



Animal Welfare Policy

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Glanbia is committed to sustained high standards of animal welfare and we have zero tolerance for willful mistreatment/cruelty to animals anywhere in our supply chain.

In respect of dairy supplies, together with our suppliers, patrons and farmers, we are committed to the implementation and continuous evolution of industry leading science based animal welfare standards in our supply chain at all stages of life for animals on the farm. We require that the high-quality milk needed to manufacture many of our products comes from healthy, comfortable, and well cared for cows on supplier farms.

We require dairy farms directly supplying milk to Glanbia¹ and cooperative milk suppliers to meet or exceed all applicable local, state, and federal regulations regarding farm animal welfare. We recognise and support the “Five Freedoms,” endorsed by the World Organization for Animal Health (OIE), as applied to animals:

- i. Freedom from hunger and thirst
- ii. Freedom from discomfort
- iii. Freedom from pain, injury & disease
- iv. Freedom to express normal behaviour
- v. Freedom from fear and distress

In addition to compliance with governmental regulations, we require all of our US milk supply meet animal care guidelines outlined in the National Dairy FARM (Farmers Assuring Responsible Management) Programme for Animal Care Module (“FARM AC Programme”) and remain in good standing with the FARM AC Programme. The FARM AC Programme is approved by the International Standards Organisation (ISO) and sets animal care standards on US dairy farms that are science and outcomes-based.

Glanbia reserves the right to decline, suspend or permanently cancel milk supplies from any farm that does not meet the required standards of the FARM AC Programme standards or where a breach of such standards has taken place.

¹ The scope of this policy covers milk directly procured for our Idaho operations.

Implementation

This policy has been approved by the Board of Glanbia plc. Responsibility for the implementation and compliance with this policy rests with the relevant business unit management teams.

Glanbia ensures compliance with the FARM AC Programme by direct suppliers by conducting on site second party animal evaluations every programme cycle by personnel who are certified in the current version of the FARM AC Programme.

Dairy suppliers are also subject to random third-party verification conducted by trained auditors contracted by the FARM AC Programme. Current requirements in the FARM AC Programme are set out in the addendum to this policy.

Addendum

The below required expectations are contained in the current version of the FARM AC Programme and Glanbia fully supports and endorses these expectations.

Continuous Training

In accordance with the FARM AC Programme guidelines, we require all our suppliers of dairy products to provide evidence that annual employee training on animal care/handling is in place and that an employee code of conduct is signed by each family and non-family employee with animal care responsibilities.

Animal Care and Veterinary Oversight

In accordance with the FARM AC Programme guidelines, we expect all our suppliers to maintain a written Veterinarian Client-Patient Relationship (VCPR) form that is signed by the farm owner and Veterinarian of Record (VOR) annually. Additionally, the written Herd Health Plan (HHP) and animal health treatment records shall be reviewed annually by the VOR to emphasise prevention of disease/illness, rapid diagnosis, judicious drug use, and effective decision-making on treatment of sick or injured animals.

Housing: Animals should be provided safe, clean, dry, and comfortable environments for climactic conditions.

Nutrition: Proper nutrition through age-appropriate diets should be provided to all animals to promote proper health and growth.

Non-ambulatory dairy cattle: Adherence to proper procedures for handling non-ambulatory dairy cattle including utilising special equipment for injured and non-ambulatory animals with specially trained caretakers available to care for such animals' needs.

Disbudding and dehorning: Disbudding to be completed before eight weeks of age utilising analgesics agreed upon by the dairy farmer and herd veterinarian.

Treatment of Animals

In the event of a credible allegation of animal neglect, mistreatment, or abuse an investigation shall be launched. The farm will not be allowed to provide milk to Glanbia if, upon conclusion of the investigation, it is determined that willful neglect, mistreatment, or abuse of animals occurred, until FARM AC Programme compliance is reestablished in accordance with the willful mistreatment protocol set forth by the FARM AC Programme.

Reference material to the FARM AC Programme can be found at <https://nationaldairyfarm.com/dairy-farm-standards/animal-care/>