

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 29 December 2018.

Structure and Supply Chains

Our Business - Glanbia is a global nutrition group dedicated to delivering better nutrition for every step of life’s journey.

In 2018, total Group employees, including Joint Ventures & Associates, increased to 6,900 people based in 34 countries. Our major production facilities are located in Ireland, the US, the UK, Germany and China. We have two global growth platforms in Glanbia Performance Nutrition and Glanbia Nutritionals. We have key strategic long-term partnerships in our Joint Ventures & Associates which includes Glanbia Ireland.

- **Glanbia Performance Nutrition (GPN)** is a global leader in the performance nutrition business. GPN has a portfolio of nine brands ranging in appeal from consumers looking to improve their athletic performance to those seeking on-the-go snacks and beverages to support weight management and a healthy lifestyle.
- **Glanbia Nutritionals (GN)** comprises: Nutritional Solutions (NS) and US Cheese. Through its extensive portfolio of ingredients and capabilities, NS is a global provider of nutritional and functional solutions. In an innovative model with our US dairy partners, US Cheese is the number one producer and marketer of American-style cheddar cheese.
- **Joint Ventures:** In primary dairy we operate a number of robust joint venture models with our partners including:
 - Glanbia Ireland - the largest Irish-based integrated dairy nutrition and agri-food business, with a diverse portfolio of quality ingredients, and leading consumer and agri-brands.
 - Southwest Cheese/Michigan - a US-based cheese and whey manufacturing business with an existing plant in New Mexico and a new plant under construction in Michigan.
 - Glanbia Cheese UK - the largest mozzarella manufacturer in Europe.
 - Glanbia Cheese EU - established in 2018 and is constructing a new mozzarella cheese plant in Ireland.

Respecting Our Supply Chain

Our Vision - To sustainably source all raw materials in line with the principles of ethical business set out in the Glanbia Code of Conduct.

Glanbia’s supply chain spans procurement of materials, packaging, transportation and other services globally. Our procurement policy is to source responsibly and it follows the principles of ethical business set out in the Glanbia Code of Conduct. Glanbia requires all our suppliers to be compliant with the laws, regulations and social customs of the countries in which they operate and with all human rights, labour and health and safety regulations.

In support of the on-going internationalisation of our business, in 2018 Glanbia Nutritionals launched the Global Supplier Expectations Manual and provided formal quality training to suppliers to ensure greater alignment with our supply requirements.



Respecting Our People

Our Vision - To develop the talent, culture and values of Glanbia, within an inclusive framework that protects and develops our people, respects the wider community and upholds international human rights.

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.

Culture and engagement

In 2018 the 'Our Glanbia' Roadshow extended its global reach and saw our Group Managing Director Siobhán Talbot and members of the Group Operating Executive visit 20 sites across the US, Europe and Asia Pacific, conducting 24 townhall meetings and interfacing directly with more than 2,000 employees across the Group.

Building on our commitment to listen to our employees, a global employee engagement survey is planned for 2019, to measure progress against our people and engagement goals.

Human rights

Consistent with our Purpose, Vision and Values, we are committed to respecting human rights and treating people with dignity and respect. This commitment is grounded in the UN Guiding Principles on Business and Human Rights. Everyone is entitled to these rights, without discrimination and we require all our suppliers to be compliant with all human rights regulations.

Diversity and inclusion

Glanbia is committed to encouraging equality, fairness and diversity among our workforce. We aim to create an inclusive culture that gives every employee the freedom to succeed, regardless of age, status, ethnicity, gender or any other attribute. Our Group diversity and inclusion policy applies to all Glanbia employees and is core to our HR policies and practices.

In 2018 we reviewed the evolving legislation and the potential Group impact. In 2019, we will develop and implement a diversity and inclusion strategy for delivery from 2019 – 2025.

Health and safety

Showing respect by caring for our people and our world is a value Glanbia lives by. In pursuit of our 'Zero Harm' ambition, the Health and Safety Leadership Team continue to establish group-wide standards and policies to safeguard health, safety and wellness.

Our Statement on Modern Slavery and Associated Policies

Glanbia is committed to upholding international human rights and to acting with integrity in all its dealings, relationships, and supply chains. We have a zero-tolerance approach to slavery and human trafficking. 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:

- Group Code of Conduct
- Environmental, Health & Safety Policy

- Human Rights Policy
- Diversity and Inclusion Policy
- Anti-Bribery and Corruption Policy
- Group Procurement Policy

Risk Assessment and Due Diligence Processes

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;
- Independent audits of our operating sites through the 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.

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 Group Code of Conduct.

Measuring Effectiveness

Results of the Annual Glanbia Risk Management Review process are summarised and shared with the Group Operating Executive. The Group Head of Food Safety and Quality and the Group Head of Health and Safety present an update on key policy developments, business site risk and compliance reviews, performance of suppliers and current focus areas on an annual basis to the Audit Committee.

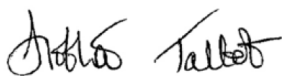
Training for Staff

Glanbia continue to develop its commitment to combat slavery and human trafficking and will provide staff training where appropriate. Our policies are available online to all 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

A handwritten signature in black ink, appearing to read "Siobhán Talbot".

Siobhán Talbot
Group Managing Director
28 June 2019