



# Environmental Policy

# Overall Policy Statement

The goal of our 'Better Nutrition, Better World' sustainability strategy is to grow our business while minimising negative environmental impacts and promoting positive actions through effective resource use, responsible sourcing, and use of innovative solutions to contribute to a more sustainable future.

'Better Nutrition, Better World' has three strategic pillars: People, Planet, and Performance. This policy outlines our commitments and objectives under the Planet Pillar:

- We are committed to minimising our environmental impact, with our Scope 1&2 and Scope 3 FLAG and non-FLAG reduction targets validated by the Science-Based Targets Initiative (SBTi). We recognise the need to play our part in addressing climate change and resource depletion, we aim to embed environmental stewardship across our business.

## Purpose

This policy outlines our approach to environmental sustainability by establishing clear objectives for emissions reduction, water management, and resource use and circularity. This policy outlines our commitment to sustainable development and emphasises that our activities should be carried out responsibly, aligning with societal expectations and in compliance with all applicable international and local laws and regulations in the regions where we operate.

This policy is fundamental in the management of our environmental material 'Impacts, Risks and Opportunities' ("IROs") and focuses our activities so that they are addressed appropriately in our commitments and objectives. The policy is reviewed as required, at a minimum annually, to ensure each relevant IRO is appropriately addressed through the commitments made in this policy.

## Scope

This policy applies to Glanbia Plc ("the Group") activities and locations (including manufacturing facilities, corporate offices, R&D facilities, joint ventures), and applicable key aspects of our value chain where they involve the management of identified material IROs. 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, and independent contractors, along with suppliers, and partners working with or on behalf of Glanbia plc. The environmental targets included in this policy are set within the bounds of the Group's operational control.

## Policy commitments and objectives

### Climate change and emissions reduction

Glanbia is committed to doing our part to address climate change by focusing on our most material impacts, including commitments to reduce our Scope 1, 2 and 3 greenhouse gas (GHG) emissions across our operations and value chain in line with global expectations. Our objectives include:

- **Climate change mitigation:** Taking action to achieve our Scope 1, 2, and 3 emission reduction targets, that are validated by the Science Based Targets initiative to reduce GHG emissions across our own operations and our value chain.
- **Climate change adaptation:** Working on building resilience to climate change across our business model and strategy through assessment of, and adaptation to, the physical impacts of climate change experienced by the company.

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<sup>1</sup>Science Based Targets Initiative Forest Land and Agriculture climate targets to reduce land based emissions.

<sup>2</sup>Identified during our Corporate Sustainability Reporting Directive (CSRD) aligned double materiality assessment.

- **Energy efficiency:** We aim to improve energy efficiency across our operations by adopting low-carbon technologies that are cost-effective, readily available, and aligned with our manufacturing and quality standards.
- **Renewable energy deployment:** Testing and adoption of renewable energy solutions in our own operations and procure renewable energy from suppliers or through credible third party certified market instruments such as Energy Attribute Credits (EAC's).
- Developing our understanding on how best to collaborate with key suppliers on their decarbonisation plans in order to procure lower carbon or more sustainable ingredients, and support downstream partners with emissions reduction commitments.

#### Target commitments

- Scope 1 & 2 GHG emissions (incl. operational biogenic emissions) 50% reduction by 2030 from 2018 base year.
- Scope 3 FLAG emission reduction (SBTi FLAG Dairy Sector pathway, boundary: dairy sourcing incl. milk and derivatives), 30% reduction by 2030 from 2023 base year.
- Scope 3 non-FLAG emission reduction, 25% reduction by 2030 from 2023 base year.

### Water Management

We are committed to strengthening our water stewardship across our operations and, where feasible, throughout our value chain. Our goal is to reduce material water consumption and support long-term water sustainability. Water is essential to our business, particularly in regions experiencing water stress, where our usage is most concentrated. We actively monitor water use across all sites, with a heightened focus on high-risk areas. The following objectives apply group-wide, with particular attention to facilities located in water-stressed regions:

- Striving for continuous water efficiency improvements in our own operations production processes such as cleaning equipment, cooling and processing milk.
- Continuing to implement water stewardship practices on use and sourcing of water, prioritising water recycling and reuse, water recovery and water storage, to more effectively manage usage demands.
- Regularly assessing our water impact on areas where we operate, using the most advanced latest industry tools available, to ensure our actions are proportionate and appropriate with the risk identified.
- For wastewater at manufacturing facilities that discharge material amounts of water, we are continuing to prevent negative environmental impacts by implementing rigorous controls, adhering to recognised water treatment standards at our onsite water treatment plants meeting, grey-water minimum requirements.
- Monitoring and assessing opportunities to assist dairy farmers, particularly located in high water stress areas.
- Calculating, analysing, and publishing relevant metrics around water management, using widely recognised standards and frameworks. and our performance against our targets.
- Our target below supports our commitment to reducing freshwater withdrawals in our operations, including areas of high and extremely high water stress and/ or risk.

#### Target commitments

- 10% reduction in freshwater withdrawal by 2025 from 2021 base year (within our operations).<sup>3</sup>

<sup>3</sup>This target was approved by the board in 2021. We remain committed to achieving this outcome whilst working on setting a new target/ ambition beyond 2025.

## Resource use and circularity

As a global company we acknowledge our reliance on resources, our role in maintaining resilient supply chains, and our obligation to manage waste responsibly and ensure the recyclability of our consumer packaging. Our objectives include:

- Reducing food waste, which is by weight our most significant source of waste, in alignment with FLW (Food Loss and Waste) protocols.<sup>4</sup>
- Reducing, reusing, and recycling waste across our value chain, with committed targets for Total Resource Use Efficiency (TRUE) zero waste certification for all facilities.
- Promoting the proper disposal and processing of end-of-life packaging for our end user consumer products, via consumer education and alignment of packaging designs to regional circular design guidelines.
- Responsibly sourcing products, packaging and services in an ethical, sustainable and socially conscious way, including where possible transitioning away from use of virgin resources, and developing the use of renewable resources.
- Calculating, analysing, and publishing relevant metrics around resource management, using widely recognised standards and frameworks, and measuring our performance against our targets.

### Target commitments

- 50% Food Waste Reduction by 2030.
- 100% Glanbia sites achieve TRUE waste certification by 2025 (sites existing in 2021)<sup>3</sup>.
- 100% recyclable, reusable or compostable consumer packaging by 2030.

## Pollution

Glanbia continues to commit to conducting our activities responsibly and complying with all applicable local and international laws and regulations around pollution in the regions where we do business. See 'water management' and 'resource use and waste management' sections for our specific commitments in those areas.

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<sup>3</sup>This target was approved by the board in 2021. We remain committed to achieving this outcome whilst working on setting a new target/ ambition beyond 2025.

<sup>4</sup>The Food Loss and Waste (FLW) Protocol is a global multi-stakeholder initiative that developed the FLW Accounting and Reporting Standard. This standard provides a consistent framework for entities—such as companies, governments, and organizations—to quantify and report on food loss and waste across the supply chain. Its goal is to support targeted strategies for reducing inefficiencies and improving sustainability in food systems

# Governance and engagement

## Governance

In order to meet our environmental commitments and objectives, including our published targets, we have an established internal structure to embed responsibility and oversight including:

- **Board oversight:** established Sustainability Committee which oversees our sustainability strategy execution, receiving regular updates on our material environmental impacts, risks and opportunities, and our performance against our stated targets. The Sustainability Committee Chair regularly updates the Board on the nature and content of the Sustainability Committee meeting discussions, recommendations, and any actions to be taken.
- **Roles and responsibilities:** established roles and responsibilities to embed accountability.
- **Metric reporting:** calculating, analysing, and publishing relevant metrics using internationally recognised standards and frameworks.
- **Target Setting:** setting relevant targets to guide all actions taken to address our commitments, and publishing our performance against our targets.
- **Remuneration:** Environmental targets are factored into the long-term incentive plans (LTIP) of senior management.

## Engagement

We are committed to maintaining open and transparent communication on environmental matters. We will engage with relevant stakeholders, including employees, customers, suppliers, and the wider community, to further understand our impacts and communicate key environmental information, as appropriate.

## Roles and Responsibilities

There are many roles and responsibilities involved in delivering our environmental policy, listed below. Responsibility for policy implementation is held by the Group Operating Executive.

Role	Responsibilities
Sustainability Committee	Oversight of Glanbia plc's environmental strategy and review progress toward targets. See further detail of role and responsibilities at <a href="https://www.glanbia.com">glanbia.com</a> .
Audit Committee	Provides oversight of the assurance, verification, monitoring, and review (as appropriate) of relevant ESG metrics. See further detail of role and responsibilities at <a href="https://www.glanbia.com">glanbia.com</a> .
Group Operating Executive	Set environmental objectives and allocate resources to achieve sustainability targets.
Sustainability team	Lead environmental programmes, measure and report performance, and drive compliance.
Facility managers	Implement site-specific environmental practices and ensure adherence to policy standards.
Employees	Follow all environmental protocols and participate in sustainability initiatives to support the company's objectives.

# Definitions

## **GHG Emissions**

Emissions of greenhouse gases including (but not limited to) CO<sub>2</sub>, methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O) from operational activities.

## **Scope 1, 2, and 3 Emissions**

Scope 1 covers direct emissions from owned or controlled sources, Scope 2 includes indirect emissions from the generation of purchased electricity, heating, and cooling, and Scope 3 encompasses all other indirect emissions within the value chain.

## **Science-Based Targets**

Emission reduction targets validated by the Science Based Targets initiative.

