



# Environmental Policy

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## Policy Statement

Consistent with our Purpose, Vision, and Values, Glanbia is committed to operating in a responsible manner and to supporting the sustainability of our environment, our people, and our communities.

## Key Principles

As a responsible corporate citizen, we apply the following principles in order to build and promote a culture of continuous improvement in environmental performance through:

- **Regulatory Compliance:** Complying with all applicable local and international laws and regulations in the regions where we do business.
- **Voluntary Commitments:** Setting and validating company-wide targets for sustainability performance improvement, developing and implementing programmes to achieve Glanbia's environmental goals.
- **Environmental Risk Management:** Researching, analysing, monitoring and mitigating environment-related risks in the company's operations and value chain.
- **Data and Transparency:** Establishing and reporting metrics to monitor environmental performance against targets, ensuring robust data management processes, and using these results to strive towards improvement and inform our stakeholders.
- **Technology and Systems:** Implementing appropriate technology, industry practices and environmental management systems to enable Glanbia's sustainability strategy and target delivery.
- **Business and Supply Chain Integration:** Integrating sustainability considerations and requirements into strategic business decisions, including those on growth and sourcing practices.
- **Education and Communications:** Promoting a culture of ownership by educating and training our people to work in an environmentally responsible manner and holding ourselves and our colleagues to high standards.
- **Collaboration:** Fostering openness and dialogue on environmental sustainability risks, performance, and future outlook with our internal and external stakeholders.

With respect to the principles outlined, Glanbia is committed to continuous performance improvement in the following environmental domains.

## Addressing Climate Change

As a nutrition company Glanbia measures the impact of our business processes on climate and has committed to a programme of greenhouse gas emissions (GHG) reductions in our own operations and value chain. Glanbia is aligned to the Paris Agreements target to limiting global warming to 1.5 degrees Celsius and our approach to emissions reduction involves public commitments and targets validated by recognised international standard-setting organisations, long-term decarbonisation programmes initiation and management, and the implementation of the best available technology in the regions of presence.

## Preserving Water Resources

Glanbia measures the impact of our business on water resources availability and quality resulting from the water processing activities in the company's operations. Analysing and managing freshwater stress and associated risks in our operations and value chain, preventing pollution, adhering to recognised water treatment standards, and continuous water efficiency improvement are embedded in our production processes and supply. Glanbia has set time bound water efficiency targets (currently 10% fresh water reduction 2021-2025) and our approach to water preservation focuses on minimising fresh water drawdowns, maximising water reuse and achieving a positive overall water balance in our operations.

## Creating Circular Solutions

Glanbia acknowledges our role in transitioning to a circular economy, which includes reducing the volume of our waste, recovering and turning the remaining waste into a resource, and ensuring sustainability and recyclability of our materials. Being a food processor and a consumer brand company, Glanbia has set time bound targets across waste and packaging which include 100% reusable, recyclable or compostable consumer packaging by 2030, TRUE certified zero waste by 2025 at our manufacturing sites and a 50% reduction in food waste by 2030.

## Reporting on Material Environmental Topics

Glanbia is committed to regular, transparent, and reliable reporting on material environmental topics to our stakeholders. Aligned with the Global Reporting Initiative (GRI) reporting standards, we report on our sustainability strategy, environmental programmes, targets, and performance indicators through mandatory and voluntary disclosure platforms, in our annual report, and on our website. Glanbia adheres to recognised international standards in our sustainability reporting and implements a mechanism of internal and external controls for environmental disclosure accuracy and completeness.

## Roles and Responsibility

The Board of Glanbia plc is responsible for setting environmental policy and for setting comprehensive improvement targets. The Board Environmental, Social and Governance (ESG) Committee monitors company performance against strategy and targets.

Glanbia executive leadership is responsible for execution of strategy and achievement of stated targets, ensuring that structures, processes and resources are in place to achieve the Group's objectives. It is management's responsibility to make every employee aware of their responsibilities to minimise our impact on the environment.

All employees are responsible for considering the impact of this policy on their day-to-day work practices and are expected to apply and support the principles stated above.