



Food Safety and Quality Policy

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Policy Statement

Consistent with our Purpose, Vision and Values, Glanbia fosters a culture of excellence in food safety and quality, producing products and ingredients that comply with relevant regulations, industry standards and which our customers value and trust.

Glanbia remains a trusted partner of choice, always ensuring food safety and quality are non-negotiables.

Purpose

The purpose of this policy is to outline the standards set by the Glanbia Group in order to fully meet this policy statement.

Scope

This policy applies to all Group businesses. "Glanbia" or the "Group" is defined as all companies where Glanbia plc directly or indirectly controls more than 50% of the equity or has management control.

Requirements

- **Regulatory Compliance** – Glanbia will comply with all applicable local and international laws where we do business, and for the class of products and intended uses.
- **Management Systems** – Glanbia will fully implement, monitor and evolve the Glanbia Quality Management System ("GQS") that sets the control environment and supports compliance with the Global Food Safety Initiative ("GFSI") or equivalent relevant standards at all our manufacturing facilities. This includes consideration of food safety and quality culture, food defense and food fraud prevention.
- **Business & Full Supply Chain Integration** – Glanbia will ensure integration of food safety and quality requirements into all relevant business processes and decisions, driving a proactive and prevention mentality, including integration plans for newly acquired businesses.
- **Ownership & Accountability** – Glanbia is committed to promoting a culture of excellence, with a right first-time mind set, by educating and training leaders and personnel throughout the organisation on their role and responsibilities in relation to food safety and quality.

Requirements Continued

- **Collaboration** – Glanbia requires openness and dialogue on food safety risks, performance, and progress. We promote a 'learning and improvement' mindset, using both successes and challenges to understand risks, vulnerabilities, build resilience and ensure appropriate mitigations are in place within our operations.
- **Monitoring & Reporting** – Glanbia sets appropriate metrics and reporting to monitor our food safety and quality risks and capabilities, and drive continuous improvement and transparency across the Group. We aspire to zero food safety incidences, with a right first-time mind set.
- **Quality Performance** – Glanbia products meet or exceed defined quality acceptance criteria. The Group will never knowingly ship products that fail to meet these acceptance criteria.

Roles & Responsibilities

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, (for ease of reference all are referred to as "employees" within this policy).

Glanbia's management are responsible for ensuring that structures, resources, and processes are in place to sustain this policy, and ensure every employee is aware of their personal responsibility to programmes and practices required for food safety and quality.

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