operate with autonomy to drive impact where it is needed most. Through impactful projects, strategic partnerships, and supporting societal initiatives led by the passionate employees of dsm-firmenich, we're working towards a healthier, more sustainable future for all.

Objective

The objective of the Foundation is to provide financial support to initiatives and activities that promote health for people and the planet.

Focus areas

The foundation focuses on three key pillars which are closely linked to dsm-firmenich's sustainability ambitions:

1. Preventing malnutrition

Good nutrition is the key to unlocking human potential and a thriving society. Addressing micronutrient deficiencies is essential to making this a reality. The Progress Foundation works with partners to create the right conditions for closing the micronutrient gap, ensuring that fortified staple foods, with the highest quality and nutritional standards, reach the most vulnerable.

2. Strengthening community resilience

Stronger communities are vital for a sustainable future. To thrive, we must take collective action to enhance community resilience. Together with partners, the Progress Foundation focuses on programs that address social inequality, for instance by strengthening child protection systems.

3. Protecting and restoring ecosystems

A healthy planet is essential for all to thrive. Climate action, biodiversity protection, and safeguarding water systems are key to building nature's resilience. The Progress Foundation supports initiatives that restore and protect ecosystems linked to dsm-firmenich value chains.

Further contributing to the key pillars, the Progress Foundation also supports dsm-firmenich employee-led volunteering initiatives. It also partners with global initiatives like One Young World to support the next generation of changemakers through scholarships.

Strategy

The objective of the Foundation is achieved by helping the development, validation, and scale-up of solutions and approaches that have a tangible contribution to supporting the health of people and the planet. To realize this strategy, the Foundation looks to partner with a wide range of stakeholders, including NGOs, social entrepreneurs, academic partners, and key thought leaders.

Governance and decision-making framework

The Board of the Foundation is responsible for deciding what projects to support. In addition to meeting the objectives of the Foundation, the Board can also take other considerations into account, such as the available funding or the distribution of projects. An operations committee is used to screen and vet donation requests for employee-led initiatives.

The Board consists of at least 50% external board members. The decision to support a project is taken by the Board of the Foundation.

Funding process

The Foundation accepts proposals for funding through a structured grantmaking process. Proposals must align with the Foundation's mission and focus areas. The process includes eligibility checks, proposal submission, evaluation, and decision-making.

Monitoring, evaluation & learning

The Foundation tracks the impact of funded projects through defined KPIs and milestones. Regular impact reports are mandatory to ensure progress and the

realization of project goals. Learnings from funded projects are shared to inform future funding decisions and improve effectiveness.

Transparency and reporting

The Foundation is committed to transparency in its operations. An annual report is published to ensure accountability. Financial transparency is ensured through regular audits and public disclosures.

Partnership principles

The Foundation seeks partners who align with its values and strategic goals. Partnerships are based on mutual respect, collaboration, and accountability. Expectations around collaboration, reporting, and accountability are clearly defined in partnership agreements.

Equity, Inclusion & Ethics

The Foundation is committed to equity and inclusion in its funding and partnerships. Projects that discriminate based on religion, political causes, or other factors are not supported.

Risk management

The Foundation assesses and mitigates risks in project selection and execution.

Legacy

The dsm-firmenich Progress Foundation builds on the legacy of the DSM and Firmenich foundations. Legacy commitments are honored and integrated into the new strategy to ensure continuity and sustained impact.