



Glanbia plc Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the “Act”) and constitutes the slavery and human trafficking statement of Glanbia plc (“Glanbia”; the “Group”) in respect of the financial year ending 30 December 2017.

Our Business

We employ over 6,600 people across 32 countries and our products are sold or distributed in over 130 countries. Our major production facilities are located in Ireland, the US, the UK, Germany and China. Glanbia is comprised of two global growth platforms in Glanbia Performance Nutrition and Glanbia Nutritionals. We also have three key strategic joint ventures in Glanbia Ireland, Southwest Cheese and Glanbia Cheese.

Glanbia Performance Nutrition is the global leader in the performance nutrition business. It has a portfolio of brands ranging in appeal for consumers looking for hardcore performance nutrition to those seeking on-the-go snacks and beverages to support a healthy lifestyle.

Glanbia Nutritionals is a provider of sophisticated and innovative nutritional solutions and is the number one marketer of American-style cheddar cheese.

Glanbia Ireland, which was established in July 2017, is an integrated agri-food and nutrition business, with a diverse portfolio of quality ingredients, and leading consumer and agri-brands.

Southwest Cheese is a large scale manufacturer of cheese and whey, based in the US, while Glanbia Cheese is a leading European mozzarella producer.

Our Supply Chain

Our goal is to sustainably source the raw materials we use in our products. We follow the principles of ethical business set in the Glanbia Code of Conduct and operate to the highest food quality and safety requirements.

Glanbia has a supply chain which spans procurement of materials, packaging, transportation and services globally. In order to effectively manage risks in the supply chain, Glanbia has in place a procurement policy to source according to responsible sourcing criteria.

Glanbia requires all its suppliers to adhere to Glanbia standards and to be compliant with laws, regulations and social customs for the countries they operate in and with all human rights, labour and health and safety regulations.

Our People

The Group’s policy is to comply fully with the relevant employment laws and regulations in the countries in which it operates. Each site has responsibility to ensure that appropriate processes and controls are in place to ensure compliance and adherence with all relevant legislation.

Our Policies

Glanbia is committed to a zero tolerance approach to slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains.

To ensure clarity on the ethical standards we require from every employee and supplier, there are a number of key policies which set out the requirements within the Group and also with those who we seek to do business with, including:

- Code of Conduct
- Anti-Bribery and Corruption Policy
- Global Procurement Policy
- Purchasing Ethics Policy
- Human Rights Policy
- Diversity and Inclusion Policy

Monitoring and Compliance

As part of our compliance with the policies referenced above, we take the following steps:

- Assess and monitor potential risks in our supply chain;
- Mitigate against the risk of slavery and human trafficking by following the Group Vendor Risk Assessment guidelines included in the Group Purchasing Policy;
- Annual independent audit of each operating site through our Glanbia Risk Management Process; and
- Facilitate, without fear of recrimination, our people to report any concerns in relation to slavery and human trafficking within the Group operations or supply chain.

Speak Up

When it is difficult or impractical for an employee to raise a concern within the Group, we offer a hotline service that will allow employees to report the issue confidentially. The hotline can be contacted 24 hours a day, 7 days a week in each of the countries in which we operate. Details are set out in the Code of Conduct.

Training

Glanbia will continue to develop its commitment to combat slavery and human trafficking and will provide staff training where appropriate. Our policies are available online to employees and updated as required for any relevant changes during the year.

Future Steps

Glanbia is committed to reviewing the effectiveness of our current policies and procedures and is focused on improving our measures to assess the management of the risks that are identified.

Approved By

This Statement was approved by the Board of Glanbia plc on 20 February 2018.

Siobhán Talbot
Group Managing Director