

Inclusion & Belonging Policy

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Policy Statement

Glanbia's purpose is to deliver better nutrition with products that support health and wellbeing. In addition to better nutrition that enriches lives daily, Glanbia seeks to enrich the lives of our employees, communities, and the industries we serve by ensuring diverse and inclusive representation of our many served communities and by creating a culture of inclusion and belonging.

Showing Respect is one of our core values and we want all of our stakeholders to feel that they are understood, valued and respected for who they are as individuals. We strive for equity to be engrained into our culture.

Our Vision

At Glanbia our culture celebrates individuality, knowing that together we are more.

Glanbia believes that our organisational success, where our products and services have the greatest impact, is enabled by cultivating an inclusive culture of diverse engaged colleagues. Doing so ensures we bring forward the best ideas, experiences and perspectives needed to develop the nutrition of tomorrow.

Purpose

The purpose of this policy statement is to:

- Build and sustain a workplace that is inclusive, promotes belonging and supports our employees in being able to pursue their career aspirations and live as their authentic selves.
- Promote fairness and respect for people at all levels and in all areas across our organization.
- Ensure that we do not discriminate in our policies and practices on the basis of racial and ethnic origin, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national extraction or social origin, or other characteristics protected by Union regulation or applicable law.
- Oppose all forms of discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental or other unpaid leave, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities, as outlined in the UN Declaration for Human Rights.

Scope

This policy applies to all personnel employed by or engaged to provide services to Glanbia, including, but not limited to, Glanbia's directors, employees, officers, temporary employees, workers (including agency workers), casual staff, independent contractors (for ease of reference all are referred to as "employees" within this policy). In joint ventures where Glanbia does not have overall control, the leaders and managers of those businesses are strongly encouraged to adopt the same or similar standards.

If there is a difference between the content of this policy and any local law or regulation, the more stringent requirements will apply.

Our Commitments

We will:

- Foster a truly inclusive culture that rejects any forms of racism and other discrimination, where every employee feels that they belong and that they have an opportunity to thrive and reach their full potential.
- Nurture a diverse workforce that is reflective of the customers and consumers we proudly serve.
- Ensure that our recruitment, development and promotion processes are accessible, fair and equitable – affording equal opportunities to all.
- Not discriminate based on factors such as race, religion, colour, ethnicity, national origin, ability, sexual orientation, gender identity or marital status.
- Embrace diversity of thought and model inclusivity in how we do business both internally and externally.
- Invest time and resources in creating a shared understanding of our expectations around fostering an inclusive culture.
- Cultivate ongoing, open dialogue across teams and create safe places for connection and conversation through employee resource groups and industry engagement.
- Take action when any manager, employee, supplier or partner fails to uphold the standards set out in this policy.

Putting Our Commitments into Practice

Executing strategy

Our Inclusion and Belonging strategy has been approved by the Board of Glanbia plc. Overall accountability for the delivery of this strategy sits with the Group Operating Executive.

Glanbia has defined clear governance and accountabilities for delivering on our strategy, vision and actions. The Group has appointed a Vice President for Talent and Culture to co-ordinate strategy delivery, and aligning with the broader objectives of the Group's ESG strategy.

A culture of inclusion and belonging affects everyone and we all have a role to play in the day-to-day delivery of our policy. All Glanbia employees are expected to contribute to an inclusive work environment by upholding the policy standards, as outlined in the Our Commitments section, and living by the inclusive behaviours described in our values.

Monitoring and Reporting

Glanbia monitors the make-up of the workforce regarding information such as age, gender, ethnic background and disability (to the extent that data and privacy laws allow) solely in order to take positive action in support of our inclusion and belonging objectives.

We comply fully with reporting and governance requirements in the jurisdictions in which we operate.

The impact of inclusion and belonging activity will be monitored on an ongoing basis through our employee engagement survey, employee resource groups and listening programmes.

Resolution of Issues

Glanbia has a clear, transparent and supportive process for raising and addressing complaints of bullying, harassment, victimisation and unlawful discrimination at Glanbia whether by management, fellow employees, customers, suppliers or agents in the course of the organisation's work activities.

Any breach of this policy is also considered to be a breach of the Glanbia Code of Conduct and can be reported promptly through one of the routes described in the Code, for example, our Speak-Up policy or Safe Call line.

Breaches of this policy will be dealt with in accordance with our grievance and disciplinary policies and as permitted by law. Where matters are brought to us, we are committed to protect the rights of those elevating and reporting concerns, and we do not tolerate reprisal against anyone who raises a matter in good faith or where they have assisted an investigation.

We track and routinely review these mechanisms, along with any feedback on them, developing our approach to continuously improve the process. Where appropriate we will also engage with local judicial or non-judicial grievance mechanisms to address matters.

Policy Definitions

Diversity

Diversity describes everyone and our individual seen and unseen differences. Our differences include those we see, such as gender, race, and age. It also includes unseen differences including sexual orientation, gender identity, hidden disabilities, nationality, education, social upbringing and faith. Diversity is about valuing difference, and the different insights and perspectives different people bring. Put simply, diversity is us and the collective of our differences.

Inclusion

Inclusion is the way we respect and value one another and celebrate our unique differences. Our inclusive workplace is one where we can be our true selves every day, valued for our perspectives, and empowered to thrive.

Belonging

Belonging is the feeling of security, acceptance, and emotional connection to a group, characterised by being seen, valued, and able to contribute. It is a fundamental human need involving a sense of fitting in, being recognised for one's identity, and having a supportive relationship within a community and the organisation as a whole.

Related policies

- Code of Conduct
- Speak Up Policy
- Human Rights Policy